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Gender Pay Gap Reporting 2024

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.

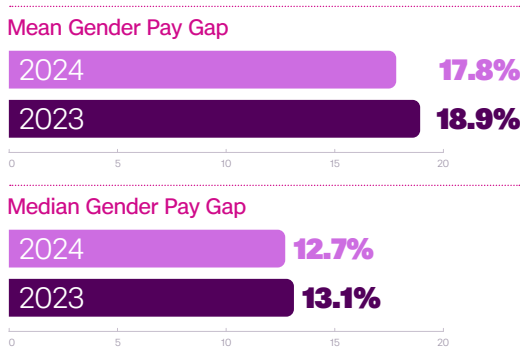
What are we reporting?

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 report annually and are required to choose a snapshot date in June as the basis of our reporting. Our snapshot date is 30th June 2024.

This report includes all relevant employees* of Allied Irish Banks, p.l.c. on this particular date. Our report covers employees in the Republic of Ireland only.

Do we have an hourly gender pay gap?

Our mean GPG for 2024 is 17.8% which is a **1.1% decrease on our GPG for 2023**. The primary driver of this overall decrease is the impact of new hires into the organisation, of which there were more females than males.



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**.

* 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.

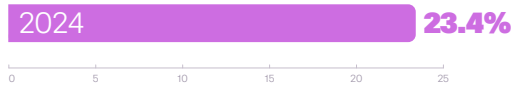
Do we have a gender bonus gap?

Following changes to certain remuneration restrictions, AIB introduced a variable remuneration scheme in 2023 for eligible employees.

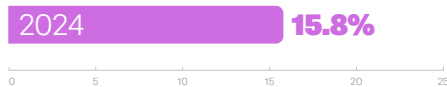
The first award under the scheme was made in May 2024 and is now the primary driver for our bonus pay. AIB also operates two Government approved commission schemes for a small number of colleagues in our business (c.1.5% of the population). Payments under these schemes are also included in the gender bonus gap calculations.

The bonus gap reflects the shape of our organisation. The bonus pay gap calculation does not make accommodations for part-time workers. We have a range of family friendly HR policies that more females than males currently avail of, which is reflected in our bonus gap.

Mean Bonus Gap



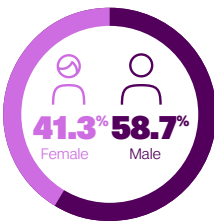
Median Bonus Gap



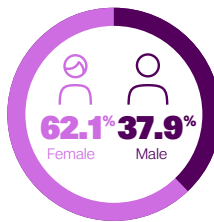
Representation of Women

As seniority increases in the upper quartile within our organisation, female representation decreases.

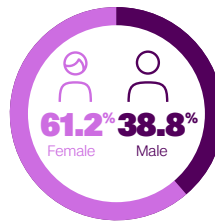
To create pay quartiles, all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated.



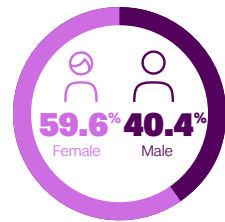
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

Our Commitments:

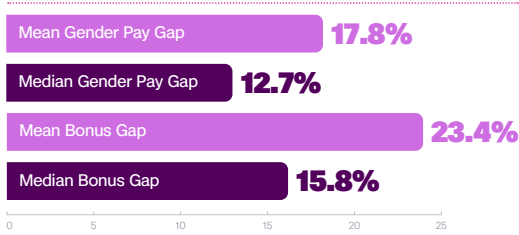
As the first bank in Ireland to be awarded Gold Investors in Diversity accreditation by the Irish Centre for Diversity, we remain committed to gender equality across the organisation, and we are steadfast in our aim to reduce the gender pay gap.

We continue to build on progress to date and, through ongoing engagement, we are developing a deeper understanding of the challenges and opportunities related to female progression to leadership roles in AIB.

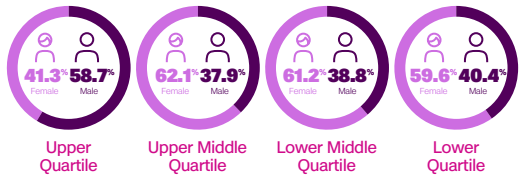
- AIB will continue to use established systems to **track gender-related metrics**. Our long-term ongoing target is to maintain gender balance (40% - 60% female), which has been achieved for Board, ExCo and a number of management levels in the organisation. Regular progress reports are provided to the AIB Board and detailed disclosures are included in AIB's annual financial and sustainability reports.
- Three out of four of AIB's revenue generating business areas (P&L) – Retail, Capital Markets and AIB UK – are now led by females. This is historically an area where there has been an under-representation of females in leadership roles across the industry. In total 19 new Executive appointments have been made year to date, of which 42% were female and 58% were male. Our aim is to continue to make progress at Executive levels through **strong female representation across leadership appointments**.
- A new **simplified and inclusive internal recruitment process** was launched to all employees in Q4. A key objective of the new process is to increase visibility of opportunities and drive increased participation enterprise wide.
- 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.
- We have a strong and active **Employee Resource Group, the AIB Women's+ Network**, driven by the voluntary effort of employees. The 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 at the end of the 2023 programme:
 - 95% of participants understood their strengths, an increase from 49% pre-programme
 - 89% of participants know opportunities open to them, an increase from 26% pre-programme
 - 75% of participants saw a clear career pathway, an increase from 19% pre-programme
- We will build on the success of this work with new initiatives, such as Lean In Circles, that help ensure more visibility of emerging female talent.
- A new Leadership programme for all people leaders will be launched in 2025 that continues our commitment to strengthening the leadership mindset, culture and overall environment where female colleagues can progress their careers in AIB.
- We strive to ensure **our policies support an inclusive and diverse culture**. We have a market leading approach to parents leave which supports all colleagues in their family journey. In 2023 we launched Critical Carer's leave which supports flexibility for colleagues with critical caring responsibilities and we will continue to consider and enhance progressive policies and initiatives that support gender representation. All colleagues are encouraged to understand and avail of the various leave options available in AIB.

Our numbers on a page:

2024 All Employees



Pay Quartiles



Bonus Proportions

Proportion of employees receiving bonus pay



BIK Proportions

Proportion of employees receiving BIK



Part Time Employees



Temporary Employees

