

# Gender Pay Report 2023



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Kingspan Group plc and its subsidiaries are engaged in the manufacture of high-performance insulation and building envelope solutions for the construction sector. Our products and solutions support a net-zero emissions built environment whilst striving to be a rewarding and equitable place to work.

Headquartered in Kingscourt Co. Cavan, we employ 859 staff across ROI in our head office and 6 manufacturing sites - Kingscourt, Castleblayney, Dublin, Askeaton, Monaghan and Glenamaddy. We are confident that everyone at Kingspan is rewarded equally for doing equivalent jobs across our business and we believe that all our people are supported to reach their full potential.

The Gender Pay Gap measures the difference between the average and median earnings of all male and female employees, irrespective of their role or seniority. It is not a measure of equality of pay for equal roles.

Our analysis indicates that our Gender Pay Gap is largely driven by our having more male employees occupying more senior roles, within manufacturing and construction sectors that remain male dominated. The personal choices our colleagues make around their working patterns and hours of work are also reflected in our Gender Pay Gap.

Kingspan is working hard to address these legacy sector norms. We are tackling this internally, through our People Passionate programme as well as our graduate and leadership development programmes, and externally, through our support of diversity in research, academia and sport and in celebrating exceptional female role models.

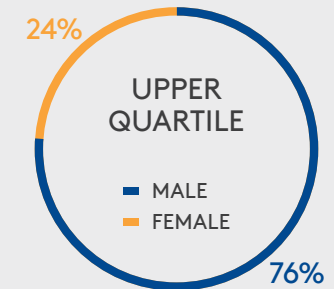
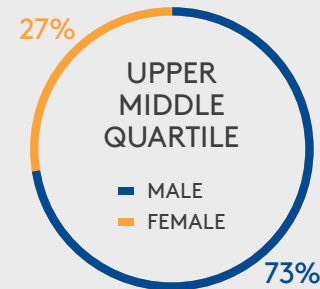
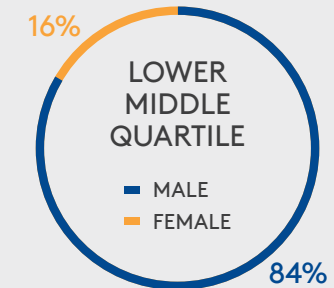
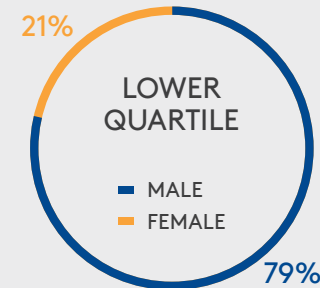
In 2023 the Kingspan Group of companies included in this report recorded a mean pay gap of 8.73% and a median pay gap of 8.72% (based on core pay).

This Gender Pay Report is based on data for the 12 month period up to 30<sup>th</sup> June 2023. During this period we employed 859 in total: 668 males and 191 females.

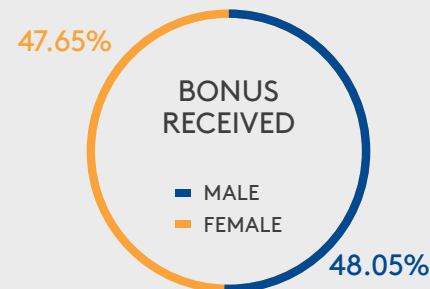
## Pay and bonus gap

	Mean	Median
Pay	8.73%	8.72%
Part time pay	12%	-40%
Bonus	13.88%	0%
	<b>Male</b>	<b>Female</b>
Benefit in kind	24.25%	35%

## Hourly pay quartiles:



## Proportion of colleagues awarded a bonus:



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