



**Abbott Laboratories (Pakistan) Limited**

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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 remains committed to fostering a diverse, equitable, and inclusive workplace. Underpinned by transparency and meritocracy, Abbott regularly reviews its policies and reward frameworks to ensure fair and equitable compensation for all employees, irrespective of gender.

For the year ended 2025, the gender pay gap assessment is as follows:

Mean Gender Pay Gap: -3.1%  
(The mean pay for women is 3.1% higher than that of men)

Median Gender Pay Gap: -16%  
(The median pay for women is 16% higher than that of men)

The higher concentration of women in middle to senior management roles results in higher mean and median pay for women relative to men. These women constitutes a critical part of the company's succession pipeline for positions of higher responsibilities in long-term.

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

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Syed Anis Ahmed  
Chief Executive Officer

Date: 25<sup>th</sup> March 2026