

About IPL Schoeller (One51 Group Services Limited)

On July 1, 2025, IPL merged with Schoeller Allibert and became IPL Schoeller (the ‘Company’). The Company’s operations are split across North America (11 manufacturing plants) and Europe (15 manufacturing plants).

The Company is headquartered in Dublin, Ireland. IPL Schoeller is a leading manufacturer of sustainable rigid packaging across a range of end market segments including returnable transit packaging, consumer and industrial packaging, environmental containers and bulk RTG packaging. The company employs c.4,100 employees across the globe with c.60 employees based in Dublin, Ireland.

What is the Gender Pay Gap?

The gender pay gap report specifically measures gender-based differences in the mean and median hourly remuneration, mean and median bonus payments and the percentage of employees paid a bonus or benefit-in-kind across male and female employee population, irrespective of the role or level in the organisation and is expressed as a percentage of average male remuneration.

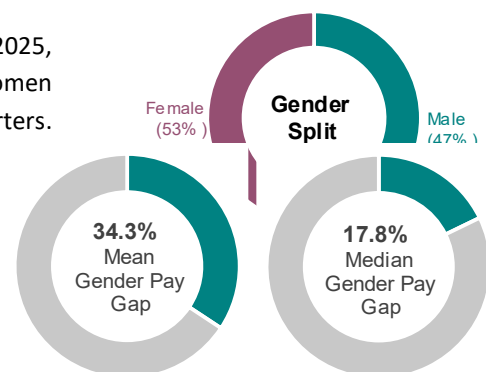
IPL Schoeller, Gender Pay Gap Report

At IPL Schoeller, pay is determined by the individuals’ role within the team and their performance in that role. Additional external factors do not affect an employee’s remuneration. IPL Schoeller is an Equal Pay employer – men and women performing equal work receive equal pay.

This report represents data at the snapshot date of 30 June 2025, where our workforce of 55 employees was made up of 29 women (53%) and 26 men (47%). Our Dublin office is our Group Headquarters.

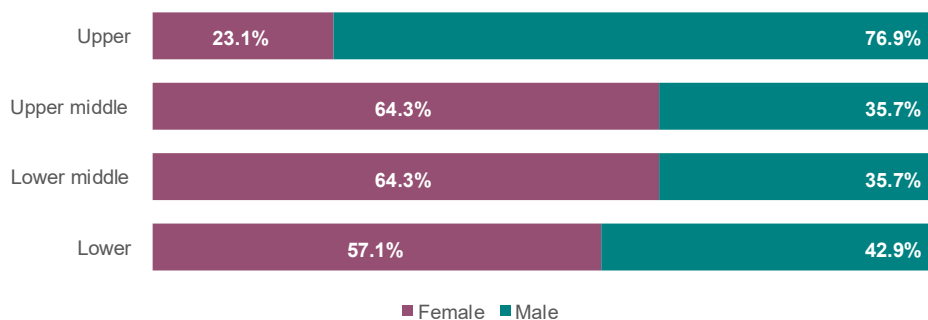
Our Gender Pay Gap

In 2025, our mean gender pay gap is 34.3% and our median gender pay gap is 17.8%.



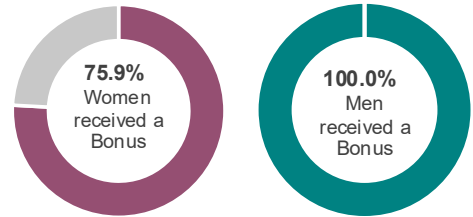
The chart below shows the proportion of female and male employees across all four quartiles.

Proportion of Male and Females employees in each Quartile

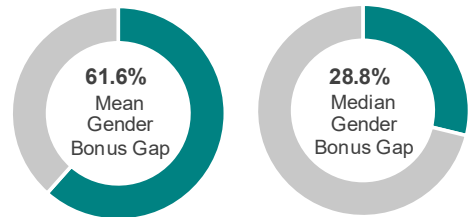


Our Gender Bonus Gap

In 2025, 75.9% of our female employees and 100% of our male employees received a bonus during the 12-months period ending with the snapshot date.

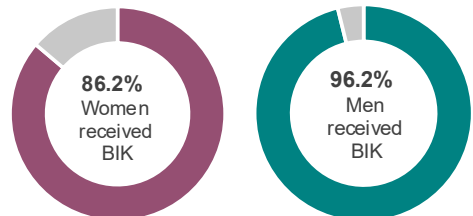


In 2025, our mean gender bonus gap is 61.6% and our median gender bonus gap is 28.8%.



Benefits-in-Kind

In 2025, 86.2% of our female employees and 96.2% of our male employees received Benefits-in-Kind during the 12-month period ending with the snapshot date.



Part-time and Fixed Term Pay Gap

In 2025, all our part-time employees, employees on temporary contracts and paid interns were female, therefore we do not have any gender pay gap to disclose for these.

Behind the numbers: what is driving our gap?

Our gender pay, and bonus, gaps are primarily related to the fact that most of our executive/senior employees in our Group are based in our head office in Dublin. Whilst IPL Schoeller aims to promote gender balance at all levels, most of our senior executive roles remain occupied by males as the plastics manufacturing industry is traditionally male dominated.

Apart from the upper quartile, where we only have 23.1% of our female population, due to most of our senior executive roles being occupied by males, the proportions of female in the upper middle, lower middle and lower quartiles are reflective of our gender split, i.e. we do not see an over representation of women in the lower quartile in comparison with the others.

Benefits-in-Kind are only provided to our permanent employees. All our employees on fixed-term contracts and interns at the snapshot date were female, which explains the difference between the ratio of males and females receiving Benefits-in-Kind.

The difference between the ratio of males and females receiving a bonus is because all (i) our recent hires since October 2024*, (ii) our employees on fixed-term contracts, and (iii) interns, at snapshot date were female. If we exclude these incumbents from the data, we then reach 100% female employees received a bonus during the 12-months period ending with the snapshot date, which is the same ratio as for our male population

I confirm that the data published at the time of reporting is accurate. We are continuing to work with our employees and business on a range of actions to facilitate and enhance our gender equality strategy.

** Our annual bonus was paid in March 2025, for the financial year 2024. Our bonus eligibility rules stipulate that a new employee who joined IPLSchoeller after the 01 October 2024 is not eligible for bonus payment in March 2025.*

Deirdre Donovan
Chief People Officer
November 2025