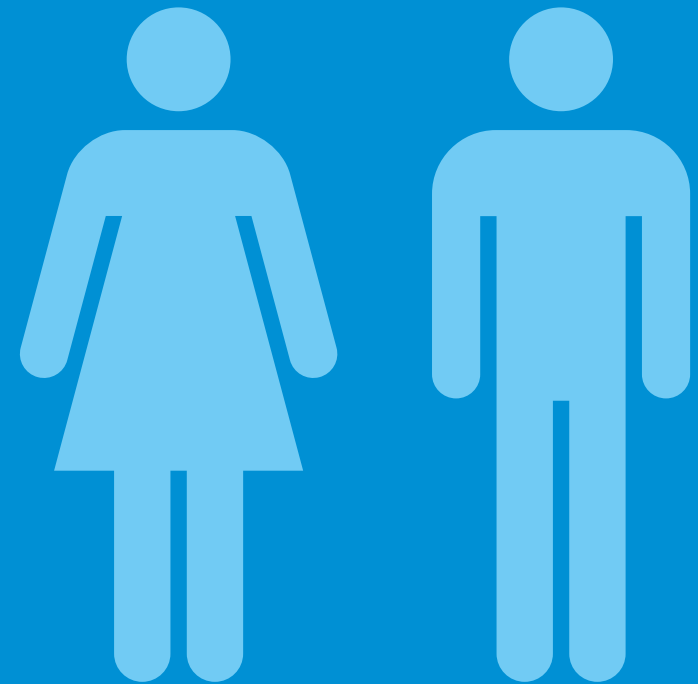


Gender pay gap Report 2024-25



October, 2025

Gender pay gap report

Sample data date - 6 June 2025

At Ardagh Group we are committed to our Purpose and Core Values. Together, they define our culture and serve as the driving force behind everything we do.

Inclusion ensures we are mindful of others, inviting contributions from everyone and valuing our diversity of thought. We all need to be comfortable and confident to be ourselves while at work.

Trust is earned by displaying attributes that show we are respectful, reliable, consistent and honest in our approach to others. It is built on mutual respect, personal integrity and transparency.

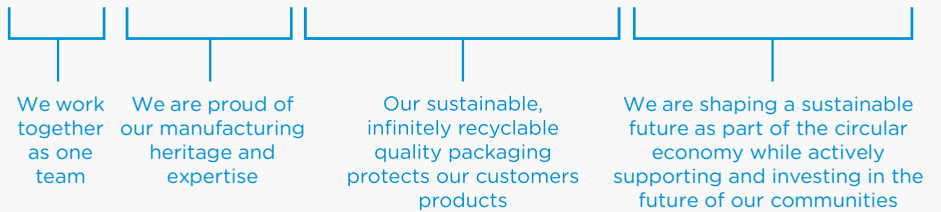
Teamwork is achieved with collaboration and open communication. Working together as one team enables us to identify roadblocks, collaborate and deliver results. Teams should be mindful of the impact their decisions have on other teams, and the business.

Excellence is our continual pursuit of self-improvement through learning and development, as well as our commitment to elevating the business to greater heights.

What is the Gender Pay Gap?

The gender pay gap in Ireland refers to the difference in average hourly earnings between men and women in the organisation's workforce expressed as a percentage. It is not the same as equal pay, which compares earnings for men and women in equivalent roles.

We make packaging for good



Breakdown

Ardagh Group gender pay gap 2024-25	
Mean	43%
Median	27%

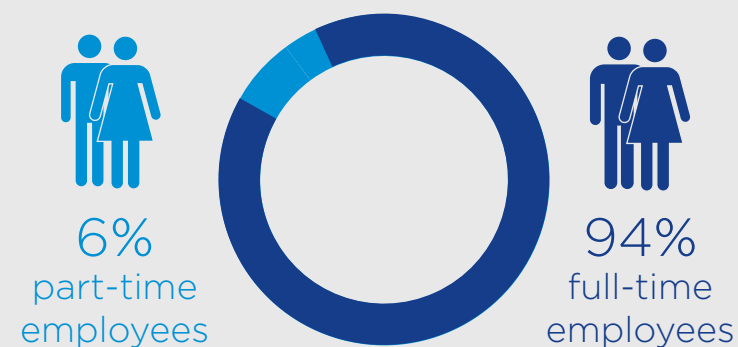
Mean is calculated by adding the hourly payment of all employees together and dividing by the number of employees. Median is calculated by ordering the hourly payment of all employees from the smallest to the largest and locating the middle value

Ardagh Group gender pay gap 2024-25		
	Gender	Percentage
Mean hourly gender pay gap (all)	n/a	43%
Mean hourly gender pay gap (part-time)	n/a	6%
Median hourly gender pay gap all	n/a	27%
Median hourly gender pay gap (part-time)	n/a	20%
Mean hourly bonus (all)	n/a	79%
Median hourly bonus (all)	n/a	40%
% of employees per gender to receive a bonus	Male	90%
	Female	91%
% of employees per gender to receive benefit in kind	Male	88%
	Female	91%
% of employees within the lower quartile	Male	46%
	Female	54%
% of employees within the lower middle quartile	Male	50%
	Female	50%
% of employees within the upper middle quartile	Male	69%
	Female	31%
% of employees within the upper quartile	Male	65%
	Female	35%

Breakdown of female v male employees



Breakdown of part-time v full-time employees



Glossary

Mean is calculated by adding the hourly pay of all employees together and dividing by the number of employees.

Median is calculated by ordering the hourly pay of all employees from smallest to largest and locating the middle value.

Quartiles are found by ordering the hourly payment of all employees from smallest to largest and dividing them into 4 sections.

Bonus payments – include contractual, performance related and business target related bonuses.

Benefit in Kind (BIK) refers to non-cash benefits e.g. – private medical insurance.

Conclusion

Our data indicates that senior positions—specifically those in the upper and higher quartiles—are predominantly held by men, reflecting a legacy challenge in the traditionally male-dominated manufacturing/engineering sector. We are actively committed to fostering greater diversity and inclusion at all levels of the organisation to build a more balanced team.

Our actions to address the gender pay gap at Ardagh Group:

Recruitment and selection – Our recruitment policy is designed to ensure that we hire and promote the most appropriate candidates in a fair and consistent manner free from discrimination and bias irrespective of their background, gender, ethnicity, age, disability, or any other protected characteristic. It is focused on finding employees with the relevant skills and abilities for Ardagh's current and future needs.

Hybrid and flexible working arrangements – Where the role permits, we promote hybrid and flexible working arrangements based on our Core Value of trust to accommodate the diverse needs of all employees.

Pay philosophy: At Ardagh our global pay principles are designed to be fair, transparent and supportive of the diverse needs of all our employees. We operate within a clear framework and regularly benchmark our salary data to stay informed of market trends, to remain inclusive, competitive and relevant within the markets we operate.

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