

## ADDITIONAL DISCLOSURE RELATING TO THE REMUNERATION REPORT

This notice is intended to amend and clarify the table on page 93 of Kingspan's Annual Report 2021, concerning the performance measures and targets applicable to the Performance Share Awards granted in 2022.

Performance Measures	Weighting	Percentage vesting at threshold*	Threshold vesting target	Maximum vesting target**
EPS	45%	25%	6% p.a.	12% p.a.
TSR	45%	25%	Median	Upper quartile
Planet Passionate	10%	0%	Various	Various

\*Percentage of this portion of the award

\*\*Straight line vesting between threshold and maximum vesting

## ADDITIONAL DISCLOSURE RELATING TO EXECUTIVE DIRECTORS' PENSION CONTRIBUTIONS

Kingspan is a global business with over 19,000 employees across five divisions in over 70 different countries. There is no single rate of pension applicable to the global workforce. Across those markets and divisions there are differing pension levels depending on the specific business unit and geography, while in some markets there are no pension contributions at all due to local social security arrangements.

In determining the appropriate level applicable to the incumbent directors, the Remuneration Committee had regard to the general workforce pension levels in the UK, Ireland, and Western Europe, where the general workforce pension levels range from 5% - 10% (with the UK somewhere in the middle), and senior managers' pension levels in these markets ranging between 10% - 15%. The Remuneration Committee is satisfied that, at 10%, the incumbent executives' pensions are in line with the range of the pension arrangements available for the relevant workforces in these markets.

## ADDITIONAL DISCLOSURE RELATING TO RESOLUTION 5: PLANET PASSIONATE REPORT

Kingspan is seeking an advisory vote on our 2021 Planet Passionate Report. We are the first Irish listed company to put forward a resolution on sustainability progress at its AGM, reflecting the fact that sustainability is a core focus of our business strategy.

The vote will be purely advisory, in order to reflect the respective responsibilities of the Board to develop strategy and of shareholders to hold the Board accountable for its execution. As a result, it will not be binding either on shareholders – who are not being asked to take responsibility for approving or objecting to Kingspan's sustainability strategy – or on the Company, which intends to implement its Planet Passionate programme. Responsibility for approving the Group's 5-year Strategic Plan, incorporating Planet Passionate as one of four key pillars, is solely a matter for the Board as a whole, and its execution lies with the Executive and the senior management team.

The purpose of the vote is to provide shareholders with a formal opportunity to give feedback on our progress and initiatives. While we engage regularly with our major shareholders, we believe that the AGM proposal provides a structured approach to ensuring our sustainability policy considers the views of our broader shareholder base.