

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 _____