



ABBOTT LABORATORIES

ANNUITY RETIREMENT PLAN

Summary Plan Description | June 1, 2024



CONTENTS

4	ELIGIBILITY
5	CALCULATING YOUR ARP BENEFIT
6-7	UNDERSTANDING YOUR RETIREMENT BENEFITS – FOR PARTICIPANTS WITH SERVICE ONLY AFTER DECEMBER 31, 2003
8-11	UNDERSTANDING YOUR RETIREMENT BENEFITS – FOR PARTICIPANTS WITH SERVICE PRIOR TO JANUARY 1, 2004
12	ELIGIBLE EARNINGS
12-13	BENEFIT AND SENIORITY SERVICE
14	TERMINATION OF EMPLOYMENT PRIOR TO RETIREMENT
15	REHIRES
16-18	PAYMENT OF BENEFITS
18-20	DEATH BENEFITS
21-22	OBTAINING BENEFITS
22-23	ADMINISTRATIVE INFORMATION
23-25	YOUR RIGHTS UNDER ERISA
26	APPENDIX



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Under the Abbott Laboratories Annuity Retirement Plan (“ARP,” or “Plan”), you have the opportunity to earn a monthly income stream for your retirement. The ARP is a defined benefit plan. This means that your benefit is “defined” or calculated through a formula that is based on various factors, which will be further described in this document. Abbott’s ARP is another way to build retirement security for your future.

If you become eligible for retirement, the ARP will pay you a regular monthly income throughout your retirement. The ARP also provides benefits to your surviving spouse, if any, unless you and your spouse waive this payment option in writing. Depending on your election, benefits may also be paid to a beneficiary who is not your spouse, if you so elect (with your spouse’s consent, if applicable).

Even if you terminate employment before you are eligible to retire, you may be entitled to receive benefits from the ARP if you have completed at least five years of Vesting Service as described in the “*Termination of Employment Prior to Retirement*” section of this document.

You will not receive any benefits from the ARP if your employment terminates before your benefits have vested.

The ARP is maintained by Abbott Laboratories (“Abbott” or “Company”). This Summary Plan Description (“SPD”) was prepared to help you understand your rights and obligations under the ARP. This SPD is a summary intended to provide you with an easy-to-understand description of the key features of the ARP. While every effort has been made to make this description as complete and accurate as possible, this SPD does not contain a full restatement of the terms and provisions of the ARP. If any conflict should arise between this SPD and the ARP plan document, or if any point is not discussed in this

SPD or is only partially described, the terms of the ARP plan document will govern in all cases. The ARP plan document is available for your inspection at Abbott during regular business hours. You can also obtain a copy of the ARP plan document upon written request to the Plan Administrator. A nominal cost may apply.

Abbott expects to continue the ARP but reserves the right to change or terminate it at any time. Nothing contained in this SPD is intended to create or enlarge any contractual employment obligations between Abbott and its employees.

ELIGIBILITY

To be eligible for the ARP you must have been a U.S. employee of an Abbott business, division or subsidiary participating in the ARP (a “participating division”) as of the close of business on May 31, 2024. Generally speaking, you are an eligible employee of a participating division if you are part of the Abbott “Blue Group” and not a part of the Abbott “Green Group,” (defined in the appendix on page 26). In addition, you must be at least age 21 and be a resident of the United States (except for certain U.S. employees on an outbound assignment) to be eligible to participate in the ARP.

Enrollment

If you met the eligibility requirements when you were hired (prior to June 1, 2024), then you automatically began participating in the plan as of your date of hire. If you met the eligibility requirements as of May 31, 2024, but for being under age 21, then you will become a participant on your 21st birthday (provided that you do not terminate or transfer to employment outside of the U.S. in the meantime).

Ineligible Employees

The ARP *does not apply* to employees who were hired or rehired by nonparticipating employers, businesses, or divisions, or who are hired or rehired on or after June 1, 2024, (by any division), or who transfer from employment outside the U.S. to employment with a U.S. employer on or after June 1, 2024. The ARP also does not apply to individuals covered by a collective bargaining agreement, employed outside of the U.S. (except for certain U.S. employees on an outbound assignment) or employed in Puerto Rico. Independent contractors and leased employees are not eligible to participate in the ARP. Additionally, you will be treated as an employee eligible to participate in the ARP only if a participating division treats you as an employee for employment taxes and wage withholding purposes, even if it is later determined (e.g., by a governmental agency or authority) that you are a common law employee.

The ARP does not apply to Abbott “Green Group” employees. For the definition of Green Group participants, see the appendix on page 26.

The ARP also does not apply to any individual who did not meet the eligibility requirements as of May 31, 2024 (unless the only requirement not met was being at least age 21), and does not apply to any individual who is hired or rehired after May 31, 2024 (by any division), or transfers employment from a foreign affiliate to employment with any division in the U.S. after May 31, 2024, even if such individual participated in the plan prior to June 1, 2024.

Employees who were hired or rehired by a participating division and actively participating in the ARP as of May 31, 2024, but who later transfer to an employer within the Green Group may continue to accrue benefit service and participate in the ARP. This includes employees who transfer from a foreign affiliate prior to June 1, 2024, after originally being hired or rehired by a participating division in the U.S.

If you are not sure whether you are eligible for the ARP, you should contact the Abbott Benefits Center.

Contributions

You make no contributions to the ARP. The ARP’s costs are paid from a trust, which is funded with contributions made by Abbott. A portion of the trust fund is attributable to employee contributions that were made before October 1, 1989.



CALCULATING YOUR ARP BENEFIT

Your ARP benefit is calculated using the benefit formulas and rules in the Plan document, summarized in this section.

Post December 31, 2003 Benefit Formula (for Service after December 31, 2003)

Generally, your monthly benefit is 1.10% of your Final Average Pay (FAP) multiplied by your years of Benefit Service or Seniority Service, as applicable, up to 35 years (the “*Post 12/31/2003 Benefit Formula*”). Please refer to page 7 for an example of how the “*Post 12/31/2003 Benefit Formula*” is calculated.

Pre January 1, 2004 Benefit Formula (for Service Prior to January 1, 2004)

If you accrued Benefit Service before January 1, 2004, your monthly benefit for this service is calculated according to the “*Pre 1/1/2004 Benefit Formula*” which is the greater benefit of the two amounts calculated under Formula 1 or Formula 2:

FORMULA 1

1.10% of your FAP multiplied by your years of Benefit Service through December 31, 2003 (i.e., the same as the “*Post 12/31/2003 Benefit Formula*”); or

FORMULA 2

Part A minus Part B (see chart below):

PART A	1.65% of your Final Average Pay (FAP) multiplied by your years of Benefit Service or Seniority Service, as applicable, through December 31, 2003, up to 20 years, plus 1.5% of your FAP multiplied by your years of Benefit Service or Seniority Service, as applicable, through December 31, 2003, from 21 to 35 years.
PART B	Your years of Benefit Service or Seniority Service, as applicable, through December 31, 2003, up to 35 years, multiplied by 1/2 of 1% of the lesser of: The monthly average of your Basic Earnings during the 36 consecutive months preceding your retirement or termination, up to the Social Security taxable wage base for each year; or The monthly average of Social Security taxable wage bases in effect for each of the 35 calendar years preceding your Social Security retirement age. In determining this amount, it is assumed the Social Security taxable wage base for future years is the same as the taxable base in effect for the current year. Please refer to page 11 of this document for an example of how the “ <i>Pre 1/1/2004 Benefit Formula</i> ” is calculated.

The 35-year maximum on Benefit Service and Seniority Service applies across your entire period of service, and not separately to your periods of service before and after December 31, 2003.

Benefit Maximums

The Internal Revenue Code imposes limits on the amount of benefits that can be paid to an individual from a pension plan of this type. If you are affected by any of these limits, Abbott will notify you when your employment ends.

Offset for Benefits Earned Under Other Pension Plans

Generally, you are not entitled to duplicate pension benefits for the same period of service. This means that if you are entitled to receive a benefit under another pension plan that is sponsored, maintained, and/or contributed to by Abbott or any of its affiliates (other than the Abbott Laboratories Supplemental Pension Plan or a governmental plan), your ARP benefit will be reduced by an amount actuarially equivalent to any benefit due to you under such other plan that is calculated on service that is used to determine your ARP pension.

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UNDERSTANDING YOUR RETIREMENT BENEFITS

FOR PARTICIPANTS WITH SERVICE ONLY AFTER DECEMBER 31, 2003

To offer you flexibility in planning for retirement, the ARP provides you with a choice of retirement dates. NOTE: The following paragraphs apply to you if you earned benefit service **only after December 31, 2003**. If you earned benefit service prior to January 1, 2004, please read “*Understanding Your Retirement Benefits – For Participants with Service Prior to January 1, 2004*” starting on page 8.

Normal Retirement

Your Normal Retirement Date is the last day of the month in which your 65th birthday occurs (“Normal Retirement Date”), regardless of your years of service. If your benefit has vested and your employment ends before or at your Normal Retirement Date, you will be required to begin receiving your ARP benefit as of your Normal Retirement Date. (See the “*Deferral of Your Retirement Benefits*” section on this page for details on timing of benefit commencement.)

Late Retirement

If you continue to work after age 65, your Late Retirement Date is the last day of the month in which your employment ends. You will be required to begin receiving your ARP benefit as of the last day of the month following your Late Retirement Date.

Active Employees Attaining Age 70½

If you are still an active employee at age 70½, you have the option to begin receiving your plan benefits while you are still employed, starting on April 1 of the year following the year you reach age 70½. If you choose this option, your ARP benefit will be adjusted each year and when your employment ends to reflect your additional service and the payments made after age 70½. If you are interested in electing this option, you must contact the Abbott Benefits Center.

Early Retirement

You may elect Early Retirement prior to your Normal Retirement Date on the last day of any month after you have reached age 55, provided you have completed at least 10 years of Seniority Service. Your benefit amount is reduced if you begin pension payments prior to the month in which you attain age 62. That reduction is 5/12 of a percent per month (5% per year) calculated from your payment begin date through the end of the month which contains your 62nd birthday.

If you choose Early Retirement, your monthly benefit will be reduced for as long as benefits are paid.

Deferral of Your Retirement Benefits

If you separate from employment prior to your Normal Retirement Date, you may generally defer payment of your plan benefits to a later date. Your payments must begin no later than:

- Your Normal Retirement Date, or, if you return to employment, then,
- No later than the end of the month following the month you separate from employment, if you continue work past your 65th birthday.

If you are eligible for Early Retirement and you begin receiving your monthly benefit at or after age 62, the Early Retirement reductions listed above will not apply to your monthly benefit.



Sample ARP Benefit Calculation

Here's an example of how your estimated monthly benefit is calculated if you were hired after December 31, 2003.

ASSUMPTIONS

1. You are 58 years old (DOB: 1/31/1965)
2. You are married
3. You were hired in 2008
4. You have 15 years of service as of December 31, 2022
5. Your eligible compensation is \$95,000 per year
6. You retire at age 58 and start your pension payments, with a January 31, 2023, commencement date

Your projected Final Average Pay (FAP) at the end of 2022 is \$7,916.67 per month (this example assumes your eligible compensation has been \$95,000 for the past 60 months).

CALCULATIONS

POST 12/31/2003 BENEFIT FORMULA

Calculate your estimated monthly benefit for your service after December 31, 2003.

STEP 1:

Calculate estimated benefit using FAP and "Post 12/31/2003 Benefit Formula" (described on page 5).

$$\$7,916.67 \times 1.10\% \times 15 = \$1,306.25$$



STEP 2:

Reduce the estimated monthly benefit for early retirement.

$$\$1,306.25 \times 0.8 = \$1,045$$

ESTIMATED MONTHLY BENEFIT

\$1,045



NOTE: The results shown are for a single life annuity. This example assumes continuous service through the retirement date shown.

Your actual benefit amount will depend on many variables, including your actual earnings, years of service, age at retirement, marital status and payment option selected.

UNDERSTANDING YOUR RETIREMENT BENEFITS

FOR PARTICIPANTS WITH SERVICE PRIOR TO JANUARY 1, 2004

The following paragraphs apply to you if you earned benefit service prior to January 1, 2004. If you earned benefit service only after December 31, 2003, please read *"Understanding Your Retirement Benefits — For Participants with Service Only After December 31, 2003"* starting on page 6.

Normal Retirement

Your Normal Retirement Date is the last day of the month in which your 65th birthday occurs ("Normal Retirement Date") regardless of your years of service. If your benefit has vested and your employment ends before or at your Normal Retirement Date, you will be required to begin receiving your ARP benefit as of your Normal Retirement Date. (See *"Deferral of Your Retirement Benefits"* on page 10 for details on timing of benefit commencement.)

Late Retirement

If you continue to work after age 65, your Late Retirement Date is the last day of the month in which your employment ends. You will be required to begin receiving your ARP benefit as of the last day of the month following your Late Retirement Date.

Active Employees Attaining Age 70½

If you are still an active employee at age 70½, you have the option to begin receiving your plan benefits while you are still employed, starting on April 1 of the year following the year you reach age 70½. If you choose this option, your ARP benefit will be adjusted each year and when your employment ends to reflect your additional service and the payments made after age 70½. If you are interested in electing this option, you must contact the Abbott Benefits Center.

Early Retirement

You may elect Early Retirement prior to your Normal Retirement Date as of the last day of any month after you have reached age 50, provided you have completed at least 10 years of Seniority Service.

If you do not have 10 years of Seniority Service, you may instead elect Early Retirement as of the last day of any month after you have reached age 55 if your age plus your years of Seniority Service total 70 or more.

If you choose Early Retirement, your monthly benefit will be reduced for as long as benefits are paid.

Benefit Reductions for Early Retirement

See *"Calculating Your ARP Benefit"* on page 5 for explanations of the terms *"Pre 1/1/2004 Benefit Formula," "Post 12/31/2003 Benefit Formula," "Part A"* and *"Part B."*

For Service Earned Before January 1, 2004

As described on page 5, your monthly benefit for service before January 1, 2004, will be calculated according to the *"Pre 1/1/2004 Benefit Formula"* and will be the greater benefit of the amounts calculated under Formula 1 or Formula 2. Reductions for Early Retirement will be calculated under Formula 1 and Formula 2 before determining which formula provides the greater benefit, as described below:

- The monthly benefit calculated using Formula 1 is reduced for Early Retirement by 1/4 of a percent for each month (3% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.
- The monthly benefit calculated using Formula 2 is reduced for Early Retirement as follows:
 - **Part A** will be reduced by 1/4 of a percent for each month (3% for each year); and
 - **Part B** will be reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.

For Service earned after December 31, 2003

Regardless of whether the *"Post 12/31/2003 Benefit Formula"* or the *"Pre 1/1/2004 Benefit Formula"* is applied to your service earned before January 1, 2004, the following reductions will apply to your monthly benefit for service earned after December 31, 2003:

- If you retire after age 55, your monthly benefit is reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.
- If you retire before age 55, your benefit amount is actuarially reduced for each month that your payments begin prior to the month in which you attain age 65. An actuarial reduction means the benefit payment for early commencement is reduced proportionally so that employees receiving benefits before age 65 receive roughly the same value as those who begin receiving payments at age 65. This calculation is complex and is based on mortality and interest rate assumptions; it is not a straight percentage. For example, for an Early Retirement at age 54 approximately 40% of the benefit would be payable and for an Early Retirement at age 50 approximately 30% of the benefit would be payable. The current actuarial assumptions are available from the Abbott Benefits Center upon request.

Special Retirement

If you qualify for Special Retirement and you commence your benefit prior to age 62, your benefit will be calculated using lower reduction factors, resulting in a higher benefit than had you retired under Early Retirement. To qualify for Special Retirement, you must meet the following requirements:

- You were hired before 01/01/2004;
- You became a participant in the plan before age 36;
- You retire at or after age 55, but prior to age 65 (Normal Retirement); and
- Your age plus your years of seniority service as of the date you separate from service is equal to or greater than 94

Your ARP benefit will be calculated under the same formulas that are used at normal retirement but will be based on your Final Average Pay and Seniority Service (rather than Benefit Service) as of your Special Retirement date.

If you are eligible for Special Retirement when you separate from service, your monthly benefit may be reduced if you begin payments prior to age 62.



Benefit Reductions for Special Retirement

See “Calculating Your ARP Benefit” on page 5 for explanations of the terms “Pre 1/1/2004 Benefit Formula,” “Post 12/31/2003 Benefit Formula,” “Part A” and “Part B.”

For Service Earned Before January 1, 2004

As described on page 5, your monthly benefit for service before January 1, 2004, will be calculated according to the “Pre 1/1/2004 Benefit Formula” and will be the greater benefit of the amounts calculated under Formula 1 or Formula 2. Reductions for Special Retirement will be calculated under Formula 1 and Formula 2 before determining which formula provides the greater benefit, as described below:

- The monthly benefit calculated using Formula 1 is not reduced for Special Retirement.
- The monthly benefit calculated using Formula 2 is reduced for Special Retirement as follows:
 - **Part A** is reduced by 1/12 of 21½% for each month (21½% for each year) that your benefit commences prior to the month immediately following your 55th birthday, plus 1/12 of 12⅓% for each month (12⅓% for each year) between the month immediately following your 59th birthday (or if later, immediately following the date your benefit commences) and the month immediately following your 62nd birthday; and
 - **Part B** is reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.

For Service Earned After December 31, 2003

Your benefit calculated on service on or after January 1, 2004, is reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.

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UNDERSTANDING YOUR RETIREMENT BENEFITS – FOR PARTICIPANTS WITH SERVICE PRIOR TO JANUARY 1, 2004 [CONTINUED]

Early Special Retirement

If you qualify for Early Special Retirement and you commence your benefit prior to age 62, your benefit will be calculated using lower reduction factors, resulting in a higher benefit than had you retired under Early Retirement. To qualify for Early Special Retirement, you must meet the following requirements:

- You were hired before 01/01/2004;
- You became a participant in the plan before age 36;
- You retire at or after age 55, but prior to age 65 (Normal Retirement); and
- Your projected age plus your years of seniority service by age 65 is equal to or greater than 94 (i.e. Your projected age and seniority service is calculated as if you had continued as a participant in the ARP to age 65 rather than retiring)

Your plan benefits will be calculated under the same formulas that are used at Normal Retirement but will be based on your Final Average Pay and Seniority Service (rather than Benefit Service) as of your Early Special Retirement date.

If you are eligible for Early Special Retirement when you separate from service, your monthly benefit will be reduced if you begin payments prior to age 62.

Benefit Reductions for Early Special Retirement

See “*Calculating Your ARP Benefit*” on page 5 for explanations of the terms “*Pre 1/1/2004 Benefit Formula*,” “*Post 12/31/2003 Benefit Formula*,” “*Part A*” and “*Part B*.”

For Service Earned Before January 1, 2004

As described on page 5, your monthly benefit for service before January 1, 2004, will be calculated according to the “*Pre 1/1/2004 Benefit Formula*” and will be the greater benefit of the amounts calculated under Formula 1 or Formula 2. Reductions for Early Special Retirement will be calculated under Formula 1 and Formula 2 before determining which formula provides the greater benefit, as described below:

- The monthly benefit calculated using Formula 1 is reduced by 1/4 of a percent for each month (3% for each year) for which benefits are payable before the earliest of (i) age 62 or (ii) the earliest date that you would have been eligible for Special Retirement.
- The monthly benefit calculated using Formula 2 is reduced for Early Special Retirement as follows:
 - **Part A** is reduced by 1/12 of 2½% for each month (2½% for each year) that your benefit commences prior to the month immediately following your 55th birthday, plus 1/12 of 1⅔% for each month (1⅔% for each year) between the month immediately following your 59th birthday

(or if later, immediately following the date your benefit commences) and the month immediately following your 62nd birthday; and

- **Part B** is reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.

For Service Earned After December 31, 2003

- Your benefit calculated on service on or after January 1, 2004, is reduced by 5/12 of a percent for each month (5% for each year) that your benefit commences prior to the month immediately following your 62nd birthday.

If You Retire Before Age 55

If you retire before age 55, you are not eligible for Special or Early Special Retirement benefits. You could, therefore, receive a substantially lower monthly benefit than if you had waited until age 55.

Deferral of Your Retirement Benefits

If you separate from employment prior to your Normal Retirement Date, you may generally defer payment of your plan benefits to a later date. Your payments must begin no later than:

- Your Normal Retirement Date, or, if you return to employment, then,
- No later than the end of the month following the month you separate from employment, if you continue work past your 65th birthday.

If you are eligible for Early Retirement, then if you begin receiving your monthly benefit at or after age 62, your monthly benefit will not be actuarially reduced for each year that your benefit commences prior to the month immediately following your 65th birthday. Your monthly benefit will be reduced for any period during which the preretirement surviving spouse’s pension benefit (“PRSSPB”) was in effect (see “*Death Benefits*” on page 18).

**UNDERSTANDING YOUR RETIREMENT BENEFITS –
FOR PARTICIPANTS WITH SERVICE PRIOR TO JANUARY 1, 2004 [CONTINUED]**

Sample ARP Benefit Calculation

Here’s an example of how your estimated monthly benefit is calculated if you have service both before and after December 31, 2003.

ASSUMPTIONS

1. You are 58 years old (DOB: 1/31/1965) when you retire and start your pension payments, with a January 31, 2023, commencement date
2. You are married
3. You have 7 years of service at the end of 2003
4. You have 19 years of service after December 31, 2003
5. Your current eligible compensation is \$95,000 per year

Your projected Final Average Pay (FAP) at the end of 2022 is \$7,916.67 per month (this example assumes your eligible compensation has been \$95,000 for the past 60 months).

CALCULATIONS

FIRST

Calculate your estimated monthly benefit for your service after December 31, 2003, using the "Post 12/31/2003 Benefit Formula."

STEP 1:

Calculate estimated benefit using FAP and "Post 12/31/2003 Benefit Formula" (described on page 5).

$$\$7,916.67 \times 1.10\% \times 19 = \$1,654.58$$



STEP 2:

Reduce the estimated monthly benefit for early retirement.

$$\$1,654.58 \times 0.8 = \$1,323.66$$

THEN

Calculate your estimated monthly benefit for service prior to January 1, 2004, using the "Pre 1/1/2004 Benefit Formula."

STEP 1:

Calculate estimated benefit using the "Pre 1/1/2004 Benefit Formula" (described on page 5).

Formula 1 $\$7,916.67 \times 1.10\% \times 7 = \609.58

Formula 2 PART A: $\$7,916.67 \times 1.65\% \times 7 = \914.38

PART B: $\$7,916.67 \times 0.50\% \times 7 = \277.08

PART A minus PART B = \$637.30

STEP 2:

Reduce the estimated benefit for early retirement and determine which provides the greater monthly benefit.

Formula 1 $\$609.58 \times 0.88 = \536.43

Formula 2 PART A: $\$914.38 \times 0.88 = \804.65

PART B: $\$277.08 \times 0.80 = \221.66

PART A minus PART B = \$582.99

Formula 2 provides the greater benefit.

STEP 3:

Reduce the estimated monthly benefit for PRSSPB (see page 18 for definition).

$$\$582.99 \times 0.96500 = \$562.59$$

YOUR ESTIMATED MONTHLY BENEFIT

Calculate your estimated total monthly benefit for service both before and after December 31, 2003.

$$\$1,323.66 + \$562.59 = \mathbf{\$1,886.25}$$

For service after December 31, 2003	+ For service prior to January 1, 2004	= Your estimated total monthly benefit
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NOTE: The results shown are for a single life annuity. This example assumes continuous service through the retirement date shown.

Your actual benefit amount will depend on many variables, including your actual earnings, years of service, age at retirement, years of service before and after December 31, 2003, marital status and payment option selected.

ELIGIBLE EARNINGS

Basic Earnings

Basic Earnings include your regular base pay, overtime, shift differential and other similar premium payments, commissions, sick pay and payments made under Abbott's management and formula-based bonus plans (such as the Awards for Performance Excellence Plan (APEX) and the Cash Profit Sharing Plan). Basic Earnings are determined before your pay is reduced by contributions to Abbott's pre-tax benefit plans (such as the Stock Retirement Plan or the Flexible Benefit Plan).

Basic Earnings do not include discretionary bonuses, deferrals made or payments received under the Abbott Laboratories Deferred Compensation & Restoration Plan, equity-based awards (such as restricted stock units), special awards, or other forms of income you may receive.

The maximum annual Basic Earnings that can be recognized by the ARP is adjusted periodically in accordance with federal law (\$345,000 in 2024). If your basic earnings exceed the maximum amount allowable under federal limits, Abbott may make supplemental payments from its general assets under the Abbott Laboratories Supplemental Pension Plan to provide you with monthly pension benefits equal to those you would have received in the absence of these limits.

If your period of service with a foreign affiliate is included as Benefit Service or Seniority Service to determine the amount of your ARP pension, your earnings from that affiliate will be included as Basic Earnings.

Final Average Pay

Final Average Pay ("FAP") means the average of your monthly Basic Earnings for the 60 consecutive calendar months during which your Basic Earnings were highest. If you receive Basic Earnings for less than 60 months, your FAP will be the average of your monthly Basic Earnings for that shorter period. Special rules apply in determining which bonus payments are included in the calculation of Final Average Pay.

Final Average Pay only includes earnings received during periods in which you are accruing Benefit Service (disregarding the 35-year limit on accrued Benefit Service). Final Average Pay *does not include* earnings received for employment with the Green Group (except employees who were hired or rehired by a participating division prior to June 1, 2024, and transfer to the Green Group).

BENEFIT AND SENIORITY SERVICE

When you retire or leave the Company, your ARP benefits will be calculated using formulas that take into account either your Benefit Service or your Seniority Service, your Final Average Pay, and your age. Your pension benefit will be calculated as described in the "Calculating Your ARP Benefit" section on page 5.

Benefit Service

Generally, Benefit Service is used to determine the amount of your pension under the ARP. Your Benefit Service is calculated using (1) each year you were a plan participant after December 31, 1986, with each full calendar month of plan participation counted as 1/12 of a year, and each day in a partial calendar month of plan participation counted as a fraction of that month, plus (2) each full or fractional year of service you earned under the ARP before January 1, 1987, as determined under the terms of the ARP in effect prior to that date.

Benefit Service includes the following periods of service:

- Periods of plan participation during which you are eligible to receive benefits under the Abbott Laboratories Long-Term Disability Plan (the "LTD Plan"), unless you began receiving your Plan benefits in any form upon your termination of employment;
- Periods of plan participation during which you are on an approved unpaid leave of absence of up to one year;
- Periods of plan participation during which you are on a period of military leave for service in the U.S. armed forces where your reemployment rights are protected by law; and
- A period of service with a foreign affiliate if you transfer to a participating employer from that affiliate and become an ARP participant (except for service with the Green Group as described on the following page).

BENEFIT AND SENIORITY SERVICE [CONTINUED]

Generally, Benefit Service *does not include* any period before you were a plan participant, including service attributable to contract or leased employment or service working for a company prior to its acquisition by Abbott (unless otherwise approved in writing by the Abbott Employee Benefit Board of Review (“Board of Review”)).

Benefit Service *does not include* any period of employment after May 31, 2024, for any employee who is hired or rehired (by any division) after May 31, 2024, or transfers employment from a foreign affiliate to employment with any U.S. employer, business, or division after May 31, 2024.

Benefit Service also *does not include* any period of employment with the Green Group (except employees who were hired or rehired by a participating division and transfer to the Green Group). **You cannot accrue more than 35 years of Benefit Service under the ARP. If you have more than 35 years of service, this limit will be applied by first reducing years of service earned after December 31, 2003.**

Benefit Service *does not include* any period before October 1, 1989, during which you did not make contributions to the ARP, except for the periods of disability, military service, and leaves of absence and service with foreign affiliates described above (prior to January 1, 1987, only leaves of absence lasting three months or less qualified for this exception). In order to have service with a foreign affiliate prior to October 1, 1989, included as Benefit Service, you must pay the contribution amount that you would have paid into the ARP had you been employed by a participating employer during that period, plus interest. If applicable, you will be provided with information on this payment opportunity upon your transfer to a participating employer if applicable.



Seniority Service

Seniority Service is used for two purposes:

- 1) To determine your eligibility for Early Retirement; and
- 2) If you earned Benefit Service before January 1, 2004, to determine your eligibility for Special Retirement and Early Special Retirement (as described under the “*Understanding Your Retirement Benefits – For Participants with Service Prior to January 1, 2004*” section) and to determine the amount of your pension under Special Retirement and Early Special Retirement.

Seniority Service includes:

- Periods of Abbott service you accrued before reaching age 18;
- Each year you were employed by Abbott or a member of the Abbott-controlled group since December 31, 1986, with each calendar month of employment counted as 1/12 of a year, plus each full or fractional year of service you earned under the terms of the ARP in effect before January 1, 1987 (Contact the Abbott Benefits Center at (844) 30-MY-ABC (844-306-9222) for more information regarding your pre-1987 Seniority Service); and
- Periods of plan participation during which you are entitled to receive benefits under the LTD Plan (unless you began receiving your Plan benefits in any form upon your termination of employment), and periods of military leave for service in the U.S. armed forces where reemployment rights are protected by law.

Seniority Service does not include any period of employment after May 31, 2024 for any employee who is hired or rehired after May 31, 2024.

Seniority Service also *does not include* service after the end of the month in which you reach age 65, service during a period for which you waived participation in the ARP, or service attributable to contract or leased employment. In addition, Seniority Service does not generally include time worked for an acquired company (unless otherwise approved in writing by the Board of Review), or any period of employment with the Green Group (except employees who were hired or rehired by a participating division and transfer to the Green Group). You cannot accrue more than 35 years of Seniority Service under the ARP. If you have more than 35 years of service, this limit will be applied by first reducing years of service earned after December 31, 2003.

If you earned Benefit Service before January 1, 2004, for purposes of determining your eligibility for Early Retirement or Early Special Retirement, in no event will your Seniority Service be less than your Vesting Service, as defined in the “*Termination of Employment Prior to Retirement*” section.

TERMINATION OF EMPLOYMENT PRIOR TO RETIREMENT

Deferred Vested Benefits

If your employment terminates after you have completed five years of Vesting Service, for any reason other than disability or retirement, you will receive a deferred vested benefit from the ARP. Your ARP benefit will be based on your Final Average Pay and Benefit Service as of the date your employment terminates.

Deferred payments usually begin on the last day of the month following your Normal Retirement Date (the last day of the month in which you reach age 65), but if you have at least 10 years of Vesting Service, you may elect to receive benefits as early as the last day of the month in which you reach age 50 (if your hire date is before January 1, 2004) or age 55 (if your hire date is after December 31, 2003). If you elect to begin receiving payments before age 65, your monthly benefit will be actuarially reduced to reflect the longer payment period.

Vesting Service

Vesting Service includes each year you were employed by Abbott or a member of the Abbott-controlled group since December 31, 1986 (with each calendar month of employment or portion thereof counted as 1/12 of a year), plus each full or fractional year of service you earned under the terms of the ARP in effect before January 1, 1987. Please contact the Abbott Benefits Center at (844) 30-MY-ABC (844-306-9222) for more information regarding your pre-1987 Vesting Service.

Vesting Service includes periods of plan participation during which you are entitled to receive benefits under the Abbott Laboratories Long-Term Disability Plan (unless you began receiving your Plan benefits in any form upon your termination of employment), unpaid leaves of absence of up to one year during plan participation and periods of military leave for service in the U.S. armed forces where reemployment rights are protected by law.

If and to the extent provided by the Board of Review, a period of employment with a business entity, part or all of which is acquired by, or becomes part of the Abbott-controlled group, will be considered a period of Vesting Service.

Vesting Service does not include any period of service during which you waived participation in the ARP or any period of employment before age 18.

Vesting Service may also include credit for periods in which employees provided qualifying services to Abbott or a member of the Abbott-controlled group on a full-time basis through contract employment agencies or as independent contractors (sometimes called “leased employees”). This service is recognized as Vesting Service only and is not used to determine eligibility for retirement or benefit amounts (i.e., as Benefit Service or Seniority Service).

Termination Without Five Years of Vesting Service

If your employment terminates for any reason other than a qualifying disability or retirement and you have not completed five years of Vesting Service at the time of your termination, you will not receive any benefits from the ARP (other than any contributions that you made to the ARP prior to October 1, 1989, that have not been distributed to you). The unvested amounts are forfeited. Forfeitures will be used to offset Abbott’s future contributions to the ARP.

Termination Due to Disability

If your employment with the Company terminates due to a medical leave of absence (MLOA) and you are eligible for payments from the LTD Plan, your ARP participation and service credit will continue automatically. You will not receive credit for service due to a MLOA if you were an employee of the Green Group prior to your termination of employment (unless you were hired or rehired by a participating division and transferred to the Green Group).

If you become eligible for any form of retirement (or become eligible to receive your deferred vested benefit as described above) while you are disabled and earning service under the ARP, you may elect to begin receiving your Plan benefits (at which time, any LTD Plan payments will cease). You cannot receive Plan payments and LTD Plan payments at the same time. Once you elect to begin receiving Plan payments (in either an annuity or a lump sum, if eligible), your election cannot be changed, and you will not receive continued service credit once you begin receiving payment.

Your monthly payment will be calculated using the formulas described earlier in this section, using your Final Average Pay (as of the day before your LTD Plan benefits began) and your Benefit Service or Seniority Service (including your period of disability).

If you are eligible to continue to receive LTD Plan benefits beyond age 65, your Plan payments will not begin until your LTD Plan benefits stop, or until you elect retirement, if sooner.

If Your LTD Plan Eligibility Ends

If your LTD Plan eligibility ends, and you are not reemployed by Abbott or any of its affiliates, you will not continue to accrue service under the ARP. If, at that time, you are eligible for any form of retirement, you may elect to begin receiving ARP payments. If you are not eligible for retirement, but satisfy the deferred vested benefit provisions described previously, those provisions will apply. If you are not eligible for a vested benefit under the ARP, you will not receive any benefits from the ARP.

REHIRES

If you terminate employment with Abbott and all of its affiliates and are later reemployed, you may be eligible for reinstatement of your past Benefit Service, Seniority Service, and Vesting Service as described below.

Rehires after May 31, 2024

If you are reemployed after May 31, 2024, you will be eligible for reinstatement of your past service under the ARP as described below, but you will not commence or resume participation in the ARP, and you will not accrue further Benefit Service or Seniority Service for your period of reemployment.

You are eligible for reinstatement of your past service under the ARP under the following circumstances:

- If you had completed five years of Vesting Service at the time of your termination, you will remain vested in your pension benefit that you had at the time of your termination.
- If you had not completed five years of Vesting Service at the time of your termination, your prior Vesting Service will be restored if Abbott or any Abbott affiliate reemploys you within 60 months following your termination date.
- If Abbott or any Abbott affiliate reemploys you within 12 months after your termination date, your prior Vesting Service will be restored, and you will receive Vesting Service credit for the period you were gone.

Rehires Prior to June 1, 2024

If you were reemployed prior to June 1, 2024, you were eligible for reinstatement of your past service under the ARP under the following circumstances:

- If you had completed five years of Vesting Service at the time of your termination, your prior service generally was restored for all purposes of the ARP. However, if at the time of your termination, you received the value of your pension in a lump sum, you received past service credit only for determining your eligibility to elect early retirement, special retirement or early special retirement.
- If you had not completed five years of Vesting Service at the time of your termination, your prior service was restored for all purposes of the ARP if Abbott or any Abbott affiliate reemployed you within 60 months following your termination date.
- If Abbott or any Abbott affiliate reemployed you within 12 months after your termination date, your prior service generally was restored for all purposes of the ARP and you received Vesting Service credit for the period you were gone. However, if at the time of your termination, you received the value of your pension in a lump sum, you received past service credit solely for purposes of vesting and determining your eligibility to elect early retirement, special retirement or early special retirement.

NOTE: if you were reemployed into the Abbott Green Group prior to June 1, 2024, you were eligible for reinstatement of your past service under the ARP as described previously for any ARP benefit accrued during your prior employment, but you would not accrue further Benefit Service or Seniority Service for your period of reemployment (even if you later transferred to a participating employer or division).

General Rehire Rules

Reinstatement of service is contingent in all cases on your repayment (with interest) of any distribution of contributions you made to the Plan prior to October 1, 1989, that were paid back to you from the Plan, plus interest, as applicable. This repayment must be made before 60 consecutive months have elapsed since your termination of employment or, if earlier, the fifth anniversary of your reemployment date.

If Abbott or any Abbott affiliate reemploys you more than 60 months after your termination date and you were not vested or eligible for retirement at the time of your termination, you are not eligible to have your prior service restored.

In determining the number of months between your termination and reemployment, the first 12 months of an absence due to your pregnancy, the birth of your child, the placement of your child with you following an adoption, and/or the need to care for your child following such birth or adoption will not be counted. You may be required to provide evidence that your absence was due to one of these reasons.

The Abbott Benefits Center

Access via **AbbottBenefits.com**

Call **1-844-30 MY ABC** (1-844-306-9222)
Monday through Friday | 7 a.m. - 7 p.m. CT

PAYMENT OF BENEFITS

In general, you will receive your first payment at the end of the month following the month you retire. You may, however, elect to defer receipt of your pension payments until as late as your Normal Retirement Date. If you leave the Company and are entitled to a benefit, you need to keep Abbott informed of your current mailing address. For more information about payment options available under the ARP, sign into your account at the Abbott Benefits Center at AbbottBenefits.com or contact the Abbott Benefits Center at (844) 30-MY-ABC (844-306-9222).

To begin receiving retirement benefit payments, you will be asked to elect a form of payment. See “*Procedure to Obtain Benefits*” on page 21 for more information about electing a payment form. Once your monthly payments begin, you may not change your election (unless your payments are suspended as described under “*Reemployment after Payment of Plan Benefits Begin*” on page 15).

All monthly forms of payment provide a lifetime payment for you. Some forms of payment may continue to provide a payment to your surviving spouse or, with applicable spousal consent in accordance with the Plan and as described below, a beneficiary of your choice upon your death.

Normal Forms of Payment

Unmarried Employees

The normal form of payment, if you are not married when payments begin, is a single life annuity. Under this payment option, you receive monthly payments from the ARP for life. After your death, no benefits are paid to anyone else. This option provides you with the highest monthly benefit because there is no benefit guarantee period or survivor annuity.

Married Employees

The normal form of payment for a participant who is married when benefits begin is a 50% joint and survivor annuity. Under this option, you receive monthly payments from the ARP for life. After your death, the Plan pays 50% of your monthly benefit to your surviving spouse for the rest of his or her life. If your spouse dies before you, no survivor benefits will be paid from the ARP. Survivor benefits apply only to the spouse to whom you were married at the time your payments begin and will be paid to that individual regardless of whether you are married at the time of your death. If you remarry after payments begin, your new spouse will not be eligible for plan benefits.

Your monthly ARP benefit under this option is permanently reduced to reflect the fact that benefits are payable during both your and your spouse’s lifetimes. The amount of the reduction is determined by your age and your spouse’s age at the time benefit payments begin.

Optional Forms of Payment

In addition to the normal forms of payment (single life annuity for unmarried participants and 50% joint and survivor annuity for married participants), the ARP offers a range of additional optional forms of payment.

If you are married, you will need your spouse’s written consent (witnessed by a notary public) before selecting an optional form of payment (except for the 75% or 100% Joint and Survivor Annuity options). This consent must be provided in the Plan’s approved format and filed with the Abbott Benefits Center before your plan payments begin.

Single Life Annuity (Married Employees)

A participant who is married when benefits begin may elect a single life annuity (the normal form of benefit for unmarried participants). Under this payment option, you receive monthly payments from the ARP for life. After your death, no benefits are paid to anyone else. This option provides you with the highest monthly benefit because there is no benefit guarantee period or survivor annuity.

Joint and Survivor Annuity Options (Married Employees)

The following additional Joint and Survivor Annuity Options are available:

- 75% Joint and Survivor Annuity
- 100% Joint and Survivor Annuity

Under these payment options, you receive monthly payments from the ARP for life. After your death, the Plan pays 75% or 100% of your monthly benefit (depending on which option is elected) to your surviving spouse for the rest of his or her life. If your spouse dies before you, no survivor benefits will be paid from the ARP. Survivor benefits apply only to the spouse to whom you are married at the time your payments begin and will be paid to that individual regardless of whether you are married at the time of your death. If you remarry after payments begin, your new spouse will not be eligible for plan benefits.

Your monthly ARP benefit under this option is permanently reduced to reflect the fact that benefits are payable during both your and your spouse’s lifetimes. The amount of the reduction is determined by your age and your spouse’s age at the time benefit payments begin and the percentage of your benefit you elected to be continued to your spouse after your death.

PAYMENT OF BENEFITS [CONTINUED]

Certain and Life Annuity Options (All Employees):

The following Certain and Life Annuity Options are available:

- 10-Year Certain and Life Annuity
- 15-Year Certain and Life Annuity

Under these payment options, you receive monthly payments from the ARP for life. If you die during the guarantee period (either 10 or 15 years from the date your payments begin, depending on which option is elected), your monthly benefit will be paid to your named beneficiary for the remainder of the guarantee period. Once the guarantee period ends, no additional benefits are payable to your beneficiary.

Your monthly ARP benefit under these options is permanently reduced to reflect the fact that benefits are guaranteed for a period certain. The amount of the reduction is determined by your age at the time the payments begin, and the length of the guarantee period.

You may name any person or persons as your beneficiary under the Certain and Life annuity options (see the section titled “Non-Spouse Death Beneficiaries” on page 20).

Here is an example: If you elect the 10-Year Certain and Life Annuity and:

- You die after seven years, the monthly benefit is payable to you for those seven years and to your beneficiary for the remaining three years, or
- If you die after 12 years, the monthly benefit is payable to you for those 12 years; after you die there are no benefits payable.

Level Income Option

A level income option is available if you retire and commence your benefit before age 62. The option is intended to take your projected Social Security benefits into account and provide a level stream of payments both before and after you begin receiving Social Security. If you elect the level income option with a single life annuity, your monthly benefit prior to age 62 is temporarily increased. When you reach age 62 (regardless of whether you begin receiving your Social Security benefit), your monthly benefit payment will be reduced to reflect your projected Social Security benefit. You will continue to receive the reduced pension for the rest of your life.

The ARP calculates your projected Social Security benefit by using your Abbott employment history. You may submit benefit estimates provided to you from the Social Security Administration for a more accurate calculation, but once payment of your ARP benefits begin, the amounts will not be changed to reflect your actual Social Security benefits received.

You may also choose a level income option with a 50% or 100% joint and survivor annuity. If you choose this option, the Plan will pay 50% or 100% of your monthly benefit (depending on which option is elected) after your death to your surviving spouse for the rest of his or her life.

Here is an example of how monthly income might look for an employee currently age 58.

IF YOU DON'T ELECT THE LEVEL INCOME OPTION		
	BEFORE AGE 62	AT OR AFTER AGE 62
ARP	\$1,800/month	\$1,800/month
SOCIAL SECURITY	\$0	\$1,250/month
TOTAL	\$1,800/month	\$3,050/month

IF YOU ELECT THE LEVEL INCOME OPTION		
	BEFORE AGE 62	AT OR AFTER AGE 62
ARP	\$2,750/month	\$1,500/month
SOCIAL SECURITY	\$0	\$1,250/month
TOTAL	\$2,750/month	\$2,750/month

* Assumes employee's projected Social Security benefit is equal to actual Social Security benefit and employee begins receiving Social Security at age 62.



PAYMENT OF BENEFITS [CONTINUED]

Benefits under \$25,000: Lump Sum Payment and Immediate Annuities

If the present value of your vested ARP benefit at your termination of employment (or, if earlier, when you are otherwise eligible to begin payment of your benefit) is \$1,001 to \$25,000, you may choose a lump sum distribution of your benefit, or have the payment paid to you directly or rolled over to another qualified plan or individual retirement account (IRA), or an immediate single life annuity, certain and life annuity, or joint and survivor annuity (if you are married). If you are married at the time of your termination, you must have your spouse's written consent (witnessed by a notary public) to elect a lump sum distribution or certain annuity forms.

If you elect a lump sum distribution and you are rehired by Abbott, the benefit service used to calculate your lump sum benefit will not be used to calculate any subsequent ARP benefit. Once made, this election cannot be changed. To determine whether your vested ARP benefit is eligible for lump sum distribution, contact the Abbott Benefits Center at (844) 30-MY-ABC (844-306-9222) or sign into your account at the Abbott Benefits Center at AbbottBenefits.com.

If the present value of your vested ARP benefit at your termination of employment is \$1,000 or less, your benefit will be paid automatically in one lump sum payment. You may have your payment paid directly to you or rolled over to another qualified plan or IRA. If you do not return your distribution paperwork within 45 days, your benefit will be paid directly to you.

DEATH BENEFITS

Preretirement Surviving Spouse's Pension Benefit

The ARP automatically provides benefits for your surviving spouse if you have been legally married for at least one year and you die after you have vested but before you have begun receiving benefits under the plan. The preretirement surviving spouse's pension benefit (PRSSPB) protection is provided during your active employment and after you leave Abbott and all Abbott affiliates, but before your plan payments begin, as long as you do not waive it.

Benefit Amount

If you die while actively employed and you are eligible for retirement (see the section titled "*Understanding Your Retirement Benefits*" that applies to you), your surviving spouse will receive his or her portion of the 100% joint and survivor life annuity form of benefit, accrued prior to your death, that would have been payable if you had retired on the date of your death.

If you die while actively employed but are not eligible for retirement, your surviving spouse will receive his or her portion of the 100% joint and survivor life annuity form of benefit, that was accrued prior to your death, that would have been payable if you elected to commence benefits immediately following the date of your death, or, if later, your 55th birthday.

If you die after you have separated from employment but before benefits have begun and you are eligible for retirement (see the section titled "*Understanding Your Retirement Benefits*" that applies to you), your surviving spouse will receive, for the duration of his or her life, 50% of the single life annuity form of benefit that would have been payable if you had retired on the date of your death.

If you die after you have separated from employment but before benefits have begun and are not eligible for retirement, your surviving spouse will receive, for the duration of his or her life, 50% of the single life annuity form of benefit that would have been payable if you elected to commence benefits immediately following the date of your death or, if later, your 55th birthday.

If you die during a qualifying military service leave, you will be treated as having been reemployed immediately prior to your death for purposes of this death benefit.

Payment Timing and Form

Your spouse will receive monthly annuity payments for life beginning on the first day of the month following your death (or, if later, the first day of the month following the date you would have reached age 55, if you were not eligible for retirement).

If the present value of the PRSSPB is \$1,000 or less at the time of your death, the benefit will be paid automatically to your surviving spouse in one lump sum payment. Your spouse may have the payment paid directly to him or her or rolled over to another qualified plan or IRA. If he or she does not return the distribution paperwork within 45 days, the benefit will be paid directly.

If the present value of the PRSSPB exceeds \$1,000 but is less than \$25,000 at the time of your death, your surviving spouse may choose an immediate distribution of the benefit as a lump sum or single-life annuity. If your spouse chooses a lump sum, he or she may have the payment paid directly to him or her or rolled over to another qualified plan or IRA.

If your spouse dies or otherwise ceases to be your spouse, the PRSSPB will be canceled. If you remarry, the PRSSPB will be reinstated once you and your spouse have been married for one year.

DEATH BENEFITS [CONTINUED]

Cost of PRSSPB Coverage

The PRSSPB functions as “life insurance” for your ARP benefit, ensuring that a portion of your benefit will be payable to your spouse should you die prior to beginning payment. There is a cost associated with providing the PRSSPB, and Abbott pays the cost of PRSSPB coverage for benefits calculated on service earned on or after January 1, 2004. The cost of PRSSPB coverage for benefits calculated on service earned prior to January 1, 2004 is paid through a reduction in the ARP benefits payable to you (and your spouse, if applicable) following your retirement or other termination of employment. The amount of the reduction is based on your age and employment status during the period coverage is in effect, shown in the chart below.



REDUCTION FOR PRSSPB COST– Applicable to Benefits Calculated on Service Before January 1, 2004		
FOR COVERAGE	REDUCTION FOR ACTIVE AND RETIRED EMPLOYEES	REDUCTION FOR TERMINATED EMPLOYEES
	For each month that coverage is in effect during your active employment or after you have retired but before benefits have begun	For each month that coverage is in effect after your employment is terminated (before your commencement date) and before benefits have begun
Before age 45	No reduction applies	1/120 of 1% (1/10 of 1% for each year)
Between ages 45 and 55	1/120 of 1% (1/10 of 1% for each year)	1/30 of 1% (2/5 of 1% for each year)
After age 55	1/24 of 1% (1/2 of 1% for each year)	1/15 of 1% (8/10 of 1% for each year)

PRSSPB coverage will end once you begin receiving payment of your ARP benefit.

Sample PRSSPB Reduction Calculation

A married participant becomes vested at age 35 and continues to work until age 65, and she has earned 10 years of service prior to January 1, 2004. For benefits calculated using service earned before January 1, 2004, the cost for this protection will be reflected in a reduction in the retirement benefit payable under the plan, as follows:

For coverage before age 45 (no reduction).....0% reduction
 For coverage between ages 45 and 55
 (1/10 of 1% x 10 years).....1% reduction
 For coverage between ages 55 and 65
 (1/2 of 1% x 10 years).....5% reduction
Total cost of coverage6% reduction

Waiver of PRSSPB Coverage

If any portion of your benefit is calculated on service earned prior to January 1, 2004, you will be given a written explanation of the terms and conditions of the PRSSPB within the three calendar years prior to the year in which you reach age 45. This notice will explain your right to make, and the effect of, an election to waive the PRSSPB; the requirement that your spouse consent to such a waiver; and your right to revoke the waiver, and the effect of such a revocation. For more information on the contents of the notice, contact the Abbott Benefits Center at (844) 30-MY-ABC (844-306-9222).

With your spouse’s written and formally notarized consent, you may waive PRSSPB coverage for benefits calculated on service earned prior to January 1, 2004, at any time during or after the calendar year in which you reach age 45 or when your employment terminates, if earlier. You may reinstate the PRSSPB coverage on any date before ARP benefits begin. If your spouse dies or otherwise ceases to be your spouse and you remarry, the PRSSPB will be automatically reinstated once you and your spouse have been married for one year. You may again waive PRSSPB coverage with your new spouse’s written and formally notarized consent according to the same procedure described above.

DEATH BENEFITS [CONTINUED]

Return of Contributions

If you made contributions to the ARP and die before commencing payment of benefits, or after commencing payment of benefits but before the full value of your contributions have been distributed to you, then the value of your undistributed contributions will be paid in a lump sum to your designated beneficiary. In addition, if the value of the PRSSPB being distributed to your spouse upon your death is less than the value of your undistributed contributions, the difference will be paid in a lump sum to your designated beneficiary.

Non-Spouse Death Beneficiaries

You may designate any person or persons as your beneficiary for two types of payments under the ARP following your death: (1) the return of your undistributed contributions to the ARP; and (2) payments under the Certain and Life annuity option (see the section titled “*Optional Forms of Payment*” on page 16). (You may also designate an estate for payments under the Certain and Life annuity option.) Any beneficiary designation you make will cancel all prior beneficiary designations. If you are married at the time payments begin, however, you will need your spouse’s written consent (witnessed by a notary public) before selecting a payment option other than a joint and survivor annuity. This consent must be filed with the Abbott Benefits Center before your plan payments begin.

If you fail to designate a death beneficiary, or if no designated beneficiary is living at the time of your death, the Administrator may in his discretion direct payment to or for the benefit of any one or more of your relatives by blood, marriage or adoption in such proportions as he determines, or to the legal representatives of your estate.

Other Death Benefits

Before Plan Payments Have Begun

If you do not qualify for the PRSSPB feature or you waive PRSSPB protection, and you made contributions to the ARP, your ARP beneficiary will receive the greater of 150% of your plan contributions or your plan contributions plus interest if you die before plan payments have begun.

After Plan Payments Have Begun

If you die after plan payments have begun, benefits may be payable after your death, depending on the payment method you elected at retirement. Regardless of the payment method you elected, however, if the total amount of the plan benefits paid to you (or payable on your behalf) is less than your own contributions, plus interest, the difference will be paid to your ARP beneficiary in a lump sum.

The Abbott Benefits Center

Access via [AbbottBenefits.com](https://www.AbbottBenefits.com)

Call **1-844-30 MY ABC** (1-844-306-9222)
Monday through Friday | 7 a.m. - 7 p.m. CT



OBTAINING BENEFITS

Requests for Benefit Estimates

You are entitled to receive a statement telling you the date you will become vested. If you already have vested, you are entitled to a statement telling you what your benefits would be at normal retirement age if you stopped working now (the accrued value of your benefit).

Retirement requests or estimates of future retirement benefits are typically processed within 30 days after the date submitted.

Self Service: Benefit Estimates Online

The ARP's online retirement planning system allows you to estimate your ARP benefits and project your retirement income instantly. You may compare benefits at various retirement dates and store your calculations for future reference. You can access your personalized ARP information and related tools through the Abbott Benefits Center website at AbbottBenefits.com. Please note that you will need your Abbott Benefits Center password. If you are an active employee, you can access the Abbott Benefits Center website via single sign-on through the Abbott myHR Portal.

All estimates are based on various assumptions and current available data. Abbott reserves the right to correct any errors. Actual ARP benefits will be calculated at the time of benefit commencement in accordance with the terms of the Plan Document.

Procedure to Obtain Benefits

To receive plan benefits, login to the Abbott Benefits Center website at AbbottBenefits.com. To start pension benefits, you will need to review your personal information, enter your desired last day of employment, choose a date to begin receiving benefits, and enter any necessary beneficiary information. If you are married, you may waive the normal form of payment by making an election during the 90-day period ending on your benefit commencement date. Your election must include your spouse's consent to your election (including, if applicable, consent to a specific beneficiary) and be witnessed by a notary public.

In most cases, you can complete the entire retirement process online without having to return any forms to the Abbott Benefits Center, provided that you elect a form of payment that does not require spousal consent. If spousal consent is required, you will be provided with a form that your spouse needs to sign in the presence of a notary public and return to the Abbott Benefits Center. You may also request that a retirement kit be sent to you, by contacting the Abbott Benefits Center. The kit will require that you sign and return the Pension Authorization form for your payments to begin.

Right of Recovery

Abbott has the right to recover benefits it has paid to you or your beneficiary that were:

- Paid in error
- Due to a mistake in fact, or due to a misrepresentation of facts

If the Plan provides a benefit for you or your beneficiary that exceeds the amount that should have been paid, the Plan will require that the overpayment be returned when requested, or may reduce a future benefit payment for you or your beneficiary by the amount of the overpayment.

Loss of Benefits

The ARP became a noncontributory pension plan on October 1, 1989. This means that as of October 1, 1989, employees were no longer required to contribute to the plan to be eligible to receive a benefit from the plan at retirement or termination and no further contributions to the plan were permitted. If you waived participation in the ARP before October 1, 1989, you will not receive Benefit Service for that period.

If you permanently leave Abbott and all Abbott affiliates before age 65 and before you complete five years of Vesting Service, you will not receive any benefits from the ARP other than your contributions to the plan made before October 1, 1989, plus interest.

Other Benefit Limitations

The Internal Revenue Code imposes certain restrictions that may apply depending on the funded status of the Plan. If any of these legal restrictions apply to you, you will be notified.

Assignment or Alienation of Benefits

The assignment or alienation of any benefits provided by the ARP will not be permitted, except as required by law. This means that your benefits under the ARP cannot be sold, pledged as collateral or transferred – voluntarily or involuntarily – except as required by law. In case of a qualified domestic relations order (QDRO), however, plan benefits may be payable to someone other than you or your designated beneficiary, even while you are still working. A QDRO is a court order providing for child support, alimony or marital property rights to a spouse, former spouse, child, or other dependent, in accordance with a state domestic relations law. You may obtain, without charge, a copy of the Plan's procedures governing QDROs from the Plan Administrator by contacting the plan's third-party QDRO administrator, QDRO Consultants, at www.qdros.com or (800) 527-8481.

OBTAINING BENEFITS [CONTINUED]

Pension Benefit Guaranty Corporation (PBGC)

The Pension Benefit Guaranty Corporation (PBGC) insures certain benefits under the Abbott Laboratories Annuity Retirement Plan if the plan terminates. Generally, the PBGC guarantees most vested Normal Retirement benefits, Early Retirement benefits and certain disability and survivors' pensions. The PBGC does not, however, guarantee all types of benefits under covered plans, and the amount of benefit protection is subject to certain limitations.

The PBGC guarantees vested benefits at the level in effect on the date of plan termination. If benefits have been increased within five years before plan termination, however, the benefit increase may not be guaranteed. In addition, there is a limit (adjusted periodically) on the amount of monthly benefit

that the PBGC guarantees. Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money the ARP has upon termination and on how much the PBGC collects from employers. For more information on PBGC insurance protection and its limitations, contact the Plan Administrator or the PBGC. Inquiries to the PBGC should be addressed to: PBGC Technical Assistance Division, 1200 K Street, NW, Washington DC 20005-4026 or call (800) 400-7242. TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website at www.pbgc.gov.

ADMINISTRATIVE INFORMATION

Plan Identification

The name of the plan is the Abbott Laboratories Annuity Retirement Plan. Abbott is the Plan Sponsor. The Divisional Vice President, Compensation and Benefits, is the Plan Administrator. The address and phone number for the Plan Sponsor and Plan Administrator is 100 Abbott Park Road, Abbott Park, IL 60064-6222, (224) 667-6100. Plan records are kept on a calendar-year basis starting on January 1 and ending on December 31.

This plan is considered a defined benefit plan under the Employee Retirement Income Security Act of 1974 (ERISA) and is identified under Internal Revenue Service (IRS) rules by the following:

- Employer Identification Number (EIN) assigned by the IRS: 36-0698440
- Plan Number assigned by Abbott: 333

Plan Funding

Benefits under the Plan are provided through a trust fund. Abbott funds the Plan through contributions made on behalf of participants. Company contributions are actuarially determined. The Retirement Plans Investment Board (Investment Board) is responsible for the investments of the ARP. The Investment Board may appoint other investment firms to invest funds on behalf of the ARP.

Plan Trustee

All contributions are held in trust. The Plan Trustee is the Northern Trust Company, 50 S. LaSalle St, Chicago, IL 60603. The Plan Trustee pays benefits under the Plan from the trust.

Participating Employers

The Abbott Laboratories Annuity Retirement Plan applies to eligible employees of Abbott Laboratories and its participating subsidiaries.

Plan Changes

Abbott intends to continue the Annuity Retirement Plan indefinitely, but reserves the right, by appropriate action of the Board of Directors or the Board of Review as set out in the Plan, to change or terminate the Plan at any time.

Abbott's decision to change or terminate the Plan may be due to changes in federal or state laws governing retirement benefits, the requirements of the Internal Revenue Code or ERISA, or any other reason. A Plan change may transfer assets and debts to another plan or an insurance company annuity contract, or split a plan into two or more parts. If Abbott does make a change or terminates the Plan, it may decide to set up a different plan providing similar or identical benefits. If the Plan terminates, you will become fully vested in your accrued benefit and you will have no further rights under the Plan other than the payment of benefits accrued before the Plan was terminated, which are payable to the extent funded or insured by the PBGC (as described in the "*Pension Benefit Guaranty Corporation (PBGC)*" section above). Abbott, in accordance with applicable legal requirements, will determine the amount and form of any final benefit you receive. No Plan assets can be returned to Abbott until all benefit obligations under the Plan are met.

Once your accrued benefits have been determined, that amount may be paid in the form of one or more cash payments or an insurance company annuity contract that pays you a monthly income. Law may set the exact form of payment. If there is a choice, the Plan Administrator will decide the type and timing of payment.

ADMINISTRATIVE INFORMATION [CONTINUED]

After all benefits have been paid and other legal requirements are met, any remaining Plan assets will be, at the sole discretion of Abbott, either used to purchase benefits or distributed to Plan participants in accordance with legal requirements.

Coverage under the ARP is not a guarantee of employment.

Employee Benefit Board of Review

The Employee Benefit Board of Review has all of the powers, duties and obligations of Abbott under the ARP except those that are specifically reserved under the ARP to the Board of Directors of Abbott, to the Investment Board, the Plan Administrator, or otherwise as specifically provided in the ARP document. Membership in the Board of Review is designated by the ARP plan document.

Legal Service

Process can be served on the Plan Administrator by directing such legal service to the Divisional Vice President, Compensation and Benefits, Abbott Laboratories, 100 Abbott Park Road, Abbott Park, IL 60064-6222. Process may also be served upon the Plan Trustee.

YOUR RIGHTS UNDER ERISA

The Employee Retirement Income Security Act of 1974 (ERISA) was created to help protect the rights of employees who participate in employer-sponsored benefit programs. The provisions of ERISA that apply to the ARP cover you. Among other things, this law allows you to:

- Examine, without charge, at the Abbott Benefits Department, all documents filed by Abbott with the U.S. Department of Labor or Internal Revenue Service for the ARP.
- Obtain copies of all plan documents and other plan information upon written request to the Plan Administrator. Copies will be furnished at a nominal cost.
- Receive a summary of the annual financial reports for the ARP. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report each year.
- Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65), and if so, what your benefits would be at normal retirement age if you stop working under the ARP now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The ARP must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan (called “fiduciaries”) have an obligation to do so prudently and in the interests of Plan participants.

No one, including Abbott, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If plan fiduciaries misuse the Plan’s money or if you are discriminated against for asserting your rights, you may file suit in a federal court or request assistance from the U.S. Department of Labor. If you are successful in your lawsuit, the court may, if it so decides, require the other party to pay your legal costs, including attorney fees. But if you lose because, for example, the case is considered frivolous, you may have to pay these costs and fees.

Under ERISA, there are steps you, your surviving spouse or your beneficiary can take to enforce the above rights. For instance, if you request materials from the Plan Administrator and do not receive them within 30 days, you may file a suit in a federal court. The court may require the Plan Administrator to provide the materials and pay you up to \$110 for each day’s delay until the materials are received, unless they were not sent because of matters beyond the control of the Administrator.

If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

YOUR RIGHTS UNDER ERISA [CONTINUED]

Claim Denial and Appeal Procedures

You may file a claim under the ARP within 90 days following the occurrence of circumstances that give rise to the claim or, if later, 90 days following the date in which you knew or should have known of such circumstances.

If your application for ARP benefits is denied in whole or in part, you, your surviving spouse or beneficiary generally will receive written notification of the denial within 90 days of the filing of your claim. However, for a claim involving disability, you will receive this notification within 45 days of the filing of your claim. In special circumstances, the notification may be delayed. If more time is needed to process your claim, the Plan Administrator may take up to an additional 90 days (or, for claims involving disability, up to two additional periods of 30 days) to process your claim. You will be notified of such extension during the initial 90- or 45-day period for processing your claim. For a claim involving disability, you will also be notified at the end of the first 30-day extension period if a second 30-day extension is needed. Any such extension notice will indicate the special circumstances requiring the extension and the date the plan expects to make a decision. For a claim involving disability, the extension notice will specifically explain the standards on which entitlement to a benefit is based, the unresolved issues preventing a decision, and any additional information needed to resolve those issues. You will have 45 days to provide any such additional information.

Your notification will include the specific reasons for the denial; specific references to the pertinent plan provisions on which the denial is based; a description of any additional material or information necessary for you to perfect the claim and an explanation of why such material or information is necessary; and an explanation of the ARP's claim review procedures and its applicable time limits, including your right to file civil suit under the pertinent provision of ERISA if your claim is denied on appeal. Your denial notification will also state your rights to receive, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant to your claim.

For claims involving disability, your denial notification will also include the basis for disagreeing with, if applicable, (i) a disability determination by the Social Security Administrator, (ii) the views of vocational experts who evaluated you or whose advice the Plan Administrator obtained, and/or (iii) the views of health care professionals treating you or whose advice the Plan Administrator obtained. The notification will also contain any internal rule, guideline, protocol or other similar criterion (collectively "Protocols") that was relied upon in making the adverse determination or inform you that such Protocols do not exist. If the denial is based on a medical necessity or experimental treatment or similar exclusion or limit, the notification will also contain either (A) an explanation of the scientific or clinical judgment for the determination,

applying the terms of the ARP, as applicable, to your medical circumstances, or (B) a statement that such explanation will be provided free of charge upon request.

Appeals for the Retirement Plans

If you disagree with a claim denial, you may file an appeal with the Plan Administrator. Appeals must be in writing and must be filed within 60 days (180 days for claims involving disability) after you receive the written claim denial described above.

To file an appeal with the Plan Administrator, you, your surviving spouse or beneficiary or your duly authorized representative must submit a written request for appeal of the claim to the Divisional Vice President, Compensation and Benefits, Abbott Laboratories, 100 Abbott Park Road, Abbott Park, IL 60064-6112. Documents or records supporting the appeal should accompany your request.

The Plan Administrator or his or her representative will review your appeal and will notify you, your beneficiary or your duly authorized representative of the decision. Normally, you will receive a final decision within 60 days (45 days for claims involving disability) of the date your request for review is received. In special circumstances requiring a delay, you will be notified of the need for an extension during the initial 60- or 45-day period. If an extension is needed, you will receive notice of the final decision within 120 days (90 days for claims involving disability).

In reviewing your appeal, the Plan Administrator will take into account all comments, documents, records, and other information that you, your surviving spouse or beneficiary or your duly authorized representative submitted with your appeal, whether or not such information was submitted or considered in the initial determination. For claims involving disability, the Plan Administrator will also follow the special Department of Labor appeal review procedures. For more information on these procedures, call the Abbott Benefits Center at 1-844-30 MY ABC (1-844-306-9222).

The final written decision will include specific reasons for the decision, with specific reference to the plan provisions on which that decision is based. It will also include your right to file a civil suit under ERISA and the applicable time limits for filing a civil suit. The final decision will also provide notification that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim.

If your appeal involving disability is denied in whole or in part, your denial notification will include the basis for disagreeing with, if applicable, (i) a disability determination by the Social Security Administrator, (ii) the views of vocational experts who evaluated you or whose advice the Plan Administrator obtained, and/or (iii) the views of health care professionals treating you or whose advice the Plan Administrator obtained.

YOUR RIGHTS UNDER ERISA [CONTINUED]

The notification will also contain any Protocols that were relied upon in making the adverse determination or inform you that such Protocols do not exist. If the denial is based on a medical necessity or experimental treatment or similar exclusion or limit, the notification will also contain either (A) an explanation of the scientific or clinical judgment for the determination, applying the terms of the ARP, as applicable, to your medical circumstances, or (B) a statement that such explanation will be provided free of charge upon request.

Further Legal Action

You may not initiate any lawsuit to recover under the ARP until you have exhausted the claims and appeals procedures described above. After exhaustion of the ARP's claims and appeals procedures, any further legal action taken against the ARP, Abbott, or any of the Plan fiduciaries, if any, must be filed in a court of law no later than the earliest of the following: (a) 90 days after the Plan Administrator's final decision regarding the claim; (b) three years after the date when you submitted an authorization to commence payment of the plan benefits at issue in the judicial proceeding; or (c) the statutory deadline for filing a claim or lawsuit with respect to the Plan benefits at issue in the judicial proceeding. In no case may a suit or legal action be brought if the claim for benefits was not made within the time period specified in the claims and appeals procedures above. The evidence that will be presented will be strictly limited to the documents, information and other evidence timely presented to the Plan Administrator during the claim and appeal procedures.

Additional Information

A misstatement or other mistake of fact shall be corrected when it becomes known, and the Plan Administrator shall make such adjustment as it considers equitable and practicable. For example, if you receive a payment from the ARP that is greater than the payment that should have been made, or if a person receives an erroneous payment from the ARP, the Plan Administrator has the right to recover the excess amount from you or erroneous payment from the applicable individual, including earnings thereon.

The Plan Administrator has full discretion and authority to make the final decision regarding all areas of interpretation and administration under the ARP, including eligibility for benefits, level of benefits provided, interpretation of plan language (including this summary plan description) or administrative procedures. The decision of the Plan Administrator is final and binding on all individuals dealing with or claiming benefits under the ARP, and, if challenged in court, the ARP intends for the Plan Administrator's decision to be upheld, unless found by a court of competent jurisdiction to be arbitrary and capricious. Benefits will be paid under the ARP only if the Plan Administrator, or his or her delegate, determines in his or her discretion that the claimant is entitled to them.

APPENDIX

Green Group Employees

The ARP does not apply to Abbott “Green Group” employees, which generally means employees who are hired (or rehired) into:

- Tendyne Holdings, Inc., Tendyne Medical, Inc., Topera, Inc., (in each case, on or after March 1, 2017),
- Medical Devices division (with the exception of Abbott Diabetes Care),
- Cardiac Arrhythmias and Heart Failure division,
- Structural Heart division,
- Abbott Vascular division (on or after March 1, 2017),
- Cardiac Rhythm Management division,
- Electrophysiology division,
- Heart Failure division,
- Neuromodulation division,
- Rapid and Molecular Diagnostics business (including Rapid and Molecular Diagnostics, Abbott Rapid Diagnostics, Infectious Disease, Toxicology, Cardiometabolic and Informatics, and Consumer Services and Products, but excluding employees of the Abbott Molecular, Point of Care or Informatics divisions), or
- Any successor groups, entities, divisions or businesses of any of the above, or
- Certain other designated Green Group entities acquired by Abbott (and their respective subsidiaries and any successor entities), including St. Jude Medical, LLC and Alere Inc., who were either employed as of the date of acquisition by Abbott or hired or rehired afterwards.

Collectively, the above groups, entities, divisions and businesses are referred to as the “Green Group.” A Green Group employee remains a Green Group employee even if the employee later transfers to a non-“Green Group” employer. The employers in the Green Group are considered to be “nonparticipating divisions” in the ARP. Abbott may designate other groups, entities, divisions or businesses as part of the Green Group from time to time.

ABBOTT LABORATORIES

ANNUITY RETIREMENT PLAN

Summary Plan Description | June 1, 2024

