



Board Diversity Policy

Purpose

The Board Diversity Policy ('the Policy') sets out the approach to diversity on the Board of AIB Group (UK) plc (the "AIBUK Board").

Scope of Application

The Policy applies to the AIBUK Board. It does not apply to diversity in relation to employees.

Employee diversity and inclusion in the AIBUK is addressed through policy, practices and values which recognise that a productive workforce comprises different work styles, cultures, generations, ethnicity and genders, and oppose all forms of unlawful or unfair discrimination. The efficacy of related policy and practices and the embedding of company values is overseen by the AIBUK Board.

Policy Statement

The AIBUK Board recognises the benefits of having a diverse Board such as the range of perspectives and insights required for good decision making and to respond to stakeholder needs. The AIBUK Board embraces these benefits amongst its own members, including, but not limited to, diversity of skills, experience, background, gender, geographical expertise, ethnicity, age, sexual orientation, disability and other qualities and distinctions.

The AIBUK Board is committed to achieving the most appropriate blend and balance of diversity possible over time. All AIBUK Board appointments are made in the context of the skills and experience the AIBUK Board, as a whole, requires to be effective.

The AIBUK Board's Nomination Committee (the "Committee") reviews and assesses AIBUK Board composition and has responsibility for leading the process for identifying and nominating, for approval by the AIBUK Board, candidates for appointment as directors. In reviewing AIBUK Board composition, balance and appointments, the Committee considers candidates against objective criteria and with due regard for the benefits of diversity, in order to maintain an appropriate range and balance of skills, experience and background on the Board.

Measurable Objectives

The Committee will discuss and agree annually all measurable objectives for achieving diversity on the AIBUK Board and recommend them to the AIBUK Board for adoption. At any given time, the AIBUK Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

The AIBUK Board recognises that diversity in its widest sense is important, is inclusive of all individuals and is focused on ensuring a truly diverse board.

The AIBUK Board supports meaningful diversity and the ambition is to increase diversity on the AIBUK Board in all forms and in doing so has set particular targets to measure progress. In order to address the current underrepresented gender on the AIBUK Board,



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a target has been set to maintain at least 30% female representation and continually take opportunities to increase the number of female directors over time where that is consistent with other skills and diversity requirements. To address Black and Minority Ethnic (“BAME”) underrepresentation on the AIBUK Board, a target of at least 1 BAME member by 2024 has been set.

AIBUK is committed to having a diverse board and to ensuring an open and fair recruitment process.

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 targets will be reviewed annually by the Committee, in conjunction with AIBUK Board succession and skills planning, and any proposed changes will be presented to the AIBUK Board for approval.

This Policy will be published on AIBUK’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 on 15 October 2020