



THE ABBOTT LABORATORIES UK GENDER PAY GAP REPORT

This report shows the gender pay gap data that Abbott UK is required to publish according to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016. This data is based on the snapshot date of 5 April 2023.

The gender pay gap report shows the difference between the average earnings of men and women across an organisation. This is not the same as equal pay, which is the difference between the pay of men and women who carry out the same job, similar job, or work of equal value.

Abbott has three legal entities in the UK that meet the government reporting requirements: Abbott Laboratories Ltd, headquartered

at Maidenhead, Berkshire, and Abbott Diabetes Care Ltd, our manufacturing location in Witney, Oxfordshire and Abbott Toxicology, headquartered in Abingdon, Oxfordshire. We have also made the reports from these three entities available on the GOV.UK website.

This report reflects the consolidated results of these three legal entities in the UK. Our consolidated median gender pay gap of 8.0% for Abbott UK is below the national median gender pay gap of 14.3%, according to the Office of National Statistics 2023 data.

OUR RESULTS

PAY GAP

The difference in average hourly pay, expressed as a percentage of the hourly pay of male employees.

	MEAN (average)	MEDIAN (middle)
HOURLY RATE	9.6%	8.0%

BONUS PAY

The difference in average bonus pay, expressed as a percentage of the average male bonus.

	MEAN (average)	MEDIAN (middle)
BONUS PAY	30.9%	-2.3%

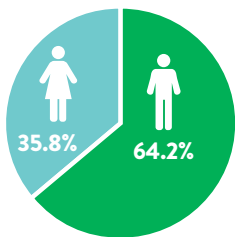
BONUS PROPORTIONS

The proportion of female and male employees who received a bonus in the 12 months prior to the snapshot date.

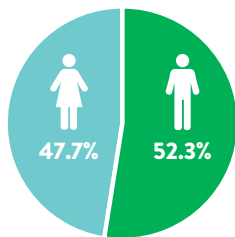
	FEMALE	MALE
BONUS PROPORTION	81.6%	82.6%

PAY QUANTILES

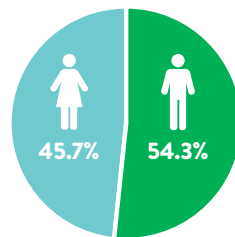
The proportion of males and females in each quarter of the payroll.



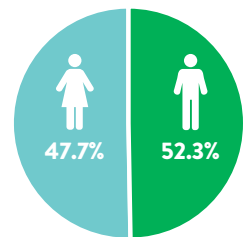
TOP PAY QUANTILE



UPPER MIDDLE PAY QUANTILE



LOWER MIDDLE PAY QUANTILE



LOWER PAY QUANTILE

OUR COMMITMENT TO OUR CURRENT AND FUTURE EMPLOYEES

For more than 130 years, Abbott has delivered breakthrough products that help people, families and communities lead healthier lives. To continue to compete globally, we need diverse perspectives, experiences and skills across all levels of our organisation. We are committed to fostering and supporting a culture of diversity and inclusion. Additionally, we have strong programs in place that provide growth and development opportunities for all our employees.

We've been widely regarded as an employer of choice, including being named as "Top Employers UK" and "Top Employers Europe Certification" by the Top Employers Institute. We take great pride in this recognition and we do not take it for granted. We continually review our programs to make sure we deliver on our commitments to our employees and to the communities where they live and work.

Neil Harris
Affiliate Management Representative
Abbott Laboratories, Ltd

Shaun Smith
Site Director
Abbott Diabetes Care, Ltd

Nicola Wojciechowicz
General Manager
Abbott Toxicology UK Ltd

ABBOTT UK GENDER PAY GAP REPORT BY LEGAL ENTITY

	ABBOTT DIABETES CARE LTD, UK	ABBOTT LABORATORIES LTD, UK	ABBOTT TOXICOLOGY LTD, UK	TOTAL ABBOTT UK
GENDER PAY GAP (MEAN)	12.0%	15.7%	4.8%	9.6%
GENDER PAY GAP (MEDIAN)	5.4%	15.6%	-2.6%	8.0%
BONUS PAY GAP (MEAN)	65.9%	33.8%	62.1%	30.9%
BONUS PAY GAP (MEDIAN)	21.8%	30.6%	-3.6%	-2.3%
BONUS PROPORTION (MALE)	87.1%	94.4%	48.2%	82.6%
BONUS PROPORTION (FEMALE)	85.5%	94.1%	58.7%	81.6%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER PAY QUARTILE)	59.7% / 40.3%	36.6% / 63.4%	43.0% / 57.0%	52.3% / 47.7%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER MID PAY QUARTILE)	66.3% / 33.7%	45.9% / 54.1%	51.8% / 48.2%	54.3% / 45.7%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER MID PAY QUARTILE)	62.9% / 37.1%	56.0% / 44.0%	44.7% / 55.3%	52.3% / 47.7%
PROPORTION MALE/FEMALE EMPLOYEES (TOP PAY QUARTILE)	73.7% / 26.3%	60.1% / 39.9%	41.2% / 58.8%	64.2% / 35.8%