AIB

For the life you're after

Gender Pay Gap Reporting 2026

Allied Irish Banks, p.l.c.

What is the Gender Pay Gap (GPG)?

The gender pay gap is the difference in the average hourly pay of males and females 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.

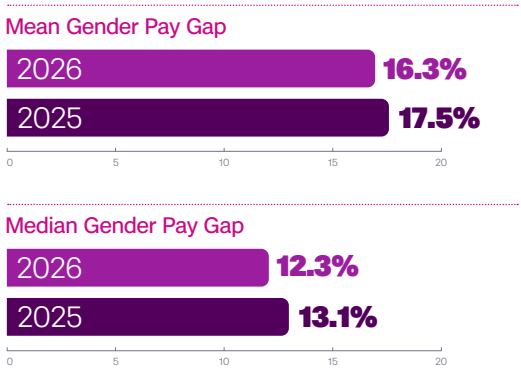
Equal pay compares the pay of people doing the same work. The gender pay gap demonstrates whether females and males are represented equally across the levels of an organisation.

The Gender Pay Gap Information Act 2021 requires employers to calculate and report on their GPG based on a snapshot date in June. Our GPG calculation shows the difference in the hourly rate of pay between female and male employees and is based on all relevant AIB employees* in the Republic of Ireland on the snapshot date of 30th June 2026.

Our hourly gender pay gap

Our mean GPG for 2026 is 16.3% which is a 1.2% decrease on our GPG for 2025.

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

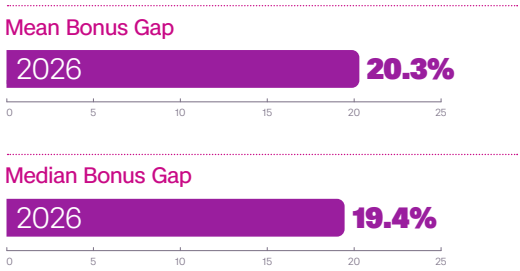


* A "relevant employee" is a person who is an employee of Allied Irish Banks, p.l.c. on the snapshot date who has self-identified as male or female.

Our bonus pay gap

AIB's variable remuneration scheme is the primary driver for our bonus pay. AIB also operates two Government approved commission schemes for a small number of colleagues in our business (c. 1.9% of the population). Payments under these schemes are also included in the gender bonus gap calculations.

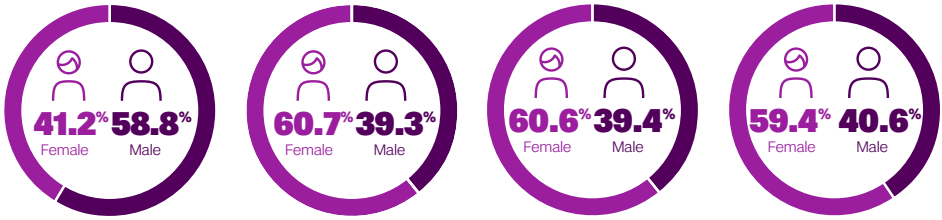
The bonus gap reflects the shape of our organisation as our variable scheme is awarded as a percentage of base salary. We have a range of family friendly HR policies that more females than males currently avail of, which means we have more females than males working part-time. As the bonus pay gap calculation does not adjust for part-time, this is reflected in our bonus gap.



Female Representation

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

To create pay 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.



Our Commitments

AIB has long recognised the importance of building an inclusive organisation and developing diverse leadership pipelines.

As part of this ongoing commitment, we are actively engaging and listening to our female colleagues, both through independent research and local listening groups, to gain a deeper understanding of colleague experiences. The research findings are the foundation of our 'Women in Leadership Commitment'. Rather than focusing solely on development programmes designed to support females, we are committed to addressing the systemic barriers that are influencing progression and creating more equitable pathways to leadership.

One of the most important aspects of AIB's Women in Leadership Commitment is that it is not built around a single programme or intervention. Instead, it reflects a deliberate, multi-year commitment to creating sustainable pathways to leadership, from early careers through to Executive Leadership Team level.

Our 2026 commitments include;

- **Strategic leadership & role modelling** - gender-balanced leadership is a strategic business imperative, embedded in our people strategy and championed by the Board and Executive Leadership Team through direct ownership. In July 2026, members of the Executive Leadership Team and Board spent a dedicated day focused on our Women in Leadership Commitment, exploring findings from updated research and identifying actions required to address barriers to progression. The day also focused on unconscious bias and the role leaders play in creating a more inclusive culture.
- **Inclusive approach to succession planning** – an inclusive approach to succession planning is embedded in bi-annual Board and Executive Leadership Team reviews, with senior leaders accountable for actively managing balanced future leadership pipelines. This disciplined approach is focused on building a strong female succession pipeline for senior and ELT roles, supported by greater access to strategic, customer-facing and P&L leadership experience, and reflected in females comprising 42% of the ELT and 38% of the Board.
- **Building courage and confidence** - during 2026 in response to our research and colleague feedback, we launched a development spotlight on 'Building Confidence'. The aim of this initiative is to support females to have the courage and confidence to back themselves, help them to navigate opportunities and own their own career development. Content includes curated playlists bringing together videos, masterclasses and bite-sized learning available anytime to support growth and development.

We also continue to embed and sustain a number of other important commitments previously reported on;

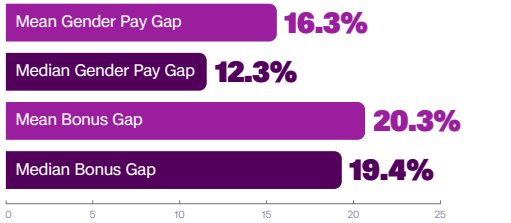
- **Recruitment strategies** – AIB continues to strengthen and embed inclusive recruitment practices, through simplifying hiring processes, enhancing people leader capability and diversifying interview panels. These measures are supported by broad talent pipelines and a compelling employee value proposition, delivered through a new inclusive careers website launched in 2026.
- **Female talent development** - mentoring continues to play an important role within our broader talent development ecosystem. Through the Women's Network driving engagement in Lean In Circles and AIB's Mentor Her programme has supported more than 1,000 participants over a number of years, helping colleagues expand networks, explore career opportunities and build courage in navigating progression. In September 2026, AIB was proud to host the Lean In EMEA Conference, bringing together colleagues and representatives from over 20 organisations to share experiences and best practice in advancing females in leadership.

- **Societal & industry impact** - AIB maintains accreditation to Investors in Diversity Gold, the highest standard awarded by the Irish Centre for Diversity, along with maintaining valued partnerships with external organisations that focus on empowering females and improving gender balance such as Lean In and the 30% Club. We 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 gender diversity under the Ireland for Finance strategy.

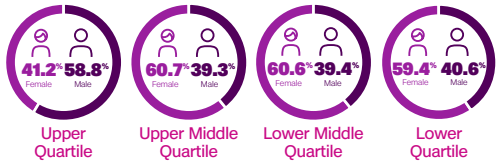
Our goal is not only to increase the number of females in leadership today, but to build a sustainable pipeline of future leaders. Research, data and colleague feedback helped us identify the barriers to progression, leading to targeted actions across succession planning, talent management, recruitment, career mobility and leadership accountability. While progress has been made, sustaining gender-balanced leadership requires continued focus. By addressing these barriers, we are strengthening leadership pipelines and creating more equitable pathways to leadership.

Our numbers on a page

2026 All Employees



Pay Quartiles



Bonus Proportions

Proportion of employees receiving bonus pay

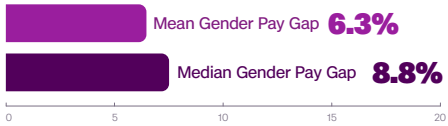


BIK Proportions

Proportion of employees receiving BIK



Part Time Employees



Temporary Employees

