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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

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 FOR FORMER BASF AND FORMER SOLVAY EMPLOYEES

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 03/02/2001

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
ABBVIE INC.

BENEFITS/HR OPERATIONS V69T AP34-LL
1 NORTH WAUKEGAN ROAD
NORTH CHICAGO, IL 60064-1802

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.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2026	ANDREW BROWN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] 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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	1983
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	**6a(1)**	394
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	361
b	Retired or separated participants receiving benefits	**6b**	689
c	Other retired or separated participants entitled to future benefits	**6c**	787
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1837
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	83
f	Total. Add lines **6d** and **6e**.	**6f**	1920
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	0
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 Characteristic Codes in the instructions:

1A 1C 3H

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

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [ ] **C** (Service Provider Information)
- **(5)** [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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 FOR FORMER BASF AND FORMER SOLVAY EMPLOYEES

B Three-digit plan number (PN) ▶ 003

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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	439786359
b Actuarial value	**2b**	410469621

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	745	119717081	119717081
b For terminated vested participants	844	59677589	59677589
c For active participants	394	138746009	140980393
d Total	1983	318140679	320375063

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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**	5.33 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	9250384
b Expected plan-related expenses	**6b**	220000
c Target normal cost	**6c**	9470384

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

09/17/2026
Date

CHRISTOPHER J. YURWITZ
Type or print name of actuary

26-06958
Most recent enrollment number

AON CONSULTING, INC.
Firm name

312-957-1400
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 II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	42541904
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	42541904
10	Interest on line 9 using prior year's actual return of 11.00 %	0	4679609
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.09 %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	47221513

Part III Funding Percentages

14	Funding target attainment percentage	14	113.38 %
15	Adjusted funding target attainment percentage	15	128.12 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	115.48 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	9470384
b Excess assets, if applicable, but not greater than line 31a	**31b**	9470384

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

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**	0

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

a Total (excess, if any, of line 37 over line 36)	**38a**	0
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 D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ABBVIE PENSION PLAN FOR FORMER BASF AND FORMER SOLVAY EMPLOYEES

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
ABBVIE INC.

D Employer Identification Number (EIN)
32-0375147

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)

a Name of MTIA, CCT, PSA, or 103-12 IE: ABBVIE PENSION PLAN TRUST

b Name of sponsor of entity listed in (a): ABBVIE INC.

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)
32-0375147-004	M	487971123

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)

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)

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)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

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a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ABBVIE PENSION PLAN FOR FORMER BASF AND FORMER SOLVAY EMPLOYEES

B Three-digit plan number (PN) ▶ 003

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

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)	439668781	487971123
(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)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	439668781	487971123
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	439668781	487971123

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)		
(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)		0
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)		0
(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)		0

		(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)		73336113
(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		73336113
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	24823573	
(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)		24823573
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)	210198	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		210198
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		25033771
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		48302342
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) [X] 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) [X] 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.)	**4a**		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.)	**4b**		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.)	**4c**		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.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	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?	**4f**		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?	**4g**		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?	**4h**		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.)	**4i**		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.)	**4j**		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?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
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.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 577215.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
ABBVIE PENSION PLAN FOR FORMER BASF AND FORMER SOLVAY EMPLOYEES

B Three-digit plan number (PN) ▶ 003

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 | 50

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: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ 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. ☐ 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: 63.4 % Private Equity: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 18.1 %
High-Yield Debt: 1.7 % Real Assets: 0.0 % Cash or Cash Equivalents: 4.1 % Other: 12.7 %

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
for Former BASF and Former Solvay Employees

Financial Statements with
Report of Independent Auditors

Years Ended December 31, 2025 and 2024

AbbVie Pension Plan
for Former BASF and Former Solvay Employees
Years Ended December 31, 2025 and 2024

Contents

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Shape the future with confidence

Report of Independent Auditors

AbbVie Board of Review

AbbVie Investment Committee

AbbVie Pension Plan for Former BASF and Former Solvay Employees

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

We have performed audits of the financial statements of AbbVie Pension Plan for Former BASF and Former Solvay Employees (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, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years the 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, 2025 and 2024, 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 14, 2026

AbbVie Pension Plan
for Former BASF and Former Solvay Employees
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31,

	2025	2024
Assets		
Investments, at fair value		
Plan interest in AbbVie Master Trust (see note C)	$ 487,971,123	$ 439,668,781
NET ASSETS AVAILABLE FOR BENEFITS	$ 487,971,123	$ 439,668,781

The accompanying notes are an integral part of these statements.

AbbVie Pension Plan
for Former BASF and Former Solvay Employees
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Years ended December 31,

	2025	2024
Additions		
Investment income		
Change in plan interest in AbbVie Master Trust (see note C)	$ 73,336,113	$ 44,992,382
Deductions		
Benefit payments	24,823,573	26,645,580
Administrative expenses	210,198	206,141
Total deductions	25,033,771	26,851,721
NET INCREASE	48,302,342	18,140,661
Net assets available for benefits		
Beginning of year	439,668,781	421,528,120
End of year	$ 487,971,123	$ 439,668,781

The accompanying notes are an integral part of these statements.

NOTE A - DESCRIPTION OF THE PLAN

The following description of the AbbVie Pension Plan for Former BASF and Former Solvay Employees (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

The Plan was originally established by Abbott Laboratories ("Abbott") on March 2, 2001 as the "Abbott Laboratories Pension Plan for Former BASF Employees," as a result of Abbott's acquisition of BASF Corporation's ("BASF's") global pharmaceutical business. The intent of the Plan was to duplicate the pension benefits that had been available to BASF employees, under their participation in the BASF Corporation Salaried Employees' Pension Plan (the "BASF Plan"), whose employment transferred to Abbott under the terms of the acquisition. Except for the Solvay group (see next paragraph), no new employees were added to this Plan, but new employees were instead covered by a separate Abbott-sponsored plan.

On February 16, 2010, Abbott completed its acquisition of Solvay's global pharmaceuticals business, and employees of Solvay whose employment transferred to Abbott under the terms of the acquisition also became participants of the Plan. At that time, the Plan was amended to provide the Solvay group with similar benefit provisions to those of their former plan, the Solvay America Companies' Pension Plan (the "Solvay Plan"), with only slight modifications for compliance and administrative purposes. The name of the Plan was changed to "Abbott Laboratories Pension Plan for Former BASF and Former Solvay Employees" to reflect the addition of the Solvay group and their related Plan benefits.

On January 1, 2013, Abbott separated into two publicly traded companies, and AbbVie Inc. ("AbbVie" or the "Company") was formed. Effective January 1, 2013, AbbVie became the Plan sponsor, and the Plan was renamed "AbbVie Pension Plan for Former BASF and Former Solvay Employees." The Plan's assets are held in the AbbVie Inc. Pension Plan Trust (the "AbbVie Master Trust") with the assets of the AbbVie Pension Plan, another plan sponsored by AbbVie for AbbVie active employees. Investment decisions concerning Plan assets are made by AbbVie's Retirement Plans Investment Committee.

The Plan is closed to new entrants.

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, 2025 and 2024.

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 service will continue to be earned in accordance with Plan terms.

BASF Plan Pension Benefits

The Plan provides two types of benefit structures for former BASF employees: (1) a traditional pension benefit and (2) a cash balance pension benefit. Former employees under the BASF Plan hired prior to July 1, 1999, who were employed on January 1, 2000, earn traditional pension benefits unless they elected to earn cash balance pension benefits. If they were hired after June 30, 1999, they earn cash balance pension benefits.

Traditional Pension Benefits - At normal retirement of age 65, the monthly benefit amount is equal to the greater of (a) or (b).

(a) 1.50% of final average earnings, multiplied by the number of full and fractional years of benefit service, less the following: 1.67% of the primary Social Security benefit (as defined in the Plan), multiplied by the number of full and fractional years of benefit service (up to a maximum of 30 years).

(b) 1.25% of final average earnings, not exceeding the Social Security Wage Base in effect for the calendar year of retirement, multiplied by the number of full and fractional years of benefit service.

Cash Balance Pension Benefits - At normal retirement age of 65, a participant's cash balance account is equal to the sum of (a) plus (b) plus (c), but not less than the benefit accrued under the BASF Plan as of December 31, 1999.

(a) Opening balance - The balance in the participant's cash balance account under the BASF Plan as of December 31, 1999.

(b) Basic credits - Monthly basic credits are added to the cash balance account of a participant who has fewer than 40 years of benefit service and are determined using the sum of the participant's age and vesting service as of the last day of each month and are applied to the participant's monthly earnings. The credit percentages are as defined in the Plan.

(c) Monthly interest credits - Interest credits are added to the cash balance account of the participant each month before reflecting the basic credits for that month. The monthly interest credits are based on the cash balance account balance as of the end of the prior month and the average annual interest rate on 30-year U.S. Treasury securities for the third full calendar month preceding the month for which the interest credit is being determined; however, for months beginning on and after January 1, 2014, the percentage used to determine the interest credit will not be less than 3.04%.

Early retirement, late retirement, vested deferred retirement and pre-retirement survivor benefits are also available under both benefit structures.

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 annuity option are adjusted for actuarial factors based on the ages of the retiree and spouse at the date of retirement. In lieu of the default form of payment, retiring participants may elect alternative payment options, subject to applicable spousal consent requirements for married participants. These options include a lump-sum payment; a single life annuity option (for married participants); 50%, 75%, and 100% joint and survivor annuity options; and 10-year certain and life annuity option.

Solvay Plan Pension Benefits

The Plan provides two types of benefit structures: (1) a traditional pension benefit and (2) a cash balance pension benefit. Former Solvay Pharmaceuticals, Inc. employees in the United States, who were age 50 with 10 years of service on January 1, 2005, were grandfathered under the Solvay Plan and earn traditional pension benefits unless they elected to earn cash balance pension benefits. All of the former Solvay Pharmaceuticals, Inc. employees in the United States not grandfathered and covered under the Solvay Plan, but not earning traditional pension benefits, earn cash balance pension benefits.

Traditional Pension Benefits - At normal retirement of age 65, the annual amount of a participant's accrued benefit as of any date is equal to (a) minus (b), but not less than zero:

(a) The product of: (1) the number of years of benefit service limited to 35 years, and (2) the sum of: (i) 1.10% of average annual compensation and (ii) 0.60% of average annual compensation in excess of Social Security covered compensation, as defined by the Plan.

(b) Carve-out Benefits: The actuarial equivalent of the annual pension payable by the Celanese Retirement Income Plan, the Laporte Pension Plan, the Miles Inc. Salaried Retirement Plan, the Tenneco Inc. Retirement Plan, or the BP Retirement Accumulation Plan for service covered by the respective plans.

Cash Balance Pension Benefits - At normal retirement age of 65, a participant's cash balance account is equal to:

For a participant who accumulated a cash balance pension benefit under the Plan prior to April 1, 2012, but not on or after such date, the participant's cash balance pension benefit is frozen effective March 31, 2012 and is equal to the sum of (a) plus (b) plus (c), but not less than the benefit accrued as of December 31, 2004.

(a) Transferred account balance – The participant's account balance credited with pay credits and interest credits under the Solvay Plan as of the closing transferred to the Plan from the Solvay Plan plus an additional interest credit for the month containing the closing, as defined by the Plan.

(b) Pay credits – At the end of each month (or, if earlier, on the day immediately preceding the participant's annuity starting date if occurring during the month) prior to April 1, 2012, the participant's cash balance account was credited with a dollar amount equal to a percentage of the participant's compensation paid during that month not in excess of the Social Security Taxable Wage Base and an additional percentage of the participant's compensation paid during that month in excess of the Social Security Taxable Wage Base. The percentage was based on age, plus years of benefit service, and is defined in the Plan.

(c) Monthly interest credits – At the end of each month prior to April 1, 2012, the participant's cash balance account was credited with interest on the amount of the cash balance account at the beginning of that month using an interest rate equal to one month of the average annual interest rate on 30-year U.S. Treasury securities for the last three months of the preceding Plan year; however, the annualized interest credit rate was never less than 3% for any Plan year.

For a participant who accumulates a cash balance pension benefit under the Plan on or after April 1, 2012, the participant's cash balance pension benefit is the greater of (1) the participant's cash balance account under the Plan as of March 31, 2012 increased thereafter by interest credits under the Plan, in accordance with the above, or (2) the sum of (a) plus (b) plus (c).

(a) Opening balance – The participant's cash balance account under the Plan as of March 31, 2012.

(b) Pay credits – At the end of each month (or, if earlier, on the day immediately preceding the participant's annuity starting date if occurring during the month), the cash balance account of a participant who has fewer than 40 years of benefit service is credited with a dollar amount equal to a percentage of the participant's compensation paid during that month. The percentage is based on age, plus years of vesting service, and is as defined in the Plan.

(c) Monthly interest credits – At the end of each month, the participant's cash balance account is credited with interest on the amount of the cash balance account at the beginning of that month using an interest rate equal to the average annual interest rate on 30-year U.S. Treasury securities for the third full calendar month preceding the month for which the interest credit is being determined; however, for months beginning on or after January 1, 2014, the interest credit rate will not be less than 3.04%.

Early retirement, delayed retirement, vested deferred retirement, disability retirement and pre-retirement survivor benefits are also available under both benefit structures.

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 annuity 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% (for unmarried participants), 75%, and 100% joint and survivor annuity options; and a 10-year certain and life annuity option. In addition, certain participants may elect a 15-year certain and life annuity option, and certain participants may elect to receive the present value of their accrued benefit in a lump sum at termination or retirement, subject to certain plan limitations and applicable spousal consent requirements for married participants.

BASF Plan Vesting

Prior to January 1, 2008, participants were fully vested after five years of vesting service. Effective January 1, 2008, participants who accrue an hour of service on or after January 1, 2008 are fully vested upon completing three 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.

Solvay Plan Vesting

Participants are fully vested upon completing three years of vesting service. If a participant terminates his or her employment with the Company or a member of the Company's controlled group 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.

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.

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;
- 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, 2025 and 2024.

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, 2025 and 2024 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, 2025 and 2024, the Plan's interest in the AbbVie Master Trust was approximately 7.49% and 8.01%, respectively.

The AbbVie Master Trust's net assets and the Plan's interest in the AbbVie Master Trust's net assets as of December 31, 2025 and 2024 are as follows:

	2025		2024	
	Master Trust	Plan's Interest	Master Trust	Plan's Interest
Assets				
Investments, at fair value				
U.S. Government securities	$ 189,808,634	$ 14,215,591	$ 157,900,920	$ 12,653,665
Corporate common stocks	404,543,689	30,298,030	353,529,479	28,330,700
Interest in collective trusts	5,115,266,187	383,104,448	3,633,428,048	291,171,077
Interest in partnerships	95,428,225	7,147,033	424,740,999	34,037,359
Interest in 103-12 entities	686,761,463	51,434,541	668,972,568	53,609,280
Total investments	6,491,808,198	486,199,643	5,238,572,014	419,802,081
Receivables				
Accrued interest and dividends	2,878,955	215,617	3,628,084	290,743
Proceeds from pending trades	7,451,272	558,058	147,765	11,841
Total receivables	10,330,227	773,675	3,775,849	302,584
Non-interest bearing cash	17,906,774	1,341,116	247,749,502	19,853,837
Total assets	6,520,045,199	488,314,434	5,490,097,365	439,958,502
Liabilities				
Accrued expenses	2,762,038	206,861	1,467,219	117,578
Payable for pending trades	1,821,905	136,450	2,148,122	172,143
Total liabilities	4,583,943	343,311	3,615,341	289,721
Total net assets of the AbbVie Master Trust	$ 6,515,461,256	$ 487,971,123	$ 5,486,482,024	$ 439,668,781

The net investment income for the AbbVie Master Trust for the years ended December 31, 2025 and 2024 is as follows:

	2025	2024
Net appreciation in fair value of investments	$ 910,880,855	$ 498,654,306
Interest, dividends and other	28,986,051	29,739,953
Investment management expenses	(8,537,721)	(7,209,151)
Net investment income	$ 931,329,185	$ 521,185,108

The following tables set forth by fair value hierarchy level, the AbbVie Master Trust's assets carried at fair value at December 31, 2025 and 2024:

	2025			
	Level 1	Level 2	Level 3	Total
U.S. Government securities	$ -	$ 189,808,634	$ -	$ 189,808,634
Corporate common stocks	404,543,689	-	-	404,543,689
Total assets in the fair value hierarchy	$ 404,543,689	$ 189,808,634	$ -	594,352,323
Investments measured at NAV				5,897,455,875
Total investments at fair value				$ 6,491,808,198

	2024			
	Level 1	Level 2	Level 3	Total
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	$ 353,529,479	$ 157,900,920	$ -	511,430,399
Investments measured at NAV				4,727,141,615
Total investments at fair value				$ 5,238,572,014

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, 2025 and 2024. In addition, the tables provide the investment strategies for certain investments measured using NAV as a practical expedient at December 31, 2025 and 2024, if that investment is a fund that does not file an annual report on Form 5500 as a direct-filing entity.

	2025			
	Fair value (NAV)	Redemption frequency	Redemption notice period	Restrictions
Funds filing as direct filing entity:				
Collective trusts	$ 5,115,266,187	Daily and monthly	1 - 15 days	--
103-12 entities	686,761,463	Daily and semi-monthly	1 - 7 days	(a)
Funds not filing as direct filing entity:				
Partnerships				
Credit funds	11,710,490	n/a	n/a	Yes (b)
Fixed income	83,299,634	Daily	5 days	
Multi-strategy funds	418,101	n/a	n/a	Yes (c)
	$ 5,897,455,875			

	2024			
	Fair value (NAV)	Redemption frequency	Redemption notice period	Restrictions
Funds filing as direct filing entity:				
Collective trusts	$ 3,633,428,048	Daily, semi-monthly and monthly	1 - 15 days	--
103-12 entities	668,972,568	Daily and monthly	1 - 10 days	(a)
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)
	$ 4,727,141,615			

(a) 37.04% and 27.08% 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, 2025 and 2024, respectively.

(b) 29.8% of the total is subject to a 25% gate as of December 31, 2024. 42.9% of the total is subject to an optional 15% fund-level gate as of December 31, 2024. 100% and 27.4% of the total is in closed-end funds with total unfunded commitments of $3,805,132 as of December 31, 2025 and 2024.

(c) 94.9% of the total is subject to an optional 10% fund-level gate as of December 31, 2024. If the gate applies for three consecutive quarters, the full balance is redeemable in the fourth quarter. 100% and 5.1% of the total is a closed-end fund with an unfunded commitment of $5,166,346 as of December 31, 2025 and 2024.

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 years ended December 31, 2025 and 2024 included futures contracts. 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.

Derivative investments are included in the AbbVie Master Trust's investments, at fair value in the net assets of the AbbVie Master Trust. The following table provides the notional amounts and fair value as of December 31, 2025 and 2024. Notional amounts do not quantify risk or represent assets or liabilities of the AbbVie 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.

	2025		2024	
	Notional amount	Fair Value	Notional amount	Fair Value
Futures	$ 1,076,862,626	$ -	$ 611,653,750	$ -

The following summarizes realized gains (losses) from futures contracts included in the AbbVie Master Trust's net investment income for the years ended December 31, 2025 and 2024.

	2025	2024
Futures	$ 4,352,293	$ (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, 2025, are as follows:

Discount rate: 5.61%

Cash balance interest crediting rate: 5.10%

Mortality:

Healthy Lives
Pri-2012 employee and retiree mortality table with white collar adjustments projected generationally from 2012 using Scale MP-2021

Disabled Lives
Pri-2012 disabled retiree mortality table projected generationally from 2012 using Scale MP-2021

Retirement age:

Active Participants

Age	Retirement rate
55-58	6%
59-61	10
62-63	17
64	20
65-69	25
70+	100

Terminated Vested Participants

Age	Retirement rate
≤54	1.0%
55-60	2.5
61	5.0
62	10.0
63	5.0
64	30.0
65+	100.0

Changes to the significant actuarial assumptions used in the January 1, 2025 valuation from those used in the January 1, 2024 valuation include, updating the discount rate from 5.00% to 5.61% and updating the retirement rates for terminated vested participants to better reflect anticipated future experience as the result of an assumption study.

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, 2025 is as follows:

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving payments	$121,989,868
Other participants	212,900,413
Total vested benefits	334,890,281
Non-vested benefits	1,717,737
Total actuarial present value of accumulated plan benefits	$336,608,018

The change in the actuarial present value of accumulated plan benefits as of January 1, 2025, consists of the following:

Actuarial present value of accumulated plan benefits, January 1, 2024	$349,264,187
Change during the year attributable to:	
Interest accumulation	16,805,195
Change in assumptions	(10,566,781)
Benefits paid	(26,645,580)
Benefits accumulated and other	7,750,997
Actuarial present value of accumulated plan benefits, January 1, 2025	$336,608,018

The actuary estimated the accumulated plan benefits as of January 1, 2025. There were no significant changes to the Plan that would have changed the valuation had it been performed as of December 31, 2024.

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 April 13, 2016, 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 is qualified and the related trust is tax-exempt.

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, 2025 and 2024, 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, 2025 and 2024 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.

NOTE J - SUBSEQUENT EVENTS

Management of the Plan has evaluated subsequent events from December 31, 2025 through October 14, 2026, 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) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

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										
25-29										
30-34										
35-39					1					
40-44					9					
45-49				3	25 $213,912	28 $233,825	8			
50-54				1	20 $213,877	49 $219,504	33 $239,618	1		
55-59				2	18	42 $214,225	34 $228,666	17	2	
60-64				1	12	24 $230,713	22 $222,059	16	8	1
65-69					1	1	7	2	1	2
70+					1		1	1		

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Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

AbbVie Inc.
AbbVie Pension Plan for Former BASF and Former Solvay Employees
Active Employees

EIN: 32-0375147 PN: 003

Number of Participants and Average Cash Balance Account

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										
25-29										
30-34										
35-39					1					
40-44					9					
45-49				3	25 $214,048	28 $290,445	7			
50-54				1	20 $244,366	49 $314,763	28 $385,089	1		
55-59				2	18	42 $345,750	30 $438,323	14	2	
60-64				1	12	24 $409,987	21 $496,975	16	8	1
65-69					1	1	7	1	1	1
70+					1		1	1		

N-378

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

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 2024), each adjusted as needed to fall within the 25-year average interest rate corridor under interest rate stabilization under ARPA
1st Segment Rate	5.07%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
Minimum Funding Target Normal Cost	See Table 1
Maximum Tax Expected Benefit Increase	See Table 1
Cash Balance Interest Crediting Rate	3.50%
Cash Balance Annuity Conversion Rate	Same as funding interest rates above
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year
Social Security COLA Increases	2.50%
Optional Payment Form Election Percentages	Eligible participants are assumed to elect lump sum payments based upon the percentages shown below: Former BASF Employees with Cash Balance Benefits: See Table 2 Former Solvay Employees with Cash Balance Benefits: See Table 2 Former BASF Employees with Traditional Benefits: See Table 3 Former Solvay Employees with Traditional Benefits: See Table 4

Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums
Optional Payment Form Conversion Mortality	Current IRC section 417(e) table for lump sums
Retirement Age	
Active Participants	See Table 5
Terminated Vested Participants	See Table 6
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii)
Withdrawal Rates	See Table 7
Disability Rates	See Table 8
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 50% of female employees have an eligible spouse, and that male(female) employees are two 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 $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	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. 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).

Expected Return on Assets	
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%
2025 Plan Year	8.25% The applicable third segment rate limitation is 5.50%
Trust Expenses Included in Target Normal Cost	$220,000 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, 2025

Table 1

Salary Merit Increase Rates

Age	
≤29	7.00%
30-34	6.25%
35-39	5.50%
40-44	4.75%
45-49	4.00%
50-54	3.50%
55-59	3.50%
60-64	3.00%
65+	2.75%

Table 2

Optional Payment Form Election Percentages for Participants With Cash Balance Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Lump Sum	10.00%	55.00%	80.00%
100% Joint & Survivor	0.00%	10.00%	0.00%
50% Joint & Survivor	0.00%	5.00%	10.00%
Single Life Annuity	0.00%	5.00%	10.00%
Deferred to 55 Lump Sum	72.00%	20.00%	0.00%
Deferred to 55 Single Life Annuity	18.00%	5.00%	0.00%

Table 3

Optional Payment Form Election Percentages for Participants With BASF Traditional Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Lump Sum	10.00%	55.00%	80.00%
100% Joint & Survivor	0.00%	10.00%	0.00%
50% Joint & Survivor	0.00%	5.00%	10.00%
Single Life Annuity	0.00%	5.00%	10.00%
Deferred to 55 Lump Sum	72.00%	20.00%	0.00%
Deferred to 55 Single Life Annuity	18.00%	5.00%	0.00%

Table 4

Optional Payment Form Election Percentages for Participants With Solvay Traditional Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Single Life Annuity	N/A	N/A	50.00%
100% Joint & Survivor	N/A	N/A	25.00%
50% Joint & Survivor	N/A	N/A	25.00%

Table 5

Retirement Rates for Active Participants

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	10.00%
60	10.00%
61	10.00%
62	17.00%
63	17.00%
64	20.00%
65	25.00%
66	25.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

***Note**: Participants with Traditional Benefits and who have greater than or equal to 85 points have assumed retirement rates of 25.00% per year for ages less than 70.*

Table 6

Retirement Rates for Terminated Vested Participants

Age	Rate
≤54	1.00%
55	2.50%
56	2.50%
57	2.50%
58	2.50%
59	2.50%
60	2.50%
61	5.00%
62	10.00%
63	5.00%
64	30.00%
65+	100.00%

Table 7

Withdrawal Rates

Age	Rate
≤29	15.00%
30	15.00%
31	15.00%
32	15.00%
33	15.00%
34	15.00%
35	5.00%
36	5.00%
37	5.00%
38	5.00%
39	5.00%
40	3.50%
41	3.50%
42	3.50%
43	3.50%
44	3.50%
45	3.50%
46	3.50%
47	3.50%
48	3.50%
49	3.50%
50	3.50%
51	3.50%
52	3.50%
53	3.50%
54	3.50%
55+	0.00%

Table 8

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%

Table 8 (continued)

Disability Rates

Age	Male	Female
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%
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 (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **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 for Former BASF and Former Solvay Employees

B Three-digit plan number (PN) ▶ 003

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: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	439,786,359
b Actuarial value	**2b**	410,469,621

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	745	119,717,081	119,717,081
b For terminated vested participants	844	59,677,589	59,677,589
c For active participants	394	138,746,009	140,980,393
d Total	1,983	318,140,679	320,375,063

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

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**	5.33%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	9,250,384
b Expected plan-related expenses	**6b**	220,000
c Target normal cost	**6c**	9,470,384

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 C.J.Y.
Signature of actuary

09/17/2026
Date

Christopher J. Yurwitz
Type or print name of actuary

2606958
Most recent enrollment number

Aon Consulting, Inc.
Firm name

312-957-1400
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 II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	42,541,904
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	42,541,904
10	Interest on line 9 using prior year's actual return of 11.00%	0	4,679,609
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.09%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	47,221,513

Part III Funding Percentages

14	Funding target attainment percentage	14	113.38%
15	Adjusted funding target attainment percentage	15	128.12%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	115.48%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [ ] Yes [X] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [ ] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

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

21 Discount rate:

	1st segment:	2nd segment:	3rd segment:	
a Segment rates:	5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	62

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**	9,470,384
b Excess assets, if applicable, but not greater than line 31a	**31b**	9,470,384

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

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**	0
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	0
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) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

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 beginning of year.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	6.00%	1.0000	3.30
56	6.00%	0.9400	3.16
57	6.00%	0.8836	3.02
58	6.00%	0.8306	2.89
59	10.00%	0.7807	4.61
60	10.00%	0.7027	4.22
61	10.00%	0.6324	3.86
62	17.00%	0.5692	6.00
63	17.00%	0.4724	5.06
64	20.00%	0.3921	5.02
65	25.00%	0.3137	5.10
66	25.00%	0.2353	3.88
67	25.00%	0.1764	2.96
68	25.00%	0.1323	2.25
69	25.00%	0.0992	1.71
70	100.00%	0.0744	5.21
		Weighted Average	62.25

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

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

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Cash Balance Annuity Conversion Rate	Same as funding interest rates above
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Social Security COLA Increases	2.50%
Optional Payment Form Election Percentages	Eligible participants are assumed to elect lump sum payments based upon the percentages shown below: Former BASF Employees with Cash Balance Benefits: See Table 2 Former Solvay Employees with Cash Balance Benefits: See Table 2 Former BASF Employees with Traditional Benefits: See Table 3 Former Solvay Employees with Traditional Benefits: See Table 4

Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums
Optional Payment Form Conversion Mortality	Current IRC section 417(e) table for lump sums
Retirement Age	
Active Participants	See Table 5
Terminated Vested Participants	See Table 6
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii)
Withdrawal Rates	See Table 7
Disability Rates	See Table 8
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 50% of female employees have an eligible spouse, and that male(female) employees are two 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.
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Expected Return on Assets	
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2025 Plan Year	8.25% The applicable third segment rate limitation is 5.50%
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Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Table 1

Salary Merit Increase Rates

Age	
≤29	7.00%
30-34	6.25%
35-39	5.50%
40-44	4.75%
45-49	4.00%
50-54	3.50%
55-59	3.50%
60-64	3.00%
65+	2.75%

Table 2

Optional Payment Form Election Percentages for Participants With Cash Balance Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Lump Sum	10.00%	55.00%	80.00%
100% Joint & Survivor	0.00%	10.00%	0.00%
50% Joint & Survivor	0.00%	5.00%	10.00%
Single Life Annuity	0.00%	5.00%	10.00%
Deferred to 55 Lump Sum	72.00%	20.00%	0.00%
Deferred to 55 Single Life Annuity	18.00%	5.00%	0.00%

Table 3

Optional Payment Form Election Percentages for Participants With BASF Traditional Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Lump Sum	10.00%	55.00%	80.00%
100% Joint & Survivor	0.00%	10.00%	0.00%
50% Joint & Survivor	0.00%	5.00%	10.00%
Single Life Annuity	0.00%	5.00%	10.00%
Deferred to 55 Lump Sum	72.00%	20.00%	0.00%
Deferred to 55 Single Life Annuity	18.00%	5.00%	0.00%

Table 4

Optional Payment Form Election Percentages for Participants With Solvay Traditional Benefits

	Not Retirement Eligible Active	Retirement Eligible Active	Terminated Vested
Single Life Annuity	N/A	N/A	50.00%
100% Joint & Survivor	N/A	N/A	25.00%
50% Joint & Survivor	N/A	N/A	25.00%

Table 5

Retirement Rates for Active Participants

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	10.00%
60	10.00%
61	10.00%
62	17.00%
63	17.00%
64	20.00%
65	25.00%
66	25.00%
67	25.00%
68	25.00%
69	25.00%
70+	100.00%

***Note**: Participants with Traditional Benefits and who have greater than or equal to 85 points have assumed retirement rates of 25.00% per year for ages less than 70.*

Table 6

Retirement Rates for Terminated Vested Participants

Age	Rate
≤54	1.00%
55	2.50%
56	2.50%
57	2.50%
58	2.50%
59	2.50%
60	2.50%
61	5.00%
62	10.00%
63	5.00%
64	30.00%
65+	100.00%

Table 7

Withdrawal Rates

Age	Rate
≤29	15.00%
30	15.00%
31	15.00%
32	15.00%
33	15.00%
34	15.00%
35	5.00%
36	5.00%
37	5.00%
38	5.00%
39	5.00%
40	3.50%
41	3.50%
42	3.50%
43	3.50%
44	3.50%
45	3.50%
46	3.50%
47	3.50%
48	3.50%
49	3.50%
50	3.50%
51	3.50%
52	3.50%
53	3.50%
54	3.50%
55+	0.00%

Table 8

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%

Table 8 (continued)

Disability Rates

Age	Male	Female
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%
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) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, Part V — Summary of Plan Provisions

Plan Provisions - Former BASF Plan

Eligibility

One year of service.

Plan Benefits

The plan provides benefits under one of two benefit structures — A traditional pension benefit and a cash balance pension benefit. Employees hired prior to July 1, 1999 who were employed on January 1, 2000 earn traditional pension benefits unless they elected to earn cash balance pension benefits. Employees hired after June 30, 1999 earn cash balance pension benefits.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

Traditional Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to the greater of (1) and (2) below:

(1) (a) 1.50% of final average earnings times years of credited service; less

(b) 1.67% of the primary Social Security benefit times years of credited service (maximum 30); and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service.

The benefit will not be less than benefit accrued under the Boots Retirement Plan.

Early Retirement

Eligibility

Age 55 with 10 years of vesting service.

Benefit

The early retirement benefit payable prior to age 62 is equal to the greater of:

(1) 1.50% of final average earnings times years of credited service; and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service.

This benefit is reduced for early retirement by 4% per year for each year (or portion thereof) by which the benefit commencement date precedes age 62. Benefits are unreduced for participants who have earned 85 points (age plus vesting service) as of their retirement date.

Early Retirement

Benefit

At or after age 62, the benefit payable to the participant is equal to the greater of (1) and (2) below:

(1) (a) 1.50% of final average earnings times years of credited service projected to the normal retirement age, reduced for early commencement as described on the previous page; less

(b) 1.67% of the primary Social Security benefit times years of credited service projected to the normal retirement age (maximum 30); and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service projected to the normal retirement age, reduced for early commencement as described on the previous page.

This benefit is then multiplied by a fraction equal to:

(1) Credited service as of the date of termination; divided by

(2) Credited service projected to the normal retirement age.

Vested Deferred Retirement

Eligibility

Termination after five years of vesting service.

Benefit

Calculated as for normal retirement but reflecting credited service projected to normal retirement age. This benefit is then multiplied by a fraction equal to:

(1) Credited service as of the date of termination; divided by

(2) Credited service projected to the normal retirement age.

	Participants with 10 years of service at termination may commence this benefit as early as age 55. The benefit is reduced 6⅔% for each of the first five years and 3⅓% for each of the next five years that the benefit commencement date precedes age 65. A participant entitled to a deferred vested benefit may elect to have such benefit commence as of the first day of any month after termination of employment but before normal retirement date in an actuarially equivalent amount. To determine the benefit payable under the offset formula, the Social Security offset is reduced for early commencement.
Disability Retirement	
Eligibility	Receiving benefits under the BASF Corporation Long-Term Disability Benefit Plan.
Benefit	Disabled participants continue to accrue credited service while disabled. Final average earnings at retirement are calculated assuming that the participant continues to accrue earnings based upon the greater of earnings during the 12 months prior to disability and final average earnings at the date of disability. The benefit is payable at age 65.
Preretirement Survivor Benefit	
Eligibility	Death after five years of vesting service.
Benefit	Monthly benefit payable to the eligible survivor equal to 50% of the benefit to which the participant would have been entitled had he terminated on the first day of the month next preceding his date of death, survived to his next earliest retirement date, and elected a qualified joint and survivor annuity.
Other Information and Definitions	
Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option (based upon the present value of the normal retirement benefit), 50%, 66⅔%, 75%, and 100% joint and survivor annuity, 5- and 10-year certain and life options.

Final Average Earnings	Average monthly compensation for the highest 36 consecutive months out of the 120 months immediately prior to the employee's termination date. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the average monthly compensation will not include compensation after December 31, 2022.
Primary Social Security Benefit	Monthly old-age benefit to which the participant would be entitled under the Federal Social Security Act payable at age 65. To calculate the benefit, actual compensation for the year prior to termination will be used. For prior years, compensation will be assumed to have increased at the rate of increase in average wages as determined by the Social Security Administration. For years following termination and prior to the participant's normal retirement date, compensation will be assumed to remain level.
Credited Service	Calculated in whole months beginning on the first day of the month coincident with or next following the employee's hire date and ending on the first day of the month coincident with or next following the employee's termination date. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the credited service will not include service after December 31, 2022.
Vesting Service	Credited service with adjustments for termination periods that last less than twelve months for reason of quit, discharge, or retirement.

Cash Balance Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

A cash balance account equal to the sum of (1) plus (2) plus (3) but not less than the benefit accrued as of December 31, 1999:

(1) Opening Balance — The present value of the accrued benefit as of December 31, 1999;

(2) Basic Credits — Monthly basic credits are determined using the participant's age and service as of the last day of each month and are applied to the participant's monthly pay. The credit percentage is equal to:

Age + Vesting Service	Basic Credit Percentage
<35	5.25%
35–49.99	6.50%
50–64.99	8.50%
65–79.99	11.00%
80+	13.50%

There are no basic credits after 40 years of vesting service.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice there are no basic credits after December 31, 2022.

(3) Monthly Interest Credits—Interest credits are added to the account each month before reflecting the basic credits for the month. The monthly interest credits are based upon the account balance as of the end of the prior month and the 30-year treasury rate in effect for the third full calendar month preceding the month for which interest credits are being determined. The rate may not be less than 3.04%.

Early Retirement

Eligibility	Age 55 with five years of vesting service.
Benefit	Benefit calculated as the actuarial equivalent of the cash balance account but not less than the benefit accrued as of December 31, 1999 and reduced for early retirement as the Traditional Pension Benefits (but including the Social Security offset).

Vested Deferred Retirement

Eligibility	Termination after three years of vesting service.
Benefit	Benefit calculated as actuarial equivalent of the cash balance account but not less than the benefit accrued as of December 31, 1999. Benefits may commence as early as age 55 but not later than age 65. Participants may elect immediate commencement.

Disability Retirement

Eligibility	Receiving benefits under the BASF Corporation Long-Term Disability Benefit Plan.
Benefit	Disabled participants continue to accrue basic credits and interest credits while disabled. Monthly earnings are equal to 1/12 of the participant's total earnings for the 12 months immediately preceding the month of disability. The benefit is payable at age 65 or at an early retirement date. Benefit accruals cease upon commencement of the benefit.

Preretirement Survivor Benefit

Eligibility	Death prior to commencement of benefits.
Benefit	The beneficiary may choose to receive 100% of the participant's cash balance account or an actuarially equivalent immediate life annuity.

Other Information and Definitions

Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option, 50%, 66⅔%, 75%, and 100% joint and survivor annuity, 5- and 10-year certain and life options.

Plan Provisions - Former Solvay Plan

Eligibility

Immediate.

Plan Benefits

The plan provides benefits under one of two benefit structures — A traditional pension benefit and a cash balance pension benefit. Employees who were age 50 with 10 years of service on January 1, 2005 earn traditional pension benefits unless they elected to earn cash balance pension benefits. All employees who are not covered under the Traditional plan earn cash balance pension benefits.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

Traditional Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

The annual amount of a participant's accrued benefit as of any date is equal to (1) minus (2), but not less than zero:

(1) The product of:

  (a) The number of years of benefit service limited to 35; and

  (b) The sum of:

    (i) 1.10% of average annual compensation.

    (ii) 0.60% of average annual compensation in excess of covered compensation.

(2) Carve-out Benefits: The actuarial equivalent of the annual pension payable by the Celanese Retirement Income Plan, the Laporte Pension plan, the Miles Inc. Salaried Retirement Plan, the Tenneco Inc. Retirement Plan, or the BP Retirement Accumulation Plan for service covered by the respective plans.

In no event will the accrued benefit be less than the benefit accrued under a predecessor defined benefit plan as of December 31, 1988. For participants in the Tenneco Minerals Company (TMC) Retirement Plan on June 30, 1992, the accrued benefit will not be less than

the benefit accrued under the TMC Retirement Plan on June 30, 1992.

For participants who were not super highly compensated during 1989, 1990 or 1991, in no event will the accrued benefit be less than (1) minus (2) as of the earlier of December 31, 1991, or date of termination:

(1) 1.5% of average annual compensation times years of benefit service at age 65 to a maximum of 35.

(2) The least of:

  (a) 1.43% of Social Security Primary Insurance Amount times years of service at age 65 to a maximum of 35, times the ratio of actual service to potential service at the later of age 65 or date of actual retirement.

  (b) 0.75% of three-year average annual compensation (ignoring compensation in excess of the Social Security wage base) times years of benefit service at age 65 to a maximum of 35.

  (c) 0.75% of average annual compensation times years of benefit service at age 65 to a maximum of 35.

For Solvay Industrial Films participants in the Group Pension Plan for Employees of Hedwin Corporation on December 31, 1996, the accrued benefit is equal to (1) plus (2):

(1) The product of:

  (a) The number of years of participating service prior to January 1, 1997 limited to 25.

  (b) The sum of:

    (i) 1.10% of average annual compensation.

    (ii) 0.65% of average annual compensation in excess of covered compensation.

(2) The product of:

  (a) The number of years of participating service after January 1, 1997 limited to 35 minus (1)a.

  (b) The sum of:

    (i) 1.10% of average annual compensation.

	(ii) 0.60% of average annual compensation in excess of covered compensation.
	For BP Amoco Polymers, Inc. employees who became participants on November 1, 2001, the accrued benefit will not be less than the benefit calculated for service beginning on such date without regard to any offset from the BP Retirement Accumulation Plan.
	For Ausimont USA, Inc. employees who became participants on January 1, 2003, the accrued benefit equals the benefit calculated for service beginning on such date plus the frozen accrued benefit as of January 1, 2003.
Early Retirement	
Eligibility	Age 55.
Benefit	Monthly accrued benefit determined as of early retirement date, reduced 3.0% for each year that commencement of payment precedes NRD. There is no reduction if the sum of the participant's age and service is equal to or greater than 85.
	Different early commencement factors apply to the accrued benefit as of January 1, 2003 for former Ausimont USA, Inc. employees.
Vested Deferred Retirement	
Eligibility	Terminate for reasons other than death, disability, or retirement after completing three years of vesting service.
Benefit	Monthly accrued benefit determined as of termination date, reduced 4.0% for each year that commencement of payments precedes the participant's NRD. Different early commencement factors apply to the accrued benefit as of January 1, 2003 for former Ausimont USA, Inc. employees.
Disability Retirement	
Eligibility	Terminate after three years of vesting service on account of total and permanent disability.
Benefit	Monthly accrued benefit accrued as of the date benefits commence. Compensation is assumed to continue at the same rate as at time of disability. Benefit service continues to accrue during the period of disability as if the participant were employed by the company full-time.

Preretirement Survivor Benefit

Eligibility	Die while eligible for deferred vested, early, normal, or postponed retirement benefits, with a surviving spouse.
Benefit	Monthly preretirement spouse benefit is payable in the amount that would have been payable to the surviving spouse if the participant had separated from service on his date of death, survived to his earliest retirement age, retired having elected a 50% joint and survivor annuity and dies on the following day. Monthly payments commence on the first of the month following the later of the participant's death or fifty-fifth birthday.

Other Information and Definitions

Normal Form of Benefit	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments commence, or if the participant so elects. Otherwise, they will be paid in the form of the 50% joint and survivor annuity or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.
Optional Forms of Payment	A lump sum option is available for amounts up to $7,500. Other optional forms are a 75% or 100% joint and survivor annuity, 120 or 180 months certain and life annuity, or (for married participants) a life annuity.
Average Annual Compensation	One-fifth of the aggregate of the highest 60 consecutive months of compensation out of the last 120 months of compensation. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the average annual compensation will not include compensation after December 31, 2022.
Compensation	The amount paid in cash to a participant for a plan year, excluding severance pay, certain incentive payments, taxable fringe benefits, vested illness payments, and other items specifically excluded. For Solvay Industrial Film's employees who participated in the Group Pension Plan for Employees of Hedwin

	Corporation prior to January 1, 1997, compensation for years prior to 1997 is all compensation includable in gross income including overtime and other extra compensation, but excluding bonuses, sales commissions, contributions to the Hedwin Plan, and reimbursement for moving expenses.
Primary Social Security Benefit	Monthly old-age benefit to which the participant would be entitled under the Federal Social Security Act payable at age 65. To calculate the benefit, actual compensation for the year prior to termination will be used. For prior years, compensation will be assumed to have increased at the rate of increase in average wages as determined by the Social Security Administration. For years following termination and prior to the participant's normal retirement date, compensation will be assumed to remain level.
Benefit Service	Benefit service is measured in years and partial years from date of hire. Benefit service is limited to years served on or after July 1, 1976 for participants who, immediately prior to the effective date, participated in one of the following plans: Kali-Duphar Laboratories, Inc. Pension Plan Kalipharma, Inc. Pension Plan Reid-Rowell Pension Plan Wall Trends, Inc. Pension Plan Benefit service is limited to future service from the entry dates for the following Solvay Automotive locations: Briston entered July 1, 1990 Bronson entered July 1, 1990 Troy entered July 1, 1990 South Bend entered January 1, 1991 For employees of Solvay Minerals, Inc., benefit service under either the TMC Retirement Plan or the Tenneco Inc. Retirement Plan is credited under the plan. Benefit service begins July 1, 1997 for employees of Solvay Engineered Polymers. Benefit service prior to January 1, 1997 for employees of Solvay Industrial Films who participated in the Group Pension Plan for Employees of Hedwin Corporation is limited to years in which the participant contributed to the Hedwin Plan.

	For Ausimont USA, Inc. employees who became participants on January 1, 2003, service prior to such date shall be recognized only for vesting and calculation of eligibility for unreduced benefits. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the benefit service will not include service after December 31, 2022.
Vesting Service	Vesting Service is measured in years and partial years from Date of Hire. Certain former Tenneco Minerals employees are automatically fully vested. Vesting service begins July 1, 1997 for employees of Solvay Engineered Polymers.

Cash Balance Pension Benefits for Credits Prior to April 1, 2012

Normal Retirement

Eligibility — Age 65.

Benefit — A cash balance account equal to the sum of (1) plus (2) plus (3) but not less than the benefit accrued as of December 31, 2004:

(1) Opening Balance — The single sum actuarial equivalent of the benefit accrued under the prior plan as of December 31, 2004 based on a 5.0% interest rate and the GAR 94 mortality table.;

(2) Basic Credits — A percentage of the member's compensation for the plan year is credited at the end of each quarter to the participant's cash balance account. The percentage is based on points at the end of the plan year and is as follows:

Points	Allocation Percentage	
	All Pay	**Pay in Excess of Social Security Wage Base**
<40	2.50%	1.25%
40–59.99	3.00%	1.50%
60–79.99	4.00%	2.00%
80+	5.00%	2.50%

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice there are no basic credits after December 31, 2022.

(3) Monthly Interest Credits — At the end of each quarter, the cash balance account is credited with interest on the amount of the cash balance account at the beginning of the year using simple interest, average of the 30-year Treasury rates for October, November, and December of the preceding year.

Early Retirement

Eligibility — Age 55.

Benefit	Prior to normal retirement date, a member is entitled to the actuarial equivalent of the member's accrued benefit at retirement.
Vested Deferred Retirement	
Eligibility	Terminate for reasons other than death, disability, or retirement after completing three years of vesting service.
Benefit	Prior to normal retirement date, a member is entitled to the actuarial equivalent of the member's accrued benefit at retirement.
Disability Retirement	
Eligibility	Terminate after three years of vesting service on account of total and permanent disability.
Benefit	A totally and permanently disabled member is entitled to the actuarial equivalent of the accrued benefit. The accrued benefit includes pay credits from date of disability until date of first payment or recovery. Pay credits are determined based on rate of compensation at date of disability, but not less than the compensation paid in the plan year prior to the date of disability. Benefit service and vesting service continue to accrue while disabled.
Preretirement Survivor Benefit	
Eligibility	Die while eligible for deferred vested, early, normal, or postponed retirement benefits, with a surviving spouse.
Benefit	Upon the death of an employee or disabled member who has not started receiving a pension, the beneficiary is entitled to the actuarial equivalent of the accrued benefit.
Other Information and Definitions	
Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option, 50%, 75%, and 100% joint and survivor annuity, 10- and 15-year certain and life options. Life annuity for married participants.
Benefit Service	Benefit Service under the Cash Balance Plan is measured in years and partial years from date of hire. Benefit service under the Cash Balance Plan is equal to benefit service under the prior plan up to January 1, 2005 plus one-month credit for every month during which the participant worked at least one day.

	Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the benefit service will not include service after December 31, 2022.
Points	The total of a participant's age plus benefit service under the Cash Balance Plan.
Compensation	The amount paid in cash to a participant for a plan year, excluding severance pay, certain incentive payments, taxable fringe benefits, vested illness payments, and other items specifically excluded.
Vesting Service	Vesting service under the Cash Balance Plan is measured in years and partial years from date of hire. Vesting service under the Cash Balance Plan is equal to vesting service under the prior plan up to January 1, 2005 plus one-month credit for every month during which the participant worked at least one day.

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 2024 plan year IRC Section 417(e)(3) mortality table to the 2025 plan year IRC Section 417(e)(3) mortality table.
- The legislated increase in the Section 401(a)(17) recognizable pay limit from $345,000 for 2024 to $350,000 for 2025
- The legislated increase in the Section 415 dollar limits for defined benefit plans from $275,000 for 2024 to $280,000 for 2025.

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.

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the optional payment form election percentages to better reflect anticipated future experience as the result of an assumption study.
- A change in the retirement rates for terminated vested participants to better reflect anticipated future experience as the result of an assumption study.
- A change in the percent married assumption to better reflect anticipated future experience as the result of an assumption study.

A change in the assumed expenses payable from the trust from $210,000 to $220,000.

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

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										
25-29										
30-34										
35-39					1					
40-44					9					
45-49				3	25 $213,912	28 $233,825	8			
50-54				1	20 $213,877	49 $219,504	33 $239,618	1		
55-59				2	18	42 $214,225	34 $228,666	17	2	
60-64				1	12	24 $230,713	22 $222,059	16	8	1
65-69					1	1	7	2	1	2
70+					1		1	1		

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Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

AbbVie Inc.
AbbVie Pension Plan for Former BASF and Former Solvay Employees
Active Employees

EIN: 32-0375147 PN: 003

Number of Participants and Average Cash Balance Account

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										
25-29										
30-34										
35-39					1					
40-44					9					
45-49				3	25 $214,048	28 $290,445	7			
50-54				1	20 $244,366	49 $314,763	28 $385,089	1		
55-59				2	18	42 $345,750	30 $438,323	14	2	
60-64				1	12	24 $409,987	21 $496,975	16	8	1
65-69					1	1	7	1	1	1
70+					1		1	1		

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Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

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
2025	11,462,269	6,010,232	11,579,497	29,051,998
2026	10,569,023	3,303,425	11,347,262	25,219,710
2027	11,086,012	4,330,114	11,094,687	26,510,813
2028	11,441,203	4,068,130	10,824,020	26,333,353
2029	11,605,760	5,121,638	10,537,886	27,265,284
2030	13,042,420	4,665,157	10,227,909	27,935,486
2031	13,168,947	4,312,170	9,892,931	27,374,048
2032	11,623,091	4,500,219	9,540,682	25,663,992
2033	10,906,221	4,743,150	9,168,603	24,817,974
2034	10,615,286	4,500,038	8,777,735	23,893,059
2035	10,694,712	4,523,530	8,370,822	23,589,064
2036	9,105,459	4,634,965	7,949,066	21,689,490
2037	8,770,053	4,541,817	7,513,158	20,825,028
2038	8,315,439	4,419,882	7,066,589	19,801,910
2039	7,836,355	3,647,526	6,610,172	18,094,053
2040	7,131,972	3,139,928	6,148,757	16,420,657
2041	6,851,085	3,362,098	5,685,472	15,898,655
2042	6,113,540	3,435,122	5,223,577	14,772,239
2043	5,710,011	2,903,710	4,766,901	13,380,622
2044	5,195,199	2,209,500	4,319,387	11,724,086
2045	5,167,999	2,279,830	3,884,962	11,332,791
2046	4,702,387	2,123,999	3,467,375	10,293,761
2047	4,230,336	1,762,735	3,070,068	9,063,139
2048	3,883,107	1,659,897	2,696,051	8,239,055
2049	3,699,256	1,608,326	2,347,798	7,655,380
2050	3,533,735	1,517,417	2,027,100	7,078,252
2051	3,354,318	1,412,143	1,735,058	6,501,519
2052	3,139,575	1,331,342	1,472,070	5,942,987
2053	2,975,654	1,247,630	1,237,873	5,461,157
2054	2,827,922	1,161,704	1,031,665	5,021,291
2055	2,662,892	1,074,395	852,159	4,589,446
2056	2,478,890	986,644	697,651	4,163,185
2057	2,307,900	899,449	566,128	3,773,477
2058	2,134,709	813,818	455,386	3,403,913
2059	1,960,941	730,723	363,149	3,054,813

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	1,788,248	651,032	287,148	2,726,428
2061	1,618,302	575,484	225,170	2,418,956
2062	1,452,726	504,677	175,138	2,132,541
2063	1,293,033	439,050	135,146	1,867,229
2064	1,140,615	378,884	103,488	1,622,987
2065	996,692	324,302	78,671	1,399,665
2066	862,337	275,284	59,395	1,197,016
2067	738,384	231,695	44,554	1,014,633
2068	625,424	193,312	33,217	851,953
2069	523,789	159,839	24,623	708,251
2070	433,534	130,926	18,151	582,611
2071	354,477	106,193	13,308	473,978
2072	286,203	85,248	9,704	381,155
2073	228,084	67,695	7,036	302,815
2074	179,333	53,147	5,071	237,551

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
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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 beginning of year.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	6.00%	1.0000	3.30
56	6.00%	0.9400	3.16
57	6.00%	0.8836	3.02
58	6.00%	0.8306	2.89
59	10.00%	0.7807	4.61
60	10.00%	0.7027	4.22
61	10.00%	0.6324	3.86
62	17.00%	0.5692	6.00
63	17.00%	0.4724	5.06
64	20.00%	0.3921	5.02
65	25.00%	0.3137	5.10
66	25.00%	0.2353	3.88
67	25.00%	0.1764	2.96
68	25.00%	0.1323	2.25
69	25.00%	0.0992	1.71
70	100.00%	0.0744	5.21
		Weighted Average	62.25

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

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
2025	11,462,269	6,010,232	11,579,497	29,051,998
2026	10,569,023	3,303,425	11,347,262	25,219,710
2027	11,086,012	4,330,114	11,094,687	26,510,813
2028	11,441,203	4,068,130	10,824,020	26,333,353
2029	11,605,760	5,121,638	10,537,886	27,265,284
2030	13,042,420	4,665,157	10,227,909	27,935,486
2031	13,168,947	4,312,170	9,892,931	27,374,048
2032	11,623,091	4,500,219	9,540,682	25,663,992
2033	10,906,221	4,743,150	9,168,603	24,817,974
2034	10,615,286	4,500,038	8,777,735	23,893,059
2035	10,694,712	4,523,530	8,370,822	23,589,064
2036	9,105,459	4,634,965	7,949,066	21,689,490
2037	8,770,053	4,541,817	7,513,158	20,825,028
2038	8,315,439	4,419,882	7,066,589	19,801,910
2039	7,836,355	3,647,526	6,610,172	18,094,053
2040	7,131,972	3,139,928	6,148,757	16,420,657
2041	6,851,085	3,362,098	5,685,472	15,898,655
2042	6,113,540	3,435,122	5,223,577	14,772,239
2043	5,710,011	2,903,710	4,766,901	13,380,622
2044	5,195,199	2,209,500	4,319,387	11,724,086
2045	5,167,999	2,279,830	3,884,962	11,332,791
2046	4,702,387	2,123,999	3,467,375	10,293,761
2047	4,230,336	1,762,735	3,070,068	9,063,139
2048	3,883,107	1,659,897	2,696,051	8,239,055
2049	3,699,256	1,608,326	2,347,798	7,655,380
2050	3,533,735	1,517,417	2,027,100	7,078,252
2051	3,354,318	1,412,143	1,735,058	6,501,519
2052	3,139,575	1,331,342	1,472,070	5,942,987
2053	2,975,654	1,247,630	1,237,873	5,461,157
2054	2,827,922	1,161,704	1,031,665	5,021,291
2055	2,662,892	1,074,395	852,159	4,589,446
2056	2,478,890	986,644	697,651	4,163,185
2057	2,307,900	899,449	566,128	3,773,477
2058	2,134,709	813,818	455,386	3,403,913
2059	1,960,941	730,723	363,149	3,054,813

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	1,788,248	651,032	287,148	2,726,428
2061	1,618,302	575,484	225,170	2,418,956
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2064	1,140,615	378,884	103,488	1,622,987
2065	996,692	324,302	78,671	1,399,665
2066	862,337	275,284	59,395	1,197,016
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2069	523,789	159,839	24,623	708,251
2070	433,534	130,926	18,151	582,611
2071	354,477	106,193	13,308	473,978
2072	286,203	85,248	9,704	381,155
2073	228,084	67,695	7,036	302,815
2074	179,333	53,147	5,071	237,551

Schedule SB Attachment (Form 5500) —2025 Plan Year
AbbVie Pension Plan for Former BASF and Former Solvay Employees
EIN: 32-0375147 PN: 003

Schedule SB, Part V — Summary of Plan Provisions

Plan Provisions - Former BASF Plan

Eligibility

One year of service.

Plan Benefits

The plan provides benefits under one of two benefit structures — A traditional pension benefit and a cash balance pension benefit. Employees hired prior to July 1, 1999 who were employed on January 1, 2000 earn traditional pension benefits unless they elected to earn cash balance pension benefits. Employees hired after June 30, 1999 earn cash balance pension benefits.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

Traditional Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

A monthly amount equal to the greater of (1) and (2) below:

(1) (a) 1.50% of final average earnings times years of credited service; less

(b) 1.67% of the primary Social Security benefit times years of credited service (maximum 30); and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service.

The benefit will not be less than benefit accrued under the Boots Retirement Plan.

Early Retirement

Eligibility

Age 55 with 10 years of vesting service.

Benefit

The early retirement benefit payable prior to age 62 is equal to the greater of:

(1) 1.50% of final average earnings times years of credited service; and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service.

This benefit is reduced for early retirement by 4% per year for each year (or portion thereof) by which the benefit commencement date precedes age 62. Benefits are unreduced for participants who have earned 85 points (age plus vesting service) as of their retirement date.

Early Retirement

Benefit

At or after age 62, the benefit payable to the participant is equal to the greater of (1) and (2) below:

(1) (a) 1.50% of final average earnings times years of credited service projected to the normal retirement age, reduced for early commencement as described on the previous page; less

(b) 1.67% of the primary Social Security benefit times years of credited service projected to the normal retirement age (maximum 30); and

(2) 1.25% of final average earnings, not exceeding the Social Security wage base in the calendar year of retirement, times years of credited service projected to the normal retirement age, reduced for early commencement as described on the previous page.

This benefit is then multiplied by a fraction equal to:

(1) Credited service as of the date of termination; divided by

(2) Credited service projected to the normal retirement age.

Vested Deferred Retirement

Eligibility

Termination after five years of vesting service.

Benefit

Calculated as for normal retirement but reflecting credited service projected to normal retirement age. This benefit is then multiplied by a fraction equal to:

(1) Credited service as of the date of termination; divided by

(2) Credited service projected to the normal retirement age.

	Participants with 10 years of service at termination may commence this benefit as early as age 55. The benefit is reduced 6⅔% for each of the first five years and 3⅓% for each of the next five years that the benefit commencement date precedes age 65. A participant entitled to a deferred vested benefit may elect to have such benefit commence as of the first day of any month after termination of employment but before normal retirement date in an actuarially equivalent amount. To determine the benefit payable under the offset formula, the Social Security offset is reduced for early commencement.
Disability Retirement	
Eligibility	Receiving benefits under the BASF Corporation Long-Term Disability Benefit Plan.
Benefit	Disabled participants continue to accrue credited service while disabled. Final average earnings at retirement are calculated assuming that the participant continues to accrue earnings based upon the greater of earnings during the 12 months prior to disability and final average earnings at the date of disability. The benefit is payable at age 65.
Preretirement Survivor Benefit	
Eligibility	Death after five years of vesting service.
Benefit	Monthly benefit payable to the eligible survivor equal to 50% of the benefit to which the participant would have been entitled had he terminated on the first day of the month next preceding his date of death, survived to his next earliest retirement date, and elected a qualified joint and survivor annuity.
Other Information and Definitions	
Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option (based upon the present value of the normal retirement benefit), 50%, 66⅔%, 75%, and 100% joint and survivor annuity, 5- and 10-year certain and life options.

Final Average Earnings	Average monthly compensation for the highest 36 consecutive months out of the 120 months immediately prior to the employee's termination date. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the average monthly compensation will not include compensation after December 31, 2022.
Primary Social Security Benefit	Monthly old-age benefit to which the participant would be entitled under the Federal Social Security Act payable at age 65. To calculate the benefit, actual compensation for the year prior to termination will be used. For prior years, compensation will be assumed to have increased at the rate of increase in average wages as determined by the Social Security Administration. For years following termination and prior to the participant's normal retirement date, compensation will be assumed to remain level.
Credited Service	Calculated in whole months beginning on the first day of the month coincident with or next following the employee's hire date and ending on the first day of the month coincident with or next following the employee's termination date. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the credited service will not include service after December 31, 2022.
Vesting Service	Credited service with adjustments for termination periods that last less than twelve months for reason of quit, discharge, or retirement.

Cash Balance Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

A cash balance account equal to the sum of (1) plus (2) plus (3) but not less than the benefit accrued as of December 31, 1999:

(1) Opening Balance — The present value of the accrued benefit as of December 31, 1999;

(2) Basic Credits — Monthly basic credits are determined using the participant's age and service as of the last day of each month and are applied to the participant's monthly pay. The credit percentage is equal to:

Age + Vesting Service	Basic Credit Percentage
<35	5.25%
35–49.99	6.50%
50–64.99	8.50%
65–79.99	11.00%
80+	13.50%

There are no basic credits after 40 years of vesting service.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice there are no basic credits after December 31, 2022.

(3) Monthly Interest Credits—Interest credits are added to the account each month before reflecting the basic credits for the month. The monthly interest credits are based upon the account balance as of the end of the prior month and the 30-year treasury rate in effect for the third full calendar month preceding the month for which interest credits are being determined. The rate may not be less than 3.04%.

Early Retirement

Eligibility	Age 55 with five years of vesting service.
Benefit	Benefit calculated as the actuarial equivalent of the cash balance account but not less than the benefit accrued as of December 31, 1999 and reduced for early retirement as the Traditional Pension Benefits (but including the Social Security offset).

Vested Deferred Retirement

Eligibility	Termination after three years of vesting service.
Benefit	Benefit calculated as actuarial equivalent of the cash balance account but not less than the benefit accrued as of December 31, 1999. Benefits may commence as early as age 55 but not later than age 65. Participants may elect immediate commencement.

Disability Retirement

Eligibility	Receiving benefits under the BASF Corporation Long-Term Disability Benefit Plan.
Benefit	Disabled participants continue to accrue basic credits and interest credits while disabled. Monthly earnings are equal to 1/12 of the participant's total earnings for the 12 months immediately preceding the month of disability. The benefit is payable at age 65 or at an early retirement date. Benefit accruals cease upon commencement of the benefit.

Preretirement Survivor Benefit

Eligibility	Death prior to commencement of benefits.
Benefit	The beneficiary may choose to receive 100% of the participant's cash balance account or an actuarially equivalent immediate life annuity.

Other Information and Definitions

Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option, 50%, 66⅔%, 75%, and 100% joint and survivor annuity, 5- and 10-year certain and life options.

Plan Provisions - Former Solvay Plan

Eligibility

Immediate.

Plan Benefits

The plan provides benefits under one of two benefit structures — A traditional pension benefit and a cash balance pension benefit. Employees who were age 50 with 10 years of service on January 1, 2005 earn traditional pension benefits unless they elected to earn cash balance pension benefits. All employees who are not covered under the Traditional plan earn cash balance pension benefits.

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan.

Traditional Pension Benefits

Normal Retirement

Eligibility

Age 65.

Benefit

The annual amount of a participant's accrued benefit as of any date is equal to (1) minus (2), but not less than zero:

(1) The product of:

  (a) The number of years of benefit service limited to 35; and

  (b) The sum of:

    (i) 1.10% of average annual compensation.

    (ii) 0.60% of average annual compensation in excess of covered compensation.

(2) Carve-out Benefits: The actuarial equivalent of the annual pension payable by the Celanese Retirement Income Plan, the Laporte Pension plan, the Miles Inc. Salaried Retirement Plan, the Tenneco Inc. Retirement Plan, or the BP Retirement Accumulation Plan for service covered by the respective plans.

In no event will the accrued benefit be less than the benefit accrued under a predecessor defined benefit plan as of December 31, 1988. For participants in the Tenneco Minerals Company (TMC) Retirement Plan on June 30, 1992, the accrued benefit will not be less than

the benefit accrued under the TMC Retirement Plan on June 30, 1992.

For participants who were not super highly compensated during 1989, 1990 or 1991, in no event will the accrued benefit be less than (1) minus (2) as of the earlier of December 31, 1991, or date of termination:

(1) 1.5% of average annual compensation times years of benefit service at age 65 to a maximum of 35.

(2) The least of:

  (a) 1.43% of Social Security Primary Insurance Amount times years of service at age 65 to a maximum of 35, times the ratio of actual service to potential service at the later of age 65 or date of actual retirement.

  (b) 0.75% of three-year average annual compensation (ignoring compensation in excess of the Social Security wage base) times years of benefit service at age 65 to a maximum of 35.

  (c) 0.75% of average annual compensation times years of benefit service at age 65 to a maximum of 35.

For Solvay Industrial Films participants in the Group Pension Plan for Employees of Hedwin Corporation on December 31, 1996, the accrued benefit is equal to (1) plus (2):

(1) The product of:

  (a) The number of years of participating service prior to January 1, 1997 limited to 25.

  (b) The sum of:

    (i) 1.10% of average annual compensation.

    (ii) 0.65% of average annual compensation in excess of covered compensation.

(2) The product of:

  (a) The number of years of participating service after January 1, 1997 limited to 35 minus (1)a.

  (b) The sum of:

    (i) 1.10% of average annual compensation.

	(ii) 0.60% of average annual compensation in excess of covered compensation.
	For BP Amoco Polymers, Inc. employees who became participants on November 1, 2001, the accrued benefit will not be less than the benefit calculated for service beginning on such date without regard to any offset from the BP Retirement Accumulation Plan.
	For Ausimont USA, Inc. employees who became participants on January 1, 2003, the accrued benefit equals the benefit calculated for service beginning on such date plus the frozen accrued benefit as of January 1, 2003.
Early Retirement	
Eligibility	Age 55.
Benefit	Monthly accrued benefit determined as of early retirement date, reduced 3.0% for each year that commencement of payment precedes NRD. There is no reduction if the sum of the participant's age and service is equal to or greater than 85.
	Different early commencement factors apply to the accrued benefit as of January 1, 2003 for former Ausimont USA, Inc. employees.
Vested Deferred Retirement	
Eligibility	Terminate for reasons other than death, disability, or retirement after completing three years of vesting service.
Benefit	Monthly accrued benefit determined as of termination date, reduced 4.0% for each year that commencement of payments precedes the participant's NRD. Different early commencement factors apply to the accrued benefit as of January 1, 2003 for former Ausimont USA, Inc. employees.
Disability Retirement	
Eligibility	Terminate after three years of vesting service on account of total and permanent disability.
Benefit	Monthly accrued benefit accrued as of the date benefits commence. Compensation is assumed to continue at the same rate as at time of disability. Benefit service continues to accrue during the period of disability as if the participant were employed by the company full-time.

Preretirement Survivor Benefit

Eligibility	Die while eligible for deferred vested, early, normal, or postponed retirement benefits, with a surviving spouse.
Benefit	Monthly preretirement spouse benefit is payable in the amount that would have been payable to the surviving spouse if the participant had separated from service on his date of death, survived to his earliest retirement age, retired having elected a 50% joint and survivor annuity and dies on the following day. Monthly payments commence on the first of the month following the later of the participant's death or fifty-fifth birthday.

Other Information and Definitions

Normal Form of Benefit	Preretirement spouse benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments commence, or if the participant so elects. Otherwise, they will be paid in the form of the 50% joint and survivor annuity or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan.
Optional Forms of Payment	A lump sum option is available for amounts up to $7,500. Other optional forms are a 75% or 100% joint and survivor annuity, 120 or 180 months certain and life annuity, or (for married participants) a life annuity.
Average Annual Compensation	One-fifth of the aggregate of the highest 60 consecutive months of compensation out of the last 120 months of compensation. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the average annual compensation will not include compensation after December 31, 2022.
Compensation	The amount paid in cash to a participant for a plan year, excluding severance pay, certain incentive payments, taxable fringe benefits, vested illness payments, and other items specifically excluded. For Solvay Industrial Film's employees who participated in the Group Pension Plan for Employees of Hedwin

	Corporation prior to January 1, 1997, compensation for years prior to 1997 is all compensation includable in gross income including overtime and other extra compensation, but excluding bonuses, sales commissions, contributions to the Hedwin Plan, and reimbursement for moving expenses.
Primary Social Security Benefit	Monthly old-age benefit to which the participant would be entitled under the Federal Social Security Act payable at age 65. To calculate the benefit, actual compensation for the year prior to termination will be used. For prior years, compensation will be assumed to have increased at the rate of increase in average wages as determined by the Social Security Administration. For years following termination and prior to the participant's normal retirement date, compensation will be assumed to remain level.
Benefit Service	Benefit service is measured in years and partial years from date of hire. Benefit service is limited to years served on or after July 1, 1976 for participants who, immediately prior to the effective date, participated in one of the following plans: Kali-Duphar Laboratories, Inc. Pension Plan Kalipharma, Inc. Pension Plan Reid-Rowell Pension Plan Wall Trends, Inc. Pension Plan Benefit service is limited to future service from the entry dates for the following Solvay Automotive locations: Briston entered July 1, 1990 Bronson entered July 1, 1990 Troy entered July 1, 1990 South Bend entered January 1, 1991 For employees of Solvay Minerals, Inc., benefit service under either the TMC Retirement Plan or the Tenneco Inc. Retirement Plan is credited under the plan. Benefit service begins July 1, 1997 for employees of Solvay Engineered Polymers. Benefit service prior to January 1, 1997 for employees of Solvay Industrial Films who participated in the Group Pension Plan for Employees of Hedwin Corporation is limited to years in which the participant contributed to the Hedwin Plan.

	For Ausimont USA, Inc. employees who became participants on January 1, 2003, service prior to such date shall be recognized only for vesting and calculation of eligibility for unreduced benefits. Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the benefit service will not include service after December 31, 2022.
Vesting Service	Vesting Service is measured in years and partial years from Date of Hire. Certain former Tenneco Minerals employees are automatically fully vested. Vesting service begins July 1, 1997 for employees of Solvay Engineered Polymers.

Cash Balance Pension Benefits for Credits Prior to April 1, 2012

Normal Retirement

Eligibility — Age 65.

Benefit — A cash balance account equal to the sum of (1) plus (2) plus (3) but not less than the benefit accrued as of December 31, 2004:

(1) Opening Balance — The single sum actuarial equivalent of the benefit accrued under the prior plan as of December 31, 2004 based on a 5.0% interest rate and the GAR 94 mortality table.;

(2) Basic Credits — A percentage of the member's compensation for the plan year is credited at the end of each quarter to the participant's cash balance account. The percentage is based on points at the end of the plan year and is as follows:

Points	Allocation Percentage	
	All Pay	**Pay in Excess of Social Security Wage Base**
<40	2.50%	1.25%
40–59.99	3.00%	1.50%
60–79.99	4.00%	2.00%
80+	5.00%	2.50%

Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice there are no basic credits after December 31, 2022.

(3) Monthly Interest Credits — At the end of each quarter, the cash balance account is credited with interest on the amount of the cash balance account at the beginning of the year using simple interest, average of the 30-year Treasury rates for October, November, and December of the preceding year.

Early Retirement

Eligibility — Age 55.

Benefit	Prior to normal retirement date, a member is entitled to the actuarial equivalent of the member's accrued benefit at retirement.
Vested Deferred Retirement	
Eligibility	Terminate for reasons other than death, disability, or retirement after completing three years of vesting service.
Benefit	Prior to normal retirement date, a member is entitled to the actuarial equivalent of the member's accrued benefit at retirement.
Disability Retirement	
Eligibility	Terminate after three years of vesting service on account of total and permanent disability.
Benefit	A totally and permanently disabled member is entitled to the actuarial equivalent of the accrued benefit. The accrued benefit includes pay credits from date of disability until date of first payment or recovery. Pay credits are determined based on rate of compensation at date of disability, but not less than the compensation paid in the plan year prior to the date of disability. Benefit service and vesting service continue to accrue while disabled.
Preretirement Survivor Benefit	
Eligibility	Die while eligible for deferred vested, early, normal, or postponed retirement benefits, with a surviving spouse.
Benefit	Upon the death of an employee or disabled member who has not started receiving a pension, the beneficiary is entitled to the actuarial equivalent of the accrued benefit.
Other Information and Definitions	
Normal Form of Benefit	Life annuity for unmarried participants, 50% joint and survivor annuity for married participants.
Optional Forms of Payment	Lump sum option, 50%, 75%, and 100% joint and survivor annuity, 10- and 15-year certain and life options. Life annuity for married participants.
Benefit Service	Benefit Service under the Cash Balance Plan is measured in years and partial years from date of hire. Benefit service under the Cash Balance Plan is equal to benefit service under the prior plan up to January 1, 2005 plus one-month credit for every month during which the participant worked at least one day.

	Effective January 1, 2022, the plan was amended to offer one-time choice effective December 31, 2022, to freeze the defined benefit pension benefit under this plan and instead accrue benefits in the defined contribution plan. For participants electing this choice the benefit service will not include service after December 31, 2022.
Points	The total of a participant's age plus benefit service under the Cash Balance Plan.
Compensation	The amount paid in cash to a participant for a plan year, excluding severance pay, certain incentive payments, taxable fringe benefits, vested illness payments, and other items specifically excluded.
Vesting Service	Vesting service under the Cash Balance Plan is measured in years and partial years from date of hire. Vesting service under the Cash Balance Plan is equal to vesting service under the prior plan up to January 1, 2005 plus one-month credit for every month during which the participant worked at least one day.

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 2024 plan year IRC Section 417(e)(3) mortality table to the 2025 plan year IRC Section 417(e)(3) mortality table.
- The legislated increase in the Section 401(a)(17) recognizable pay limit from $345,000 for 2024 to $350,000 for 2025
- The legislated increase in the Section 415 dollar limits for defined benefit plans from $275,000 for 2024 to $280,000 for 2025.

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.

Schedule SB Attachment (Form 5500) —2025 Plan Year
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Schedule SB, line 24 — Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- A change in the optional payment form election percentages to better reflect anticipated future experience as the result of an assumption study.
- A change in the retirement rates for terminated vested participants to better reflect anticipated future experience as the result of an assumption study.
- A change in the percent married assumption to better reflect anticipated future experience as the result of an assumption study.

A change in the assumed expenses payable from the trust from $210,000 to $220,000.