



Board Diversity Policy

Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of AIB Group (UK) plc ("AIBUK" and the "AIBUK Board").

Scope of Application

The Policy applies to the AIBUK Board. It does not apply to diversity in relation to employees nor to the boards of subsidiaries within the AIBUK Group.

Policy Statement

The AIBUK Board recognises the benefits of having diversity in its composition such as the range of perspectives and insights required for good decision making and reducing the risk of group think, as well as to respond to stakeholder needs. Diversity includes and makes use of differences in the skills, geographical and industry experience, background, nationality, ethnicity, gender, age, educational attainment and personal strengths of individual Directors and contributes to the Board's ability to provide effective challenge to Management and leadership and oversight of AIBUK.

The skills considered particularly important to the business of AIBUK include risk management, financial & audit, strategy, governance, leadership, customer & conduct, capital & liquidity, corporate & retail banking, relevant market knowledge, people & performance management, digital and technology and stakeholder management.

The AIBUK Board is committed to achieving the most appropriate blend and balance of diversity possible over time. All AIBUK Board appointments are made in the context of the skills and experience the AIBUK Board, as a whole, requires to be effective.

The AIBUK Board's Nomination Committee (the "Committee") reviews and assesses AIBUK Board composition and has responsibility for leading the process for identifying and nominating, for approval by the AIBUK Board (subject to wider AIB Group governance requirements), candidates for appointment as directors. In reviewing AIBUK Board composition, balance and appointments, the Committee considers candidates against objective criteria as part of an open and fair recruitment process and with due regard for the benefits of diversity, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

Measurable Objectives

The Committee will discuss and agree annually all measurable objectives for achieving diversity on the AIBUK Board and recommend them to the AIBUK Board for adoption. At any given time, the AIBUK Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

The AIBUK Board recognises that diversity in its widest sense is important, is inclusive of all individuals and is focused on ensuring a truly diverse board.

In order to ensure that an appropriate balance is achieved and maintained on the AIBUK Board, targets have been set to:



AIB Group (UK) plc

1. maintain a gender-balanced Board; and
2. have at least one member on the AIBUK Board from an ethnic minority background by 2024;

where that is consistent with other skills and diversity requirements

Monitoring and Reporting

The Committee is responsible for developing measurable objectives to effect the implementation of this Policy and for monitoring progress towards achievement of the objectives. The Policy and performance relative to targets will be reviewed annually by the Committee, in conjunction with AIBUK Board succession and skills planning, and any proposed changes will be presented to the AIBUK Board for approval.

This Policy will be published on AIBUK's website for public information. A summary of the Policy together with the process for the selection of candidates for appointment, the process through which this Policy will be implemented, and the progress made towards an increasingly diverse Board will also be disclosed in the Corporate Governance Statement included in the Annual Financial Report.

Reviewed by the Nomination Committee on 29 November 2022

Approved on 30 November 2022