**Silgan Dispensing Systems - France**
**2024 Gender Equality Index Report**

Silgan Dispensing believes that a work environment based on mutual respect, diversity and inclusion brings out the best in people, which in turn contributes to business success. SDS is committed to providing a workplace free from discrimination or harassment and advancing equity by recruiting, employing, paying and promoting people based on their skills and qualifications.

SDS's Gender Equality Index for 2024 prepared in accordance with applicable French law is presented for two of its French manufacturing facilities, Le Tréport and Lacrost. This index specifies 5 key indicators measured on a 100-point scale:

- Salary gaps
- Gaps in promotion rates
- Gaps in wage increases
- Salary increase upon return from maternity leave
- Number of employees of the underrepresented gender among the ten employees who received the highest level of remuneration

SDS is pleased to report that it scored 93 points at its Le Tréport facility and 91 points at its Lacrost facility. The results reflect our strong and continuing focus on diversity, inclusion and equity.

*François Le Bleis*

François Le Bleis, VP Human Resources

## SILGAN DISPENSING SYSTEMS LE TREPORT

| | Index (1=yes, 0=no) | Index Value | Number of points achieved | Number of maximum points |
|---|---|---|---|---|
| 1 – Salary Gaps | 1 | 0,9 | 39 | 40 |
| 2 – Gaps in wage increases | 1 | 3,1 | 20 | 20 |
| 3 – Promotion gaps | 1 | 4,5 | 15 | 15 |
| 4 – Salary increase upon return from maternity leave | 0 | | | 15 |
| 5 – Number of employees of the underrepresented gender among the ten employees who received the highest level of remuneration | 1 | 2 | 5 | 10 |
| **INDEX (on 100 points)** | | | **93** | **100** |

## SILGAN DISPENSING SYSTEMS LACROST

| | Index (1=yes, 0=no) | Index Value | Number of points achieved | Number of maximum points |
|---|---|---|---|---|
| 1 – Salary Gaps | 1 | 2,9 | 37 | 40 |
| 2 – Gaps in wage increases | 1 | 2,4 | 35 | 35 |
| 3 – Salary increase upon return from maternity leave | 0 | | | 15 |
| 4 – Number of employees of the underrepresented gender among the ten employees who received the highest level of remuneration | 1 | 3 | 5 | 10 |
| **INDEX (on 100 points)** | | | **91** | **100** |