

GENDER PAY REPORTING

INEOS Chemicals Grangemouth Ltd

Feb 2026

Gender Pay Report 2025

Ineos Chemicals Grangemouth Ltd

INEOS Chemicals Grangemouth Ltd (ICGL) operates at one of Scotland’s largest industrial sites. As a cornerstone of the UK manufacturing sector, it plays a vital role in supporting major manufacturing hubs across the north of England—strengthening national resilience and sustaining highly skilled jobs across the country.

Our Grangemouth site has benefited from significant recent investments by INEOS, aimed at securing the future of sustainable UK and Scottish manufacturing and protecting the high-value jobs our operations support, both directly and indirectly. These investments continue as we progress our roadmap for a just transition to Net Zero manufacturing by 2045.

Our products are essential building blocks for countless applications that enable and enhance modern life. They become materials used in housing and construction, cabling and insulation, automotive components, fibres and textiles, and food packaging, as well as being widely used across pharmaceutical and healthcare industries. In the transition to a more sustainable future, our products also help other sectors reduce their carbon footprints—through lightweighting of materials and vehicles, extending product shelf life and reducing food waste.

We aim to establish and maintain a working environment where all employees are treated fairly and equally, ensuring equal opportunities for all. Skills Development is high on our ‘agenda’ with opportunities for current colleagues to grow their skills and experiences through focussed training and career opportunities, whatever their role and position in the organisation, resulting in secure and fulfilling careers. We value our employees and appreciate the benefits of having an inclusive and diverse workforce.

Under UK Legislation businesses with more than 250 employees are required to publish data about their gender pay gap.

The regulations require us to report on: -

| | |
|------------------------------|---|
| Mean gender pay gap | The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees |
| Median gender pay gap | The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees |
| Mean bonus gap | The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees |
| Median bonus gap | The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees |
| Bonus proportions | The proportions of male and female relevant employees who were paid bonus pay during the relevant period |
| Quartile pay bands | The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands |

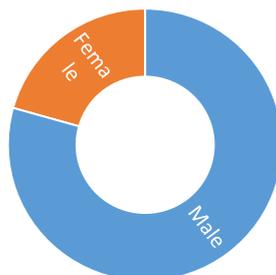
This report is based on a data as of April 2025, looking at hourly pay as defined in the regulations. This includes base pay, allowances and pro-rated bonuses paid in the 12 months ending the 5th April 2025.

Demographics

586 Full Pay Relevant Employees



Employee Split



Pay

The gender pay gap relates to differences in average male and female pay within the organisation. It is important to note however that this does not compare pay received by men and women doing the same or similar work, this is known as equal pay. Our technician pay structure and our robust job evaluation process provide us with a disciplined framework with which to evaluate roles and to group employees within our salary ranges providing a non-discriminatory pay system.

| Difference between gross hourly earnings | |
|--|--------|
| Mean | Median |
| 12.02% | 10.7% |

Pay Quartiles

The proportion of male and females in each base pay quartile is shown below.

| Quartile | Male | Female |
|----------------|--------|--------|
| Upper | 84.93% | 15.07% |
| Upper Middle | 83.56% | 16.44% |
| Lower Middle | 80.27% | 19.73% |
| Lower Quartile | 65.99% | 34.01% |

This spread is consistent with many other businesses in our sector, particularly those businesses associated with Science, Technology, Engineering and Mathematics (STEM) where there are proportionately fewer women entering the sector at graduate level. Within the lower quartile there is a greater gender balance. The roles within this quartile are typically associated with administration and clerical posts as opposed to STEM roles.

Bonus

| Proportion of Staff receiving a bonus | |
|---------------------------------------|--------|
| Male | Female |
| 73.45% | 75.78% |

| Difference between Bonus Pay | |
|------------------------------|--------|
| Mean | Median |
| 21.79% | 9.93% |

Going Forward

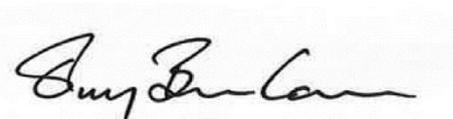
As a major manufacturer and employer in the region we recognise the important role we can play in addressing a rebalance of gender representation in our Sector. We have a long tradition of partnership working, with common goals of actively encouraging females into our industry and into STEM-related businesses. Our well-established employee network of positive role models support and champion the work undertaken by females, interacting with pupils and students at events specifically designed to highlight the opportunities available to women.

We firmly believe that our existing policies regarding recruitment, reward, maternity and flexible working already contribute to our ability to attract and retain women within our organisation.



Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.
Nick Williamson, CEO



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Terry Banham, HR Director