



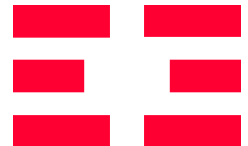
AbbVie

Subsidiaries: Allergan PLC

Locations: Illinois (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



High Risk

DESCRIPTION:

AbbVie scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, AbbVie increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. AbbVie forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Allergan is a signatory of the Business Roundtable's 2019 Statement on the Purpose of Corporation, which promotes stakeholder capitalism over traditional shareholder obligations. AbbVie is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. The company is a Copper sponsor of Out & Equal and is a corporate partner of the NGLCC. AbbVie supports the Equality Act and donated to the Equality PAC. For these reasons, AbbVie receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

AbbVie received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, AbbVie terminated business relationships due to religious beliefs or political views.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

AbbVie's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). AbbVie's philanthropy focuses on strengthening healthcare systems, effective educational programs, and building strong communities (3). The company has previously partnered with Habitat for Humanity, a faith-based charity (4).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

AbbVie's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity,

sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). AbbVie does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

AbbVie's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. AbbVie signed an open letter in support of the Equality Act (3). Allergan (4). In the wake of backlash against DEI, AbbVie stopped mentioning racial justice in its annual 10-K filing. The company said it remains committed to racial equity and social justice (5).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

AbbVie's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. AbbVie is a sponsor of the HRC (3). AbbVie has pledged \$62 million to Black Lives Matter and related causes (4)(5). The company is a copper sponsor of Out & Equal and a corporate partner of the National LGBT Chamber of Commerce (6)(7). Allergan, a subsidiary of AbbVie, signed onto the Business Roundtable in 2019 (8). AbbVie is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race (9)(10).

Uses corporate political contributions for ideological, non-business purposes. High Risk

AbbVie's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. AbbVie donated to the Equality Act but has not lobbied for ideological purposes (3)(4)(5)

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