



# 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 referred to as 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 the 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.

### Gender Diversity

In order to ensure that an appropriate gender 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 during 2021 and beyond, where that is consistent with other skills and diversity requirements.

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.

### 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



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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.

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 Annual Financial Report.

*Approved by AIB Group Board on 23 September 2021*