



ABBOTT IRELAND GENDER PAY REPORT

SNAPSHOT DATE 22 JUNE 2023	ABBOTT COMBINED	ABBOTT IRELAND	ABBOTT RAPID DX INTERNATIONAL LTD
GENDER PAY GAP (Mean)	10.2%	10.2%	25.7%
GENDER PAY GAP (Median)	7.5%	7.3%	24.2%
BONUS PAY GAP (Mean)	15.7%	12.6%	44.7%
BONUS PAY GAP (Median)	5.9%	4.4%	22.7%
BONUS PROPORTION (Female)	81.9%	81.7%	85.0%
BONUS PROPORTION (Male)	79.1%	79.0%	82.3%
BENEFIT IN KIND PROPORTION (Female)	84.0%	84.2%	79.7%
BENEFIT IN KIND PROPORTION (Male)	82.2%	82.2%	75.4%
TEMPORARY EMPLOYEES PAY GAP (Mean)	8.2%	5.7%	44.1%
TEMPORARY EMPLOYEES PAY GAP (Median)	-2.2%	-2.3%	44.1%
PART TIME PAY GAP (Mean)	-30.2%	-25.5%	-110.9%
PART TIME PAY GAP (Median)	-26.0%	-23.2%	-121.4%
PROPORTION MALE/FEMALE EMPLOYEES (Lower Pay Quartile)	50.3% / 49.7%	52.0% / 48.0%	27.6% / 72.4%
PROPORTION MALE/FEMALE EMPLOYEES (Lower Middle Pay Quartile)	48.8% / 51.2%	51.1% / 48.9%	26.4% / 73.6%
PROPORTION MALE/FEMALE EMPLOYEES (Middle Upper Pay Quartile)	52.7% / 47.3%	53.1% / 46.9%	46.6% / 53.4%
PROPORTION MALE/FEMALE EMPLOYEES (Upper Pay Quartile)	63.0% / 37.0%	63.6% / 36.4%	53.7% / 46.3%

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 a higher proportion of females subscribing to flexible leave opportunities.
- There is a higher proportion of males in engineering, IT, R&D, management, and technical roles.

ACTION PLAN

We continue to expand on our Future Females in Engineering Programme; aimed at developing talented women from within our organisation in engineering roles. This initiative provides mentorship, professional development opportunities, and a supportive network to empower and advance the careers of women in engineering.

We have implemented an attraction and retention strategy for greater diversity, focusing on accelerating employees' intentional development and ensuring equitable opportunities for career advancement.

We have expanded our High School STEM Internship program to four additional partner schools to give young people the confidence to succeed in science, technology, engineering and math and inspire them to pursue STEM related careers.

This report shows the gender pay data that Abbott Ireland is required to publish according to the Gender Pay Gap Information Act 2021. This data is based on the snapshot date of 22 June 2023.