

GENDER PAY GAP REPORT

AIB UK



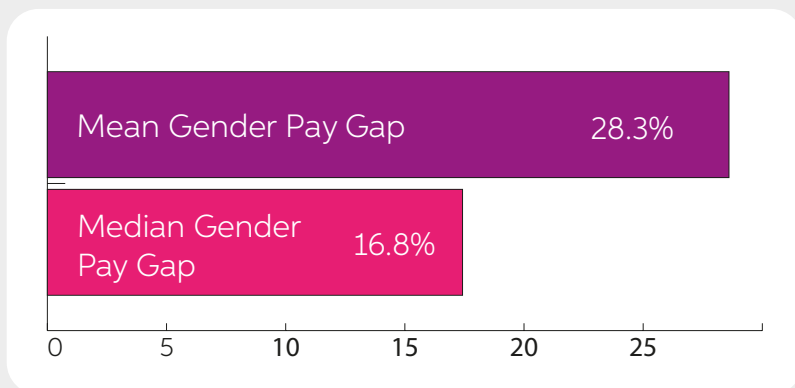
What is the Gender Pay Gap (GPG)?

The gender pay gap is the difference in the average hourly pay of men and women across a workforce. It is a comparison of all employees, not just those doing similar work to one another. The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across the levels of an organisation. The Gender Pay Gap calculation shows the difference in the hourly rate of pay between female and male employees and is based on the snapshot date of 5th April 2023.



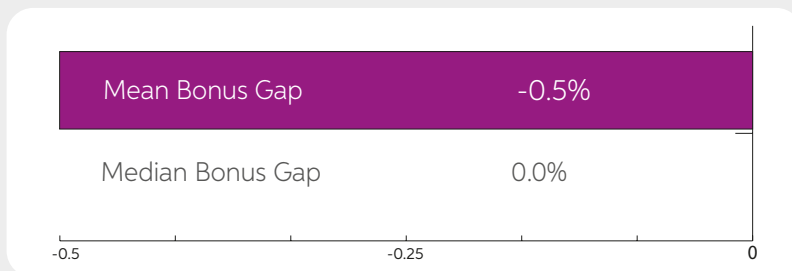
Our hourly gender pay gap

Our gender pay gap is 28.3% mean and 16.8% median. This year's figures demonstrate a positive shift of -0.3% mean and -4.5% median. Over the past four years our mean hourly pay gap has decreased by 2.5%.

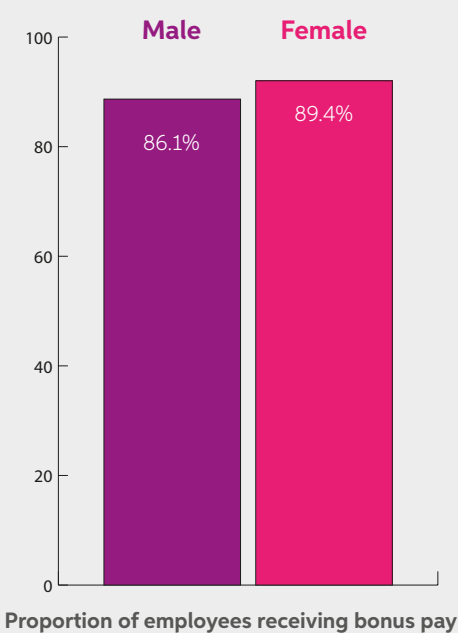


Our bonus pay gap

AIB operates under remuneration restrictions placed on the Group as part of the Irish State's recapitalisation arrangements. As a result, there were no awards under a bonus scheme in the reporting period. We do operate a recognition programme Appreciate, which is classified under the bonus heading for the purpose of gender pay gap reporting.



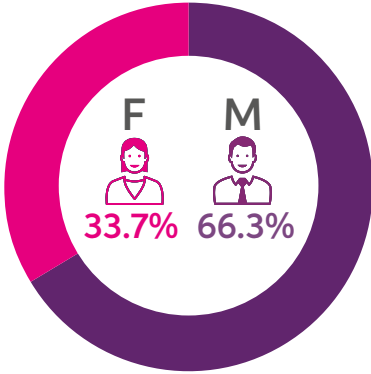
Bonus Proportions



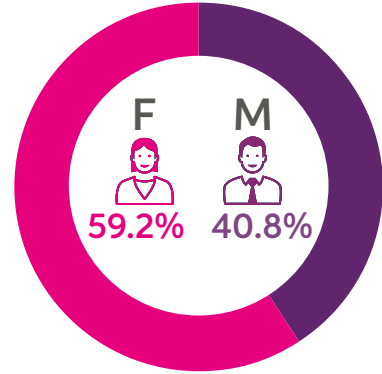
Quartile Pay Bands

We have previously reported that the primary reason for our gender pay gap is due to **our organisational shape** and this continues to be the case. We have a significantly **larger number of females in lower level roles** and higher numbers of males in more senior positions.

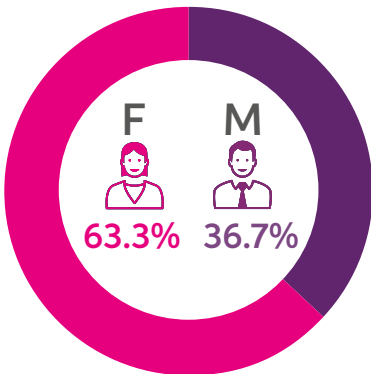
To create the quartiles, all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into four equally sized groups ('quartiles'). The proportion of males and females in each quartile is then calculated. As seniority increases within our organisation, female representation decreases.



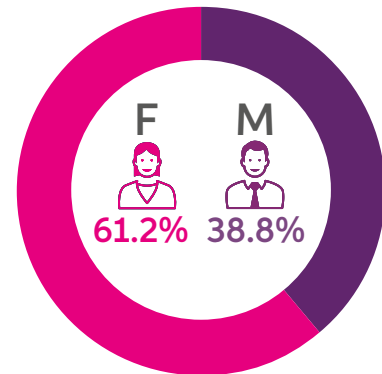
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Our Commitments

We are **committed to gender equality** across the organisation and we are steadfast in our aim to reduce the gender pay gap.

We continue to build on progress to date reflecting our commitment to gender equality:

- AIB maintains established systems to track gender-related metrics. Our long-term ongoing target is to maintain gender balance (40% - 60% women), which has been achieved for AIB Group Board and ExCo. Regular progress reports are provided to the AIB Board and detailed disclosures are included in AIB's annual financial and sustainability reports.
- In order to create an environment conducive to progress on gender, and support female progression and succession, AIB has implemented a fully inclusive leadership programme that has 51% female participation and featured an inclusive leadership module in 2022/2023.
- For the first time, all of AIB Group's revenue generating business areas are now led by women, including at AIB Group (UK) plc. This is historically an area where there has been an under representation of females in leadership roles across the industry.
- We strive to ensure our policies support an inclusive and diverse culture. Building on a market leading approach to Parents Leave, for example, AIB enhanced its Family Leave offering in September 2022 to include Fertility Leave, Compassionate Leave for pregnancy loss, and Surrogacy Leave. We will continue to consider and enhance progressive policies and initiatives that support gender representation.
- AIB was the first Bank to achieve a Gold 'Investors in Diversity' Accreditation from the Irish Centre for Diversity in September 2022. The Accreditation recognises the Bank's efforts in the area of equality, diversity and inclusion, driven by the commitment and enthusiasm of our Inclusion Networks (ERGs) and staff to build a truly inclusive culture in AIB.
- We have a strong and active Employee Resource Group driven by the voluntary effort of employees. The AIB Women's Network will continue to deliver a multitude of events each year, for example to highlight and celebrate International Women's Day. The Network will also continue with our award-winning Mentor Her programme, which has achieved exceptional results and positive outcomes for participants, for example:
 - 89% understood their strengths, an increase from 46% pre-programme
 - 68% know opportunities open to them, an increase from 20% pre-programme
 - 63% saw a clear career pathway, an increase from 12% pre-programme
- AIB maintains partnerships with external organisations that address gender balance such as the 30% Club and continue to participate in initiatives addressing gender representation such as Balance for Better Business and the Women in Finance Charter, a collaboration between industry and Government.

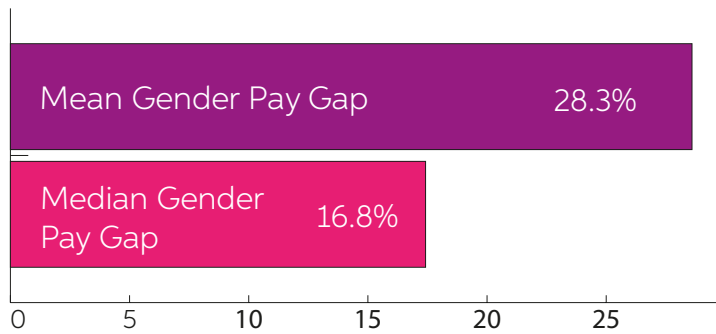
I confirm the data reported above is an accurate picture from April 2023.

Hilary Gormley
AIB UK Managing Director

Our numbers on a page

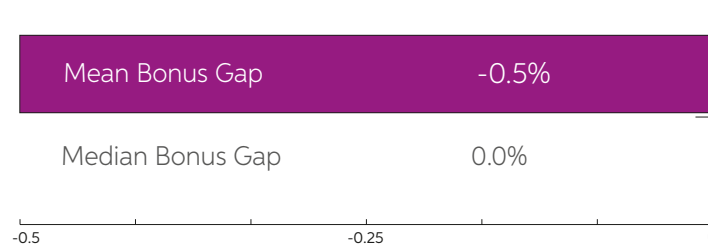
2023

Gender Pay Gap



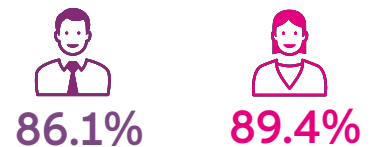
2023

Bonus Pay Gap

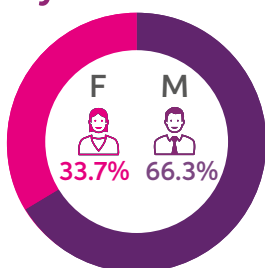


Bonus Proportions

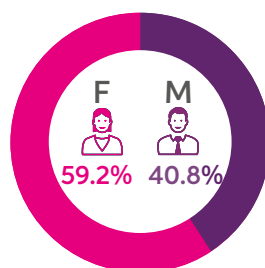
Proportion of employees receiving bonus pay



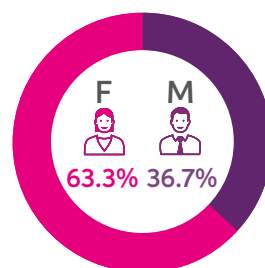
Pay Quartile



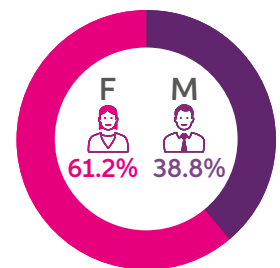
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

