



Board Diversity Policy

Purpose

The Board Diversity Policy (the “Policy”) sets out the approach to diversity on the Boards of AIB Group plc and Allied Irish Banks, p.l.c. (collectively, the “AIB Group Board”).

Scope of Application

The Policy applies to the AIB Group Board. It does not apply to diversity in relation to employees nor to the boards of subsidiaries within the AIB Group which, where required, have standalone diversity policies for their respective boards.

Policy Statement

The AIB Group Board recognises the benefits of having diversity in its composition. Diversity includes and makes use of differences in the skills, geographical and industry experience, background, nationality, ethnicity, gender, age, educational attainment and personal strengths of individual Directors and contributes to the Board’s ability to provide effective challenge to Management and leadership and oversight of AIB Group. The skills considered as particularly important to the business of AIB Group include risk, accounting and audit, strategy, governance, leadership, capital and liquidity, retail banking, corporate banking, treasury management, culture, people management, digital and technology, sustainability and stakeholder management.

The AIB Group Board is committed to achieving the most appropriate blend and balance of diversity possible over time. All appointments to the AIB Group Board are made on merit, against objective criteria determined by the Nomination and Corporate Governance Committee (the “Committee”) at the time and designed to ensure that the overall composition reflects an adequately diverse range of knowledge, skills and experience and at the same time respects the principle of equal opportunities.

Measurable Objectives

The Committee will discuss and agree annually all measurable objectives for achieving diversity on the AIB Group Board and recommend them to the AIB Group Board for adoption. At any given time, the AIB Group Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

The AIB Group Board recognises that diversity in its widest sense is important, is inclusive of all individuals and is focused on ensuring a truly diverse board.

In order to ensure that an appropriate balance is achieved and maintained on the AIB Group Board, a target has been set to maintain at least 40% female representation on the Board, to ensure that at least one Board member is from an ethnic minority background, and at least one of the Chair, Chief Executive Officer, Senior Independent Director or Chief Financial Officer positions are held by a woman where that is consistent with other skills and diversity requirements.

Monitoring and Reporting

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 AIB Group Board succession and skills planning, and any proposed changes will be presented to the AIB Group Board for approval.



AIB Group plc & Allied Irish Banks, p.l.c.

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

Reviewed by the Nomination and Corporate Governance Committee on 11 July 2024.

No Changes recommended.

Tabled at meeting of the Board on 1 August 2024 for noting.

(Last Changes approved by the Board on 29 June 2023 on recommendation of NomCo 28 June 2023).