

U.S. Total Rewards Resource Guide

AbbVie's benefits, compensation and well-being resources

Welcome to the U.S. AbbVie Total Rewards Resources Guide!

Find the information you need to make the most of the benefits, compensation and well-being resources AbbVie offers by clicking the boxes below.



Benefits

Health Plan Rates

Compensation

AbbVie Vitality

For purposes of the information contained in this guide, "U.S. Employees" refers to employees of AbbVie Inc. and its subsidiaries who are eligible to participate in accordance with the terms and conditions of the applicable policies. These policies do not apply to individuals employed in Puerto Rico or outside of the United States, except for certain designated transferred employees. Each policy has its own eligibility requirements. See the policies for details. This guide is a summary of selected features of the AbbVie leave policies and certain AbbVie benefit programs, but it is not a full description of policy or program terms. Detailed information is contained in the policy and program documents. If there is any conflict between the information provided in this guide and the information found in a policy or program document, the policy or program document will govern. AbbVie reserves the right to change or end the policies and programs described here at any time. This guide is not a statement of contractual rights and is not intended to give rise to any right to employment, continued employment or benefits. Nothing in this guide alters the relationship between AbbVie and its employees, which is "at will."



Benefits

At AbbVie, we promote a culture of good health not only for our patients, but also for our employees and their families.

Our Total Rewards — AbbVie’s approach to compensation, benefits and well-being — reflect AbbVie’s place among the world’s best employers by offering:

- ✓ Compelling programs that meet the diverse needs of our employees
- ✓ Security and support to care for you and your family’s physical, emotional and financial well-being
- ✓ Resources to help you be your best at work and home

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Medical Coverage

All regular employees scheduled to work at least 20 hours per week are eligible for health coverage. Employees may cover themselves, their spouse or domestic partner and their child(ren), up to age 26.¹ Coverage begins on the employee's start date; there are no waiting periods or exclusions for pre-existing conditions.

AbbVie applies a surcharge on your bi-weekly medical contributions if you elect to cover a spouse/domestic partner who has access to coverage through their employer.

All health plans require an employee contribution, which is deducted from an employee's pay before taxes are taken out (see Plan Rates for details). AbbVie offers you a choice of high-quality national medical plan options.²

Each plan provides:

- ✓ **Comprehensive coverage:** All medical options cover inpatient and outpatient medical care, physician's and surgeon's charges, office visits, prescription drugs, behavioral health care and more. Typically you pay 20% after the plan deductible has been met
- ✓ **Provider choice:** Coverage with any provider (doctor, hospital, lab)—but your costs are lower when you use providers in the network
- ✓ **Preventive coverage:** 100% coverage for certain preventive services such as physicals, well-woman (including mammograms), well-child exams and immunizations.
- ✓ **Preventive cancer screenings:** No age limits, so you and your doctor can decide on early detection screenings based on your health history.
- ✓ **Nutritional counseling visits:** No visit limits, ensuring you get the care you need.
- ✓ **Health support:** Free nurse advice line for non-emergency situations, plus help from customized care programs if you have a serious illness
- ✓ **Opportunity to save:** 100% coverage for Company non-cosmetic drugs (a deductible may apply) for active employees only
- ✓ **Online information:** Online and mobile access to information about providers, cost estimator tools, claims and more
- ✓ **Virtual Visits:** Connect with a board-certified doctor from a mobile device or a computer; takes minutes to diagnose non-life threatening symptoms; available for all medical plans

¹If you enroll a dependent in medical, dental or vision for the first time, you must submit documentation to prove they are eligible for health coverage.

²Regional options available in California.



Family Building, Maternity & Newborn, Adoption, Surrogacy, Menopause and Midlife Health Care

All employees and their spouses or partners get 24/7 free clinical support across 35 specialties for menopause, midlife health, adoption & surrogacy.

Those who are enrolled in our Blue Cross Blue Shield or UnitedHealthcare medical plans also get access to fertility, maternity, and newborn care supports.

Fertility, Pregnancy, Maternity, Newborn Care, Adoption & Surrogacy Support

- **Unlimited, free video visits and messaging:** access a team of clinicians like fertility awareness educators, reproductive endocrinologists, OBG-Yns, Doulas, Childbirth Educators, Pediatric Sleep and Nutrition Coaches and more. They will answer day or night, even at 2 am.
- **Expert articles, videos and on-demand classes:** Scroll clinically-accurate resources that cover mental health, sleep, nutrition, wellness, symptom relief and more
- **Adoption, surrogacy and donor tissue reimbursement benefits:** Get reimbursed for court costs, legal fees, birth certificates, temporary foster care charges, surrogacy agency fees, donor tissue and more.

Free Virtual Menopause and Midlife Health Support

- **Comprehensive Clinical Support:** access providers who specialize in pre-menopause, menopause, post-menopause and midlife health. When needed, get trusted referrals to in-person care.
- **Career and Lifestyle Support:** 1:1 guidance and coaching provided by nutrition, exercise, wellness, mental health, sexual health and career experts.
- **Gender-Inclusive Support:** Covers challenges faced by both men and women in midlife, including hormonal changes. *Maven will not diagnose, treat or prescribe hormone replacement therapy (HRT).*
- **Symptom Management:** personalized support to manage symptoms and education to empower you to achieve your health goals.

Benefits Navigation, Advocacy and Cancer Support Services

Transparent brings together all your AbbVie health care and related benefits within one, personalized app experience. Find quality care, leverage available benefits and access personalized oncology care support. Available to U.S. employees, retirees and their families.

- **Stay organized:** keep insurance and benefits information all in one place.
- **Understand your benefits and treatment options:** Speak or chat live with a Health Guide who can advocate on your behalf, help you leverage available benefits and more.
- **Dedicated cancer care and support:** Manage symptoms, address barriers to receiving care, get expert opinions from the best centers and more.

Free Virtual Physical Therapy

Offered through Hinge Health, employees and family members who are covered by either Blue Cross Blue Shield or UnitedHealthcare and are 18+ years can get personalized and confidential exercise therapy, 1:1 virtual support with physical therapists and coaches and instant feedback through motion-capture technology.

Dental

Our comprehensive dental plan covers services like:

- Exams, cleanings and fillings
- Fluoride treatments and orthodontia for all ages
- Restorative and surgical services at varying levels

Vision

We offer a Basic vision plan and a more robust Premium plan so you can choose the coverage that's right for you. Both vision plans cover services like:

- A preventive eye exam with \$0 copayment (1x/year)
- Discounts and/or allowances for prescription eyeglass frames, lenses or contact lenses available, depending on the plan you choose

Spending and Savings Accounts

Flexible Spending Accounts (FSAs)

All regular employees scheduled to work at least 20 hours per week are eligible to participate in FSAs that allow you to set aside pretax money to pay for eligible health care and dependent care expenses.

You can choose a health care or a dependent care account, or both. The maximum annual contributions are set by IRS rules, and FSA dollars cannot be refunded.

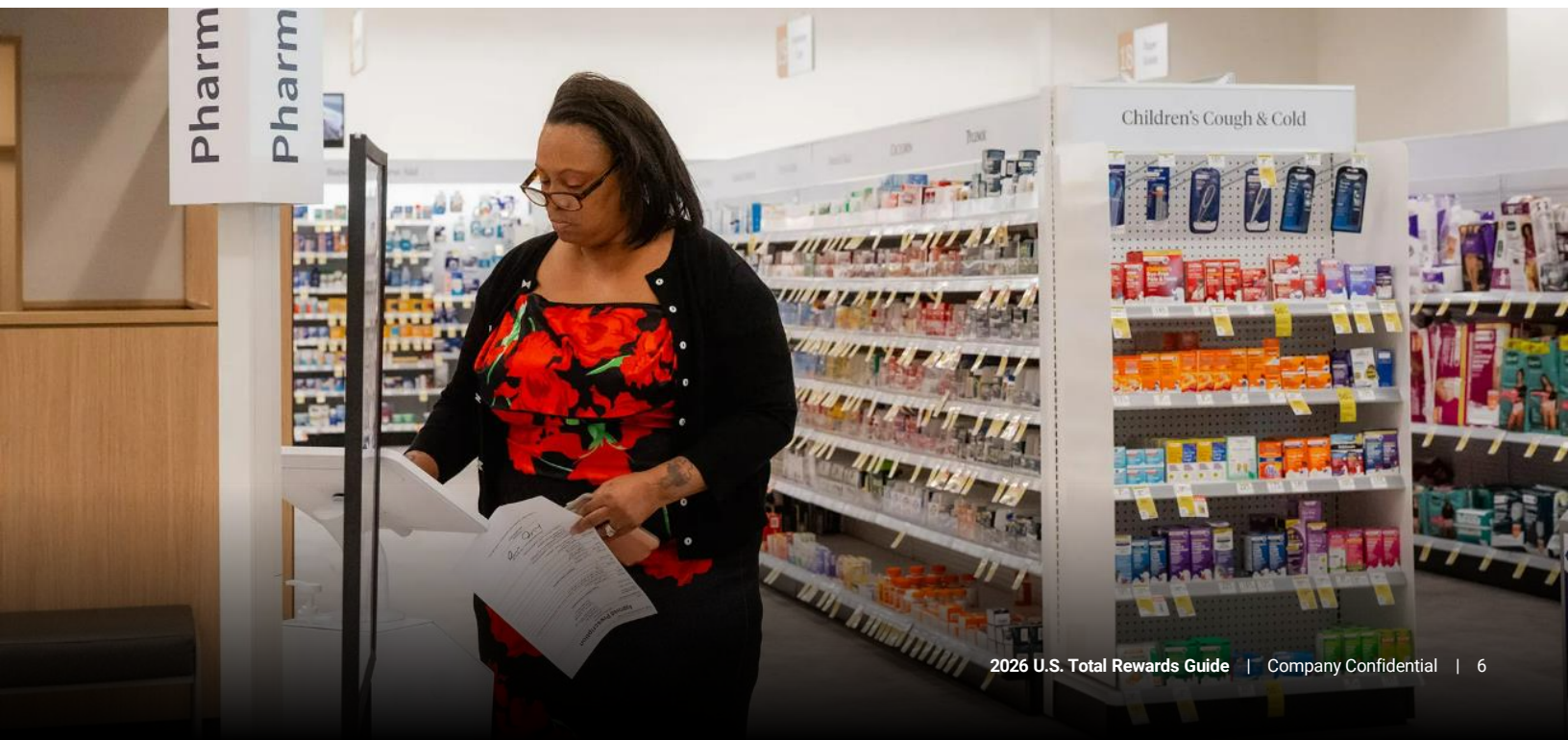
- **Health Care FSA:** You can carry over up to \$660 from your 2026 health care FSA to next year. Employees have until next April 30 to submit this year's health care FSA expenses. The carryover funds do not count against your total election for the upcoming year.
- **Dependent Care FSA:** You must use the money in your dependent care FSA by next year's March 15 or you will lose it. You have until next year's April 30 to submit this year's dependent care expenses.

You cannot change your FSA elections until the next open enrollment period unless you experience a qualified family status change such as a birth or marriage.

Health Savings Account (HSA)

Employees enrolled in one of AbbVie's high-deductible health plans are eligible to open an HSA—an account you fund with pretax dollars to pay for future health care expenses. The maximum annual contributions are set by the IRS each year. Depending on the health plan option you choose, the company also may contribute to this account.

- **You may open an HSA at any financial institution.** However, you must use HealthEquity to receive AbbVie contributions and take advantage of the convenience of payroll deductions – tax-free.
- **You may open an HSA at any time during the calendar year** if you are enrolled in one of AbbVie's high-deductible health plans.
- **You can withdraw money from your HSA tax-free** if the money is used to pay for eligible health care expenses.
- **You can choose to spend your HSA funds today or save them for the future.** Invest extra funds in HealthEquity's mutual funds to grow them tax-free. Your HSA moneys, including any company contributions, always belong to you.



Vacation

Employees earn paid vacation based on their length of service with the company.

Years of Service	Paid Vacation
Less than one year	Prorated based on hire date
1 – 4 years	3 weeks
5 – 14 years	4 weeks
15 – 24 years	5 weeks
25 or more years	6 weeks

Holidays

Employees, regardless of hire date, are eligible for a total of 17 company holidays, including standard holidays, company-designated holidays and three personal days.

2026 Date	Holidays
Thursday, Jan. 1	New Year's Day
Friday, Jan. 2	New Years Holiday
Monday, Jan. 19	Martin Luther King, Jr. Day
Friday, May 22	Memorial Day Holiday
Monday, May 25	Memorial Day
Friday, June 19	Juneteenth
Friday, July 3	Independence Day Holiday
Friday, Sept. 4	Labor Day Holiday
Monday, Sept. 7	Labor Day
Thursday, Nov. 26	Thanksgiving Day
Friday, Nov. 27	Thanksgiving Day Holiday
Thursday, Dec. 24	Christmas Eve
Friday, Dec. 25	Christmas Day
Thursday, Dec. 31	New Year's Eve
3 Personal Days	As chosen by employee and approved by leader
Total Holidays	17 days

Paid Volunteer Time

Full-time employees are eligible to take two (2) days each year, at full pay, to volunteer for a community or charitable organization of their choice.

You must speak to your people leader to agree on specific days to ensure all work accountabilities are appropriately covered and coordinated, minimizing any business disruption.



Sick Pay

Paid sick time is available to non-exempt (hourly) employees who may be unable to work due to personal or family illnesses or injury. Non-exempt employees are eligible for 60 hours provided at the beginning of the year (time is prorated based on scheduled hours). This policy may vary based on work state/city location.

Paid sick time is provided to exempt employees for non-extended illness or injury for themselves and covered family members. This may vary by work state/city location.

Short-Term Medical Leave

Short-term medical leave is available for all regular employees who become unable to work due to a non-work-related illness or injury for more than seven (7) consecutive calendar days.

- Provides up to 26 weeks of income protection
- **Employees working in states with state-mandated medical leave and disability laws may differ.** Once you start, see your state's specific policy on our HR self-service portal, HRConnect, after your start date for additional information.
- All qualifying leaves under state or federal law run concurrently with FMLA.

Percentage of base pay you receive when on short-term medical leave

1 – 13 Weeks	100% of base pay
Next 13 Weeks	75% of base pay

Long-Term Disability

AbbVie's long-term disability plan is available for eligible employees with serious health conditions that persist for longer than 26 continuous weeks.

- All qualifying employees will receive a percentage of pre-disability basic monthly earnings at 60% of base pay.
- These benefits are offset by any Social Security, federal, state or retirement benefit amounts received for loss of income.

Individual Disability Buy-Up Benefit Coverage

Employees can increase their overall level of long-term disability coverage. This Individual Disability Buy-Up benefit can protect more of your compensation if an accident or illness impairs your ability to work and earn income. This supplemental coverage features:

- ✓ Full portability (take your coverage with you if you leave AbbVie)
- ✓ 25% discount from retail rates
- ✓ Tax-free benefits
- ✓ Guaranteed contractual terms

Enrollment occurs every spring for employees hired after the previous enrollment period.

Parental Leave

Employees who work 20 or more hours a week may be eligible for AbbVie's parent-related leaves.

Parents of all kinds can take up to 12 weeks 100% paid / 10 weeks unpaid parental leave (after six [6] months AbbVie service) within the first year of the birth of your biological child, your domestic partner's child or a child placed in your home for adoption. The time can be taken continuously or intermittently, in one-day increments (subject to people leader approval). This gives you the flexibility to balance work and home responsibilities.

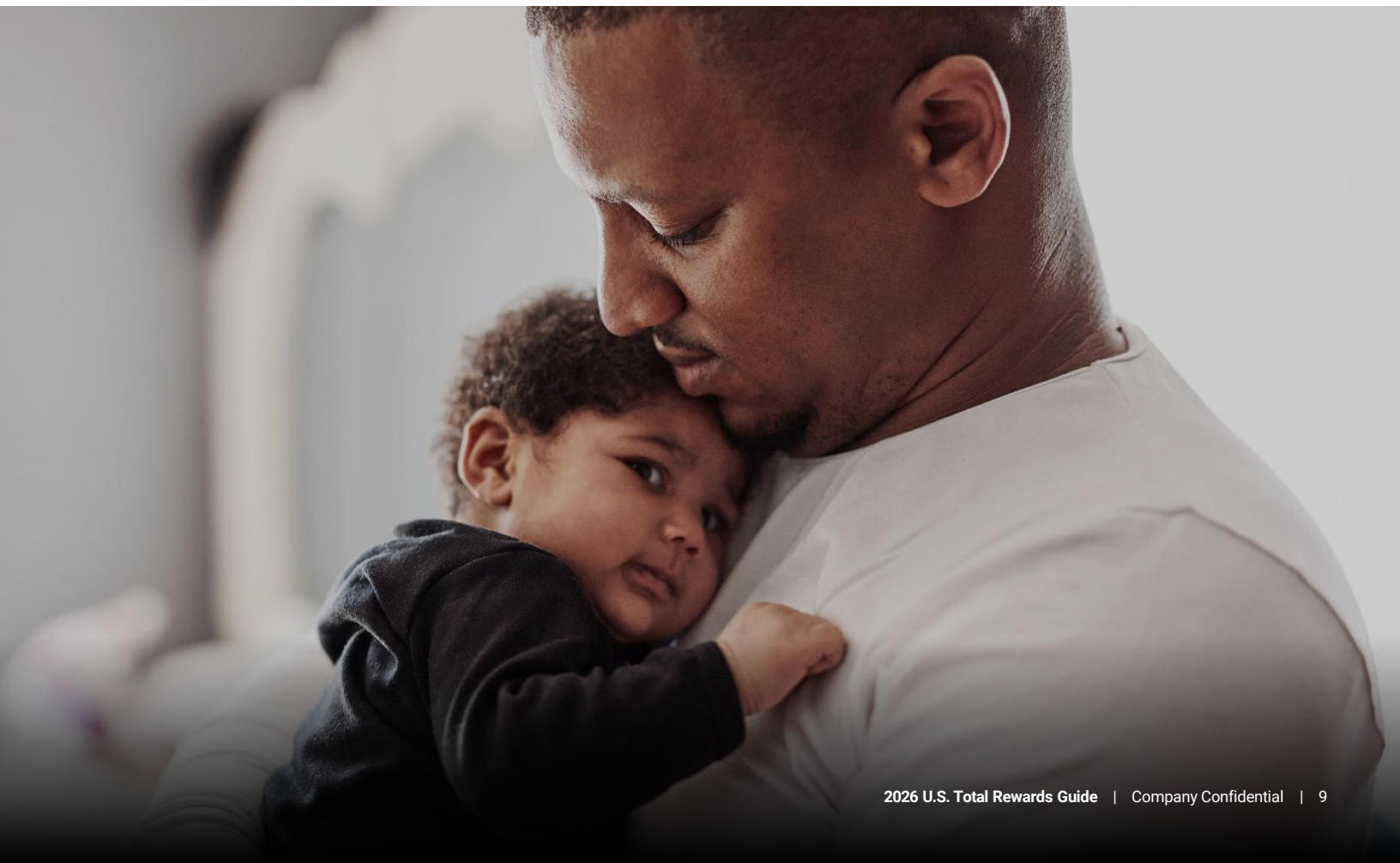
If you work part-time, your available leave time will be prorated. If both parents work for AbbVie, each will be entitled to receive parental leave, if eligible.

Caregiver Leave

All employees scheduled to work at least 20 hours per week are eligible for up to four (4) weeks of paid time and eight (8) weeks of unpaid time for caregiver leave. Caregiver leave allows employees to take time away from work to care for:

- Spouse/domestic partner
- Child at any age (not including bonding time, which is covered by parental leave)
- Parent or parent-in-law
- Grandparent
- Grandchild
- Sibling

AbbVie's caregiver leave, where permitted, runs concurrent with leave under FMLA and applicable state laws. The time can be taken continuously or intermittently, in one-hour increments (subject to people leader approval and our disability vendor's approval).



Retirement Plans

Retiree Health Care

The AbbVie Retiree Health Care Plan includes pre-65 health plan options and the opportunity to enroll in an individual Medicare plan through the Via Benefits Medicare Exchange.

Coverage under the AbbVie Retiree Health Care Plan is available to eligible retirees. To be eligible, you must meet the following age and service requirements: Age 65 with at least three (3) years of AbbVie service or age 55 with 10 years of service.

Retirement Assistance Hub

The Retirement Assistance Hub can help you plan for and understand the retirement process.

When you are in your last next six (6) months from your formal retirement date and are eligible for retirement treatment, you can schedule a one-on-one consultation with an AbbVie Retirement Consultant to ensure you understand all actions you need to take and which vendor partners to work with to initiate your retirement benefits.

Retirement Income Plans¹

AbbVie Savings Plan Plus (ASP+)

The ASP+ is a retirement savings plan with 401(k) features that provides a variety of investment options and flexible features to help you meet your long-term financial goals. The value of your 401(k) account depends on how much you contribute and the performance of the investments you choose.

- **Participate as soon as you are hired.** If you do not enroll within first 30 days, you will be auto-enrolled at 3% of eligible pay², increased by 1% annually until reaching to 10%, on a pre-tax basis. You can opt out of the 1% auto-escalation in your account.
- **Dollar-for-dollar match, up to 6%** of eligible pay. Company matching contributions are vested, or become yours, after two (2) years
- **Contribute up to 50% of your eligible pay** on a pre-tax, Roth 401(k) and/or after-tax³ basis, subject to the IRS annual contribution limits
- **Get an additional Annual Company Contribution based on points** (age + years of service [YOS]) on Dec. 31; no employee contribution required
 - Ranges from 2% – 7% of your eligible pay
 - Vests 20% per YOS (100% vested after 5 YOS)
 - Must be employed on Dec. 31⁴
- **Plans offer multiple investment choices**, including AbbVie stock, target date funds and more

Deferred Compensation Plan Plus (DCP+)

Provides eligible employees with an opportunity to defer eligible compensation into a tax- deferred program above limits imposed by 401(k) plans. Use the DCP+ to save more for retirement, pay for college tuition or simply increase future net worth.

Participation in this plan is voluntary and is restricted to a select group of employees.⁵ This is not a 401(k) plan and is subject to different rules and risks than the ASP+.



¹Employment start date on or after Jan. 1 2022

²Eligible pay is base pay, overtime, annual bonus and sales incentives

³After-tax contributions are restricted to 10% of your eligible pay

⁴If employed as of Dec. 31, retire, become disabled or passes away during the year, you or your beneficiaries will receive the annual company contribution

⁵Participation in this plan is available to U.S. active employees who participate in the ASP+ and have base salary of \$200,000 or more.

Life Insurance

All employees receive basic life coverage equal to 200% of their base annual salary and sales bonus at no cost.

- Opportunity to purchase supplemental coverage equal to an additional 1x, 2x, 3x, 4x, 5x, 6x, 7x or 8x of your base annual salary, up to \$7.3 million combined basic and supplemental coverage.*
- You may purchase dependent coverage for your spouse or domestic partner and dependent children up to age 26

*may require evidence of good health.

Accidental Death and Dismemberment (AD&D) Insurance

All employees receive basic AD&D coverage of \$10,000 at no cost.

- You may purchase supplemental coverage in \$10,000 increments, to a maximum of \$500,000, or 10 times your annual salary (whichever is less).
- You may purchase coverage for your spouse or domestic partner when you also purchase supplemental coverage for yourself, in increments of \$10,000, to a maximum of \$100,000 (not to exceed your supplemental employee coverage amount).

MetLife Legal Plan

Save on legal advice with the MetLife Legal Plan. It is an easy-to-use and affordable solution with two plan options covering a range of topics such as:

- Estate planning
- Home & real estate
- Civil lawsuits
- Reproductive assistance
- Family & personal

An experienced service team will help you find the right lawyer for your case. There are no deductibles, copayments or claim forms when you use a network attorney.

International SOS (ISOS)

ISOS helps employees 24 hours a day, 365 days a year if they become ill or injured, lose their travel documents, or their safety is threatened when traveling or living outside their home country on AbbVie business. Services include:

- **An international insurance program** to ensure you receive the medical assistance you need
- **Medical consultation** and assistance by phone
- **Medications** dispatched to your location
- **Emergency medical evacuation** and repatriation
- **Help with lost travel documents** or identification that prevents you from leaving the country
- **Access to interpreters** and legal help

Business Travel Accident Insurance

All employees are covered by business travel accident insurance while traveling on AbbVie business anywhere in the world, at no cost.

This insurance provides accidental death and dismemberment (AD&D) benefits equal to five (5) times your annual base salary, with a minimum coverage of \$100,000 and a maximum coverage of \$1,000,000.

Allstate Identity Protection

You can elect identity protection services for you and your family to help protect and restore your identity if you become a victim of identity theft. The features include:

- Viewing and managing real-time alerts
- Military-grade VPN
- Seeing and controlling your personal data
- Monitoring social media accounts for your teens, including account takeover
- Stolen wallet reimbursement (up to \$500)
- Getting help disputing credit report errors
- Receiving reimbursements for fraud-related losses: up to \$1 million for stolen funds and up to \$5 million for out-of-pocket costs related to resolving identity fraud.

Other Plans and Programs

Tuition Reimbursement Program

Employees scheduled to work at least 20 hours per week are eligible for tuition assistance if they have at least one (1) year of full-time business experience at any company.

- **Reimbursement up to \$5,250 per calendar year for undergraduate courses and certifications** and up to \$7,000 per year for graduate courses. Approvals subject to people leader review and program eligibility.
- **Also eligible for tuition carryover**, allowing you to carry qualified expenses beyond the annual maximums into the next year for reimbursement.
- **Features a broad selection of network schools** that offer tuition discounts to AbbVie employees.
- **Receive free education coaching** to discuss personalized education plans, evaluate prior coursework and learning, learn about discounts or other benefits available, verify program eligibility or receive assistance on the admissions and college financing process.

Commuter Benefits

Employees scheduled to work at least 20 hours per week who commute to work using public transportation may set aside money from their pretax pay to cover mass transit expenses and commuter parking expenses.

Since this money is deducted from your pay before taxes are taken out, you do not pay federal, state (varies by state) or employment taxes on those dollars.



A photograph of a man with short grey hair kissing a young boy on the cheek. The boy is smiling and has his eyes closed. They are both wearing dark clothing. The background is slightly blurred, showing what appears to be a kitchen or living area.

Health Plan Rates

Everyone's health care needs are unique – that's why we offer choice in coverage.

All health care plans offer robust coverage with navigation and advocacy support so you and your covered family get the high-quality care you need, when you need it.

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2026 Medical Plans and Rates

Plan Option	High Deductible Health Plans (HDHPs)	HDHPs w/ Health Savings Account (HSA)	Preferred Provider Options (PPOs)	Health Maintenance Organization (HMO)
	United Healthcare High Deductible Choice Plus, BlueCross BlueShield High Deductible	UnitedHealthcare High Deductible with HSA, BlueCross BlueShield High Deductible with HSA	UnitedHealthcare Choice Plus, BlueCross BlueShield PPO	Kaiser HMO
Bi-Weekly Contribution¹				
Employee Only	\$27.78	\$57.42	\$96.29	\$77.29
Employee + Spouse/DP ²	\$64.32	\$128.99	\$246.90	\$202.30
Employee + Child(ren)	\$54.43	\$112.48	\$196.91	\$133.94
Employee + Family ²	\$89.24	\$178.99	\$330.29	\$246.90
Deductible (in-network preventive care not subject to deductible in any option)				
Employee only	\$2,100 in-network \$4,200 out-of-network (both include prescription drugs)	\$1,700 in-network \$3,400 out-of-network (both include prescription drugs)	Medical: \$400 in-network \$1,600 out-of-network Prescription drugs: \$50 separate deductible	None
Employee + Family (Spouse/DP, Child(ren), Family)	\$4,200 in-network \$8,440 out-of-network (both include prescription drugs)	\$3,400 in-network \$6,800 out-of-network (both include prescription drugs)	Medical: \$400 per person; \$800 per family in-network \$1,600 per person; \$3,200 per family out-of-network Prescription drugs: \$50 per person; \$100 per family	None
Out-of-Pocket Maximum: The Most You'll Pay Out of Your Pocket (not counting monthly contributions)				
Employee only	\$4,275 in-network \$8,550 out-of-network (both include prescription drugs)	\$4,275 in-network \$8,550 out-of-network (both include prescription drugs)	Medical: \$3,000 in-network \$6,000 out-of-network Prescription drugs: \$1,800 separate max out-of-pocket	\$1,500 in-network (includes prescription drugs)
Employee + Family (Spouse/DP, Child(ren), Family)	\$8,550 in-network \$17,100 out-of-network (both include prescription drugs)	\$8,550 in-network \$17,100 out-of-network (both include prescription drugs)	Medical: \$3,000 per person; \$7,500 per family in-network \$6,000 per person; \$15,000 per family out-of-network Prescription drugs: \$1,800 per person; \$3,600 per family	\$3,000 family in-network Includes prescription drugs
Health Savings Account (HSA)				
Employee only	Employees may open an HSA but will not receive an AbbVie contribution.	\$500 AbbVie contribution	Not eligible for HSA. Can elect a Flexible Spending Account (FSA).	Not eligible for HSA. Can elect a Flexible Spending Account (FSA).
Employee + Family (Spouse/DP, Child(ren), Family)		\$1,000 AbbVie contribution		

HSA funds may be used for eligible medical, dental and vision expenses. **IMPORTANT NOTE:** When you make your enrollment elections at <https://abbviebenefits.ehr.com>, if you elect an HDHP, you will need to authorize the opening of a HealthEquity HSA on the AbbVie Benefits Website to make pre-tax payroll contributions and to receive AbbVie's HSA contribution, if applicable.

Medical coverage can be waived.

¹Contributions are shown as bi-weekly, but payroll deductions may be taken on a monthly or bi-weekly basis

²A surcharge applies if elected to cover a spouse/domestic partner who has access to medical coverage through his or her employer

³Available for employees in California only

2026 Dental Plan and Rates

Plan Option Delta Dental Plan	
Bi-Weekly Contributions	
Employee only	\$6.09
Employee + spouse/domestic partner	\$10.65
Employee + children	\$12.25
Employee + family	\$18.64
Plan Features (in-network ¹)	
Annual Deductible	\$50 per person; \$100 per family
Preventive Care (exams, cleanings, fluoride treatments and X-rays)	\$0
Basic Care (routine fillings, extractions, root canals)	20% after deductible
Major Care (bridges, crowns and implants)	50% after deductible
Periodontal Surgery	20% after deductible
Removal of Impacted Teeth ²	20% after deductible
Orthodontia (braces and related care, services and supplies)	50% up to plan maximum
Nonsurgical Treatment of Temporomandibular Joint Dysfunction (TMJ) ³	20% after deductible
Maximum Amount Delta Dental Pays	
Annual Benefit Maximum	\$2,000 per person ⁴
Lifetime Orthodontia Maximum	\$2,000 per person
Lifetime TMJ Maximum ³	\$1,500 per person

¹An employee may use an out-of-network provider but will pay more out-of-pocket.

²Benefit not applied to maximums.

³Surgical treatment of TMJ may be covered under the medical plan.

⁴Excludes orthodontics and TMJ.

Dental coverage election is separate from the medical election. Dental coverage can be waived.

2026 Vision Plan and Rates

	EyeMed Base Plan	EyeMed Premium Plan
Bi-Weekly Contribution		
Employee only	\$0	\$3.99
Employee + spouse/ domestic partner	\$0.42	\$8.00
Employee + children	\$0.46	\$8.45
Employee + family	\$0.90	\$12.63
Plan Features (in-network PLUS providers ¹)		
Preventive eye care ²	Covered in full with \$0 copayment; one exam every calendar year	Covered in full after \$0 copayment; one exam every calendar year
Prescription eyeglass lenses and frames	20% discount on first pair, including non-prescription sunglasses. Get 40% off additional prescription eyeglasses	Lenses: Copays range from \$0-210, with most at \$25. Please refer to Summary of Benefits on the AbbVie Benefits Enrollment site. ⁴ Frames: \$0 copay; 20% off balance over \$200 allowance. ^{3,4}
Contact lenses	Standard – up to \$40 Premium – 10% off retail price	Standard – up to \$40 Premium – 10% off retail price
UV Treatment	\$15	\$0 copay
Anti-Reflective coating	\$45	Covered in full after \$25 copayment

¹Get the most savings by using an in-network PLUS provider. You may also use an out-of-network provider but you will pay more out-of-pocket.


²Essential Medical Eyecare services included on base plan for \$20 copayment

³250 allowance at PLUS providers. Coverage includes single vision, lined bifocal and lined trifocal lenses. Can use frame allowance for ready-made non-prescription sunglasses instead of prescription sunglasses or contacts.

⁴Premium Plan Coverage is limited to contact lenses or eyeglass lenses every 12 months; coverage for frames is available every 24 months.

AbbVie uses EyeMed's Insight Network.

Vision coverage election is separate from medical and dental elections. If you do not elect vision coverage, you will be defaulted to employee-only coverage under the Base Vision Plan.



Compensation

Our employees' hard work and dedication is what makes AbbVie successful.

Connecting your personal success to the success you help create for our company is all part of AbbVie's Talent Philosophy, which ensures we reward our best performers who drive our business results.

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Base Pay & Incentive Plans

Base Pay

Base pay includes the money you receive for your regular workday, including merit increases.

Your merit increase is directly connected to your performance and is determined each year based on your overall performance rating.

Sales Incentive Plan (SIP)

AbbVie's SIP provides short-term incentives to eligible employees involved in the sale or promotion of AbbVie products or services to customers. SIP payments are tied to the achievement of performance objectives; the stronger the results, the higher the level of incentives and total cash compensation.

AbbVie Incentive Plan (AIP)

The AbbVie Incentive Plan (AIP) is an annual short-term cash incentive compensation program for eligible AbbVie employees that reinforces and rewards employees' contributions to driving business results. AIP award payouts are calculated using an employee's annual performance rating, function performance, and may also include company, business unit, country and/or area overall performance results, depending on the plan.

We have a variety of AIPs. See below to learn more, and discuss with your Recruiter which plan you may be eligible for.

Global Plan	Business Unit (BU) Plan		Affiliate Plan	
20% Company	20% Company		20% International AA	
80% Function Performance & Individual Performance (Based on Performance, Leadership Score and Goal Ratings)	80% Individual Performance	30% BU Performance	80% Individual Performance	30% Affiliate Performance
		50% Function Performance (Based on Performance, Leadership Score and Goal Ratings)		50% Function Performance (Based on Performance, Leadership Score and Goal Ratings)

Long-Term Incentive (LTI) Program

AbbVie's LTI program rewards eligible employees (generally managers and above) for their contributions to the long-term success of the company. Through LTI, most eligible employees receive restricted stock units (RSUs) that enable them to build an ownership stake in our company.

A unique feature about our LTI Program is that unvested RSUs receive dividend equivalents.

AbbVie Excellence Awards



AbbVie Excellence Awards (AEA)

The AbbVie Excellence Awards program recognizes employees who go above and beyond the normal course of their daily responsibilities while embracing the Ways We Work. **It is a peer-to-peer recognition program that delivers timely, personalized and meaningful recognition to the recipient.**

The program provides an opportunity to recognize employees by selecting from one non-monetary and five monetary award levels. Monetary recognition awards require manager-level approval and are delivered as gift certificates, gift cards, merchandise or equivalent.

You may also be eligible for other function- based recognition programs.



EMPLOYEE WELL-BEING

AbbVie Vitality

AbbVie is your partner in your well-being to be your best self – at work and home. Because when we are at our best, AbbVie is at its best.

AbbVie is a market leader in how we think about and support employee well-being. Instead of it being a side benefit, well-being is fully integrated into who we are - allowing employees to be their best at work and home.

Well-being supports high-performance, engagement and productivity so we can be our best for the patients and customers we serve. We truly see this as a win/win/win for us personally, our teams and AbbVie overall.

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AbbVie Vitality Well-Being Programs



AbbVie In Motion (AIM)

This global, four-week team challenge held in the second quarter of the year encourages fitness and resilience. Every year, thousands of AbbVie employees from around the world join together in teams to participate in this friendly competition. Each team member, led by a team captain, tracks daily exercise minutes, up to a maximum of two and a half (2.5) hours per day.

AbbVie In Motion offers employees a great opportunity for networking, team interaction and support while also improving their physical health.



Move S.A.F.E.

Move S.A.F.E. makes joint, back and muscle support easy. Since muscle and joint health are an important part of your overall well-being, AbbVieVitality.com brings all employees an interactive body map targeting common pain points with on-demand exercises and rest and recovery tips.

The Move S.A.F.E. page also highlights resources from with AbbVie's global Environmental Health and Safety (EHS) team. Employees can access tips on office setup ergonomics, how to order ergonomic-friendly equipment, ergonomic self-assessment tools and guidance on stretching and taking breaks.





Healthy Food Options

AbbVie Food Service makes healthy breakfasts and lunches in the workplace possible with wholesome options and nutrition facts available in each cafeteria and posted online.

Health Screenings, Flu Immunizations and More

For a better picture of your health, you can learn your personal health numbers (blood pressure, total cholesterol, body mass index, blood glucose levels and more) during a free, on-site, confidential health screening offered at select locations. Also, to protect yourself and others against the flu, you can get a free on-site flu shot, typically offered in the fall.

Our on-site screening events offer other preventive screening options like vision tests and depression screenings at no cost to you.

Fitness Centers, Discounts & Free Virtual Fitness Classes

AbbVie offers discounts to fitness centers nationwide through Active &Fit Directo program, our medical plans and other programs.

Several of AbbVie's locations also offer on-site fitness centers to stay fit and healthy. They offer memberships at discounted monthly rates, cardiovascular and strength training equipment, group exercise classes, personal training and massage therapy.

AbbVie Vitality also offers free virtual yoga classes, providing easy access to high-quality fitness resources.

On-site Sports & Activities

Some of AbbVie's U.S. sites offer a wide selection of team and individual sports for players of all skill levels, in addition to club-based and recreational activities.

AbbVie Vitality is proud to offer you, your dependents and household members an Employee Assistance Program (EAP) administered by Lyra Health.

Lyra's mission is built on diversity, equity, inclusion and belonging to support mental health across a wide range of needs, cultural backgrounds and abilities.

Coaching & Therapy

Feeling stressed, anxious, depressed or need help navigating life's ups and downs, Lyra's top providers and online resources can help.

- **Everyone gets up to 10 free sessions each year** – including you, your dependents and household family members.
- **Get support your way** by meeting with a Lyra professional by video, messaging, email or phone call.
- **National medical plan members get seamless therapy care coordination.** Continue to work with your therapist after your 10 free sessions while getting pre-negotiated rates through your medical plan's behavioral health benefits.

Immersive Teen Therapy: Unique Mental Health Care for Teens

Fast, easy and stress-free mental health support for your teen is available through Lyra. **Your teen can create their own account – allowing them to choose their own mental health professionals and access age-appropriate content that matters most to them.**

- Licensed child specialists with diverse backgrounds and experiences.
- Age-appropriate digital resources to reinforce learnings from sessions
- Parents and teens can register and find care options, including evenings and weekends.

EAP Work-Life Services

The following work-life services can help you and your family.

- **Legal services** include a free 30-minute consultation with an attorney or mediator and access to 24-hour emergency support.
- **Financial services** include a free 30-minute consultation with a financial counselor and a free 30-minute consultation with a CPA.
- **Identity theft services** include a free 60-minute consultation with a fraud resolution specialist and a free ID emergency response kit.
- **Dependent care services** include resources and referrals for child, elder and pet care and 24-hour online and phone support.

Mental Well-Being Tools

Members can access a rich library of research-based self-care resources. Tap into guided meditations, how-to videos, and mindfulness tactics for everyday life in Lyra's app or on the web.

Your coach and/or therapist will craft a personalized care plan after an initial consultation and empower you to take the lead on practicing new exercises and strategies at your own pace while providing feedback along the way.

Childcare

AbbVie offers all employees a 10% discount at some of the nation's largest child-care providers, in addition to priority access and backup care. In addition, Early Discoveries, our on-site Child Care Center at AbbVie's Lake County, Headquarters, offers all employees:

- Full- and part-time care (infants through Pre-K)
- Professionally developed curriculum
- Extended hours at no extra cost (6:30a.m. - 6:30p.m.)
- Nutritious meals prepared on-site
- Emergency backup care
- School-age holiday care (K through 12 years)
- School-age summer program (K through 12 years)
- A center accredited by the National Association for the Education of Young Children (NAEYC)

Breast Milk Shipping Services

Free breast milk delivery is available for business traveling moms, providing no-fuss, refrigerated, express shipping, or easy toting of breast milk home to baby. Free lactation support services are available as well.

Caregiving Services

AbbVie's partnership with Bright Horizons provides a variety of services to help caregivers:

- Find caregivers for infants through adults:
 - Sittercity free membership
 - Jovie caregiver placement fee discount
 - Years Ahead free elder care services
- **Preferred access and discounts** to Bright Horizons and partner centers
- **Up to 15 backup care days** when you need to work and your regular caregiver is unavailable
- Support for students with discounts to various tutoring organizations
- Year's Ahead offers support and resources for older loved ones

College Coach

Free access to a team of college admissions and finance experts to help your child's college search, testing, essays, application and financial planning.

Concierge Services

Circles Concierge agents are available free of charge, 24 hours a day, seven days a week to provide help with home services, special event planning, personal tasks, travel and anything else on your to-do list.



When workplace flexibility works well, it has a positive impact on both business results and personal well-being, which drives our collective success, for you, your team and AbbVie. This win-win-win creates high-performing, collaborative teams that deliver results.

To ensure workplace flexibility is effective, we've established the following Workplace Flexibility Guiding Principles:

- **A focus on results:** We are transparent with respect to when, where and how we work. Workplace flexibility prioritizes performance, results achieved, and accessibility to your immediate team and cross-functional colleagues.
- **Grounded in collaboration:** In-person relationships and organic interactions are valued and encouraged and support workplace flexibility when it is aligned to business needs. Employees follow the workplace flexibility specified by the policies and regulations that apply at their location and roles.
- **A shared responsibility:** We align on expectations and ensure accountability, so teams meet the needs of each other, the business, patients and customers.
- **Supports varying employee needs:** We consider differences in working hours and holidays, culture, customs, laws, and individual needs and preferences to enhance employee well-being while driving performance.

U.S. Hybrid Work Policy

All U.S. employees eligible for hybrid work are in the office Tuesdays, Wednesdays and Thursdays, with flexibility to work remotely on Mondays and Fridays. By spending in-person time together, teams strengthen their relationships and establish a level of trust needed for workplace flexibility to work well.

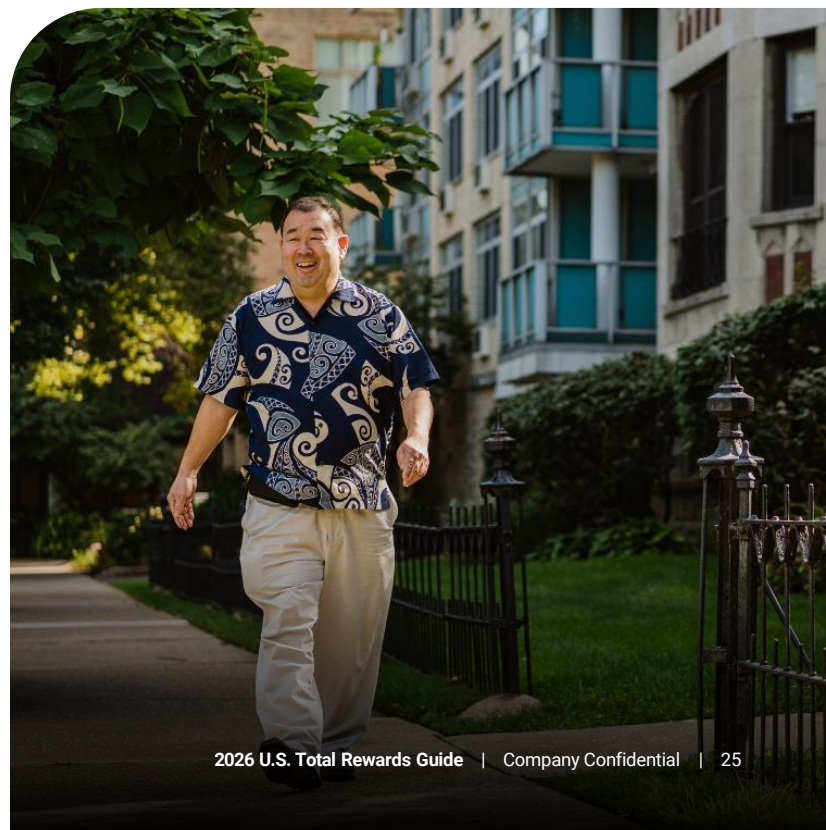
Where and when you work should always be approved by your people leader and follow the policies and regulations that apply at your location and for your role.

Team norms are a good way to establish expectations that best support everyday flexibility.

Team Norms

While policies and regulations outline where to work, teams and individuals are encouraged to establish expectations around other aspects of flexibility, including communication, meetings, time off and more.

Establishing team norms helps maintain a supportive, effective and flexible work environment and is a good practice for all teams— including those who work at a site, those who are fully remote, those at a desk, and those who work in a plant or lab.





Financial Well-Being Resources

AbbVie provides tools and resources to help you understand how your financial health plays into your overall well-being, at all of life's stages.

The **Enrich platform provides personalized financial education**, so you can budget, plan and save for your short- and long-term goals. Access courses, articles and financial tools across a variety of topics including:

- Retirement planning
- Saving and investing
- Budgeting and debt management
- Home ownership

You also have access to Enrich financial coaches to guide you to resources free of charge.

ALEC Credit Union

ALEC has on-site branches and ATMs at many AbbVie locations, plus 28,000+ free ATMs and 5,000 shared branch locations throughout the U.S.

ALEC offers some of the best loan rates and financial products, valuable tools for financial planning and exceptional customer service. Membership is open to AbbVie employees, retirees and family members of current AbbVie employees.

ALEC is independent of AbbVie.

Employee Rewards

Allē is a U.S. consumer loyalty rewards program where employees can earn points on Allergan Aesthetics brands and a variety of other in-office treatments.

Financial Tools & Investment Advisory Services

ASP+ participants have access to the following advisory and management services:

- **Free Online Advice:** Participants receive access to expert recommendations and tools to create and fine-tune a savings strategy.
- **At-Cost Professional Management:** With this program, get a personalized investment strategy monitored regularly by professionals. Your ASP+ investments will be managed on a discretionary basis, with transactions handled through the ASP+ plan administrator.

AbbVie-Exclusive Discounts

PerkSpot provides online, in-store and local discounts on museums, amusement parks, apparel, automotive, cell phones, computers and electronics, flowers and gifts, travel and more.

AbbVie Product Shop is an online company store where you can purchase products at exclusive prices.





abbvie

People.
Passion.
Possibilities.®

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