

We're at our best when all voices are heard and valued and employees can contribute fully. At AbbVie, embracing diversity and inclusion is one of our company Principles. Living by this Principle helps us innovate, understand our customers and attract and retain talent. We've built this strategy into how we work every day.

The data below on the diversity of AbbVie's U.S. workforce is pulled from our most recent annual submission to the U.S. Equal Employment Opportunity Commission (EEOC) and reflects data as of December 31, 2021. The EEOC mandates the use of specific job categories, which do not always reflect how AbbVie organizes its workforce.

Although it is impossible to capture the diversity of backgrounds and thought at AbbVie in a single chart, we publish this information because we want to be transparent about our diversity. To learn more about our equality, diversity and inclusion strategy and how we work to help our global colleagues achieve their full potential, please click [here](#).

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	*****MALE*****					*****FEMALE*****							
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	12	3	160	8	0	22	1	1	92	4	0	18	1	1	323
FIRST/MID OFFICIALS & MGRS	277	331	2940	169	9	874	9	93	3302	295	15	1101	13	85	9513
PROFESSIONALS	215	301	1652	124	7	916	6	53	1917	259	12	969	3	78	6512
TECHNICIANS	240	200	543	147	5	116	2	20	215	90	4	102	2	11	1697
SALES WORKERS	109	186	1632	135	5	55	9	44	2765	135	7	105	10	51	5248
ADMINISTRATIVE SUPPORT	59	166	128	18	0	22	0	10	620	103	4	69	2	36	1237
CRAFT WORKERS	18	5	47	10	0	4	0	0	3	8	0	2	0	1	98
OPERATIVES	46	55	60	37	0	21	1	6	37	20	1	13	0	3	300
LABORERS & HELPERS	8	1	5	5	2	7	1	1	1	1	0	0	0	0	32
SERVICE WORKERS	27	23	39	21	0	9	0	3	30	19	1	6	1	1	180
TOTAL	1011	1271	7206	674	28	2046	29	231	8982	934	44	2385	32	267	25140
PREVIOUS YEAR TOTAL	946	1164	7164	593	28	1928	29	222	8591	797	43	2181	28	238	23952