

Smurfit Westrock

Smurfit Kappa Ireland Limited

Gender Pay Gap Report

December 2024



Smurfit Kappa Ireland Limited, as part of the Smurfit Westrock Group, is a truly inclusive and diverse organisation. We appreciate and value the diversity of our people who bring new experiences, ideas, perspectives, and differences. This diversity enables our organisation to grow and innovate for our future.

Smurfit Kappa Ireland Limited is pleased to present its 2024 Gender Pay Gap Report, in accordance with the Gender Pay Information Act 2021. For this report, the snapshot date was 30 June 2024.

Our journey - 2024 update

“EveryOne” our Diversity, Equity, Inclusion and Belonging (DEIB) programme is a key focus for the Group. We focus our work through our Council for DEIB, which is chaired by Sharon Whitehead, Group Chief HR Officer. The Council is supported by our Executive Sponsor for Gender Diversity – Ken Bowles, Executive Vice President & Group CFO and is further assisted by leaders at senior management level, and a global ally network.

- We have continued to build on our RISE Female Development Programme and have 5 cohorts (145 participants) who have completed this programme in 2024. It is a programme which develops and empowers females in the workplace. In 2024 RISE won the CIPD HR in Ireland Learning and Development Award, highlighting its impact on gender diversity and professional development.
- In 2024 we reported that we have successfully met our target of having 25% of our management positions held by women, as of 31 December 2023. The Group has also continued to increase the numbers of female participants in all our Global Learning Academy programmes and have broadened our engagement with our partner ‘Social Talent’, for DEIB learning across the group.

We will continue these programmes into 2025.

Note: Smurfit Kappa Group merged with the WestRock Company on 5 July 2024, and each entity subject to mandatory gender pay gap reporting will report separately for 2024.

In prior years, Smurfit Kappa Group disclosed its gender pay gap on a voluntary basis - combining the results for all companies in the Group. At that stage no single entity was in scope for mandatory reporting. For 2024, Smurfit Kappa Ireland Limited is now in scope and these results are not directly comparable with the Group results reported in prior years.

What is the Gender Pay Gap?

Similar to other large manufacturing organisations, which have a long history of underrepresentation of women, our gap is impacted by having fewer female than male colleagues in our business (c.20% females) and the different roles they have within the Company. The gender pay gap is the difference between the average (mean) hourly remuneration of all females compared to all males, irrespective of their role or level in the organisation, expressed as a percentage of average male remuneration.

Separately, we assess the difference between the midpoint (median) of all females compared to all males, expressed as a percentage of median male remuneration.

While the terms are often used interchangeably, it is important to clearly differentiate between Equal Pay and Gender Pay Gap.

Gender Pay Gap does not compare employees on the basis of their roles, job titles, length of service or experience. Instead it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

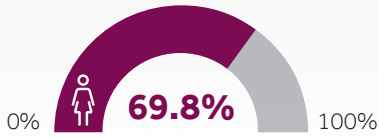
Difference between males and females	Mean (average)	Median (middle)
Pay gap	0.8%	4.3%
Bonus gap	-10.8%	1.2%

The data shows a mean Gender Pay Gap of plus 0.8% which means that the **mean total pay of men is marginally higher than the mean total pay of women by 0.8% in Smurfit Kappa Ireland Limited.**

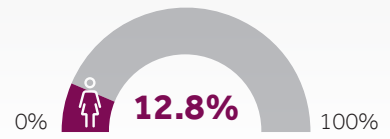
We also note that we have a median Gender Pay Gap of plus 4.3% which means that the **median pay of men is higher than median pay of women by 4.3% in Smurfit Kappa Ireland Limited.**



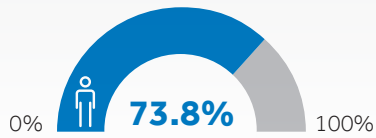
Proportion of females receiving bonus



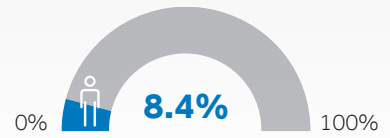
Proportion of females receiving benefit in kind



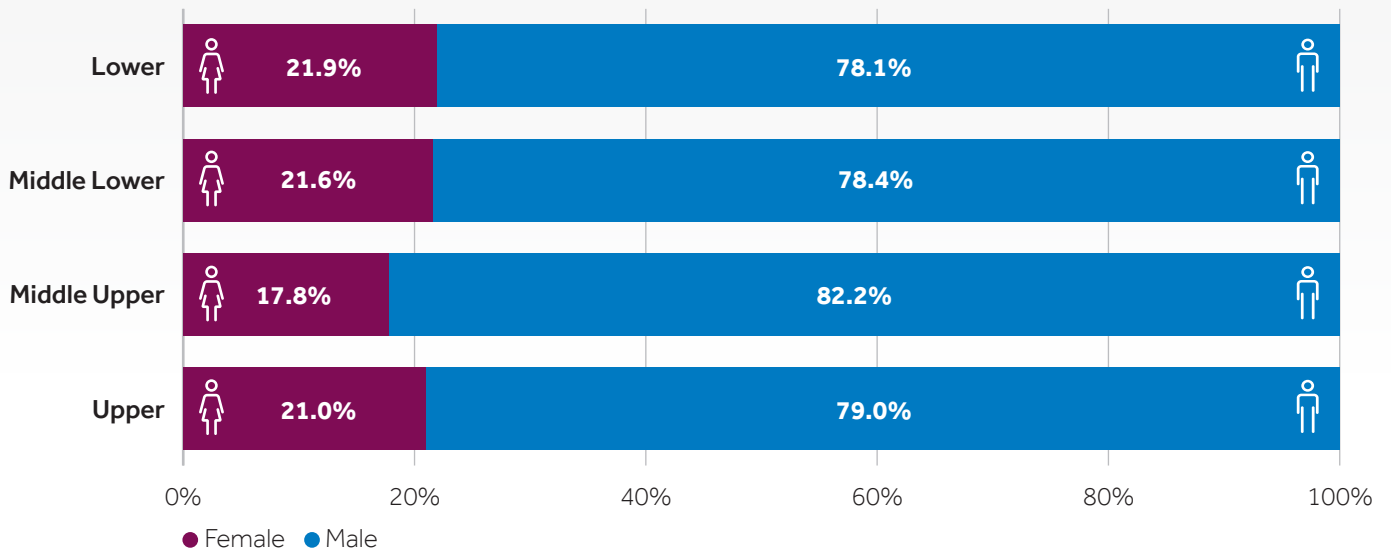
Proportion of males receiving bonus



Proportion of males receiving benefit in kind



Proportion of males and females in each quartile



Note: For temporary employees the mean gender pay gap is 2.7% (median 0.7%)

With our ambitious plans for DEIB in Smurfit Westrock at the forefront of our minds, we have been on an accelerated journey since the combination to champion and promote Diversity, Equity, Inclusion and Belonging.

We are committed to being a Company where everyone will genuinely belong, be respected, valued and can do their best work. Diversity is the one thing we have in common and is a competitive advantage.

Tony Smurfit
President & Group CEO
Smurfit Westrock

Sharon Whitehead
Group Chief HR Officer
Smurfit Westrock

