

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [x] Form 5558 [] automatic extension [] the DFVC program [] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. []

Part II Basic Plan Information—enter all requested information

1a Name of plan: ABBVIE PENSION PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/2013
2a Plan sponsor's name (employer, if for a single-employer plan): ABBVIE INC.
2b Employer Identification Number (EIN): 32-0375147
2c Plan Sponsor's telephone number: 847-932-7900
2d Business code (see instructions): 325410

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	20554
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	13656
	6a(2)	12837
	6b	3501
	6c	3908
	6d	20246
	6e	142
	6f	20388
	6g(1)	
6g(2)		
6h		165
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
1A 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

- a Pension Schedules**
- (1) **R** (Retirement Plan Information)
 - (2) **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 - (3) **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
 - (4) **DCG** (Individual Plan Information) – Number Attached _____
 - (5) **MEP** (Multiple-Employer Retirement Plan Information)

- b General Schedules**
- (1) **H** (Financial Information)
 - (2) **I** (Financial Information – Small Plan)
 - (3) **A** (Insurance Information) – Number Attached 0
 - (4) **C** (Service Provider Information)
 - (5) **D** (DFE/Participating Plan Information)
 - (6) **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

▶ **Round off amounts to nearest dollar.**
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>ABBVIE PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ABBVIE INC.</u>	D Employer Identification Number (EIN) <u>32-0375147</u>	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information

1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value	2a	<u>4434342895</u>
	b Actuarial value	2b	<u>4485740789</u>
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment	<u>3191</u>	<u>1270413350</u>
	b For terminated vested participants	<u>3707</u>	<u>366916169</u>
	c For active participants	<u>13656</u>	<u>1844736275</u>
	d Total	<u>20554</u>	<u>3482065794</u>
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	<u>5.26 %</u>
6	Target normal cost		
	a Present value of current plan year accruals	6a	<u>207598993</u>
	b Expected plan-related expenses	6b	<u>2080000</u>
	c Target normal cost	6c	<u>209678993</u>

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	
Signature of actuary	<u>08/28/2025</u>
<u>CHRISTOPHER J. YURWITZ</u>	Date
Type or print name of actuary	<u>23-06958</u>
<u>AON CONSULTING, INC.</u>	Most recent enrollment number
Firm name	<u>312-957-1400</u>
<u>MSC# 17510, AON, PO BOX 1447</u>	Telephone number (including area code)
<u>LINCOLNSHIRE, IL 60069</u>	
Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part V Assumptions Used to Determine Funding Target and Target Normal Cost			
21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 4.87 %	<input type="checkbox"/> N/A, full yield curve used
b Applicable month (enter code)			21b 4
22 Weighted average retirement age			22 61
23 Mortality table(s) (see instructions) <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute			

Part VI Miscellaneous Items			
24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
26 Demographic and benefit information			
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....			27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years			
28 Unpaid minimum required contributions for all prior years			28 0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....			29 0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....			30 0

Part VIII Minimum Required Contribution For Current Year			
31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)			31a 209678993
b Excess assets, if applicable, but not greater than line 31a			31b 209678993
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount			33
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....			34 0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)			36 0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)			37 237540394
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)			38a 237540394
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances			38b 0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)			39 0
40 Unpaid minimum required contributions for all years			40 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)			
41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021			

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>ABBVIE PENSION PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>ABBVIE INC.</u>	D Employer Identification Number (EIN) <u>32-0375147</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>ABBVIE PENSION PLAN TRUST</u>		
b Name of sponsor of entity listed in (a): <u>ABBVIE INC.</u>		
c EIN-PN <u>32-0375147-004</u>	d Entity code <u>M</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>5046813243</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan ABBVIE PENSION PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 ABBVIE INC.	D Employer Identification Number (EIN) 32-0375147

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	
(11) Value of interest in master trust investment accounts	1c(11)	5046813243
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	4432719187	5046813243
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	4432719187	5046813243

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	250000000	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)		250000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		0
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)		0
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		476192726
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		726192726

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	110022716	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		110022716
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2075954	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2075954
j Total expenses. Add all expense amounts in column (b) and enter total	2j		112098670

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		614094056
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **ERNST & YOUNG LLP**

(2) EIN: **34-6565596**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		35000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 543932.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan ABBVIE PENSION PLAN	B Three-digit plan number (PN)	002
C Plan sponsor's name as shown on line 2a of Form 5500 ABBVIE INC.	D Employer Identification Number (EIN) 32-0375147	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	----------	----------

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	16
--	----------	-----------

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: 62.7 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 16.9 %
 High-Yield Debt: 3.3 % Real Assets: 0.0 % Cash or Cash Equivalents: 4.7 % Other: 12.4 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/___ (MM/DD/YYYY) and the Opinion Letter serial number _____.

AbbVie Pension Plan

Financial Statements with
Report of Independent Auditors

Years Ended December 31, 2024 and 2023

AbbVie Pension Plan
Years Ended December 31, 2024 and 2023

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Report of Independent Auditors

AbbVie Board of Review

AbbVie Investment Committee

AbbVie Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of AbbVie Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes (collectively referred to as the “financial statements”).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the years then ended, stating that the certified investment information, as described in Note G to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor’s Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



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Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.



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- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Ernst & Young LLP

October 13, 2025

AbbVie Pension Plan
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31,

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value		
Plan interest in AbbVie Master Trust (see note C)	<u>\$ 5,046,813,243</u>	<u>\$ 4,432,719,187</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 5,046,813,243</u>	<u>\$ 4,432,719,187</u>

The accompanying notes are an integral part of these statements.

AbbVie Pension Plan
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years ended December 31,

	<u>2024</u>	<u>2023</u>
Additions		
Investment income		
Change in plan interest in AbbVie Master Trust (see note C)	\$ 476,192,726	\$ 632,805,991
Company contributions	<u>250,000,000</u>	<u>250,000,000</u>
Total additions	726,192,726	882,805,991
Deductions		
Benefit payments	110,022,716	96,072,491
Administrative expenses	<u>2,075,954</u>	<u>2,005,536</u>
Total deductions	<u>112,098,670</u>	<u>98,078,027</u>
NET INCREASE	614,094,056	784,727,964
Net assets available for benefits		
Beginning of year	<u>4,432,719,187</u>	<u>3,647,991,223</u>
End of year	<u><u>\$5,046,813,243</u></u>	<u><u>\$4,432,719,187</u></u>

The accompanying notes are an integral part of these statements.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS
December 31, 2024 and 2023

NOTE A – DESCRIPTION OF THE PLAN

The following description of the AbbVie Pension Plan (the “Plan”) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan’s provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). Copies of the Plan document can be obtained from the Plan’s sponsor.

General

On January 1, 2013, AbbVie Inc. (“AbbVie” or the “Company”) was formed when Abbott Laboratories separated into two publicly traded companies. The Plan was established effective January 1, 2013 to facilitate the retirement of eligible employees of AbbVie and its subsidiaries. Employees who were participants in the Abbott Laboratories Annuity Retirement Plan (“Abbott ARP”) immediately prior to January 1, 2013, and who continued employment with AbbVie as of January 1, 2013, became participants in the Plan on January 1, 2013. All employees of the Company or any subsidiary of the Company which has adopted the Plan who are at least 21 years of age, residents of the United States, not participating (for purposes of earning new benefits) in the AbbVie Pension Plan for Former BASF and Former Solvay Employees (“BASF Plan”), another plan sponsored by the Company, and have satisfied the other Plan participation requirements by December 31, 2021 are eligible to participate in the Plan. The Plan is frozen to new entrants effective January 1, 2022. The Plan’s assets are held in the AbbVie Inc. Pension Plan Trust (the “AbbVie Master Trust”) with the assets of the BASF Plan. Investment decisions concerning Plan assets are made by AbbVie’s Retirement Plans Investment Committee.

Contributions and Funding

The Company’s funding policy is to make the necessary contributions to satisfy the ERISA minimum funding requirements, as determined by the Plan’s independent actuary. The Plan was in compliance with applicable ERISA minimum funding requirements for the years ended December 31, 2024 and 2023.

Pension Benefits

Active employees as of July 1, 2022 who were participating in the Plan as of December 31, 2021 had the opportunity to make a one-time irrevocable election during the period from July 18, 2022 to August 26, 2022 to continue accruing benefit service under the Plan or to have their pension benefits under the Plan frozen as of December 31, 2022 and earn new retirement income benefits beginning January 1, 2023 under the AbbVie Savings Plan, another AbbVie plan (the “Retirement Income Choice event”). Participants who elected during the Retirement Income Choice event to continue to accrue benefit service under the Plan after 2022 are eligible for additional benefit service under the Plan from and after January 1, 2023. Participants who elected during the Retirement Income Choice event to cease accruing benefit service under the Plan after 2022 are no longer eligible to accrue additional benefit service under the Plan after December 31, 2022, but instead are eligible to participate in the AbbVie Savings Plan Plus (“ASP+”) program. For participants who elected to cease accruing benefit service under the Plan, benefits are frozen effective December 31, 2022, but vesting and seniority service will continue to be earned in accordance with Plan terms.

The normal benefit under the Plan is a monthly retirement income, commencing on the participant’s normal retirement date and payable as a life annuity, in an amount equal to 1.10% of the participant’s final earnings, as defined by the Plan, for each year of the participant’s benefit service, as defined by the Plan. Notwithstanding the foregoing, for participants who formerly participated in the Abbott ARP and for certain other participants described in the Plan document, the normal monthly pension benefit paid to a participant is equal to the sum of the following (a) and (b):

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

- (a) the greater of:
 - i. 1.10% of the participant's final earnings for each year of the participant's benefit service through December 31, 2003; or
 - ii. the excess of:
 - A. 1.65% of the participant's final earnings for each of the first 20 years of the participant's benefit service through December 31, 2003, plus 1.50% of the participant's final earnings for each of the next 15 years of the participant's benefit service through December 31, 2003, over
 - B. the participant's monthly Social Security allowance, as defined by the Plan.
- (b) 1.10% of the participant's final earnings for each year of the participant's benefit service after December 31, 2003.

Participants are not entitled to more than 35 years of benefit service in total. In the event that a participant has more than 35 years of benefit service in total, the participant's years of benefit service after December 31, 2003 are reduced first.

Participants qualify for normal retirement benefits upon reaching age 65. The Plan's default form of payment for unmarried participants is a single life annuity, which provides monthly benefit payments until the retiree's death. The Plan's default form of payment for married participants is a 50% joint and survivor annuity, which provides the participant with monthly payments for his or her life and, following the participant's death, provides the surviving spouse with monthly payments for the remainder of his or her life equal to 50% of the amount paid to the participant. The final benefits under the joint and survivor option are adjusted for actuarial factors based on the ages of the retiree and spouse at the date of retirement. In lieu of these default forms of payment, retiring participants may elect alternative payment options, subject to applicable spousal consent requirements for married participants. These options include a single life annuity option (for married participants); 50%, 75%, and 100% joint and survivor annuity options (only available with spouse or domestic partner as a contingent beneficiary); and 10- and 15-year certain and life annuity options. In addition, in the case of participants who have accrued benefits with a present value of \$25,000 or less, a participant may receive the present value of his or her accrued benefit in a lump sum at termination or retirement, subject to applicable spousal consent requirements for married participants.

Early, special, early special and vested deferred retirement benefits are available to participants who meet specified criteria of age, seniority service and/or vesting service, as defined in the Plan document. Late retirement benefits are available to participants who elect to retire after their normal retirement date, as defined in the Plan document. The Plan also provides a pre-retirement surviving spouse benefit (unless waived by the participant with spousal consent (in writing)) under which the spouse of a participant who has either attained age 65 or completed five or more years of vesting service will receive a benefit should the participant die prior to commencement of benefits under the Plan. If affirmatively elected by a participant, the Plan additionally provides for a pre-retirement surviving domestic partner benefit in the same amount and under the same terms as the pre-retirement surviving spouse benefit, provided that the participant is unmarried at time of death.

Vesting

Participants are fully vested after five years of vesting service. If a participant terminates his or her employment with the Company or any subsidiary of the Company which has adopted the Plan prior to his or her normal retirement date and has accrued a vested retirement benefit, then, except as noted above, the participant will receive his or her accrued benefit upon attaining the normal retirement age or an actuarially reduced benefit commencing at an earlier age.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements have been prepared using the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation

The Plan's investments are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). Plan management uses the following methods and significant assumptions to estimate fair value of investments:

The Plan's investments in the AbbVie Master Trust are presented at fair value, which has been determined based on the fair value of the underlying investments of the AbbVie Master Trust. The investments held by the AbbVie Master Trust are valued as follows:

U.S. government securities - Valued at prices obtained from independent financial services industry-recognized vendors.

Corporate stocks - Valued at the published market price per unit.

Collective trusts - Valued at the net asset value ("NAV") provided by the administrator of the fund. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding.

Registered investment companies - Valued at the published market price per unit.

Partnerships - Valued at the NAV provided by the administrator of the fund. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding.

103-12 entities - Valued at the NAV provided by the administrator of the fund. The NAV is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding.

The fair value hierarchy under the accounting standard for fair value measurements consists of the following three levels:

- Level 1 – Valuations based on unadjusted quoted prices in active markets for identical assets that the company has the ability to access;

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

- Level 2 – Valuations based on quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-based valuations in which all significant inputs are observable in the market; and
- Level 3 – Valuations using significant inputs that are unobservable in the market and include the use of judgment by the company's management about the assumptions market participants would use in pricing the asset or liability.

See Note C – Interest in Master Trust for the AbbVie Master Trust's investments by level within the fair value hierarchy as of December 31, 2024 and 2023.

Investment Income

Purchases and sales of securities are recorded on the trade-date basis. Interest income is recorded when earned. Dividends are recorded on the ex-dividend date.

Net realized and unrealized appreciation (depreciation), along with dividend income and interest income are recorded in the accompanying statements of changes in net assets available for benefits as change in plan interest in AbbVie Master Trust.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Investment management fees, trustee fees and Pension Benefit Guaranty Corporation ("PBGC," a U.S. government agency) premiums are paid by the Plan. All other major administrative expenses are paid by the Company and are excluded from these financial statements.

Investment management fees and trustee fees related to the assets in the AbbVie Master Trust are allocated to the Plan based on the ratio of the Plan's assets to the fair value of all assets held in the master trust and are presented in the accompanying statements of changes in net assets available for benefits as change in plan interest in AbbVie Master Trust. Expenses paid to the PBGC are specific to the Plan and are presented in the accompanying statements of changes in net assets available for benefits as administrative expenses.

NOTE C - INTEREST IN MASTER TRUST

The Plan's investments as of December 31, 2024 and 2023 are in the AbbVie Master Trust, which was established for the investment of assets of the Plan and another plan sponsored by the Company. Each participating plan has an undivided interest in the master trust. The assets of the AbbVie Master Trust are held by The Northern Trust Company ("Northern Trust"), the trustee for the Plan.

The value of the Plan's interest in the AbbVie Master Trust is based on the beginning of year value of the Plan's interest in the master trust plus the actual contributions and allocated investment income or loss less actual distributions and allocated administrative expenses from the master trust. At December 31, 2024 and 2023, the Plan's interest in the AbbVie Master Trust was approximately 91.99% and 91.32%, respectively.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

The AbbVie Master Trust's net assets and the Plan's interest in the AbbVie Master Trust's net assets as of December 31, 2024 and 2023 are as follows:

	2024		2023	
	Master Trust	Plan's Interest	Master Trust	Plan's Interest
Assets				
Investments, at fair value				
U.S. Government securities	\$ 157,900,920	\$ 145,247,255	\$ -	\$ -
Corporate common stocks	353,529,479	325,198,779	268,313,611	245,014,070
Corporate preferred stocks	-	-	1,035,131	945,243
Interest in collective trusts	3,814,571,712	3,508,884,373	3,387,970,585	3,093,769,490
Interest in registered investment companies	-	-	361,915,308	330,487,680
Interest in partnerships	424,740,999	390,703,640	404,488,146	369,363,622
Interest in 103-12 entities	487,828,904	448,735,886	431,903,870	394,398,647
Total investments	5,238,572,014	4,818,769,933	4,855,626,651	4,433,978,752
Receivables				
Accrued interest and dividends	3,628,084	3,337,341	3,402,792	3,107,304
Proceeds from pending trades	147,765	135,924	189,981	173,484
Total receivables	3,775,849	3,473,265	3,592,773	3,280,788
Non-interest bearing cash	247,749,502	227,895,665	-	-
Total assets	5,490,097,365	5,050,138,863	4,859,219,424	4,437,259,540
Liabilities				
Accrued expenses	1,467,219	1,349,641	1,778,114	1,623,708
Payable for pending trades	2,148,122	1,975,979	3,194,003	2,916,645
Total liabilities	3,615,341	3,325,620	4,972,117	4,540,353
Total net assets of the AbbVie Master Trust	<u>\$ 5,486,482,024</u>	<u>\$ 5,046,813,243</u>	<u>\$ 4,854,247,307</u>	<u>\$ 4,432,719,187</u>

The net investment income for the AbbVie Master Trust for the years ended December 31, 2024 and 2023 is as follows:

	2024	2023
Net appreciation in fair value of investments	\$ 498,654,306	\$ 669,689,732
Interest, dividends and other	29,739,953	33,214,081
Investment management expenses	(7,209,151)	(5,245,754)
Net investment income	<u>\$ 521,185,108</u>	<u>\$ 697,658,059</u>

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

The following tables set forth by fair value hierarchy level, the AbbVie Master Trust's assets carried at fair value at December 31, 2024 and 2023:

	2024			Total
	Level 1	Level 2	Level 3	
U.S. Government securities	\$ -	\$ 157,900,920	\$ -	\$ 157,900,920
Corporate common stocks	353,529,479	-	-	353,529,479
Total assets in the fair value hierarchy	<u>\$ 353,529,479</u>	<u>\$ 157,900,920</u>	<u>\$ -</u>	511,430,399
Investments measured at NAV				<u>4,727,141,615</u>
Total investments at fair value				<u>\$ 5,238,572,014</u>

	2023			Total
	Level 1	Level 2	Level 3	
Corporate common stocks	\$ 268,313,611	\$ -	\$ -	\$ 268,313,611
Corporate preferred stocks	1,035,131	-	-	1,035,131
Interest in registered investment companies	361,915,308	-	-	361,915,308
Total assets in the fair value hierarchy	<u>\$ 631,264,050</u>	<u>\$ -</u>	<u>\$ -</u>	631,264,050
Investments measured at NAV				<u>4,224,362,601</u>
Total investments at fair value				<u>\$ 4,855,626,651</u>

The following tables provide the redemption requirements and restrictions for the AbbVie Master Trust's investments measured using NAV as a practical expedient at December 31, 2024 and 2023. In addition, the tables provide the investment strategies for certain investments measured using NAV as a practical expedient at December 31, 2024 and 2023, if that investment is a fund that does not file an annual report on Form 5500 as a direct-filing entity.

	2024			Restrictions
	Fair value (NAV)	Redemption frequency	Redemption notice period	
Funds filing as direct filing entity:				
Collective trusts	\$ 3,814,571,712	Daily, semi-monthly and monthly	1 - 15 days	(a)
103-12 entities	487,828,904	Daily and monthly	1 - 10 days	--
Funds not filing as direct filing entity:				
Partnerships				
Asset allocation fund	311,424,213	Monthly	4 days	--
Credit funds	93,161,529	Quarterly and annually	60 - 90 days	Yes (b)
Multi-strategy funds	20,155,257	Semi-monthly, monthly, and quarterly	14 - 60 days	Yes (c)
	<u>\$ 4,727,141,615</u>			

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

	2023			
	Fair value (NAV)	Redemption frequency	Redemption notice period	Restrictions
Funds filing as direct filing entity:				
Collective trusts	\$ 3,136,634,399	Daily, semi-monthly and monthly	1 - 15 days	(a)
103-12 entities	431,903,870	Daily and monthly	1 - 10 days	--
Funds not filing as direct filing entity:				
Collective trust				
Fixed income	251,336,186	Weekly	3 days	--
Partnerships				
Asset allocation fund	297,093,604	Monthly	4 days	--
Credit funds	88,816,142	Quarterly and annually	60 - 90 days	Yes (b)
Multi-strategy funds	18,578,400	Semi-monthly, monthly, and quarterly	14 - 60 days	Yes (c)
	<u>\$ 4,224,362,601</u>			

- (a) 4.75% and 5.33% of the total is subject to be charged 30 basis points on amounts in excess of 10 % of the fund's assets under management as of December 31, 2024 and 2023, respectively.
- (b) 29.8% and 28.7% of the total is subject to a 25% gate as of December 31, 2024 and 2023, respectively. 42.9% and 39.8% of the total is subject to an optional 15% fund-level gate as of December 31, 2024 and 2023, respectively. 27.4% and 31.4% of the total is in closed-end funds with total unfunded commitments of \$3,805,132 and \$9,805,132 as of December 31, 2024 and 2023, respectively.
- (c) 94.9% and 93.8% of the total is subject to an optional 10% fund-level gate as of December 31, 2024 and 2023, respectively. If the gate applies for three consecutive quarters, the full balance is redeemable in the fourth quarter. 5.1% and 6.2% of the total is a closed-end fund with an unfunded commitment of \$5,166,346 as of December 31, 2024 and 2023.

Derivative Instruments

The Plan's investment policy allows use of derivatives by investment managers of the AbbVie Master Trust for managing interest rate or currency exchange risks and for achieving overall investment portfolio objectives. Derivative financial instruments used by investment managers of the AbbVie Master Trust during the year ended December 31, 2024 included futures contracts. No derivative financial instruments were used during the year ended December 31, 2023. The contracts involve elements of market risk in excess of the amount recognized in the AbbVie Master Trust's net assets. The credit risk associated with the futures contracts is minimal as they are traded on organized exchanges and settled daily.

A futures contract is a contractual agreement to make or take delivery of a standardized quantity of a specified grade or type of commodity or financial instruments at a specified future date in accordance with terms specified by a regulated future exchange. Upon entering into a futures contract, the AbbVie Master Trust is required to deposit either in cash or securities an amount ("initial margin") equal to a certain percentage of the notional value of the contract. Subsequent payments are then made or received by the AbbVie Master Trust, depending on the daily fluctuation in the value of the underlying contracts. Such receipts or payments are known as variation margin and are recorded on a daily basis by the AbbVie Master Trust as a realized gain or loss equal to the difference in the value of the contract between daily closing prices.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Derivative investments are included in the Master Trust's investments, at fair value in the net assets of the Master Trust. The following table provides the notional amounts and fair value as of December 31, 2024. No derivative investments were held by the Master Trust as of December 31, 2023. Notional amounts do not quantify risk or represent assets or liabilities of the Master Trust but are used in the calculation of cash settlements under the contracts. Daily margin settlement for future contracts results in maintaining a zero-market value for the contracts.

	2024	
	Notional amount	Fair Value
Futures	\$ 611,653,750	\$ -

The following summarizes realized losses from futures contracts included in the Master Trust's net investment income for the year ended December 31, 2024.

	2024
Futures	\$ (49,842,227)

NOTE D - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits represent the estimated future periodic payments, including lump-sum distributions, under the Plan's provisions that are attributable to services rendered by employees through the valuation date. Accumulated plan benefits include benefits expected to be paid to the following: (1) retired or terminated employees or their beneficiaries, (2) beneficiaries of employees who have died and (3) present employees or their beneficiaries. Benefits payable under all circumstances are included to the extent they are deemed attributable to employee service rendered through the valuation date.

The actuarial present value of accumulated plan benefits is determined by the Plan's actuary and is that amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuation as of January 1, 2024, are as follows:

Discount rate	5.12%
Mortality	Healthy Lives Pri-2012 employee and retiree mortality table with white collar adjustments projected generationally from 2012 with Scale MP-2021 Disabled Lives Pri-2012 disabled retiree mortality table projected generationally from 2012 with Scale MP-2021

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Retirement age	Active Participants	
	<u>Age</u>	<u>Retirement rate</u>
	50-54	4%
	55	9
	56-59	6
	60-61	12
	62-64	18
	65-69	24
	70+	100

Retirement age	Terminated Vested Participants	
	<u>Age</u>	<u>Retirement rate</u>
	50-54	2%
	55	5
	56	10
	57	15
	58-59	10
	60-61	15
	62	25
	63	35
	64	50
	65+	100

Changes to the significant actuarial assumptions used in the January 1, 2024 valuation from those used in the January 1, 2023 valuation include, updating the discount rate from 5.30% to 5.12% and updating certain retirement rates.

The foregoing assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits as of January 1, 2024 is as follows:

Actuarial present value of accumulated plan benefits		
Vested benefits		
Participants currently receiving payments		\$1,321,808,983
Other participants		<u>2,345,453,731</u>
Total vested benefits		3,667,262,714
Non-vested benefits		<u>189,539,473</u>
Total actuarial present value of accumulated plan benefits		<u>\$3,856,802,187</u>

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

The change in the actuarial present value of accumulated plan benefits as of January 1, 2024, consists of the following:

Actuarial present value of accumulated plan benefits, January 1, 2023	\$3,437,991,953
Change during the year attributable to	
Interest accumulation	179,700,521
Change in assumptions	106,800,912
Benefits paid	(96,072,491)
Benefits accumulated and other	<u>228,381,292</u>
Actuarial present value of accumulated plan benefits, January 1, 2024	<u>\$3,856,802,187</u>

The actuary estimated the accumulated plan benefits as of January 1, 2024. There were no significant changes to the Plan that would have changed the valuation had it been performed as of December 31, 2023.

NOTE E - PLAN TERMINATION AND PBGC MATTERS

Although the Company has not expressed any intention of terminating the Plan, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of termination of the Plan, distribution of the Plan assets shall be made to the participants according to ERISA, applicable regulations thereunder and the provisions for such distribution in the Plan document.

If the Plan terminates, a portion of the benefits under the Plan is insured by the PBGC. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor benefits. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and the priority of those benefits to be paid and may also depend on the level of benefits guaranteed by the PBGC.

NOTE F - TAX STATUS

The Plan has received a determination letter from the Internal Revenue Service ("IRS") dated August 20, 2018, stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code of 1986, as amended (the "Code"), and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended and restated. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualified status. The plan administrator believes the Plan is being operated in compliance with the applicable requirements of the Code and therefore believes that the Plan, as amended and restated, is qualified and the related trust is tax-exempt. If necessary, steps will be taken to bring the Plan's operations into compliance with the Code.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or other applicable taxing authorities. The plan administrator has analyzed the tax positions taken by the Plan and has concluded there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE G - INFORMATION CERTIFIED BY THE TRUSTEE

Certain information related to investments disclosed in the accompanying financial statements, including investments held at December 31, 2024 and 2023, investment income for the years then ended, and Note C - Interest in Master Trust: net assets of the AbbVie Master Trust as of December 31, 2024 and 2023 and net investment income in the AbbVie Master Trust for the years then ended, except for accrued expenses and investment management fees, was obtained or derived from information provided to the plan administrator and certified as complete and accurate by the trustee of the Plan.

NOTE H - RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

A portion of the Plan's assets is invested in funds managed by Northern Trust, the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions for which there is an exemption from the prohibited transactions rules of ERISA.

NOTE I - RISKS AND UNCERTAINTIES

The Plan's investments are exposed to various risks, such as interest rate, credit and overall market volatility risks. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits and may impact the funded position of the Plan. As a result, the Plan may require additional funding in subsequent years.

Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

AbbVie Pension Plan
NOTES TO FINANCIAL STATEMENTS - CONTINUED
December 31, 2024 and 2023

NOTE J - SUBSEQUENT EVENTS

Management of the Plan has evaluated subsequent events from December 31, 2024 through October 13, 2025, the date these financial statements were available to be issued. There were no subsequent events that require recognition or disclosure in these financial statements.

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Schedule SB, line 26a – Schedule of Active Participant Data as of January 1, 2024

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25		99 \$81,954	1							
25-29	5	397 \$102,693	170 \$112,143	3						
30-34	4	680 \$136,520	512 \$135,316	78 \$134,660	1					
35-39		715 \$174,878	754 \$167,580	240 \$164,347	81 \$187,048					
40-44	1	621 \$193,650	669 \$194,898	305 \$199,653	258 \$200,489	125 \$185,665	8			
45-49		437 \$210,791	607 \$213,224	310 \$218,210	364 \$223,932	422 \$203,332	113 \$180,444	2		
50-54	1	346 \$218,018	497 \$205,512	289 \$209,356	365 \$216,049	507 \$215,119	291 \$213,394	115 \$199,036	4	
55-59		198 \$201,047	361 \$196,857	225 \$203,368	228 \$203,277	313 \$191,258	262 \$208,235	232 \$209,685	27 \$163,897	
60-64		98 \$188,545	225 \$190,149	132 \$192,445	130 \$176,078	161 \$180,831	125 \$189,256	130 \$199,006	47 \$209,906	10
65-69		31 \$209,089	70 \$183,316	39 \$163,892	36 \$196,290	40 \$168,134	30 \$183,985	26 \$178,096	11	9
70+		6	13	11	9	9	1	10	4	

N-13,656

Schedule SB Attachment (Form 5500) —2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Schedule SB, Part V — Statement of Actuarial
 Assumptions/Methods

For ERISA Requirements

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four month lookback (as of September 2023), each adjusted as needed to fall within the 25-year average interest rate corridor under interest rate stabilization
1st Segment Rate	4.75%
2nd Segment Rate	4.87%
3rd Segment Rate	5.59%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four month lookback (as of September 2023), without regard to interest rate stabilization
1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%
Salary Increases	
Minimum Funding Target Normal Cost	See Tables 1-2
Maximum Tax Expected Benefit Increase	See Tables 1-2
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year
Social Security COLA Increases	N/A
Retirement Age	
Active Participants	See Table 3
Terminated Vested Participants	See Table 4
Mortality Rates	
Healthy and Disabled	2024 generational mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(b)
Withdrawal Rates	See Table 5
Disability Rates	See Table 6
Optional Payment Form Election Percentages	See Table 7
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	Revenue Ruling 01-62 mortality table

Schedule SB Attachment (Form 5500) —2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Decrement Timing	Middle of year decrements, with 100% retirement occurring at the beginning of the year
Surviving Spouse Benefits	It is assumed that 80% of male employees and 65% of female employees have an eligible spouse, and that male(female) employees are two(one) years older(younger) than their spouses.
Valuation Compensation	Compensation used in the valuation includes annual rate of base pay, cash profit sharing, management incentive bonus, and annual incentive pay rolled forward one year with the salary increase assumption.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2022 Plan Year	8.25% The applicable third segment rate limitation is 5.92%
2023 Plan Year	8.25% The applicable third segment rate limitation is 5.74%
2024 Plan Year	8.25% The applicable third segment rate limitation is 5.59%
Trust Expenses Included in Target Normal Cost	\$2,080,000 based on actual expenses paid during the prior year rounded up to the nearest \$10,000 (adjusted to account for current year PBGC premiums)
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2024

Schedule SB Attachment (Form 5500) – 2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 1

Salary Merit Increase Rates – for Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
≤29	14.00%	10.00%	7.75%	8.25%	7.00%
30	14.00%	10.00%	7.25%	7.75%	6.25%
31	14.00%	10.00%	7.25%	7.75%	6.25%
32	14.00%	10.00%	7.25%	7.75%	6.25%
33	14.00%	10.00%	7.25%	7.75%	6.25%
34	14.00%	10.00%	7.25%	7.75%	6.25%
35	14.00%	11.50%	7.00%	7.00%	5.50%
36	14.00%	11.50%	7.00%	7.00%	5.50%
37	14.00%	11.50%	7.00%	7.00%	5.50%
38	14.00%	11.50%	7.00%	7.00%	5.50%
39	14.00%	11.50%	7.00%	7.00%	5.50%
40	14.00%	11.50%	7.00%	6.25%	4.75%
41	14.00%	11.50%	7.00%	6.25%	4.75%
42	14.00%	11.50%	7.00%	6.25%	4.75%
43	14.00%	11.50%	7.00%	6.25%	4.75%
44	14.00%	11.50%	7.00%	6.25%	4.75%
45	14.00%	11.50%	7.00%	6.25%	4.00%
46	14.00%	11.50%	7.00%	6.25%	4.00%
47	14.00%	11.50%	7.00%	6.25%	4.00%
48	14.00%	11.50%	7.00%	6.25%	4.00%
49	14.00%	11.50%	7.00%	6.25%	4.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 1 continued

Salary Merit Increase Rates — for Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
50	14.00%	11.50%	7.00%	5.75%	3.50%
51	14.00%	11.50%	7.00%	5.75%	3.50%
52	14.00%	11.50%	7.00%	5.75%	3.50%
53	14.00%	11.50%	7.00%	5.75%	3.50%
54	14.00%	11.50%	7.00%	5.75%	3.50%
55	14.00%	11.50%	7.00%	5.25%	3.50%
56	14.00%	11.50%	7.00%	5.25%	3.50%
57	14.00%	11.50%	7.00%	5.25%	3.50%
58	14.00%	11.50%	7.00%	5.25%	3.50%
59	14.00%	11.50%	7.00%	5.25%	3.50%
60	14.00%	11.50%	5.75%	4.75%	3.00%
61	14.00%	11.50%	5.75%	4.75%	3.00%
62	14.00%	11.50%	5.75%	4.75%	3.00%
63	14.00%	11.50%	5.75%	4.75%	3.00%
64	14.00%	11.50%	5.75%	4.75%	3.00%
65+	14.00%	11.50%	5.75%	4.00%	2.75%

Schedule SB Attachment (Form 5500) –2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 2

Salary Merit Increase Rates – for Non-Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
≤24	11.00%	10.00%	7.00%	7.00%	6.00%
25	11.00%	10.00%	6.00%	6.00%	6.00%
26	11.00%	10.00%	6.00%	6.00%	6.00%
27	11.00%	10.00%	6.00%	6.00%	6.00%
28	11.00%	10.00%	6.00%	6.00%	6.00%
29	11.00%	10.00%	6.00%	6.00%	6.00%
30	11.00%	8.00%	6.00%	6.00%	5.50%
31	11.00%	8.00%	6.00%	6.00%	5.50%
32	11.00%	8.00%	6.00%	6.00%	5.50%
33	11.00%	8.00%	6.00%	6.00%	5.50%
34	11.00%	8.00%	6.00%	6.00%	5.50%
35	11.00%	8.00%	6.00%	6.00%	5.00%
36	11.00%	8.00%	6.00%	6.00%	5.00%
37	11.00%	8.00%	6.00%	6.00%	5.00%
38	11.00%	8.00%	6.00%	6.00%	5.00%
39	11.00%	8.00%	6.00%	6.00%	5.00%
40	11.00%	8.00%	5.50%	5.50%	4.25%
41	11.00%	8.00%	5.50%	5.50%	4.25%
42	11.00%	8.00%	5.50%	5.50%	4.25%
43	11.00%	8.00%	5.50%	5.50%	4.25%
44	11.00%	8.00%	5.50%	5.50%	4.25%
45	11.00%	8.00%	5.50%	5.50%	3.75%
46	11.00%	8.00%	5.50%	5.50%	3.75%
47	11.00%	8.00%	5.50%	5.50%	3.75%
48	11.00%	8.00%	5.50%	5.50%	3.75%
49	11.00%	8.00%	5.50%	5.50%	3.75%

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Table 2 continued

Salary Merit Increase Rates – for Non-Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
50	11.00%	7.00%	5.50%	5.50%	3.50%
51	11.00%	7.00%	5.50%	5.50%	3.50%
52	11.00%	7.00%	5.50%	5.50%	3.50%
53	11.00%	7.00%	5.50%	5.50%	3.50%
54	11.00%	7.00%	5.50%	5.50%	3.50%
55	11.00%	7.00%	5.50%	5.00%	3.50%
56	11.00%	7.00%	5.50%	5.00%	3.50%
57	11.00%	7.00%	5.50%	5.00%	3.50%
58	11.00%	7.00%	5.50%	5.00%	3.50%
59	11.00%	7.00%	5.50%	5.00%	3.50%
60	11.00%	5.00%	5.00%	4.00%	3.25%
61	11.00%	5.00%	5.00%	4.00%	3.25%
62	11.00%	5.00%	5.00%	4.00%	3.25%
63	11.00%	5.00%	5.00%	4.00%	3.25%
64	11.00%	5.00%	5.00%	4.00%	3.25%
65+	11.00%	5.00%	5.00%	4.00%	3.00%

Schedule SB Attachment (Form 5500) – 2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 3

Retirement Rates for Active Participants

Age	Calendar Years					
	2021-2023	2024-2025	2026-2027	2028-2029	2030-2031	2032+
50	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
51	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
52	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
53	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
54	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
55	9.00%	9.00%	9.00%	9.00%	9.00%	9.00%
56	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
57	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
58	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
59	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
60	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
61	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
62	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
63	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
64	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
65	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
66	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
67	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
68	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
69	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
70+	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year
AbbVie Pension Plan
EIN: 32-0375147 PN: 002

Table 4

Retirement Rates for Terminated Vested Participants

Age	Rate
50	2.00%
51	2.00%
52	2.00%
53	2.00%
54	2.00%
55	5.00%
56	10.00%
57	15.00%
58	10.00%
59	10.00%
60	15.00%
61	15.00%
62	25.00%
63	35.00%
64	50.00%
65+	100.00%

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Table 5

Withdrawal Rates

Age	Years of Service				
	0-3	4-5	6-8	9	10+
≤24	10.00%	10.00%	10.00%	10.00%	10.00%
25	10.00%	8.50%	7.00%	5.50%	5.50%
26	10.00%	8.50%	7.00%	5.50%	5.50%
27	10.00%	8.50%	7.00%	5.50%	5.50%
28	10.00%	8.50%	7.00%	5.50%	5.50%
29	10.00%	8.50%	7.00%	5.50%	5.50%
30	10.00%	8.50%	7.00%	5.50%	3.50%
31	10.00%	8.50%	7.00%	5.50%	3.50%
32	10.00%	8.50%	7.00%	5.50%	3.50%
33	10.00%	8.50%	7.00%	5.50%	3.50%
34	10.00%	8.50%	7.00%	5.50%	3.50%
35	10.00%	8.50%	7.00%	5.50%	3.50%
36	10.00%	8.50%	7.00%	5.50%	3.50%
37	10.00%	8.50%	7.00%	5.50%	3.50%
38	10.00%	8.50%	7.00%	5.50%	3.50%
39	10.00%	8.50%	7.00%	5.50%	3.50%
40	10.00%	8.50%	7.00%	5.50%	3.50%
41	10.00%	8.50%	7.00%	5.50%	3.50%
42	10.00%	8.50%	7.00%	5.50%	3.50%
43	10.00%	8.50%	7.00%	5.50%	3.50%
44	10.00%	8.50%	7.00%	5.50%	3.50%
45	10.00%	8.50%	7.00%	5.50%	3.50%
46	10.00%	8.50%	7.00%	5.50%	3.50%
47	10.00%	8.50%	7.00%	5.50%	3.50%
48	10.00%	8.50%	7.00%	5.50%	3.50%
49	10.00%	8.50%	7.00%	5.50%	3.50%

Schedule SB Attachment (Form 5500) –2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 5 continued

Withdrawal Rates

Age	Years of Service				
	0-3	4-5	6-8	9	10+
50	10.00%	8.50%	7.00%	5.50%	3.50%
51	10.00%	8.50%	7.00%	5.50%	3.50%
52	10.00%	8.50%	7.00%	5.50%	3.50%
53	10.00%	8.50%	7.00%	5.50%	3.50%
54	10.00%	8.50%	7.00%	5.50%	3.50%
55	10.00%	8.50%	7.00%	5.50%	5.00%
56	10.00%	10.00%	10.00%	10.00%	10.00%
57	10.00%	10.00%	10.00%	10.00%	10.00%
58	10.00%	10.00%	10.00%	10.00%	10.00%
59	10.00%	10.00%	10.00%	10.00%	10.00%
60	10.00%	10.00%	10.00%	10.00%	10.00%
61	10.00%	10.00%	10.00%	10.00%	10.00%
62	10.00%	10.00%	10.00%	10.00%	10.00%
63	10.00%	10.00%	10.00%	10.00%	10.00%
64	10.00%	10.00%	10.00%	10.00%	10.00%
65+	0.00%	0.00%	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500) —2024 Plan Year
 AbbVie Pension Plan
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Table 6

Disability Rates

Age	Male	Female
≤27	0.015%	0.015%
28	0.015%	0.020%
29	0.015%	0.020%
30	0.015%	0.020%
31	0.015%	0.025%
32	0.015%	0.025%
33	0.015%	0.030%
34	0.015%	0.030%
35	0.020%	0.035%
36	0.020%	0.040%
37	0.025%	0.045%
38	0.030%	0.050%
39	0.035%	0.060%
40	0.040%	0.065%
41	0.045%	0.075%
42	0.050%	0.085%
43	0.060%	0.095%
44	0.070%	0.110%
45	0.080%	0.120%
46	0.090%	0.135%
47	0.105%	0.150%
48	0.125%	0.165%
49	0.140%	0.180%
50	0.165%	0.200%
51	0.195%	0.220%
52	0.230%	0.245%
53	0.265%	0.270%
54	0.305%	0.295%

Schedule SB Attachment (Form 5500) —2024 Plan Year
 AbbVie Pension Plan
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Table 6 continued

Disability Rates

Age	Male	Female
55	0.345%	0.320%
56	0.385%	0.345%
57	0.430%	0.370%
58	0.475%	0.400%
59	0.525%	0.425%
60	0.575%	0.450%
61	0.630%	0.480%
62	0.690%	0.505%
63	0.755%	0.525%
64	0.820%	0.545%
65+	0.000%	0.000%

Schedule SB Attachment (Form 5500) –2024 Plan Year
 AbbVie Pension Plan
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Table 7

Optional Payment Form Election Percentages

	Active Male	Active Female	Terminated Vested Male	Terminated Vested Female
Single Life Annuity	15.0%	40.0%	30.0%	40.0%
100% Joint & Survivor	30.0%	10.0%	25.0%	15.0%
50% Joint & Survivor	15.0%	15.0%	15.0%	15.0%
75% Joint & Survivor	10.0%	5.0%	5.0%	5.0%
100% Joint & Survivor Social Security Level Income Annuity	15.0%	10.0%	5.0%	5.0%
50% Joint & Survivor Social Security Level Income Annuity	5.0%	5.0%	0.0%	5.0%
Single Life Social Security Level Income Annuity	5.0%	10.0%	10.0%	5.0%
10-Year Certain & Life Annuity	5.0%	0.0%	5.0%	5.0%
15-Year Certain & Life Annuity	0.0%	5.0%	5.0%	5.0%

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- **Round off amounts to nearest dollar.**
 ► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan AbbVie Pension Plan	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Abbvie Inc.	D Employer Identification Number (EIN) 32-0375147	
E Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B	F Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500	

Part I Basic Information			
1	Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>		
2	Assets:		
	a Market value.....	2a	4,434,342,895
	b Actuarial value.....	2b	4,485,740,789
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target
	a For retired participants and beneficiaries receiving payment.....	3,191	1,270,413,350
	b For terminated vested participants	3,707	366,916,169
	c For active participants.....	13,656	1,844,736,275
	d Total.....	20,554	3,482,065,794
4	If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>		
	a Funding target disregarding prescribed at-risk assumptions	4a	
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b	
5	Effective interest rate	5	5.26%
6	Target normal cost		
	a Present value of current plan year accruals	6a	207,598,993
	b Expected plan-related expenses	6b	2,080,000
	c Target normal cost.....	6c	209,678,993

Statement by Enrolled Actuary
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Christopher J. Yurwitz <i>C.J.Y.</i>	08/28/2025
	Signature of actuary	Date
	Christopher J. Yurwitz	2306958
	Type or print name of actuary	Most recent enrollment number
	Aon Consulting, Inc.	312-957-1400
	Firm name	Telephone number (including area code)
	MSC# 17755, Aon, PO Box 551343	
	Atlanta GA 30355	
	Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 4.75%	2nd segment: 4.87%	3rd segment: 5.59%	<input type="checkbox"/> N/A, full yield curve used
-------------------------	-----------------------	-----------------------	-----------------------	---

b Applicable month (enter code)..... **21b** 4

22 Weighted average retirement age **22** 6.1

23 Mortality table(s) (see instructions) Prescribed - combined Prescribed - separate Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... Yes No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment..... Yes No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment... Yes No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment..... **27**

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	209,678,993
b Excess assets, if applicable, but not greater than line 31a	31b	209,678,993

	Outstanding Balance	Installment
32 Amortization installments:		
a Net shortfall amortization installment	0	0
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount..... **33**

34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).... **34** 0

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)..... **36** 0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)..... **37** 237,540,394

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	237,540,394
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0

39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)..... **39** 0

40 Unpaid minimum required contributions for all years **40** 0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. 2019 2020 2021

Schedule SB Attachment (Form 5500) –2024 Plan Year
AbbVie Pension Plan
EIN: 32-0375147 PN: 002

Schedule SB, line 19 – Discounted Employer Contributions

Year applied for contributions: 2024

Date	Amount	Days to Discount to 1/1/2024 at 5.26%	Interest Adjusted Contribution
December 31, 2024	\$ 250,000,000	365	\$ 237,540,394
Total Contribution	\$ 250,000,000		\$ 237,540,394

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

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Schedule SB, line 22 – Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
50.5	4.00%	1.0000	2.02
51.5	4.00%	0.9600	1.98
52.5	4.00%	0.9216	1.94
53.5	4.00%	0.8847	1.89
54.5	4.00%	0.8493	1.85
55.5	9.00%	0.8154	4.07
56.5	6.00%	0.7420	2.52
57.5	6.00%	0.6975	2.41
58.5	6.00%	0.6556	2.30
59.5	6.00%	0.6163	2.20
60.5	12.00%	0.5793	4.21
61.5	12.00%	0.5098	3.76
62.5	18.00%	0.4486	5.05
63.5	18.00%	0.3679	4.20
64.5	18.00%	0.3016	3.50
65.5	24.00%	0.2474	3.89
66.5	24.00%	0.1880	3.00
67.5	24.00%	0.1429	2.31
68.5	24.00%	0.1086	1.79
69.5	24.00%	0.0825	1.38
70	100.00%	0.0627	4.39
Weighted Average			60.66

Schedule SB Attachment (Form 5500) —2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Schedule SB, Part V — Statement of Actuarial
 Assumptions/Methods

For ERISA Requirements

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four month lookback (as of September 2023), each adjusted as needed to fall within the 25-year average interest rate corridor under interest rate stabilization
1st Segment Rate	4.75%
2nd Segment Rate	4.87%
3rd Segment Rate	5.59%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four month lookback (as of September 2023), without regard to interest rate stabilization
1st Segment Rate	3.62%
2nd Segment Rate	4.46%
3rd Segment Rate	4.52%
Salary Increases	
Minimum Funding Target Normal Cost	See Tables 1-2
Maximum Tax Expected Benefit Increase	See Tables 1-2
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year
Social Security COLA Increases	N/A
Retirement Age	
Active Participants	See Table 3
Terminated Vested Participants	See Table 4
Mortality Rates	
Healthy and Disabled	2024 generational mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(b)
Withdrawal Rates	See Table 5
Disability Rates	See Table 6
Optional Payment Form Election Percentages	See Table 7
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	Revenue Ruling 01-62 mortality table

Schedule SB Attachment (Form 5500) —2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Decrement Timing	Middle of year decrements, with 100% retirement occurring at the beginning of the year
Surviving Spouse Benefits	It is assumed that 80% of male employees and 65% of female employees have an eligible spouse, and that male(female) employees are two(one) years older(younger) than their spouses.
Valuation Compensation	Compensation used in the valuation includes annual rate of base pay, cash profit sharing, management incentive bonus, and annual incentive pay rolled forward one year with the salary increase assumption.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$275,000 and the IRC section 401(a)(17) compensation limit of \$345,000.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2022 Plan Year	8.25% The applicable third segment rate limitation is 5.92%
2023 Plan Year	8.25% The applicable third segment rate limitation is 5.74%
2024 Plan Year	8.25% The applicable third segment rate limitation is 5.59%
Trust Expenses Included in Target Normal Cost	\$2,080,000 based on actual expenses paid during the prior year rounded up to the nearest \$10,000 (adjusted to account for current year PBGC premiums)
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2024

Schedule SB Attachment (Form 5500) – 2024 Plan Year
 AbbVie Pension Plan
 EIN: 32-0375147 PN: 002

Table 1

Salary Merit Increase Rates – for Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
≤29	14.00%	10.00%	7.75%	8.25%	7.00%
30	14.00%	10.00%	7.25%	7.75%	6.25%
31	14.00%	10.00%	7.25%	7.75%	6.25%
32	14.00%	10.00%	7.25%	7.75%	6.25%
33	14.00%	10.00%	7.25%	7.75%	6.25%
34	14.00%	10.00%	7.25%	7.75%	6.25%
35	14.00%	11.50%	7.00%	7.00%	5.50%
36	14.00%	11.50%	7.00%	7.00%	5.50%
37	14.00%	11.50%	7.00%	7.00%	5.50%
38	14.00%	11.50%	7.00%	7.00%	5.50%
39	14.00%	11.50%	7.00%	7.00%	5.50%
40	14.00%	11.50%	7.00%	6.25%	4.75%
41	14.00%	11.50%	7.00%	6.25%	4.75%
42	14.00%	11.50%	7.00%	6.25%	4.75%
43	14.00%	11.50%	7.00%	6.25%	4.75%
44	14.00%	11.50%	7.00%	6.25%	4.75%
45	14.00%	11.50%	7.00%	6.25%	4.00%
46	14.00%	11.50%	7.00%	6.25%	4.00%
47	14.00%	11.50%	7.00%	6.25%	4.00%
48	14.00%	11.50%	7.00%	6.25%	4.00%
49	14.00%	11.50%	7.00%	6.25%	4.00%

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Table 1 continued

Salary Merit Increase Rates — for Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
50	14.00%	11.50%	7.00%	5.75%	3.50%
51	14.00%	11.50%	7.00%	5.75%	3.50%
52	14.00%	11.50%	7.00%	5.75%	3.50%
53	14.00%	11.50%	7.00%	5.75%	3.50%
54	14.00%	11.50%	7.00%	5.75%	3.50%
55	14.00%	11.50%	7.00%	5.25%	3.50%
56	14.00%	11.50%	7.00%	5.25%	3.50%
57	14.00%	11.50%	7.00%	5.25%	3.50%
58	14.00%	11.50%	7.00%	5.25%	3.50%
59	14.00%	11.50%	7.00%	5.25%	3.50%
60	14.00%	11.50%	5.75%	4.75%	3.00%
61	14.00%	11.50%	5.75%	4.75%	3.00%
62	14.00%	11.50%	5.75%	4.75%	3.00%
63	14.00%	11.50%	5.75%	4.75%	3.00%
64	14.00%	11.50%	5.75%	4.75%	3.00%
65+	14.00%	11.50%	5.75%	4.00%	2.75%

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Table 2

Salary Merit Increase Rates – for Non-Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
≤24	11.00%	10.00%	7.00%	7.00%	6.00%
25	11.00%	10.00%	6.00%	6.00%	6.00%
26	11.00%	10.00%	6.00%	6.00%	6.00%
27	11.00%	10.00%	6.00%	6.00%	6.00%
28	11.00%	10.00%	6.00%	6.00%	6.00%
29	11.00%	10.00%	6.00%	6.00%	6.00%
30	11.00%	8.00%	6.00%	6.00%	5.50%
31	11.00%	8.00%	6.00%	6.00%	5.50%
32	11.00%	8.00%	6.00%	6.00%	5.50%
33	11.00%	8.00%	6.00%	6.00%	5.50%
34	11.00%	8.00%	6.00%	6.00%	5.50%
35	11.00%	8.00%	6.00%	6.00%	5.00%
36	11.00%	8.00%	6.00%	6.00%	5.00%
37	11.00%	8.00%	6.00%	6.00%	5.00%
38	11.00%	8.00%	6.00%	6.00%	5.00%
39	11.00%	8.00%	6.00%	6.00%	5.00%
40	11.00%	8.00%	5.50%	5.50%	4.25%
41	11.00%	8.00%	5.50%	5.50%	4.25%
42	11.00%	8.00%	5.50%	5.50%	4.25%
43	11.00%	8.00%	5.50%	5.50%	4.25%
44	11.00%	8.00%	5.50%	5.50%	4.25%
45	11.00%	8.00%	5.50%	5.50%	3.75%
46	11.00%	8.00%	5.50%	5.50%	3.75%
47	11.00%	8.00%	5.50%	5.50%	3.75%
48	11.00%	8.00%	5.50%	5.50%	3.75%
49	11.00%	8.00%	5.50%	5.50%	3.75%

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Table 2 continued

Salary Merit Increase Rates – for Non-Exempt Employees

Age	Years of Service				
	0	1	2	3	4+
50	11.00%	7.00%	5.50%	5.50%	3.50%
51	11.00%	7.00%	5.50%	5.50%	3.50%
52	11.00%	7.00%	5.50%	5.50%	3.50%
53	11.00%	7.00%	5.50%	5.50%	3.50%
54	11.00%	7.00%	5.50%	5.50%	3.50%
55	11.00%	7.00%	5.50%	5.00%	3.50%
56	11.00%	7.00%	5.50%	5.00%	3.50%
57	11.00%	7.00%	5.50%	5.00%	3.50%
58	11.00%	7.00%	5.50%	5.00%	3.50%
59	11.00%	7.00%	5.50%	5.00%	3.50%
60	11.00%	5.00%	5.00%	4.00%	3.25%
61	11.00%	5.00%	5.00%	4.00%	3.25%
62	11.00%	5.00%	5.00%	4.00%	3.25%
63	11.00%	5.00%	5.00%	4.00%	3.25%
64	11.00%	5.00%	5.00%	4.00%	3.25%
65+	11.00%	5.00%	5.00%	4.00%	3.00%

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Table 3

Retirement Rates for Active Participants

Age	Calendar Years					
	2021-2023	2024-2025	2026-2027	2028-2029	2030-2031	2032+
50	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
51	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
52	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
53	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
54	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%
55	9.00%	9.00%	9.00%	9.00%	9.00%	9.00%
56	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
57	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
58	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
59	7.00%	6.00%	5.00%	5.00%	5.00%	5.00%
60	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
61	12.00%	12.00%	12.00%	12.00%	12.00%	12.00%
62	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
63	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
64	18.00%	18.00%	18.00%	18.00%	18.00%	18.00%
65	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
66	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
67	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
68	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
69	25.00%	24.00%	23.00%	22.00%	21.00%	20.00%
70+	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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Table 4

Retirement Rates for Terminated Vested Participants

Age	Rate
50	2.00%
51	2.00%
52	2.00%
53	2.00%
54	2.00%
55	5.00%
56	10.00%
57	15.00%
58	10.00%
59	10.00%
60	15.00%
61	15.00%
62	25.00%
63	35.00%
64	50.00%
65+	100.00%

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Table 5

Withdrawal Rates

Age	Years of Service				
	0-3	4-5	6-8	9	10+
≤24	10.00%	10.00%	10.00%	10.00%	10.00%
25	10.00%	8.50%	7.00%	5.50%	5.50%
26	10.00%	8.50%	7.00%	5.50%	5.50%
27	10.00%	8.50%	7.00%	5.50%	5.50%
28	10.00%	8.50%	7.00%	5.50%	5.50%
29	10.00%	8.50%	7.00%	5.50%	5.50%
30	10.00%	8.50%	7.00%	5.50%	3.50%
31	10.00%	8.50%	7.00%	5.50%	3.50%
32	10.00%	8.50%	7.00%	5.50%	3.50%
33	10.00%	8.50%	7.00%	5.50%	3.50%
34	10.00%	8.50%	7.00%	5.50%	3.50%
35	10.00%	8.50%	7.00%	5.50%	3.50%
36	10.00%	8.50%	7.00%	5.50%	3.50%
37	10.00%	8.50%	7.00%	5.50%	3.50%
38	10.00%	8.50%	7.00%	5.50%	3.50%
39	10.00%	8.50%	7.00%	5.50%	3.50%
40	10.00%	8.50%	7.00%	5.50%	3.50%
41	10.00%	8.50%	7.00%	5.50%	3.50%
42	10.00%	8.50%	7.00%	5.50%	3.50%
43	10.00%	8.50%	7.00%	5.50%	3.50%
44	10.00%	8.50%	7.00%	5.50%	3.50%
45	10.00%	8.50%	7.00%	5.50%	3.50%
46	10.00%	8.50%	7.00%	5.50%	3.50%
47	10.00%	8.50%	7.00%	5.50%	3.50%
48	10.00%	8.50%	7.00%	5.50%	3.50%
49	10.00%	8.50%	7.00%	5.50%	3.50%

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Table 5 continued

Withdrawal Rates

Age	Years of Service				
	0-3	4-5	6-8	9	10+
50	10.00%	8.50%	7.00%	5.50%	3.50%
51	10.00%	8.50%	7.00%	5.50%	3.50%
52	10.00%	8.50%	7.00%	5.50%	3.50%
53	10.00%	8.50%	7.00%	5.50%	3.50%
54	10.00%	8.50%	7.00%	5.50%	3.50%
55	10.00%	8.50%	7.00%	5.50%	5.00%
56	10.00%	10.00%	10.00%	10.00%	10.00%
57	10.00%	10.00%	10.00%	10.00%	10.00%
58	10.00%	10.00%	10.00%	10.00%	10.00%
59	10.00%	10.00%	10.00%	10.00%	10.00%
60	10.00%	10.00%	10.00%	10.00%	10.00%
61	10.00%	10.00%	10.00%	10.00%	10.00%
62	10.00%	10.00%	10.00%	10.00%	10.00%
63	10.00%	10.00%	10.00%	10.00%	10.00%
64	10.00%	10.00%	10.00%	10.00%	10.00%
65+	0.00%	0.00%	0.00%	0.00%	0.00%

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Table 6

Disability Rates

Age	Male	Female
≤27	0.015%	0.015%
28	0.015%	0.020%
29	0.015%	0.020%
30	0.015%	0.020%
31	0.015%	0.025%
32	0.015%	0.025%
33	0.015%	0.030%
34	0.015%	0.030%
35	0.020%	0.035%
36	0.020%	0.040%
37	0.025%	0.045%
38	0.030%	0.050%
39	0.035%	0.060%
40	0.040%	0.065%
41	0.045%	0.075%
42	0.050%	0.085%
43	0.060%	0.095%
44	0.070%	0.110%
45	0.080%	0.120%
46	0.090%	0.135%
47	0.105%	0.150%
48	0.125%	0.165%
49	0.140%	0.180%
50	0.165%	0.200%
51	0.195%	0.220%
52	0.230%	0.245%
53	0.265%	0.270%
54	0.305%	0.295%

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Table 6 continued

Disability Rates

Age	Male	Female
55	0.345%	0.320%
56	0.385%	0.345%
57	0.430%	0.370%
58	0.475%	0.400%
59	0.525%	0.425%
60	0.575%	0.450%
61	0.630%	0.480%
62	0.690%	0.505%
63	0.755%	0.525%
64	0.820%	0.545%
65+	0.000%	0.000%

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Table 7

Optional Payment Form Election Percentages

	Active Male	Active Female	Terminated Vested Male	Terminated Vested Female
Single Life Annuity	15.0%	40.0%	30.0%	40.0%
100% Joint & Survivor	30.0%	10.0%	25.0%	15.0%
50% Joint & Survivor	15.0%	15.0%	15.0%	15.0%
75% Joint & Survivor	10.0%	5.0%	5.0%	5.0%
100% Joint & Survivor Social Security Level Income Annuity	15.0%	10.0%	5.0%	5.0%
50% Joint & Survivor Social Security Level Income Annuity	5.0%	5.0%	0.0%	5.0%
Single Life Social Security Level Income Annuity	5.0%	10.0%	10.0%	5.0%
10-Year Certain & Life Annuity	5.0%	0.0%	5.0%	5.0%
15-Year Certain & Life Annuity	0.0%	5.0%	5.0%	5.0%

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Schedule SB, Part V — Summary of Plan Provisions

Effective Date

January 1, 2013. Last amended January 1, 2022.

Eligibility for Participation

Each employee who was a participant as of October 1, 1989, and each regular employee hired before January 1, 2022 who is a resident of the United States and who has attained age 21.

Each Pharmacyclics (PCYC) employee who was hired prior to the PCYC acquisition and was actively employed as of January 1, 2019. Such employees receive vesting and eligibility service from the date of acquisition and benefit service starting January 1, 2019.

Effective January 1, 2022, the plan is closed to new participants.

Normal Retirement

Eligibility

End of month in which sixty-fifth birthday occurs.

Monthly Benefit

A monthly amount equal to the greatest of the following:

- (1) 1.10% of the final earnings for each year of pre-2004 benefit service (maximum of 35)
- (2) (a) 1.65% of final earnings times years of pre-2004 benefit service up to 20 plus 1.50% of final earnings times years of pre-2004 benefit service over 20 (maximum 15); less
 - (b) 0.5% of the lesser of final average compensation or covered compensation times years of pre-2004 benefit service up to 35 years.
- (3) The accrued benefit as of December 31, 1993 determined under the terms of the plan in effect on that date.
- (4) The accrued benefit as of December 31, 1988 determined under the terms of the plan in effect on that date.

Plus

- (5) 1.10% of final average earnings for each year of post-2003 benefit service. Total service pre-2004 and post-2003 cannot exceed 35 years.

Participants were offered a one-time choice effective December 31, 2022, to freeze their defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

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Early Retirement

Eligibility

End of any month prior to the normal retirement date. A participant is eligible to elect early retirement when he has attained age 55 and completed 10 years of vesting service or for a participant who was active on or before December 31, 2003 when he has attained age 50 and has completed 10 years of vesting service or when the participant has attained age 55 and his age plus his completed years of vesting service equal at least 70.

Monthly Benefit

Same as normal retirement benefit but reduced for each month retirement precedes age 62 as follows:

For (1) and 2(a): $1/4$ of 1%.

For 2(b): $5/12$ of 1%.

For (3) and (4): Determined under the terms of the plan in effect on the date of the calculations.

For (5): If early retirement is on or after age 55, $5/12$ of 1%. If early retirement is before age 55, the benefit is actuarially reduced from age 65.

Special Retirement

Eligibility

End of any month prior to normal retirement date. A participant is eligible for special retirement if he is 55 years of age and his age and completed years of seniority service equal at least 94 and was a participant on or before December 31, 2003.

Monthly Benefit

Same as normal retirement benefit, but based on seniority service rather than benefit service, and reduced for each month retirement precedes age 62 as follows:

For (1): 0%.

For 2(a): $5/36$ of 1% between ages 59 and 62, and $5/24$ of 1% between ages 55 and 59.

For 2(b) and (5): $5/12$ of 1%.

For (3) and (4): Determined under the terms of the plan in effect on the date of the calculations.

Early Special Retirement

Eligibility

The end of any calendar month prior to the normal retirement date. A participant shall be eligible for early special retirement if he is 55 years of age or over and, if he were to continue as a participant, would be eligible for

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special retirement prior to his normal retirement date and was a participant on or before December 31, 2003.

Monthly Benefit

Same as special retirement based on seniority service and pay as of Early Special retirement date and reduced as follows:

For (1): 1/4 of 1% for each month retirement precedes the earlier of the special retirement eligibility date and age 62.

For 2(a), 2(b), (3), (4), and (5): Same reduction as special retirement.

Vested Deferred Retirement

Eligibility

Same as normal retirement benefit. Benefit may commence as early as the participant's earliest retirement date, actuarially reduced for early commencement.

Monthly Benefit

Same as normal retirement benefit. Benefit may commence as early as the participant's earliest retirement date, actuarially reduced for early commencement.

Disability

Eligibility

Effective January 1, 1979, no additional disability benefits are payable under the plan. Those participants receiving disability benefits prior to 1979 continue to be paid. Service is credited under the plan during the period an employee is receiving benefits under the Extended Disability Plan.

Death and Nonvested Termination Benefits

An active participant eligible for vested termination benefits or a vested terminated participant may, if married, elect to receive optional death benefit protection with a provision that if he should die prior to his normal retirement date, his eligible spouse will receive a monthly benefit as shown below:

If the participant was eligible for early or normal retirement, the spouse's benefit would be 100% of the amount to which the participant would have been entitled if his date of death were his retirement date and his benefit was payable in the normal form of a life annuity.

Otherwise, the spouse's benefit would be 100% of the amount of deferred vested benefit to which the participant would have been entitled if the benefit was payable in the normal form of a life annuity, commencing

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on the later of the date of death or age 55. Benefits are actuarially reduced for commencement before age 65. The first payment is the later of the participant's date of death or the date that the participant would have been age 55.

If the participant was not employed by an employer or controlled group member at the date of his death, the 100% spouse's benefit described in both paragraphs above is reduced to 50%.

The company pays the cost of this death benefit protection for active employees below age 45. All other employees pay the cost of the equivalent 50% death benefit protection by taking a reduction in their prospective retirement benefits for pre-2004 service only.

Upon death or termination, in the absence of other benefit payments, the employee's contributions will be payable with interest which is defined as follows:

- (6) 50% of the accumulated contributions made prior to January 1, 1976, plus
- (7) The greater of:
 - (a) 50% of the accumulated contributions made after January 1, 1976
 - (b) 5% (or prescribed Treasury rate) of the contributions made after January 1, 1976, to December 31, 1987, compounded annually, plus 120% of the federal mid-term rate of the contributions made after December 31, 1987.

If the actuarial equivalent of benefits that have been paid to or on behalf of a participant is less than his contributions with interest, an amount equal to the difference will be paid to a beneficiary.

Vesting Service

The total years of service determined in accordance with the following:

- (8) A participant will receive vesting service for credited service entitled under the plan prior to January 1, 1987, but including service after age 18 and prior to age 30.
- (9) Beginning January 1, 1987, a participant shall be entitled to 1/12 of a year of vesting service for each calendar month during which he is a participant.

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- (10) Service occurring before a participant has attained age 18 years shall not be included in determining his years of vesting service.
- (11) Except for participants on a military leave, or on an unpaid leave of absence of no more than one year, or who are entitled to receive benefits under the Abbott Laboratories Extended Disability Plan, no vesting service will be given for any service prior to October 1, 1989, during which a participant did not make contributions to the plan.

Benefit Service

The total years of employment determined in accordance with the following:

- (12) A participant will receive benefit service for credited service entitled under the plan prior to January 1, 1987.
- (13) Beginning January 1, 1987, a participant shall be entitled to 1/12 of a year of benefit service for each calendar month during which he is a participant.
- (14) Maximum benefit service is 35 years.
- (15) Except for participants on a military leave, or on an unpaid leave of absence of no more than one year, or who are entitled to receive benefits under the Abbott Laboratories Extended Disability Plan, no benefit service will be given for any service prior to October 1, 1989, during which a participant did not make contributions to the plan.

Seniority Service

Same as vesting service plus service before the participant attained age 18. Maximum seniority service is 35 years. No seniority service is earned after the month in which the participant attains age 65.

Final Earnings

The monthly average of basic earnings for the 60 consecutive months which produce the highest average.

Basic Earnings

The total of base pay, overtime and shift and other premiums, commissions, sick pay, pay conversion contributions under the Stock Retirement Plan, pay reduction contributions made by a participant under the Flexible Benefits Plan, cash profit sharing, Management Incentive Plan bonus, Divisional Incentive bonus, and other cash bonuses calculated on a uniform basis and paid no more frequently than annually to all hourly-paid employees on a plant-wide basis.

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Maximum Compensation and Benefits Limits

Benefits and compensation are limited by IRC section 415 maximum benefits and 401(a)(17) compensation limits, which are updated annually.

Final Average Compensation

The monthly average of basic earnings for the 36 consecutive months next preceding retirement or termination but excluding basic earnings for any year in excess of the Social Security taxable wage base for that year.

Covered Compensation

The monthly average of the Social Security taxable wage bases in effect for each of the 35 calendar years ending with the year in which the participant reaches social security retirement age.

Employee Contributions

As of October 1, 1989, employee contributions were eliminated. Prior to that time, each participant contributed 1% of basic earnings subject to tax under the Social Security Act plus 2% of basic earnings in excess of the portion subject to such tax up to 35 calendar years.

Payment of Benefits

If a participant is legally married to the same spouse for at least one year, then the benefit shall be a joint and survivor annuity actuarially equivalent to a life annuity unless another election is made. If a person does not qualify for a joint and survivor annuity, then the payment will be the normal form of a life annuity.

Medium of Funding

Corporate trustee.

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Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- A change in the mortality basis for lump sum payments from the 2023 plan year IRC Section 417(e)(3) mortality table to the 2024 plan year IRC Section 417(e)(3) mortality table.
- The legislated increase in the Section 401(a)(17) recognizable pay limit from \$330,000 for 2023 to \$345,000 for 2024.
- The legislated increase in the Section 415 dollar limit for defined benefit plans from \$265,000 for 2023 to \$275,000 for 2024

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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EIN: 32-0375147 PN: 002

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the assumed expenses payable from the trust from 2,010,000 to 2,080,000.

This change was made to better reflect the anticipated plan experience. This assumption change didn't reduce the funding shortfall; as such, approval of the Commissioner is not required.

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

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Schedule SB, line 26a – Schedule of Active Participant Data as of January 1, 2024

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25		99 \$81,954	1							
25-29	5	397 \$102,693	170 \$112,143	3						
30-34	4	680 \$136,520	512 \$135,316	78 \$134,660	1					
35-39		715 \$174,878	754 \$167,580	240 \$164,347	81 \$187,048					
40-44	1	621 \$193,650	669 \$194,898	305 \$199,653	258 \$200,489	125 \$185,665	8			
45-49		437 \$210,791	607 \$213,224	310 \$218,210	364 \$223,932	422 \$203,332	113 \$180,444	2		
50-54	1	346 \$218,018	497 \$205,512	289 \$209,356	365 \$216,049	507 \$215,119	291 \$213,394	115 \$199,036	4	
55-59		198 \$201,047	361 \$196,857	225 \$203,368	228 \$203,277	313 \$191,258	262 \$208,235	232 \$209,685	27 \$163,897	
60-64		98 \$188,545	225 \$190,149	132 \$192,445	130 \$176,078	161 \$180,831	125 \$189,256	130 \$199,006	47 \$209,906	10
65-69		31 \$209,089	70 \$183,316	39 \$163,892	36 \$196,290	40 \$168,134	30 \$183,985	26 \$178,096	11	9
70+		6	13	11	9	9	1	10	4	

N-13,656

Schedule SB Attachment (Form 5500) –2024 Plan Year

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Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	7,517,264	1,564,443	100,520,756	109,602,463
2025	19,338,043	3,399,828	98,721,008	121,458,879
2026	31,515,057	5,511,487	97,062,644	134,089,188
2027	43,474,190	7,645,489	95,482,285	146,601,964
2028	55,566,426	10,046,702	94,227,247	159,840,375
2029	67,730,924	12,312,631	92,635,298	172,678,853
2030	79,848,338	14,470,269	91,228,302	185,546,909
2031	92,167,886	16,528,436	89,894,322	198,590,644
2032	104,083,282	18,541,245	88,563,755	211,188,282
2033	115,622,871	20,484,999	87,085,195	223,193,065
2034	126,643,298	22,385,486	85,523,755	234,552,539
2035	137,293,780	24,224,368	83,858,776	245,376,924
2036	147,255,675	26,146,673	82,053,471	255,455,819
2037	156,675,133	27,632,401	80,102,631	264,410,165
2038	165,319,666	29,134,304	77,878,147	272,332,117
2039	173,234,714	30,501,903	75,498,293	279,234,910
2040	179,998,385	31,608,048	72,960,722	284,567,155
2041	185,466,419	32,889,860	70,232,504	288,588,783
2042	189,914,610	33,686,560	67,316,376	290,917,546
2043	193,380,796	34,475,303	64,224,512	292,080,611
2044	195,842,325	34,935,847	60,941,251	291,719,423
2045	197,349,888	35,383,323	57,486,358	290,219,569
2046	197,781,475	35,597,161	53,887,382	287,266,018
2047	197,401,691	35,712,911	50,172,460	283,287,062
2048	196,236,552	35,600,208	46,376,592	278,213,352
2049	194,195,145	35,313,852	42,543,158	272,052,155
2050	191,237,745	34,897,991	38,705,752	264,841,488
2051	187,572,830	34,362,767	34,908,092	256,843,689
2052	183,114,244	33,663,459	31,196,846	247,974,549
2053	178,023,771	32,913,384	27,614,673	238,551,828
2054	172,303,287	31,939,915	24,201,083	228,444,285
2055	165,986,829	30,902,300	20,990,625	217,879,754
2056	159,174,864	29,784,245	18,011,591	206,970,700
2057	151,866,634	28,452,692	15,285,038	195,604,364
2058	144,180,394	27,085,181	12,824,375	184,089,950

Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2059	136,197,343	25,659,075	10,635,263	172,491,681
2060	127,983,727	24,172,843	8,715,770	160,872,340
2061	119,636,528	22,660,080	7,057,137	149,353,745
2062	111,231,037	21,127,537	5,644,910	138,003,484
2063	102,860,967	19,596,089	4,460,249	126,917,305
2064	94,607,662	18,083,372	3,481,217	116,172,251
2065	86,540,515	16,599,772	2,684,130	105,824,417
2066	78,729,741	15,155,754	2,044,782	95,930,277
2067	71,231,966	13,762,413	1,539,476	86,533,855
2068	64,098,278	12,426,402	1,145,952	77,670,632
2069	57,370,115	11,156,823	843,912	69,370,850
2070	51,075,078	9,958,370	615,350	61,648,798
2071	45,232,719	8,835,567	444,753	54,513,039
2072	39,852,382	7,793,187	319,069	47,964,638
2073	34,933,608	6,831,459	227,590	41,992,657

Schedule SB Attachment (Form 5500) –2024 Plan Year

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Schedule SB, line 22 – Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
50.5	4.00%	1.0000	2.02
51.5	4.00%	0.9600	1.98
52.5	4.00%	0.9216	1.94
53.5	4.00%	0.8847	1.89
54.5	4.00%	0.8493	1.85
55.5	9.00%	0.8154	4.07
56.5	6.00%	0.7420	2.52
57.5	6.00%	0.6975	2.41
58.5	6.00%	0.6556	2.30
59.5	6.00%	0.6163	2.20
60.5	12.00%	0.5793	4.21
61.5	12.00%	0.5098	3.76
62.5	18.00%	0.4486	5.05
63.5	18.00%	0.3679	4.20
64.5	18.00%	0.3016	3.50
65.5	24.00%	0.2474	3.89
66.5	24.00%	0.1880	3.00
67.5	24.00%	0.1429	2.31
68.5	24.00%	0.1086	1.79
69.5	24.00%	0.0825	1.38
70	100.00%	0.0627	4.39
Weighted Average			60.66

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Schedule SB, line 19 – Discounted Employer Contributions

Year applied for contributions: 2024

Date	Amount	Days to Discount to 1/1/2024 at 5.26%	Interest Adjusted Contribution
December 31, 2024	\$ 250,000,000	365	\$ 237,540,394
Total Contribution	\$ 250,000,000		\$ 237,540,394

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EIN: 32-0375147 PN: 002

Schedule SB, line 26b – Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2024	7,517,264	1,564,443	100,520,756	109,602,463
2025	19,338,043	3,399,828	98,721,008	121,458,879
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2051	187,572,830	34,362,767	34,908,092	256,843,689
2052	183,114,244	33,663,459	31,196,846	247,974,549
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Schedule SB Attachment (Form 5500) –2024 Plan Year

AbbVie Pension Plan

EIN: 32-0375147 PN: 002

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
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2063	102,860,967	19,596,089	4,460,249	126,917,305
2064	94,607,662	18,083,372	3,481,217	116,172,251
2065	86,540,515	16,599,772	2,684,130	105,824,417
2066	78,729,741	15,155,754	2,044,782	95,930,277
2067	71,231,966	13,762,413	1,539,476	86,533,855
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2073	34,933,608	6,831,459	227,590	41,992,657

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AbbVie Pension Plan

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Schedule SB, Part V — Summary of Plan Provisions

Effective Date

January 1, 2013. Last amended January 1, 2022.

Eligibility for Participation

Each employee who was a participant as of October 1, 1989, and each regular employee hired before January 1, 2022 who is a resident of the United States and who has attained age 21.

Each Pharmacyclics (PCYC) employee who was hired prior to the PCYC acquisition and was actively employed as of January 1, 2019. Such employees receive vesting and eligibility service from the date of acquisition and benefit service starting January 1, 2019.

Effective January 1, 2022, the plan is closed to new participants.

Normal Retirement

Eligibility

End of month in which sixty-fifth birthday occurs.

Monthly Benefit

A monthly amount equal to the greatest of the following:

- (1) 1.10% of the final earnings for each year of pre-2004 benefit service (maximum of 35)
- (2) (a) 1.65% of final earnings times years of pre-2004 benefit service up to 20 plus 1.50% of final earnings times years of pre-2004 benefit service over 20 (maximum 15); less
 - (b) 0.5% of the lesser of final average compensation or covered compensation times years of pre-2004 benefit service up to 35 years.
- (3) The accrued benefit as of December 31, 1993 determined under the terms of the plan in effect on that date.
- (4) The accrued benefit as of December 31, 1988 determined under the terms of the plan in effect on that date.

Plus

- (5) 1.10% of final average earnings for each year of post-2003 benefit service. Total service pre-2004 and post-2003 cannot exceed 35 years.

Participants were offered a one-time choice effective December 31, 2022, to freeze their defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

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Early Retirement

Eligibility

End of any month prior to the normal retirement date. A participant is eligible to elect early retirement when he has attained age 55 and completed 10 years of vesting service or for a participant who was active on or before December 31, 2003 when he has attained age 50 and has completed 10 years of vesting service or when the participant has attained age 55 and his age plus his completed years of vesting service equal at least 70.

Monthly Benefit

Same as normal retirement benefit but reduced for each month retirement precedes age 62 as follows:

For (1) and 2(a): $\frac{1}{4}$ of 1%.

For 2(b): $\frac{5}{12}$ of 1%.

For (3) and (4): Determined under the terms of the plan in effect on the date of the calculations.

For (5): If early retirement is on or after age 55, $\frac{5}{12}$ of 1%. If early retirement is before age 55, the benefit is actuarially reduced from age 65.

Special Retirement

Eligibility

End of any month prior to normal retirement date. A participant is eligible for special retirement if he is 55 years of age and his age and completed years of seniority service equal at least 94 and was a participant on or before December 31, 2003.

Monthly Benefit

Same as normal retirement benefit, but based on seniority service rather than benefit service, and reduced for each month retirement precedes age 62 as follows:

For (1): 0%.

For 2(a): $\frac{5}{36}$ of 1% between ages 59 and 62, and $\frac{5}{24}$ of 1% between ages 55 and 59.

For 2(b) and (5): $\frac{5}{12}$ of 1%.

For (3) and (4): Determined under the terms of the plan in effect on the date of the calculations.

Early Special Retirement

Eligibility

The end of any calendar month prior to the normal retirement date. A participant shall be eligible for early special retirement if he is 55 years of age or over and, if he were to continue as a participant, would be eligible for

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special retirement prior to his normal retirement date and was a participant on or before December 31, 2003.

Monthly Benefit

Same as special retirement based on seniority service and pay as of Early Special retirement date and reduced as follows:

For (1): 1/4 of 1% for each month retirement precedes the earlier of the special retirement eligibility date and age 62.

For 2(a), 2(b), (3), (4), and (5): Same reduction as special retirement.

Vested Deferred Retirement

Eligibility

Same as normal retirement benefit. Benefit may commence as early as the participant's earliest retirement date, actuarially reduced for early commencement.

Monthly Benefit

Same as normal retirement benefit. Benefit may commence as early as the participant's earliest retirement date, actuarially reduced for early commencement.

Disability

Eligibility

Effective January 1, 1979, no additional disability benefits are payable under the plan. Those participants receiving disability benefits prior to 1979 continue to be paid. Service is credited under the plan during the period an employee is receiving benefits under the Extended Disability Plan.

Death and Nonvested Termination Benefits

An active participant eligible for vested termination benefits or a vested terminated participant may, if married, elect to receive optional death benefit protection with a provision that if he should die prior to his normal retirement date, his eligible spouse will receive a monthly benefit as shown below:

If the participant was eligible for early or normal retirement, the spouse's benefit would be 100% of the amount to which the participant would have been entitled if his date of death were his retirement date and his benefit was payable in the normal form of a life annuity.

Otherwise, the spouse's benefit would be 100% of the amount of deferred vested benefit to which the participant would have been entitled if the benefit was payable in the normal form of a life annuity, commencing

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on the later of the date of death or age 55. Benefits are actuarially reduced for commencement before age 65. The first payment is the later of the participant's date of death or the date that the participant would have been age 55.

If the participant was not employed by an employer or controlled group member at the date of his death, the 100% spouse's benefit described in both paragraphs above is reduced to 50%.

The company pays the cost of this death benefit protection for active employees below age 45. All other employees pay the cost of the equivalent 50% death benefit protection by taking a reduction in their prospective retirement benefits for pre-2004 service only.

Upon death or termination, in the absence of other benefit payments, the employee's contributions will be payable with interest which is defined as follows:

- (6) 50% of the accumulated contributions made prior to January 1, 1976, plus
- (7) The greater of:
 - (a) 50% of the accumulated contributions made after January 1, 1976
 - (b) 5% (or prescribed Treasury rate) of the contributions made after January 1, 1976, to December 31, 1987, compounded annually, plus 120% of the federal mid-term rate of the contributions made after December 31, 1987.

If the actuarial equivalent of benefits that have been paid to or on behalf of a participant is less than his contributions with interest, an amount equal to the difference will be paid to a beneficiary.

Vesting Service

The total years of service determined in accordance with the following:

- (8) A participant will receive vesting service for credited service entitled under the plan prior to January 1, 1987, but including service after age 18 and prior to age 30.
- (9) Beginning January 1, 1987, a participant shall be entitled to 1/12 of a year of vesting service for each calendar month during which he is a participant.

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- (10) Service occurring before a participant has attained age 18 years shall not be included in determining his years of vesting service.
- (11) Except for participants on a military leave, or on an unpaid leave of absence of no more than one year, or who are entitled to receive benefits under the Abbott Laboratories Extended Disability Plan, no vesting service will be given for any service prior to October 1, 1989, during which a participant did not make contributions to the plan.

Benefit Service

The total years of employment determined in accordance with the following:

- (12) A participant will receive benefit service for credited service entitled under the plan prior to January 1, 1987.
- (13) Beginning January 1, 1987, a participant shall be entitled to 1/12 of a year of benefit service for each calendar month during which he is a participant.
- (14) Maximum benefit service is 35 years.
- (15) Except for participants on a military leave, or on an unpaid leave of absence of no more than one year, or who are entitled to receive benefits under the Abbott Laboratories Extended Disability Plan, no benefit service will be given for any service prior to October 1, 1989, during which a participant did not make contributions to the plan.

Seniority Service

Same as vesting service plus service before the participant attained age 18. Maximum seniority service is 35 years. No seniority service is earned after the month in which the participant attains age 65.

Final Earnings

The monthly average of basic earnings for the 60 consecutive months which produce the highest average.

Basic Earnings

The total of base pay, overtime and shift and other premiums, commissions, sick pay, pay conversion contributions under the Stock Retirement Plan, pay reduction contributions made by a participant under the Flexible Benefits Plan, cash profit sharing, Management Incentive Plan bonus, Divisional Incentive bonus, and other cash bonuses calculated on a uniform basis and paid no more frequently than annually to all hourly-paid employees on a plant-wide basis.

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Maximum Compensation and Benefits Limits

Benefits and compensation are limited by IRC section 415 maximum benefits and 401(a)(17) compensation limits, which are updated annually.

Final Average Compensation

The monthly average of basic earnings for the 36 consecutive months next preceding retirement or termination but excluding basic earnings for any year in excess of the Social Security taxable wage base for that year.

Covered Compensation

The monthly average of the Social Security taxable wage bases in effect for each of the 35 calendar years ending with the year in which the participant reaches social security retirement age.

Employee Contributions

As of October 1, 1989, employee contributions were eliminated. Prior to that time, each participant contributed 1% of basic earnings subject to tax under the Social Security Act plus 2% of basic earnings in excess of the portion subject to such tax up to 35 calendar years.

Payment of Benefits

If a participant is legally married to the same spouse for at least one year, then the benefit shall be a joint and survivor annuity actuarially equivalent to a life annuity unless another election is made. If a person does not qualify for a joint and survivor annuity, then the payment will be the normal form of a life annuity.

Medium of Funding

Corporate trustee.

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Plan Changes Since the Prior Year

The funding valuation reflects the following plan changes:

- A change in the mortality basis for lump sum payments from the 2023 plan year IRC Section 417(e)(3) mortality table to the 2024 plan year IRC Section 417(e)(3) mortality table.
- The legislated increase in the Section 401(a)(17) recognizable pay limit from \$330,000 for 2023 to \$345,000 for 2024.
- The legislated increase in the Section 415 dollar limit for defined benefit plans from \$265,000 for 2023 to \$275,000 for 2024

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

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AbbVie Pension Plan
EIN: 32-0375147 PN: 002

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the assumed expenses payable from the trust from 2,010,000 to 2,080,000.

This change was made to better reflect the anticipated plan experience. This assumption change didn't reduce the funding shortfall; as such, approval of the Commissioner is not required.