

AIB GROUP (UK) p.l.c. 2019 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 currently have a 40/60 female to male management ratio. Our goal was to achieve a target of 50% female managers by the end of 2020. Despite our efforts we now recognise we will need more time to achieve this ambition but remain fully committed to achieving our goal in the medium term. We continue to tackle this imbalance through a number of internal and external initiatives, including sponsorship programmes for our female employees.

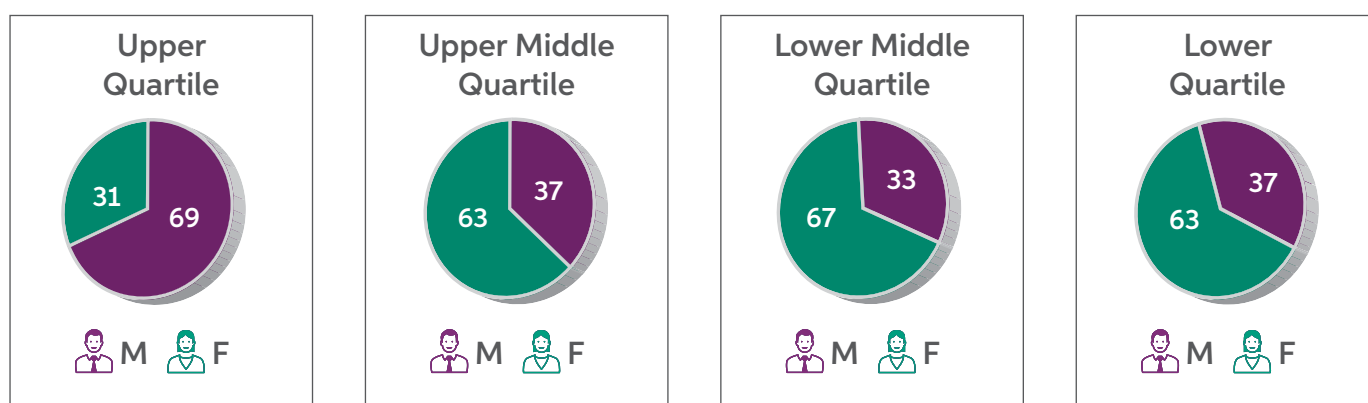
We currently have a higher number of females in lower, lower middle and upper middle pay bands with higher numbers of males within our upper quartile pay band. We believe that men and women are paid equally for doing equivalent jobs. As we move towards a 50:50 balance at our management levels our gender 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%
Median Gender Pay Gap	18.3%
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 2019)

Quartile Pay Bands



No bonuses are paid within AIB UK.

I confirm the data reported above is an accurate picture from April 2019.

Brendan O'Connor
AIB UK Managing Director

