

AIB GROUP (UK) p.l.c. 2021 GENDER PAY GAP REPORT

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Our Gender Balance Programme strives for better balance in pay, participation and promotions across our organisation, and for better business.

While in AIB UK we have come a long way, with female staff making up 40% of senior management, we have more to do. We remain committed to achieving a gender balance at senior management level in line with our pledge to the Women in Finance Charter and are focused on attracting and developing female talent.

We will continue to take active steps to address our gender pay gap through our Gender Balance Programme and are committed to achieving and sustaining gender balance at all our levels.

All genders are key in our programme as we seek to balance all activities across the organisation. We are guided by our firm belief that gender balanced organisations lead to better organisational outcomes with better investor value and returns.

We remain committed to and focussed on accelerating the inclusion and diversity agenda with a suite of measures and initiatives in place to ensure gender balance.

Our mean Gender Pay Gap for 2021 is 22.3%. We have a recognition programme in place, awards under this programme have been used to calculate bonus gap, the mean bonus gap is -11.8%.

We continue to have a higher number of males within our upper quartile pay band with a higher number of females in each of the other three quartiles. It is therefore this upper quartile that is driving the current gender pay gap. We are confident that men and women are paid equally for doing equivalent jobs.

Pay difference between men and women

Mean Gender Pay Gap	22.3%
Median Gender Pay Gap	13.8%
Mean Gender Bonus Gap	-11.8%
Median Gender Bonus Gap	0%

The table above shows our overall mean and median hourly gender pay gap and gender bonus gap as at the snapshot date (i.e. 5 April 2021)



I confirm the data reported above is an accurate picture from April 2021.

Robert Mulhall
AIB UK Managing Director

