

AIB GROUP (UK) p.l.c. 2020 GENDER PAY GAP REPORT

AIB Group (UK) p.l.c.

Our Gender Balance Programme strives for better balance in pay, participation and promotions across our organisation, and for better business. While we in AIB UK have come a long way, with 41% of our female staff in senior management, we have more to do. We will be doing more on our Gender Balance Programme (from 'Roots to Boardroom') and are committed to achieving and sustaining 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.

In 2017, we signed up to the HM Treasury Women in Finance Charter, which aims to build a more gender balanced workplace. We set a goal to achieve 50% female managers by the end of 2020. We have made a lot of progress, but didn't reach our target due to a number of factors, not least the impact of Covid. 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.

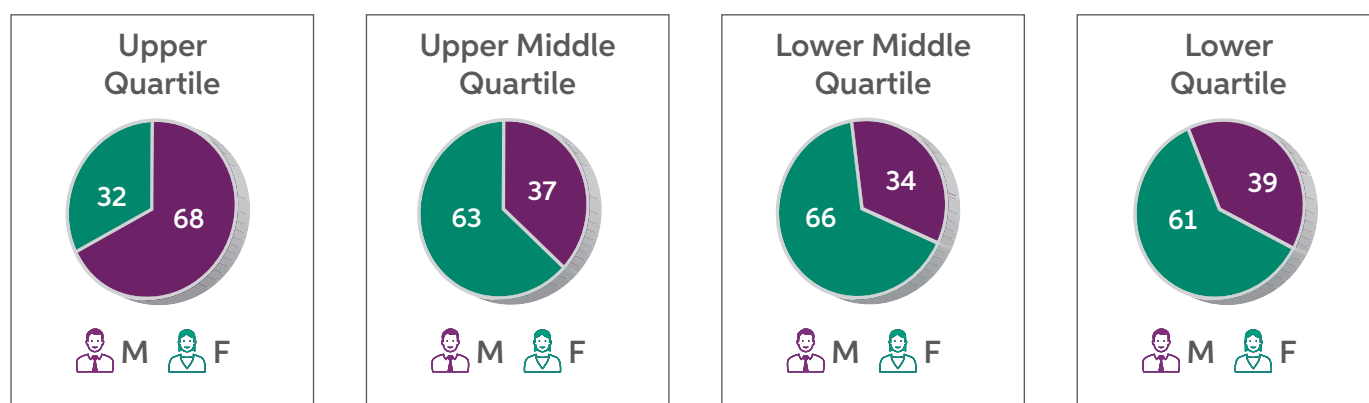
Our Gender Pay Gap for 2020 has reduced once again to 29.5%. We currently have a higher number of females in lower, lower middle and upper middle pay bands with higher numbers of males within our upper quartile pay band. We are confident that men and women are paid equally for doing equivalent jobs. As our Gender Balance Programme matures further, we believe this will impact positively on our gender pay gap.

Pay difference between men and women

Mean Gender Pay Gap	29.5%
Median Gender Pay Gap	18%
Mean Gender Bonus Gap	0%
Median Gender Bonus Gap	0%

The table above shows our overall mean and median gender pay gap and gender bonus based on hourly rates of pay as at the snapshot date (i.e. 5 April 2020)

Quartile Pay Bands



No bonuses are paid within AIB UK.

I confirm the data reported above is an accurate picture from April 2020.

Robert Mulhall
AIB UK Managing Director

