



Our Commitment to Equality, Diversity and Inclusion

At AbbVie, **Our Principles** articulate what we believe to be right and true. Our Principles unite us, inspire us, and guide our decisions. Our Principles are universal and unchanging.

Our *Embracing Diversity and Inclusion* Principle describes that we treat everyone equally, with dignity and respect. Around the world, our employees embrace diverse backgrounds and perspectives which allows us all to achieve our best.

At AbbVie:

Equality is about appreciating differences and treating people with dignity and respect. It is the fair treatment of people regardless of their visible or less visible characteristics. We are committed to equality in our workplace.

Gender refers to the social norms and roles typically associated with men and women, though gender may not be binary. In alignment with UN Sustainable Development Goal (SDG) 5.5, AbbVie supports gender equality, the equal opportunity of people to fully participate and advance in the company, regardless of gender.

Diversity is valuing and sharing an infinite range of ideas, viewpoints and backgrounds to broaden our perspectives. We seek to build diverse teams at every level of the organization.

Inclusion is actively accepting each person as an important part of our organization, and encouraging collaboration between individuals and teams with different points of view. Inclusion creates a sense of belonging. It is how we create the most value from a diverse team.

Why equality, diversity and inclusion matter

For our people: We maximize the potential of every employee when we allow everyone to be themselves at work, and when we treat all employees with respect and dignity. The best thinking can come from any part of the organization, so employees must have the freedom to share their perspectives and challenge each other.

For our patients: We help patients in more than 175 countries. These patients are diverse and have unique health challenges. Developing and bringing innovative, life-changing medicines to our patients requires the thoughtfulness and creativity that can only come from a wide range of inputs.

For our business: Because they're good for our people and our patients, equality, diversity and inclusion will strengthen our business performance. They help us to innovate, understand our customers, and retain the best talent.

How we live our commitment

Our policies and positions: Our commitment is codified in our positions, policies and procedures.

- Our Commitment to Human Rights describes our belief in the inherent dignity of every human being and respect for individual rights.
- Our global Anti-Harassment and Anti-Discrimination policy is designed not only to meet legal obligations, but also to create a positive work environment for all concerned. It prohibits unlawful discrimination of any kind, forbids harassment based on gender or any other legally protected characteristic, and outlines expectations for appropriate behavior in the work environment. It describes the procedure for reporting complaints and includes a prohibition on retaliation for reporting a complaint.
- Our US/Puerto Rico Equal Employment Opportunity / Affirmative Action policy describes our intent to recruit, hire, train and promote qualified persons of the greatest ability without regard to race, color, religion, national origin, age, sex (including pregnancy), physical or mental disability, medical condition, genetic information, gender identity or expression, sexual orientation, marital status, protected veteran status, or any other legally protected characteristic. It also describes our intent to take affirmative action in accordance with our federal obligations to employ and advance in employment qualified minorities, women, individuals with a disability, disabled veterans, recently separated veterans, Armed Forces service medal veterans or active duty wartime or campaign badge veterans.
- Our Supplier Code of Conduct defines the expectation for our suppliers to share our commitment to equal opportunity in employment, employee diversity and fair treatment.

Our actions and accountability

We actively pursue equality, diversity and inclusion by:

- Building awareness and understanding across our organization, through an extensive range of techniques and approaches, to instill an inclusive mindset at all levels;
- Proactively finding and engaging top talent from diverse backgrounds;
- Actively sourcing Small and Diverse suppliers for procurement needs in our supply chain;
- Creating an environment where all individuals can thrive, by providing opportunities for development, connections and communities.

We hold ourselves accountable for delivering on our commitment by:

- Routinely benchmarking our equality, diversity and inclusion practices and programs to identify opportunities for advancement;

- Creating enterprise- and function-specific equality, diversity and inclusion strategic plans to address identified areas of opportunity, with leadership accountability;
- Monitoring and reporting our supplier diversity metrics, and actively engaging with small and diverse suppliers through our comprehensive Supplier Diversity Program.