

Gender Pay Gap Report 2025



Kingspan Insulation Limited is a subsidiary of Kingspan Group plc and operates within the construction and manufacturing sector. This gender pay gap report is based on data as at 5th April 2025. At this date Kingspan Insulation limited employed 758 people with 569 being male and 189 female.

The gender pay gap measures the difference between men and women's average earnings and is shown as a percentage of men's pay.

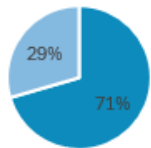
Pay and Bonus Gap

	Mean	Median
Pay	0.32%	-8.10%
Bonus	-109%	-18%

Proportion of males and females in each quartile pay band:

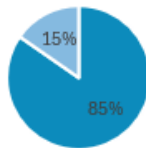
Quartile 1

■ Male ■ Female



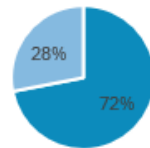
Quartile 2

■ Male ■ Female



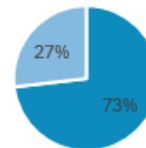
Quartile 3

■ Male ■ Female



Quartile 4

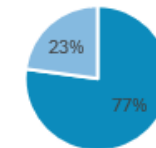
■ Male ■ Female



Proportion of colleagues awarded a bonus:

Bonus Received

■ Males ■ Female



Kingspan believes everyone should be rewarded fairly for their work and can reach their full potential. We are confident that men and women are paid equally for doing equivalent jobs across our business. The analysis of our gender pay gap shows a continued increase of female representation within the upper quartiles, reflecting the advancement of women into senior roles.

We confirm that the information provided is accurate and in line with mandatory requirements.

Jenna Heywood

Payroll Manager GB & I