



# ABBOTT IRELAND GENDER PAY REPORT

SNAPSHOT DATE 22 JUNE 2022	ABBOTT COMBINED	ABBOTT IRELAND	ABBOTT RAPID DX INTERNATIONAL LTD
GENDER PAY GAP (Mean)	12.2%	11.9%	28.8%
GENDER PAY GAP (Median)	7.7%	7.0%	22.2%
BONUS PAY GAP (Mean)	23.2%	20.9%	46.3%
BONUS PAY GAP (Median)	5.7%	5.3%	43.1%
BONUS PROPORTION (Female)	72.9%	78.0%	22.4%
BONUS PROPORTION (Male)	75.9%	77.9%	29.8%
BENEFIT IN KIND PROPORTION (Female)	57.2%	55.4%	68.0%
BENEFIT IN KIND PROPORTION (Male)	51.9%	50.3%	71.9%
PART TIME PAY GAP (Mean)	-22.0%	-18.3%	-66.6%
PART TIME PAY GAP (Median)	-19.3%	-17.9%	-72.2%
PROPORTION MALE/FEMALE EMPLOYEES (Lower Pay Quartile)	48.7% / 51.3%	49.9% / 50.1%	28.7% / 71.3%
PROPORTION MALE/FEMALE EMPLOYEES (Lower Middle Pay Quartile)	48.0% / 52.0%	50.1% / 49.9%	19.5% / 80.5%
PROPORTION MALE/FEMALE EMPLOYEES (Middle Upper Pay Quartile)	51.1% / 48.9%	52.2% / 47.8%	42.4% / 57.6%
PROPORTION MALE/FEMALE EMPLOYEES (Upper Pay Quartile)	62.1% / 37.9%	64.0% / 36.0%	48.1% / 51.9%

## ANALYSIS OF THE DATA SHOWS THAT THE PAY DIFFERENCE IS PRIMARILY DRIVEN BY:

- There is a higher proportion of males working overtime and non-standard shifts.
- There is greater concentration of female employees in part-time roles.
- There is a higher proportion of males in Engineering, IT, R&D, management and technical roles.

## ACTION PLAN

Through our training and development efforts, our people have many opportunities to grow and develop their careers at Abbott. One such programme is our “Future Female Engineer” programme, which is offered solely to female employees.

Attracting and retaining diverse employees is essential to our success to develop the innovative health technologies needed to help more people in more places. To support

our efforts, we established gender-balanced recruitment requirements for all open positions.

Globally, we aim to create 100,000 opportunities for young people in STEM, including 50% for underrepresented communities. For example, we launched programmes such as our “Transition Year STEM Internships,” with a 50/50 minimum gender-balance requirement.