

# TURNING AMBITION INTO ACTION



Kingspan Insulated Panels – Europe, Asia-Pacific and Africa  
Sustainability Report 2024

# In this report

The Kingspan Group consists of 5 divisions;

- Insulated Panels
- Insulation
- Light, Air + Water
- Data Solutions
- Roofing + Waterproofing.

Kingspan Group businesses manufacture and supply insulated panels and associated products across the world. This report covers the activities of Kingspan Insulated Panels EAA (Europe, Asia-Pacific and Africa).

For more information on Kingspan Group's activities you can read the Group Planet Passionate Report [here](#).

We are delighted to present some of the progress our division was able to achieve in 2024.



3

New business acquisitions



57

Employee company cars converted to electric



18.52

Million litres of rainwater harvested



18

Sites sending zero waste to landfill in 2024



3

New Planet Passionate Targets



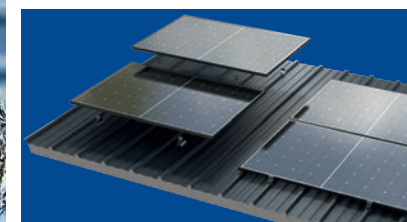
460+

Community projects supported



9

LEC products launched to date



1

New solar product range

# OUR APPROACH

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## Overview of our business

Kingspan  
Insulated Panels  
EAA in numbers:



# 3683

Employees



# 03

Business acquisitions



# 39

Manufacturing sites



# 10

Countries



# 11

Business brands



# 22

Sales offices

# Overview of our business

## Our products include:



**Insulated Roof and Wall Panels**



**Facades**



**Solar Range**



**Coldstore and Cleanrooms**



**Insulated Doors**



**Structural and Secondary Steel**



**Protection Systems**



**Rooflights**

### Ireland

- Kingspan Insulated Panels

### France

- Kingspan Insulated Panels
- Bacacier
- DOME Solar
- Maison de l'Etancheur
- Isocab By Kingspan

### United Kingdom

- Kingspan Insulated Panels
- Euroclad
- Solen

### Spain

- Huurre
- Teczone
- THU
- InvesPanel

### Netherlands

- Kingspan Insulated Panels

### Belgium

- Kingspan Insulated Panels
- Kingspan Door Components
- Isomasters

### India

- Kingspan Jindal Insulated Panels

### Vietnam

- Kingspan Insulated Panels

### Australia

- Kingspan Insulated Panels

### New Zealand

- Kingspan Insulated Panels

### Thailand

- Kingspan Insulated Panels

### Singapore

- Kingspan Insulated Panels

# A word from our Managing Director

I am pleased to present the Kingspan Insulated Panels – Europe, Asia-Pacific, and Africa Annual Sustainability Report, which showcases our achievements throughout 2024, marking the midpoint of our Planet Passionate programme.

Over the past year, we have made substantial progress towards our Planet Passionate targets, successfully completing over 30 projects that have positively impacted our business and reduced our environmental footprint. This report provides detailed insights into key projects across our division, including the installation of several solar PV systems and a rainwater harvesting tank at our Cardiff site.

Our commitment to renewable energy has surpassed our initial targets, bolstered by our partnership with Solen Energy. This collaboration represents a pivotal step in our long-term strategy to deliver industry-leading, tested renewable energy solutions. We have expanded our product portfolio with the introduction of PowerPanel, PowerPlus, and PowerCanopy, significantly enhancing our solar range. Additionally, we have further developed our LEC range into new product lines and continue to integrate lower carbon materials across our entire product line throughout 2025 and beyond.

As we look ahead to the second half of the decade, we have updated our Planet Passionate targets to reflect the early achievements at the Kingspan Group level by the end of 2024, partly due to the progress made by the KIP EAA division. This update includes the addition of three new targets, designed to align with stakeholder priorities and broaden our focus on product circularity and energy efficiency.

Five years into our ten year Planet Passionate journey, we have made remarkable strides thanks to the dedication and hard work of our employees. I extend my heartfelt gratitude to everyone for their unwavering commitment to our sustainability goals. We remain resolute in our mission to be an industry leader in sustainability within the construction sector and will continue to strive towards achieving our ambitious Planet Passionate targets.

**Gilbert McCarthy**  
Divisional Managing Director



## A word from our Head of Sustainability

I am delighted to share our sustainability journey, following an impactful and meaningful path across our division and beyond over the past year. Sustainability is a fundamental principle for us that aligns with our values and shapes our vision for the future.

By embracing sustainability, we are not only safeguarding the environment but also building a resilient, future-proof business. Both the environment and the people are at the heart of our path to sustainability. Reducing environmental impacts and social equity are our top priorities.

Through our Planet Passionate programme, we continue our commitment to minimising our carbon footprint, optimising energy efficiency, reducing waste, improving circularity, and harvesting rainwater.

In the past year, we have been working with our on-site teams to initiate new projects to align with our Planet Passionate targets on our manufacturing sites including our new sites in Thailand and New Zealand.

Reducing waste to landfill and circularity have been two of our main areas of focus. We have been exploring innovative solutions to recycling waste which would be reusable for manufacturing new products.

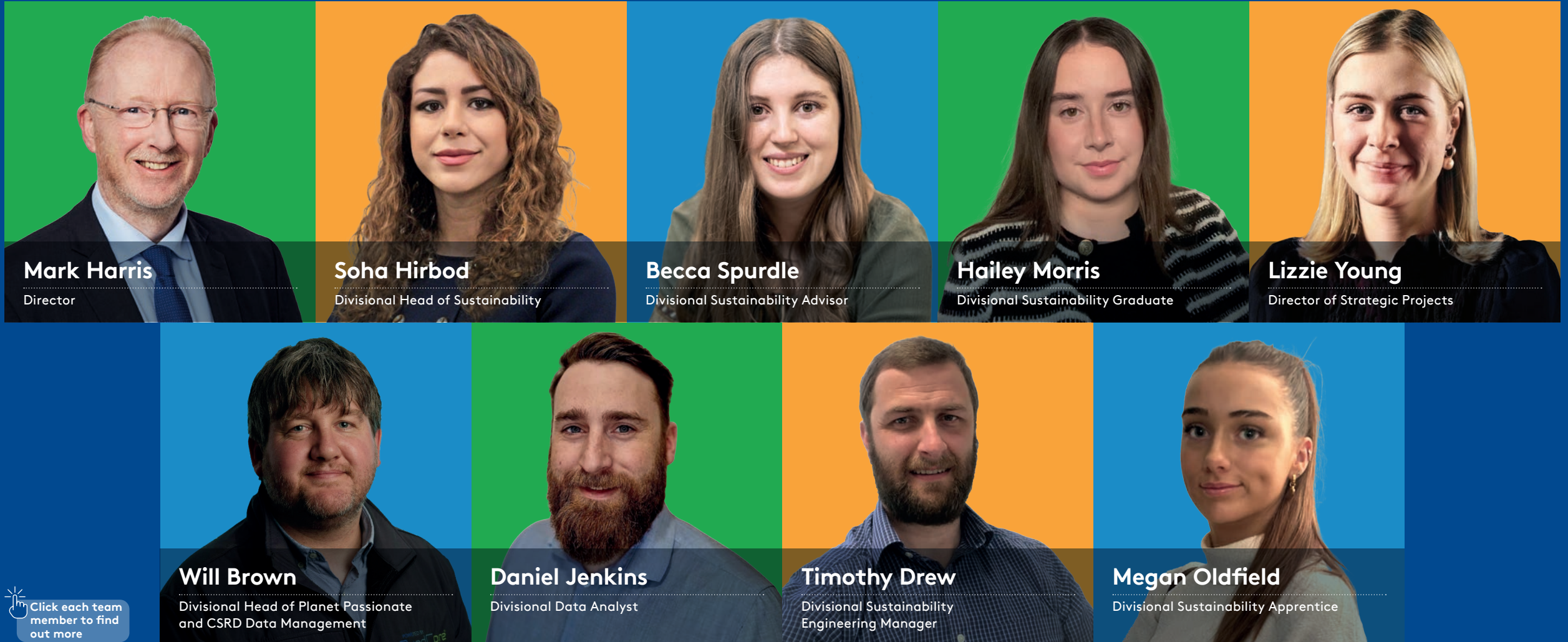
Furthermore, we have invested in research and development to create more sustainable products and services. Expanding our LEC product range is an example of this.

Equally important is the need for social sustainability. This involves ensuring that our business practices contribute positively to the communities in which we operate. Continuing to provide community fund to support local initiatives on all our sites has been one of our main priorities.

Thank you for your ongoing commitment to sustainability. Together, we can build a more sustainable future.

**Soha Hirbod**  
Divisional Head of Sustainability

# Meet the Sustainability Team



 Click each team member to find out more

# Stakeholder engagement

**At Kingspan stakeholder engagement is a vital component of our sustainability efforts and a chance to foster meaningful connections across our value chain.**

We acknowledge that engaging with stakeholders is a continuous journey rather than a single event. Our commitment lies in adopting open and transparent communication, ensuring that stakeholder insights guide our decisions and contribute to our sustainable development goals

**Our primary stakeholders include our employees, customers, upstream supply chain and those who are significantly affected by our business activities. We actively engage with these internal and external stakeholders through a variety of communication tools designed to encourage responsive dialogue and feedback.**

Our dedication to stakeholder engagement is reflected in our customised communication methods, tailored to address the unique needs of each stakeholder group. We employ diverse channels such as surveys, personal meetings, forums, and conferences to collect valuable input. Furthermore, stakeholders can access comprehensive information about our operations, objectives, and performance via our website, annual reports, and other communication materials.

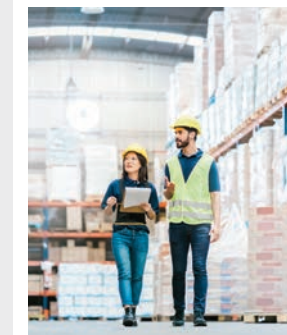
Our annual materiality assessment serves as an overarching mechanism for stakeholder engagement, enabling us to gather insights from both internal and external stakeholders from across our value chain regarding various environmental, social, and governance (ESG) topics.

This year we have opted to conduct a double materiality assessment which considers both financial materiality and our business impact. By integrating these two perspectives, we are able to gain a more holistic understanding of our material topics. This integrated strategy not only aids in recognising and addressing financial risks and opportunities but also ensures we remain conscious of our wider responsibilities and our impacts on our stakeholders, society, and the environment.



## Employees

- Employee briefings
- Employee partnership forums
- Annual performance reviews
- Training and development programmes
- Internal communication channels (newsletter)



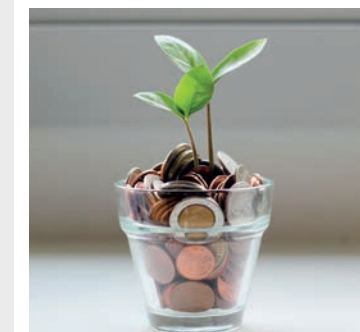
## Suppliers

- One-on-one meetings
- Group meetings
- EcoVadis onboarding



## Customers

- Social media
- Customer service
- Customer research
- Survey



## Investors

- Investor briefings
- Group meetings
- Annual reports (financial and sustainability)
- Capital market conferences



## Local Communities

- Community fund
- Survey



## NGOs

- Formal partnerships aligned with Planet Passionate

# Materiality

## Our double materiality process:

- 1 **Reassess material topics** – reassess both actual and potential material topics by re-evaluating our organisational context including any changes and by consulting relevant frameworks such as the GRI standards.
- 2 **Stakeholder engagement** – we consulted with both internal and external stakeholders from across our value chain via surveys to obtain stakeholder views on different environmental, social and governance topics.
- 3 **Quantitative review of material topics** – for our business impact materiality each topic was scored on scale, scope, irremediable character and likelihood of occurrence. Each topic was then evaluated from a financial impact perspective by assessing the likelihood and scale of potential financial impacts.
- 4 **Prioritising of material topics** – both the final scores of each topic and stakeholder views were taken into consideration when prioritising our list of material topics.
- 5 **Finalising material topics** – the final list and prioritisation of material topics is reviewed by the sustainability team.

Our latest materiality assessment reflects the evolving nature of ESG priorities across our operations and stakeholder landscape. A review of this year’s assessment compared to the previous assessment has highlighted several shifts in the topics located in the upper right quadrant that are deemed most material. We have observed a notable increase in the materiality of waste management and GHG emissions reflecting a broader shift in stakeholder perceptions and sustainability trends. Additionally company financial health and business resilience has also shown a notable increase in materiality, highlighting the important role these factors play in long-term value creation.

For detailed information on managing these material topics, please refer to the numbered sections at the bottom of the pages throughout this report.



### Environmental

- 1 GHG emissions
- 2 Waste management
- 3 Renewable energy
- 4 Circular economy and design
- 5 Environmental impacts of materials
- 6 Environmental compliance
- 7 Biodiversity preservation
- 8 Water stewardship
- 9 Sustainable transport

### Social

- 10 Training and education
- 11 Workplace safety and wellness
- 12 Human rights
- 13 Responsible procurement and supply chain management
- 14 Talent attraction, retention and growth
- 15 Community engagement
- 16 Diversity, equality and inclusion

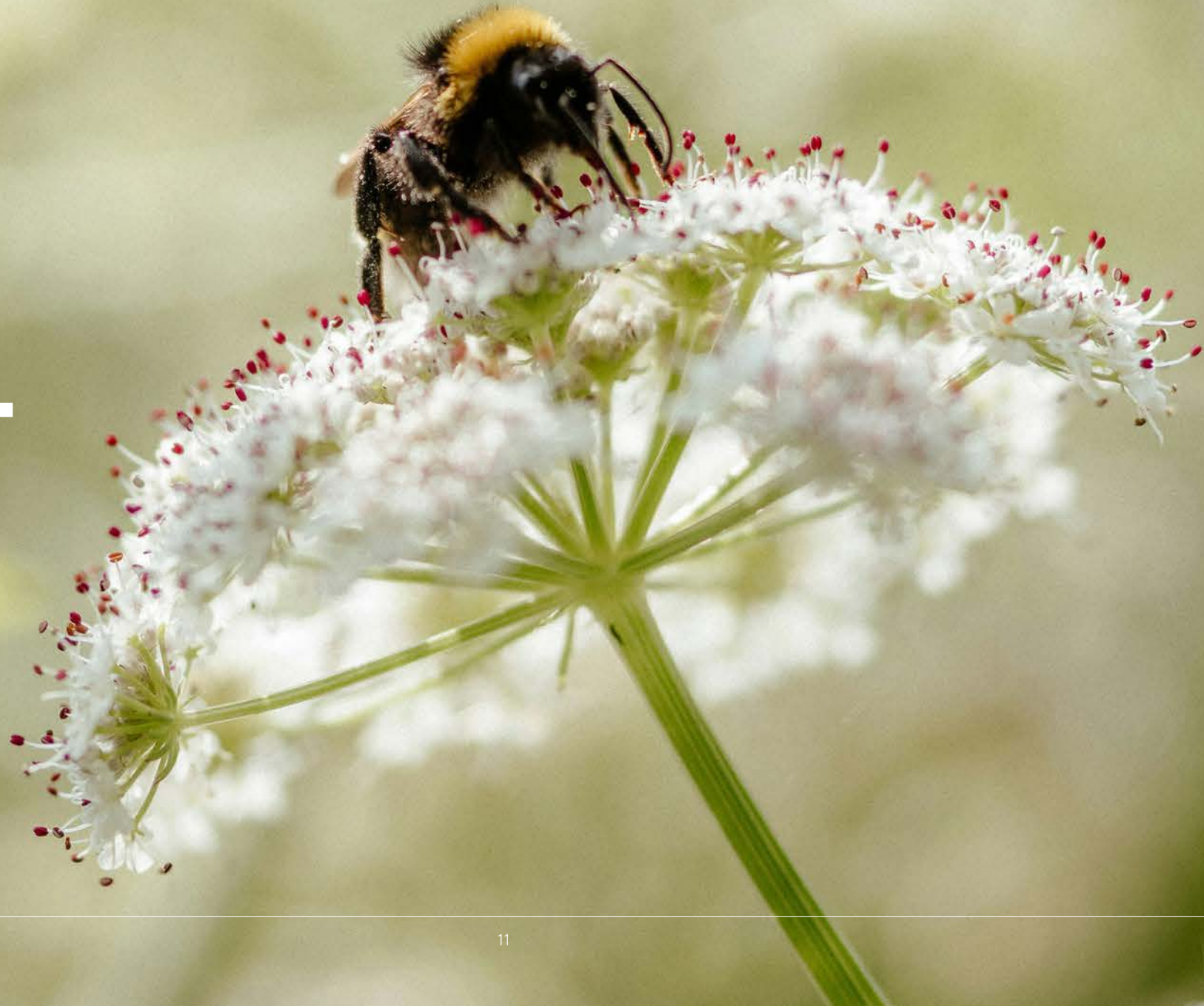
### Economic

- 17 Customer satisfaction and service
- 18 Product and process innovation
- 19 Quality management
- 20 Company financial health

### Governance

- 21 Business ethics and integrity
- 22 Stakeholder engagement
- 23 Data security and privacy
- 24 Procedure transparency
- 25 Company brand and mission
- 26 Business resilience

# OUR PLANET



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## Progress against targets

|                                                                                                          | Metric                                                                 | 2024 target | 2024 actual | Target year | Progress against 2024 target (%) |                                           |
|----------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-------------|-------------|-------------|----------------------------------|-------------------------------------------|
| <b>Energy</b><br>       | Direct renewable energy use (%)                                        | 32.5        | 48          |             | 100                              |                                           |
|                                                                                                          | On site renewable energy generation (%)                                | 10          | 8.6         | 2030        | 86                               |                                           |
|                                                                                                          | Wholly owned facilities with rooftop solar PV (%)                      | 46          | 53          |             | 100                              |                                           |
| <b>Carbon</b><br>       | Carbon emissions scope 1 and 2 (tCO <sub>2</sub> e)*                   | 9,466       | 11,570      | 2030        | -22                              |                                           |
|                                                                                                          | Decrease in product CO <sub>2</sub> intensity from supply partners (%) | N/A         | N/A         |             |                                  | This target is managed by Kingspan Group. |
|                                                                                                          | Zero emissions company funded cars – annual replacement (%)            | 75          | 85          | 2025        | 100                              |                                           |
| <b>Circularity</b><br> | Company waste to landfill (t)                                          | 961         | 1,127       | 2030        | -17                              |                                           |
|                                                                                                          | PET bottles recycled into our processes (million bottles)              | N/A         | N/A         | 2025        |                                  | This target is managed by Kingspan Group. |
|                                                                                                          | QuadCore® products utilising PET (no. sites)                           | N/A         | N/A         |             |                                  |                                           |
| <b>Water</b><br>      | Water use from harvested rainwater (%)                                 | 5.7         | 21.3        | 2030        | 100                              |                                           |
|                                                                                                          | Ocean clean-up projects supported (no.)                                | N/A         | N/A         | 2025        |                                  | This target is managed by Kingspan Group. |

\* Our definition of Net-Zero Carbon Manufacturing is to remove GHGs as far as is practicable from our Scope 1 and Scope 2 and offset what remains.

Kingspan Group has a Science Based Target (SBT) that commits to a 90% reduction in Scope 1 and 2 emissions by 2030 therefore 90% reduction is the figure we are tracking ourselves against in the progress chart. For more information about Kingspan Group's progress or the Group's SBT please see the Group Planet Passionate report, available online.

# Progress against targets

2025 is a significant landmark for the Planet Passionate programme, not only does it mark the halfway stage in the journey between 2020 and 2030 but it provides an opportunity to re-adjust the targets to reflect the current global focus on circularity and the fact that Kingspan Group and our division is a very different company now compared to what it was in 2020. Following this review we now have 3 new targets to be achieved by 2030:



## ISO 50001 Energy Management System for large sites\*

We have introduced a target in which we aim for our manufacturing sites, \*with a minimum of 5GWh annual energy consumption, to achieve ISO 50001 certification for their environmental management systems. These certifications will support the continued improvement in energy efficiency of our operations. For KIP-EAA we already have this certification for two of our sites, and we are putting together plans to introduce this standard at several other large sites across the division.



## Recycled and renewable raw materials

To support our circularity strategy we have set a target to increase our use of recycled and renewable raw materials. The target is for the KIP-EAA to use 170,000tonnes of recycled or renewable content within our products by 2030.



## Product takeback and recycling schemes

We have also set a target to facilitate 2 takeback schemes across the KIP-EAA division. We aim to achieve this through the development of innovative solutions to remanufacture or recycle our products at end of life, along with collaboration with external partners.

Taking a step back to look at the achievements in 2024, we made significant progress across our four key areas, albeit we didn't manage to hit every target – primarily due to business growth.

Our carbon dioxide emissions were adversely impacted by the growth of our business in the Asia Pacific region where we are currently unable to switch to renewable energy contracts – where certified renewable energy is not available. Our waste to landfill target was also impacted by the new acquisitions and the start up of a mineral fibre panel line in Australia. However, we saw significant progress in our waste management across other sites, with 19 sites reporting zero waste to landfill in 2024.

The ultimate success of our Planet Passionate programme will depend on our ability to successfully implement a whole raft of projects at sites across the division, but it is equally important to note that we can all contribute by saving energy, reducing and recycling waste, and conserving water. I want to thank all of our employees for their support in making our Planet Passionate programme a big success to date and for your continued support to ensure that we hit our new targets in this exciting new phase of the Planet Passionate programme.

See more about the changes to the Planet Passionate programme in 2025 [here](#).

**Mark Harris**  
Director



# Energy

## Key metrics and performance indicators

### Targets:

Total energy consumed directly procured from renewable energy

0% increase from 2023



Energy generated on site from renewable sources

21.7% decrease from 2023\*



Wholly owned facilities with solar PV systems

29% increase from 2023



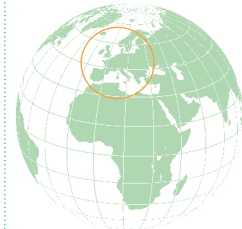
\*Small reduction in our on-site renewable energy generation is due to seasonal weather conditions compared to 2023, alongside need for maintenance and cleaning of our rooftop solar, which was undertaken during 2024 into 2025.

### % of energy consumption generated on-site by region



UK and Ireland

8%



Europe

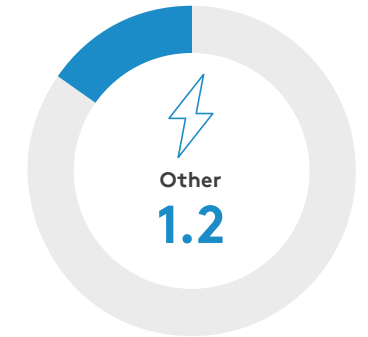
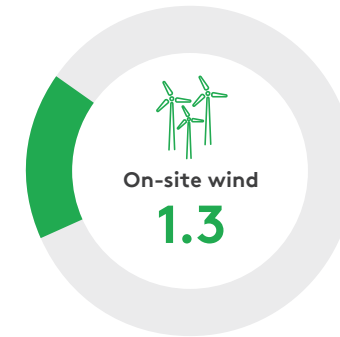
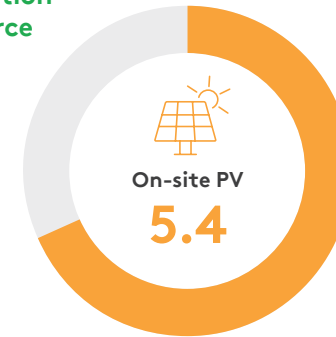
9%



Asia Pacific

4%

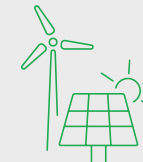
### 2024 energy generation by source (GWh)



### Purchased electricity (GWh)

Renewable electricity

2024  
35.61



Non-renewable electricity

2024  
5.88



### Number of sites with renewable energy contracts to date

33



# Energy

Our new Kingspan Phu My factory in Vietnam has significantly invested in solar roof technology to support our commitment to reducing carbon emissions and promoting renewable energy.

The project utilised Kingspan PowerRail, a system designed to enhance stability while minimising roof penetration.

The 1,250kWp is projected to generate over 1.8GWh of electricity every year. This should generate over 50% of the Phu My electrical load from the rooftop PV and reduce the reliance on non-renewable power from the national grid.

[Click here for more](#)



**Kingspan PowerPlus KS1000RW Solar PV System.**

Find out more about our solar product offerings here



# Carbon

## Key metrics and performance indicators

### Targets:

Scope 1 and 2 energy related carbon emissions



995t increase from 2023\*



Achieved conversion to zero emissions company cars



16% increase from 2023



\*Divisional increase in CO<sub>2</sub>e emissions in 2024 is a result of our business development within the Asia Pacific region. During 2024, two new production sites came online with no historic impact to be included within our baseline 2020 figures. This led to an increase in carbon emissions for 2024 which we aim to have back in line with our annual targets during 2025/6.

### Carbon footprint for each region tCO<sub>2</sub>e 2024

UK and Ireland



2024  
**6591**

Northern Europe



2024  
**1216**

Southern Europe



2024  
**547**

Asia Pacific



2024  
**3216**

### Forklift/transportation carbon analysis

The introduction of Hydrotreated Vegetable Oil (HVO) has led to a remarkable carbon reduction of around 90% compared to diesel, decreasing the division's carbon footprint by approximately 350 tonnes.

This significant reduction underscores our commitment to sustainability and highlights the positive environmental impact of transitioning to cleaner fuel sources.



### New EVs

**59**



### EV chargers

**100**



### Sites with EV chargers

**22**



### New electric forklift trucks

**5**



### New HVO sideloaders

**18**





## Carbon

Over the past five years of our Planet Passionate journey, we have made substantial progress in reducing our CO<sub>2</sub>e emissions.

Our initiatives have included numerous projects aimed at transitioning our fuel supplies to renewable energies and implement efficiency measures to lower overall consumption. These efforts reflect our unwavering commitment to sustainability and our proactive approach to addressing climate change.

In 2024, we continued to make progress on our sustainability goals by expanding our Lower Embodied Carbon (LEC) product range, launching our Evolution Axis, Evolution Recess, Evolution Multigroove and Topdek products in LEC offerings. These products represent our ongoing dedication to providing innovative decarbonised solutions to our customers.

Through mapping our product impacts through Life Cycle Assessments (LCAs), it allows us to identify the key areas we need to focus on to

reduce our product carbon footprints. Using our EPDs as a guide, we are collaborating closely with our raw material suppliers to support them in their decarbonisation journeys, in turn helping us provide increasing lower embodied carbon materials to the marketplace. The expansion of our LEC range is just the first step in this journey as we work towards scope 3 decarbonisation targets.

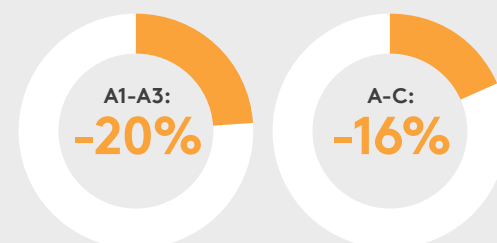
With the introduction of the new Planet Passionate targets, our product decarbonisation in reinforced through our circularity targets, focused on reducing our reliance on virgin raw materials in favour of increased recycled and renewable alternatives.

### Becca Spurdle

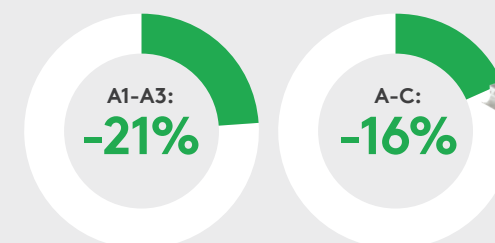
Divisional Sustainability Advisor

### QuadCore™ LEC carbon savings\* for each product

QuadCore™ Evolution LEC 100mm



QuadCore™ Topdek LEC 100mm



\*Carbon savings in modules A1-A3 and A-C of Environmental Product Declarations to EN15804+A2 standard for 100mm thickness when compared to respective standard QuadCore® products for 100mm thickness.

# Circularity

## Key metrics and performance indicators

### Targets:

Volume of waste sent to landfill

7% increase from 2023\*



\*The increase in landfill waste in 2024 is a result of business development within the Asia Pacific region. Due to two new sites coming online, we saw an increase in waste that we cannot rebase our 2020 figures to include due to their being no historic data for this year. We also saw a new mineral fibre manufacturing line start production at our Australia site. These markets pose challenges for our landfill targets due to limited waste disposal options. However, this has been a key focus area for our local and divisional teams, leading to some promising alternative waste streams coming into effect in 2025.

### Tonnes of waste diverted from landfill per project

Girona  
**34t**  
reduction



Logrono  
**54t**  
reduction



Perpignan  
**35t**  
reduction



Number of sites sending zero waste to landfill in 2024  
**19**



Waste diverted from landfill 2024



**30,057 tonnes**

### Waste recycling/reuse by continent

UK and Ireland  
**74%**



Northern Europe  
**82%**



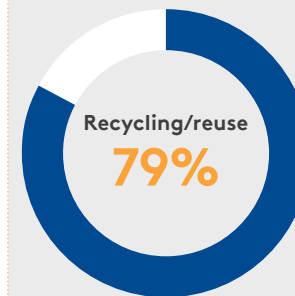
Southern Europe  
**93%**



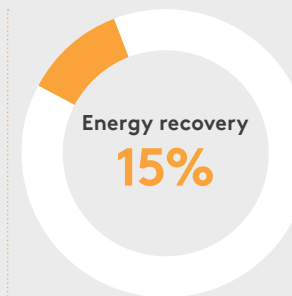
Asia Pacific  
**77%**



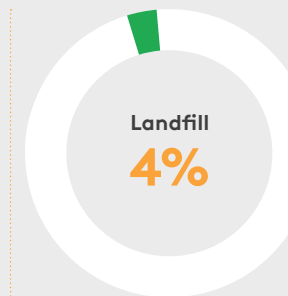
### Waste generation by disposal method



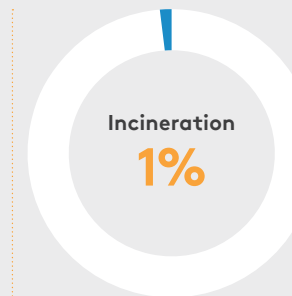
**-4%**  
compared to 2023



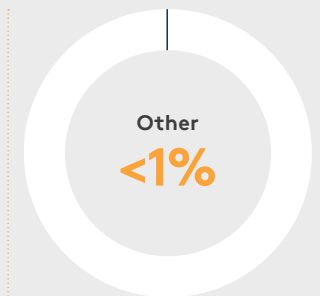
**22%**  
compared to 2023



**29%**  
compared to 2023



**-50%**  
compared to 2023





## Circularity

**Circularity in the construction industry is crucial, and Kingspan are at the forefront of researching and developing different waste disposal methods to find sustainable outlets for both construction and manufacturing waste.**

Our focus on circularity starts at the very beginning of our process, through offering bespoke product sizes for our customers to reduce installation and manufacturing waste. We continue to focus on optimising our processes to eliminate waste wherever possible, having multiple benefits including reducing our raw material consumption and having a positive knock on for our product embodied carbon within our Environmental Product Declarations (EPDs).

During the production process there will always remain an amount of inevitable waste generated. It can range from incoming packaging materials, consumables during production through to the day-to-day waste generated in our offices. We have been working closely with our sites on a 3 step approach to ensure the waste generated is adequately segregated and dealt with accordingly.

Our ambition to be zero waste to landfill has already been realised across 19 of our manufacturing sites and we continue to make every effort to roll this out across the division.

As our core foam is not typically recyclable, we are continuing to work hard alongside our waste contractors to find alternative avenues for both our manufacturing waste and our product end of life waste. We are working on several avenues for this waste in both chemical and mechanical recycling methods, with the aim of recycling our waste foam back into brand new products. Finding new technologies to handle our waste is paramount for our future sustainability with new legislations coming online globally focusing on circularity.

The Extended Producer Responsibility or EPR, within the construction industry is a policy approach that holds the manufacturer and producers accountable for the environmental impact of their products throughout their entire lifecycle. Legislation such as this place the accountability on the manufacturers to consider more environmentally conscious materials from the design stage and promote reuse and recycling at the end of life. With legislations like this in mind, we have now launched our first take-back scheme for the UK market, taking back QuadCore insulated panels to be reused or recycled at the end of their warranty period of 25 years.

### Analyse

Initially we will analyse the waste generated across the sites.



### Identify

We then make sure the appropriate disposal methods are available in the correct areas across the site.



### Engage

Finally we will engage with waste contractors to find the correct disposal method, using the waste hierarchy principle.



**Timothy Drew**

Divisional Sustainability Engineering Manager

# Water

## Key metrics and performance indicators

### Targets:

Million litres of rainwater harvested annually



2023

12.665m

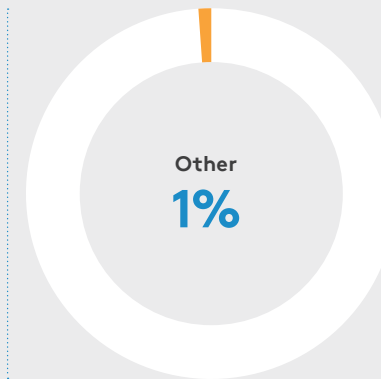
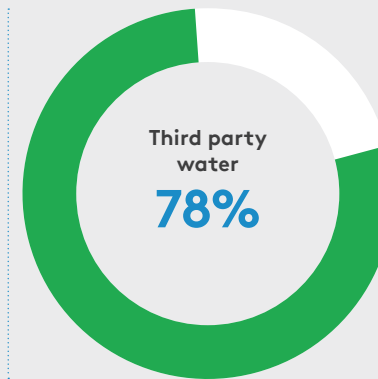
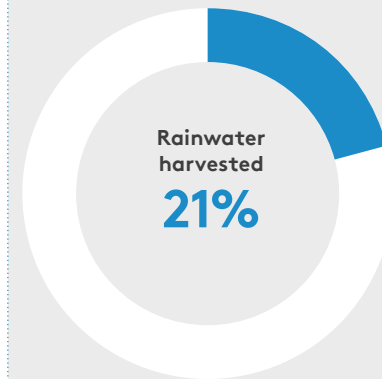
2024

18.52m

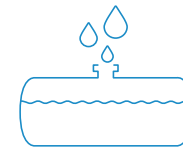


5.85m increase from 2023

### Water use by type



### Rainwater harvested by site in 2024



Beveren-Leie

0.93<sub>ML</sub>

Euroclad

0.04<sub>ML</sub>

Holywell

0.14<sub>ML</sub>

IKON

0.18<sub>ML</sub>

Nalagarh

7.41<sub>ML</sub>

Perpignan

0.02<sub>ML</sub>

Phu My

0.20<sub>ML</sub>

Pithampur

6.55<sub>ML</sub>

Sherburn

3.04<sub>ML</sub>

### Number of proposed RWH projects in 2024

2



### Number of RWH projects to date

10



### Water use by region

UK and Ireland

45%



Northern Europe

13%



Southern Europe

3%



Asia Pacific

38%





# Water

**In 2024, Euroclad Group implemented our first rainwater harvesting system as part of our commitment to sustainable water use. We installed a 12,000 litre above-ground rainwater harvesting system composed of two 6,000 litre tanks, supplied by our Kingspan Water + Energy division.**

As our manufacturing operations do not require process water, our harvested rainwater is dedicated to non-potable office purposes, such as flushing toilets and external site cleaning.

The rainwater harvesting system supplies water to site toilets providing potential to save 360 litres of potable water per day, allowing us to conserve water resources, reduce demand on potable water, and lower utility costs. To allow us to monitor and report on the harvested rainwater, a Watchman Flo device was installed, enabling us to start reporting and contributing towards the Planet Passionate target of harvesting 100million litres of rainwater annually by 2030.

In addition to the environment benefits, this initiative aligns with our broader sustainability goals demonstrating our proactive approach to resource management and environmental stewardship. By reducing our reliance on mains water, we are not only cutting costs but also minimising our environmental footprint.



**Daniel Angell**  
Euroclad Environmental and Sustainability Advisor

|                                                                                                                                                                          |                                     |                                 |                                 |                                   |                                   |                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|---------------------------------|---------------------------------|-----------------------------------|-----------------------------------|-------------------------------|
| <b>Millions of litres of water conserved or harvested at each Kingspan site</b><br> | <b>Beveren-Leie</b><br>(harvesting) | <b>Holywell</b><br>(harvesting) | <b>IKON</b><br>(harvesting)     | <b>Euroclad</b><br>(harvesting)   | <b>Holywell</b><br>(conservation) | <b>Phu My</b><br>(harvesting) |
|                                                                                                                                                                          | <b>0.93</b>                         | <b>0.14</b>                     | <b>0.18</b>                     | <b>0.04</b>                       | <b>3.50</b>                       | <b>0.20</b>                   |
|                                                                                                                                                                          | <b>Pithampur</b><br>(harvesting)    | <b>Sherburn</b><br>(harvesting) | <b>Nalagarh</b><br>(harvesting) | <b>Euroclad</b><br>(conservation) | <b>Perpignan</b><br>(harvesting)  |                               |
|                                                                                                                                                                          | <b>6.55</b>                         | <b>3.04</b>                     | <b>7.41</b>                     | <b>0.60</b>                       | <b>0.02</b>                       |                               |

# OUR PEOPLE



# Contents

|                                                     |    |
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| Sustainability governance                           | 29 |
| Corporate governance                                | 30 |

## Employees 2024

### UK and Ireland

|                           | F   | M   | P    | T |
|---------------------------|-----|-----|------|---|
| Kingspan Insulated Panels | 185 | 949 | 1134 | 0 |
| Euroclad Group            | 74  | 270 | 341  | 3 |

### Spain

|                   | F  | M   | P   | T  |
|-------------------|----|-----|-----|----|
| Hurre and Teczone | 47 | 237 | 284 | 0  |
| THU               | 18 | 97  | 96  | 19 |

### France

|                       | F   | M   | P   | T |
|-----------------------|-----|-----|-----|---|
| Isocab                | 35  | 140 | 171 | 4 |
| Bacacier Group        | 116 | 301 | 417 | 0 |
| Dome Solar            | 35  | 51  | 82  | 4 |
| Maison de l'étancheur | 55  | 151 | 204 | 2 |

### The Netherlands

|                           | F | M  | P  | T |
|---------------------------|---|----|----|---|
| Kingspan Insulated Panels | 7 | 21 | 24 | 4 |

### Belgium

|                           | F  | M   | P   | T |
|---------------------------|----|-----|-----|---|
| Kingspan Insulated Panels | 7  | 4   | 11  | 0 |
| Kingspan Door Components  | 12 | 67  | 77  | 2 |
| Isomasters                | 18 | 122 | 135 | 5 |

### Vietnam

|                           | F  | M  | P  | T |
|---------------------------|----|----|----|---|
| Kingspan Insulated Panels | 14 | 38 | 52 | 0 |

### India

|                 | F | M   | P   | T   |
|-----------------|---|-----|-----|-----|
| Kingspan Jindal | 8 | 437 | 296 | 149 |

### Singapore

|                           | F | M  | P  | T |
|---------------------------|---|----|----|---|
| Kingspan Insulated Panels | 2 | 11 | 13 | 0 |

### Australia and NZ

|                           | F  | M  | P   | T |
|---------------------------|----|----|-----|---|
| Kingspan Insulated Panels | 26 | 99 | 125 | 0 |

### Thailand

|                           | F  | M  | P  | T |
|---------------------------|----|----|----|---|
| Kingspan Insulated Panels | 11 | 18 | 29 | 0 |

- Female employees
- Male employees
- P Permanent employees
- T Temporary employees



## Our people

**We are committed to building a positive, inclusive, and engaging workplace – one where every employee feels truly valued and respected, supported and empowered to thrive.**

The People Passionate initiative is more than a program; it's a promise to lead with purpose and foster a culture built on trust, collaboration, and personal growth. Through a series of thoughtful initiatives under the People Passionate umbrella, we will bring this vision to life.

I am confident that together we can drive the transformation we seek and set new standards for how we grow, inspire and transform our people. The journey has begun, and thanks to the dedication of our teams, we will make it happen.

**Sue Staut**  
Divisional HR Director



### Diversity and inclusion

At Kingspan, diversity and inclusion are core to our business. We strive to create a management style that enables everyone to fully utilise their talents in a respectful, abuse-free environment. We are committed to ensuring our workplaces are free from discrimination based on sex, gender, sexual orientation, ethnicity, nationality, race, colour, age, disability, or religious and political beliefs.

We take pride in the diverse skills, backgrounds, and perspectives of our employees and are dedicated to providing equal opportunities throughout their careers. Discrimination and unfair practices are strictly prohibited across our business.



### Health and safety

All employees have the right to work in a safe and healthy environment, which is central to our operations. We continuously strive to improve our performance in this area, with ongoing reviews and hazard identification processes to ensure safety. Employees are encouraged to report concerns and suggest improvements.

We recognise that health and safety at work involve both preventing harm and promoting well-being. We have partnered with organisations like Andy's Man Club to support positive mental health and trained employees as health and well-being reps. We remain committed to enhancing our health, well-being, and safety offerings based on employee needs.



### Training

At Kingspan, supporting our employees' professional development is crucial. Our leadership programs equip our people with the skills to drive our mission of achieving a net-zero emissions future, prioritising the well-being of people and the planet. We identify high-potential individuals through our integrated talent management strategy and nominate them for Kingspan Group-wide leadership development programs.

In addition to formal leadership programs, we offer training modules on cyber security, diversity and inclusion, mental health, sustainability, and our Planet Passionate program. These modules are part of a broader strategy to inform employees about our mission and long-term goals while enhancing business and data security.

# Community engagement

The Planet Passionate Community Fund, launched in January 2022, is a dedicated initiative aimed at supporting projects within the areas surrounding Kingspan’s operations.

This fund is committed to making a positive impact on both the environment and the local communities. By focusing on sustainability, biodiversity, conservation, education, skills development, health, well-being, and collaboration with local charities, the fund seeks to foster a better future for all.

Since its launch, the Community Fund has grown significantly. By the end of 2024, we have supported over 450 projects, demonstrating its substantial reach and effectiveness. The fund’s success is largely attributed to the dedicated efforts of fund managers at each site, who work closely with their local communities to identify and support key projects that align with the initiative’s goals.

This collaborative approach ensures that the projects funded are both impactful and relevant to the needs of the community.

We continue to look for new projects to support through the Planet Passionate Community Fund, whether it’s a local sports group, a school in need of supplies, or any other community initiative.

We invite community members to get involved and propose projects that can make a meaningful difference. Your participation is crucial in helping us create a positive and lasting impact on our local communities and the environment.

**Becca Spurdle**  
Divisional Sustainability Advisor

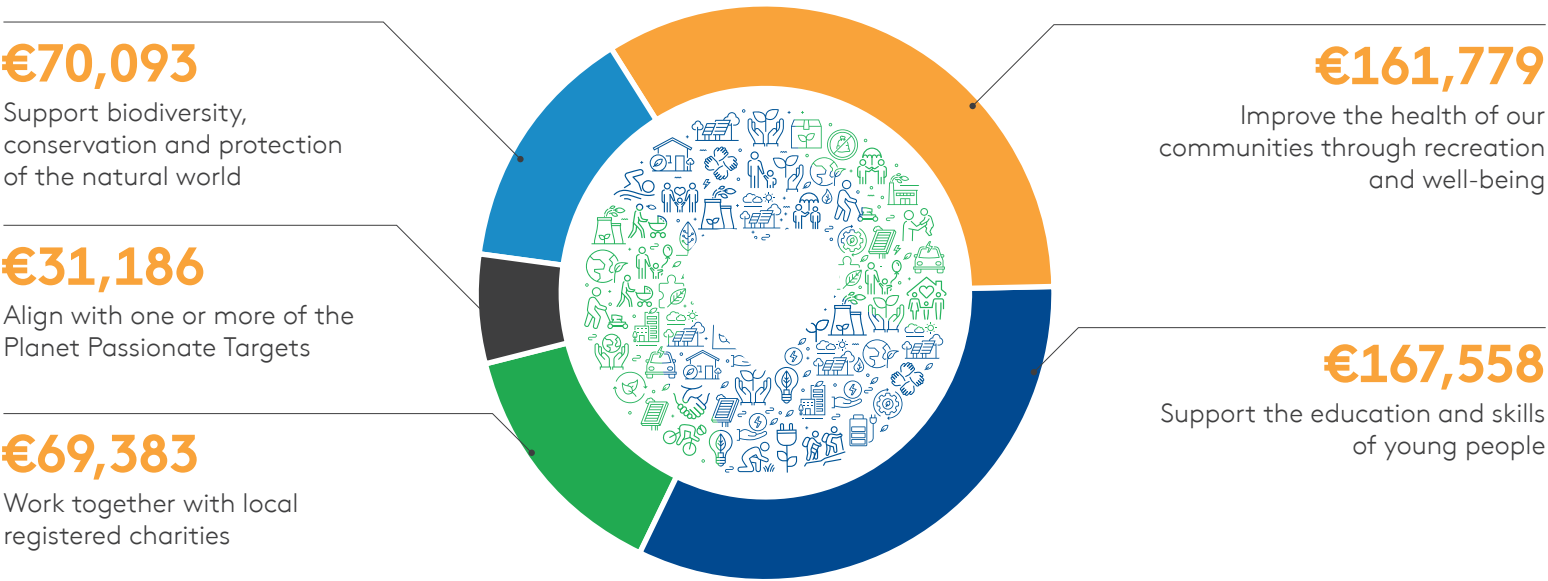


Supported by Kingspan Insulated Panels

### Community fund criteria:

- 1. Align with one or more of our Planet Passionate focus areas;
- 2. Support biodiversity, conservation and protection of our natural world;
- 3. Support the education and skills of young people;
- 4. Improve the health of our communities through recreation and well-being;
- 5. Work together with local charities towards one of the above key areas.

### Amount donated to each fund in 2024



€500,000

Total donations to community projects in 2024

€933,500

Total donations to community projects since launch

189

Projects supported in 2024

458

Projects supported since launch

24

Localised community fund budgets

3

Number of funding committees

# Community engagement



## Mini Big Forest, Bacacier

One of our Bacacier sites in France utilised the fund to support a 'Mini Big Forest' project in Rennes.

Mini Big Forest is an organisation that works with volunteer teams to plant urban forests in unused micro spaces in urban areas to enhance biodiversity and create community engagement.

The project took place at a local high school in Rennes which included the planting of 1,650 trees.

This project provides an opportunity for students to understand and observe biodiversity while reconnecting with nature. The students will be able to become 'Mini Big Keepers' – guardians of the forest who will look after and maintain the forest creating a valuable learning space for the students and future students of the school.



## Keep Wales Tidy, Euroclad

At our Euroclad Site in Cardiff the fund helped to support the charity Keep Wales Tidy. This charity works across Wales to protect the environment by eradicating litter, empowering young people and creating and restoring green spaces.

The fund helped to set up two new community litter-picking hubs in Cardiff, one in St Mellons and one in Llanrumney by allowing Keep Wales Tidy to purchase litter-picking equipment, create hub promotional materials and train hub managers. These hubs loan out equipment free of charge to enable safe litter-picks to take place enhancing community engagement and helping to reduce litter in public spaces.



## Sobeka Kayak Club, Isomasters

Sobeka Kayak Club located in Zwevegem, Belgium is committed to making the wonderful outdoor sport of kayaking accessible to as many young people as possible. To achieve this, they maintain a deliberately low membership fee and provide boats for members under 18 free of charge.

This inclusive approach has successfully attracted a large number of young participants to the club. This additional demand on the club created a need for funding, provided by the community fund which enabled them to purchase an additional 13 boats to accommodate their high demand, ensuring that many young people can enjoy kayaking in a fun and supportive environment.



## Split Perspectivz, Holywell

Supported by the community fund, Split Perspectivz CIC launched the Planet Pack 24 Builder Book project. This initiative delivered creative and interactive literacy packs to children's homes, encouraging reading, writing, speaking, and listening skills while promoting family time. Over 10,000 packs were supplied free to primary school children across Merseyside and Flintshire. The packs aligned with the U.N Global Goals for Sustainability by including materials on Energy, Food, Construction, Fashion, Recycling, Transport, and Innovation using carbon-zero materials allowing children to develop their literacy skills whilst simultaneously learning about sustainability.

# Community engagement



## Soccer team sponsorship, THU

Through the community fund, one of our Spanish sites was able to support a local girls soccer team in Reva, Spain. The fund was able to financially support the team enabling them to continue their training and to participate in official tournaments. This will help the soccer team to continue developing their skills, enhance their physical and mental well-being through exercise and encourage a sense of community.



## Infini Trail Club, KDC

The Infini Trail club, supported by the Community Fund, organised an annual trail event for both beginners and experienced runners. The fund helped to provide essential equipment to their members, including hydration packs and safety gear. This initiative aimed to enhance participation by encouraging more individuals to join, promoting safety while trail running and fostering a sense of community.



## Sensory and well-being garden, Sherburn

The team over at Sherburn, UK were able to support The Woodlands Academy, a local academy for children with a range of Special Needs and Disabilities. Through the fund they were able to provide them with a Sensory and Well-being Garden, designed to support their learning and development needs by providing a stimulating hands-on learning experience. The outdoor space offers numerous benefits, including improved physical well-being, enhanced sensory responses, and opportunities to develop physical, social, and communication skills. The garden also provided a multi-sensory approach to learning, linking practical activities like planting and growing to subjects such as science, English, and maths, while fostering a fun and engaging environment.



## Shelfield Utd, under 9s, Walsall

The Community Fund in Walsall was able to support a local kids football club, Shelfield United FC which is a grassroots football club ran entirely by volunteers. The fund enabled the club to purchase new training equipment for the young footballers and to continue their training, allowing the team to keep up the improvement of their skills and continue participating in this sport that allows them to connect with others and foster a sense of community.



# Corporate Sustainability Reporting Directive (CSRD)

**The Corporate Sustainability Reporting Directive (CSRD) is an ambitious framework introduced by the European Union to enhance corporate sustainability disclosures.**

It expands the scope of the Non-Financial Reporting Directive (NFRD), introducing stricter and more detailed reporting requirements. The CSRD ensures that businesses are transparent about their environmental and social footprints, allowing investors, regulators, and the public to make more informed decisions. This significant evolution in corporate transparency and accountability, reinforces the need for robust, standardised, and comparable sustainability data. At Kingspan Insulated Panels EAA, we recognise this as both a challenge and an opportunity – to continue our leading position in environmental reporting while developing greater social impact and strengthening trust with our stakeholders.

For Kingspan, compliance with the CSRD is more than a regulatory requirement – it is a reflection of our commitment to building a more sustainable future. As a global leader in advanced insulation and building envelope solutions, our business plays a crucial role in decarbonising the built environment. By integrating CSRD-aligned reporting, we are reinforcing our dedication to responsible growth, data-driven decision-making, and continuous sustainability improvements.

At KIP EAA, we are pro-actively adapting to the CSRD framework by enhancing our sustainability data management and governance structures. Our approach is centred on the following key priorities:

## Data accuracy and transparency

We continue to build on our data collection, verification, and reporting mechanisms to ensure that our sustainability disclosures meet the highest standards of accuracy and reliability.

## Digitalisation and innovation

We are leveraging digital tools and automation to streamline data collection, enhance reporting efficiency, and provide deeper insights into our sustainability performance.

## Integration with our sustainability strategy

CSRD compliance is not an isolated effort but a core component of our broader Planet Passionate strategy, which drives our ambitions to reduce carbon emissions, increase circularity, and enhance environmental stewardship.

The introduction of the CSRD marks a new era of corporate responsibility, and KIP EAA is committed to leading the way. By embedding transparency and accountability into our sustainability strategy, we will continue to create long-term value for our business, our stakeholders, and the planet. Our focus remains on driving innovation, reducing our environmental footprint, and contributing positively to the global transition toward a more sustainable built environment.

We welcome this opportunity to set new benchmarks in sustainability reporting and look forward to working collaboratively with our partners to advance our shared goals. Through our commitment to the CSRD framework, Kingspan is reinforcing its leadership in sustainability while ensuring that our actions today build a better tomorrow.

## Will Brown

Divisional Head of Planet Passionate and CSRD Data Management

# Sustainability governance

**2024: a year of progress and high-quality data.** Over the past year, we have made significant strides in improving the quality, accuracy, and impact of our sustainability data.

Our 22 data writers, working across 39 manufacturing sites, have played a crucial role in ensuring that our data collection remains comprehensive, reliable, and timely. Their dedication has resulted in high levels of data completeness and accuracy, which are internally reviewed each month and externally audited annually.

One of our key achievements in 2024 was the positive outcome of the year-end external audit, which confirmed that the quality of our sustainability data is strong. This validation reinforces the effectiveness of our data management processes and provides confidence in our ability to track and report on Kingspan's environmental impact.

As the Divisional Planet Passionate Data Analyst, my role is to oversee the accurate collection, validation, and reporting of sustainability data across our division. I ensure that data is correctly entered into our 'Diligent' reporting system, enabling us to track key environmental metrics such as energy consumption, CO<sub>2</sub> emissions, waste generation, and water usage. This data is essential for measuring the impact of our sustainability initiatives and identifying opportunities for improvement.

Beyond data management, I act as a bridge between our divisional team and the wider Kingspan Group, ensuring clear communication and alignment on sustainability goals. I also audit site data to uphold reporting standards, identify trends, and flag any areas that require immediate action.

As we move into 2025, our focus remains on enhancing data quality, refining our reporting processes, and using our insights to drive further sustainability improvements.

**Daniel Jenkins**  
Divisional Planet Passionate Data Analyst

## Sustainability oversight and management

### Kingspan Insulated Panels EAA board

- Approval of sustainability strategy
- Approval of Planet Passionate engineering CAPEX's
- Formal updates from Divisional Head of Sustainability and Divisional Director

### Divisional Planet Passionate working group

- Formal weekly project updates
- Formal quarterly oversight meetings
- Formal weekly target progress reviews

### Focused working groups

- Diligent data writers
- Divisional finance, operations, technical and marketing teams

### Highest level of governance oversight



- Kingspan Group CEO and CFO
- Divisional Managing Director
- Regional Managing Directors

### Management oversight



- Planet Passionate Chair
- Divisional Head of Sustainability
- Divisional Sustainability Engineering Manager

### Implementation management



- Divisional Planet Passionate Data Managers
- Regional Planet Passionate Data Writers
- Divisional Sustainability Team

### Regular internal audits

Delivered by the Divisional Planet Passionate Data Managers and reported to the Planet Passionate Chair and Divisional Sustainability Team

# Corporate governance



## Internal control

Kingspan Insulated Panels – EAA Division, is part of Kingspan Group Plc and adheres to all audit and compliance frameworks owned by the Global Compliance team.

A Divisional Compliance Manager, reporting to the Divisional Managing Director, is in place for the EAA Division and is responsible for the roll-out of ISO 37301 certification, managing external audits and regular internal audits across all high risk and a third of all low-risk sites each year.

Since 2021 a confidential whistle blowing system has been provided by Navex and all compliance concerns are investigated independently.

The Group Board has established an Audit and Compliance Committee to monitor the integrity of the Company's financial statements, and the effectiveness of the Company's internal financial controls. For more information see Kingspan Group's financial reports.

## Code of conduct

Kingspan expects the highest standards of integrity, honesty and compliance with the law from our employees, our directors and our partners globally. We actively encourage our employees to speak out if they experience instances that are not in keeping with the principles in our code of conduct.

### Our code of conduct is founded on the following core principles:



1

Clear, ethical and honest business communications



2

Compliance with the law



3

Respect the safety and well-being of colleagues



4

Protection of our Group assets



5

Upholding our commitment to a sustainable future

## Risk and opportunities

As a subsidiary of Kingspan Group, and for the purposes of this report, please see pages 55 – 60 of the Kingspan Group Planet Passionate report for an overview of Climate related risks and opportunities. The report can be viewed [here](#).

# APPENDIX

# Material topics and boundaries

|               | Number | Material topics                                     | Page      | Note                                               |
|---------------|--------|-----------------------------------------------------|-----------|----------------------------------------------------|
| Environmental | 1      | GHG emissions                                       | 16-17     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 2      | Waste management                                    | 18-19     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 3      | Renewable energy                                    | 14-15     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 4      | Circular economy and design                         | 18-19     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 5      | Environmental impact of materials                   | 17        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 6      | Environmental compliance                            | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 7      | Biodiversity preservation                           | 25-27     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 8      | Water stewardship                                   | 20-21     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 9      | Sustainable transport                               | 16        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
| Social        | 10     | Training and education                              | 24        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 11     | Workplace safety and wellness                       | 24        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 12     | Human rights                                        | See notes | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 13     | Responsible procurement and supply chain management | 17        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 14     | Talent attraction, retention and growth             | 24        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 15     | Community engagement                                | 25-27     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 16     | Diversity, equity and inclusion                     | 24        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
| Economic      | 17     | Product and process innovation                      | 17        | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 18     | Quality management                                  | 14-15     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 19     | Company Financial Health                            | See notes | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 20     | Customer satisfaction and service                   | 9-10, 17  | Kingspan Planet Passionate Report 2024 (ipaper.io) |
| Governance    | 21     | Business ethics and integrity                       | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 22     | Stakeholder engagement                              | 9-10      | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 23     | Data security and privacy                           | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 24     | Procedure transparency                              | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 25     | Company brand and mission                           | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |
|               | 26     | Business resilience                                 | 28-30     | Kingspan Planet Passionate Report 2024 (ipaper.io) |

# Definitions of Planet Passionate targets

## Carbon manufacturing by 2030

The Kingspan Group GHG emissions (Scope 1 and 2) footprint comprises of energy and process related emissions. For energy related emissions, our increasing use of renewable energy will help to reduce emissions. Process related emissions are manufacturing facility specific and mitigation plans must be developed to reduce and if possible, eliminate them by 2030.

## 50% reduction in product CO<sub>2</sub>e intensity from primary supply partners by 2030

Up to 80% of our Group value chain emissions are attributable to our purchased goods and services. In order to significantly reduce our value chain emissions and in turn the embodied carbon of our products, we must work with our suppliers to ensure that they reduce their emissions.

## Zero emission company cars

This target aims to help accelerate the uptake of zero emissions cars across our business, starting with company funded employee cars.

## Increase direct use of renewable energy to 60% of total energy use by 2030

We aim to increase our direct use of renewable energy to 60% of our total energy use by 2030, aggregated over all our manufacturing sites. This means that, where feasible (technically and economically), we will convert our processes to run on renewable energy via:

- purchase of renewable energy products from energy suppliers; and
- on-site renewable energy generation

## Increase on site renewable energy generation to 20% of total energy use by 2030

Increase renewable energy generated on Kingspan manufacturing sites to the equivalent of 20% of total energy use by 2030. This target was achieved at a Kingspan Group level in 2024

## Install rooftop solar PV systems on all wholly owned sites by 2030

Install solar PV systems on all wholly owned Kingspan facilities by 2030, with an interim target of achieving 50% of sites by 2025.

## Maintain energy target to 2030

We have defined energy as meaning: the non-renewable energy use associated with our manufacturing sites will be minimised through a combination of energy efficiency measures, on site renewable energy generation and the purchase of certified renewable energy. Our remaining non-renewable energy use will be offset by the purchase of renewable energy certificates.

## Zero company waste to landfill by 2030

We aim to achieve zero waste to landfill throughout our business. Through this target we want to encourage less waste creation, resource efficiency and identify and implement new solutions to avoid landfill.

## Recycle 1 billion PET bottles into our processes by 2025

We aim to recycle post-consumer plastic waste by incorporating it into the feedstock materials used to make our high performance QuadCore® insulation. The use of recycled PET bottles reduces use of virgin materials and increases the recycled content of QuadCore® insulation. This target was achieved at a Kingspan Group level in 2024.

## QuadCore® products to utilise recycled PET by 2025

We are aiming to use the PET polyol in the manufacture of all QuadCore® insulation by 2025. By doing this, we are diverting PET from landfill and the natural environment and providing a long-term use within insulation products that help save energy in buildings.

## Harvest 100 million litres of rainwater by 2030

Harvest 100 million litres of rainwater per annum on Kingspan sites by 2030. Interim target of 50 million litres by 2025. Rainwater harvesting is rainwater collected on Kingspan sites. All harvested rainwater must have an onward use, i.e. it should be either used, sold or donated.

# GRI index

## GRI 1: Foundation

|                                   |                                                                                                                           |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| Statement of use                  | Kingspan Insulated Panels has reported in accordance with the GRI Standards for the period January 2024 to December 2024. |
| GRI 1 used                        | GRI 1: Foundation 2021.                                                                                                   |
| Applicable GRI sector standard(s) | Not currently available.                                                                                                  |

## GRI 2: General disclosures

| GRI standard | Disclosure                                                      | Page | Notes and omissions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------|-----------------------------------------------------------------|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2-1          | Organisational details                                          | 5    | a. Kingspan Insulated Panels EAA Division;<br>b. Public limited company;<br>c. Kingspan Insulated Panels EAA is head quartered in Holywell, North Wales;<br>d. See page: 5.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2-2          | Entities included in the organisations sustainability reporting | 4    | a. Kingspan Insulated Panels - EAA Division (KIP EAA) is made up of 113 legal entities. All financial reports are delivered by Kingspan Group, of which all entities within KIP EAA are included. The financial report for 2024 can be found <a href="#">here</a> . We do not share individual performance of legal entities but financial reports can be found of governmental websites where countries require it.<br>b. KIP EAA is made up of 10 business brands, for the purpose of this document, figures have been collated from every manufacturing site within the Division with no adjustments for scale or size of business brands. |
| 2-3          | Reporting period, frequency and contact point                   |      | a. This report covers the calendar year for 2024. It is an annual report.<br>b. This report does not contain any financial performance of this Division as this is reported at the parent company level only.<br>c. The publication date of this report is 14th July 2025<br>d. For further questions please contact the sustainability team at <a href="mailto:sustainabilityteam@kingspan.com">sustainabilityteam@kingspan.com</a>                                                                                                                                                                                                          |
| 2-4          | Restatements of information                                     | 13   | Since the previous report, the figures for the targets have been rebase lined to include acquisitions and data gaps from 2020. The new figures for previous years and this reporting cycle are available in full on page 12.                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 2-5          | External assurance                                              | 42   | Kingspan Insulated Panels EAA and the Group Board are committed to ensuring the accuracy, reliability, and credibility of the information disclosed in our Sustainability Report. To this end, we engage a qualified independent third party to provide external assurance on the reported data. The decision to seek assurance is endorsed by the relevant governance body, and senior teams are actively involved in defining the scope of assurance and reviewing the assurance findings to support continuous improvement in our reporting practices.                                                                                     |
| 2-6          | Activities, value chain and other business relationships        |      | a. Kingspan Insulated Panels – EAA is a manufacturer in the construction sector.<br>b. (i). Kingspan Insulated Panels provides products and services relating to the construction of predominately non domestic buildings.<br>(ii). The organisations supply chain is diverse, with raw materials procured centrally for the division and consumables typically procured at a manufacturing site level. Supplier network is made up of EU and Non-EU suppliers.<br>(iii). As a B2B manufacturer KIP EAA sells to contractors rather than direct to end users.<br>c. There are no other relevant business relationships.                       |

# GRI index

## GRI 2: General disclosures

| GRI standard | Disclosure                                                                  | Page   | Notes and omissions                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------|-----------------------------------------------------------------------------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2-7          | Employees                                                                   | 4, 23  | Information unavailable for Disclosure 2-7-b iii, iv, v. The information will be available in our next reporting period.<br>c. Total number of employees is calculated at the end of the year by head counts.<br>d. Information unavailable for Disclosure 2-7-d. The information will be available in our next reporting period<br>e. Increase in employees due to development of business within the Asia Pacific market.                        |
| 2-8          | Workers who are not employees                                               |        | The organisation does not have a significant number of workers who preform on behalf of the company that are not legally considered employees.                                                                                                                                                                                                                                                                                                     |
| 2-9          | Governance structure and composition                                        | 29     | b. Planet Passionate report 2024 (pg. 8) available <a href="#">here</a> .<br>c. Kingspan Annual Report 2024 (pg. 84-99) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                           |
| 2-10         | Nomination and selection of the highest governance body                     |        | Currently there is no written nomination criteria used for nominating and selecting highest governance body members. However competencies relevant to the impacts of the organisation are considered as heads of relevant departments are automatically members of regional boards, with the divisional boards made up of heads of departments and divisional leaders.<br>Kingspan Annual Report 2024 (pg. 84-99) available <a href="#">here</a> . |
| 2-11         | Chair of the highest governance body                                        |        | Planet Passionate report 2024 (pg. 8) available <a href="#">here</a> .<br>Kingspan Annual Report 2024 (pg. 85) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                    |
| 2-12         | Role of the highest governance body in overseeing the management of impacts |        | Planet Passionate report 2024 (pg. 8) available <a href="#">here</a> .<br>Kingspan Annual Report 2024 (pg. 162-163) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                               |
| 2-13         | Delegation of responsibility for managing impacts                           | 29     | Planet Passionate report 2024 (pg. 8) available <a href="#">here</a> .<br>Kingspan Annual Report 2024 (pg. 162-163) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                               |
| 2-14         | Role of the highest governance body in sustainability reporting             | 10, 29 | Planet Passionate report 2024 (pg. 8) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                                                                                             |
| 2-15         | Conflicts of interest                                                       |        | Kingspan Annual Report 2024 (pg. 96) available <a href="#">here</a> .<br>Information unavailable for Disclosure 2-15-b ii, iii. The information will be available in our next reporting period.                                                                                                                                                                                                                                                    |
| 2-16         | Communication of critical concerns                                          |        | a. Code of conduct (pg. 12) available <a href="#">here</a> .<br>b. Kingspan Annual Report 2024 (pg. 219) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                          |
| 2-17         | Collective knowledge of the highest governance body                         |        | Kingspan Annual Report 2024 (pg. 162-163) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                                                                                         |
| 2-18         | Evaluation of the performance of the highest governance body                |        | Information unavailable for Disclosure 2-18. The information will be available in our next reporting period.                                                                                                                                                                                                                                                                                                                                       |
| 2-19         | Remuneration policies                                                       |        | Kingspan Annual Report 2024 (pg. 100-129) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                                                                                         |
| 2-20         | Process to determine remuneration                                           |        | Kingspan Annual Report 2024 (pg. 100-129) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                                                                                                         |

# GRI index

## GRI 2: General disclosures

| GRI standard | Disclosure                                         | Page     | Notes and omissions                                                                                                                                                                                                                                                                                                                          |
|--------------|----------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2-21         | Annual total compensation ratio                    |          | Information unavailable, financial information is reported at a parent company level only and this is currently not monitored.                                                                                                                                                                                                               |
| 2-22         | Statement on sustainable development strategy      | 6, 7, 13 | Planet Passionate Report 2024 (pg. 2) available <a href="#">here</a> .                                                                                                                                                                                                                                                                       |
| 2-23         | Policy commitments                                 | 30       | Information unavailable for Disclosure 2-23-a i, ii, iii, iv, b. The information will be available in our next reporting period.<br>b. Human Rights Policy available <a href="#">here</a> .                                                                                                                                                  |
| 2-24         | Embedding policy commitments                       | 30       | Code of Conduct (pg. 3-4) available <a href="#">here</a> .<br>Human Rights Policy (pg. 3-7) available <a href="#">here</a> .                                                                                                                                                                                                                 |
| 2-25         | Processes to remediate negative impacts            | 30       | Kingspan Annual Report 2024 (pg. 213, 217, 219, 221-222, 225-226, 229-230, 235) available <a href="#">here</a> .                                                                                                                                                                                                                             |
| 2-26         | Mechanisms for seeking advice and raising concerns | 30       | Code of Conduct (pg. 5, 12) available <a href="#">here</a> .                                                                                                                                                                                                                                                                                 |
| 2-27         | Compliance with laws and regulations               |          | a. No instances of non-compliance.<br>b. Financial information is reported at the parent company level.                                                                                                                                                                                                                                      |
| 2-28         | Membership associations                            |          | We engage closely with the following associations:<br>Construction Products Association (CPA), Engineered Panels in Construction (EPIC), Irish Green Building Council (IGBC) and World Green Building Council.<br><br>We are also patrons of the following:<br>CRASH a charity which helps homelessness charities with construction projects |
| 2-29         | Approach to stakeholder engagement                 | 9        |                                                                                                                                                                                                                                                                                                                                              |
| 2-30         | Collective bargaining agreements                   |          | 73% of employees are covered by collective bargaining agreements – employees not covered by collective bargaining are represented by employee elected partnership forum groups who consult on pay and working conditions.                                                                                                                    |

# GRI index

## GRI 3: Material topics

| GRI standard             | Disclosure                                 | Page                 | Notes and omissions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------|--------------------------------------------|----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3-1                      | Process to determine material topics       | 9                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3-2                      | List of material topics                    | 9, 10, 32            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 302: Energy              |                                            |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Renewable energy         |                                            |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3-3                      | Management of material topics              | 10, 12-15, 32        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 302-1                    | Energy consumption within the organisation | 14                   | <p>a. Total fuel consumption 2024- 329,736 Gigajoules: Diesel – 4765; Electricity – 149362; Gas Oil – 29664; Gas/Diesel Oil – 8620; Gasoline/Petrol – 91; Kerosene – 871; Liquid Petroleum Gas (LPG) – 2689; LPG – 67; LPG (General Transport) – 766; Natural Gas – 75088; Off-Road Diesel Fuel – 4628; On-Road Diesel Fuel – 271; Propane – 18355; Residual Fuel Oil – 3394.</p> <p>b. Total Renewable Fuel Consumption 2024 – 31,098 Gigajoules: Solar-PV – 14793; Wind – 4684; Wood or Wood Waste – 3871; B7 Biodiesel/Diesel – 15; Biodiesel HVO – 6285; BioLPG – 629; BioPropane – 817.</p> <p>c. Electricity consumption 2024 – 168,841 Gigajoules; heating, cooling and steam consumption data unavailable.</p> <p>d. Electricity sold 2024: 5,079 Gigajoules; no heating, cooling and steam sold.</p> <p>e. Total energy consumption 2024 – 329,736 Gigajoules.</p> <p>f. All data has been collected and reported within Diligent as our reporting tool.</p> <p>g. Data is pulled directly from Diligent utilising the built in conversion factors</p> |
| 302-4                    | Reduction of energy consumption            | 14                   | <p>a. Information unavailable, we aim to have this information for the next reporting cycle</p> <p>b. All</p> <p>c. N/A</p> <p>d. Diligent</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 303: Water and effluents |                                            |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Water stewardship        |                                            |                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 3-3                      | Management of material topics              | 10, 12-13, 20-21, 32 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 303-5                    | Water consumption                          | 20, 21               | <p>a. 87.6 megalitres.</p> <p>b. 27.8 megalitres.</p> <p>c. N/A.</p> <p>d. Information unavailable, we aim to have this information for the next reporting cycle.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

# GRI index

## GRI 3: Material topics

| GRI standard   | Disclosure                              | Page                 | Notes and omissions                                                                                                                                                                                                                                            |
|----------------|-----------------------------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 305: Emissions |                                         |                      |                                                                                                                                                                                                                                                                |
| GHG emissions  |                                         |                      |                                                                                                                                                                                                                                                                |
| 3-3            | Management of material topics           | 10, 12-13, 16-17, 32 |                                                                                                                                                                                                                                                                |
| 305-1          | Direct (Scope 1) GHG emissions          | 12, 16               | a. Scope 1 2024 - 8,897tCO <sub>2</sub> e.<br>b. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O.<br>c. 938tCO <sub>2</sub> e.<br>d. Baseline year 2020 as start of Planet Passionate Programme.<br>e. Diligent.<br>f. Financial control.<br>g. Diligent. |
| 305-2          | Energy indirect (Scope 2) GHG emissions | 12, 16               | a. 8,862tCO <sub>2</sub> e.<br>b. 2,674tCO <sub>2</sub> e.<br>c. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O.<br>d. Baseline year 2020 as start of Planet Passionate Programme.<br>e. Diligent.<br>f. Financial control.<br>g. Diligent.              |
| 305-5          | Reduction of GHG emissions              | 12, 16               | b. CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O.<br>c. Baseline year 2020 as start of Planet Passionate Programme.<br>d. Scope 1 and 2.<br>e. Diligent.                                                                                                |

# GRI index

| GRI 3: Material topics                  |                                                                                          |                      |                                                                                                                                                                                                                                                         |
|-----------------------------------------|------------------------------------------------------------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI standard                            | Disclosure                                                                               | Page                 | Notes and omissions                                                                                                                                                                                                                                     |
| 306: Waste                              |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| Waste management                        |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| 3-3                                     | Management of material topics                                                            | 10, 12-13, 18-19, 32 |                                                                                                                                                                                                                                                         |
| 306-1                                   | Waste generation and significant waste related impacts                                   | 18, 19               |                                                                                                                                                                                                                                                         |
| 306-2                                   | Management of significant waste related impacts                                          | 18, 19               |                                                                                                                                                                                                                                                         |
| 306-3                                   | Waste generated                                                                          | 18, 19               | Information unavailable for Disclosure 306-3. The information will be available in our next reporting period.                                                                                                                                           |
| 306-4                                   | Waste diverted from disposal                                                             | 18, 19               | Information unavailable for Disclosure 306-4-a breakdown, b, c, d, e. The information will be available in our next reporting period.                                                                                                                   |
| 306-5                                   | Waste directed to disposal                                                               | 18, 19               | Information unavailable for Disclosure 306-5-a breakdown, b, c, d, e. The information will be available in our next reporting period.                                                                                                                   |
| 401: Employment                         |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| Talent attraction, retention and growth |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| 3-3                                     | Management of material topics                                                            | 10, 24, 32           |                                                                                                                                                                                                                                                         |
| 401-1                                   | New employee hires and employee turnover                                                 | 23                   | Information unavailable for Disclosure 401-1. The information will be available in our next reporting period.                                                                                                                                           |
| 404: Training and education             |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| 3-3                                     | Management of material topics                                                            | 10, 24, 32           |                                                                                                                                                                                                                                                         |
| 404-2                                   | Programs for upgrading employee skills and transition assistance                         | 24                   |                                                                                                                                                                                                                                                         |
| 404-3                                   | Percentage of employees receiving regular performance and career development reviews     |                      | All employees are eligible for annual performance career development reviews and are requested to organise these with their line managers at the start of each calendar year. Additional performance reviews can also be requested throughout the year. |
| 413: Local communities                  |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| Community engagement                    |                                                                                          |                      |                                                                                                                                                                                                                                                         |
| 3-3                                     | Management of material topics                                                            | 10, 25-27, 32        |                                                                                                                                                                                                                                                         |
| 413-1                                   | Operations with local community engagement, impact assessments, and development programs | 25                   | All KIP EAA operational sites are actively involved in our community engagement initiative 'Planet Passionate Community Fund'.                                                                                                                          |

# GRI index

| GRI 3: Material topics                              |                               |                      |                     |
|-----------------------------------------------------|-------------------------------|----------------------|---------------------|
| GRI standard                                        | Disclosure                    | Page                 | Notes and omissions |
| Circular economy and design                         |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 12-13, 18-19, 32 |                     |
| Environmental compliance                            |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 28-30, 32        |                     |
| Biodiversity preservation                           |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 25-27, 32        |                     |
| Sustainable transport                               |                               |                      |                     |
| 3-3                                                 | Management of material topics | 2, 10, 12-13, 16, 32 |                     |
| Environmental impacts of materials                  |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 12-13, 17, 32    |                     |
| Workplace safety and wellness                       |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 24, 32           |                     |
| Human rights                                        |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 32               |                     |
| Responsible procurement and supply chain management |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 12-13, 17, 32    |                     |
| Diversity, equality and inclusion                   |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 24, 32           |                     |
| Customer satisfaction and service                   |                               |                      |                     |
| 3-3                                                 | Management of material topics | 9-10, 17, 32         |                     |
| Product and process innovation                      |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 12-13, 17, 32    |                     |
| Quality management                                  |                               |                      |                     |
| 3-3                                                 | Management of material topics | 10, 14-15, 32        |                     |

# GRI index

| GRI 3: Material topics        |                               |               |                     |
|-------------------------------|-------------------------------|---------------|---------------------|
| GRI standard                  | Disclosure                    | Page          | Notes and omissions |
| Company financial health      |                               |               |                     |
| 3-3                           | Management of material topics | 10, 32        |                     |
| Business ethics and integrity |                               |               |                     |
| 3-3                           | Management of material topics | 10, 28-30, 32 |                     |
| Stakeholder engagement        |                               |               |                     |
| 3-3                           | Management of material topics | 9-10, 32      |                     |
| Data security and privacy     |                               |               |                     |
| 3-3                           | Management of material topics | 10, 28-30, 32 |                     |
| Procedure transparency        |                               |               |                     |
| 3-3                           | Management of material topics | 10, 28-30, 32 |                     |
| Company brand and mission     |                               |               |                     |
| 3-3                           | Management of material topics | 10, 28-30, 32 |                     |
| Business resilience           |                               |               |                     |
| 3-3                           | Management of material topics | 10, 28-30, 32 |                     |

# Assurance statement



We help business gain value by operating in much cleverer, sustainable ways

## Independent Assurance Statement to Kingspan Insulated Panels EAA

FBRH Consultants Ltd (FBRH Consultants) was engaged by Kingspan Insulated Panels EAA to provide independent limited assurance over the presentation of information in its **2024 Sustainability Report** (the Report), covering the period from **1st January 2024 to 31st December 2024**.

FBRH Consultants is an independent provider of sustainability assurance services and has not carried out any other work for Kingspan Insulated Panels EAA during the reporting period that could affect our independence or objectivity.

### Engagement Summary

#### • Scope of the engagement:

To assess whether the Report is presented in accordance with the GRI Sustainability Reporting Standards (GRI Standards), specifically ensuring that the disclosures and information listed in **Appendix I** have been appropriately presented.

#### • Reporting criteria:

The GRI Sustainability Reporting Standards (2021 update)

#### • Assurance standard:

International Standard on Assurance Engagements (ISAE) 3000 (Revised)

#### • Assurance level:

Limited assurance

#### • Responsibilities:

Kingspan Insulated Panels EAA is responsible for the preparation of the Report and the collection and presentation of the information within it. FBRH Consultants' responsibility is to express a limited assurance conclusion based on the scope of work described above.

### Our Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention to suggest that the information and disclosures, as defined in the scope of our engagement, have not been presented in accordance with the GRI Standards.

### Work Performed

Our assurance work was conducted in accordance with ISAE 3000 (Revised) and involved the following activities:

- Review of the final version of the Report to confirm that the required disclosures, as per the GRI Standards, have been presented appropriately;
- Evaluation of the structure and content of the Report for consistency with GRI requirements;
- Examination of the GRI content index and cross-checking of selected disclosures to ensure that references are correctly aligned;

We did not verify the accuracy of data or perform data sampling or site visits. Our work did not include assurance of performance metrics or quantitative data.

### Limitations

This assurance engagement was limited to a review of the presentation of information in accordance with the GRI Standards and did not include verification of underlying data or assessment of the effectiveness of management systems or internal controls. The inherent limitations of assurance engagements and the use of sampling and selective review methods mean that absolute assurance cannot be provided.

  
Simon Phillips MBA, FCMA, FIEMA  
GRI Nominated Trainer, IFMA Trainer  
GRI Certified Sustainability Professional  
FBRH Consultants Ltd, London, UK

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## Appendix I: Scope of our assurance engagement

| General Disclosures |                                                                             | Requirements | Title                                |
|---------------------|-----------------------------------------------------------------------------|--------------|--------------------------------------|
| Disclosure #        | Disclosure Title                                                            |              |                                      |
| 2-1                 | Organizational details                                                      | GRI 1        | Foundation 2021                      |
| 2-2                 | Entities included in the organization's sustainability reporting            |              |                                      |
| 2-3                 | Reporting period, frequency and contact point                               |              |                                      |
| 2-4                 | Restatements of information                                                 | Disclosures  | Disclosure Title                     |
| 2-5                 | External assurance                                                          | 3-1          | Process to determine material topics |
| 2-6                 | Activities, value chain and other business relationships                    | 3-2          | List of material topics              |
| 2-7                 | Employees                                                                   | 3-3          | Management of material topics        |
| 2-8                 | Workers who are not employees                                               |              |                                      |
| 2-9                 | Governance structure and composition                                        |              |                                      |
| 2-10                | Nomination and selection of the highest governance body                     |              |                                      |
| 2-11                | Chair of the highest governance body                                        |              |                                      |
| 2-12                | Role of the highest governance body in overseeing the management of impacts |              |                                      |
| 2-13                | Delegation of responsibility for managing impacts                           |              |                                      |
| 2-14                | Role of the highest governance body in sustainability reporting             |              |                                      |
| 2-15                | Conflicts of interest                                                       |              |                                      |
| 2-16                | Communication of critical concerns                                          |              |                                      |
| 2-17                | Collective knowledge of the highest governance body                         |              |                                      |
| 2-18                | Evaluation of the performance of the highest governance body                |              |                                      |
| 2-19                | Remuneration policies                                                       |              |                                      |
| 2-20                | Process to determine remuneration                                           |              |                                      |
| 2-21                | Annual total compensation ratio                                             |              |                                      |
| 2-22                | Statement on sustainable development strategy                               |              |                                      |
| 2-23                | Policy commitments                                                          |              |                                      |
| 2-24                | Embedding policy commitments                                                |              |                                      |
| 2-25                | Processes to remediate negative impacts                                     |              |                                      |
| 2-26                | Mechanisms for seeking advice and raising concerns                          |              |                                      |
| 2-27                | Compliance with laws and regulations                                        |              |                                      |
| 2-28                | Membership associations                                                     |              |                                      |
| 2-29                | Approach to stakeholder engagement                                          |              |                                      |
| 2-30                | Collective bargaining agreements                                            |              |                                      |

| Topic-Specific Disclosures | Disclosure # | Disclosure Title                                                                         |
|----------------------------|--------------|------------------------------------------------------------------------------------------|
|                            | GRI 302-1    | Energy consumption within the organization                                               |
|                            | GRI 302-4    | Reduction of energy consumption                                                          |
|                            | GRI 303-5    | Water consumption                                                                        |
|                            | GRI 305-1    | Direct Scope 1 GHG emissions                                                             |
|                            | GRI 305-2    | Energy indirect Scope 2 GHG emissions                                                    |
|                            | GRI 305-5    | Reduction of GHG emissions                                                               |
|                            | GRI 306-1    | Waste generation and significant waste-related impacts                                   |
|                            | GRI 306-2    | Management of significant waste-related impacts                                          |
|                            | GRI 306-3    | Waste generated                                                                          |
|                            | GRI 306-4    | Waste diverted from disposal                                                             |
|                            | GRI 306-5    | Waste directed to disposal                                                               |
|                            | GRI 401-1    | New employee hires and employee turnover                                                 |
|                            | GRI 404-2    | Programs for upgrading employee skills and transition assistance programs                |
|                            | GRI 404-3    | Percentage of employees receiving regular performance and career development reviews     |
|                            | GRI 413-1    | Operations with local community engagement, impact assessments, and development programs |

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