

# GENDER PAY GAP REPORT

## Allied Irish Banks plc



### What is the Gender Pay Gap (GPG)?

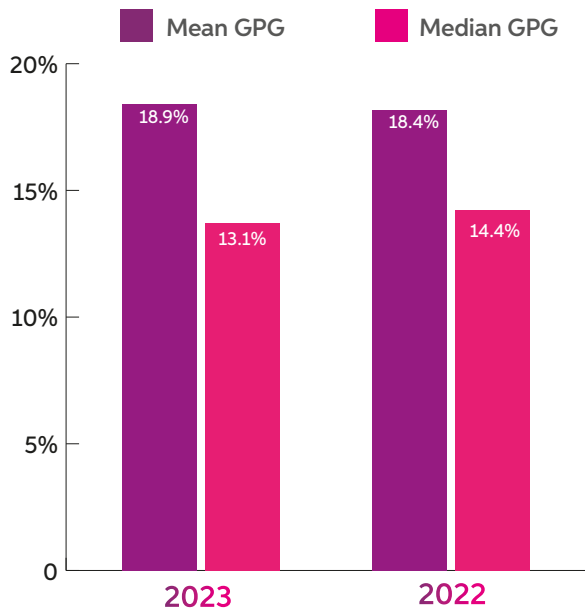
The gender pay gap is the difference in the average hourly pay of men and women across a workforce. It is a comparison of all employees, not just those doing similar work to one another. The gender pay gap is different to equal pay. Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across the levels of an organisation.

### Why are we reporting?

Legislation was introduced in 2022 that requires employers in the Republic of Ireland (ROI) with 250 or more employees to calculate and publish their Gender Pay Gap. Under the GPG regulations, we are required to choose a snapshot date in June as the basis of our reporting, in our case, 30th June 2023. This report includes all relevant employees\* of Allied Irish Banks plc on this particular date. Our report covers employees in the Republic of Ireland only.

\*A "relevant employee" is a person who is an employee of Allied Irish Banks plc on the snapshot date who has self-identified as male or female.





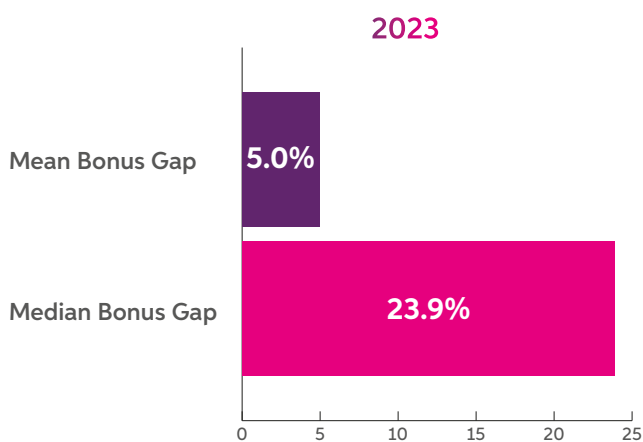
### Do we have an hourly gender pay gap?

Our mean GPG for 2023 is 18.9% which is a 0.5% increase on our GPG for 2022. The primary driver of this overall increase is the impact of the transfer of employees associated with our key strategic initiatives. When these transfers are excluded our mean GPG figure decreases to 17.8%.

The primary reason for our gender pay gap is due to **our organisational shape** with a significantly larger number of females in lower level roles and **higher numbers of males in more senior positions**.

### Do we have a gender bonus gap?

AIB operates under remuneration restrictions placed on the Group as part of the State’s recapitalisation arrangements. As a result, bonus schemes were not permitted for a part of the reporting period nor were any bonuses paid during the reporting period. Separately, we have two Government approved commission schemes in operation for a small number of colleagues in our business (c1.5% of the population). These commission scheme payments are classified under the bonus heading for the purpose of gender pay gap reporting.

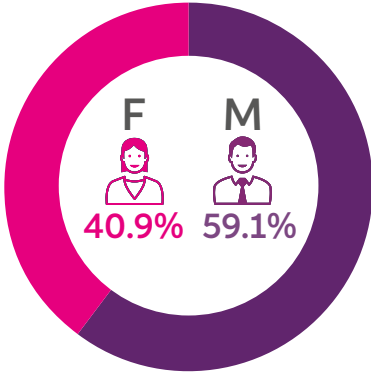


Given the small number of employees included in these commission schemes, the bonus pay gap has potential to fluctuate year on year based on the individual’s performance level and on attrition.

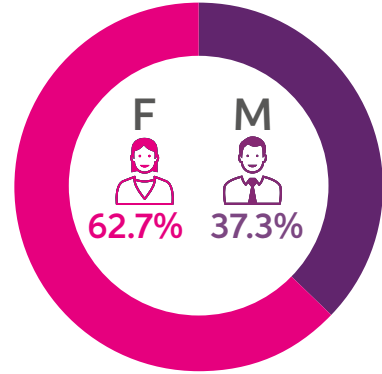


## Representation of females

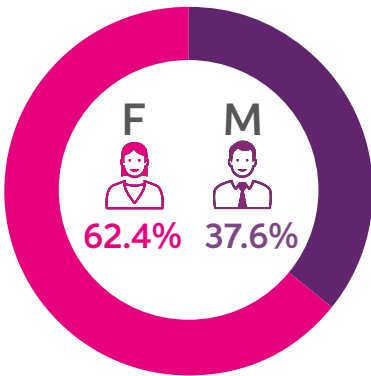
To create the quartiles, all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated. As seniority increases in the upper quartile within our organisation, female representation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



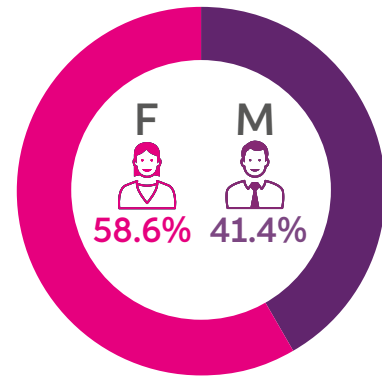
Upper Quartile



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 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's revenue generating business areas are now led by women. 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 participates in a returners programme in partnership with ICT Skillnet and Women ReBoot, supporting women to reignite their technology career in order to address representation in an area that has historically been male-orientated.
- 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 to drive diversity under the Ireland for Finance strategy.

# Our numbers on a page

2023

All Employees

Mean Gender Pay Gap

18.9%

Median Gender Pay Gap

13.1%



Mean Bonus\* Gap

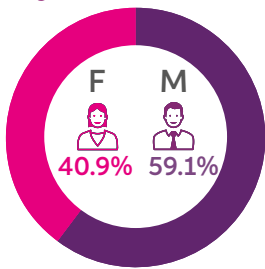
5.0%

Median Bonus\* Gap

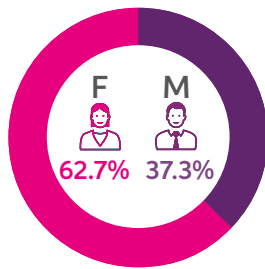
23.9%



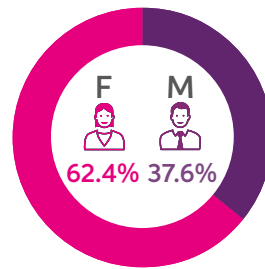
## Pay Quartile



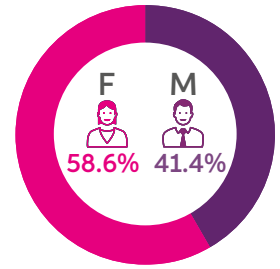
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

## Bonus\* Proportions

Proportion of employees receiving bonus\* pay



2.1%



1.1%

\*Bonus refers to Commission Scheme payments which were made during the reporting period.

## BIK Proportions

Proportion of employees receiving BIK



85.4%



87.7%

2023

Part Time Employees

-0.6%

Mean Gender Pay Gap

-0.9%

Median Gender Pay Gap



2023

Temporary Employees

4.4%

Mean Gender Pay Gap

8.7%

Median Gender Pay Gap

