



ABBOTT IRELAND GENDER PAY REPORT

SNAPSHOT DATE 22 JUNE 2024	ABBOTT COMBINED	ABBOTT IRELAND	ABBOTT RAPID DX INTERNATIONAL LTD
GENDER PAY GAP (Mean)	9.7%	9.7%	25.5%
GENDER PAY GAP (Median)	6.9%	7.2%	21.0%
BONUS PAY GAP (Mean)	16.9%	14.9%	49.0%
BONUS PAY GAP (Median)	9.5%	7.3%	23.5%
BONUS PROPORTION (Female)	83.9%	83.4%	87.1%
BONUS PROPORTION (Male)	84.4%	84.1%	88.3%
BENEFIT IN KIND PROPORTION (Female)	84.0%	84.4%	77.4%
BENEFIT IN KIND PROPORTION (Male)	83.1%	83.2%	77.5%
TEMPORARY EMPLOYEES PAY GAP (Mean)	10.7%	11.25%	35.5%
TEMPORARY EMPLOYEES PAY GAP (Median)	3.3%	3.7%	38.0%
PART TIME EMPLOYEES PAY GAP (Mean)	-19.9%	-16.1%	-68.0%
PART TIME EMPLOYEES PAY GAP (Median)	-18.7%	-16.3%	-62.9%
PROPORTION MALE / FEMALE EMPLOYEES (Lower Pay Quartile)	49.9% / 50.1%	50.7% / 49.3%	33.7% / 66.3%
PROPORTION MALE / FEMALE EMPLOYEES (Lower Middle Pay Quartile)	49.7% / 50.3%	50.6% / 49.4%	20.9% / 79.1%
PROPORTION MALE / FEMALE EMPLOYEES (Middle Upper Pay Quartile)	54.8% / 45.2%	55.5% / 44.5%	43.8% / 56.2%
PROPORTION MALE / FEMALE EMPLOYEES (Upper Pay Quartile)	60.1% / 39.9%	62.3% / 37.7%	51.2% / 48.8%

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

We have increased female representation in both leadership and stem roles.

There is a higher proportion of males working overtime and non-standard shifts.

There is a higher proportion of females subscribing to our flexible leave opportunities.

There is a higher proportion of males in engineering, IT, R&D, and technical roles.

ACTION PLAN

We continue to focus on developing a broad recruitment pipeline, both internally and externally, to help attract qualified female talent. We do this by supporting employees' intentional development, offering equitable opportunities for career advancement, removing barriers for women and providing equal opportunity for and access to leadership positions.

Our Future Females in Engineering Programme continues to grow, focusing on nurturing talented women within our

organization in engineering roles. This initiative offers mentorship, professional development, and networking to support the careers of women in engineering.

We continue to invest in the communities we serve through our comprehensive STEM Outreach, including our High School STEM Internship program, which aims to inspire young people to pursue careers in science, technology, engineering, and math.