Smurfit Westrock

Gender Pay Gap Report Ireland

November 2026

EveryOne

For An Inclusive Workplace



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At Smurfit Westrock, we believe that our people are at the heart of our success. We are committed to fostering an inclusive and diverse workplace where everyone feels valued, respected and empowered to reach their full potential. The unique experiences, perspectives and talents of our people strengthen our organisation, encourage innovation and contribute to our continued growth and success.



Smurfit Westrock is pleased to publish its 2026 Gender Pay Gap Report, in accordance with the Gender Pay Gap Information Act 2021. This report presents the gender pay gap results across Smurfit Westrock entities in Ireland, covering employees on both permanent and temporary contracts during the reporting period July 1st 2025 to June 30th 2026.

We remain committed to understanding the factors influencing our gender pay gap and supporting meaningful, sustainable progress.

Our journey - 2026 update

"EveryOne", our Inclusion and Belonging programme, remains a key focus for our Company. The efforts are driven through our EveryOne Forum, which is chaired by Stephanie White, Chief Inclusion & Diversity Officer. Ken Bowles, Executive Vice President and CFO, serves as the Global Executive Sponsor for Gender & Allies and is further supported by senior leaders.

- We have continued to build on our RISE Female Development Programme, which is designed to develop and empower women across the organisation. In 2026, two Group-wide cohorts participated in the programme.
- An EMEA & APAC Gender + Allies panel was held in June, led by regional Executive Sponsor Kate Ruane. Women leaders from across EMEA and APAC shared perspectives on their careers, respectful and inclusive behaviors, and allyship.

We will continue these programmes into 2027.

What is Smurfit Westrock's Gender Pay Gap?

In line with last year, we are pleased to voluntarily disclose our consolidated Gender Pay Gap results across all our Irish entities, demonstrating our commitment to transparency and understanding gender pay differences across our organisation.

Our 2026 Gender Pay Gap results provide an important perspective on how pay and workforce representation vary across Smurfit Westrock's Irish operations. With a workforce comprising 69.8% men and 30.2% women, our results reflect the broad mix of roles, responsibilities and remuneration structures across our businesses.

Our results show a **mean Gender Pay Gap of minus 14.8%**, indicating that the average hourly pay of women is 14.8% higher than that of men across Smurfit Westrock in Ireland.

We also report a **median Gender Pay Gap of plus 6.1%**, indicating that the median hourly pay of men is 6.1% higher than that of women.

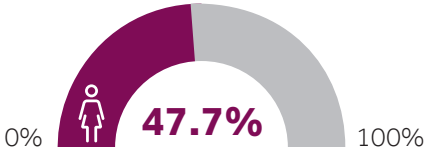
Our bonus pay gap results show a **mean Bonus Gap of minus 17.1%** and a **median Bonus Gap of minus 178.5%**, reflecting higher average and median bonus payments for women across our Irish workforce.

Difference between males and females	Mean (average)	Median (middle)
Pay gap	-14.8%	6.1%
Bonus gap	-17.1%	-178.5%

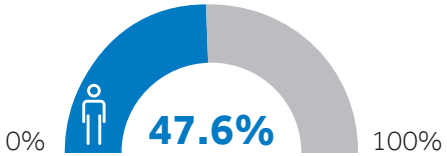
Our results reflect the diversity of roles and career opportunities across Smurfit Westrock in Ireland. Differences in workforce composition across business areas and organisational levels influence the overall distribution of pay. We remain committed to fair and consistent pay practices, fostering an inclusive culture, and supporting the development and progression of our people. Through our continued focus on fairness, inclusion and equal opportunity, we continue to ensure that all employees have the opportunity to succeed and that their contributions are recognised and valued.

We remain committed to further evolving our inclusive culture, supporting the development and progression of our people, and ensuring that everyone has the opportunity to thrive. Through our continued focus on fairness, inclusion and equal opportunity, we aim to create a workplace where the diverse talents and contributions of all employees continue to be recognised and valued.

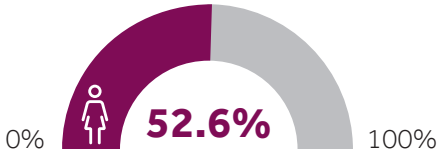
Proportion of females receiving bonus



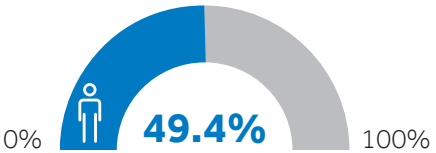
Proportion of males receiving bonus



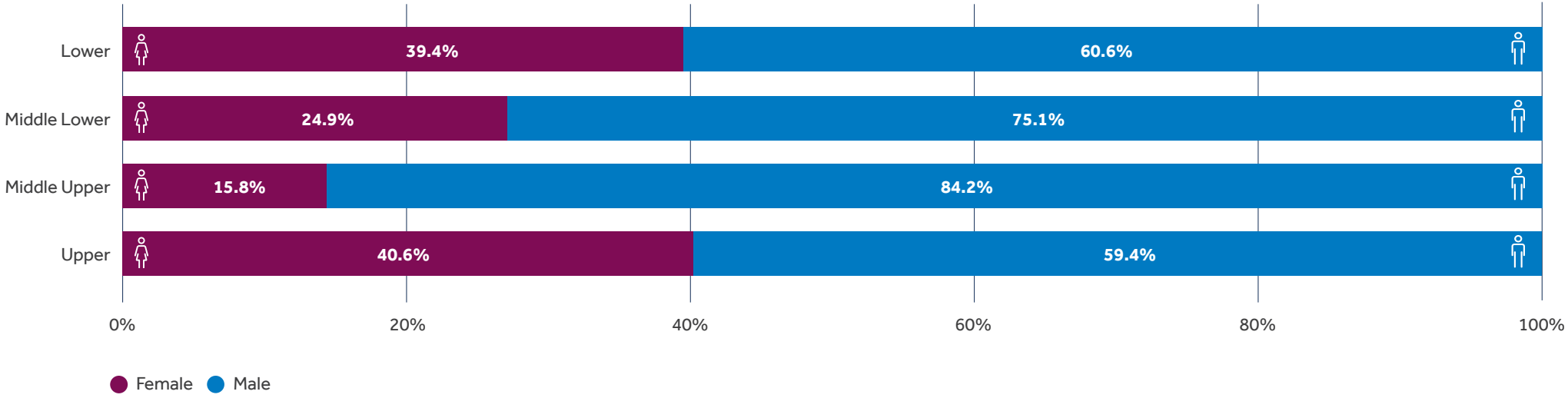
Proportion of females receiving benefit in kind



Proportion of males receiving benefit in kind



Proportion of males and females in each quartile (Hourly Pay)



For 2026, five of our Irish entities meet the mandatory gender pay gap reporting requirements of 50 employees:

- Smurfit Westrock Ireland Limited
- Smurfit Kappa Services Limited
- Smurfit Westrock Consumer Ire Limited
- Smurfit Westrock Consumer Limerick Limited
- Smurfit Westrock Consumer Dublin Limited

A detailed breakdown of the gender pay gap results for each of these entities is provided in the appendices.

Our results highlight the valuable contributions of both men and women across Smurfit Westrock in Ireland, with encouraging representation across pay quartiles and closely balanced bonus participation between genders. Gender pay gap reporting provides an important opportunity to better understand our workforce and pay distribution, supporting our continued focus on fair and consistent reward practices. We remain committed to building on our strengths, promoting transparency and creating a positive future for our people and our business.

Tony Smurfit
President & CEO Smurfit Westrock

Gillian Carson-Callan
Chief Human Resources Officer

27th November 2026



Appendix 1
Smurfit Westrock Ireland Limited

Smurfit Westrock Ireland Limited represents approximately 40.5% of Smurfit Westrock's workforce in Ireland, encompassing a broad range of roles and responsibilities. The results reflect differences in earnings distribution, with average and median bonus payments favoring women.

Gender pay gap measures

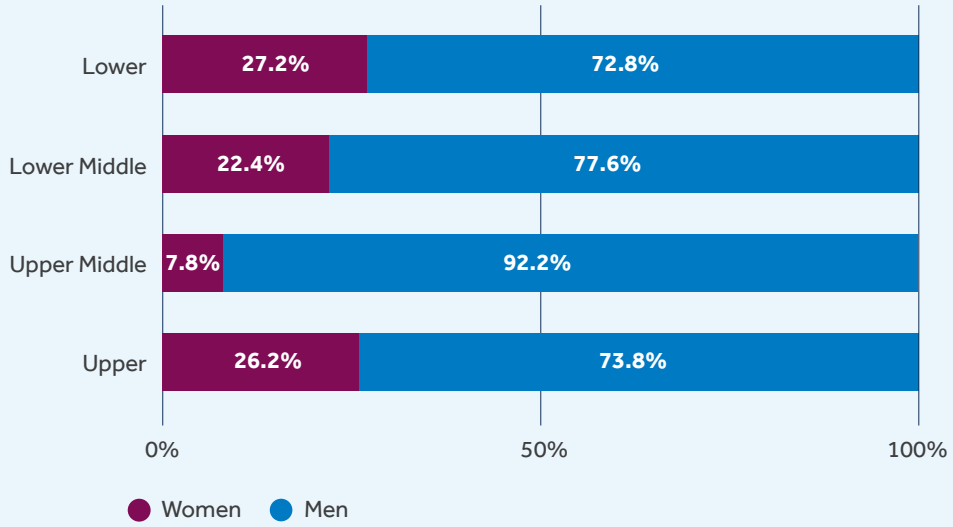
MEAN HOURLY PAY GAP
-15.5%
Favours Women

MEDIAN HOURLY PAY GAP
+9.8%
Favours Men

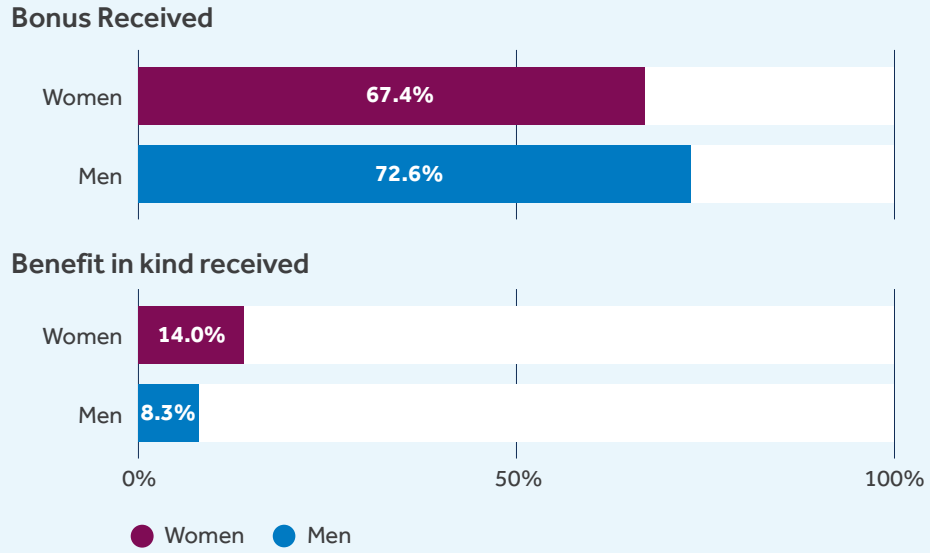
MEAN BONUS GAP
-108.6%
Favours Women

MEDIAN BONUS GAP
-18.7%
Favours Women

Representation by pay quartile



Bonus and benefit-in-kind participation



Temporary: mean +11.1% | median +7.0% Part-time: mean -48.3% | median -48.3%

Appendix 2
Smurfit Kappa Services Limited

Smurfit Kappa Services Limited supports a range of corporate and business functions. The results highlight differences between mean and median earnings, reflecting varying patterns of pay distribution across the workforce.

Gender pay gap measures

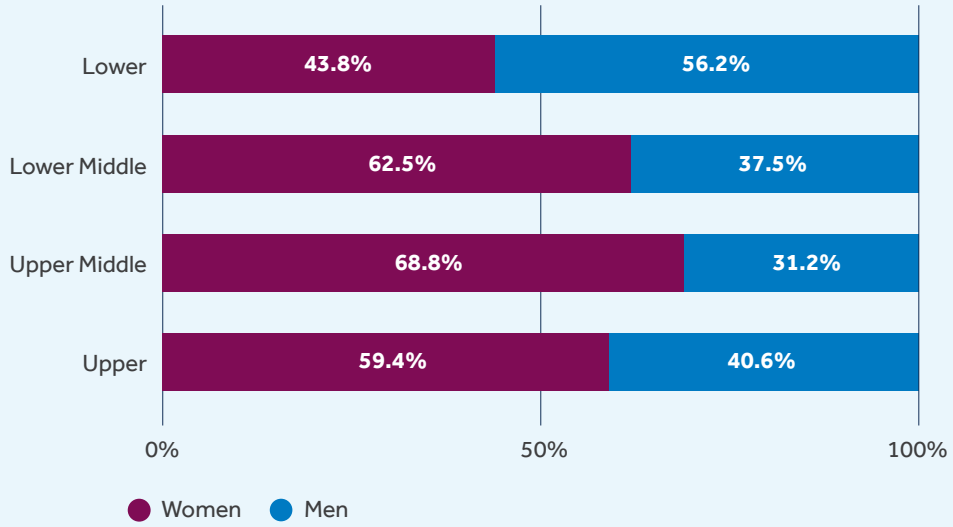
MEAN HOURLY PAY GAP
+50.5%
Favours Men

MEDIAN HOURLY PAY GAP
-18.6%
Favours Women

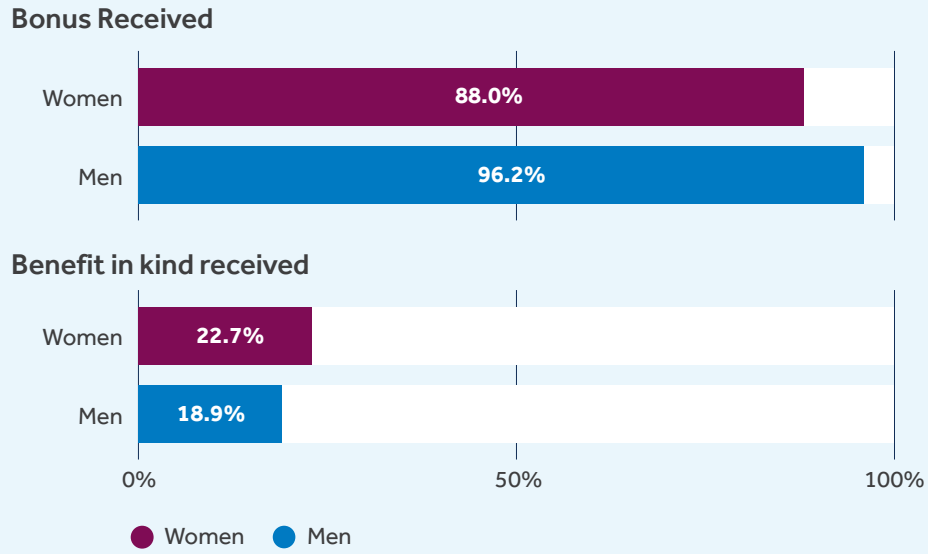
MEAN BONUS GAP
+63.6%
Favours Men

MEDIAN BONUS GAP
-53.8%
Favours Women

Representation by pay quartile



Bonus and benefit-in-kind participation



Appendix 3
Smurfit Westrock Consumer Ire Limited

Smurfit Westrock Consumer Ire Limited supports a range of operational activities. The gender pay gap results reflect greater representation of men in the upper pay quartiles, highlighting differences in workforce composition across pay levels.

Gender pay gap measures

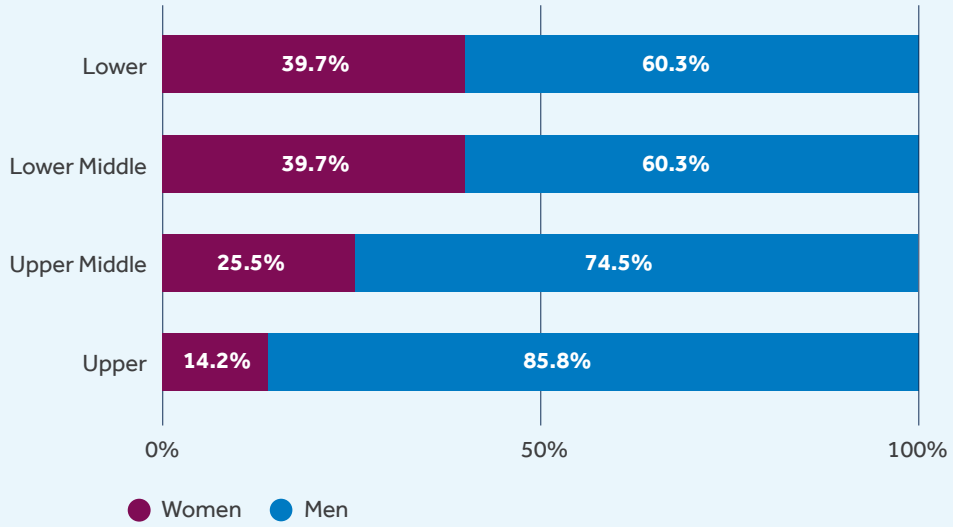
MEAN HOURLY PAY GAP
+11.6%
Favours Men

MEDIAN HOURLY PAY GAP
+9.5%
Favours Men

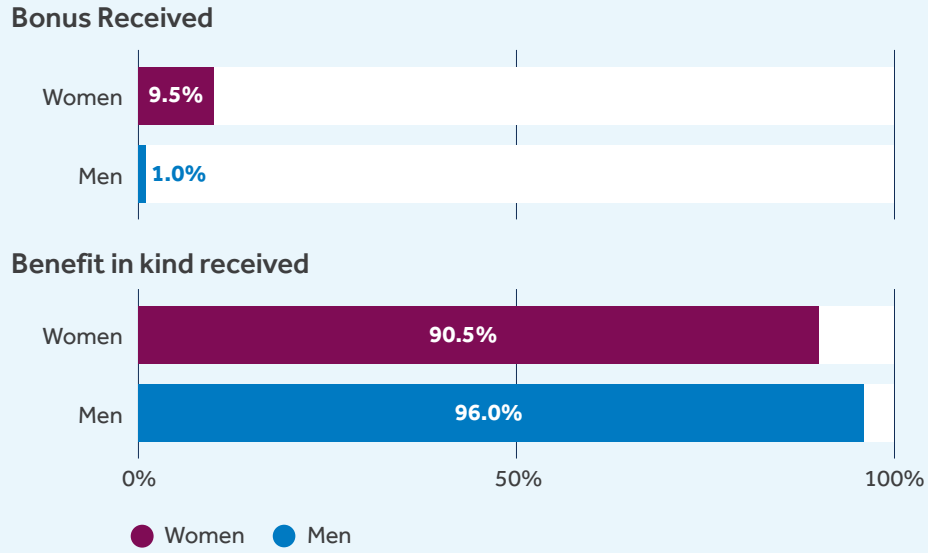
MEAN BONUS GAP
+86.0%
Favours Men

MEDIAN BONUS GAP
+91.0%
Favours Men

Representation by pay quartile



Bonus and benefit-in-kind participation



Appendix 4
Smurfit Westrock Consumer Limerick Limited

Smurfit Westrock Consumer Limerick Limited supports a range of manufacturing and operational activities. The gender pay gap results reflect the composition of the workforce, with a higher proportion of men in the higher pay quartiles.

Gender pay gap measures

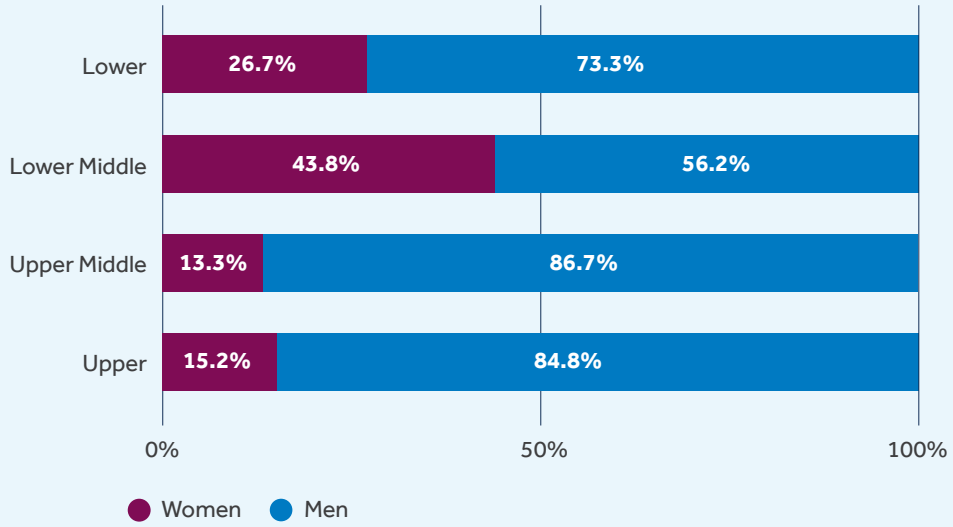
MEAN HOURLY PAY GAP
+12.6%
Favours Men

MEDIAN HOURLY PAY GAP
+11.9%
Favours Men

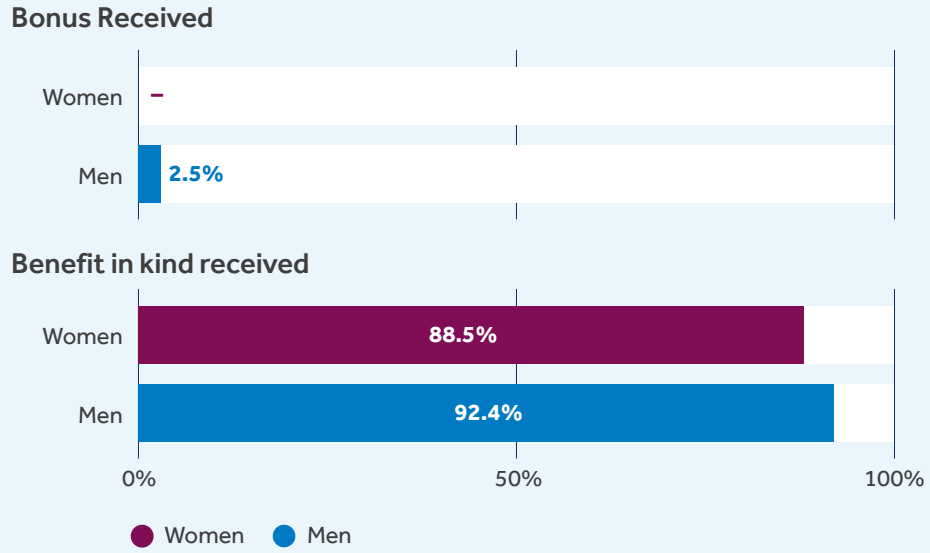
MEAN BONUS GAP
N/A

MEDIAN BONUS GAP
N/A

Representation by pay quartile



Bonus and benefit-in-kind participation



Appendix 5
Smurfit Westrock Consumer Dublin Ltd

Smurfit Westrock Consumer Dublin Ltd supports healthcare packaging operations across a range of roles. The results reflect differences in pay distribution, with greater representation of men in the upper pay quartile.

Gender pay gap measures

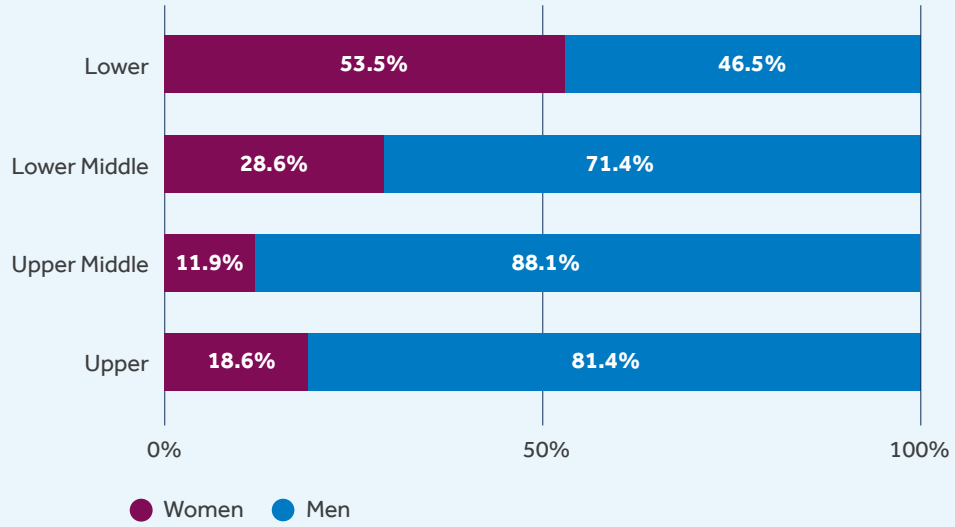
MEAN HOURLY PAY GAP
+23.1%
Favours Men

MEDIAN HOURLY PAY GAP
+24.6%
Favours Men

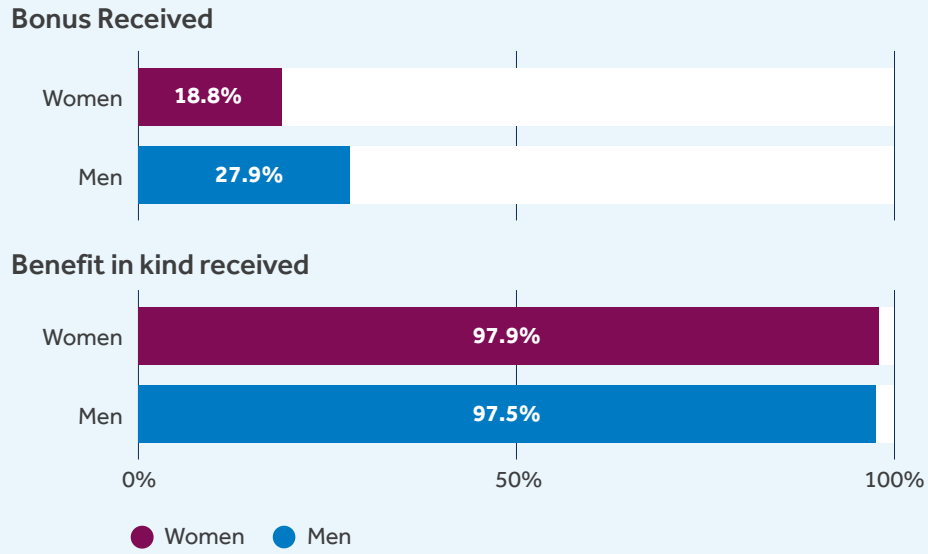
MEAN BONUS GAP
+41.2%
Favours Men

MEDIAN BONUS GAP
-188.7%
Favours Women

Representation by pay quartile



Bonus and benefit-in-kind participation



Part-time: mean -37.6% | median -37.6%