

# GENDER PAY GAP REPORT

## AIB UK



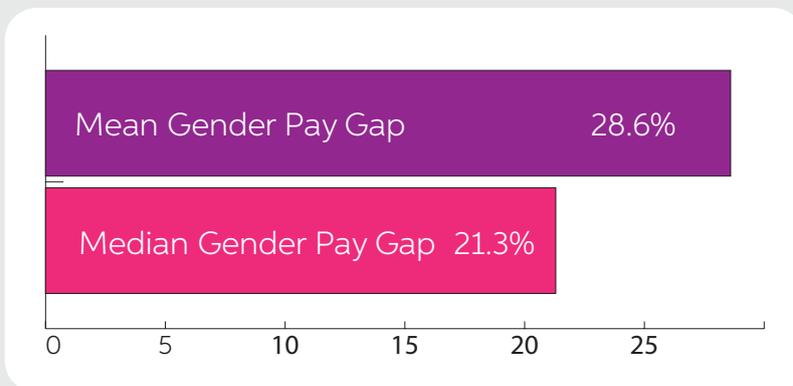
## What is the Gender Pay Gap (GPG)?

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. The Gender Pay Gap calculation shows the difference in the hourly rate of pay between female and male employees and is based on the snapshot date of 5th April 2022.

## Our hourly gender pay gap

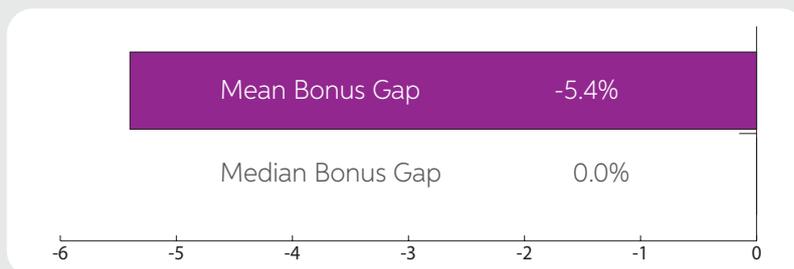
Our gender pay gap is 28.6% mean and 21.3% median. In 2021 there was an error in the methodology used to determine our gender pay gap. We have taken corrective action to update our submissions for prior years. Based on our revised calculations, this year's figures demonstrate a positive shift of -0.6% mean. **Since 2020 our mean hourly pay gap has decreased by 2.2%.** Recruitment is the biggest driver of this reduction.

In 2021/2022 our business undertook a transformation programme which led to a significant decrease in relevant employee headcount of c.30%. This decrease in overall numbers is the driver of the increase in our median pay gap.

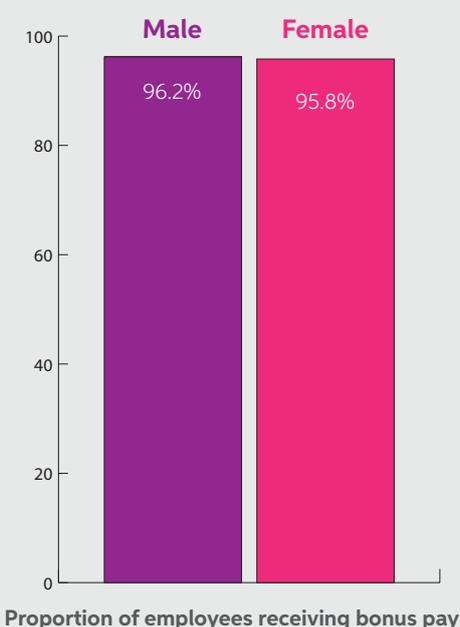


## Our bonus pay gap

AIB operates under remuneration restrictions placed on the Group as part of the Irish State's recapitalisation arrangements. As a result, bonus schemes are not permitted or paid. We do operate a recognition programme Appreciate, which is classified under the bonus heading for the purpose of gender pay gap reporting. As part of our corrective action, we have disclosed a bonus gap for the years 2018 – 2020.



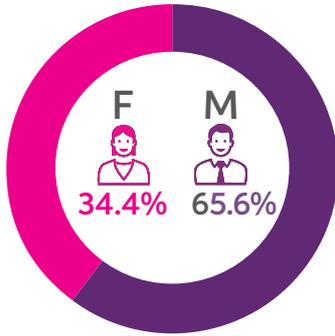
### Bonus Proportions



## Quartile Pay Bands

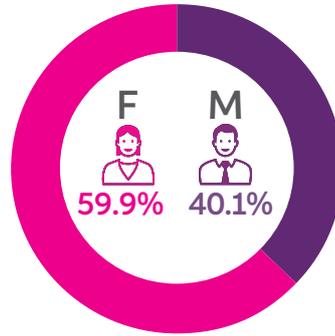
The primary reason for our gender pay gap is due to **our organisational shape**, with a significantly **larger number of females in lower level roles** and higher numbers of males in more senior positions.

In three of our four quartiles female representation has increased since 2020, with the exception of the Upper Middle Quartile where we have experienced a decrease.



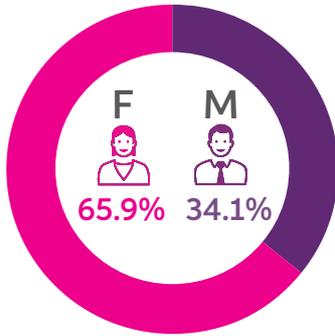
### Upper Quartile

Net Female Representation Change v 2020  
**+3.1%**



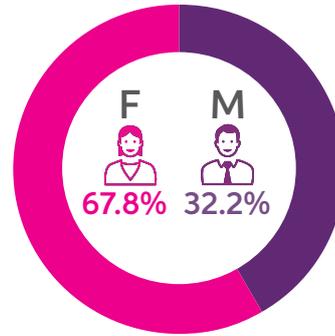
### Upper Middle Quartile

Net Female Representation Change v 2020  
**-6.6%**



### Lower Middle Quartile

Net Female Representation Change v 2020  
**+3.8%**



### Lower Quartile

Net Female Representation Change v 2020  
**+3.8%**

## Our Commitments

**We are committed to gender equality** across the organisation and we are steadfast in our aim to reduce the gender pay gap. Will continue to take active steps to close the gender pay gap through:

- Our Inclusion and Diversity strategy goals, (long term gender balance target at Group wide senior management level of >40% Female).
- Focus on attracting and developing female talent.



## Progress to date

At the beginning of 2022 we launched our new Inclusion & Diversity (I&D) strategy, which includes a focus on the promotion of gender balance.



We remain committed to achieving a gender balance at senior management level as per our pledge to the Women in Finance Charter.



We implemented a fully inclusive leadership programme (LEAD) that had 51% female participation and features an inclusive leadership module.



In 2020 we established a holistic gender balance programme which strives to achieve balance in recruitment, participation, promotions and pay across AIB.



AIB Group named Best Practice Leader in 2021 European Women on Boards Gender Diversity Index.



The AIB Women's Network has delivered a multitude of events, and also drives our award-winning Mentor Her programme which has achieved exceptional results, with real positive outcomes for participants.



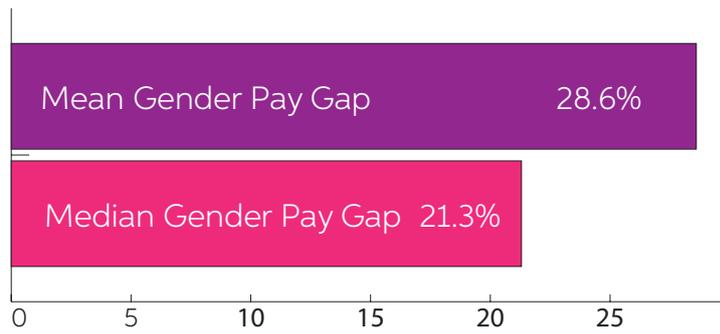
I confirm the data reported above is an accurate picture from April 2022.

Hilary Gormley  
AIB UK Managing Director

# Our numbers on a page

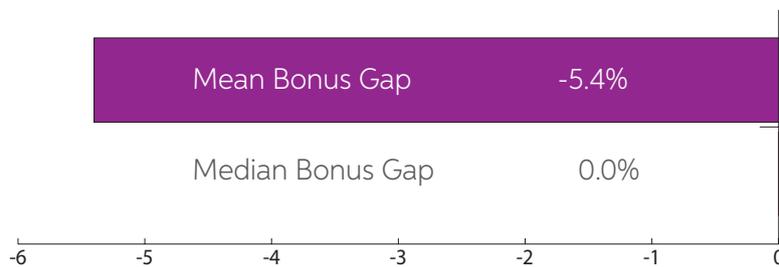
2022

## Gender Pay Gap



2022

## Bonus Pay Gap

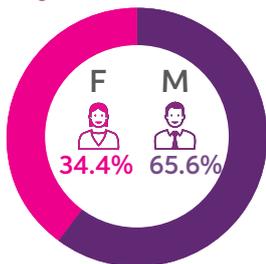


## Bonus Proportions

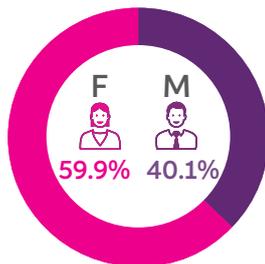
Proportion of employees receiving bonus pay



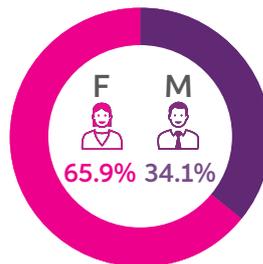
## Pay Quartile



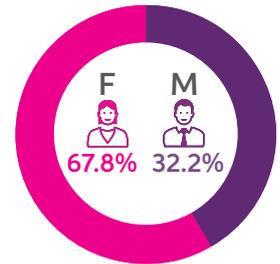
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

