Gender Pay Gap Report

Ireland 2026

Snapshot date 30th June 2026

SUNTORY
BEVERAGE & FOOD GB&I



A word from our CEO

“I like to say that I was born and raised in Suntory having been with the company for most of my professional life.

I hope my journey to the top over the past twenty years can inspire women in our business and beyond.”

Elise Seibold

Chief Executive Officer

Suntory Beverage & Food GB&I



Inspiring Brilliance: Foreword by Mark Aherne and Jola Brooking



Mark Aherne
General Manager for Ireland
Suntory Beverage & Food GB&I



Jola Brooking
People & Culture Director
Suntory Beverage & Food GB&I

We care deeply about diversity, equity and inclusion, and remain committed to providing the same opportunities to everyone, regardless of gender.

DE&I is about the composition of our workforce and supply chain, the experience people have within our organisation and the way our brands operate in society, innovate and communicate.

Pursuing our DE&I mission will make us better connected, stronger and happier as a community, and will benefit our employees, our business and our brands. We also hope it will make a step towards creating a more equitable and inclusive world.

We will be authentic, listen, take action and collaborate with others to create a more inclusive experience and fairer outcomes for everyone associated with our business.

Our second gender pay gap report for Ireland shows encouraging progress compared with 2025. Both the mean and median pay gaps have narrowed, and women's representation in the highest pay quartile has increased.

We welcome these results as positive evidence of progress, while recognising that longer-term trends will provide a more reliable indication of sustained change. Reporting helps us scrutinise our data and inform our wider work on diversity and inclusion.

We continue to support women at all stages of their careers, including through parental leave, returning to work and the menopause. Our DE&I manifesto remains our guide as we help every employee fulfil their potential and unleash their spirit.



About Suntory Beverage and Food GB&I (SBF GB&I)

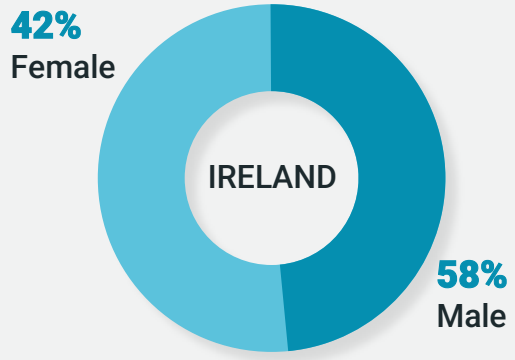
Our story in the Forest of Dean began in 1946, when Ribena maker H.W. Carter & Co. moved production from Bristol to Rock Lane in Coleford, Gloucestershire. Eight decades on, around 300 colleagues make Lucozade and Ribena at our 53-acre factory, continuing a proud tradition at the heart of the local community. Beyond the factory, teams bring our brands to life from our office in Sandyford, Dublin and head office in Uxbridge in GB.

SBF GB&I is the home to some of Ireland’s favourite brands, including Lucozade and Ribena. The business in Ireland also distributes Suntory’s world leading premium spirits such as Jim Beam, Yamazaki and Laphroaig. As part of Suntory Beverage & Food Europe and Japan-based Suntory Group, we combine local roots with Japanese manufacturing expertise.

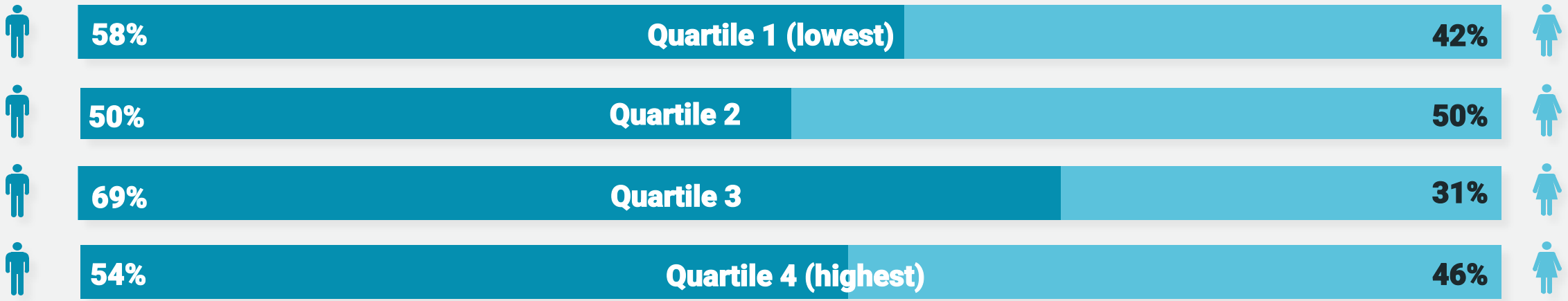
That connection between people, place and craft brings our purpose to life: to inspire the brilliance of life, by creating rich experiences for people, in harmony with nature. Our Growing for Good value guides our sustainable growth, because we believe doing good and growing our business go hand in hand.

Our employee population in Ireland

Our business operates from three sites across Great Britain and Ireland. In Ireland our office is in Sandyford in Dublin. In GB, we have our head office in Uxbridge and a manufacturing site in Coleford in the Forest of Dean.



Quartile Ranges* (in salary)



*** Quartile = Each quartile represents 25% of the SBF Ireland population from the lowest paid to the highest paid employee. The charts depict the gender balance of quartile ranges, showing what percentage in each quartile are men and what percentage are women.**

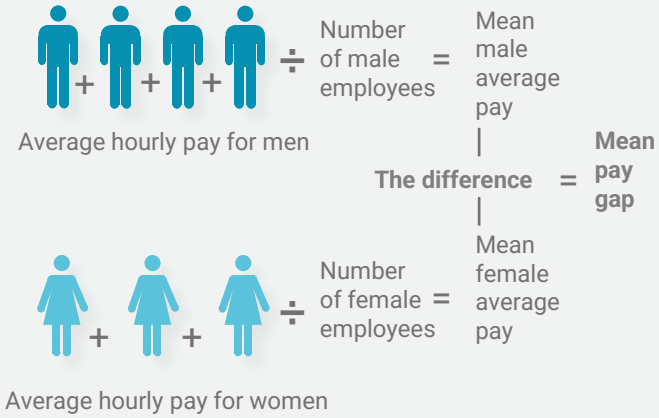
Breaking it down: What is the gender pay gap?

The gender pay gap shows the difference in average earnings between women and men regardless of the job they do. It does not measure equal pay, which relates to the salary women and men are paid for the same or similar jobs. We're asked to report on our gender pay gap in two ways:

Mean Pay Gap

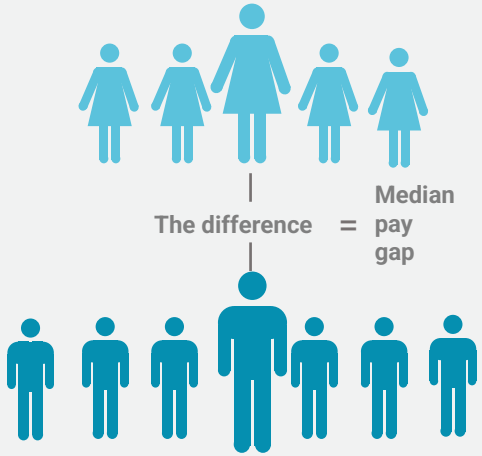
The mean gender pay gap is the difference in the average hourly pay of all women in SBF GB&I compared to all men in SBF GB&I.

How we calculate the mean difference



Median Pay Gap

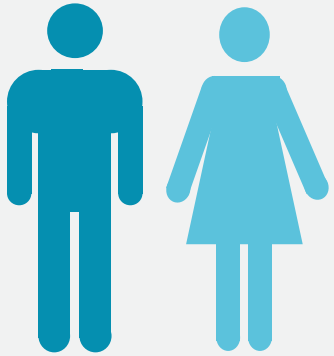
The median represents the middle point of a population. If you separately lined up all the women in SBF GB&I and all the men in SBF GB&I from lowest to the highest paid, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



*The illustrations on this slide represent an organisation with fewer females than males, as is the case with SBF GB&I

Our gender pay gap

+9.77%



The **mean pay** for **men** is **9.77% higher** than that of **women.**

+1.5%



The **median pay** for **men** is **1.5% higher** than that of **women**.

*Please note that a (- number) is in favour of women and a (+ number) is in favour of men.

Our gender pay gap has narrowed

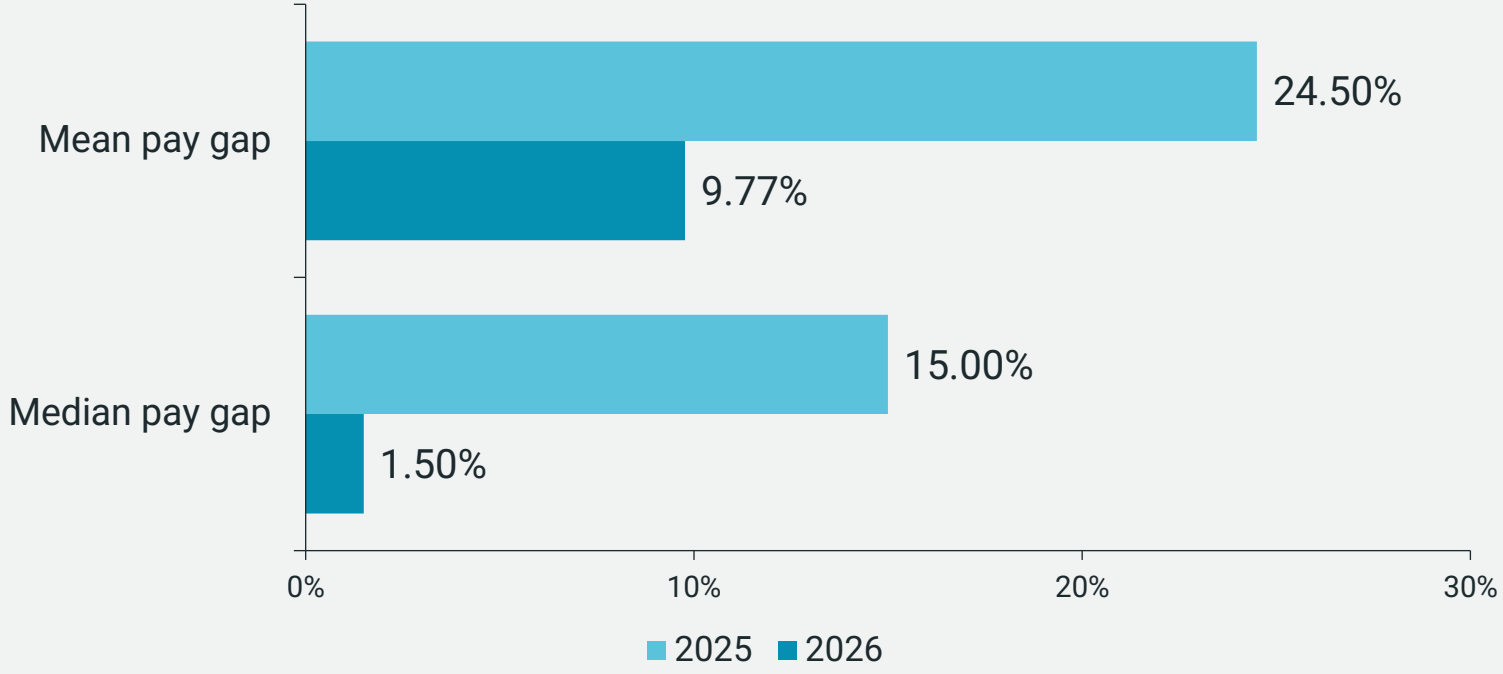
Ireland, 30 June 2026

9.77%

Mean pay gap

1.5%

Median pay gap



Bonus pay

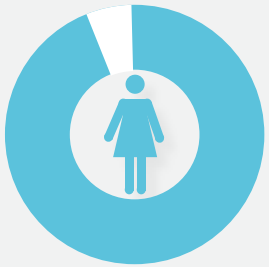
Our performance related bonuses are awarded against a number of agreed individual and company measures. The % of bonus awarded within SBF GB&I increases in line with seniority of the role.

Proportion of men and women receiving a bonus



100%

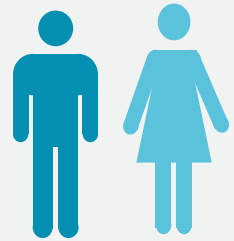
100% of **men** received a **bonus**



95%

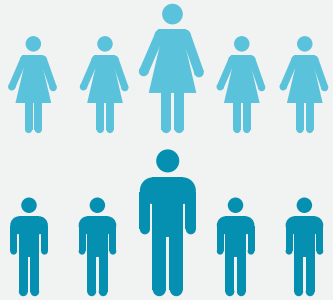
95% of **women** received a **bonus**

Gender bonus pay gap



+39.5%

The **mean bonus** pay for **men** is **39.5% higher** than **women**



-2.72%

The **median bonus** pay for **women** is **2.72% higher** than **men.**

Benefit in Kind

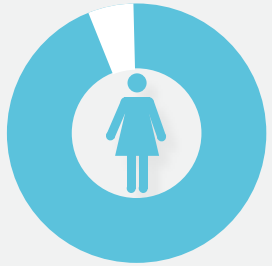
Benefit in Kind is a non-cash benefit provided to employees in addition to salary, such as company cars and private medical insurance.

Proportion of men and women receiving Benefit in Kind



100%

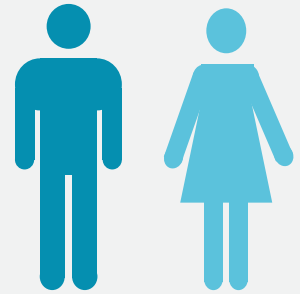
100% of **men** received Benefit in Kind



82%

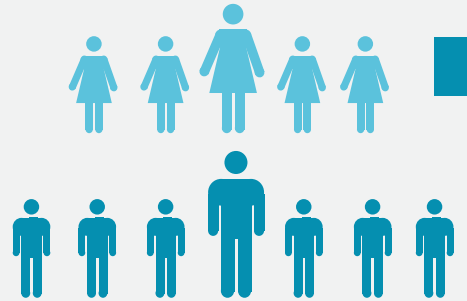
82% of **women** received Benefit in Kind

Benefit in Kind gap



+41%

The **mean Benefit in Kind** for **men** is **41% higher** than **women**



+42%

The **median Benefit in Kind** for **men** is **42% higher** than **women.**

Understanding our results

Explaining the data

This is only the second year of producing a gender pay gap report for our Ireland business and we're pleased to report good progress since 2025. Both mean and median pay gaps show improvements, plus there is increased representation of women within the highest pay quartile.

Our reporting data shows a gender pay gap that is mainly in favour of males. This is in part a factor of the small population we have in Ireland at just 50 people. Overall, workforce gender representation remains stable, but it's important to keep in mind that annual fluctuations can have a disproportionate impact on results.

Our business in Ireland is also very influenced by its sales team, which accounts for around 40% of our workforce and has a higher proportion of male employees. Many of these employees have been with our business for a long time and whilst we love how this reflects their commitment to a long career with us, this low turnover does limit our ability to make significant year on year changes.

Benefits-in-Kind such as private medical insurance and gym membership are offered equally to everyone, but company vehicles linked to sales roles contribute to the gender gap in benefits in kind.



50 people in our Ireland business



~40% of our workforce is in sales, with more male employees



Equal Benefits-in-Kind offered to all; sales vehicles drive the gap

Working on change: our action plan

Women in leadership:

We have set targets for balanced diversity ratios for leadership positions across our total SBF GB&I business, but we know there is more we can do to increase the number of women in leadership in Ireland to meet this goal.

Introduce menopause awareness training:

Improve understanding, know how to provide appropriate support and help create an inclusive working environment with dedicated training for people managers.

Support diverse talent pipelines and progression:

Continue to attract, develop and progress diverse talent, with a focus on increasing representation across higher-paid and leadership roles.

Strive for gender-balanced hiring outcomes:

Aim for a 50:50 gender split amongst shortlisted candidates at final interview stage, where talent availability allows. We are also assessing our recruitment practises and considering how we could encourage more women into our sales function. With the low turnover of sales roles, we know this might take time.

Establish quarterly governance and progress reviews:

Track gender pay gap metrics over time and monitor delivery of our action plan. This includes reviewing the influence of workforce composition, such as the sales population and associated Benefits-in-Kind such as company cars.

Pushing for more: Our Women’s Employee Impact Group



Siobhan Drummond
Women's EIG
representative for Ireland

“As a recent member of the Women’s EIG and a committee member of The Women in Grocery (TWIG) in Ireland since 2022, I’m deeply committed to creating spaces that empower and support women across the grocery industry and beyond — championing leadership, diversity, equality, inclusivity and the vital role of male allyship.

Being part of these groups continually inspires my personal and professional growth. Together, we share insights, uncover opportunities and develop initiatives that drive meaningful progress for women.

I’m incredibly proud to work for a business that already does so much to support women. That said, we know we can always do more. Through the EIG, we’re determined to keep pushing forward and I look forward to hosting our first Women’s EIG event in Ireland in 2027.”



Declaration
I confirm that the information set out in this report is as required under the **Gender Pay Gap Information Act 2021**.

SUNTORY
BEVERAGE & FOOD GB&I

Elise Seibold
Chief Executive Officer
Lucozade Ribena Suntory (SBF GB&I)

Jola Brooking
People & Culture Director
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