

CONSUMER REPORT DISCLOSURE & AUTHORIZATION

Pursuant to provisions of the Fair Credit Reporting Act and other applicable Laws, I hereby acknowledge notification that an inquiry may be requested to procure information relating to my previous employer, credit history, criminal history and motor vehicle record and that if such a request is made, the nature and scope of the inquiry will be provided to me upon written request. In connection with any inquiry that may be requested, I hereby authorize all public and private individuals, courts and law enforcement agencies, corporations, organizations, firms, institutions and agencies who possess information about me to release to AbbVie Inc. and its affiliates ("AbbVie") or any designated representative thereof, without liability, any and all information concerning the aforementioned areas of inquiry, and to allow copies to be made of any requested written data. I understand that any information furnished in this questionnaire or obtained as a result of any inquiry will not necessarily preclude my association with AbbVie but will be used as part of an overall evaluation of my qualifications. As a condition of my association with AbbVie, I will never knowingly and unlawfully use or possess any drugs or illegal substances not authorized or prescribed by a physician. I am aware that a violation of this condition will result in the immediate termination of my association with AbbVie. I also understand that my association with AbbVie will be subject to immediate termination if any of the information I have given verbally or in writing on any company document is false, or if I have failed to give material information requested.

I have read and understand the information provided above and authorize AbbVie or an authorized vendor to act accordingly to these statements.

Signature: Justice McKinney Date: 02/14/2026 CST

Printed Name: Justice McKinney

Signature Field Information

Field:	worker:signature (6426745b5e6a03000171edd5)
Signed By:	McKinney, Justice (2507615)
Signed At:	2026-02-15 00:00:47 UTC
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