

abbvie



Total Rewards

An overview of AbbVie's benefits, compensation and well-being resources for U.S. employees.

Welcome to the AbbVie **Total Rewards** resources guide. Here you will find the information you need to make the most of the benefits, compensation and well-being resources AbbVie offers. Take a look inside to learn more.

Benefits

2023
Plans

Compensation

Vitality/
Well-Being

For purposes of the information contained in these materials, "All Employees" or "All 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 program documents.

These Total Rewards programs do not apply to individuals employed in Puerto Rico or outside of the United States, except for certain designated transferred employees. Each program has its own eligibility requirements. See the summary plan description for details.

This guide is a summary of AbbVie's Total Rewards plans, and explains selected features of these plans, but is not a full description of plan terms and features. Detailed information is contained in the official plan documents. If there is any conflict between the information provided here and the information found in the plan documents, the plan documents will govern.

AbbVie reserves the right to change or end the Total Rewards described here at any time. This material 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 material 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 at 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 children (up to age 26). 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 monthly 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.* 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) and well-child exams and immunizations, when you use network providers
- **Health support:** Free, 24-hour 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 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, 24/7; takes about 10 – 15 minutes to diagnose non-life threatening symptoms; available for all national medical plans and Optum Behavioral Health

*Regional options are available in California, Texas and Hawaii

Dental Coverage

AbbVie offers comprehensive dental coverage for many services such as:

- Exams
- Cleanings
- Fillings
- Orthodontia (including adult orthodontia)
- Restorative and surgical services at varying levels

Vision Coverage

Eligible employees can enroll in a premium plan or base plan vision coverage which, through a network of providers, includes:

- A preventive eye exam with \$0 copayment once every calendar year
- Prescription eyeglass lenses or contact lenses
- Prescription eyeglass frames



Spending 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 \$610 from your current year health care FSA to the following calendar year. Employees have until April 30 to submit prior year health care FSA expenses. The carryover funds do not count against your total election for the current year.
- Dependent Care FSA: You must use the money in your dependent care FSA by March 15 of the following calendar year or you will lose it. You have until April 30 to submit prior year 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 that offers these accounts; however, in order to receive AbbVie contributions and take advantage of the convenience of payroll deductions, you must use an AbbVie-designated bank.
- 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 unreimbursed health care expenses.
- You can choose to spend your HSA funds today or save them for the future. Your HSA, including company contributions, always belongs 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	Earn vacation according to the month and day hired
1 – 4 years	3 weeks
5 – 14 years	4 weeks
15 – 24 years	5 weeks
25 or more years	6 weeks

Paid Volunteer Time

Full-time employees are eligible to take two days each year, at full pay, to volunteer for a community or charitable organization of their choice. You must speak to your manager to agree on specific days to ensure all work accountabilities are appropriately covered and coordinated, minimizing any business disruption.

Holidays

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

2023 U.S. Holidays

2023 Date	Holidays
Monday, Jan. 2	New Year's Day Holiday (observed)
Monday, Jan. 16	Martin Luther King, Jr. Day
Friday, May 26	Memorial Day Holiday
Monday, May 29	Memorial Day
Monday, June 19	Juneteenth Holiday (observed)
Monday, July 3	Independence Day Holiday
Tuesday, July 4	Independence Day
Friday, Sept. 1	Labor Day Holiday
Monday, Sept. 4	Labor Day
Thursday, Nov. 23	Thanksgiving Day
Friday, Nov. 24	Thanksgiving Day Holiday
Friday, Dec. 22	Christmas Eve Holiday (observed)
Monday, Dec. 25	Christmas Day
Friday, Dec. 29	New Year's Eve Holiday (observed)
Three Personal Days	3 days

Sick Pay

Paid sick time is available to non-exempt 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 for all employees who become unable to work due to a non-work related illness or injury for more than seven consecutive days.

- The short-term medical leave benefit provides up to 26 weeks of income protection.
- Short-term medical leave benefits for employees in California, Hawaii, New Jersey, New York and Rhode Island may differ.
- All qualifying leaves under state or federal law run concurrently.

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 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 have the opportunity to increase their overall level of long-term disability coverage. This Individual Disability Buy-Up benefit can protect more of your compensation in case an accident or illness impairs your ability to work and earn income. For those enrolling for the first time, this supplemental coverage features:

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

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



Parental Leave

All employees scheduled to work at least 20 hours per week are eligible for up to 12 weeks of paid time and 10 weeks of unpaid time within the first 12 months after the birth of their biological child, the birth of their domestic partner's child, the adoption of a child, or placement of a newly fostered child (leave pay is pro-rated for part-time employees). Benefits are available to new moms, fathers and domestic partners. Employees with less than six months of active service at the time of the event will be eligible for only 12 weeks of paid parental leave. Parental Leave can be taken continuously or intermittently to create a reduced work schedule, provided that it is used in increments of at least one full day (subject to manager approval).

Caregiver Leave

All employees scheduled to work at least 20 hours per week are eligible for up to 4 weeks of paid time and 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. All leaves must be approved through AbbVie's disability vendor.

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 years of AbbVie service or age 55 with 10 years of services. Different eligibility rules may apply to employees who joined AbbVie as a result of a merger or acquisition.

Retirement Assistance Hub

The Retirement Assistance Hub can help you plan for and understand the retirement process. If you plan to retire in the next 12 months, you can schedule a one-on-one consultation with an AbbVie Retirement Consultant.

Retirement Income Plans¹

AbbVie Savings Plan Plus (ASP+)

The ASP+ is a retirement savings plans with 401(k) features. The plan provides an array of investment options and flexible features to help your long-term financial goals. The value of your 401(k) account depends on your level of contribution and the performance of the investments you choose.

- You are eligible to participate in this plan upon hire. New employees who do not enroll at time of hire will be auto-enrolled at 3% of eligible pay² on a pre-tax basis
- Dollar-for-dollar match on your first 6% of eligible pay contributed
 - Company matching contributions are vested after two years
- You can contribute up to 50% of your eligible pay on a pre-tax and/or Roth 401(k) basis, subject to the IRS annual contribution limits
- 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. 31 to receive annual company contribution³
- Plans offer multiple investment choices, including AbbVie stock, target date funds and many other offerings

AbbVie 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 such as the ASP+) to meet their personal financial goals—whether they want 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. This plan is not a 401(k) plan and is subject to different rules and risks than the ASP+.

¹ Employment commencement date on or after Jan. 1 2022

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

³ If employed as of Dec. 31, retires, becomes disabled or dies during the year, employee will receive the annual company contribution

Life Insurance

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

- You may purchase supplemental coverage equal to an additional 100, 200, 300, 400, 500, 600 or 700% 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).

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 to employees.

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

International SOS (ISOS) Program

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:

- Medical consultation and assistance by phone
- An international insurance program to ensure you receive the medical assistance you need
- 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 assistance

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
- Seeing and controlling your personal data
- Monitoring social media accounts for account takeover
- Getting help disputing credit report errors
- Receiving reimbursements for fraud-related losses



Adoption & Surrogacy Assistance

Employees scheduled to work at least 20 hours per week may be reimbursed up to \$20,000 per family for eligible expenses relating to the adoption of a child who is not a relative or use of a surrogate to expand their family.

- You may also receive up to two weeks (based on your regular work week) of paid time off for legal and travel needs related to the adoption, surrogacy process or care for your new child.
- You may take the leave before or after your child's arrival.

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.

Tuition Assistance

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

- Program reimburses up to \$5,250 per year for undergraduate courses and up to \$7,000 per year for graduate courses approved by your manager.

- You are also eligible for tuition carryover (carrying qualified tuition expenses in excess of the annual maximums into the next year for reimbursement).
- The program also features a broad selection of network schools that offer tuition discounts to AbbVie employees.
- Employees can receive free education coaching. Coaches are available to discuss personalized education plans, evaluate previous coursework and prior learning, learn about discounts or other benefits available through the Education Network, or receive assistance on the admissions and college financing process.

Health Advocacy Services

Health Advocate is a benefit service offered at no cost, providing personalized assistance to help navigate the complexities of the health care system. This service is available to all U.S. employees, retirees and their families.

Your personal health advocate, typically a registered nurse supported by medical doctors and benefits and claims specialists, can help you:

- Understand medical bills, explain insurance coverage and resolve claims
- Locate a new physician or in-network provider, schedule appointments and arrange for special treatments or tests
- Request appropriate approvals for covered services and address coverage for specialized treatments
- Assist with elder care and caregiver services, including finding in-home care or assisted living and more



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2023 Medical Plan Options and Rates

Plan Option	High Deductible Health Plans (HDHPs)		HDHPs with Health Savings Account (HSA)		Preferred Provider Options (PPOs)		Health Maintenance Organization (HMO)
	UnitedHealthcare High Deductible Choice Plus, BlueCross BlueShield High Deductible,	Baylor Scott & White High Deductible***	UnitedHealthcare High Deductible with HSA, BlueCross BlueShield High Deductible with HSA,	Baylor Scott and White High Deductible with HSA***	UnitedHealthcare Choice Plus, BlueCross BlueShield PPO,	Baylor Scott & White PPO***	Kaiser HMO***
Monthly Contribution*							
Employee only	\$49.50	\$41.07	\$107.99	\$93.40	\$181.88	\$155.08	\$127.83
Employee + spouse/ domestic partner**	\$114.63	\$95.03	\$242.72	\$209.79	\$466.32	\$397.60	\$334.59
Employee + children	\$97.03	\$80.45	\$211.51	\$182.97	\$371.96	\$317.14	\$221.53
Employee + family**	\$159.09	\$131.89	\$337.56	\$291.16	\$623.94	\$531.99	\$408.36
Deductible (in-network preventive care not subject to deductible in any option)							
Employee only	\$1,900 in-network deductible; includes prescription drugs \$3,800 out-of-network deductible; includes prescription drugs	\$1,900 in-network deductible; includes prescription drugs \$3,800 out-of-network deductible; includes prescription drugs	\$1,500 in-network deductible; includes prescription drugs \$3,000 out-of-network; includes prescription drugs	\$1,500 in-network deductible; includes prescription drugs \$3,000 out-of-network; includes prescription drugs	Medical: \$400 in-network deductible; \$1,600 out-of-network deductible Prescription drugs: \$50 separate prescription drug deductible	Medical: \$400 in-network deductible; \$1,600 out-of-network deductible Prescription drugs: \$50 separate prescription drug deductible	None
Employee + family (spouse/domestic partner, children, family)	\$3,800 in-network deductible; includes prescription drugs \$7,600 out-of-network deductible; includes prescription drugs	\$3,800 in-network deductible; includes prescription drugs \$7,600 out-of-network deductible; includes prescription drugs	\$3,000 in-network deductible; includes prescription drugs \$6,000 out-of-network; includes prescription drugs	\$3,000 in-network deductible; includes prescription drugs \$6,000 out-of-network; includes prescription drugs	Medical: \$400 per person; \$800 per family in-network deductible \$1,600 per person; \$3,200 per family out-of-network deductible Prescription drugs: \$50 per person; \$100 per family separate prescription drug deductible	Medical: \$400 per person; \$800 per family in-network deductible \$1,600 per person; \$3,200 per family out-of-network deductible Prescription drugs: \$50 per person; \$100 per family separate prescription drug deductible	None
Out-of-Pocket Maximum: The Most You'll Pay Out of Your Pocket (not counting monthly contributions)							
Employee only	\$4,275 in-network; includes prescription drugs \$8,550 out-of-network; includes prescription drugs	\$4,275 in-network; includes prescription drugs \$8,550 out-of-network; includes prescription drugs	\$4,275 in-network; includes prescription drugs \$8,550 out-of-network; includes prescription drugs	\$4,275 in-network; includes prescription drugs \$8,550 out-of-network; includes prescription drugs	Medical: \$3,000 in-network \$7,500 out-of-network Prescription drugs: \$1,800 separate prescription drug maximum out-of-pocket	Medical: \$3,000 in-network \$7,500 out-of-network Prescription drugs: \$1,800 separate prescription drug maximum out-of-pocket	\$1,500 in-network; includes prescription drugs
Employee + family (spouse/domestic partner, children, family)	\$8,550 in-network; includes prescription drugs \$17,100 out-of-network; includes prescription drugs	\$8,550 in-network; includes prescription drugs \$17,100 out-of-network; includes prescription drugs	\$8,550 in-network; includes prescription drugs \$17,100 out-of-network; includes prescription drugs	\$8,550 in-network; includes prescription drugs \$17,100 out-of-network; includes 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 separate prescription drug maximum out-of-pocket	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 separate prescription drug maximum out-of-pocket	\$3,000 family in-network; includes prescription drugs
Health Savings Account (HSA)							
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 with HSA , you will also need to authorize the opening of your HSA on the AbbVie Benefits Website to receive the AbbVie HSA contribution and be able to make pretax contributions via payroll deduction. All monthly account fees are waived for HSAs with OPTUM Bank SM (UHC) and HSA Bank [®] (BCBS). Payroll deduction also is available for the UHC HDHP option through ALEC, but must be set up directly with ALEC, and monthly account fees are not waived.							
Employee only	Employees may open an HSA, but there is no AbbVie contribution.	Employees may open an HSA, but there is no AbbVie contribution.	Employer-provided amount: \$500 into an HSA	Employer-provided amount: \$500 into an HSA	PPO options not eligible for an HSA. You may elect an FSA.	PPO options not eligible for an HSA. You may elect an FSA.	HMO option not eligible for an HSA. You may elect an FSA
Employee + family (spouse/domestic partner, children, family)			Employer-provided amount: \$1,000 into an HSA	Employer-provided amount: \$1,000 into an HSA			

Medical coverage can be waived.

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

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

***Available for employees in select regions of TX

****Available for employees in California only

2023 Dental Plan and Rates

Plan Option MetLife Dental Plan	
Monthly Contribution	
Employee only	\$15.17
Employee + spouse/domestic partner	\$26.54
Employee + children	\$30.53
Employee + family	\$46.44
Plan Features (in-network¹)	
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 MetLife Pays	
Annual Benefit Maximum	\$2,000 per person ⁴
Lifetime Orthodontia Maximum	\$2,000 per person
Lifetime TMJ Maximum ³	\$1,500 per person

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

2 Benefit not applied to maximums.

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

4 Excludes orthodontics and TMJ.

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

2023 Vision Plan Options and Rates

	VSP Base Plan	VSP Premium Plan
Monthly Contribution		
Employee only	\$0	\$8.96
Employee + spouse/ domestic partner	\$1.10	\$20.28
Employee + children	\$.90	\$18.48
Employee + family	\$1.86	\$28.52
Plan Features (in-network*)		
Preventive eye care**	Covered in full after \$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 from any VSP provider	Covered up to \$200 after a \$25 copayment***
Contact lenses	15% savings for lens	Covered up to \$200
UV Protection	Not covered	Covered in full
Anti-Reflective coating	Not covered	Covered in full after \$25 copayment

* You may use an out-of-network provider but you will pay more out-of-pocket.

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

*** \$250 featured frame brands allowance. Coverage includes single vision, lined bifocal and lined trifocal lenses

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

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. To reward you for your contributions to our success, we offer competitive compensation that includes your base pay and, depending on your role, cash profit sharing, short-term incentives, long-term incentives, sales compensation and more. 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

Base pay includes the money you receive for your regular workday, as well as merit increases. Your merit increase is directly connected to your performance and is determined each year based on your overall performance rating.

Cash Profit Sharing (CPS)

CPS enables eligible employees—generally those who do not participate in an annual incentive plan—to share directly in AbbVie’s growth and success.

If you are an eligible employee on Nov. 15 of any year, you will be eligible for a CPS payment based on AbbVie’s earnings per share (EPS) performance during the plan year, which begins Oct. 1 and ends Sept. 30. Depending on AbbVie’s EPS results, you will receive up to 8% of your eligible earnings as your CPS payout.

If you are an active participant in an annual incentive plan, you will be eligible for an annual incentive bonus in lieu of a CPS payment.

AbbVie Incentive Plan (AIP)

The AIP is the company's global short-term incentive plan for eligible employees. Depending on their role, eligible employees participate in the Global Plan, Area Plan or Affiliate Plan. Our AIP reinforces and rewards performance at AbbVie; the performance of the business and your function and your individual performance during the year will drive your reward.

Global Plan	Area Plan		Affiliate Plan	
20% Company	20% Company		20% Area Performance	
80% Function Performance & Individual Performance (Based on Performance, Leadership Score and Goal Ratings)	80% Individual Performance	30% Area 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)

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.

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 that enable them to build an ownership stake in our company.

In addition, RSUs receive dividend equivalents until these awards are vested.



AbbVie Excellence Awards

The AbbVie Excellence Awards program recognizes, acknowledges and celebrates employees who go above and beyond their regular job in their contributions to the company's success.

The program provides an opportunity to recognize employees by selecting from seven different award levels established to reward varying degrees of achievement and contribution based on the Ways We Work.

Recognition awards can be redeemed as gift cards or merchandise, depending on local customs providing you access to different award options across all five continents.

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

AbbVie Vitality

Vitality is AbbVie's approach to employee well-being. It is a sustained state of health behaviors: physical, mental/emotional, work-life, resulting in resilience and energy. AbbVie Vitality is your partner in your well-being journey, providing tools, resources and support to be your best self – at work and at home.



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AbbVie Week of Well-Being (WOW)

WOW is a global health awareness program that offers activities and insights focused on increasing and sustaining resilience and energy to improve employees' overall health, well-being and performance.

Employees focus on a specific behavior with education, games and local activities. Employees encourage colleagues, share personal stories of what they are doing to live healthier, “like” the stories they find most inspirational and win prizes.



AbbVie In Motion

AbbVie In Motion (AIM)

AIM is a global, four-week team challenge held in the second quarter of the year that 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 hours per day.

AIM offers employees a great opportunity for networking, team interaction and support while improving their fitness at the same time.



Weigh2Go

Weigh2Go is a free eight-week weight management program designed to help you lose or maintain your weight. This online program provides access to healthy recipes, accountability sessions, and tools to track your weight, set goals and virtually connect with other participants.

On-Site Well-Being Screenings and Flu Immunizations

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 well-being 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.



Fitness Centers

AbbVie offers discounts to fitness centers nationwide through AbbVie's PerkSpot program. In addition, several of AbbVie's locations offer on-site fitness centers to stay fit and healthy. Most locations offer membership at discounted monthly rates, cardiovascular and strength-training equipment, group exercise classes, personal training and massage therapy.

Virtual Fitness Classes

AbbVie provides virtual yoga classes, providing easy access to high-quality fitness classes.

Sports and Activities

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

Healthy Food Options

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

Coaching and Therapy

AbbVie has partnered with Lyra to provide care for your emotional and mental health—how, when and where you need it. If you're feeling stressed, anxious or depressed, Lyra's top providers can help.

- Access personalized recommendations for top coaches and therapists.
- Meet with a coach live via video or messaging, or meet with a therapist live in person or via phone.
- Get up to eight free coaching or therapy sessions (includes your spouse/domestic partner and dependents).
- AbbVie medical plan members, dependents and spouses/domestic partners have access to continued care and medication management support after the free therapy sessions end (deductible and co-insurance apply).

Mental Wellness Tools

Essentials

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.

Guided Self-Care

Lyra coaches 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.

Work-Life Services

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

- Legal services include a free 20-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.

Concierge Services

Circles Concierge is a personal assistance service that saves time and money. 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 more.

Employee Discounts

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

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.

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
- 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.



Milk Stork

Milk Stork offers breast milk delivery as well as one-month, 24/7 lactation support services. Breast milk delivery is available for business traveling moms provides no-fuss, refrigerated, express shipping, or easy toting of breast milk home to baby. Lactation support services will be available beginning in 2023 through Milk Stork.

College Coach

College Coach provides access to a team of college admissions and finance experts to help your child's college search, testing, essays, application process and plan for college costs. This is a free benefit for employees.

Child Care

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

Bright Horizons/Backup Care/Sittercity/Tutoring

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

- Preferred access to Bright Horizons centers and discounts to partner centers
- Help finding caregivers for infants through adults
 - Sittercity
 - Nanny placement services
 - Elder care services
- Backup care for when your regular caregiver is unavailable, and you need to be at work
- Support for students with discounts to various tutoring organizations

At AbbVie, we partner with our employees on their work-life well-being journey. Part of that is sharing responsibility for flexible ways of working and helping everyone be their best selves at work and at home.

What flexibility means at AbbVie:

AbbVie has a high-performing and collaborative culture that values and encourages teamwork, collaboration and leveraging in-person relationships with our colleagues. Flexibility has always been at the core of AbbVie's commitment to employee work-life well-being and can be a win-win for AbbVie employees, teams, patients and customers.

- Flexibility continues to be about when, where and how work gets done; it does not always mean working "remote."
- At AbbVie, to be successful and business focused, our approach to flexibility is:
 - Grounded in collaboration
 - Different across our organization
 - Team focused
 - Leader led
 - Reason neutral

"Where We Work" is AbbVie's hybrid work model that provides greater predictable flexibility for office-based employees who can perform their role virtually.

Leaders, with their teams, will determine norms that reflect AbbVie's business needs, the needs of the team and individual preferences.

Encore: Phasing Toward Retirement Program (Encore)

Encore is a program for employees considering retirement in the next few years. It lets an employee reduce their schedule and/or adjust their responsibilities—with manager approval—while transitioning to retirement.



Enrich Financial Wellness

The Enrich Financial Wellness platform provides personalized financial education, so you can budget, plan and save for your short- and long-term goals. On Enrich, you can 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 an Enrich financial coach to review your personal financial situation.



Living for today.
Planning for
tomorrow.

Financial Tools & Investment Advisory Services

Participants in the AbbVie Savings Plan Plus (ASP+) are eligible for advisory services from Empower Retirement Advisory Services (ERAS), a federally registered investment advisor. ERAS is unbiased, does not sell investments and does not receive commissions.

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

- **Online Advice:** Participants receive access to expert recommendations and tools to create and fine-tune a savings strategy. There is no cost for using this service.
- **Professional Management:** With this program, ERAS creates, implements and monitors a participant's ASP+ investment strategy. ERAS manages the participant's ASP+ investments on a discretionary basis, with transactions handled through the ASP+ plan administrator. There is a fee for this service.

ALEC Credit Union

ALEC is a credit union with on-site branches and ATMs available in several AbbVie Lake County locations. ATMs and branches are available in many other AbbVie locations, as well as 28,000 surcharge-free ATMs and 5,000 Shared Branch locations throughout the United States. Membership is open to AbbVie employees and retirees, and family members of current AbbVie employees. ALEC also provides valuable tools for financial planning.