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Abbott Laboratories (Pakistan) Limited

Gender Pay Gap Statement Under SECP Circular 10 of 2024

As a pioneer in Pakistan's pharmaceutical industry, Abbott is committed to fostering a diverse, equitable and inclusive workplace. Driven by transparency and meritocracy, Abbott regularly reviews its policies and strategies to ensure fair and equitable compensation for all employees, regardless of gender.

Following is the gender pay gap calculated for the year ended 2024:

Mean Gender Pay Gap: -14%

(The mean pay for women is 14% higher than that of men)*

Median Gender Pay Gap: 16%

(The median pay for women is 16% lower than that of men)**

* The concentration of women in middle to senior management is higher as compared to men resulting in higher mean pay for women. These women are the succession pipeline for positions of higher responsibilities in the long-term.

** difference in median pay above is to be understood in the context that the highest paid positions of directors are mostly occupied by men. The calculation of median pay takes into account the pay of directors, which is significantly higher than the pay of other employees, and therefore acts as an outlier in the equation. When the pay of directors is removed from the equation, the median pay gap is 2.4%.

Signed on behalf of the Board of Directors of Abbott Laboratories (Pakistan) Limited:

Syed Anis Ahmed
Chief Executive Officer

Date: 14th March 2025