



## 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 2024.

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

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

This report reflects the consolidated results of these four legal entities in the UK. Our consolidated median gender pay gap of 5.6% for Abbott UK is below the national median gender pay gap of 13.1%, according to the Office of National Statistics 2024 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	9.9%	5.6%

### BONUS PAY

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

	MEAN (average)	MEDIAN (middle)
BONUS PAY	36.6%	-20.6%

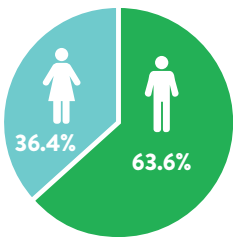
### BONUS PROPORTIONS

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

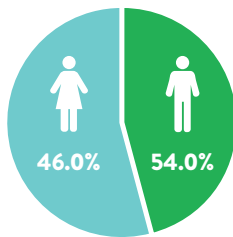
	FEMALE	MALE
BONUS PROPORTION	86.7%	86.7%

### PAY QUANTILES

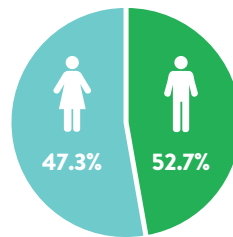
The proportion of males and females in each quarter of the payroll.



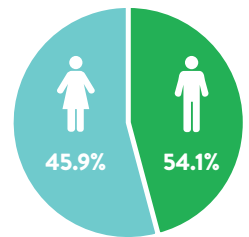
TOP  
PAY QUANTILE



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

Ross Campbell  
General Manager CRM  
Abbott Medical UK Ltd

## ABBOTT UK GENDER PAY GAP REPORT BY LEGAL ENTITY

	ABBOTT DIABETES CARE LTD, UK	ABBOTT LABORATORIES LTD, UK	ABBOTT TOXICOLOGY LTD, UK	ABBOTT MEDICAL LTD, UK	TOTAL ABBOTT UK
GENDER PAY GAP (MEAN)	6.8%	17.2%	1.8%	23.5%	9.9%
GENDER PAY GAP (MEDIAN)	-0.3%	16.8%	-4.9%	16.8%	5.6%
BONUS PAY GAP (MEAN)	53.8%	43.8%	53.1%	44.4%	36.6%
BONUS PAY GAP (MEDIAN)	-9.9%	38.9%	44.6%	54.6%	-20.6%
BONUS PROPORTION (MALE)	93.1%	96.4%	45.0%	94.0%	86.7%
BONUS PROPORTION (FEMALE)	89.6%	96.0%	61.6%	97.7%	86.7%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER PAY QUARTILE)	65.2% / 34.8%	35.1% / 64.9%	41.9% / 58.1%	31.2% / 68.8%	54.1% / 45.9%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER MID PAY QUARTILE)	66.8% / 33.2%	47.0% / 53.0%	59.3% / 40.7%	47.2% / 52.8%	52.7% / 47.3%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER MID PAY QUARTILE)	61.4% / 38.6%	60.0% / 40.0%	45.3% / 54.7%	59.4% / 40.6%	54.0% / 46.0%
PROPORTION MALE/FEMALE EMPLOYEES (TOP PAY QUARTILE)	70.5% / 29.5%	60.0% / 40.0%	43.0% / 57.0%	66.7% / 33.3%	63.6% / 36.4%