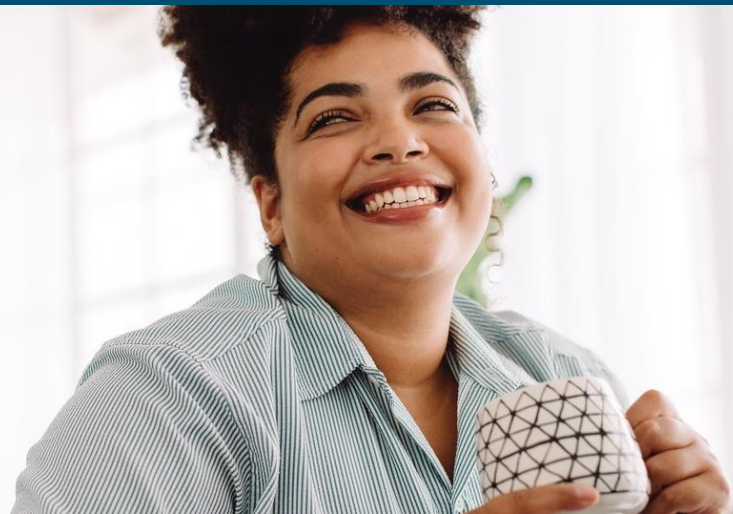


MODERNIZED. MORE INTUITIVE. PERSONALIZED.

A new benefits experience is coming



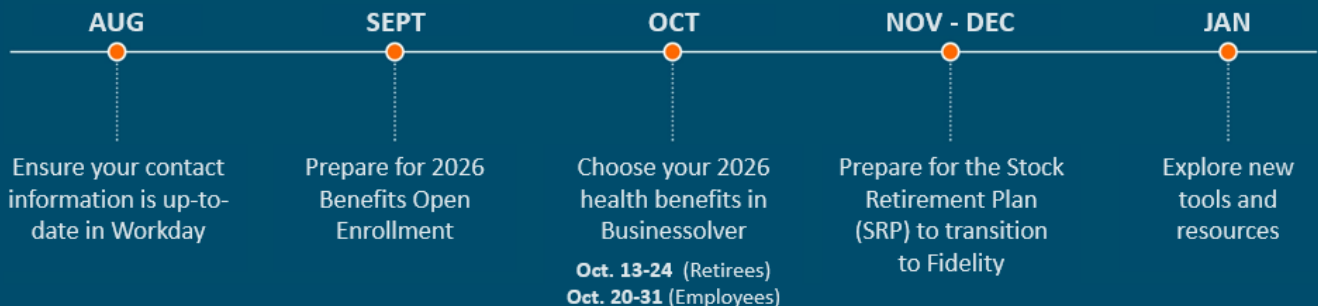
We're changing the way U.S. employees and retirees access their health and retirement benefits.

- Health benefits administration will move to Businessolver starting with 2026 Benefits Open Enrollment in October 2025.
- The Stock Retirement Plan (SRP), Abbott's 401(k), will move to Fidelity effective January 1, 2026.
- The core of these benefits remain the same: offering participants comprehensive coverage and trusted support. What's new are improved tools and more personalized services.

SUPPORT AT EVERY STEP

- We will provide updates, starting in September, with direct messages, worksite displays and online.
 - Employees can visit [myHR](#) for information. (If you have difficulty accessing myHR, contact the Abbott IT Global Support Desk at 800-862-9054.)
 - Retirees/Former Employees, visit [AbbottBenefits.com](#) for future updates.
- When it's time to enroll in 2026 health benefits, we'll guide you – every step of the way.
- The Abbott Benefits Center remains available at 844-306-9222 (312-843-5221 outside of the U.S.) to assist with 2025 health benefits or the SRP, and Abbott benefits will continue to be accessible via [AbbottBenefits.com](#).

TIMELINE: KEY DATES



Eligibility rules apply for participation in Abbott health and retirement benefits and programs. All statements are subject to change and shall not be considered as modifying the express terms of the legal documents pertaining to each plan or program. Abbott reserves the right to amend or cancel benefit plans and programs at any time.

ABBOTT HEALTH BENEFITS

powered by Businessolver

WHAT’S COMING

Businessolver, a market leader in benefits technology, provides an innovative platform designed to make it easier to access and manage health benefits. Paired with Abbott’s comprehensive health benefits, participants will enjoy:



Enhanced Customer SUPPORT

Knowledgeable representatives offering support in English and Spanish



Improved NAVIGATION

Intuitive navigation to help employees and retirees find what they need, when they need it



Mobile and Apps EXPERIENCE

Top-ranked mobile applications that provide secure access to benefits anytime, anywhere

KEY POINTS

What’s changing?

U.S. health benefits administration will move from Alight to Businessolver starting with 2026 benefits.

When?

In October 2025, eligible employees and retirees will enroll for 2026 health benefits using Businessolver. Then, in January 2026, enrollees will access their Abbott health benefits via Businessolver. Watch for further details about Open Enrollment starting in September.

What’s not changing?

These changes will not affect current Abbott health benefits. If you need support now, please visit AbbottBenefits.com or contact the Abbott Benefits Center at 844-306-9222, Monday through Friday, 7 a.m. to 7 p.m. CT. (312-843-5221 outside the U.S.).

PREPARING FOR CHANGE



To ensure you receive important updates, please make sure your contact information is up-to-date.

- **Active Employees:** visit Workday click “View all apps” then “Personal information” and then “Contact information.”
- **Retirees/Formal Employees:** Visit AbbottBenefits.com, click “I’m a Retiree/Formal Employee” and under “Stay in Touch” click “Update your information.” Or call the Abbott Benefits Center at 844-306-9222 (312-843-5221 outside of the U.S.) for assistance.



Watch for updates via email, mail, and at worksites starting in mid-September.

ABBOTT STOCK RETIREMENT PLAN

supported by Fidelity

WHAT’S COMING

Fidelity is a leader in the financial services industry with nearly 80 years of experience supporting clients who are planning, preparing and enjoying retirement. Paired with Abbott’s robust Stock Retirement Plan benefits, participants will enjoy:



Best-in-class CUSTOMER SERVICE

Enjoy quick, easy access to your account online anytime, or call and speak with a Fidelity representative by phone with longer business hours (Mon-Fri from 7:30 a.m. to 11 p.m. CT, excluding most holidays)



Helpful TOOLS & RESOURCES

Explore Fidelity’s extensive online tools, educational resources and live virtual trainings that can help you understand your benefits and make informed decisions



Access to ADDITIONAL SERVICES

Should you wish to use them, Fidelity offers additional services, including financial consultants, available to help you plan for the future

KEY POINTS

What’s changing?

Effective January 1, 2026, recordkeeping for Abbott’s Stock Retirement Plan (SRP) will move from Alight to Fidelity Investments.

When?

This transition will begin in December 2025 and be completed in January 2026. Watch for further details about the SRP transition starting in November 2025.

What’s not changing?

If you’re already participating in the SRP, you can still access your account online via AbbottBenefits.com. If you need support now, please contact the Abbott Benefits Center at 844-306-9222, Monday through Friday, 7 a.m. to 7 p.m. CT. (312-843-5221 outside the U.S.).

PREPARING FOR CHANGE



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Watch for updates via email, mail and at worksites, starting in November.