

AIB GROUP (UK) p.l.c. 2017 GENDER PAY GAP REPORT

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At AIB UK we are committed to creating a fair, inclusive and diverse workplace that reflects the communities we serve and provides an environment with equality of opportunity and reward. In 2017 we signed up to the HM Treasury Women in Finance Charter, which aims to build a more gender balanced workplace. We are aiming to achieve a target of 50% female managers by 2020. We currently have a 42% female / 58% male manager balance so have significant further progress to make. We are tackling this imbalance with a number of internal and external initiatives, including staff training programmes.

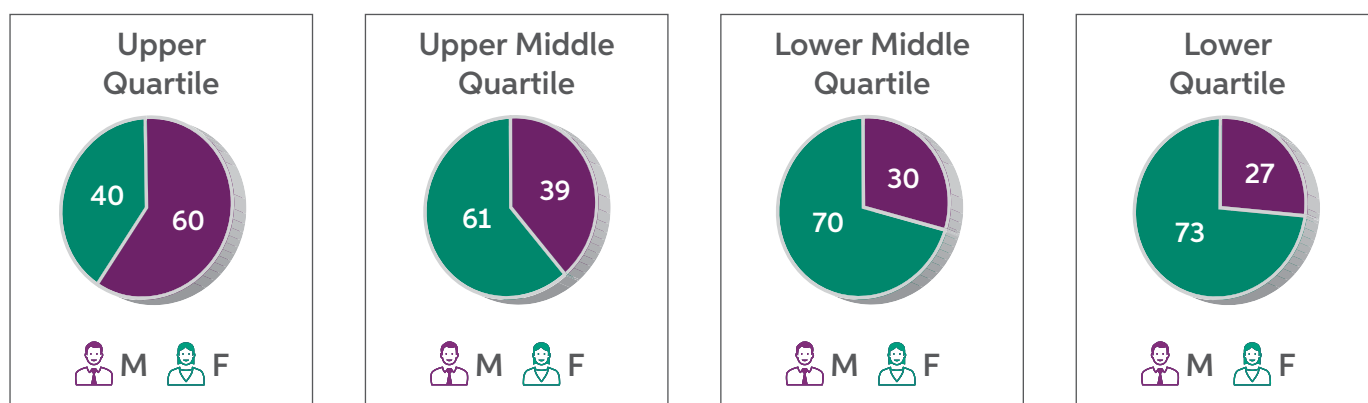
We currently have a higher number of females in lower, lower middle and upper middle pay bands with higher numbers of males within our upper quartile pay band. We are confident that men and women are paid equally for doing equivalent jobs. As we move towards a 50:50 balance at our management levels our gender pay gap will reduce. The illustration below shows the gender distribution and pay gap within AIB UK from our lowest to our highest pay quartile.

Pay difference between men and women

Mean Gender Pay Gap	30.4%
Median Gender Pay Gap	16.6%
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 2017).

Pay Quartiles



No bonuses are paid within AIB UK.

I confirm the data reported above is the accurate picture from April 2017.

Brendan O'Connor
AIB UK Managing Director

