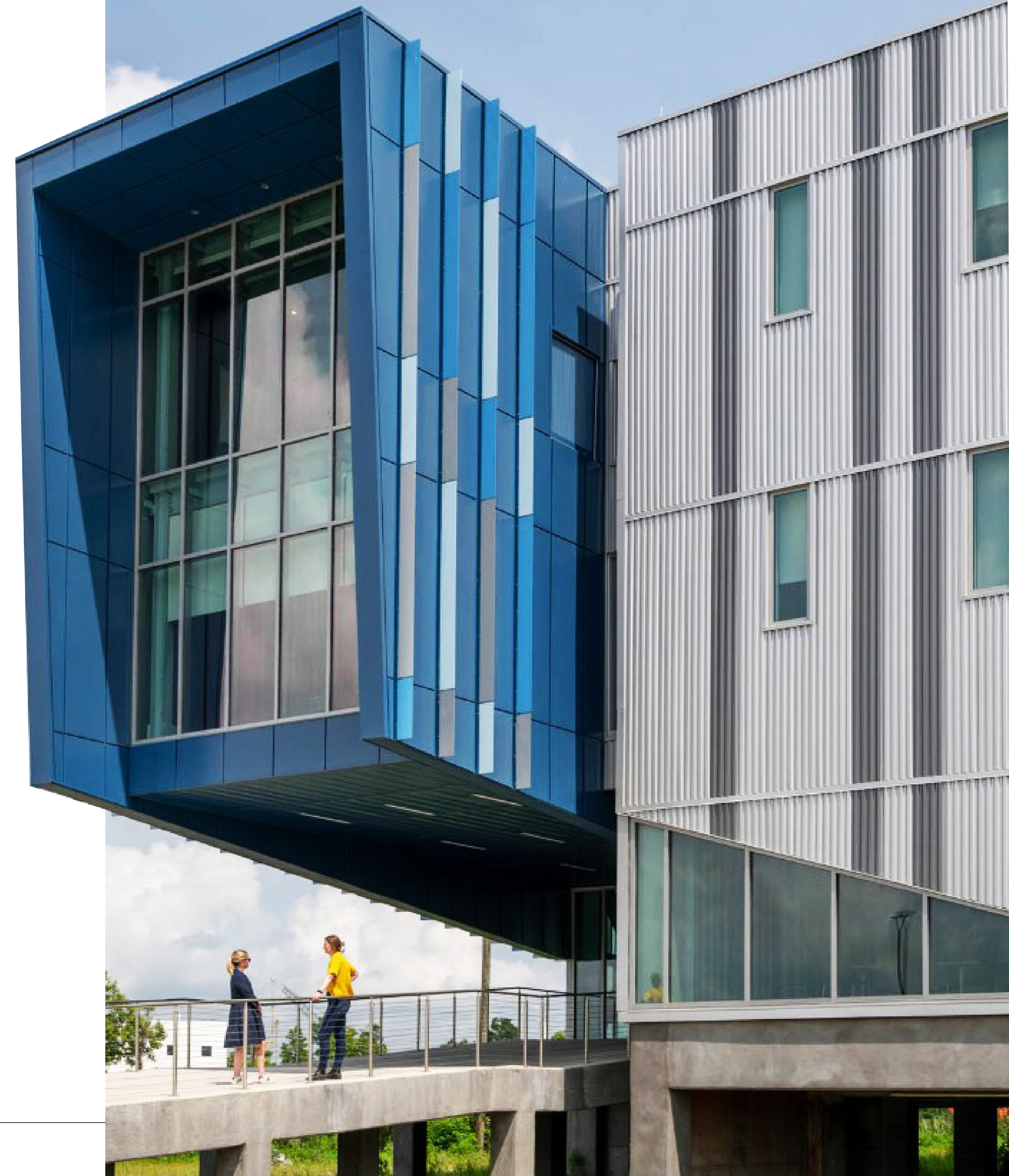




PLANET
PASSIONATE

2024 SUSTAINABILITY REPORT

KINGSPAN INSULATED PANELS
NORTH AMERICA



LETTER FROM PRESIDENT



Alswinn Kieboom
President

At Kingspan Insulated Panels North America, we are proud to present our third annual *Planet Passionate* report — an opportunity to reflect on our progress, reaffirm our commitments, and celebrate the people driving change across Canada, the United States, and Mexico.

Our mission remains clear: to accelerate a net-zero emissions future through innovation, integrity, and impact. This mission is rooted in Kingspan Group’s global *Planet Passionate* strategy, which continues to guide our actions across four key pillars—Carbon, Energy, Circularity, and Water.

In the Group’s fifth annual *Planet Passionate* report, our CEO Gene Murtagh highlighted the “strong progress” by completing more than 150 projects in 2024 and over 400 projects since 2020. During that time, we have also reduced Scope 1 and 2 greenhouse gas emissions by 61% across our global footprint.

Here in North America, we are proud to contribute to that success. In 2024, our teams achieved significant milestones: expanding on-site solar capacity, increasing rainwater harvesting, and advancing circularity through material reuse and waste reduction. Additionally, our employees contributed in various ways through the Planet Passionate Communities program in each of our locations. These include food, toy and clothing drives, blood drives, tree and garden planting, back to school backpack events, animal shelters, fundraisers, community cleanups, and even producing honey from our own beehives.

We’ve also seen remarkable progress in our operational sustainability. Our facilities continue to reduce emissions, increase renewable energy use, and innovate with circular materials. Although still under renovation, our new head office in DeLand is a terrific example of the latter. For more details, please read the article on p. 21.

But beyond the numbers, what truly sets us apart is the spirit of collaboration and care. Our people are not just meeting targets—they’re building a legacy. They’re proving that sustainability can be local and global, technical and human, ambitious and achievable.

As we look ahead to the next phase of Planet Passionate, I want to thank every member of the Kingspan Insulated Panels North America team. Their dedication is not only helping us meet our goals—it’s inspiring others to believe in what’s possible when passion meets purpose.

Let’s continue to lead, innovate, and build a better future.

“Beyond the numbers, what truly sets us apart is the spirit of collaboration and care. Our people are not just meeting targets—they’re building a legacy. They’re proving that sustainability can be local and global, technical and human, ambitious and achievable.”

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ABOUT THIS REPORT

This is the Kingspan Insulated Panels (North America) third annual Sustainability Report which covers the period of January 1 to December 31, 2024.

This annual report provides an overview of our division’s (Kingspan Insulated Panels North America) initiatives and performance for the year 2024. This report highlights our ongoing commitment to sustainability, detailing the progress we’ve made towards our flagship environmental sustainability program’s—Planet Passionate—goals.

Kingspan Insulated Panels North America is committed to collecting and presenting accurate and reliable information. Our metrics are independently audited and certified through external assurance agencies. See page 62 for results/further information.

Throughout this report, we aim to communicate our goals, challenges we’ve faced and strategies we’ve implemented to drive meaningful change. As we continue to evolve and adapt, our goal is to create long-term value for all stakeholders, ensuring a sustainable future for both our business and the communities we serve.

For all inquiries, comments or recommendations please contact Brent Trega, Director of Sustainability, Brent.Trega@Kingspan.com or Kelly Buffey, Sustainability Manager NA, Kelly.Buffey@Kingspan.com.

ADDITIONAL PUBLICATIONS

[Kingspan Group 2024 Planet Passionate Report](#)



KINGSPAN: WHO WE ARE

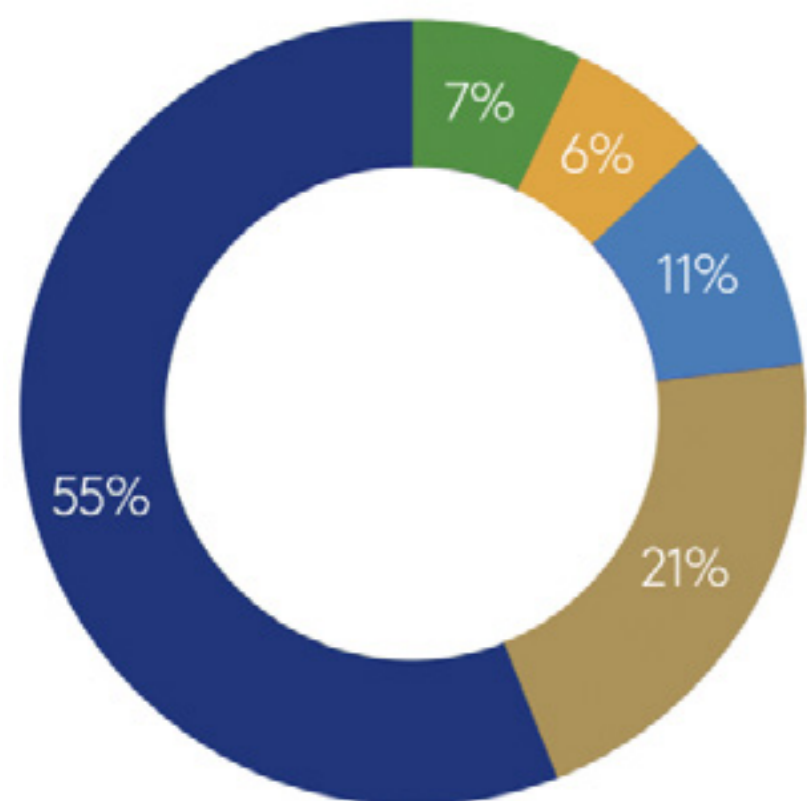
Our mission is to help accelerate a net zero built environment with people and planet at its heart.

Founded and headquartered in Kingscourt, Co. Cavan, Ireland, Kingspan is a global business operating in over 80 countries and with over 27,000 employees.

Our business model and strategic pillars enable the ongoing conversion to ultra-efficient building envelopes, from outdated, inefficient methods of construction.

Through our continuous development of innovative and proprietary technology, we have created a portfolio of products which create value across a number of key metrics. Critically, through the differentiated thermal performance of our innovative solutions, we help design teams, architects and ultimately our customers play their part in tackling climate change.

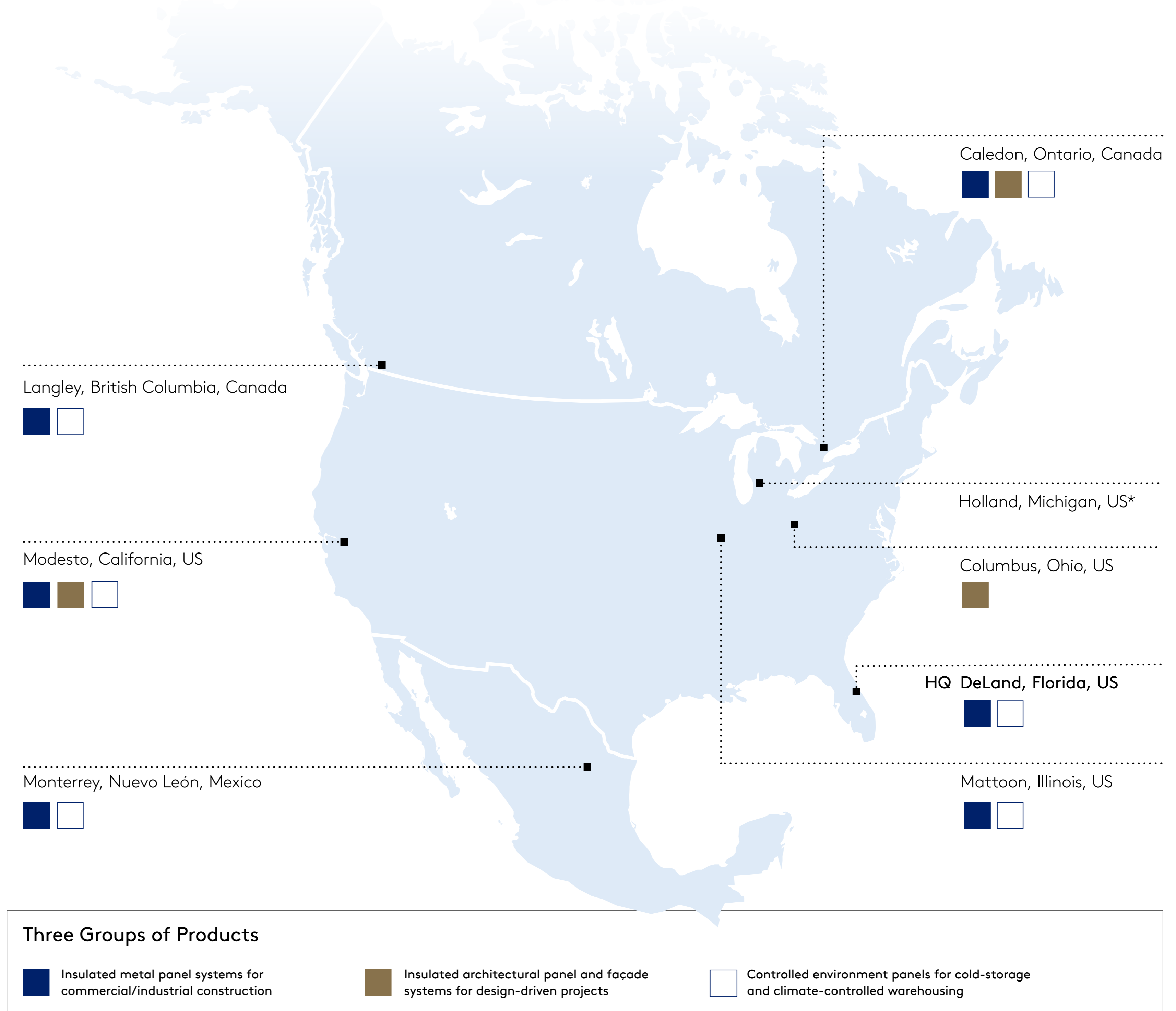
Our core values of honesty, integrity and compliance with the law, are the foundations upon which our strategic pillars sit. For more information on our values and strategic goals, please see Kingspan Group's Annual Report.



- INSULATED PANELS
- INSULATION
- LIGHT, AIR + WATER
- ROOFING + WATERPROOFING
- DATA SOLUTIONS

 Innovation	 Planet Passionate
 Global	 Completing the Envelope

To learn more about Kingspan Group's core values, visit the [Kingspan Group Annual 2024 Report](#).



*All Planet Passionate reporting for Dri Design is included in our divisional reporting, but is excluded from Kingspan Insulated Metal Panels North America Sustainability Reports.

HIGHLIGHTS

2024

Community Events

16 across our
6 sites

EV Vehicles

92%

Rainwater Harvested

500,000
mega liters

Landfill Waste Reduction

61.6%

Scope 1 & 2 Reductions

13.5%

Wholly-Owned Sites with Solar PV

100%

Total Direct Renewable Energy Used

37.6%

On-Site Renewable Generation

11.9% with 2.6 GWh generated

SDGs



Kingspan aims to support the UN's Sustainable Development Goals (SDG's) through our constant development of solutions that enable building owners to consume less resources.

This report will demonstrate our progress made in 2024 to reduce our impact across the areas of carbon, energy, circularity and water.

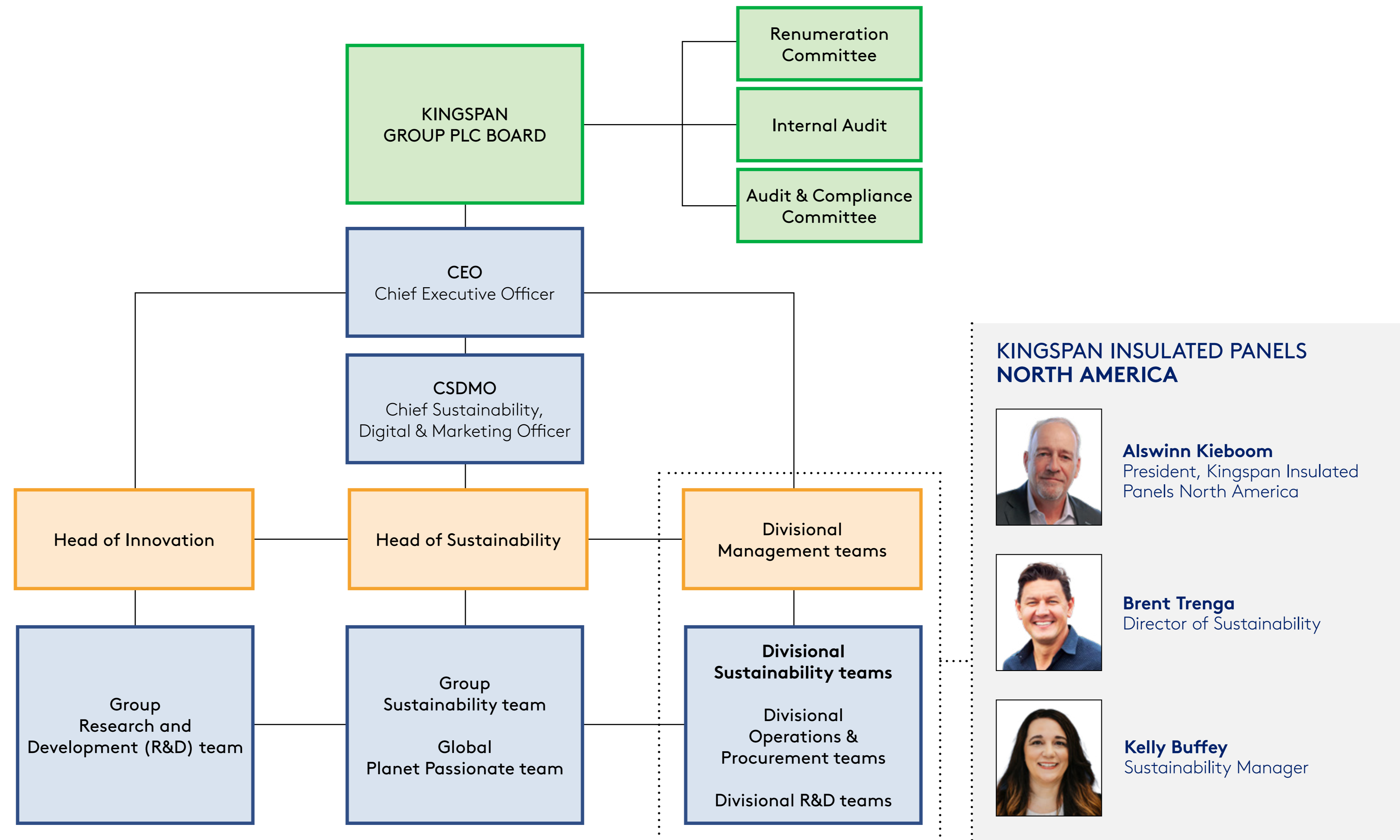
Section	Material Topics	SDGs
Carbon	GHG Emissions	
Carbon ¹	Environmental Impact of Materials	
Carbon, Energy, Circularity, Water, Supply Chain	Responsible Procurement and Supply Chain Management	
Carbon	Sustainable Transport	
Energy	Renewable Energy	
Circularity	Waste Management	
Circularity	Circular Economy & Design	
Water	Water Stewardship	
Planet Passionate	Biodiversity Preservation	
Planet Passionate	Environmental Compliance	
Our People	Training and Education	
Our People	Workplace Safety and Wellness	
Supply Chain, Our People, Content Index	Human Rights	
Our People	Talent Attraction, Retention and Growth	
Our People	Community Engagement	
Our People	Diversity, Equity and Inclusion	
Stakeholder Engagement	Stakeholder Engagement	
Annual Report	Customer Satisfaction and Service	
Annual Report	Product and Process Innovation	
Annual Report	Quality Management	
Annual Report	Company Financial Health	
Annual Report	Business Ethics and Integrity	
Annual Report	Data Security and Privacy	
Supply Chain	Procedure Transparency	
Annual Report	Company Brand and Mission	
Annual Report	Business Resilience	

¹ See Embodied Carbon section

Corresponding GRI Disclosures: 3-3, 201, 205, 301, 302, 303, 304, 305, 306, 308, 401, 403, 404, 405, 408, 409, 413, 414, 416, 417, 418
 GRI 307: Environmental Compliance" has been withdrawn and replaced by "Disclosure 2-27 Compliance with Laws and Regulations"

STRUCTURE OF SUSTAINABILITY GOVERNANCE

SUSTAINABILITY OVERSIGHT & MANAGEMENT



◀ LOOKING BACK

Kingspan's sustainability journey began well before 2020, with bold ambitions taking shape as early as 2011. By benchmarking ourselves against industry peers and leading global brands, we developed a strategy built on four pillars: **carbon**, **energy**, **circularity** and **water**. From there, we set audacious targets, driven by innovation, accountability and a commitment to embed sustainability across every aspect of the business.

LOOKING BACK

That initial commitment sparked a cultural transformation across Kingspan. What began as a top-down initiative quickly became a company-wide mindset, with teams in operations, commercial, and finance rethinking performance through the lens of Planet Passionate. Sustainability is now woven into every decision—from energy projects that reduce emissions and lock in cost savings, to waste reduction efforts that are scaled and replicated across sites. Along the way, we’ve learned by doing—refining approaches to rainwater harvesting, exploring new technologies, and empowering our people through **Planet Passionate Communities**. The biggest shift? Curiosity. Asking “What if?” has become second nature, not just for our teams but for our suppliers too, who are now eager collaborators in driving real change.

BRENT TRENGA: THE START OF THE SUSTAINABILITY JOURNEY



Brent Trenga
Director of Sustainability

Let’s go back to 2020—how did the sustainability journey start, and what sparked the initial momentum?

Our sustainability journey started way before 2020. Kingspan began its net-zero energy journey in 2011, and I joined in 2015, so I came into a business that was already setting ambitious goals. The target was 2020, and we actually hit it a year early in 2019. That was a huge milestone.

I was lucky enough to be part of the genesis of Planet Passionate. We sat down, benchmarking ourselves against not just our peers in the construction industry, but also huge brands. We asked the tough question: “What is everyone else doing, and what should we be doing?” That exercise helped shape our four pillars: carbon, energy, circularity and water.

From there, we identified 10 to 12 KPIs beneath each pillar. The targets were bold. We set them without knowing exactly how we’d get there. We knew we’d need innovation, new technology and real shifts in how our business operates. I’ll never forget presenting these goals at our leadership meeting and getting those “You must be insane” looks. But that’s what makes Kingspan special. We all leaned in and started breaking it down—operations, commercial, finance—we assigned ownership and began building momentum.

Another big motivator? Accountability. We’re judged on our progress every single year, both internally and externally. There’s no option to coast.

Over the last four years, I’ve seen our business evolve in incredible ways. Our operations, commercial and finance teams don’t just think about performance anymore—they think in “what ifs” through the lens of Planet Passionate. It’s no longer something the CEO pushes from the top. It’s become ingrained in how we evaluate every decision we make.



BRENT TRENGA: THE START OF THE SUSTAINABILITY JOURNEY (CON'T) ● ● ● ● ●

How has innovation in manufacturing shaped Kingspan’s sustainability progress so far? Where has Kingspan seen the most progress in improving operational sustainability?

One of the most powerful shifts we’ve seen is the realization that sustainability and operational efficiency go hand in hand. We started seeing a clear alignment between cost savings, project payback and meeting our Planet Passionate goals. This was never about checking a box. It was about real business value.

Take our energy projects, like switching from natural gas to electricity or adding solar PV. These weren’t just good for decarbonizing—they locked in energy costs and improved efficiency. Our waste-to-landfill work in DeLand was a great example of learning by doing. We dissected the issue, built a roadmap and replicated that success elsewhere.

Rainwater harvesting, for example, had its own learning curve. At first, we thought we had to use all the water no matter what—and then realized that if it doesn’t rain, you’re out of water. That taught us to be smarter about optimization and usage. Every project, whether in Modesto, Langley or Mattoon, has built on the one before it. There’s a clear evolution.

What’s been really incredible is how these initiatives have come to life through our Planet Passionate Communities. From stormwater cleanups to cat boxes and beekeeping, the work has developed its own personality. It’s no longer just our message—it’s a movement that people inside and outside the company connect with.



Rainwater harvesting in DeLand, FL

What was one unexpected challenge when rethinking how Kingspan operates day-to-day? An unexpected opportunity?

The biggest challenge was, and still is, knowing how to execute on our ambitious targets without a clear map. We knew we had to change, but we didn’t know how all the pieces would come together. Getting buy-in across the business, aligning leadership, adapting supply chains and navigating tech limitations were all huge lifts.

But the unexpected opportunity was the cultural transformation. Seeing people across every department ask “What if?” has been the most rewarding part. That curiosity is now embedded in our culture.

How has Kingspan’s approach to working with suppliers evolved from a sustainability standpoint?

Early on, our supplier meetings were tough. Half the room didn’t know what we were talking about, and the other half couldn’t imagine how they’d meet our expectations.

But now, it’s a completely different dynamic. Suppliers are excited to share what they’re working on. We have regular check-ins, and they bring updates proactively.

This shift has strengthened our relationships and made our supply chain more resilient. When a supplier comes to us and says, “We’ve got an idea, and we want you to be the first to hear about it,” that’s a sign we’re truly moving the needle.



“These initiatives have come to life through our Planet Passionate Communities. From stormwater cleanups to cat boxes and beekeeping, the work has developed its own personality. It’s no longer just our message — it’s a movement that people inside and outside the company connect with.”

PLANET PASSIONATE – MANUFACTURING INNOVATION

Buildings and construction contribute to 37%¹ of global energy-related CO₂ emissions, with 9% attributed to the materials used in both residential and non-residential construction. In response, Product Passionate outlines our commitment to supporting customers in building with improved environmental performance through continuous product innovation.

Our R&D, sustainability and procurement teams work closely to reduce the environmental impact of our products across their full lifecycle—from raw material sourcing to end-of-life. A key focus is minimizing embodied carbon by incorporating innovative, alternative raw materials. Achieving this requires strong collaboration with our suppliers, who are engaged at every stage of the innovation process—from idea generation and feasibility studies to material testing and final product launch.

Through this integrated approach, we aim to lower the embodied carbon of our products and enhance their in-use environmental benefits, helping to drive more sustainable outcomes in the built environment.

ENERGY EFFICIENCY

In today's construction market, energy efficiency is a top priority—both for environmental reasons and for long-term cost savings. Insulated Metal Panels (IMPs) excel in this regard, offering strong thermal insulation. The combination of a solid metal exterior and a foam core creates a highly effective barrier against heat transfer, which helps to maintain consistent indoor temperatures. By reducing the need for heating and cooling, IMPs can help lower energy consumption. For commercial and industrial buildings where energy use can be substantial, this reduction in operational energy costs is a major benefit.

A prime example of this is the [CODE Building](#) in Charlottesville, Virginia. The building's envelope was designed to meet the American Institute of Architects' 2030 Challenge, focusing on efficiency and thermal performance. By using Kingspan's KarrierPanel®, the building's rainscreen achieves an impressive R-value,



helping to reduce energy consumption and supporting the goal of obtaining LEED certification. The KarrierPanel functions as a high-performance air and vapor barrier for the entire structure, offering continuous insulation in a single, integrated solution.

DURABILITY AND LOW MAINTENANCE

Commercial and industrial buildings face a wide range of challenges, from harsh weather conditions to high traffic and operational demands. IMPs are inherently durable and resistant to the elements. They are designed to withstand the wear and tear that comes with industrial environments, including resistance to moisture and temperature extremes.

IMPs also require minimal upkeep, helping save building owners both time and money. This durability is especially important in commercial and industrial sectors, where downtime for maintenance can be costly.

SPEED OF INSTALLATION

In today's fast-paced construction world, time is of the essence. Every day a project is delayed represents lost time and revenue. IMPs are designed for quick and efficient installation, helping to speed up the construction process. Unlike traditional building systems that may require multiple layers of materials and additional steps, IMPs combine insulation and cladding in a single, easy-to-install panel. This streamlined installation process not only maintains construction timelines, but also helps lower labor costs.



QuadCore® KarrierPanel®



CODE Building
Charlottesville, Virginia

¹ United Nations Environment Programme, & Yale Center for Ecosystems + Architecture (2023). [Building Materials and the Climate: Constructing a New Future.](#)

PLANET PASSIONATE – OPERATIONAL INNOVATION

Planet Passionate is deeply embedded in our DNA. Our people take pride in working for a company that genuinely delivers on its Planet Passionate commitments. Our dedication to solar and renewable energy initiatives, water harvesting and community involvement truly matters. During the recruitment process, we've seen more candidates express enthusiasm about joining Kingspan because of our Planet Passionate vision.

Planet Passionate Communities have continued to grow significantly in our outreach across our six sites in the U.S., Canada and Mexico. Each year we've more than doubled our events.



2021

STARTED OUR FIRST EVENT



2022

HOSTED 3 EVENTS



2023

HOSTED 7 EVENTS



2024

HOSTED 16 EVENTS



PLANET PASSIONATE – SUPPLIER INNOVATION

Since 2020, Kingspan Group has achieved a 14% reduction in Scope 3 emissions, including the impact of acquisitions. The supply chain remains the largest source of these emissions, with over 69% of Scope 3 greenhouse gas emissions falling under the scope of raw materials.¹ This is mainly due to the procurement of high-impact materials like steel and chemicals such as MDI. To mitigate this, we prioritize sourcing recycled steel produced near our facilities and actively partner with chemical suppliers to develop lower-emission solutions.

STEEL

Steelmakers are increasingly adopting more sustainable practices by incorporating recycled content and utilizing electric arc furnaces (EAFs) in their production processes. Unlike traditional blast furnaces, which rely heavily on coal and iron ore, EAFs melt down scrap steel using electricity, significantly reducing carbon emissions. By using recycled materials, steelmakers not only divert waste from landfills but also lower the energy intensity and environmental impact of steel production.

Steel itself is inherently resilient and can be endlessly recycled without any loss in performance or quality. It can also be salvaged and reused, contributing to reduced construction waste, lower emissions and more efficient material use. These attributes make steel an ideal choice for flexible, durable and sustainable products, while supporting a circular economy and aligning with global efforts to decarbonize the building and construction sectors.



¹ Reference: [Kingspan Group 2024 Planet Passionate Report](#)

CHEMICAL

Chemical companies are increasingly turning to biobased and biocircular technologies as part of their efforts to create more sustainable products and reduce reliance on fossil-based resources. Biobased technologies use renewable raw materials such as plant oils, sugars or agricultural waste to produce chemicals, while biocircular approaches focus on integrating recycled or waste biomass into production cycles. These innovations help lower greenhouse gas emissions, reduce resource depletion and support circular economy principles. By shifting to these methods, chemical manufacturers are not only minimizing environmental impact but also driving the development of sustainable supply chains across the building and construction industry.

Kingspan IKON Global Innovation Center



LOOKING FORWARD



As we look ahead, the challenges of scaling sustainability grow more complex.

Through targeted energy audits, smarter operations and prioritizing high-impact projects, we're working to grow the business while keeping our environmental footprint flat. It's about identifying hotspots, investing where it matters most and planning with precision.

LOOKING FORWARD

This mindset is coming to life in projects across the business. At Mattoon, we're building with Planet Passionate principles from the ground up—integrating solar, avoiding fossil fuels and embedding sustainability from day one. For our headquarters in DeLand, we chose the harder path of reuse and retrofit, salvaging materials to pursue LEED and zero-carbon/zero-energy certifications. These aren't just showpieces; they're proof points. Whether we are finding solutions for mineral fiber waste, scaling foam recycling or embedding sustainability into every corner of business—from HR to supply chain—we're focused on making real, measurable progress.

WHAT'S NEXT FOR PLANET PASSIONATE



Brent Trenga
Director of Sustainability

What's next for Planet Passionate?

This is where things get tough. We're forecasting not just for the year ahead, but for the next 24 to 36 months. Projects are getting more complex and take longer to complete. And with our business growing rapidly, we're chasing a moving target.

Our focus now is efficiency. We can't just keep buying renewable energy—we have to reduce the amount of energy we use. Energy audits, smarter operations and prioritizing projects based on impact are all key.

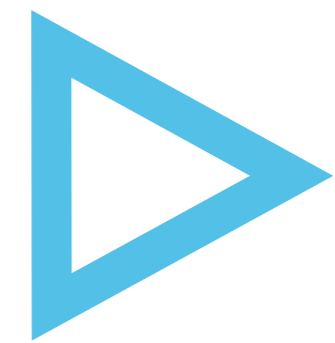
If we can grow the business and keep our footprint flat, that's a win. So we're asking, "Where's the biggest hotspot?" and focusing our resources there. It's about smart planning, realistic timelines and doubling down on what works.

How is the new Mattoon, Illinois facility shaping Kingspan's future in sustainability?

From day one, we knew Mattoon had to align with Planet Passionate. We're planning solar, avoiding natural gas and making sure everything fits the framework. Mattoon was about proactively doing the right things with a new asset and not limiting ourselves.

How about the new DeLand, Florida HQ?

DeLand is a full-on showcase of who we are. Instead of tearing it down, we took the harder path—deconstructing it, salvaging materials and building it back better. We reused gypsum, doors, glass, partitions—you name it. This retrofit will pursue LEED, zero-carbon and zero-energy certifications. It's our own case study. When a customer pushes back, we can say, "We've done it. Here's how." It's not to brag, but to show that the right path is possible, even when it's the harder one.



WHAT'S NEXT FOR PLANET PASSIONATE (CON'T)

What are the next steps in your recycling and circularity story?

We are actively exploring the next steps in advancing the recyclability and circularity of our products. This process involves rethinking the materials we use, how products are constructed, and their intended lifespan. Collaboration remains central to this effort—we are working closely with existing suppliers while also forging new partnerships. Cross-functional teams are engaging in ongoing discussions around product design, disassembly, and development. The work is both exciting and complex.

Achieving true circularity goes beyond the product itself—it requires systemic innovation. This includes building partnerships with organizations that can recycle our products in their current form or help repurpose them into new applications. Aligning business models, supply chains, and long-term resource strategies is critical to making this a reality.

We are also continuing to refine our strategy to take back products at end-of-life, recycle pre-consumer waste from our operations, and incorporate circular principles into new product designs.



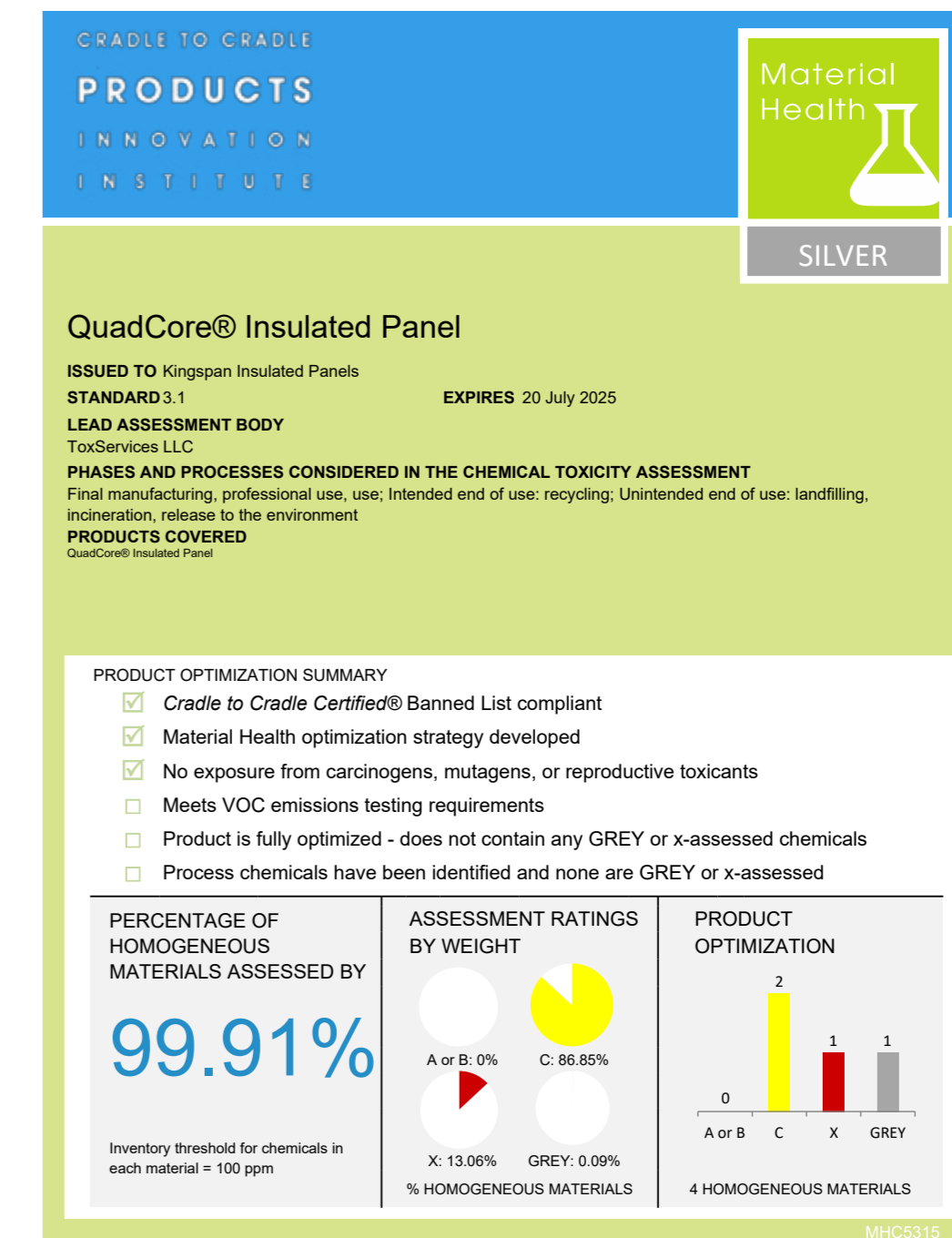
How has Planet Passionate played a role in hiring and training?

It's everywhere now. Planet Passionate is part of onboarding, training and recruitment. It's no longer a side initiative—it's a core part of how we operate and how we communicate our values. From HR to operations to commercial, everyone understands how this program fits into the bigger picture. It's embedded in the DNA of the company.

New certifications and partnerships have helped validate Kingspan's progress—which ones stand out to you?

A few stand out. We've made continuous improvements in our EPDs and VOC testing, and we're proud of maintaining our GREENGUARD Gold Certification. But a big move was recertifying from Cradle to Cradle Version 3 to Version 4. It's much more rigorous, but we wanted to align it with our work in the circularity certification program.

It's all about showing that the progress we talk about is real and traceable.



ACHIEVEMENT OF GOALS

Kingspan has achieved three of our targets ahead of schedule at the overall business level.



20% on-site renewable energy generation



Recycling the equivalent of 1 billion PET bottles into our manufacturing processes annually



Supporting five ocean clean-up projects

NEW TARGETS 2025–2030

In the spirit of innovation, we are very proud of this progress and are pleased to introduce three new targets—expanding our circularity goals and placing greater focus on energy efficiency.

NEW TARGET



ENERGY EFFICIENCY

A new target for large manufacturing sites—those with an annual energy consumption of at least 5 GWh—is to achieve ISO 50001 certification for their energy management systems. This certification will support ongoing improvements in energy efficiency across our operations. Kingspan Insulated Panels North America has a goal to certify all sites regardless of energy use.

NEW TARGET



RECYCLED & RENEWABLE RAW MATERIALS

Kingspan Group has added a target, as part of the circularity strategy, to increase the use of recycled and renewable raw materials by 1.65 million tons by 2030. This ambitious, unified target replaces the previous goal of using 1 billion PET bottles in manufacturing processes. It reflects the broader commitment to sustainable raw material sourcing. Kingspan Insulated Panels North America is actively working with trusted suppliers to ensure high-quality materials are sourced.

NEW TARGET



PRODUCT TAKEBACK & RECYCLING SCHEMES

Kingspan Group has set a target to facilitate 20 product take-back and recycling schemes by 2030 across the company. This goal will require the development of innovative solutions along with collaboration externally. Kingspan Insulated Panels North America will contribute to this goal through innovative foam recycling and circularity projects.



UPDATED CARBON TARGETS 2025–2030

Kingspan Group has increased its global manufacturing footprint by more than 50% since 2020 with the addition of over 80 new sites.

SCOPE 1 & 2 KINGSPAN GROUP EMISSIONS

As a result, this business growth has led to more than a 300% increase in annual energy consumption since 2020. Following GHG Protocol’s relevant guidance, Kingspan Group has recalculated base year Scopes 1, 2 and 3 emissions to include emission sources from acquisitions. Moving forward, Kingspan Group will evaluate the Planet Passionate program every five years to reflect the pace of the business growth. As of the end of 2024, Kingspan Group has reached an 80% reduction in Scope 1 and 2 emissions from 2020, excluding acquisitions, and 61% including acquisitions. Given the Group’s rapid growth, we have adjusted this target to a 65% reduction by 2030. This updated target will include current acquisitions and further potential organic growth out to 2030.

RAW MATERIAL CARBON INTENSITY

Kingspan Group has reevaluated carbon intensity based on the pace of development by regulators, suppliers and customers. At the end of 2024, Kingspan Group had achieved a 3.9% reduction through ongoing collaboration with key suppliers and internal stakeholders. Key raw materials account for 69% of Kingspan Group’s Scope 3 GHG emissions. We continue to collaborate with our key suppliers to innovate new products to meet our internal goals, however, due to several challenges, we have revised our goal from 50% to 15% by 2030.

To learn more about Kingspan Group’s progress toward its targets, visit the [Kingspan Group 2024 Planet Passionate Report](#).

PLANET PASSIONATE TARGETS

		BASE YEAR	TARGET YEAR	
CARBON 	65% Scope 1 and 2 GHG emissions reduction ¹	2020	2030	
	15% Carbon intensity reduction for key raw materials	2020	2030	
	>90% Zero emissions company-funded cars - Annual replacements (%)	-	2030	
ENERGY 	ISO 50001 Energy management system for large sites ²	-	2030	NEW TARGET
	60% Renewable energy consumption	-	2030	
	Solar PV installed on all wholly owned sites	-	2030	
CIRCULARITY 	Zero company waste to landfill ³	2020	2030	
	1.5 Million tonnes of recycled and renewable raw materials used annually	-	2030	NEW TARGET
	Facilitate 20 product takeback and recycling schemes	-	2030	NEW TARGET
WATER 	100 Million litres of rainwater harvested annually	-	2030	

¹ Excluding biogenic emissions. Scope 2 GHG emissions calculated using market-based methodology.

² Large sites >5 GWh annual energy use.

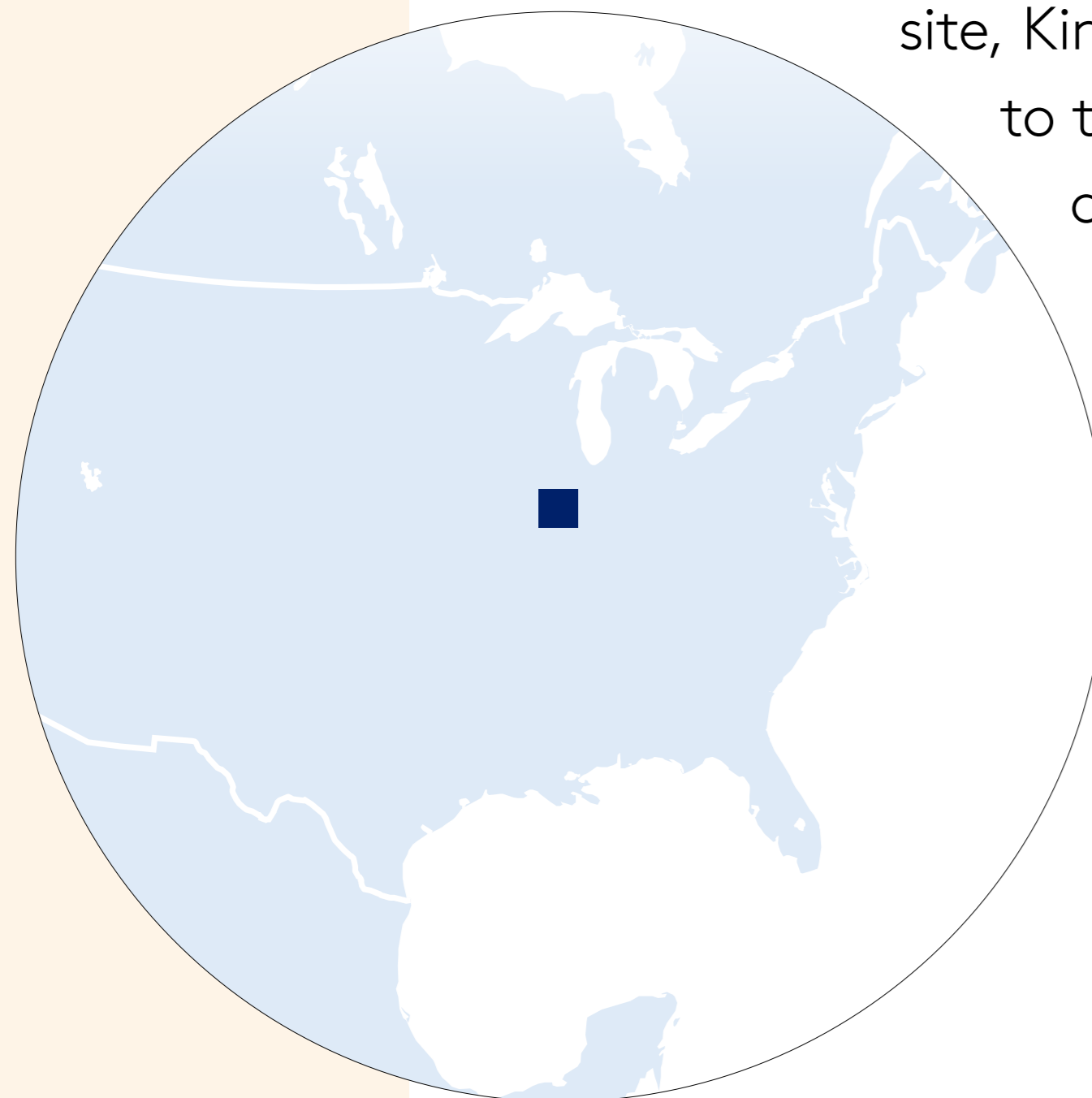
³ Zero waste to landfill: 90% landfill diversion of wastes generated in Kingspan manufacturing, R&D and assembly facilities.

MATTOON, ILLINOIS

On March 27, 2024, Kingspan Insulated Panels North America announced it will open a new facility in Mattoon, Illinois.

The new facility will manufacture Kingspan's K-Roc™ products to help meet growing demand. A feature of the K-Roc product is that it provides superior fire protection due to its mineral fiber insulation core. Specifically, Mattoon will manufacture the K-Roc HF series featuring 4-inch, 6-inch and 8-inch thicknesses, delivering up to a three-hour fire rating in wall applications. The HF Series is available in five different profiles with external and internal skins in embossed or non-embossed finishes, fitting a wide range of aesthetic styles. Currently, the K-Roc series is manufactured only in the Langley, British Columbia, Canada site. With the new Mattoon site, Kingspan will have two strategic locations to take advantage of business growth across North America.

Additionally, the Mattoon facility will include sustainability upgrades to help Kingspan meet its sustainability initiative, Planet Passionate. The Mattoon facility will feature solar roof panels in 2026, energy-efficient LED lighting, electric vehicle charging stations and a recycling system to reach the zero waste to landfill goal. This facility is expected to open mid-2025 and add an additional 50 new jobs to the area.



K-Roc™ Panel

DELAND, FLORIDA

LOOKING FORWARD: A GREENER FUTURE AT THE DELAND HEADQUARTERS

Kingspan Insulated Panels North America’s newly renovated headquarters in DeLand, Florida, is designed to be a model of sustainability and environmental responsibility. Set for completion in October 2025, the building is on track to achieve LEED Gold certification, demonstrating Kingspan’s commitment to environmental stewardship, while also creating healthier and more efficient spaces for occupants.

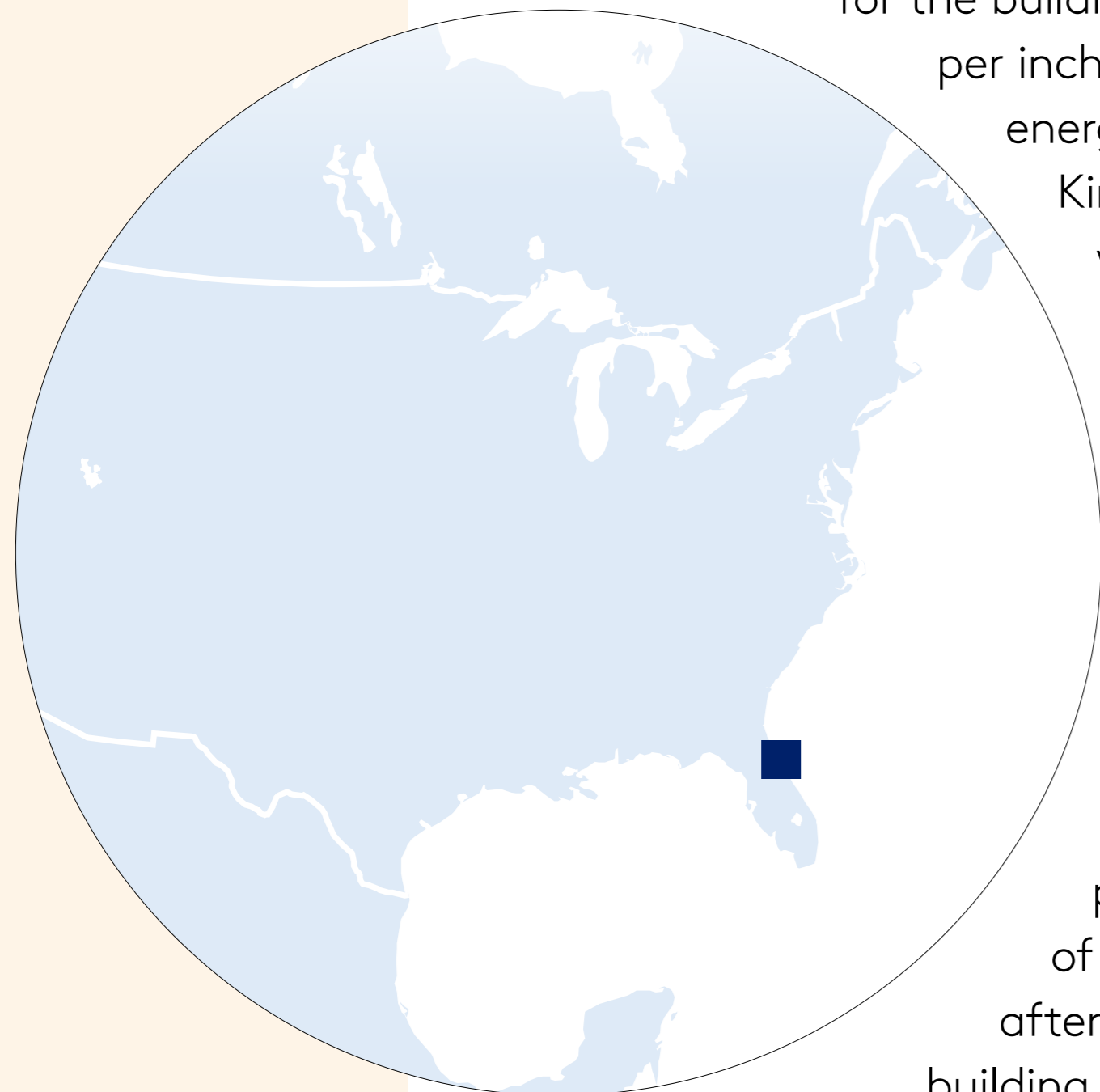
Retrofitting

By retrofitting, or repurposing, the existing DeLand facility, Kingspan has successfully saved over 50% of the carbon emissions that would otherwise have been generated in a new build. This approach is complemented by the use of sustainable materials, including the recycling of gypsum board, carpet, window frames and other components from the original building.

Just over 21,000 square feet of Kingspan K-Roc and KS Series panels were used for the building envelope. Kingspan’s IMPs offer R-values of up to R-8.0 per inch, which helps to reduce heat loss or heat gain, reduce energy consumption and lower carbon emissions. Additionally, Kingspan was able to use panels for the retrofit that were made on-site at the DeLand facility, reducing the amount of materials needed to be shipped in, ultimately reducing its carbon footprint even more during the construction process.

Rainwater Harvesting

The new headquarters also expands the DeLand plant’s existing rainwater harvesting system with the addition of four new 5,000-gallon tanks, providing a total of 20,000 gallons of water storage. The DeLand plant harvested a total of 500,000 liters (132,086 gallons) of rainwater in 2024—this number will increase in 2025 after the new tanks are completed. This system will help the building reduce its reliance on potable water for irrigation and other non-potable uses.



Solar Panels

The new headquarters will feature on-site solar panels as part of the building’s energy design. Currently in the design phase, the solar array will be installed on the roof, providing an estimated 0.5 MWh of energy to the building, further reducing its reliance on external power sources and contributing to its goal of becoming Zero Carbon and Zero Energy certified.

Through these efforts, Kingspan Insulated Panels’ North American headquarters will not only enhance operational efficiency but also serve as a benchmark for environmentally responsible construction and corporate sustainability initiatives.

“Retrofitting is urgently needed to mitigate the far-reaching and damaging impacts of climate change...”

Brent Trenga

HR WITH CHRIS CARPENTER



Chris Carpenter
Vice President Human Resources,
North America

“Every year, it feels like we’re busier than ever—and 2024 was no exception. Fortunately, there are many good things happening across our business thanks to the incredible efforts of our people. With a significant portion of our employees having less than three years of tenure at Kingspan, it’s crucial to provide best-in-class onboarding, along with robust job, product and skill training.

Additionally, technology continues to evolve. System enhancements, digitalization, process improvements and AI present exciting opportunities to work smarter. A key challenge—and opportunity—is determining how to embrace these advancements faster and more effectively than our competitors.

In 2025, we are excited to further strengthen our position as an exceptional place to work. Building on our successes, we remain committed to bringing out the very best in our people. As we often say, “It’s all about the people,” because the business thrives only through the talent and dedication of our team. I am particularly looking forward to advancing the People Passionate leadership initiative to complement Planet Passionate, maximizing its potential. This will inspire more meaningful conversations about both performance and career development, raising the bar for employee engagement.”



NEW PARTNERSHIPS

SAVING WHALES BY CLEANING UP PLASTIC IN COLOMBIA

Kingspan is partnering with rePurpose Global to help clean up plastic from the ocean near Colombia’s Pacific Coast, an area that is home to beautiful beaches and marine life such as humpback whales. Over the next three years, Kingspan and rePurpose Global will remove more than 189,500 pounds (86,000 kg) of plastic, which is equivalent to removing 206 million plastic straws out of the ocean¹.

This plastic pollution is a growing problem, especially in the Buenaventura region of Colombia, where there’s not enough infrastructure to support efficient garbage collection. Inadequate waste infrastructure has contributed to the unchecked flow of plastics into the ocean, threatening marine biodiversity and ecosystem health. This ocean-bound plastic waste hurts marine megafauna such as humpback whales, which use Buenaventura as a nesting ground. These whales can get tangled in plastic or eat it by accident, which can make them ill or even kill them.



rePurpose Global project highlights:

- Kingspan is helping remove over 189,500 pounds of plastic from the ocean to protect wildlife—like humpback whales.
- The project helps local communities by creating jobs and improving recycling and waste collection.
- This is part of the larger Planet Passionate program by Kingspan to fight climate change and protect nature around the world.



“We’re thrilled to partner with Kingspan in their commitment to creating environmental impact, particularly through our joint efforts to combat ocean-bound plastic pollution. This initiative aligns with their Planet Passionate sustainability program, which aims to drive meaningful change for our planet. We’re excited to join them on this journey and hope this serves as a springboard propelling them to achieve many more sustainability goals, allowing their company and the planet to flourish.”

Aditya Siroya

Co-Founder and Chief Impact Officer at rePurpose Global

The new project will:

- Pick up plastic from areas like Maguipi Island, which currently has no waste collection system in place.
- Teach and train local people how to better handle and reduce plastic waste.
- Improve waste systems so less trash ends up in the ocean in the future.

Not only does this help protect whales and marine life, but it also gives jobs and education to local people, making the community stronger and healthier.

By integrating environmental and socioeconomic development, Kingspan and rePurpose Global are contributing not only to the preservation of marine life, but also to the advancement of circular economy principles in one of Colombia’s most ecologically sensitive regions.

To learn more about Planet Passionate, Kingspan’s group-wide sustainability program, [visit the US webpage](#).



¹ On average a plastic disposable straw = 0.42 g 86,800,000g / 0.42g = 206,666,667 plastic straws

PLANET PASSIONATE



"We really dug into targets that are going to affect how we operate our business... we're really trying to decarbonize the operational side of the business, eliminate waste and landfill from our solutions, and be good stewards with water."

Brent Trenga

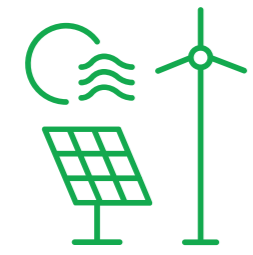
PLANET PASSIONATE TRACKER – 2024

CARBON



Target	Target Year	2020	2021	2022	2023	2024	Progress Toward Target
Net zero carbon manufacturing (Scope 1 & 2 GHG emissions – tCO ₂ e) ¹	2030	3,211	3,434	3,399	3,037	2,779	<div style="width: 30%;"></div> 30%
50% reduction in product CO ₂ e intensity from primary supply partners (%)	2030	—	—	—	—	—	The responsibility for this target's monitoring is held by Kingspan Group. Please see the Kingspan Group 2024 Planet Passionate Report .
Zero emissions company-funded cars—annual replacement (%) ²	2025	0	0	70	80	92	<div style="width: 92%;"></div> 92%

ENERGY



60% direct renewable energy (%)	2030	3.8	4.4	8.7	30	37.6	<div style="width: 62.7%;"></div> 62.7%
20% on-site renewable energy generation (%)	2030	0	0	7	8.4	11.9	<div style="width: 59.5%;"></div> 59.5%
Solar PV systems on all wholly owned sites (%)	2030	0	0	50	100	100	<div style="width: 100%;"></div> 100%

CIRCULARITY



Zero company waste to landfill (tons) ²	2030	3,644	3,048	2,071	2,244	1,429	<div style="width: 61.6%;"></div> 61.6%
Recycle 1 billion PET bottles into our manufacturing processes annually (million bottles)	2025	—	—	—	—	—	The responsibility for this target's monitoring is held by Kingspan Group. Please see the Kingspan Group 2024 Planet Passionate Report .
QuadCore® products utilizing recycled PET by 2025 (no. of sites)	2025	0	0	1	1	1	Kingspan Panels North America currently has 4 sites producing QuadCore. Our goal is to have all 4 sites producing QuadCore with recycled PET.

WATER



Harvest 100 million litres of rainwater annually (million liters)	2030	0	0	0	0.7	0.5	The responsibility for this target's monitoring is held by Kingspan Group. Please see the Kingspan Group 2024 Planet Passionate Report . Our division contribution is listed in this table.
Support 5 ocean clean-up projects (no. of projects)	2025	1	2	3	4	5	The responsibility for this target's monitoring is held by Kingspan Group. Please see the Kingspan Group 2024 Planet Passionate Report .

¹ Excluding biogenic emissions. Scope 2 GHG emissions calculated using market-based methodology. Our definition of Net-Zero Carbon Manufacturing is to remove GHG emissions from our Scope 1 & 2 emissions.

² Historical data has been revised based on identified conversion error.

DATA MANAGEMENT

Across Kingspan’s global operations, each division leverages third-party data management software to monitor progress toward our Planet Passionate targets. This standardized approach ensures accurate, consistent data reporting across the business each year.

As part of our data management process, each site designates a Site Writer responsible for uploading site-specific data and supporting evidence into the platform on a monthly basis. Kingspan Group conducts monthly and biannual internal audits to verify the accuracy and completeness of the data. Additionally, an external third-party auditor—appointed by the Group—performs an annual audit at the Group level. This rigorous auditing framework allows us to confidently and transparently disclose our performance metrics and forecast progress toward our sustainability goals.

	1. Collect & Upload	2. Ensure Data Completeness	3. Process & Clean	4. Analyze & Interpret	5. Plan & Forecast
KINGSPAN GROUP		M	B A	B A	
SUSTAINABILITY TEAM		M Q B A	M B A	M Q A	M Q
SITE WRITERS	M	Q B A	M B A		
EXTERNAL AUDITORS			A		

Monthly
 Quarterly
 Biannually
 Annually



CARBON

INTRODUCTION



Embodied carbon, also known as embodied greenhouse gas emissions, refers to the total amount of greenhouse gases (GHGs) generated during the extraction, production, transportation and manufacturing phases of a product’s life cycle.¹ As operational carbon emissions decline and construction activity increases, embodied carbon now accounts for a growing share of the building industry’s overall carbon footprint. Unlike operational emissions, embodied carbon is *irreversible*—once a building is completed, those emissions are locked in for its entire lifespan.

At Kingspan, we are committed to offering transparent, lower embodied carbon products by decarbonizing our manufacturing processes and supply chain. Our ongoing investment in *Environmental Product Declarations (EPDs)* supports this goal. As part of our *Planet Passionate* sustainability program, we remain dedicated to further reducing the embodied carbon impact of our products.

To better understand the benefits of QuadCore® panels, we partnered with *Kieran Timberlake* to assess how they compare to alternative materials in reducing embodied carbon in industrial buildings ([Reducing the Embodied Carbon of Walls in Industrial Buildings | Kingspan US](#)).



University of Maryland Jones-Hill House

HIGHLIGHTS

Renewable energy used

37.6%

Onsite renewable energy generated

11.9%

Wholly-owned sites with Solar PV

100%

¹ Carbon Leadership Forum, Embodied Carbon 101



CARBON (CON'T)

ENVIRONMENTAL PRODUCT DECLARATIONS (EPDs)

EPDs are third-party verified documents that disclose a product’s environmental impact throughout its life cycle. They offer architects and designers a reliable, transparent framework for evaluating materials. In 2023, we expanded our EPD offerings to include site-specific data, additional panel thicknesses and our mineral fiber panels, enabling more detailed analysis of actual installed products. Today, all of our products have site-specific, facility-specific and thickness-specific EPDs.

[See all Kingspan’s EPDs | Kingspan US](#)

DECARBONIZATION: HOW WE MANAGE IT AT THE KINGSPAN GROUP LEVEL

Targets and Climate Ambition

Our climate strategy is aligned with a *1.5°C pathway*, placing a strong focus on direct emissions reductions rather than relying on offsets. (For more details, refer to the “Carbon Credits and Offsetting” section.)

These are interim milestones on our path toward net-zero emissions, and we plan to establish a science-based net-zero target in the near future.

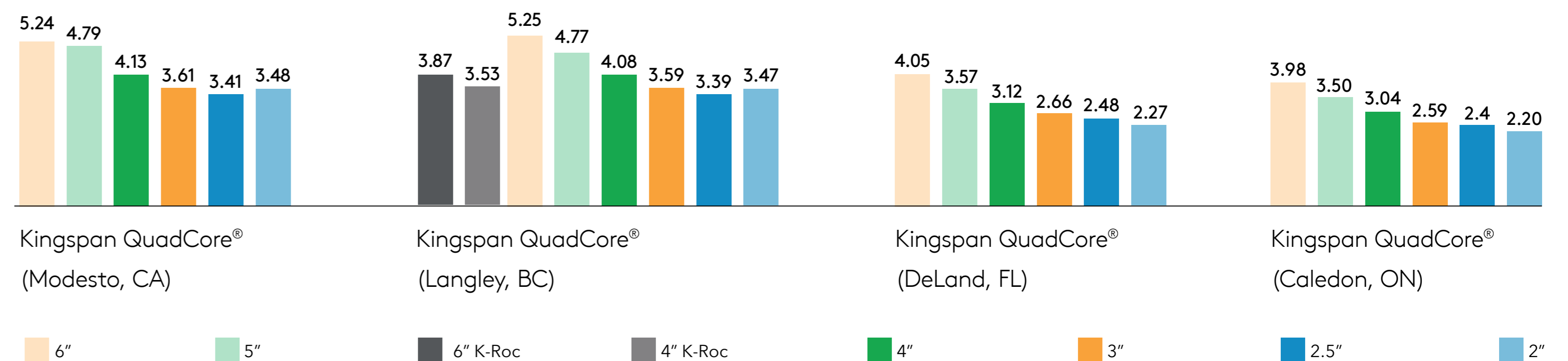
“We look at the carbon intensity of every footprint and every energy source that we have.”

Brent Trenga

SCOPE 1 & 2 Kingspan is committed to reducing absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 65% by 2030, using 2020 as the baseline year.

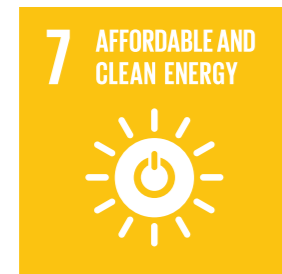
SCOPE 3 We also aim to reduce absolute Scope 3 GHG emissions—specifically from purchased goods and services, use of sold products and end-of-life treatment of those products—by 42% by 2030.

Global Warming Potential (GWP)
(kgCO₂/ft²)





CARBON (CON'T)



Internal Carbon Charge

In January 2023, Kingspan Group launched an *internal carbon charge* across our global operations. The initial rate is €70 per tonne of CO₂e (applicable to Scope 1 and 2 GHG emissions, excluding process and biogenic emissions), and it will be reviewed and adjusted as necessary to stay aligned with our targets and industry developments. This internal pricing mechanism is accelerating the deployment of decarbonization initiatives, including *renewable energy transitions* and *electrification of forklift fleets*, while also embedding carbon accountability deeper into our business strategy.

Carbon Credits and Offsetting

Kingspan *does not use carbon credits* to count toward our emissions reduction targets, nor are they included in our reporting. Our primary focus is on **reducing emissions within our operations and value chain**. Toward the end of the decade, we may procure *high-quality, verified carbon credits*—ensuring additionality and permanence—*only to offset residual emissions* once our science-based absolute reduction targets have been achieved.

Supply Chain Engagement

Engaging the supply chain is essential for effectively addressing Scope 3 emissions, which represent the largest share of our total carbon footprint. Scope 3 emissions include indirect emissions that occur throughout the value chain—from raw material extraction and product manufacturing to distribution, product use and end-of-life disposal. Because these emissions occur outside of our direct control, collaboration and alignment with suppliers, contractors and partners are critical in achieving meaningful reductions.

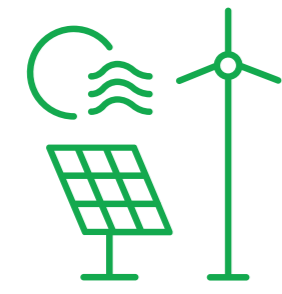
“At the scale we are trying to move this thing, you need dedicated resources.”

Brent Trega

By working closely with suppliers, Kingspan Panels can promote transparency, gather accurate emissions data and identify high-impact areas for decarbonization. This might include encouraging suppliers to adopt energy-efficient practices, switch to renewable energy or use lower-carbon materials. Through supplier engagement, we can also establish shared sustainability goals, provide training or resources to support climate action and create incentives for environmental performance. This collaborative approach helps build a more resilient and sustainable supply chain while supporting our broader climate strategy.

Additionally, supply chain engagement around Scope 3 emissions strengthens trust and accountability across the value chain. As regulatory expectations and stakeholder demands for climate transparency increase, our active partnership with our suppliers on emissions reductions is better positioned to meet disclosure requirements, manage risks and create competitive advantage. Ultimately, addressing Scope 3 emissions through meaningful supplier collaboration is not only critical to achieving net-zero targets but also to driving systemic change across industries.





ENERGY

INTRODUCTION



The demand for renewable energy in North America has surged in recent years, driven by a combination of supportive policies, technological advancements and increasing consumer preference for sustainable energy sources. In 2024, clean energy accounted for 93% of all new electricity capacity added in the United States, with over 33 gigawatts (GW) of utility-scale solar and 11 GW of energy storage deployed^{1,2}.

Investment in renewable energy infrastructure has also reached unprecedented levels. According to DNV’s Energy Transition Outlook North America, the U.S. and Canada are projected to invest \$12 trillion in renewables and grid modernization by 2050. This shift is expected to reduce fossil fuel demand by 60%, with solar and wind power capacities increasing 15- and eight-fold, respectively, over the next quarter century.³

Renewable natural gas (RNG) and renewable electricity both play crucial roles in creating a cleaner, more sustainable energy future. RNG, derived from organic waste materials like agricultural residues and landfill emissions, not only reduces greenhouse gas emissions but also turns waste into a valuable energy resource. This process supports a circular economy and can help decarbonize sectors like heavy transport and industrial heating, where electrification may be more challenging.



Renewable natural gas plant

Meanwhile, renewable electricity—produced from sources like solar, wind and hydropower—has become increasingly accessible and cost-effective. It offers a direct path to lowering emissions in residential, commercial and industrial sectors, while also enhancing energy security and grid resilience. Together, RNG and renewable electricity provide complementary solutions that accelerate the transition away from fossil fuels while supporting economic growth and environmental stewardship.

¹ This growth was facilitated by federal initiatives such as the Inflation Reduction Act, which provided significant tax incentives for renewable energy projects.

² [North American Clean Energy](#)

³ [Energy Transition Outlook North America](#)

2024 HIGHLIGHTS

Scope 1 & 2 emissions

2,779 tCO₂e

Total direct renewable energy consumed

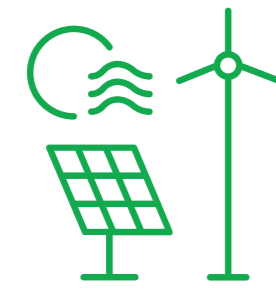
8.3 GWh

Total direct renewable energy generated

2.62 GWh

“Energy and carbon have been a huge focus for us within our targets—we really sat down and said 2030 is the goal.”

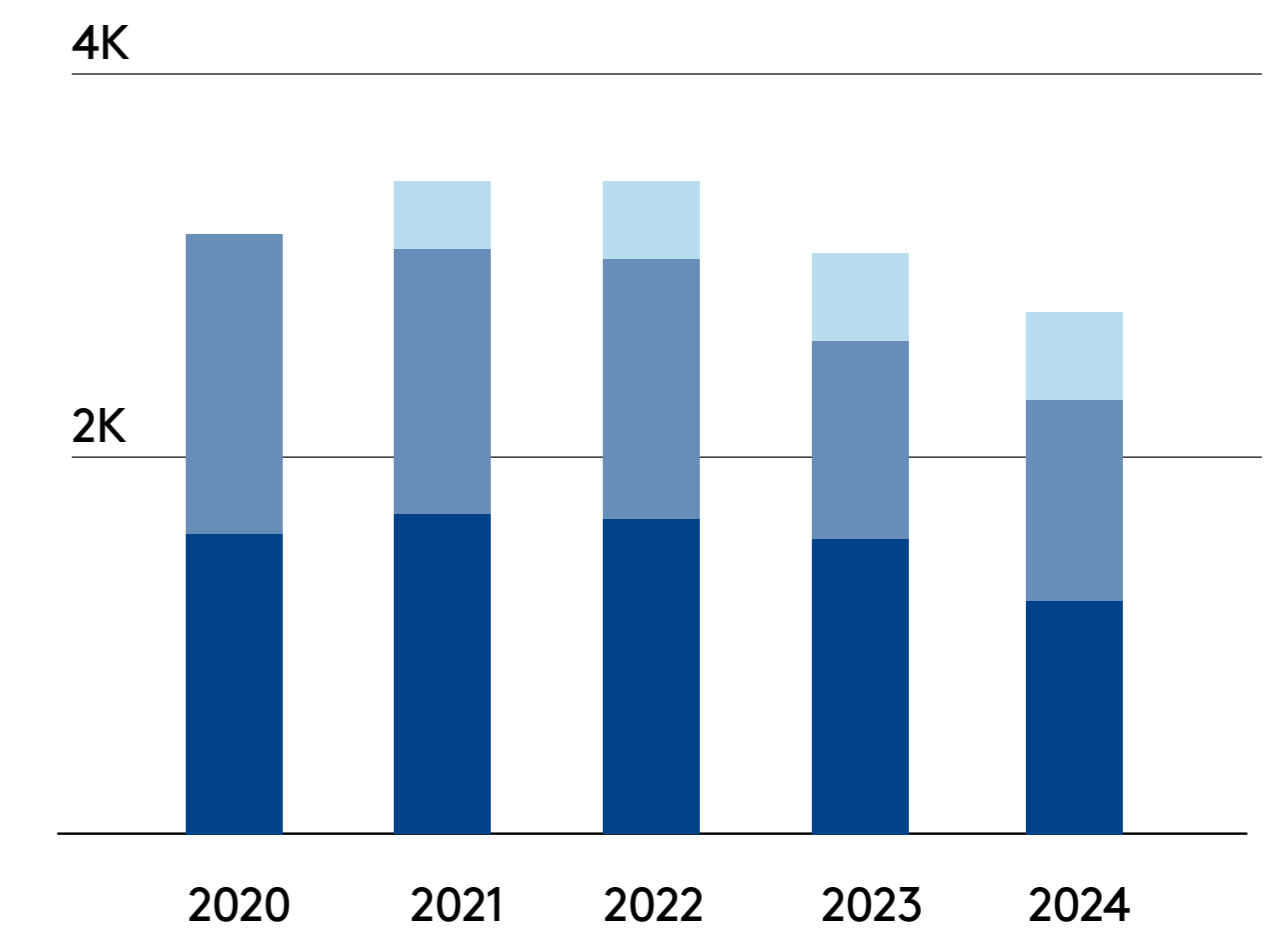
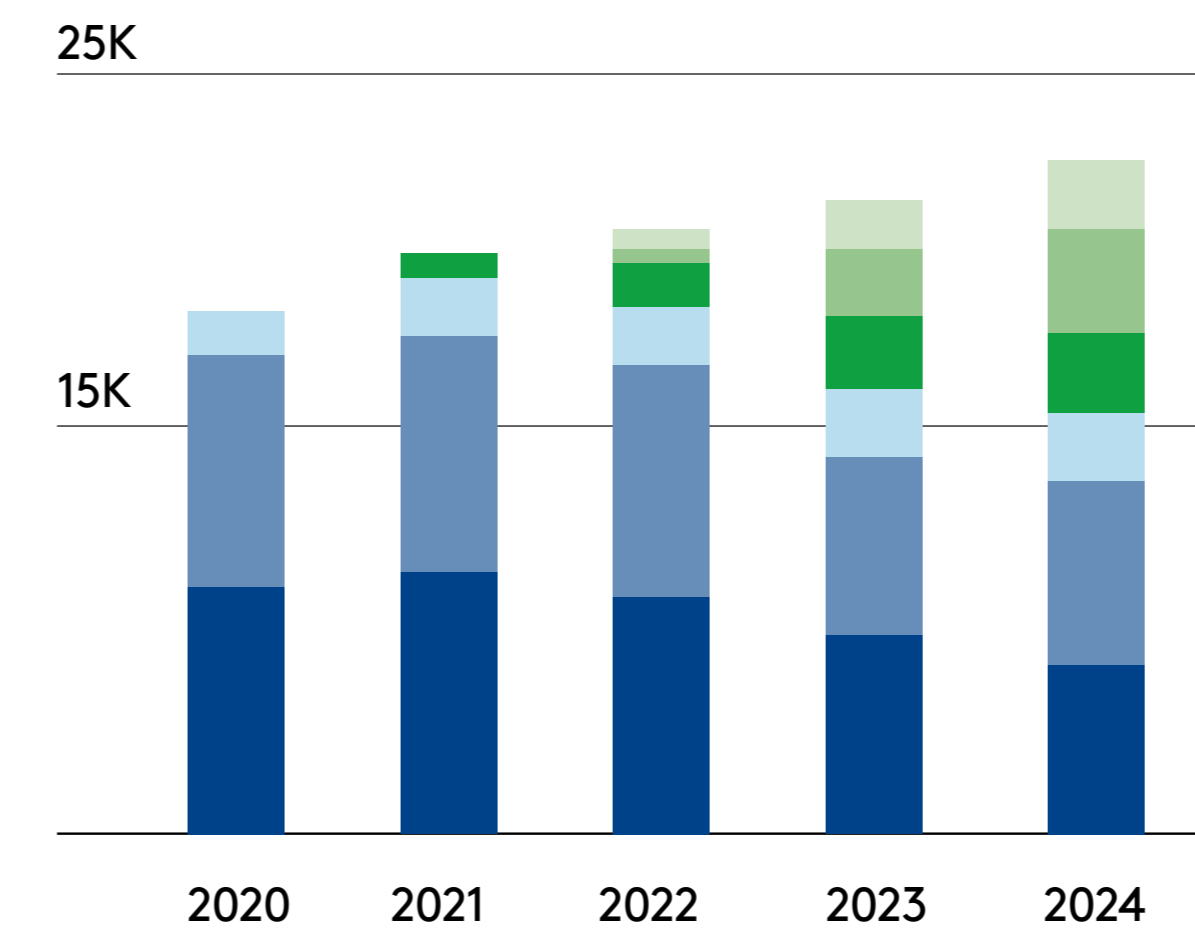
Brent Trenga



ENERGY (CONT)

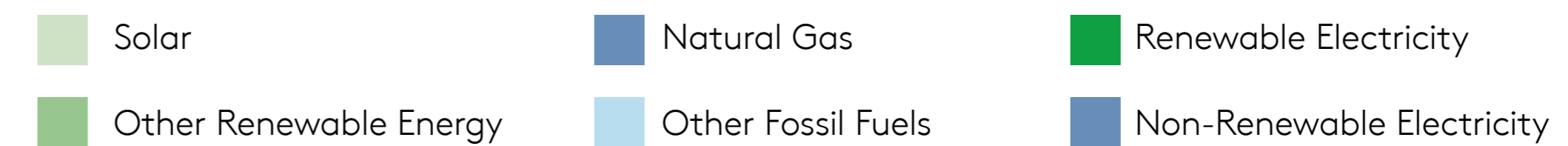


Benefit	Renewable Natural Gas (RNG)	Renewable Electricity
Carbon Emissions Reduction	Significantly reduces methane emissions from waste	Zero-emission at point of use (e.g., solar, wind)
Resource Origin	Produced from organic waste (e.g., landfills, agriculture)	Generated from sun, wind, water
Grid Integration	Compatible with existing gas grids and pipelines	Requires upgraded electrical grid for full integration
Energy Storage Potential	Easily stored and transported	Requires batteries or other technology for storage
Application Versatility	Well-suited for heavy transport, heating and industrial uses	Ideal for buildings, EVs and light industrial uses
Infrastructure Compatibility	Uses existing natural gas infrastructure	May need new transmission infrastructure
Cost Competitiveness (2025)	Still relatively expensive but improving with scale	Highly competitive, especially solar and wind



Energy Sources & Consumption (MWh)

Energy Sources & GHG Emissions (tonnes CO₂e)



Our renewable energy use continues to show steady improvement each year, reflecting our commitment to our Planet Passionate program. In 2024, we generated 2.6 GWh of renewable energy, contributing significantly to our goals. This brings our total renewable energy consumption to 8.3 GWh, demonstrating consistent progress in reducing our reliance on fossil fuels and lowering our carbon footprint. As we invest further in renewable technologies and infrastructure, we anticipate even greater gains in efficiencies and output, aligning with our 2030 Planet Passionate goals.



CIRCULARITY

INTRODUCTION

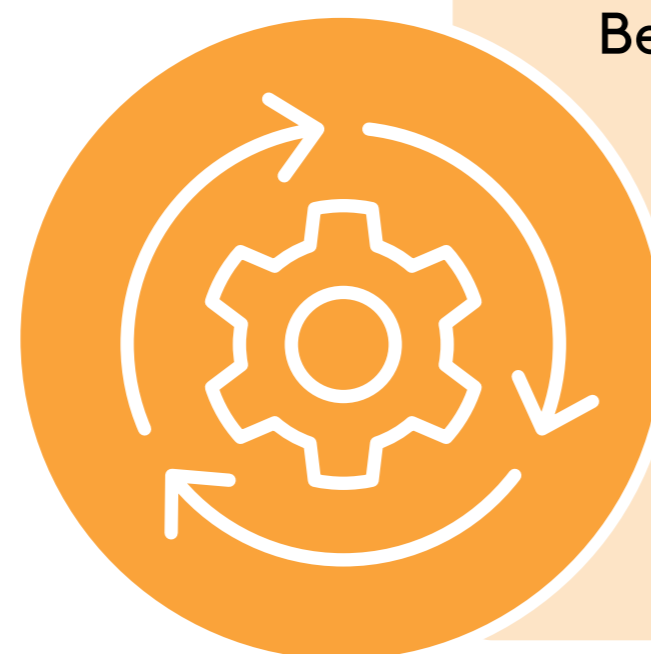
A circular economy creates processes aimed at keeping products, materials and resources in use for as long as possible to avoid waste generation, maximize resource efficiency and uphold the value of existing materials. It also decouples economic activity from the consumption of finite resources, creating a system that benefits the economy and environment in tandem (Ellen MacArthur Foundation “What is a Circular Economy”).

In pursuit of our circularity targets, we are committed to continuously investing in circular processes and practices to support our industry stakeholders in transition to a circular economy.



Innovative Foam Recycling

Kingspan Insulated Panels North America began a collaboration with BelterTech in 2020 to initiate discussions regarding the exploration of opportunities for end-of-life reprocessing of insulation foam in Kingspan panels. Kingspan Insulated Panels North America and BelterTech collaborated throughout 2020–2023 to experiment with various recycling and reuse strategies of the polyisocyanurate foam, which resulted in the development of an admix to be used as a component in concrete mix. In 2024, we will continue to scale the technology to support a circular economy.



HIGHLIGHTS

Diverted from landfill

7,171 tons

Reduction from waste to landfill compared to 2020

61.6%

Waste diversion rate across all sites

76%



CIRCULARITY (CON'T)

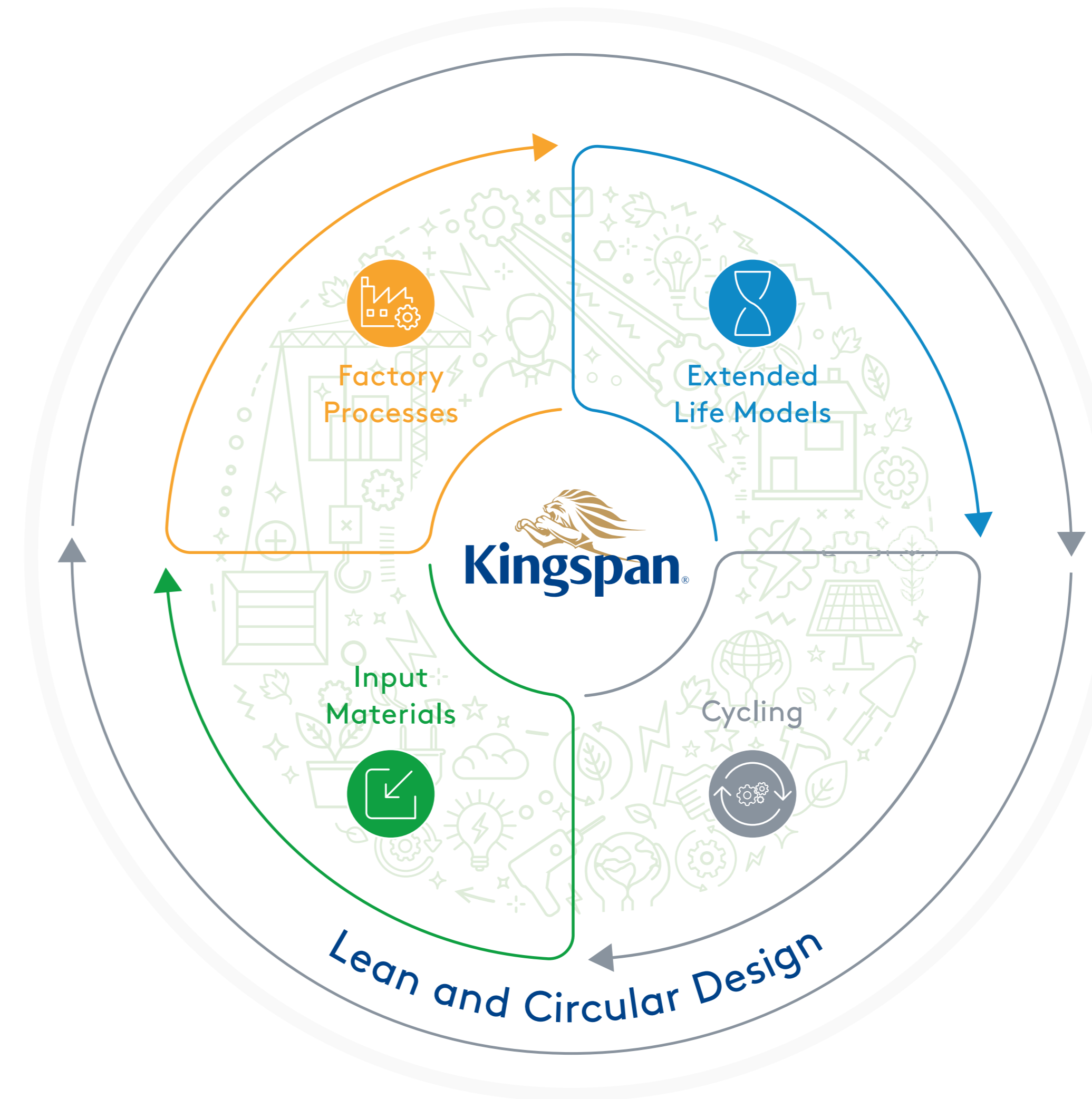


CIRCULAR ECONOMY LEADERS

Recycling and waste-to-energy incineration play crucial roles in reducing the volume of waste sent to landfills, which in turn lessens the environmental and health impacts associated with landfill sites. Recycling allows for the recovery and reuse of valuable materials such as metals, plastics and paper, reducing the need for virgin resource extraction and conserving natural ecosystems. By reintroducing these materials into the production cycle, recycling supports a circular economy and significantly decreases the burden on landfill infrastructure, helping communities extend the lifespan of their landfill sites.

Incinerating waste for energy recovery, also known as waste-to-energy (WtE), is another effective strategy for landfill diversion, particularly for non-recyclable waste. Modern incineration facilities are equipped with advanced pollution control technologies that minimize harmful emissions while generating electricity and sometimes heat from the combustion process. This approach not only reduces the physical volume of waste by up to 90%, but it also offsets the need for fossil fuel-based power generation. By recovering energy from waste that would otherwise sit idle in a landfill, WtE adds a layer of environmental and economic value to waste management.

Together, recycling and waste-to-energy offer a balanced and sustainable waste management strategy. Recycling targets the highest-value materials for reuse, while WtE addresses residual waste that cannot be economically or practically recycled. Integrating both approaches into municipal or industrial waste systems enhances resource efficiency, reduces greenhouse gas emissions from decomposing landfill waste and helps meet waste diversion targets. Ultimately, these practices support a cleaner, more sustainable future by turning waste from a liability into a valuable resource.



Factory Processes: Improving our resource efficiency by reducing or eliminating waste generation within our manufacturing processes and reducing the quantity of raw materials needed to make our products.

Input Materials: Increasing the use of recycled and responsibly sourced, renewable raw materials in our products.

Extended Life Models: Working to help extend the in-use phase of products and facilitating reuse programs by supporting industry initiatives and pilot projects.

Cycling: Developing end-of-life solutions to help keep materials and products that reach the end of their service life, circulating within the economy. We aim to do this through regional and local partnerships and the deployment of in-house mechanical and chemical recycling facilities

Embedding resource efficiency and circularity principles into new and existing development processes



CIRCULARITY (CON'T)



Three of our six facilities have achieved a landfill waste diversion rate of over 90%. All of our sites have seen significant improvements since 2020.

Our **Caledon, Ontario, Canada** facility has consistently demonstrated industry leadership in sustainability with its 2023 100% diversion rate and its 2024 99% diversion rate. Through a combination of advanced recycling, energy recovery and strong vendor partnerships, the facility diverts almost all of its waste from landfills.

At the **Modesto, California** facility, operations efficiency goes hand in hand with environmental responsibility. The facility has achieved a 97% diversion rate through energy recovery, robust sorting and working closely with local partners.

The **DeLand, Florida** facility is a standout example of circular economy practices in action through its continued innovative foam recycling project. Its waste-to-landfill diversion rate of 93% will continue to drive toward 100%.

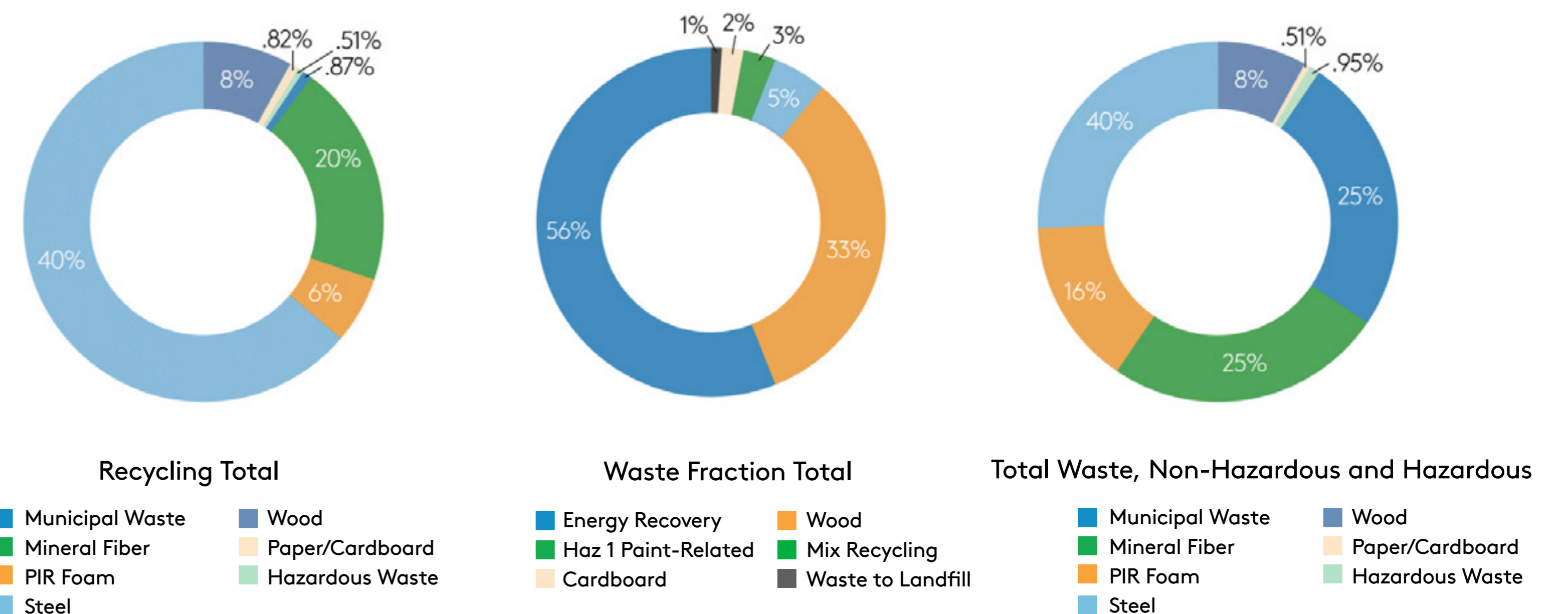
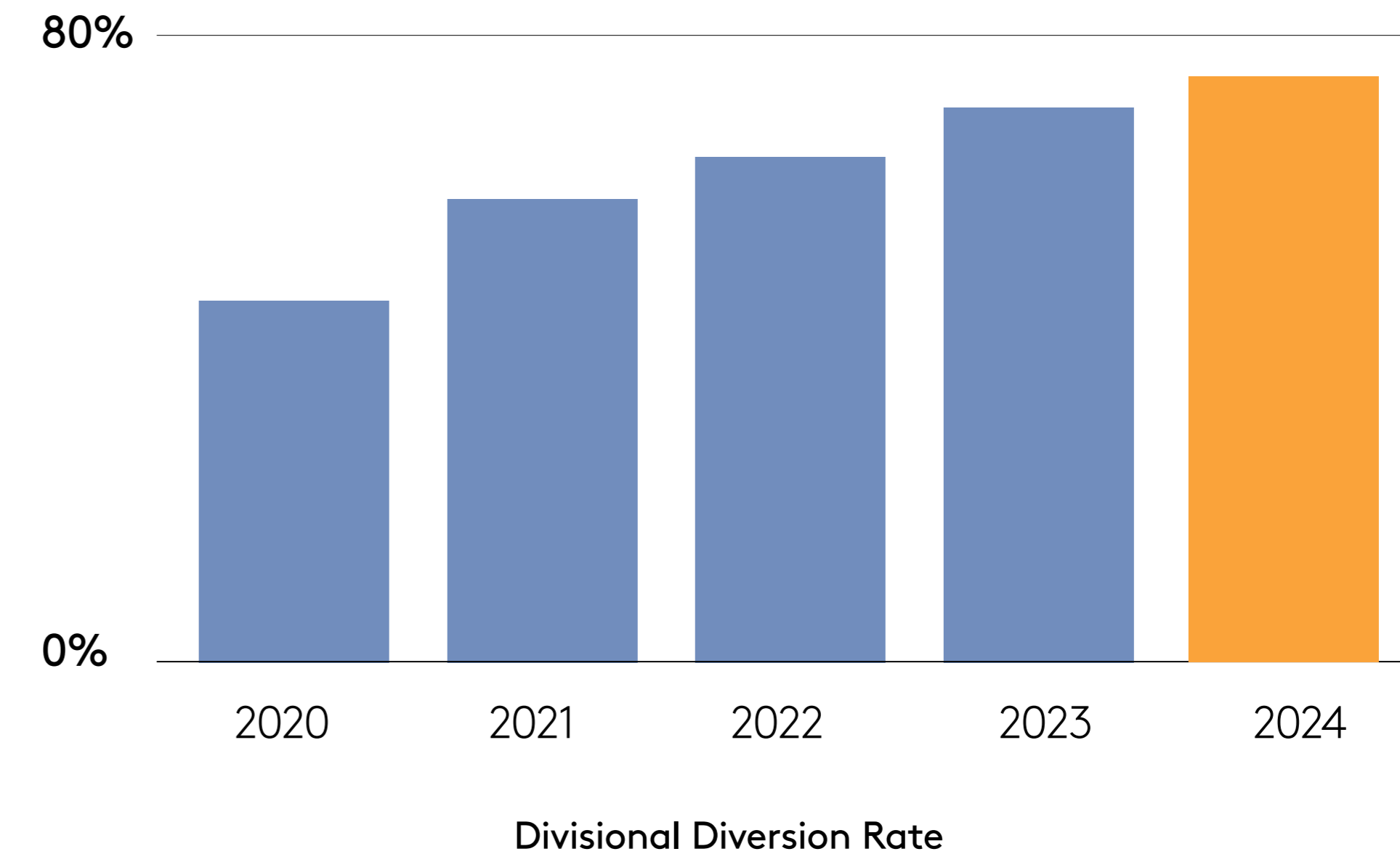
We continue to make improvements in our collection strategies and engagement with local vendors. In 2024, we diverted 76% of our total waste from landfill through recycling.

Total diverted/recycled waste*
76.1%

Incinerated through energy**
8.72%

Total landfill*
15%

*hazardous and non-hazardous
**recovery total non-hazardous





WATER

INTRODUCTION:



Water scarcity is an increasingly critical global issue, affecting billions of people and ecosystems across the world. With a growing population and rising demand for water, many regions are facing a strain on their freshwater resources. At the same time, climate change is exacerbating this problem, altering precipitation patterns, increasing the frequency and intensity of droughts and reducing the availability of freshwater in many areas. Rising temperatures, changing rainfall patterns and melting glaciers are all disrupting natural water cycles, creating further challenges for agriculture, industry and daily human consumption. Together, water scarcity and the impacts of climate change threaten both human livelihoods and the health of ecosystems, making the need for sustainable water management practices more urgent than ever. Addressing these interconnected challenges requires global cooperation, innovative solutions and a deep understanding of how climate change reshapes our most vital resource—water.

Fortunately, the nature of manufacturing Kingspan’s insulated metal panels is a waterless technology—our water consumption is from sinks, toilets and irrigation. Through our water efficiency program and our ongoing efforts to install rainwater harvesting and innovative approaches at our wholly owned sites, we are continually seeing a decrease in usage. These initiatives not only lower operational costs by reducing water-related expenses but also can help mitigate risks associated with water scarcity and climate change.

Baseline water stress measures the ratio of total water demand to available renewable water supplies. Water withdrawals include domestic, industrial, irrigation and livestock consumptive and non-consumptive uses. Available renewable water supplies include surface and groundwater resources and consider the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.¹

¹ [Aqueduct Country Ranking](#)

HIGHLIGHTS

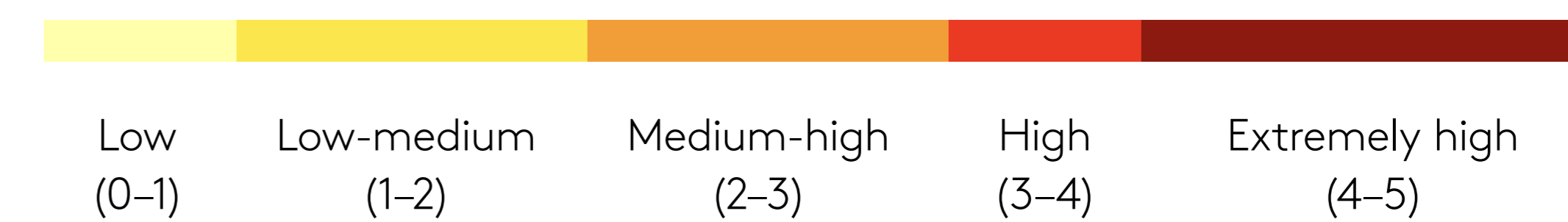
Rainwater harvested
132,086 gallons

HVAC condensation collected
20,000 gallons

Baseline Water Stress

Country	Score	Level	Percentage	Future-Worst Case 2050
United States	2.60	Medium-High	20–40%	2.87 Medium-High
Canada	1.23	Low-Medium	10–20%	1.43 Low-Medium
Mexico	4.00	High	40–80%	4.03 Extremely High

Baseline Water Success





WATER (CON'T)

OUR PROGRESS



We've consistently made progress in reducing water usage across all regions. By increasing awareness, conducting regular audits and implementing rainwater harvesting, we continue to achieve meaningful reductions in overall consumption.

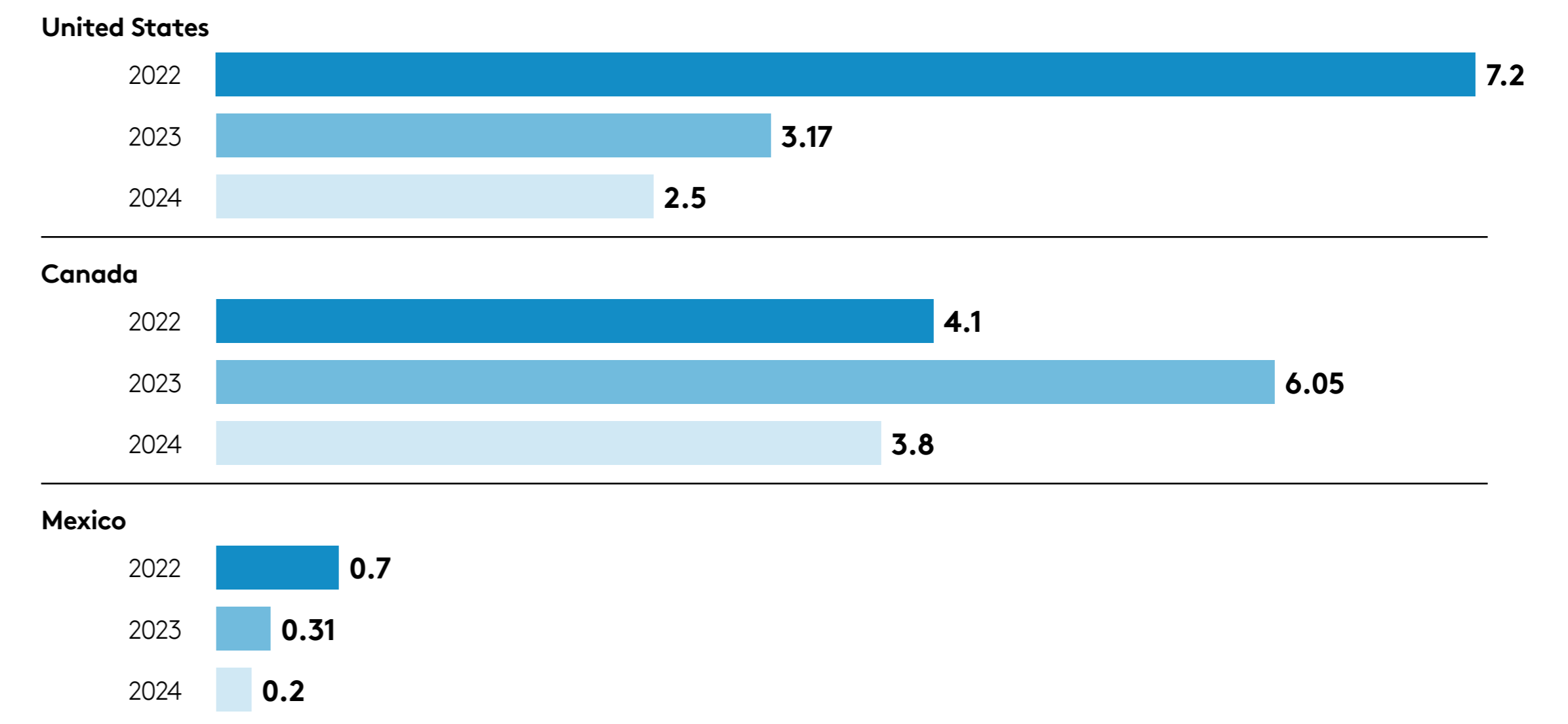
DeLand became our first site to implement rainwater harvesting, with 2024 marking the first full year of collection at the facility. Over the past year, we've gained valuable insights into our harvesting equipment, data monitoring and system maintenance. Florida's summer rains and hurricanes posed maintenance challenges, leading to debris buildup in filters and downspouts, which required frequent cleaning. In 2025, we plan to expand collection efforts at our renovated headquarters in DeLand, Florida, to further expand our rainwater harvesting capacity. This expansion will include four additional tanks, increasing our storage capacity by 20,000 gallons.

Meanwhile, our **Monterrey, Mexico** site collected almost 20,000 gallons in 2024 from air conditioning condensation, which was directed into cisterns and reused for toilets and other facility services. This initiative significantly reduced the site's overall water consumption.

Looking ahead, our **Modesto, California** facility will launch its rainwater harvesting system in 2025, with tanks providing a total capacity of 65,000 gallons.



Water Withdrawal (Megaliters)





PRODUCT, PLANET & PEOPLE PASSIONATE

COMPLIANCE

Compliance is a fundamental pillar of any successful company, ensuring that business operations align with legal regulations, industry standards, and ethical practices. It serves as a safeguard against risks, such as legal penalties, reputational damage and operational disruptions, while fostering trust and confidence among customers, partners and stakeholders. By maintaining strong compliance practices, companies demonstrate their commitment to transparency, accountability and integrity. Beyond legal requirements, compliance also plays a key role in promoting sustainability, improving product quality and driving continuous improvement across the organization. In today's ever-evolving regulatory environment, proactive compliance is not just a necessity, but a strategic advantage that enables companies to navigate challenges, seize opportunities and maintain long-term success.

Our compliance role oversees compliance and certifications across Kingspan Insulated Panels North America, including the implementation and continuous improvement of the compliance management system. Additionally, compliance manages product performance certifications and approvals for all products in the U.S., Canada and Mexico. Compliance is vital in preventing illegal or unethical actions, mitigating business risks and fostering customer trust.

Kingspan formulates its own chemical systems in-house, allowing the company to tailor manufacturing processes and produce a diverse range of products. These products undergo rigorous evaluation against standardized tests for fire resistance, structural integrity, weather performance and other criteria required for certification.

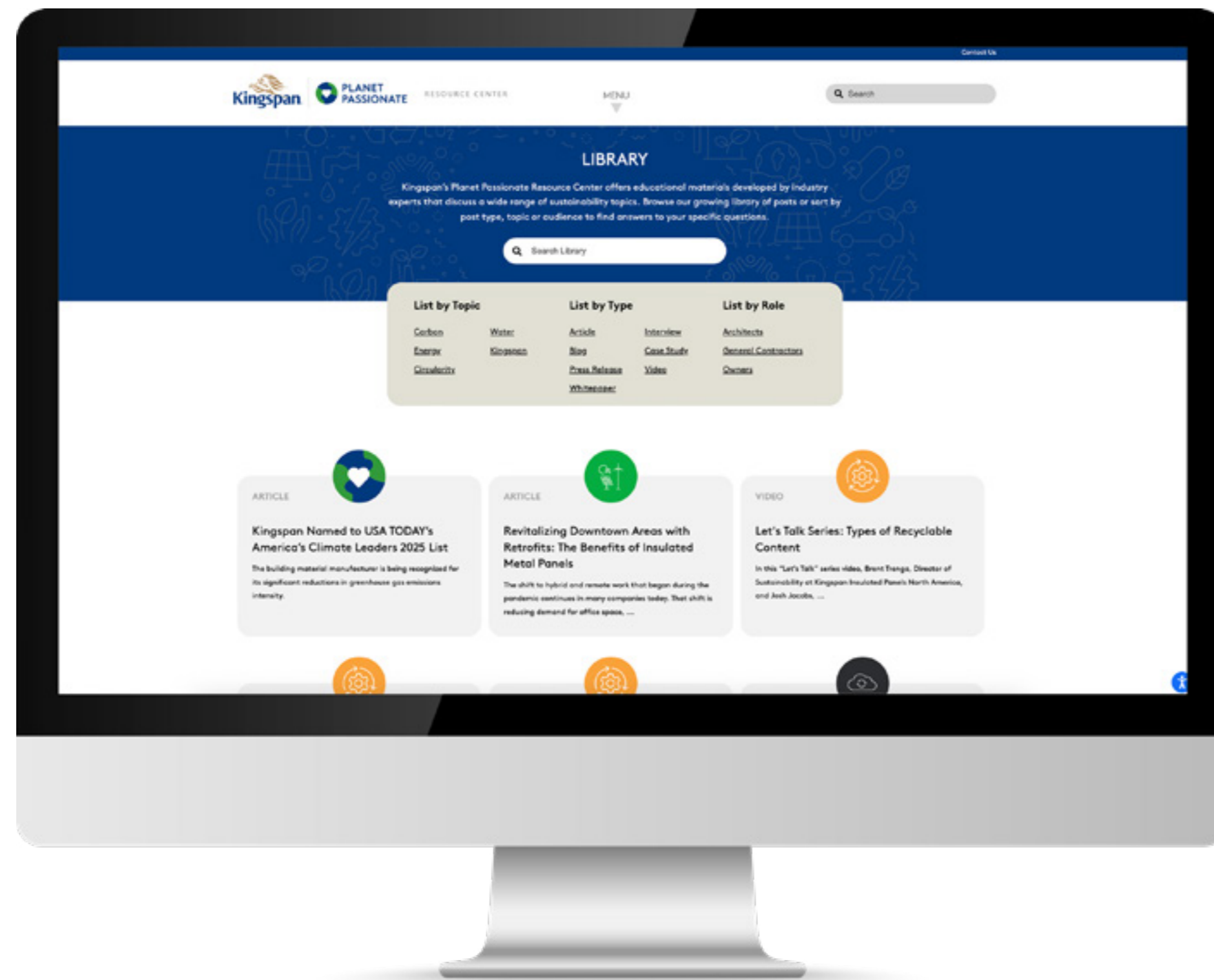
Kingspan has cultivated a robust culture of compliance, fully integrating it into its management systems. The company has achieved a major milestone with all six facilities certifying to ISO 37301. This growth has delivered tangible benefits for both the company and its customers.

Compliance is also closely tied to Kingspan's sustainability efforts under the Planet Passionate program. Initiatives, such as reducing carbon emissions and increasing the use of recycled materials, are directly linked to product compliance and performance. The company's integrated management system incorporates various ISO standards, including ISO 9001 (quality), ISO 45001 (health and safety), ISO 14001 (environmental) and ISO 37301 (compliance). This integrated approach fosters collaboration to ensure that products meet the highest standards for safety, environmental responsibility and performance.

Looking ahead to 2025 and beyond, key challenges include ensuring that products remain at the forefront of safety, performance and competitiveness. This requires ongoing research, testing and innovation. Additionally, as industry standards and regulations continue to evolve, staying current—and ahead—of these changes is essential for maintaining leadership in compliance and product excellence.



SUSTAINABILITY RESOURCE CENTER & SUSTAINABILITY CERTIFICATIONS



KINGSPAN SUSTAINABILITY RESOURCE CENTER

The Resource Center offers a wide array of insights and materials from industry experts on key sustainability topics such as carbon, energy, circularity and water. Designed to educate stakeholders on pressing environmental issues and support the transition to a more sustainable future, Kingspan regularly updates the Resource Center with fresh content across these four focus areas.

[Click here to visit the Kingspan Planet Passionate Resource Center](#)

SUSTAINABILITY CERTIFICATIONS

We believe in transparency through independent third-party certification to support our products. Independent certification gives design and building professionals confidence that the products they use are the right fit for their projects. You can find all of our sustainability certifications here: [Certifications | Kingspan US](#)

ENVIRONMENTAL PRODUCT DECLARATIONS

EPDs are available for our range of products powered by QuadCore Technology (KS Series, KS Shadowline Interior, KS Flat Interior, KS Flat, Optimo, KarrierPanel and Designwall 4000) as well as Designwall 2000, Designwall R Series and K-Roc HF Series.



An EPD tells the lifecycle story of a product in a single, written report, focusing on information about a product's environmental impacts, such as global warming potential (GWP), smog creation, ozone depletion potential (ODP) and water pollution. An EPD can also include other product impacts such as land use changes and potential toxicity risks, as well as corporate environmental initiatives that are of particular interest to the discloser.

EPDs do not rank products, and the existence of an EPD for a product does not indicate that environmental performance criteria have been met. EPDs are a disclosure tool that helps purchasers better understand a product's sustainable qualities and environmental repercussions so they can make more informed product selections.

Kingspan Insulated Panels North America created the first-of-its-kind, cradle-to-grave, UL Certified, ISO compliant EPD in September of 2011. Since that time, Kingspan has issued multiple revisions to document our journey of continuous improvement. Our current EPD is certified by SCS Global Services, an international leader in third-party certification and standards development in environmental, sustainability, food safety and quality performance claims.

SUSTAINABILITY CERTIFICATIONS (CON'T)

GREENGUARD GOLD

Kingspan is the only metal panel manufacturer in North America to deliver GREENGUARD Gold certified products. We are excited to include GREENGUARD Gold Certification across all products utilizing Kingspan’s innovative QuadCore foam technology—KS Series, Optimo, KS Flat, KS Granitstone, KS Shadowline Interior, KS Flat Interior, KS Flat, KarrierPanel and Designwall 4000.

Additionally, certification ensures compliance with California’s CDPH Standard Method Section 01350 and can provide credits to a number of building rating systems. To achieve GREENGUARD Gold certification, we worked with UL Environment—who has over a century-long legacy of trust—to ensure the testing methodology is best-in-class.

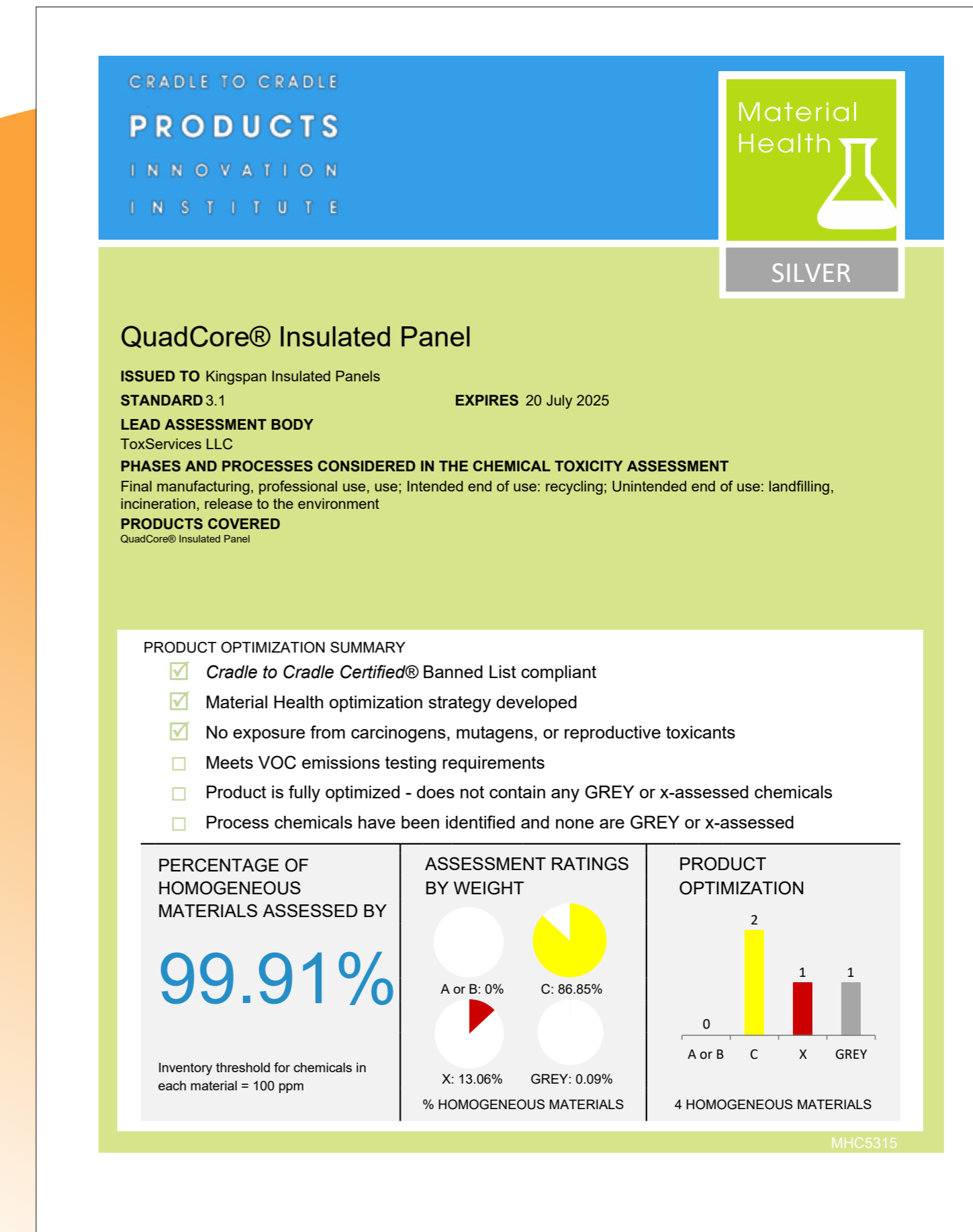
An important part of Kingspan’s ethos has always been to lead the industry in innovation and third-party certification. Pursuing the GREENGUARD Gold stamp has been an initiative to show that we can provide products that are good for not just the built environment, but also the human environment. We believe it will also help push the insulated metal panel industry forward as a whole by raising the bar.

C2C CERTIFIED MATERIAL HEALTH CERTIFICATE™ SILVER

The Cradle to Cradle Certified®¹ Product Standard supports growing industry and consumer interest in:

- Knowing more about chemicals in products and supply chains
- Avoiding chemicals of concern and shifting to inherently safer chemicals
- Making a commitment to continual improvement towards greener chemistry

QuadCore® Technology has achieved a Silver C2C Certified Material Health Certificate showing not to contain any banned list chemicals above the relevant thresholds. Following an ABC-X assessment, it is also certified not to contain chemicals known or suspected to cause cancer, birth defects, genetic damage or reproductive harm (CMRs).



¹ C2C Certified Material Health Certificate™ is a trademark of the Cradle to Cradle Products Innovation Institute.

EXTERNAL ENGAGEMENT

INDUSTRY PARTNERSHIPS

External engagement and industry partnerships play a crucial role in driving innovation, expanding opportunities and enhancing sustainability within any business or sector. By collaborating with external stakeholders, including suppliers, research institutions and industry peers, organizations can gain valuable insights, access new technologies and share best practices. These partnerships enable businesses to leverage collective expertise, address common challenges and stay ahead in an ever-evolving marketplace. Moreover, strong external relationships foster a culture of collaboration and knowledge-sharing that can lead to more effective problem-solving and the creation of mutually beneficial solutions. In today’s interconnected world, industry partnerships are not just a strategic advantage—they are essential for long-term growth and success.

DOE Better Plants and Better Climate Challenge Initiatives

As part of our commitment to advancing sustainability in the manufacturing sector, Kingspan continues to actively participate in the U.S. Department of Energy (DOE) Better Plants and Better Climate Challenge initiatives. These programs focus on reducing operational emissions and energy consumption, and we are proud to contribute to the progress being made across the industry.



Better Plants

This program partners with U.S. manufacturers to establish and pursue ambitious energy efficiency goals over a 10-year period. Participants are required to share corporate data and proven solutions to help accelerate the adoption of energy-saving practices across the sector. Kingspan North America achieved its initial energy intensity reduction target in 2016 and is now working toward a 25% reduction by 2030.



Better Climate Challenge

Through this initiative, organizations commit to significant, portfolio-wide greenhouse gas (GHG) emissions reductions. As a participant, Kingspan has pledged to reduce Scope 1 and 2 emissions by at least 50% over 10 years across all operations. Since joining the challenge in 2022, we have continued to report annual emissions data for our entire division, supporting transparency and industry-wide progress.

Check out our DOE page [here](#).

The Embodied Carbon in Construction Calculator (EC3)

The EC3 is a free, cloud-based tool designed to help architecture, engineering and construction (AEC) professionals measure and reduce the embodied carbon of building materials. Developed by the Carbon Leadership Forum in collaboration with industry partners and supported by the nonprofit Building Transparency, EC3 provides access to material-specific carbon data sourced from third-party Environmental Product Declarations (EPDs). The tool enables users to benchmark and compare products based on their carbon impact, integrate sustainability into design and procurement workflows and support low-carbon procurement strategies. By making the environmental impact of materials transparent and measurable, EC3 empowers the construction industry to make more informed decisions at the stages where they matter most—ultimately promoting a shift toward lower-carbon, more sustainable buildings.



FUTURE PROOFING BUILDINGS FOR CLIMATE CHANGE

Kingspan’s insulated metal panels (IMPs) have become a cornerstone in construction across North America, featured in a diverse array of projects including sports facilities, manufacturing centers, commercial offices and residential spaces. These innovative panels are important in helping to reduce carbon footprints and enhancing both thermal performance and energy efficiency, making them an integral part in future-proofing buildings for climate change.

[The Nest](#) — a 47,000-square-foot apartment building in Burlington, Vermont — was built for 21st-century living with energy efficiency in mind. It was essential that The Nest was an environmentally friendly building from start to finish. Because of this, building materials played a large role in helping to reduce the building’s carbon footprint. Over 19,000 square feet of Kingspan’s IMPs were used to achieve green building practices, including Kingspan’s **Optimo**, **KS Mini Micro-Rib** and **KS Azteco** panels. Kingspan panels have been demonstrated to be lower in embodied carbon compared to conventional concrete wall assemblies. A high-performance, energy-efficient building envelope solution, Kingspan IMPs also have exceptional air and weather tightness that significantly reduces heat loss or heat gain, ensuring the comfort of The Nest’s residents.

[The Pet Valu Distribution Centre](#) in Ontario, Canada, serves as an excellent case study for energy-efficient commercial construction. In a region where energy codes are among the strictest in North America, especially concerning heating, Kingspan’s **KS Shadowline** panels with added Accent Fins were chosen for their exceptional thermal properties. The insulation properties of these panels, with an R-value of up to 8.0 per inch, are critical in meeting Ontario’s energy requirements. These panels are designed to limit heat loss, helping to achieve carbon-neutral building goals. The continuous insulation core, combined with a complete air and water barrier, ensures that the building remains comfortable year-round, even in Ontario’s harsh winters. By selecting IMPs, the project was able to deliver an energy-efficient building that complies with local codes and contributes to long-term environmental and financial savings.



At [Walled Lake Central High School](#) in Michigan, Kingspan’s **QuadCore B Designwall 2000** panels were selected to replace the failing 25-year-old structure. The previous building had experienced water intrusion issues, which led the design team to seek an efficient and sustainable replacement solution. IMPs provided the ideal option, offering a four-layer system — air, water, vapor and insulation — that addresses all of the building’s envelope needs in a single, integrated component. The QuadCore B insulation core, known for its thermal efficiency, helps reduce heating and cooling costs, ensuring a comfortable learning environment for students during Michigan’s severe winters. Furthermore, the inclusion of a robust water barrier helps eliminate the need for multiple waterproofing layers, reducing both construction complexity and cost. The decision to use IMPs not only streamlined the construction process but also provided a long-lasting, energy-efficient solution for the school.

The integration of IMPs into these projects exemplifies how modern building materials can play a crucial role in achieving sustainability goals without compromising on performance.



CALEDON, ONTARIO

PRODUCT PASSIONATE

Bringing people together, the [Young Family Athletic Center](#) features a gym with eight basketball courts and 12 volleyball courts. It also includes two pools—an eight-lane, 25-meter competition pool and a four-lane, 25-meter warmup pool. It is a state-of-the-art center for tournaments and community events. Kingspan’s KS Micro-Rib and Optimo panels, produced in our Caledon, Ontario, plant, were used in the construction of the 122,000 square foot facility.

IMPs used in this facility provide strong thermal barriers to maintain safe and comfortable environments by creating airtight and watertight continuous insulation seals. This helps to reduce the facility’s energy consumption, reduce heating and cooling costs and regulate indoor temperatures for athletes. Both the KS Micro-Rib and Optimo panels contribute to lowering the carbon footprint of buildings, aligning with Kingspan’s commitment to supporting the global transition to a low-carbon future.

Key Achievements from the Caledon plant:

- Became Kingspan’s first zero-waste-to-landfill site in 2023, diverting 442 tons of material
- New opportunities were identified to donate panels to support the local community
- At Caledon, for example, panels were donated to local animal shelters to create outdoor homes for cats



KS Micro-Rib



PEOPLE PASSIONATE

People Passionate is a core pillar of Kingspan’s sustainability commitment, focusing on empowering individuals and communities to drive positive environmental change. It emphasizes fostering a culture of sustainability within the company and supporting efforts to create a lasting impact across communities. By encouraging collaboration and engagement, Kingspan aims to inspire a global movement of passionate people working together to protect the planet for future generations.

In 2024, team members from the Caledon, Ontario, plant played a role in this effort by gathering gently used clothing from employees to donate to a local non-profit thrift store, Evolve Caledon. As a result of these efforts, 100% of the proceeds support the valuable programs operated by Caledon Community Services. The team was thrilled to support the community while lowering its eco-footprint by diverting goods from landfills.

Team members in Caledon also closed out the year with a food drive and a blood drive donation.

PLANET PASSIONATE

- Became Kingspan’s first zero-waste-to-landfill site in 2023, diverting 442 tons of material. In 2024 Caledon diverted 99% of our total waste
- Site uses 100% Renewable Natural Gas



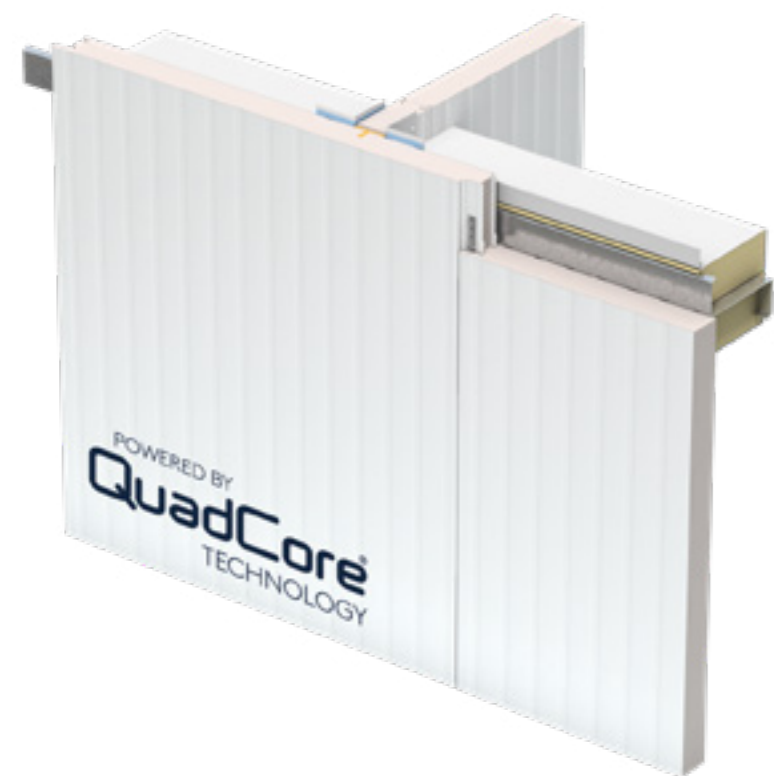
LANGLEY, BRITISH COLUMBIA

PRODUCT PASSIONATE

[Smith Brothers Farms](#) is a northwest regional food supplier specializing in home-delivered organic and gourmet foods and signature varieties of organic milk and dairy products. Customer growth and business demand led Smith Brothers Farms to outgrow its facility. The company opened its new facility in Federal Way, Wash., to better serve its customers and supply a broader range of essentials to the Pacific Northwest.

Kingspan KS Shadowline panels, produced at our Langley, British Columbia, facility, played a vital role in the cold storage aspect of the new facility. Kingspan's QuadCore® Technology, used in these panels, offers the highest R-value for controlled environment/cold storage needs. The class-leading R-value of R-9.0 per inch for cold storage applications means Kingspan's QuadCore® is the most thermally efficient insulation core on the market.

Thermal efficiency reduces carbon emissions by improving the conversion of fuel into useful energy, minimizing waste heat. Higher efficiency means less fuel is needed to produce the same amount of energy, resulting in lower carbon emissions.



KS Shadowline



PEOPLE PASSIONATE

At Kingspan, being People Passionate means deeply caring about the well-being of others and actively contributing to the community. Kingspan understands that strong communities are built on compassion and support, and through initiatives like local outreach, volunteer efforts and charitable donations, team members work to uplift those in need. By empowering our people to engage in these efforts, Kingspan is fostering a sustainable future.

Kingspan's Langley plant gave back to the community during the holiday season by hosting a food and clothing drive to support local families in need. Kingspan recognizes the importance of community support, especially during a time when many face challenges, as it fosters a sense of unity and compassion. These efforts reflect Kingspan's commitment to not just business excellence, but to strengthening the bonds that make the community thrive.

PLANET PASSIONATE

- 100% renewable electricity
- 100% Direct renewable natural gas
- Installed equipment on site to granulate mineral fiber waste for recycling



DELAND, FLORIDA

PRODUCT PASSIONATE

The [Louisiana Universities Marine Consortium](#) (LUMCON) is a statewide organization involved in various marine research and educational programs. A community hub, LUMCON holds the expertise, resources and capacity to make Louisiana a leader of coastal and marine study. The marine research center recently received a \$14.5 million boost to help it continue fighting to preserve and defend Louisiana’s eroding coast and wetlands.

This financial boost helped to build the new 25,000 square-foot innovation hub located in Houma, La., — the first major expansion of LUMCON’s research center. Since the research facility was built to study and address environmental issues, it was also important that the research center itself was designed as an environmentally friendly building from the start.

Kingspan’s KarrierPanels — produced at the DeLand, Fla., facility with third-party façades — provided exceptional thermal efficiency benefits for the facility. A high-performance, energy-efficient building envelope solution, IMPs have exceptional air and weather tightness that significantly reduce heat loss or heat gain, ensuring the comfort of building occupants while reducing energy consumption and lowering carbon emissions.



KarrierPanels



PEOPLE PASSIONATE

People Passionate initiatives at Kingspan’s DeLand facility showcased how small acts of kindness can create lasting change and inspire others to get involved. In 2024, volunteers in DeLand laced up their running shoes to participate in and support the annual ME STRONG 5k race. Each year, this 5k raises money to support community members and their families in the fight against cancer. DeLand team members also organized a Humane Society donation drive.

The participation in the ME STRONG 5k race to fight cancer and the organization of a Humane Society donation drive are prime examples of how Kingspan empowers our employees to make a difference beyond the workplace. These initiatives build community ties and reflect Kingspan’s dedication to creating positive impacts through our people.

PLANET PASSIONATE

- Completed a 1.1 MW photovoltaic (PV) system
- Harvested rainwater accounted for approximately 27% of water usage





[Letter from President](#)

[Opening](#)

[Looking Back](#)

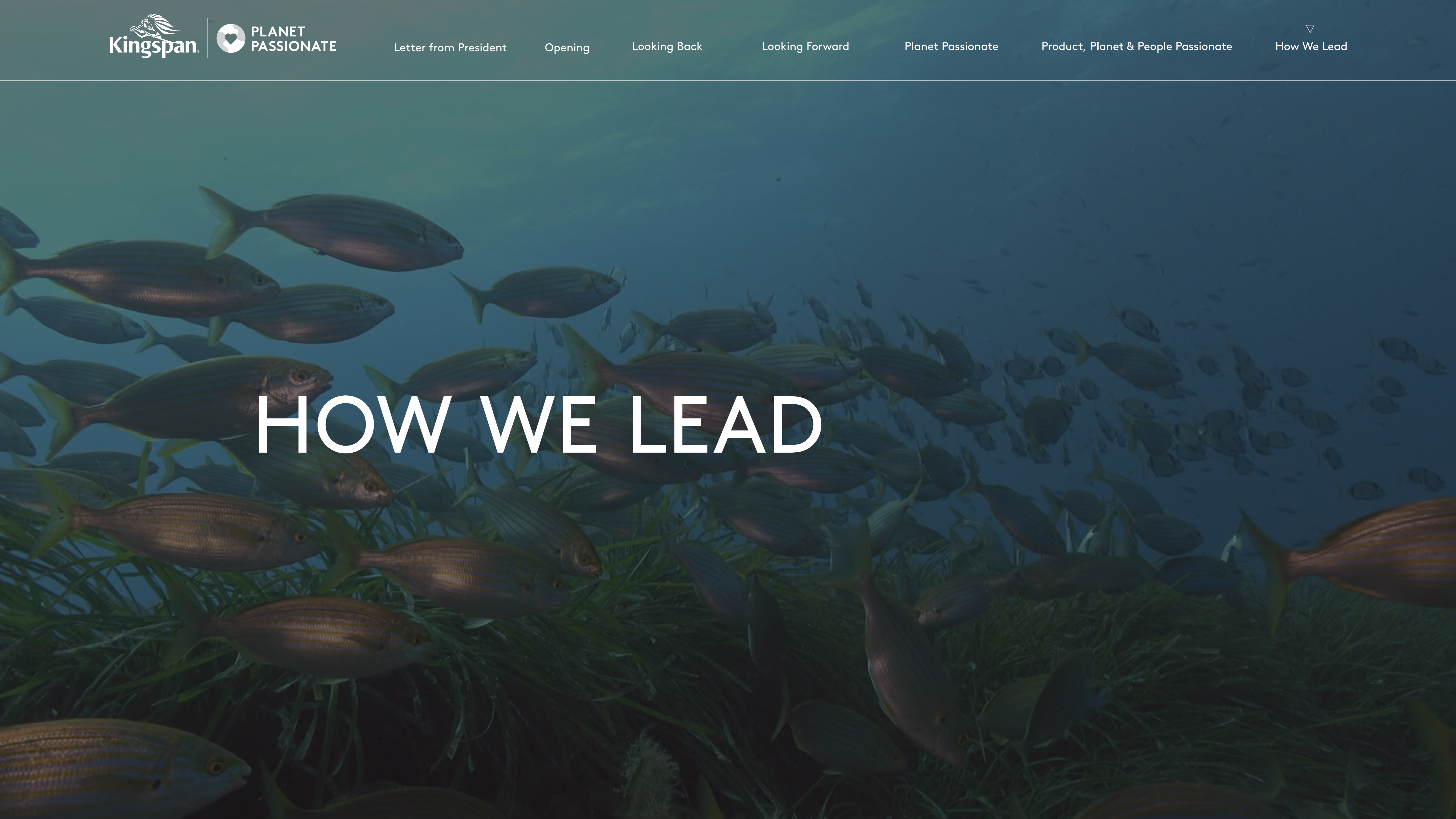
[Looking Forward](#)

[Planet Passionate](#)

[Product, Planet & People Passionate](#)

[How We Lead](#)

HOW WE LEAD



HOW WE LEAD

SUSTAINABILITY STRATEGY

A strong sustainability approach begins with a clear understanding of the environmental, social and economic impacts of our company’s operations. At its core, sustainability means operating in a way that meets present needs without compromising the ability of future generations to meet theirs. This involves integrating environmental stewardship, social responsibility and sound governance into every aspect of our business. A successful sustainability strategy aligns with core business objectives while setting ambitious, measurable goals that reflect a commitment to long-term value creation—for our company, stakeholders and the planet.

The foundation of a comprehensive sustainability strategy includes identifying material issues through stakeholder engagement and risk assessment. This allows our business to focus on areas where it can make the most meaningful impact, such as reducing carbon emissions, conserving water, improving energy efficiency, promoting circularity and ensuring ethical labor practices across the supply chain. From there, clear targets and timelines can be established, supported by governance structures and performance tracking systems to ensure accountability and program’s.

A key component of sustainability strategy is innovation—developing new products, technologies and processes that support decarbonizing, resource efficiency and resilience. Collaboration is also crucial; working with partners, customers and communities helps to drive broader industry change and amplify the impact of sustainability efforts. Transparency plays a vital role as well, with regular reporting through frameworks like the Global Reporting Initiative (GRI), Science Based Targets initiative (SBTi) and Environmental Product Declarations (EPDs) reinforcing credibility and trust.

Ultimately, sustainability is not a standalone initiative but an integral part of business transformation. It informs decision-making, shapes culture and enhances competitiveness in an increasingly climate-conscious world. By embedding sustainability into strategy and operations, Kingspan Panels NA can future-proof our business, respond to evolving regulations and stakeholder expectations and contribute to a more just and sustainable global economy.



The programme's overarching goal is to contribute to the development of high-performance projects, with reduced environmental impacts



AWARDS & RECOGNITIONS

KINGSPAN NAMED TO USA TODAY'S AMERICA'S CLIMATE LEADERS 2025 LIST

The building material manufacturer is being recognized for its significant reductions in greenhouse gas emissions intensity.

Kingspan has been recognized in USA TODAY's America's Climate Leaders 2025, a prestigious list recognizing U.S. companies that have achieved the most substantial reductions in emissions intensity between 2021 and 2023. This recognition honors organizations that are leading the charge toward a more sustainable future by significantly cutting greenhouse gas (GHG) emissions relative to their revenue.

The building and construction sector is responsible for approximately 37% of GHG emissions, making it the largest contributor worldwide. Reducing these emissions is a central pillar of Planet Passionate, Kingspan's ambitious global sustainability program. Launched in 2020, Planet Passionate is focused on driving measurable progress across three critical global challenges: climate change, circularity and the protection of the natural world.

Between 2021 and 2023, Kingspan reduced its core GHG emissions by 11.18%, reflecting the company's commitment to environmental responsibility.

In 2023, Kingspan Insulated Panels North America, Kingspan's largest subsidiary in the United States, reported 3,037 tCO_{2e} in Scope 1 and 2 emissions—marking a 5% reduction from its 2020 baseline. The company utilized a total of 5.95 GWh of direct renewable energy, including 1.68 GWh generated onsite, reducing its reliance on fossil fuels and transitioning to cleaner energy sources.

"As a global manufacturer, we recognize the critical role we play in reducing emissions across the entire lifecycle of our products, from raw materials to finished goods," said Brent Trenga, Director of Sustainability for Kingspan Insulated Panels North America. "The building sector has an obligation to help decarbonize." Being named to USA TODAY's list is a validation of the progress we've made and a motivator to keep pushing forward to meet our 2030 goals."

More than a sustainability initiative, Planet Passionate has evolved into a core element of Kingspan's corporate identity. From executive leadership

to manufacturing teams, employees across the organization are empowered and inspired to be part of the solution.

"We are honored to be named one of USA Today's America's Climate Leaders—a testament to Kingspan's unwavering commitment to sustainability and innovation in manufacturing. Through our Planet Passionate program, we've delivered real results—from cutting our operational carbon emissions by over 25% since 2020 and equipping 100% of our facilities with on-site solar power to embracing circularity by upcycling manufacturing waste and recycling hundreds of millions of plastic bottles into new high-performance insulation materials," said Kyle McEnroe, President of Kingspan Insulation North America. "Our forward-looking strategy, driven by these efforts in carbon reduction, renewable energy and circular design, is not only shrinking our environmental footprint today but also propelling us toward a net-zero carbon future by 2030. This recognition energizes us to push the boundaries of sustainable manufacturing even further in the years ahead."



"As a global manufacturer, we recognize the critical role we play in reducing emissions across the entire lifecycle of our products, from raw materials to finished goods."



GOVERNANCE

At Kingspan, we are deeply committed to reaching our ambitious sustainability goals. Taking care of our stakeholders goes hand in hand with this and requires sound corporate governance.

Kingspan's highest level of governance oversight dictates our strategy and policies. Monthly and bi-annual data audits are conducted internally, and an annual audit is conducted by a third party.

Kingspan's President meets monthly with the Implementation Management Team, as well as Kingspan Group's CEO. The Implementation Management Team is comprised of our Director of Sustainability, Vice President of Operations, Director of Purchasing, Director of Human Resources and Vice President of Marketing. This team meets quarterly with Kingspan Group's Sustainability Team and the Implementation Team.

The Implementation Team oversees necessary changes and project implementation.

CORPORATE GOVERNANCE

Kingspan Group is governed by our Code of Conduct policy, built on five key principles: clear, ethical and honest behaviors and communications, respect for the safety and wellbeing of colleagues, compliance with the law, protection of our Group assets and upholding our commitment to a more sustainable future.

See our [Code of Conduct Policy](#) [here](#).



POLICIES

People will always be at the heart of Kingspan. In 2024, we continued the work towards our People Passionate initiative, focusing on performance feedback for all employees. Within Kingspan Insulated Panels North America, we continue to be dedicated to supporting our people through talent development, robust benefits and an engaging work environment.

OUR CULTURE AND VALUES

2024 was a big year for our people-focused initiatives at Kingspan Insulated Panels North America. We are always open to evolving our policies and programs to ensure we will always have a culture that inspires our employees at all levels of the organization. Our managers and supervisors play a pivotal role in nurturing our culture, therefore their ongoing development is key. Toward this, we have taken the lead in delivering three new Kingspan Group programs—IGNITE, ACCELERATE and EVOLVE—alongside our foundational supervisory skills training. These programs continue to enhance the knowledge, skills and abilities of our leaders, empowering them to be the best possible leaders for their teams.

Our culture is defined as the shared values and beliefs of our organization. It's also about creating an inclusive work environment for everyone and is vital to our success as a business.

Within Kingspan Insulated Panels North America, we have embraced the following policies to support our people and culture:

- **Human Rights** – Kingspan Group is unequivocally committed to preventing human trafficking and slavery in all aspects of our business. We fully support human rights protections and adhere to the International Bill of Human Rights (IBHR), which includes compliance with child labor laws, anti-slavery regulations, health and safety standards and equality practices.
- **Diversity and Inclusion** – Kingspan is committed to fostering an inclusive, respectful and safe environment for all employees. We strictly prohibit discrimination in any form based on race, gender, disability or any other identity. This begins with our hiring and recruitment practices and extends to all other aspects of employment. Employees are required to complete annual Code of Conduct training, which outlines our anti-discrimination policies.
- **Anti-Bullying and Harassment** – Kingspan has a zero-tolerance policy for bullying and harassment. All forms of harassment, including verbal abuse, gestures and physical bullying, are strictly prohibited. Any allegations of bullying are thoroughly investigated and may result in disciplinary action, as appropriate.

Employee Health and Wellbeing

With a steadfast focus on employees and overall wellness, we continue to embrace the **World of Wellness** theme to describe our approach to employee benefits. At Kingspan, we recognize that benefits and health are directly connected. We continue to benchmark the best-in-class employees, with particular interest in preventative and mental health services.

- **Health Benefits** – Health and wellbeing of our people is a key value to our business. To address both physical and mental wellbeing, we offer comprehensive health benefits that all employees and their families can take advantage of. From fitness reimbursements to mental health support resources, we believe in fostering a culture of health across our Division.

ANTI-BRIBERY AND CORRUPTION

We have zero tolerance for bribery and corruption. All forms of bribery are strictly prohibited across the business. Assuring compliance with all of the policies outlined in our Code of Conduct, we adhere to all corruption and anti-bribery laws across jurisdictions. Employees are thoroughly trained and encouraged to report any concerns of policy breaches through a confidential whistleblower hotline. Failure to comply with policies can result in disciplinary action or criminal penalties.

All employees are provided training on our group policies at onboarding and every year after.

CODE OF CONDUCT & SUPPLIER CODE

CODE OF CONDUCT

Kingspan is committed to acting responsibly and in compliance with the law while maintaining high standards of ethics, honesty and integrity in all its dealings with its stakeholders, be they investors, customers, suppliers, its employees or the communities it operates in. The Code of Conduct sets out the fundamental principles which requires all directors, officers and employees to adhere to in order to meet those standards. These principles apply to all Kingspan Group businesses, and while they may be supplemented locally both by the provisions of other policies and the Employee Handbook, this Code of Conduct must always be complied with.

See our [Code of Conduct Policy](#) [here](#).

See our [Product Compliance Policy](#) [here](#).

SUPPLIER CODE (SHREDD)

In 2024, building on our Kingspan Group Supplier Policy introduced in 2022, we developed the Supplier Human Rights and Environmental Due Diligence (SHREDD) policy and process. SHREDD, along with tools such as EcoVadis, enables us to identify and prioritize actual and potential risks to human rights and the environment across our business activities, products and supplier relationships. Through this framework, we take a proactive approach to addressing, preventing and mitigating negative impacts on individuals, communities and the environment.



STAKEHOLDER ENGAGEMENT

Stakeholder engagement is critical to the success and sustainability of our organization. It fosters transparency, builds trust and ensures that business strategies are informed by the perspectives and priorities of those most affected by them. By actively listening to and collaborating with stakeholders—including employees, customers, suppliers, communities and regulatory bodies—Kingspan Panels North America is better equipped to identify risks, seize opportunities and adapt to changing expectations. Meaningful engagement not only strengthens relationships but also creates a foundation for long-term resilience and shared value.

In the context of sustainability and corporate responsibility, stakeholder engagement becomes even more essential. Addressing complex challenges such as climate change, resource scarcity and social equity requires collective action and alignment across the value chain. Engaging stakeholders early and often helps companies stay ahead of emerging issues, improve decision-making and co-develop solutions that are both impactful and inclusive. Ultimately, strong stakeholder engagement drives innovation, enhances reputation and positions our company as a trusted and responsible leader in its industry.

Over the past two years, we have conducted comprehensive materiality assessments to identify and prioritize the environmental, social and governance (ESG) issues most relevant to our business and stakeholders. These materiality matrixes have guided our sustainability strategy, helping us align our initiatives with the expectations of customers, employees, investors and communities. In the third year, we are taking a reflective approach—revisiting the data and insights gathered to evaluate progress, assess shifting priorities and identify opportunities for continuous improvement. This look-back ensures our strategy remains dynamic, responsive and focused on creating long-term value.

Kingspan Group has expanded efforts to create value to society and the local communities where we operate. For more details on the results of the Double Materiality assessment, along with the approach to manage material Impacts, Risks, and Opportunities (IROs), see ESRS section of the Annual Report. Additionally, to meet the EU CSRD (Corporate Sustainability Reporting Directive) requirements, Kingspan Group has published a Sustainability Statement found here: [Kingspan-AR24-CSR.pdf](#)



MATERIALITY ANALYSIS PROCESS

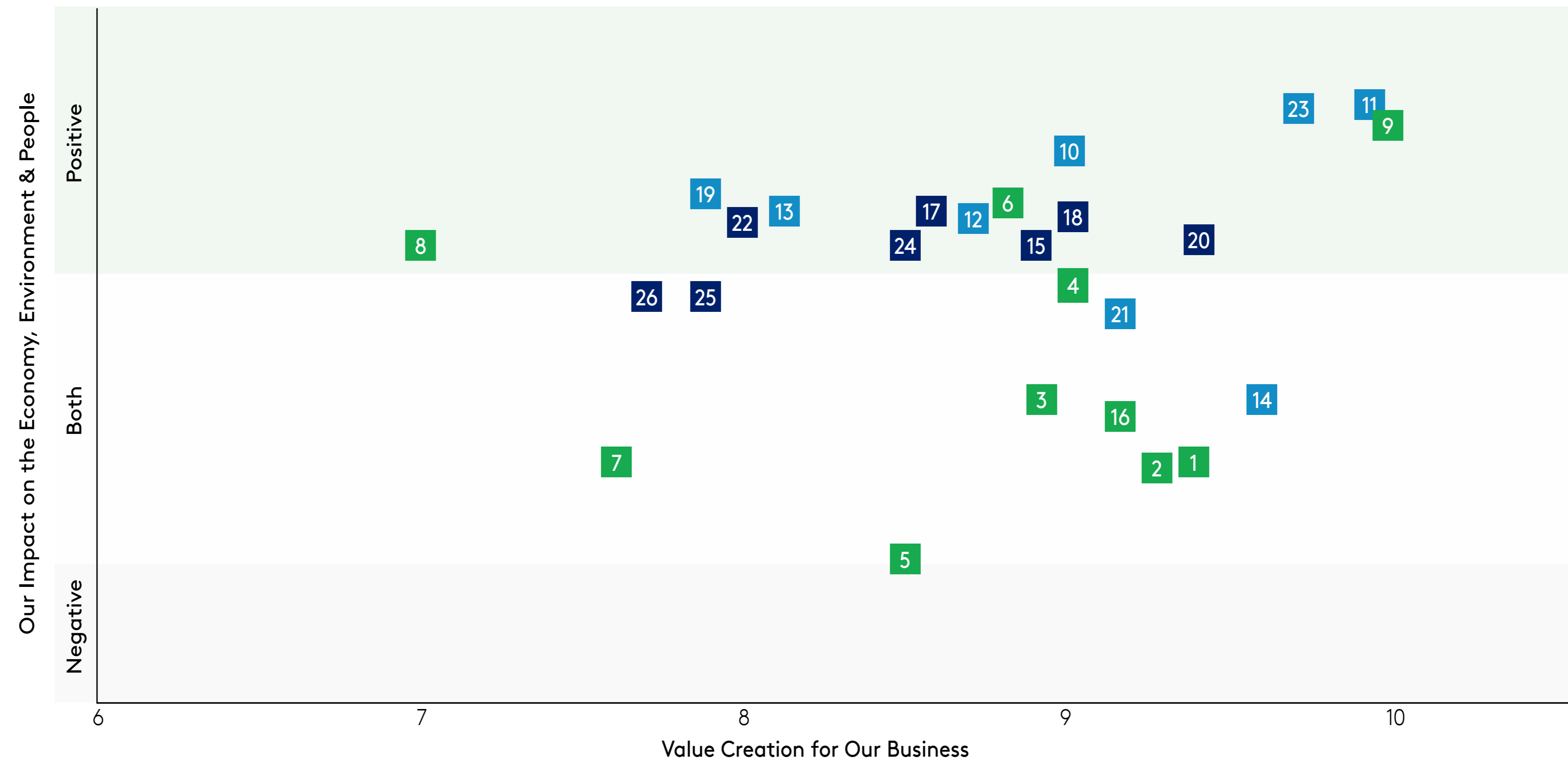


MATERIALITY ANALYSIS / ASSESSMENT / MATRIX

MATERIALITY MATRIX

Kingspan recognizes that in order to maximize impact, we need to understand our risks and how they holistically impact our practices. As part of our stakeholder engagement, we utilize our materiality survey to understand the impact on the environment, people and business as we revisit our risks.

In 2024, we re-evaluated our impacts based on feedback from our 2022 and 2023 surveys, as well as any changes in our operations, value chain and industry. As we move into a new year of Planet Passionate, we are continuing to shape our strategy based on our impacts and the value created for our business and operations.



Environment

- 1 GHG Emissions
- 2 Waste Management
- 3 Renewable Energy
- 4 Circular Economy & Design
- 5 Biodiversity Preservation

- 6 Environmental Impact of Materials
- 7 Water Stewardship
- 8 Sustainable Transport
- 9 Environmental Compliance
- 16 Responsible Procurement and Supply Chain Management

People

- 10 Training & Education
- 11 Workplace Safety & Wellness
- 13 Stakeholder Engagement
- 14 Human Rights
- 18 Talent Attraction, Retention and Growth
- 19 Community Engagement
- 21 Diversity, Equity and Inclusion
- 23 Business Ethics and Integrity

Business

- 12 Product and Process Innovation
- 15 Quality Management
- 17 Company Financial Health
- 20 Data Security and Privacy
- 22 Customer Satisfaction and Service
- 24 Procedure Transparency
- 25 Company Brand and Mission
- 26 Business Resilience

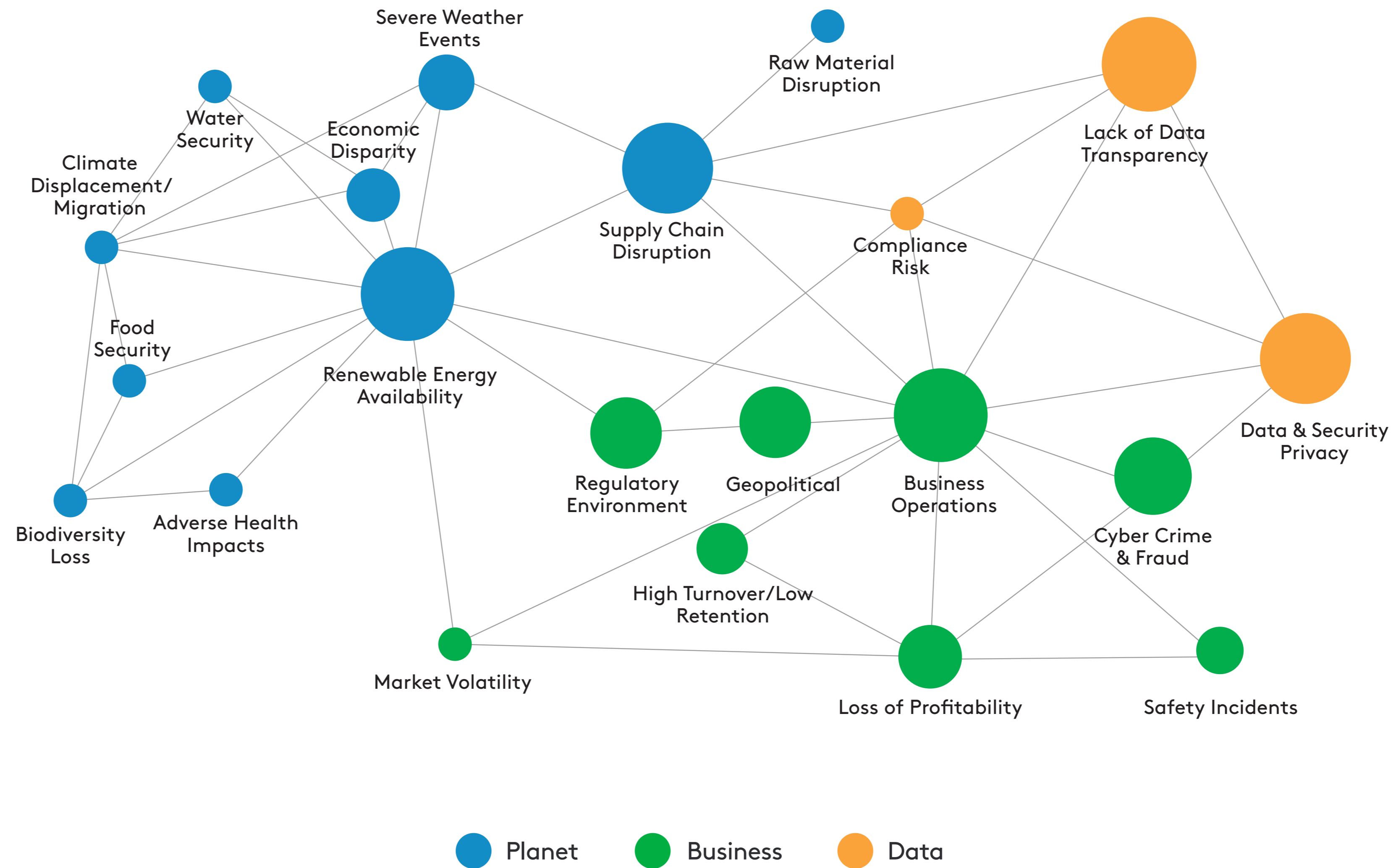
RISKS AND OPPORTUNITIES

OUR APPROACH

We've identified risks that fall under the categories of Planet, Business and Data. This report focuses on risks within the Planet category specific to Kingspan Insulated Metal Panels North America.

While there are risks associated with the evolving sustainability landscape, the opportunity to enhance our operations, reputation and market position far outweigh the challenges. Through continuous innovation, risk management and stakeholder collaboration, we are well-positioned to drive sustainable growth and make a positive impact on society and the built environment.

Physical risks of climate change continue to pose a risk to our business and people. These risks include damage from severe weather events, such as flooding, hurricanes and drought. According to CDP, water-related climate risks cost companies over **\$300 billion** globally in recent years. As major climate-related events continue to impact each region where our division operates, physical climate risks are anticipated to increase.



RISKS AND OPPORTUNITIES (CON'T)

	Category	Risks	Opportunities
Planet	Physical Risks	Physical risks of climate change continue to pose a risk to our business and people. These risks include damage from severe weather events, such as flooding, hurricanes and drought. In 2024, 27 separate billion-dollar weather and climate disaster events caused losses exceeding \$1 billion. ¹ With significant events occurring in each region where our division operates, physical risks of climate are expected to rise.	Through Planet Passionate, we are assessing the threat of physical risk to our locations on an annual basis. Group continues to monitor water risk each year through risk tools, while on the divisional level we are taking measures to reduce vulnerability to damage from extreme weather. Understanding our exposure enables Kingspan to mitigate future risk to our business and staff.
	Regulatory Changes	More stringent regulatory requirements are anticipated to decarbonize the industrial and real estate sector. With greater adoption of carbon taxes, regulatory restrictions and stricter building standards globally, increased risk on operations and profits are anticipated without sufficient decarbonization efforts. ²	Planet Passionate enables us to stay on top of regulatory changes through robust data management and data-based targets. ³ By implementing measures now to reduce our carbon intensity, we are planning for a low-carbon future to mitigate short- and long-term exposure to our business.
	Supply Chain Disruption	Increased physical risks of climate change in addition to a changing regulatory landscape increases the risk of supply chain disruptions. Supply chain resilience and adaptation are key to minimizing exposure to production disruption, higher costs and rising emissions. ⁴ As a manufacturer, mitigating supply chain emissions and risk are imperative to achieving our net-zero goals.	Supply chain communication is a growing focus for us as we work toward decarbonizing our supply chain. As the risks of climate change grow, we understand that increased investment in resilient supply chains will be imperative to mitigate long-term environmental and financial risk. We communicate our Planet Passionate targets to our suppliers to ensure that priorities are clear and aligned. As part of our Scope 3 target, we are working toward scaling our supplier data collection to reduce our upstream emissions.

¹ <https://www.ncei.noaa.gov/news/national-climate-202413>

² UN Environment Programme Finance Initiative; *Climate Risks in the Industrials Sector*

³ See Data Management Section

⁴ McKinsey Global Institute; *Could climate become the weak-link in your supply chain?*

RISKS AND OPPORTUNITIES (CON'T)

	Category	Risks	Opportunities
Planet	Consumer Behavior	Shifting consumer demands for low-carbon products will mount greater reputational risk to companies that are slow to adopt to a low-carbon future. ¹ In the built environment, greater public and private institutions are requiring low embodied carbon materials to support the circular economy. Adopting practices and products to support this shift is becoming more key for our business.	Through our Planet Passionate and supply chain efforts, we have worked to ensure that our products represent a low-carbon offering to our customers. Working with our stakeholders and understanding market needs, we have invested in third-party certifications to support environmental and health claims pertaining to our products. Through our supply chain efforts, we are working to reduce the carbon intensity of our products to further support the shift to a circular economy.
	Social Inequality	Climate change disproportionately impacts those that are most politically and economically vulnerable. As extreme weather intensifies and becomes more frequent, social issues such as displacement, high food costs and resource scarcity become more exacerbated across the globe. ² Increased pollution from industry also adversely impacts fenceline communities by creating greater exposure to environmental hazards. ³ Ensuring that our people and communities are protected from social and environmental risk is of utmost importance.	We understand that people are a vital part of our organization. Providing a safe and healthy workplace is a priority for our business and key to protecting the livelihood of our employees and their families. Through our Planet Passionate Communities program, we work with each location to support the communities in which we operate and promote engagement. Looking forward, we are working toward scaling our community impact efforts and better understanding the social impacts of our business and supply chain.
	Environmental Risk	Manufacturing operations have a direct impact on our environments. Our own Scope 1 & 2 emissions, if not properly managed, contribute to climate change issues such as GHG emissions, poor air quality and negative biodiversity impacts. Waste that is sent to landfill contributes to environmental and health crises, such as ground water contamination, methane gas formation and other toxic emissions. Understanding and mitigating environmental risk enables us to address short- and long-term impacts on our communities.	The goal of our Planet Passionate program is to reduce the negative impacts of our operations on the planet. By decoupling from fossil fuels, reducing our waste to landfill and managing onsite resources such as water, we are working toward preserving the long-term health of the environment and our communities. Our annual targets and data management process enable us to better understand our holistic risks to address them on an ongoing basis. We use this data to make better decisions on technologies and investments that deliver the greatest impact toward our Planet Passionate goals.

¹ UN Environment Programme Finance Initiative; *Climate Risks in the Industrials Sector*

² UN Climate Action; *Five ways the climate crisis impacts human security*

³ Cushing, Laura, and Johnston, Jill, 2021: Chemical exposures, health and environmental justice in communities living on the fenceline of industry

HR – INTERNAL ENGAGEMENT – OUR EMPLOYEES

SUPPORTING OUR PEOPLE AND CULTURE

In 2024, we continued to focus on providing feedback and developing our people as part of reinforcing our People Passionate initiative. Our teams worked together to establish goals for the year and did an outstanding job achieving them. Employees participated in regular performance conversations, including mid- and end-of-year discussions. These conversations went beyond performance feedback to engage in meaningful dialogue about accomplishments, development opportunities and career goals. A significant effort continues to be made in creating opportunities for our people to learn and grow in their roles.

LEADERSHIP PROGRAMS

In 2024, we built on the momentum of our leadership development programs. The Kingspan Insulated Panels North American business took the lead in delivering three new Kingspan Group programs—IGNITE, ACCELERATE and EVOLVE—alongside our foundational supervisory skills training. These programs continue to enhance the knowledge, skills and abilities of our leaders, empowering them to be the best possible leaders for their teams. We emphasize that success isn't just about "what" we achieve but also "how" we collaborate to drive the success of our business.

I remain proud of the progress we made in leadership development, especially for our frontline and mid-level leaders, helping them become even more effective in their roles.

Another major achievement in 2024 occurred within our plants. It was a priority to ensure that our factory employees receive highly

competitive wages in their local communities, as well as excellent health, welfare and retirement benefits. With strong support from business management, we implemented strategic changes to our pay programs, strengthening our ability to recruit, select and retain a top-notch workforce. The tangible results of these efforts are evident in our productivity and quality KPIs, driven by a stable, well-trained and cohesive team.

EMPLOYEE TRAINING, DEVELOPMENT AND RETENTION

In 2024, we expanded our investment in developing our organization's leaders. This strategic move includes partnering with DDI, a global leadership development firm, and the introduction of a new multi-level leadership development program. This multi-tier design allows leaders to get specific skills to drive results within their daily scope and strategic influence within the organization. Recognizing that leaders just beginning their leadership journey within Kingspan have a specific need, we've designed a program for our newly hired and newly promoted managers, aimed at connecting them to the leadership culture within Kingspan and transactional management tasks, and ultimately setting them up for success as a new leader. We also took a significant step forward in developing our team members in the creation of comprehensive training plans, centered around role competencies and tasks. With tailored training plans, employees will have clear pathways for skills development and be set up for success in their roles. Development continues as we've opened up a new library of courses within our Learning Management System to include content that continues to grow our employees' skills and take training that

connects with their career goals and interests. Our intent is that when employees understand the skills, competencies and expectations of their role, and that they have the information and resources available to improve and grow, they feel valued and motivated, which will drive innovation and lead to higher job satisfaction and retention.

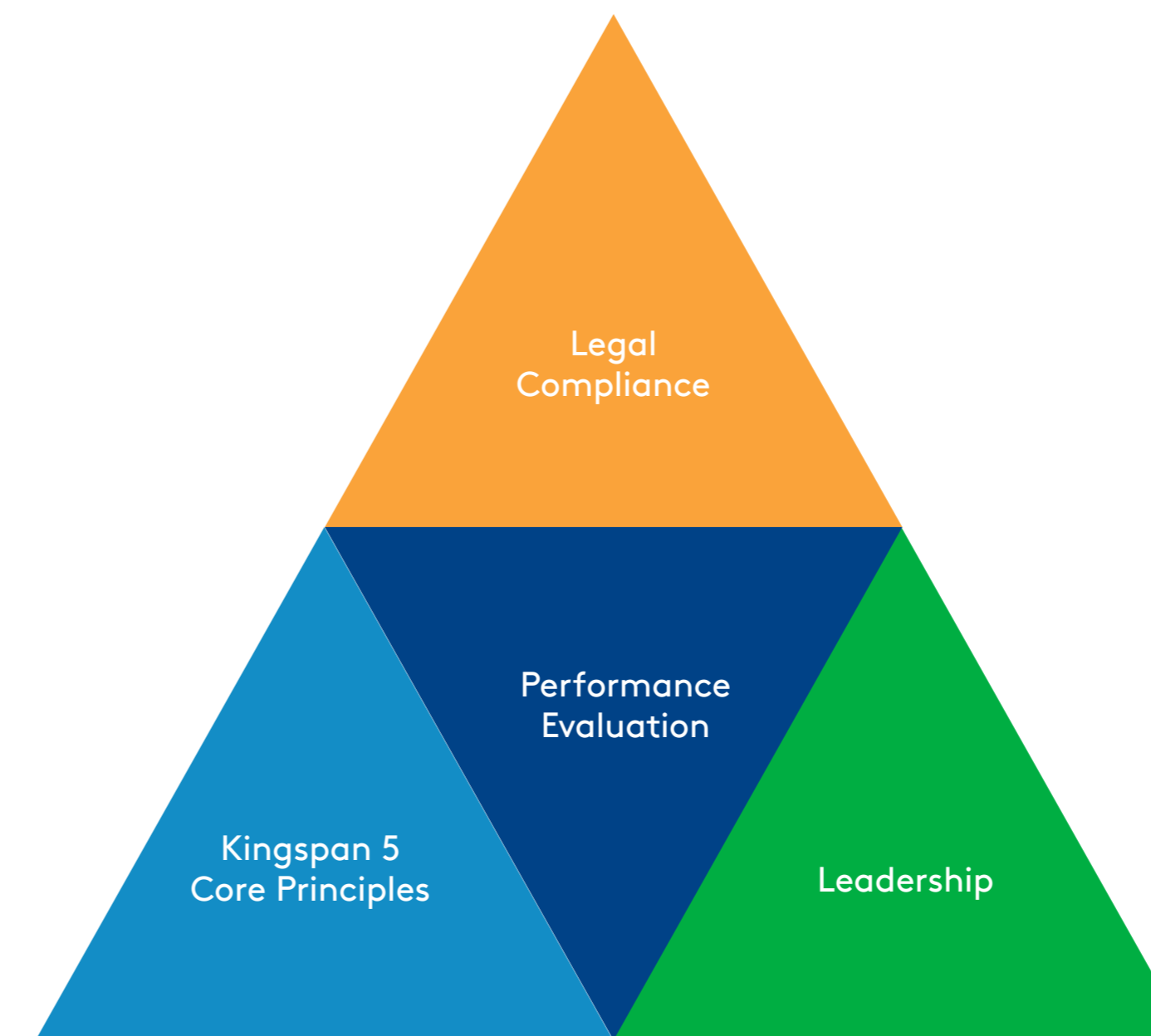


Employee Training Hours	
Role	Average No.
Leadership	26
Operations	22
All Other Employees	19

EHS & FACILITIES

Kingspan Insulated Panels North America is committed to maintaining the highest standards of environmental health and safety (EHS) across all operations by aligning with internationally recognized ISO standards. Our integrated management system is certified under *ISO 9001* for quality management, *ISO 14001* for environmental management, *ISO 45001* for occupational health and safety and *ISO 37301* for compliance management. These certifications demonstrate our systematic approach to minimizing environmental impact, ensuring workplace safety and promoting operational excellence through continuous improvement and regulatory compliance.

Through our ISO-aligned EHS program, we proactively identify and mitigate risks, engage employees in safety and sustainability initiatives and set measurable goals for performance across environmental, health and safety domains. Regular audits and third-party assessments validate our commitment to compliance and drive accountability at every level of the organization. By embedding these standards into our day-to-day operations, we not only protect our people and the environment, but also strengthen trust with stakeholders and support long-term business resilience.



Our five core principles are:

1. Clear, ethical and honest business communications
2. Compliance with the law
3. Respect for the safety and wellbeing of colleagues
4. Protection of Group assets
5. Upholding our commitment to a more sustainable future

“Buildings are one of the largest opportunities for us to reach net-zero goals. As a category, it’s a big contributor to emissions and energy use. We have technologies available today in terms of building management systems, improved sensors, controls and optimization [that are] going to take us a long way in improving efficiency and contributing to net-zero, [but] there’s a lot more to be done.”

Brent Trenga

EMPLOYEES HR

MEXICO

UNITED STATES

CANADA

OUR EMPLOYEES

	Female	Male	Total		Female	Male	Total		Female	Male	Total	Grand Total
Permanent	21	82	103		95	336	431		29	183	212	746
Full Time	21	82	103		94	334	428		29	183	212	743
Part Time	0	0	0		1	2	3		0	0	0	3

NEW HIRES VS LEAVERS

NEW HIRES BY GENDER

Gender	Female	Male	Total	Gender	Female	Male	Total	Gender	Female	Male	Total
	13	50	63		27	79	106		2	42	45

TERMS BY GENDER

Gender	Female	Male	Total	Gender	Female	Male	Total	Gender	Female	Male	Total
	4	46	50		25	63	88		6	27	33

NEW HIRES BY AGE

Age	<30	30-50	50+	Total	Age	<30	30-50	50+	Total	Age	<30	30-50	50+	Total
	4	46	50	63		29	63	14	106		15	21	9	45

TERMS BY AGE

Age	<30	30-50	50+	Total	Age	<30	30-50	50+	Total	Age	<30	30-50	50+	Total
	13	33	4	50		18	55	15	88		18	10	5	33

EMPLOYEES HR (CON'T)

UNITED STATES

CANADA

PARENTAL LEAVE

LEAVES TAKEN

	Female	Male	Total		Female	Male	Total	Grand Total
	5	3	8		1	3	4	12

RETURNED TO WORK

	Female	Male	Total		Female	Male	Total	Grand Total
	5	3	8		1	3	4	12

STILL EMPLOYED 12 MONTHS AFTER RETURN TO WORK

	Female	Male	Total		Female	Male	Total	Grand Total
	3	3	6		0	0	0	6
	60%	100%						

TOTAL EMPLOYEES

BREAKDOWN BY LOCATION

	Female	Male	Total		Female	Male	Total	Female	Male	Grand Total
<i>Columbus</i>	10	61	71	<i>Caledon</i>	14	123	137	123	517	640
<i>DeLand</i>	65	185	250	<i>Langley</i>	15	60	75			
<i>Mattoon</i>	1	6	7							
<i>Modesto</i>	18	82	100							
	94	334	428		29	183	212			

APPENDICES

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 2: General Disclosures 2021	2-1 Organizational details	4-7	Kingspan Insulated Panels North America is a wholly owned subsidiary of Kingspan PLC which is a public company	
	2-2 Entities included in the organization's sustainability reporting	See Notes	a.) Kingspan Annual Report 2024 p.328-329. Kingspan Planet Passionate Report 2024 p.4-5. Kingspan 2024 Annual Report and Planet Passionate Report include all business units. c.) Not applicable to our business unit.	
	2-3 Reporting period, frequency and contact point	See Notes	a.) Reporting period: January 1st, 2024 to December 31st, 2024. We will be publishing this report on an annual basis. b.) Kingspan Group Financial Reporting period: January 1st, 2024 to December 31st, 2024. c.) pending publication date. d.) info.NA@kingspanpanels.com	
	2-4 Restatements of information	See Notes	A note has been added to any cases where a restatement has been provided.	
	2-5 External assurance	62	Kingspan Insulated Panels North America 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 highest governance body, and senior executives 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	4, 41-45, 50-53	Our customers are downstream of our activities. There have been no significant changes	
	2-7 Employees	60-61	Numbers are reported as the numbers at the end of the period and as head counts.	We continue to evaluate methods to collect the data points and will make efforts to report in next years report.
	2-8 Workers who are not employees	60-61	Temporary workers are not employees, but their work is controlled by our organization, they work in production. Numbers are reported as the numbers at the end of the reporting period. There were no significant fluctuations	We continue to evaluate methods to collect the data points and will make efforts to report in next years report.
	2-9 Governance structure and composition	49, 51	c.) Kingspan Annual Report 2024 p. 90-98	
	2-10 Nomination and selection of the highest governance body	45	c.) Kingspan Annual Report 2024 p. 90-98	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	See Notes	Kingspan Annual Report 2024,p. 85-87	
	2-12 Role of the highest governance body in overseeing the management of impacts	51	Kingspan Planet Passionate Report 2024 p.8	
	2-13 Delegation of responsibility for managing impacts	2, 49-51	Kingspan Planet Passionate Report 2024, p.8	
	2-14 Role of the highest governance body in sustainability reporting	51	Kingspan Planet Passionate Report 2024, p.8: Kingspan Annual Report 2024 p.162	
	2-15 Conflicts of interest	See Notes	Kingspan Annual Report p. 96, 148, 234-235	Information unavailable for disclosure 2-15 b. due to confidentiality restraints. While we have a system for reporting internally, we are not prepared to disclose findings to external stakeholders.
	2-16 Communication of critical concerns	See Notes	Kingspan Code of Conduct p. 5,12	
	2-17 Collective knowledge of the highest governance body	22, 39, 52-54		
	2-18 Evaluation of the performance of the highest governance body	See Notes	Kingspan Annual Report p. 95	
	2-19 Remuneration policies	See Notes	Kingspan Annual Report p. 110	
	2-20 Process to determine remuneration	See Notes	Kingspan Annual Report p. 87-105	
	2-21 Annual total compensation ratio	See Notes		Confidentiality constraints

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	2, 47	Kingspan Planet Passionate Report p. 2	
	2-23 Policy commitments	38, 49-51	Kingspan Code of Conduct p. 7-9, 11-12 Kingspan Planet Passionate 2024 p. 7,24	
	2-24 Embedding policy commitments	38, 49-51	Kingspan Code of Conduct p. 7-9, 11-12. We have an ISO 45001 Occupational Health and Safety Management System, ISO 9001 Quality Management System, and ISO 1400 Environmental Management System. We follow strict standards for quality, health and safety, and environmental management.	
	2-25 Processes to remediate negative impacts	38, 41, 47, 49-56		
	2-26 Mechanisms for seeking advice and raising concerns	See Notes	Kingspan Code of Conduct p. 5, 12	
	2-27 Compliance with laws and regulations	See Notes	Kingspan Code of Conduct p. 8 . There were no such instances of non-compliance and therefore no fines.	
	2-28 Membership associations	41		
	2-29 Approach to stakeholder engagement	10, 12, 23, 39-41, 51-56		
	2-30 Collective bargaining agreements	See Notes	20% of our employees are unionized. The terms and conditions of employment for employees not covered under collective bargaining are determined by the company and stated in the Employee Handbook and other related policies (i.e. Code of Conduct, Anti Bribery & Correction Policy, etc). These documents are maintained in full compliance with Federal, State (or Provincial), and local laws where the employee is located.	
MATERIAL TOPICS				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	52-56		
	3-2 List of material topics	6		

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
CARBON				
GHG Emissions, Sustainable Transport				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 52-56, 25-31		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	25, 30-31	Scope 1 emissions: 1379.5 tCO ₂ e, gases included in this calculation include CO ₂ , CH ₄ , N ₂ O. Our base year was 2024, same year as the report. There have been no recalculations. The emission factors are the most recent dataset for each country and activity. Emissions are calculated through Diligent, a data management software. The consolidation approach for emissions is financial control. Kingspan Annual Report 2024 p.191	
	305-2 Energy indirect (Scope 2) GHG emissions	25, 30-31	Scope 2 emissions: 1930.6 tCO ₂ e (location based), 1183.4 (market based) tCO ₂ e. All GHG are included in our calculations. The base year is 2024, same year as the report. The emission factors are the most recent dataset for each country and activity. Emissions are calculated through Diligent, a data management software. The consolidation approach for emissions is financial control. Kingspan Annual Report 2024 p.191	
	305-5 Reduction of GHG emissions	25	All GHG are included in our calculations. The base year is 2024, the same year of this report. The emission factors are the most recent dataset for each country and activity. Emissions are calculated through Diligent, a data management software	
ENERGY				
Renewable Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 25, 25-31, 52-56		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48	Our total energy consumption for 2024 was 21940 MWh. Our total fuel consumption from non-renewable sources (including liquid petroleum gas, motor gasoline, propane, natural gas, and non-renewable electricity) was 13700 MWh and 8240 MWh from renewable sources (wind energy, solar energy, renewable natural gas). Our total electricity consumption was 5460 MWh, we are not currently recording the end use for fuels so we don't have sufficient information to report on heating, cooling and steam consumption. We sold 567 MWh of solar energy, we did not sell any heating, cooling or steam. Energy purchased and generated is recorded in Diligent, our data management system, where conversion factors are applied. Kingspan Annual Report 2024, p.190	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization			Information unavailable. We are working on collecting energy consumption data from our stakeholders. We aim to have data to report on next years report.
	302-3 Energy intensity	See Notes	Kingspan Annual Report, p.190	
	302-4 Reduction of energy consumption		After comparing 2024 to 2023 energy data in our data management system, Diligent, our energy consumption increased with growth in production. However, we have increased our renewable energy production and consumption. We have two sites with on-site solar PV, two sites with renewable natural gas, and two sites with renewable electricity through the local utility provider. We have also started to replace plant vehicles with electric vehicles. We compared 2023's energy use with that of 2024. We calculated reduction of energy consumption through a percentage change calculation.	
CIRCULARITY				
Waste Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 32-34, 52-56		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	32-34		
	306-2 Management of significant waste-related impacts	32-34	We collect and monitor waste-related data through Diligent. Please see data management process for more information.	
	306-3 Waste generated	See Notes	Waste Generated: Our total waste was 8550 tonnes. The waste was composed of hazardous waste (80.568), foam waste (671.05), mineral wool (2158.71), municipal waste (1420.44), paper/cardboard (43.64), plastic (45.3), steel (3441.93), aluminum (0.008) and wood (688.34). B. Please see data management section.	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 306: Waste 2020	306-4 Waste diverted from disposal	See Notes	We diverted 6506 tonnes (t) from landfill- hazardous waste (70 tonnes), foam waste (498 tonnes), mineral fiber/wool (1694 tonnes), municipal waste (74 tonnes), paper/ cardboard (44 tonnes), steel (3442 tonnes), and wood (684 tonnes). Hazardous waste was diverted by recycling. Total non-hazardous waste diverted from disposal was (6435.73 tonnes). All diverted non-hazardous waste, excluding foam and mineral fiber waste, were recycled. For foam and mineral fiber waste (498 tonnes) and (1694 tonnes) disposal please see pg. X for reuse strategies. All diverted waste is disposed of offsite. Please see data management page for more information. We use a third-party data management system.	
GRI 306: Waste 2020	306-5 Waste directed to disposal	See Notes	2044 tonnes (t) were not diverted from disposal- hazardous waste (10 tonnes), foam waste (173 tonnes), mineral wool (464 tonnes), municipal waste (602 tonnes), paper/ cardboard (0 tonnes), wood (4 tonnes), and plastic (43 tonnes). (0- zero) tonnes of hazardous waste was incinerated through energy recovery and 10 tonnes was landfill; 747 tonnes of municipal waste was disposed of through energy recovery, and 1297 tonnes through landfill. Total non-hazardous waste directed to disposal was (2034 tonnes), of this (747) tonnes went to waste to energy and (1297) tonnes was landfilled offsite. 10 tonnes of hazardous waste was disposed of, and (0-zero) tonnes went to waste to energy offsite. Please see data management page for more information. We use a third-party data management system.	
Environmental Impact of Materials, Circular Economy & Design				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 25, 52-53		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	See Notes	Kingspan Annual Report 2024, p. 204	
GRI 301: Materials 2016	301-2 Recycled input materials used	See Notes	Kingspan Annual Report 2024, p. 204	
GRI 301: Materials 2016	301-3 Reclaimed products and their packaging materials	See notes		Incomplete information. We will work with our operations team to be able to report with a high level of confidence on this disclosure next year.

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
WATER				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 25, 35-36, 52-56		
GRI 303: Water	303-1 Interactions with water as a shared resource	See Notes	Kingspan Annual Report 2024, p.194	
	303-3 Water withdrawal	35-36		We don't currently have enough information to report on this disclosure (303-3-c). We currently only measure water withdrawal. We will gather this information for next year's report.
BIODIVERSITY PRESERVATION				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 52-56	Kingspan Annual Report 2024, p. 196-198	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			We do not have enough information to report on this disclosure but will try to gather the necessary data to report on this disclosure next year.
	304-2 Significant impacts of activities, products and services on biodiversity			We do not have enough information to report on this disclosure but will try to gather the necessary data to report on this disclosure next year.
HEALTH & SAFETY				
<i>Workplace Safety and Wellness</i>				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 38, 49-58		

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38, 58	All employees are covered by our OH&S systems. All sites are ISO 9001, 14001, 45001, and 37301 certified. The scope of the management system ISO 45001:2018 is outlined in IMS 09.	
	403-2 Hazard identification, risk assessment, and incident investigation	49	Kingspan Code of Conduct & Product Compliance Policy. We have ISO 45001 Occupational Health and Safety management System, ISO 9001 Quality Management System and ISO 14001 Environmental Management System. This means we have risk identification processes that we conduct on a consistent basis.	
	403-3 Occupational health services	22, 50, 57		
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Notes	We have policies in place that outline worker participation, consultation and communication on OH&S. Each site has a joint health and safety committee made up of workers and management representatives who meet monthly to work to promote the fulfillment of the company's OH&S objectives and policies.	
	403-5 Worker training on occupational health and safety	22, 38, 50, 57-58	All employees go through rigorous health and safety training upon onboarding and on a regular basis thereafter. This includes training on standard operating procedures and hazardous materials, tool safety and handling, procedures in the case of emergency situations, and on both our health and safety and environmental policies.	
	403-6 Promotion of worker health	22, 50, 57-58	In the US we also offer dental, vision insurance, HSA, FSA, critical illness, ID theft, accident, hospital indemnity, tuition reimbursement, fitness reimbursement and an employee assistance program.	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	22, 38, 50, 57-58		
	403-8 Workers covered by an occupational health and safety management system	38, 58	All employees and workers are covered by the OH&S management system. This is audited both internally and by external parties.	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	See Notes	ai.) 0, aii.) 0, aiii.) 21, 2.95 aiv.) Muscular skeletal disorders and lacerations, av.) 1,422,763 hours; ci.) Risk assessments, cii.) 0, ciii.) N/A d.) Machine guarding, training, e.) Rates were calculated using 200,000 hours. f.) No workers were excluded	b. Information unavailable. We currently do not have enough data to report on this disclosure but will work on gathering the data to report it next year.
	403-10 Work-related ill health	See Notes	ai.) 0, aii.) 0, aiii.) N/A ci.) Risk assessments, cii.) N/A, ciii.) N/A, d.) No workers were excluded	b.) Information unavailable. We currently do not have enough data to report on this disclosure but will work on gathering the data to report it next year.
Customer Satisfaction and Service				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 38-40, 51-56		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	16, 32, 38-40, 47	We assessed the health and safety impacts for 100% of our significant product categories across key lifecycle stages- R&D, production, distribution, end-use, and disposal- using our internal risk evaluation criteria and third-party certifications	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	See Notes	No incidents of non-compliance during the reporting period	
TRAINING & EDUCATION				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 50-57, 60-61		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	57, 60-61	Average hours of training per employee in 2024 was 26 for Leadership, 22 for Operations and 19 for all other employees. ai. We do not track employee training based on gender, aii. Employee categories are Leadership, Operations, and all other.	ai.) The information is not currently reported, it will be available in our next reporting period.
	404-2 Programs for upgrading employee skills and transition assistance programs	50, 57		
	404-3 Percentage of employees receiving regular performance and career development reviews		100% of employees receive regular performance and career development reviews.	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
LOCAL COMMUNITIES				
<i>Community Engagement</i>				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 12, 23, 43-45, 52-56		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	12, 23, 43-45, 52-56		
	413-2 Operations with significant actual and potential negative impacts on local communities	54-56		
<i>Stakeholder Engagement</i>				
GRI 3: Material Topics 2021	3-3 Management of material topics	52-56		
EMPLOYMENT				
GRI 3: Material Topics 2021	3-3 Management of material topics	6,22,49-57		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	60		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Notes	In our US sites part time employees (averaging a minimum of 30 hours per week) are eligible for life insurance, health care, disability and invalidity coverage, legal, identity theft protection and a retirement provision is available to all in accordance to plan guidelines. They are not eligible for parental leave nor education assistance.. Temporary employees are not eligible for any benefits. Stock ownership is not applicable.	
	401-3 Parental leave	61		
DATA SECURITY AND PRIVACY				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 50-56	Kingspan Code of Conduct p. 10	

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
BUSINESS				
Diversity, Equity and Inclusion				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 50-56, 60-61		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	60-61	Kingspan Annual Report 2024 p. 85-87, 98	aiii), bii), biii) We currently do not track minority or vulnerable groups data. We do not track age groups of employees. We continue to evaluate ability to collect this data based on local laws. The information will be available in our next reporting period.
Company Financial Health				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 49-57		
	201-1 Direct economic value generated and distributed	See Notes	Kingspan Annual Report 2024 ai:)p. 44-55, aii.) p. 218-219, 264-272	
	201-2 Financial implications and other risks and opportunities due to climate change	15-18	Kingspan Annual Report 2024 p. 61, 167-168, 174-176	
	201-3 Defined benefit plan obligations and other retirement plans	22, 50	Kingspan Annual Report 2024 p. 52, 111, 266, 313-314. We established a retirement savings plan (401k) available to eligible employees for future financial security for retirement. Employees can choose how much they invest, the first year we will match 100% of salary deferrals that do not exceed 2% of compensation. Salary deferrals that exceed 2% but do not exceed 6% of compensation will be matched at 50%.	
Business Ethics and Integrity				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 49-57		

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	See Notes	a. 100% of operations are assessed for risks related to corruption. b. There were zero convictions for anti-corruption during the reporting period. p. 234-237 Kingspan Annual Report	
	205-2 Communication and training about anti-corruption policies and procedures	50	100% of all employees and governance body members receive training beginning when onboarded and repeated every two years. Policy is available publicly online. 100% Business partners and Suppliers are made aware of our policy via Supplier Policy p.5	
	205-3 Confirmed incidents of corruption and actions taken	See Notes	Kingspan Annual Report 2024 p. 237	
Product Process & Innovation				
GRI 3: Material Topics 2021	3-3 Management of material topics	11, 13, 42-45	Kingspan Annual Report 2024 p. 237	
Quality Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	58	Kingspan Annual Report 2024, p. 59	
Business Resilience				
GRI 3: Material Topics 2021	3-3 Management of material topics	50-56		
SUPPLIERS				
Responsible Procurement and Supply Chain Management, Procedure Transparency				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 51-56		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	51-56	Kingspan Supplier Policy p. 4	Tier 1 suppliers are screened against our Group Supplier Policy. We currently do not have a system to track this requirement but are working on this.
	308-2 Negative environmental impacts in the supply chain and actions taken	51-56	Kingspan Supplier Policy p. 4	Tier 1 suppliers are screened against our Group Supplier Policy. We currently do not have a system to track this requirement but are working on this.

APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	51	Tier 1 were screened using our supplier policy.	1a. We do not currently report the percentage of new suppliers and would not due to confidentiality constraints.
	414-2 Negative social impacts in the supply chain and actions taken	51	Tier 1 were screened using our supplier policy.	We would not report on supplier's organizations impact due to confidentiality constraints
Human Rights				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 50-56		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	50	Kingspan Annual Report 2024 p. 209, 220-221, 223	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	49	Kingspan Annual Report 2024 p.83, 173, 195, 209, 212-213	
MARKETING AND LABELING				
Customer Satisfaction and Service				
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 38, 51-56		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	38	Please see an example of our Installation Guides, Product Portfolio Systems and Solutions Guide, and product Data Sheet here (https://www.kingspan.com/us/en/products/insulated-panel-systems/wall-panel-systems/quadcore-ks-granitstone/?s=d). Also see Kingspan Annual Report 2024 p. 231 https://annual-report.kingspan.com/wp-content/uploads/2025/02/KIngpsan-AR24.pdf & Product Compliance Policy https://www.kingspangroup.com/en/about/culture/code-of-conduct/product-compliance-policy/	
	417-2 Incidents of non-compliance concerning product and service information and labeling	See notes	No incidents of non-compliance during the reporting period.	

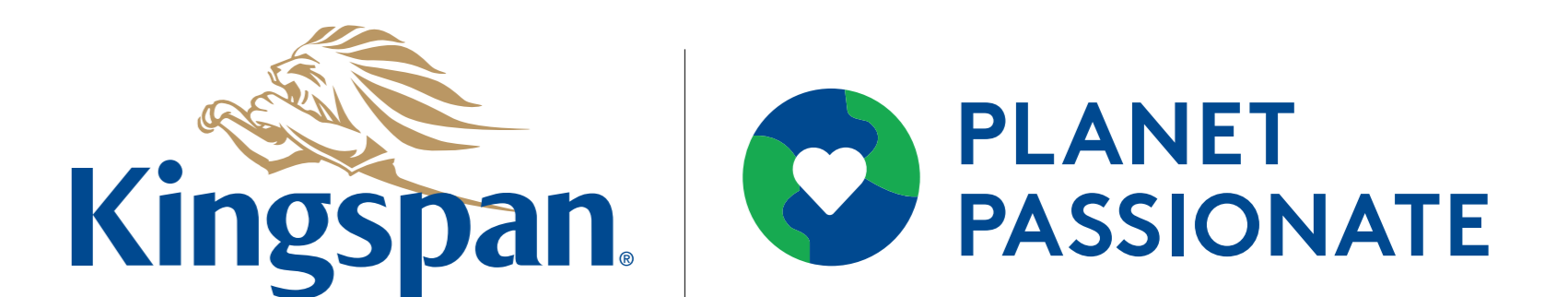
APPENDICES (CON'T)

GRI STANDARDS	DISCLOSURE	PAGE	NOTES	REASONS FOR OMISSIONS
Company Brand and Mission	417-3 Incidents of non-compliance concerning marketing communications	See notes	No reportable incidences of marketing communication non-compliance in 2024.	
Company Brand and Mission				
GRI 3: Material Topics 2021	3-3 Management of material topics	2-4	Kingspan Annual Report 2022, p. 4, 31-35	

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