

Code of Business Conduct Certification

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Language English

Now that you have reviewed AbbVie's Code of Business Conduct, you will be asked to certify.

Please answer the following questions to complete your certification.

1. I certify that I have received, read, understood, and will abide by the Code of Business Conduct as it applies to my work responsibilities.

Yes
 No

Since you answered "No," please explain your answer.

2. I understand that I am required to report any potential violation(s) of laws or regulations, the Code of Business Conduct, or AbbVie's policies or procedures to the Office of Ethics and Compliance.

Yes
 No

Since you answered "No," please explain your answer.

3. I understand that AbbVie does not tolerate retaliation against anyone for making a good faith report of a possible violation.

Yes
 No

Since you answered "No," please explain your answer.

4. I understand that if I violate any law or regulation, the Code of Business Conduct, or AbbVie's policies or procedures, I may be subject to disciplinary action, up to and including termination of employment.

Yes

No

Since you answered "No," please explain your answer.

Print Name _____ User ID _____

Signature _____ Date _____