

IRELAND GENDER PAY REPORT



SNAPSHOT DATE JUNE 2025	ABBOTT COMBINED	ABBOTT IRELAND	ABBOTT RAPID DX INTERNATIONAL LTD
GENDER PAY GAP (Mean)	9.1%	9.2%	18.7%
GENDER PAY GAP (Median)	7.7%	8.1%	17.9%
BONUS PAY GAP (Mean)	16.9%	15.7%	35.8%
BONUS PAY GAP (Median)	5.4%	6.2%	6.3%
BONUS PROPORTION (Female)	90.3%	90.9%	81.4%
BONUS PROPORTION (Male)	92.5%	93.0%	80.8%
BENEFIT IN KIND PROPORTION (Female)	86.5%	87.1%	77.5%
BENEFIT IN KIND PROPORTION (Male)	89.3%	89.8%	77.7%
TEMPORARY EMPLOYEES PAY GAP (Mean)	-2.1%	1.1%	6.9%
TEMPORARY EMPLOYEES PAY GAP (Median)	-4.9%	-2.8%	11.0%
PART TIME EMPLOYEES PAY GAP (Mean)	-16.0%	-12.2%	-70.7%
PART TIME EMPLOYEES PAY GAP (Median)	-18.5%	-16.8%	-81.2%
PROPORTION MALE / FEMALE EMPLOYEES (Lower Pay Quartile)	49.2% / 50.8%	49.6% / 50.4%	32.1% / 67.9%
PROPORTION MALE / FEMALE EMPLOYEES (Lower Middle Pay Quartile)	49.1% / 50.9%	49.2% / 50.8%	32.5% / 67.5%
PROPORTION MALE / FEMALE EMPLOYEES (Middle Upper Pay Quartile)	53.3% / 46.7%	54.6% / 45.4%	39.8% / 60.2%
PROPORTION MALE / FEMALE EMPLOYEES (Upper Pay Quartile)	59.6% / 40.4%	61.9% / 38.1%	51.2% / 48.8%

2025 Gender Pay Difference Analysis & Action Plan

Our 2025 analysis of compensation data shows that the pay difference is primarily influenced by role type, work patterns, and career level distribution.

Key factors include:

A higher proportion of males working overtime and non-standard shifts, which carry additional pay premiums.

A greater number of females opting into flexible leave opportunities, which may impact total earnings.

A higher concentration of males in engineering, IT, R&D, and technical roles, which typically command higher pay.

Continued progress in increasing female representation in leadership and STEM roles, contributing to a more balanced workforce.

Our Commitment to Equity

We are committed to fostering a workplace where equitable access to opportunity guides how we attract, develop, and retain talent, ensuring all employees, regardless of gender, have the support and resources to thrive. This includes intentional development through tailored learning, fair and transparent career progression, and targeted succession planning to promote

equitable balance in leadership. Beyond our organization, we invest in communities through STEM Outreach initiatives such as the High School STEM Internship Programme, which encourages young people to pursue careers in science, technology, engineering, and mathematics.