



Allied Irish Banks, p.l.c.

Board Diversity Policy (the “Policy”)

This Policy applies to the Board of Allied Irish Banks, p.l.c. (“AIB”).

Employee diversity and inclusion in AIB is addressed through policy, practices and values which recognise that a productive workforce comprises different work styles, cultures, generations, ethnicity and genders, and oppose all forms of unlawful or unfair discrimination. The efficacy of related policy and practices and the embedding of company values is overseen by the Board.

The Board recognises and embraces the benefits of diversity among its own Members, including diversity of skills, experience, background, gender, ethnicity and other qualities, and is committed to achieving the most appropriate blend and balance of diversity possible over time.

With regard to gender diversity, the Board’s aim is to ensure that the percentage of females on the Board remains at or exceeds 25 per cent.

The Board’s Nomination & Corporate Governance Committee (the “Committee”) has responsibility for leading the process for identifying and nominating, for approval by the Board, candidates for appointment as directors. In reviewing Board composition, balance and appointments, the Committee considers candidates on merit against objective criteria and with due regard for the benefits of diversity.

To aid us in realising our gender diversity target, our process for the identification of potential candidates for the Board has been enhanced to ensure that an appropriate ratio of female to male candidates is delivered to the Committee for consideration.

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 the target will be reviewed annually by the Committee, in conjunction with Board succession and skills planning, and any proposed changes will be presented to the Board for approval.

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

Approved by the Board on 17 November 2016