



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

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 management, finance, accounting and audit, strategy, governance, leadership, customer and conduct, capital and liquidity, retail banking, corporate, institutional and business banking, treasury management, non-executive director experience, culture development, people management and development, climate and environmental (incl. sustainability), digital, technology, stakeholder management, outsourcing and change 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



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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.

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 is implemented, and the progress made towards the measurable objectives for achieving diversity on the AIB Group Board is disclosed in the AIB Group Annual Financial Report.

Approvals

Approver	Date of Approval
Nomination & Corporate Governance Committee	28 June 2023
AIB Group Board	29 June 2023
Nomination & Corporate Governance Committee	11 July 2024
AIB Group Board (for noting)	1 August 2024
Nomination & Corporate Governance Committee	25 June 2025
AIB Group Board	26 June 2025