



ELIGIBLE U.S. ABBOTT EMPLOYEES 2023

RETIREMENT GUIDE





Abbott's retirement benefits are designed to help you and your family plan and save as you transition to a new phase in your life. These benefits include financial and savings programs that can contribute to your financial security and other benefits.

This guide can help you understand your options and make informed decisions as you prepare for retirement. It also includes checklists and resource guides, so you know what to do and when and where to go if you need help.

For more information, visit **AbbottBenefits.com** and log into the Abbott Benefits Center. Then, under Savings & Retirement, select Retirement Hub. You also can call the Abbott Benefits Center at **844-30 MY ABC** (844-306-9222).

RETIREMENT AGE GUIDELINES

- Normal retirement is when you leave your Abbott employment upon turning age 65. However, you must have a minimum of three years of Abbott service to qualify for the retiree medical plans.
- If you were hired on or before December 31, 2003, you may retire at age 50, with at least 10 years of seniority service. Seniority service is defined as vesting service to which a participant is entitled, including service before the participant attained age 18.
- If you were hired on or after January 1, 2004, your earliest age for retirement is 55, with at least 10 years of seniority service.
- If you retire before age 65 and are not Medicare-eligible, there are different health care options for you than if you are 65 or older and/or Medicare-eligible. The options are also different for your spouse/partner.

Retirement eligibility may vary for employees of certain divisions and those who joined Abbott as a result of an acquisition. Contact the Abbott Benefits Center for details.

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

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This material explains selected features of the Abbott retirement program. Detailed information is contained in the plan documents. If there is any conflict between the information provided here and the information found in the plan documents, the plan documents will govern. Abbott expects to continue the benefits described here but reserves the right to change or end them at any time. This material is not a statement of contractual rights and is not intended to give rise to any right to employment, continued employment or benefits. Nothing in this material alters the relationship between Abbott and its employees, which is “at will.”

Abbott offers a 401(k) plan (Stock Retirement Plan), retiree medical coverage and, for some employees, a pension plan(Annuity Retirement Plan). Your HR representative can explain your eligibility for these plans. For more information, visit the Abbott Benefits Center via **AbbottBenefits.com**.

RETIREMENT CHECKLIST

LEARN ABOUT AND PLAN FOR RETIREMENT

- ☐ Read this guide.
- ☐ Attend a pre-retirement meeting. Information about these meetings can be found on the Abbott Benefits Center, accessible from **AbbottBenefits.com**.
- ☐ Learn about your retirement benefits online. Log into the Abbott Benefits Center via **AbbottBenefits.com**, and click “Learn About Retirement.”
- ☐ Consult a tax advisor or financial planner.
- ☐ Contact the Abbott Benefits Center at 844-30 MY ABC (844-306-9222) if you have further questions.
- ☐ Learn about your Social Security benefits at **ssa.gov/benefits/retirement/learn.html** or by calling at 1-800-772-1213.
- ☐ Verify that your personal data in Workday and your direct deposit information are accurate.

START YOUR RETIREMENT

(grouped by category, some benefits may not apply)

- ☐ Choose your retirement date and notify your manager.
- ☐ Initiate your retirement process up to 60 days prior to your last day of employment by going to the Abbott Benefits Center via **AbbottBenefits.com** or calling the Abbott Benefits Center at 844-30 MY ABC (844-306-9222).
- ☐ Review/update your ARP, SRP and life insurance beneficiaries at the Abbott Benefits Center via **AbbottBenefits.com**.

RETIREMENT INCOME

- ☐ Decide whether you want to begin receiving your Abbott Stock Retirement Plan (SRP) account distribution and, if so, what type of distribution.
- ☐ Repay outstanding SRP loans, if desired.
- ☐ Long-Term Incentives (LTI) – if eligible,
 - If you received Long-Term Incentives (LTI) while working at Abbott, you can access your UBS One Source account at **ubs.com/onesource/abt**.
 - For questions regarding LTI, contact the Abbott Service Center at **hrservicecenter@abbott.com** or 877-228-4707.
 - For questions about your UBS account, contact UBS Financial Services at **abtstok@ubs.com**, or call 866-228-7865.

- ☐ If you are in the Deferred Compensation Program, visit **retirementnq.prudential.com**, or call Empower at 855-677-5261 to learn about your next steps.

HEALTH CARE

- ☐ Review the plans available for Medicare-eligible individuals at **retiree.uhc.com/abbott** and visit **medicare.gov** to familiarize yourself with how Medicare coordinates with the Retiree Indemnity Plan.
- ☐ Make your dental elections, following the instructions you receive by mail from MetLife two to three weeks after your retirement date.
- ☐ Review deadlines for Flexible Spending Accounts and submit claims to HealthEquity. Visit **healthequity.com** or call 866-346-5800.
- ☐ If enrolled in long-term care insurance, continue to make your monthly payments.

OTHER BENEFITS

- ☐ Convert your life insurance to a personal whole-life policy, if desired. You have until 31 days after your retirement to convert. For more information contact Securian Life Insurance Company at 866-365-2374.
- ☐ Repay tuition assistance (if you are retiring within three years after receiving tuition assistance). For repayment information, call the HR Service Center at 877-228-4707.

TURNING 65 OR BECOMING MEDICARE-ELIGIBLE?

If you or your spouse / partner are turning 65 near your retirement date, remember to:

- Apply for Social Security benefits three months before you want to receive your first Social Security monthly payment.
- Visit **socialsecurity.gov** for details.
- The person turning age 65 must enroll in Medicare Parts A & B.
- There is no need to enroll in a separate Medicare Part D prescription drug plan if you are enrolling in Abbott coverage.

PENSION AND STOCK RETIREMENT PLANS: HOW YOU WILL GET PAID



THE ABBOTT ANNUITY RETIREMENT PLAN (ARP)

Abbott's pension plan, the ARP, provides benefit payments when you retire. You may begin receiving your benefit at retirement or defer receiving your benefit until a later date, up to age 65. You will be able to select from several different payment options. Please choose carefully. Once the payment starts, you cannot change your payment option.

To learn more about the different payment options and estimate the amount of your pension benefits, visit the Abbott Benefits Center from AbbottBenefits.com or call 844-30 MY ABC (844-306-9222). The Abbott Benefits Center has a Retirement Hub where you can project your retirement income and watch a video that provides tips from a retirement specialist.

For complete details around ARP eligibility, vesting, the pension formula and distribution options, see the ARP Summary Plan Description (SPD). Click "Benefit Plan Information" at the bottom of the screen, then find the SPD under the Savings and Retirement Plan Documents (under the Summary Plan Description header).

The ARP plan assets are held in a trust and insured by the Pension Benefit Guaranty Corporation (PBGC).

PENSION PAYMENT OPTIONS

If you are single, the automatic payment form is the Single Life Annuity option. You can, however, elect a Certain and Life option or the Level Income option.

If you are married, the automatic payment form is the Joint and Survivor Annuity options. You also can select a Single Life Annuity, Certain and Life, or Level Income option, although for these options your spouse must consent to your election and sign a waiver with a notarized signature.

OPTION	DETAILS
Single Life Annuity	<ul style="list-style-type: none"> Your monthly payments under this option are larger than under other options. All pension payments end when you die, regardless of your marital status.
Joint and Survivor Annuity Options	<ul style="list-style-type: none"> These options provide a monthly payment until your death. After your death, a percentage of that amount will be paid to your surviving spouse (the spouse you had at the time of your commencement) for as long as he or she lives. Under these options, the amount you receive during your lifetime is less than the amount you receive under the Single Life Annuity. The amount of the reduction depends on the ages of both you and your spouse and the percentage to be continued after your death.
Certain and Life Options	<ul style="list-style-type: none"> These options provide a monthly payment until your death. If you die before you receive payments for the elected period (i.e., 10 or 15 years), your beneficiary will receive the remaining payments for the elected period, then the payments end.
Level Income	<ul style="list-style-type: none"> This option provides you with a higher benefit prior to age 62. Your benefit then reduces when you reach age 62 and become eligible for Social Security benefits. Your Abbott benefit will reduce the month following your 62nd birthday, whether or not you are collecting Social Security benefits. If a Level Income Joint and Survivor option is elected, after your death, a percentage of that amount will be paid to your surviving spouse (the spouse you had at the time of your commencement) for as long as he or she lives.

NOTE: If you are a former BASF or Solvay employee and qualify for pension benefits under a legacy plan, your provisions are similar to the ARP, except that you may qualify for a lump-sum payment of your benefit and will not qualify for the Level Income payment option. For more information, contact the Abbott Benefits Center at 844-30 MY ABC (844-306-9222).



THE ABBOTT STOCK RETIREMENT PLAN (SRP)

The SRP serves as an important part of your retirement program and can provide a valuable source of retirement income for you and your family. The value of your SRP account at retirement is determined by how much money you invested, the investment options you selected and how those investments performed.

Upon retirement you may leave your funds in your SRP account or take a partial or full distribution at any time in the future. By law, once retired you must take a distribution by April 1 following the year you turn 73 and each year thereafter. You will receive additional information when these distributions are required to begin.

SRP OPTIONS AFTER RETIREMENT

Shortly after your active employment ends, you will receive a “When Employment Ends” kit containing information regarding your options, tax considerations and instructions on how to request a distribution.

If you are not taking a SRP distribution immediately upon retirement, no action is required on your part. When you defer distribution, you postpone paying taxes on your SRP account value. You may continue to transfer funds among the SRP’s investment options.

You can contact the Abbott Benefits Center if you wish to request your distribution at a later date. Please note: If your balance is under \$1,000 (excluding any outstanding loan balances) at the time of your retirement, it will be automatically paid to you in a lump sum.

Your SRP distribution can occur through one of the following options:

- Paid to a rollover account
- Paid to you in a lump sum
- Paid to you in installments
- Split between payment to you and a rollover account deciding on the timing and form of your SRP distribution, you may want to consult a tax advisor to help you evaluate the tax considerations that may apply.

ACCOUNT ROLLOVERS

If you are considering rolling over your SRP to another provider, we urge you to use our fee comparison sheet before you move your money. The fee comparison sheet is available at the Abbott Benefits Center website, accessible via **AbbottBenefits.com**. (Click “Benefit Plan Information” at the bottom of the screen, then find the worksheet under Savings and Retirement Plan Documents.) The SRP has fees that compare very favorably to those of most other providers. Once a distribution is processed from the SRP, funds cannot be returned to the plan.

INSTALLMENT PAYMENT METHOD

Installment distributions can be elected with either a monthly or annual pay frequency. The minimum dollar amount per installment payment is \$500. You can choose to have installment payments paid to you or rolled over to an IRA, depending on the length of the installments. Installments can be started or stopped at any time.

COMPANY STOCK

Cost-basis information on Abbott and AbbVie stock, if applicable, and details about the tax implications of an SRP distribution can be requested from the Abbott Benefits Center at 844-30 MY ABC (844-306-9222).

SRP LOANS

If you have an outstanding loan against your SRP on your retirement date, you may repay the loan in full or continue to make regular monthly payments to avoid a default. You will receive information from the Abbott Benefits Center outlining the payment amounts and due dates to continue payments. If you choose not to repay your loan, the unpaid balance will be treated as a distribution and become taxable income to you and may be subject to a 10 percent early withdrawal penalty. Please consult your tax advisor for additional details.

RETIREE MEDICAL COVERAGE AND OTHER BENEFITS



Abbott offers retirees and their eligible dependents an array of health and insurance options based on age, as follows:

BENEFIT	BEFORE AGE 65	65 AND OLDER/ MEDICARE-ELIGIBLE
Health Care (including pharmacy)	Same plan options as active employees (see page 10)	Two plans available (see page 11)
Abbott Care Coordinators (Navigation and Advocacy support for covered members)	✓	
Dental Care	✓	✓
Spring Health (Mental Health)	✓	✓
Basic Life Insurance	✓	✓
Long-Term Care Insurance	✓	✓
Hinge Health	✓	
Teledoc	✓	
Expert Medical Opinion (2nd Opinion Service)	✓	
Rx Savings Solutions	✓	✓

The coverage you have as an employee will end when you retire, after which you and your eligible dependent(s) may qualify for Abbott retiree health coverage (based on your eligibility). **You need to actively enroll for retiree coverage.**

FEATURE	DETAILS																																																												
Coverage Eligibility	<p>You are eligible for Abbott retiree health coverage if:</p> <p>1. You are eligible for employee health coverage at the time of separation, AND</p> <p>2. You meet one of the following requirements*:</p> <ul style="list-style-type: none">• Age 65+ with at least three years of Abbott service, OR• Age 55+ with at least 10 years of Abbott service, OR• Age 50+ with at least 10 years of Abbott service (and were hired at Abbott prior to 2004)																																																												
When Coverage Begins	<ul style="list-style-type: none">• Coverage will begin on your first day of retirement if you elect coverage within 31 days after you are first eligible.• After initial eligibility, coverage is effective the date your election is received.																																																												
Who You Can Cover	<ul style="list-style-type: none">• You can cover your spouse/domestic partner and your dependent children up to age 26.• Disabled children can be covered after age 26 if covered at time of disability and meeting continuation requirements.																																																												
Cost and Payment	<p>Both you and Abbott pay toward the cost of your retiree medical coverage. The portion you contribute will be based on your years of service, as follows.*</p> <table><thead><tr><th>YEARS OF SERVICE</th><th>YOUR CONTRIBUTION</th><th>YEARS OF SERVICE</th><th>YOUR CONTRIBUTION</th><th>YEARS OF SERVICE</th><th>YOUR CONTRIBUTION</th></tr></thead><tbody><tr><td><10</td><td>60%</td><td>18</td><td>44%</td><td>27</td><td>30.7%</td></tr><tr><td>10</td><td>60%</td><td>19</td><td>42%</td><td>28</td><td>29.3%</td></tr><tr><td>11</td><td>58%</td><td>20</td><td>40%</td><td>29</td><td>28%</td></tr><tr><td>12</td><td>56%</td><td>21</td><td>38.7%</td><td>30</td><td>26.7%</td></tr><tr><td>13</td><td>54%</td><td>22</td><td>37.3%</td><td>31</td><td>25.3%</td></tr><tr><td>14</td><td>52%</td><td>23</td><td>36%</td><td>32</td><td>24%</td></tr><tr><td>15</td><td>50%</td><td>24</td><td>34.7%</td><td>33</td><td>22.7%</td></tr><tr><td>16</td><td>48%</td><td>25</td><td>33.3%</td><td>34</td><td>21.3%</td></tr><tr><td>17</td><td>46%</td><td>26</td><td>32%</td><td>35+</td><td>20%</td></tr></tbody></table> <p>Your premium is due monthly and can be paid via direct debit from your bank account, pension deductions or direct payment to the Abbott Benefits Center.</p>	YEARS OF SERVICE	YOUR CONTRIBUTION	YEARS OF SERVICE	YOUR CONTRIBUTION	YEARS OF SERVICE	YOUR CONTRIBUTION	<10	60%	18	44%	27	30.7%	10	60%	19	42%	28	29.3%	11	58%	20	40%	29	28%	12	56%	21	38.7%	30	26.7%	13	54%	22	37.3%	31	25.3%	14	52%	23	36%	32	24%	15	50%	24	34.7%	33	22.7%	16	48%	25	33.3%	34	21.3%	17	46%	26	32%	35+	20%
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Enrollment	<p>After initiating your retirement, you can enroll up to 60 days before, and up to 31 days after, your retirement date to ensure no lapse in health coverage. If you choose not to enroll then, you can enroll yourself in the future at any time. Your spouse or dependents can be enrolled only upon your initial retirement, within 31 days of a qualified life event, or during the annual open enrollment period.</p> <p>IMPORTANT: When you end your active employment, you will receive information by mail with an offer to continue your active Abbott medical and dental coverage on your own under COBRA. You should not elect COBRA if you plan to enroll in Abbott retiree health coverage. (See page 15.)</p>																																																												
Additional Information	<ul style="list-style-type: none">• If you elect retiree medical coverage and select a new plan or if you are eligible for Medicare, new health insurance identification cards will be sent to you within one month after your new coverage begins.• If you are enrolled in retiree medical coverage for yourself and your spouse/domestic partner, your surviving spouse/ domestic partner may continue coverage after your death.• If a covered dependent loses eligibility for coverage (e.g., following a divorce), you must notify Abbott of the eligibility change within 31 days. Failure to do so may make you responsible to repay the plan for any claims paid for the ineligible dependent and may also forfeit your retiree medical coverage.																																																												

*If you joined Abbott as the result of an acquisition, your qualifying years of service are based on the acquisition date.

PRE-65/NON-MEDICARE ELIGIBLE COVERAGE

RETIREE MEDICAL OPTIONS

If you are under 65 and not Medicare-eligible, you can choose from two national plans:

- Health Investment Plan (HIP) PPO (United Healthcare or Blue Cross Blue Shield)
- Traditional PPO (United Healthcare or Blue Cross Blue Shield)

The primary difference between the HIP PPO and the Traditional PPO is how and when you pay for care. Both cover free preventive care. If you choose the HIP PPO, you can establish a health savings account (HSA) and use pretax dollars for qualified expenses.

PLAN FEATURE	HIP PPO	TRADITIONAL PPO
Abbott contribution to HSA	\$200 single/ \$400 with dependents	No
Annual deductible*	\$1,750 single/ \$3,500 family (combined medical and prescription)	\$200 single/\$400 family medical; \$100 single/\$200 family prescription
Coinsurance*	20%	20%
Out-of-pocket maximum*	\$4,800 single/ \$9,600 family (combined medical and prescription)	Medical \$3,600 / \$8,200 Prescription \$1,750 / \$3,500
Free preventive medications before deductible	Yes	No

*In network only

HEALTH SAVINGS ACCOUNTS (HSAs)

HSAs are savings accounts that work with the HIP PPO to help cover out-of-pocket medical expenses. You control your account and choose when to use money in your account to cover eligible medical expenses. The HSA offers several tax benefits. Your contributions are tax-deductible, grow tax-free and can be withdrawn tax-free if used for qualified medical expenses.

If you were enrolled in the HIP PPO and had an HSA as an employee, you still have that account. If you elect the HIP PPO for the first time as a retiree, you can establish an HSA and make contributions directly to your account.

For more information on HSAs, including contribution limits and qualified medical expenses, visit [irs.gov](https://www.irs.gov).

PRESCRIPTION DRUG BENEFITS

Coverage for prescriptions is included in all of Abbott's medical plan options. Express Scripts manages prescription drug benefits for all plans, except Kaiser HMO (available in California). With Express Scripts, you have access to:

- Mail order service.
- Online resources, where you can find information on the plan, price drugs, explore generic alternatives and look up pharmacies in the network.
- Rx Savings Solutions, a free benefit that lets you compare costs of prescriptions with your provider and view alternative cost options for existing prescriptions. Visit myrxss.com to enroll.

For more information, visit Express Scripts online at express-scripts.com/abbott or call 888-614-1011.

DENTAL COVERAGE

Abbott's retiree dental plan is managed by MetLife. Retirees pay the full cost of dental coverage, regardless of years of service. You can select from two options and establish payment plans directly with MetLife. Information about the plan will be sent to your home by MetLife approximately two to three weeks after your retirement.

NOTE: You have a one-time opportunity to elect retiree dental coverage. If you do not elect retiree dental coverage when you are first eligible or if you waive retiree dental coverage at any time, including cancellation due to nonpayment, neither you nor your dependents will be eligible to elect retiree dental coverage again.

65-PLUS/MEDICARE-ELIGIBLE COVERAGE




When you or your dependent turns 65 (or becomes eligible for Medicare before age 65), you will need to make an active election into one of two plans.

If you or your dependent becomes eligible for Medicare before age 65, please call the Abbott Benefits Center immediately at 844-30 MY ABC (844-306-9222) to update your records and ensure you are enrolled in the correct plan.

If you or a dependent is eligible for Medicare, you can enroll in an Abbott health care plan, as shown below.

IMPORTANT!

It's important that you sign up for both Medicare Part A (hospital coverage) and Medicare Part B (medical services) when you retire or are first eligible, whichever is later. To complete your enrollment in an Abbott plan, the Medicare number from your Medicare card must be on file with the Abbott Benefits Center one month prior to your eligibility date to ensure no lapse in coverage for you or covered dependents (if applicable).

SITUATION		ENROLLMENT ELIGIBILITY
Your household includes both non-Medicare- and Medicare-eligible members		<ul style="list-style-type: none"> Medicare-eligible individuals may enroll in either the UHC Indemnity with Medicare Plan or Medicare Advantage Plan.* Non-Medicare-eligible family members may enroll in a non-Medicare plan.
Your entire household is eligible for Medicare		<ul style="list-style-type: none"> You may enroll in either the UHC Indemnity with Medicare Plan or Medicare Advantage Plan.*
You or a household member turns 65 (or becomes Medicare-eligible)		<ul style="list-style-type: none"> That person must make an active election to enroll in either the UHC Indemnity with Medicare Plan or Medicare Advantage Plan. The Medicare-eligible person must enroll in Medicare Parts A and B and will be automatically enrolled in Abbott's Part D prescription drug plan.

**All Medicare-eligible individuals are required to be enrolled in the same plan.*

PRESCRIPTION DRUG PLAN (enrollment is automatic and included in the cost of your medical plan)		
Prescription Deductible	\$100 per person	
Your Out-of-Pocket Prescription Costs*	RETAIL (30 DAYS): 25%, minimum \$5 generic, \$15 brand	
	RETAIL (90 DAYS): 25%, minimum \$15 generic, \$45 brand	
	MAIL ORDER (90 DAYS): 20%, minimum \$15 generic, \$35 brand	
Prescription Out-of-Pocket Maximum	\$1,500 annually; \$150 per 30-day supply	\$3,000 annually; \$150 per 30-day supply

PRESCRIPTION DRUG BENEFITS

Prescription drug benefits for Medicare-eligible retirees and dependents are administered by Express Scripts. You will be enrolled automatically, for no additional cost, when you enroll in an Abbott medical plan, unless:

- You waive your Abbott medical coverage.
- You are already enrolled in a Medicare Part D plan.

For coverage under the prescription drug plan, your Medicare Beneficiary Indicator (MBI) must be on file with the Abbott Benefits Center. If you do not qualify for Medicare or if you live outside the U.S., please contact Express Scripts at 800-935-7197.

For information about Express Scripts and its retail and mail order costs.

If you are Medicare-eligible, go to express-scripts.com/medd/abbott or call 800-935-7197 for details on your prescription drug benefits.

MEDICAL PLANS WITH MEDICARE PLAN SUMMARY

	INDEMNITY WITH MEDICARE*	MEDICARE ADVANTAGE
MEDICAL PLAN		
Annual Deductible*	\$400	\$300
Annual Out-of-Pocket Maximum*	\$2,000	\$2,000
Lifetime Maximum	\$500,000	Not applicable
Office Visits	20% coinsurance	\$0-\$15 copay
Annual Preventive Exams & Screenings	Covered at 100%	Covered at 100%
Medicare Part B Premium Credit	Not applicable	\$50 per month

*When you switch to the Retiree UHC Medicare plan, your annual OOP maximum and deductibles will start over. Once you've reached your OOP maximum for approved claims, the Abbott plan pays the remaining balance of approved claims for the rest of the calendar year.

REVIEW HOW THE RETIREE INDEMNITY WITH MEDICARE PLAN COORDINATES WITH MEDICARE

The UHC Retiree Indemnity with Medicare plan pays secondarily and is *not* a Medicare supplement plan.

Under the plan, Medicare is your primary health coverage and pays before Abbott coverage is applied. Claims will be treated as if they've been paid first by Medicare, even if you did not enroll for Medicare Part B.

Here's how the plan works with Medicare:

- Medicare pays the charges it covers.
- The Abbott plan calculates its standard payment for covered charges and then pays the difference between the Medicare benefit and the Abbott plan's standard benefits (if the Abbott benefit is more and you have met your deductible).
- In many cases, Medicare pays at or above the amount that Abbott's plan pays; in that case, the Abbott plan pays nothing.
- You pay any remaining balance, up to your out-of-pocket maximum.

Because Medicare pays 80 percent for many expenses and your UHC Retiree Indemnity benefit pays 80 percent after your annual deductible, in many cases, you will not receive a secondary payment from the Abbott plan until you have reached your out-of-pocket maximum.

To view additional details about both plans for Medicare-eligible individuals, review FAQ or to attend an information session, please visit retiree.uhc.com/abbott

Below are sample scenarios to show how Medicare, UHC and/or you might pay for medical claims.

	Total claim	Medicare covered amount	Indemnity Plan covered amount	Total paid by Indemnity Plan	You pay
Claim Example #1	\$1,600	\$1,175	\$1,280	\$105—UHC covers more than Medicare and pays the difference	\$320 (equals total charges less what UHC covers)
Claim Example #2	\$14,000	\$13,008	\$11,040	\$0—UHC covers less than Medicare and pays nothing	\$992 (equals total charges less what Medicare pays)
Claim Example #3	\$500	\$400	\$400	\$0—UHC and Medicare cover the same amount, so UHC pays nothing	\$100 (equals total charges less what Medicare pays)

OTHER BENEFITS: WHAT HAPPENS AT RETIREMENT

BENEFIT	DETAILS
Basic Life Insurance	Abbott provides \$2,500 of life insurance benefits to eligible retirees. In addition, you can convert your active employee life insurance to a personal whole-life policy within 31 days after your retirement date. Contact Securian at 866-293-6047 for more information.
Supplemental Life Insurance	You have the option to port all or any part of your life insurance or dependent life insurance to a personal policy within 31 days after your retirement date (certain dollar limits apply). Contact Securian at 866-293-6047 for more information. If you're in good health, you may find it worthwhile to shop around for competitive rates.
Long-Term Care Insurance	You can apply for long-term care insurance, which can help pay for extended medical and nonmedical care for you, your spouse/domestic partner, your parents, your in-laws and others. If you are already enrolled at retirement, continue sending your monthly payments as you currently do. For new coverage, approval by the insurer is required. Visit Genworth at genworth.com/abbott for more information.
Accidental Death and Dismemberment (AD&D) Coverage (including basic and supplemental AD&D, spouse AD&D and travel accident insurance)	Coverage will end on your retirement date.
Vision Care	Coverage will end on your retirement date. If desired, you may choose to extend vision care under COBRA for up to 18 months after retirement.
Extended Disability Plan (EDP)/ Long-Term Disability (LTD)	If you are receiving EDP or LTD benefits and have decided to retire, these benefits will cease. Please notify Matrix Absence Management at 800-866-2301 when you elect to retire.
Health Care or Dependent Care Flexible Spending Account (FSA)	<p>FSA contributions end with your last paycheck. Eligible expenses incurred before your retirement date can be submitted for reimbursement. Go to healthequity.com for more information and deadlines.</p> <p>NOTE: If you participate in a health care FSA, you may be eligible to retain that coverage under COBRA. For more information, call the Abbott Benefits Center at 844-30 MY ABC (844-306-9222).</p>
Cash Profit Sharing (CPS)	If eligible, you will receive a pro rata CPS payment, based on your eligible earnings through the last day you actively worked. Your check will be issued in December.
Vacation	You will receive payment for any unused vacation when you retire.

INITIATE YOUR RETIREMENT



When you initiate the retirement process, you formally indicate your intent to retire from Abbott. During this process you can choose how and when you'll start receiving your Abbott pension benefits and/or make your Retiree Medical elections. You can initiate your retirement online or by phone up to 60 days prior to your last day of employment. If you elect to commence your pension, after completing this process (including mailing back any forms that may be required based on your elections), your payments will begin on the date you select.*

OPTION 1: ONLINE

- From the myHR portal, select “Health Insurance and Retirement Benefits,” OR visit **AbbottBenefits.com** and click the Abbott Benefits Center link.
- Under Savings & Retirement, select “Retirement Hub” and click “Get Started.”
- Follow the prompts to choose your pension payment options, review required disclosures, provide direct deposit information, and make your federal and state tax withholding elections. Here are things to note:
 - › If you are married and select a payment option other than a Joint and Survivor Annuity, you will need to provide a notarized signature from your spouse that must be returned to the Abbott Benefits Center before your benefit can begin. (See page 6 of this guide for details.)
 - › If you participated in the Deferred Compensation Plan or if your compensation exceeded the IRS limits allowed for pension benefits, you will have a supplemental pension benefit and need to complete your elections by phone (see next section).

OPTION 2: BY PHONE

- Call the Abbott Benefits Center at 844-30 MY ABC (844-306-9222), and request your pension commencement packet be sent to you either electronically or by mail.
- When you receive your packet, review the pension estimate calculation and payment option descriptions to decide the payment option you want.
- Call the Abbott Benefits Center to make your payment elections. Be prepared to provide the following information:
 - › The pension option you've chosen
 - › Direct deposit information
 - › Federal and state tax withholding elections

The Abbott Benefits Center representative will finalize the process and/or inform you if you need to provide additional information before payments begin.

**If you qualify for a benefit under the Abbott Supplemental Pension Plan, that benefit cannot be deferred and must begin at your earliest eligible commencement date (unlike your benefit under the ARP). You will receive information describing the taxability of the payments. Watch for more information by mail, or contact the Abbott Benefits Center at 844-30 MY ABC (844-306-9222).*

ENROLL IN RETIREE MEDICAL BENEFITS

To enroll in Abbott's retiree health coverage, visit the Abbott Benefits Center from **AbbottBenefits.com** or call 844-30 MY ABC (844-306-9222) within 31 days after your retirement. For information about your plan options, see pages 10-12 of this guide.

Please note that if you wish to make changes to your coverage in the future, you can do so during Abbott's annual open enrollment period.

HEALTH COVERAGE UNDER COBRA

Federal law requires that we offer you medical and dental coverage under COBRA (Consolidated Omnibus Budget Reconciliation Act), which gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for up to 18 months. Qualified individuals may be required to pay the entire premium for coverage, up to 102 percent of the cost to the plan. You will receive information on COBRA after your retirement date, even if you have enrolled in retiree coverage.

IMPORTANT!

Do not select both retiree coverage and COBRA coverage.

STAY IN TOUCH!

If your address changes, make updates by logging into the Abbott Benefits Center via **AbbottBenefits.com**, or call 844-30 MY ABC (844-306-9222).

To update your direct deposit information for DCP, bonuses and/or dividend equivalent payments after you retire, contact the HR Service Center at 877-228-4707.

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



RETIREMENT RESOURCES AT A GLANCE

SERVICE/TOOL	OVERVIEW	CONTACT INFORMATION
Abbott Benefits Center	Expert help by phone for retirement planning, tools and deadlines or to report a change in dependent status or death	844-30 MY ABC (844-306-9222), Monday through Friday, 7 a.m. to 7 p.m. CT
Abbott Benefits Center Website	Retirement information and tools to make pension, retiree medical and other elections	Visit AbbottBenefits.com and click the Abbott Benefits Center link
Abbott Retiree Website (CORE)	Retiree perks, tools and information to stay connected to Abbott and former colleagues	abbottcore.com
Express Scripts	Abbott's prescription drug benefits provider	<ul style="list-style-type: none"> • If non-Medicare-eligible, go to express-scripts.com/abbott or call 888-614-1011 • If Medicare-eligible, go to express-scripts.com/medd/abbott or call 800-935-7197
HealthEquity	Administrator for Abbott's Health Savings Account (HSA) and flexible spending account plans	healthequity.com 866-346-5800
Spring Health	Mental health support and work-life services	abbott.springhealth.com Access code: abbott 800-626-0738
Long-Term Care Insurance	Insurance to help cover costs associated with ongoing medical, custodial and other services	genworth.com/abbott 800-416-3624
Matrix Absence Management	Administrator of Abbott's extended disability and long-term disability plans	matrix.absence.com 800-866-2301
Medicare	Government-administered health insurance program for individuals 65 or older or with certain conditions	medicare.gov
Empower	Administrator of Abbott's Deferred Compensation Program	retirementnq.prudential.com 855-677-5261
Rx Savings Solutions	Prescription savings program for those enrolled in BlueCross BlueShield or UnitedHealthcare plans.	myrxss.com 800-268-4476
Securian	Abbott's life insurance provider and your resource for converting an existing policy	securian.com 866-293-6047
Social Security Administration	Information about Social Security benefits and policies, plus guidance and tools about retirement	SSA.gov 800-772-1213
UBS Financial Services	Administrator of Abbott's Long-Term Incentives (LTI) program	ubs.com/onesource/abt 866-228-7865
Quantum	Advocacy and support for Abbott's pre-65 medical plans	abbotthealthplan.com 888-614-1011
UHC	Administrator of Abbott's Medicare-eligible medical plans	Indemnity Plan: 800-603-3813 myUHC.com Medicare Advantage: 866-561-4042 retiree.uhc.com/abbott

NOTICES

HIPAA NOTICE

The Abbott Laboratories health plans are required by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) to protect the privacy of your medical information. The Abbott Laboratories Notice of Privacy Practices describes the specific measures that Abbott Laboratories as the plan sponsor and any third parties that assist in administering the Abbott Laboratories plans follow to protect the privacy of your protected health information. The notice also describes the circumstances when plan administrators may share your health information with third-party providers for the purpose of routine plan administration, including claims processing, claims appeals and claims analysis. To learn about how your medical information may be used and disclosed and how you get access to this information, please go to the Abbott Benefits Center from **AbbottBenefits.com** to see the plan's privacy notice. You also have the right to obtain a paper copy of the notice. Please make your request to the Abbott Benefits Center.

WOMEN'S HEALTH AND CANCER RIGHTS ACT OF 1998 (WHCRA) NOTICE

If you have had or will have a mastectomy, you may be entitled to certain benefits under the Women's Health and Cancer Rights Act of 1998 (WHCRA). For individuals receiving mastectomy-related benefits, coverage will be provided in a manner determined in consultation with the attending physician and the patient for:

- All stages of reconstruction of the breast on which the mastectomy was performed.
- Surgery and reconstruction of the other breast to produce a symmetrical appearance.
- Treatment of physical complications of mastectomy, including lymphedemas.

These benefits will be provided subject to the same annual deductible and coinsurance applicable to other medical and surgical benefits provided under your health plan.



ELIGIBLE U.S. ABBOTT EMPLOYEES 2023

RETIREMENT GUIDE

