

# GENDER PAY GAP REPORT

## Allied Irish Banks plc



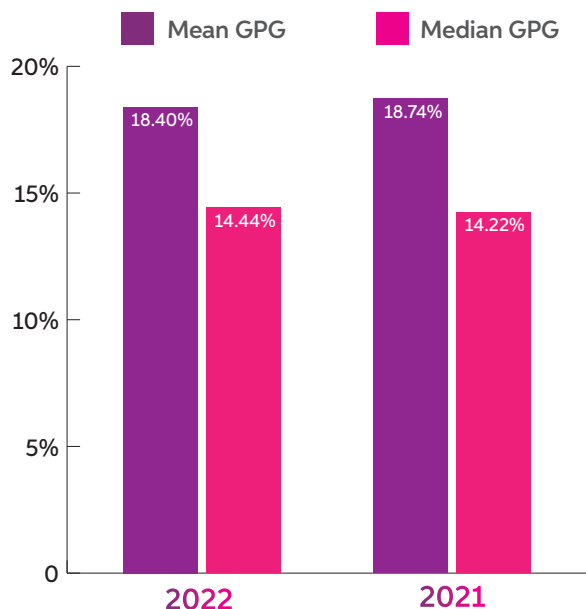
### What is the Gender Pay Gap (GPG)?

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?

Earlier in 2022 we voluntarily disclosed our GPG for 2021. We did this as we believe in being open and transparent in relation to our position on Diversity & Inclusion. We welcome the regulations that have since been introduced which place a legal requirement on organisations with 250 or more employees to disclose their Gender Pay Gap. Under the regulations, we are required to choose a snapshot date in June as the basis of our reporting, in our case, 30th June 2022. This report includes all relevant employees\* of Allied Irish Banks plc in Republic of Ireland on this particular date in line with the reporting regulations.

\*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.



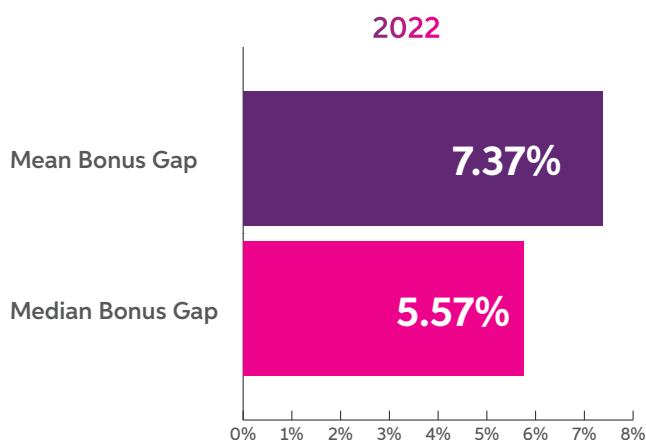
## Our hourly gender pay gap

Earlier in 2022 we voluntarily disclosed our GPG using a snapshot date in September 2021. Since then the regulations for Ireland have been published which outline a standardised methodology to be used across all organisations in calculating the GPG. We have recalculated our 2021 figure on the September 2021 snapshot date using the newly published methodology to enable us to draw comparisons. While there is an overlap in the reporting periods our gap has moved by **-0.34% mean and +0.22% median**.

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 are not permitted or paid**. 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.

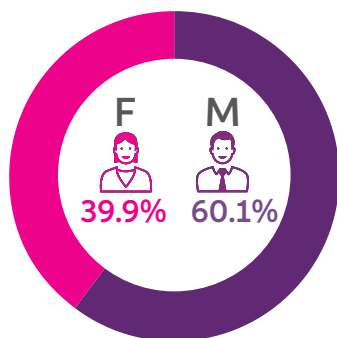


Given the small number of employees included in these commission schemes, the bonus pay gap has potential to fluctuate year on year based on the individual's performance level and on attrition.

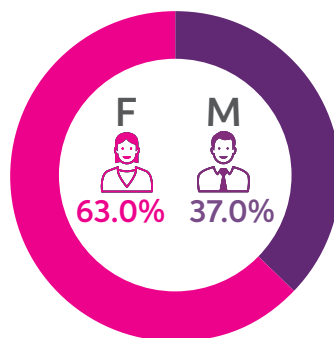


## Representation of Women

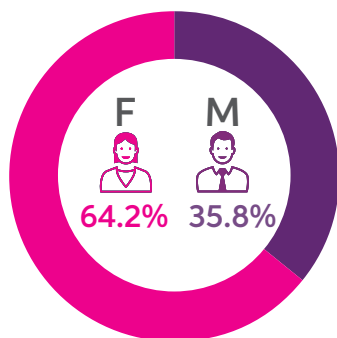
To create the quartiles all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated. As seniority increases within our organisation, female representation decreases, (with the exception of our Executive Committee which is gender balanced). This is also reflected in our quartile representation.



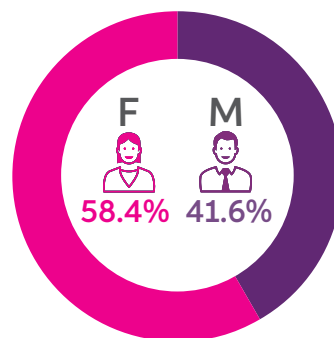
Upper Quartile



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 will continue to take active steps to close the gender pay gap through:

- Implementing our Inclusion and Diversity strategy goals (long term gender balance target at Group wide senior management level of >40% female)
- Focus on attracting and developing female talent



## Progress to date

At the beginning of 2022 we launched our new Inclusion & Diversity (I&D) strategy, which includes a continued focus on the promotion of gender balance.



This includes achieving gender balance at senior management level as per our pledge to the Women in Finance Charter.



We have focussed on building a gender balanced talent pipeline and have onboarded a gender balanced graduate intake in 2021.



We implemented a fully inclusive leadership programme (LEAD) that had 51% female participation and features an inclusive leadership module.



In 2020 we established a holistic gender balance programme which strives to achieve balance in recruitment, participation, promotions and pay across AIB.



**AIB Group was named Best Practice Leader in the 2021 European Women on Boards Gender Diversity Index.**



We are the first Financial Services company to achieve a Silver 'Investors in Diversity' Accreditation during the reporting period. Since the snapshot date we have achieved the Gold 'Investors in Diversity' Accreditation.



Our "Mentor Her" Programme received a Diversity & Inclusion Award at the 2021 Chambers Ireland Sustainable Business Impact awards.



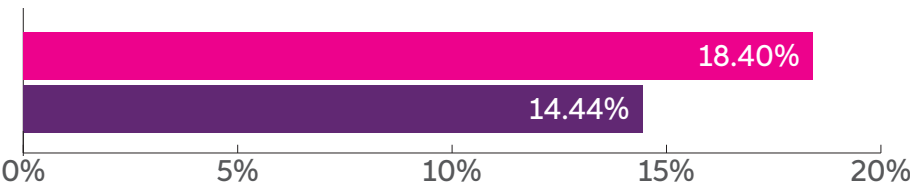
# Our numbers on a page

2022

All Employees

Mean Gender Pay Gap

Median Gender Pay Gap



2022

Part Time Employees

-4.16%

Mean Gender Pay Gap

-18.98%

Median Gender Pay Gap

-20% -15% -10% -5% 0%

2022

Temporary Employees

Mean Gender Pay Gap

2.63%

Median Gender Pay Gap

4.20%

0% 1% 2% 3% 4% 5%

Mean Bonus\* Gap

7.37%

Median Bonus\* Gap

5.76%

0% 5% 10% 15% 20%

## Bonus\* Proportions

Proportion of employees receiving bonus\* pay



1.6%



0.9%

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

## BIK Proportions

Proportion of employees receiving BIK

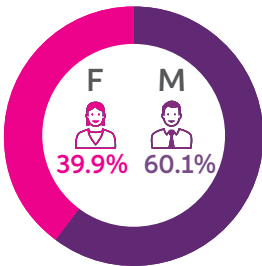


88.9%

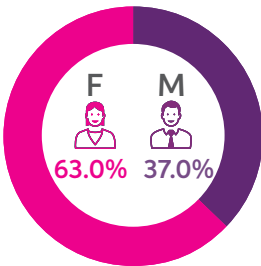


91.8%

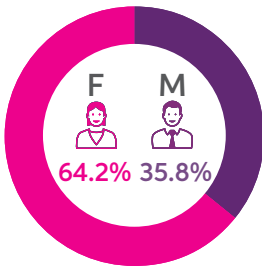
## Pay Quartile



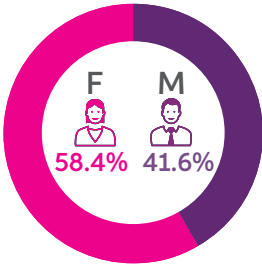
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile