



Gender Pay Gap Report 2024

Group ROI (excl Subsidiaries)

Introduction

This Gender Pay Gap report is for Bank of Ireland's operations in Ireland including its branch network, contact centres, central operations, and head office. It does not include wholly owned subsidiaries New Ireland or Davy, or operations in the United Kingdom, which are reported on separately. This report is published under the Gender Pay Gap Information Act 2021 which came into law in Ireland on 31 May 2022. The data snapshot used for this reporting period was 30 June 2024.

Bank of Ireland ROI Gender Pay Gap 2024

The gender pay gap is the difference in the average hourly salary of women and men across an organisation. For 2024, Bank of Ireland ROI is reporting a mean gender pay gap of 21%, which is unchanged from 2023. The Bank is also reporting a median gender pay gap of 20.1%, up from 19.5% in 2023.

Many factors impact the gender pay gap including male and female representation at each job grade, length of service, time at grade, the different patterns of workforce engagement by women and men such as part time work and time taken out of the workforce for family or caring responsibilities. In Bank of Ireland, the underrepresentation of women in senior roles is a significant contributor to the gender pay gap. Bank of Ireland has proportionately more women in junior roles and proportionately fewer women in senior roles. With lower numbers of women in senior roles, this yields a lower hourly rate which generates a pay gap.

We will continue to closely examine the different factors that are contributing to our pay gap - including how we attract, hire and retain diverse

talent to strengthen our company culture and build an inclusive environment for everyone. In this report, we have set out the actions we are taking to address the gender pay gap, including dedicated talent programmes, investment in education, gender aware recruitment process and investment in our partnerships. The Group ROI numbers included in this report do not include the New Ireland Assurance Company and Davy subsidiaries which are published separately. The data snapshot used for this reporting period was 23 June 2023.

What is the gender pay gap?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all working men and women; not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

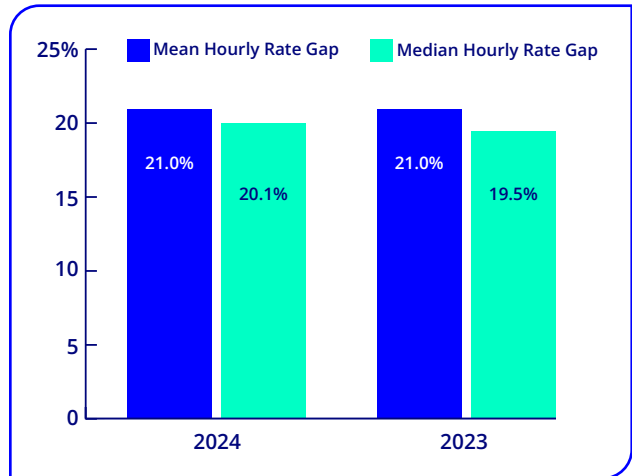
The Equality Act 2010 gives both women and men the right to equal pay for equal work, with women and men being legally entitled to be paid at the same rate for like work, work rated as equivalent, and work of equal value.

Mean Gender Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women

Median Gender Pay Gap

The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts



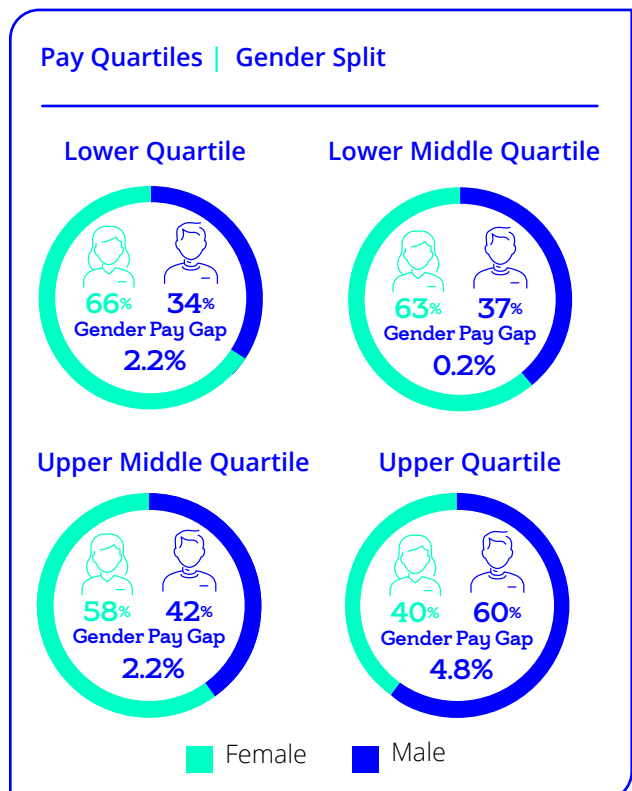
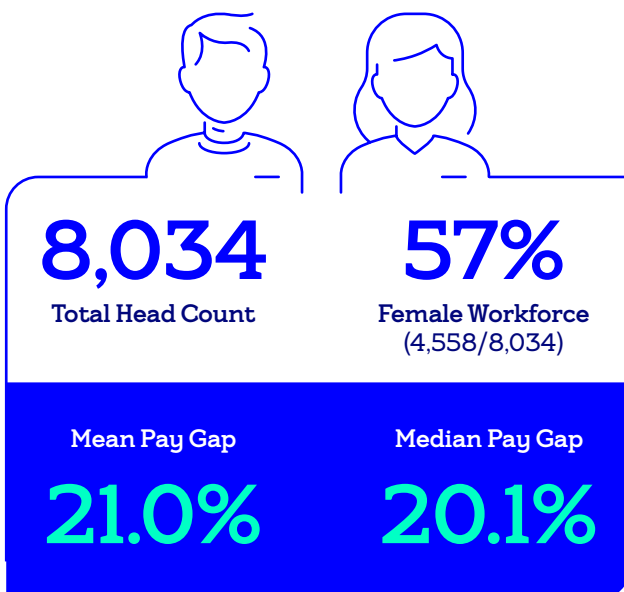
Gender Pay Gap 2024

Gender imbalance at senior levels is a significant contributor to the gender pay gap at Bank of Ireland. This means we have proportionately more women in junior roles and proportionately fewer women in senior roles. With lower numbers of women in senior roles, this yields a lower hourly rate which generates a pay gap.

For this reason, in 2018 Bank of Ireland announced a target to establish 50:50 gender balance in appointments to senior management and leadership. In 2024, 46% of senior management and leadership appointments were women. Appointments will continue to improve the overall representation of women at senior levels.

Pay Quartiles

The chart below shows the gender representation in each of our pay quartiles. Within each of the quartiles there are an equal number of colleagues. Through our analysis of the pay quartiles we know that there are more women in quartiles 1, 2 and 3 and with a higher proportion of men only in quartile 4 where there are more senior, higher paid roles. The representation variation in the quartiles explains the gender pay gap overall.



What are we doing to address the gender pay gap?

Bank of Ireland Group is taking a number of steps across the organisation to improve the gender pay gap. We are taking action across seven areas including talent development, education, progressive policies, talent attraction and recruitment processes, ways of working, colleagues engagement and networks and external partnerships and accreditations.

■ Supporting our talent

We are supporting the career progression of women through dedicated talent programmes for women across all levels, including our Accelerate programme for senior talent and Rise programme for mid talent. We have also built post-programme support networks for Alumni of these programmes. We have invested in a dedicated Career platform that enables all colleagues to access a mentor, undertake stretch assignments and engage with a 'career connector'.

■ Investment in education

We have introduced mandatory 'Inclusive Hiring' training for all hiring managers to understand and address unconscious bias across all diversity characteristics more effectively. All colleagues undertake Inclusion and Diversity training on a bi-annual basis. In 2024, we launched dedicated colleague and people manager training with a focus on neuroinclusion.

■ Providing the right supports

In 2024 we introduced new health benefits for colleagues. We have embedded our 'Family Matters' handbook for colleagues that includes enhanced paternity leave and paid parents leave. In 2024, we also delivered a 'Helping Working Parents Thrive' series. We continue to invest in women's health through a dedicated menopause policy, supports and paid menopause consults. Our commitment to a hybrid working policy affords colleague choice around location of work between central offices, satellite hubs and home-working, reducing commuting time and enabling work-life flexibility.

■ Gender pay aware recruitment process

We operate a recruitment process that is gender pay aware. This means that we aim to include an equal number of women candidates in the shortlist for every position, have women interviewers present on the panel for every job, refine our pay bands to reduce the impact of negotiations on starting salaries, and we don't ask for prior salaries during the recruitment process. We also promote how we are changing what it is like to work at Bank of Ireland throughout the recruitment process, including our progressive people policies, hybrid working, and wellbeing supports.

■ Partnerships / Accreditations

Bank of Ireland Group is a signatory to the 30% club, underlining our public commitment to gender balance at all levels. We are also proud partners of Family Carers Ireland, to support our working carers, and the African Professional Networks Ireland (APNI). We have achieved accreditations from external organisations including: 'Investors in Diversity' Gold accreditation, 'Investing in Ethnicity' Top 10 Employee and Age 55 (Age Friendly) employer.

■ I&D Gender Balance Network

We have an active I&D Gender Balance Network Colleague Network, to promote gender equality across the Group. This employee-led, leader-sponsored network delivers a range of initiatives and events each year, including the MyStory Women of Colour series, webinars and in-person sessions for International Women's Day, together with celebration and promotion of male allyship.

Part-time employees

Difference between men and women working part-time

	Mean		Median	
	2024	2023	2024	2023
Hourly pay	13.4%	23.3%	-19.9%	-21.0%

Men who work part-time are paid 13.4% more on an average hourly basis than women. In 2024, the tightening of the gap was driven by a decrease in men working part-time, in senior roles.

Temporary employees

Difference between men and women working on temporary contracts

	Mean		Median	
	2024	2023	2024	2023
Hourly pay	8.7%	-26.1%	-2.5%	-7.1%

Representation of women in Temporary Staff has increased which has had an impact on the overall average hourly rate of women and men.

Bonus Remuneration

Difference between bonus remuneration of men and women

	Mean		Median	
	2024	2023	2024	2023
Bonus	23.5%	3.0%	22.2%	0%

In 2024, Bank of Ireland introduced bonus pay for eligible employees. The bonus remuneration gap is broadly consistent with the gender pay gap.

Additional Information

	Men		Women	
	2024	2023	2024	2023
% of employees who received bonus pay	90.9%	1.0%	90.0%	0.8%
% of employees who received benefit in kind	49.5%	95.9%	55.1%	95.6%

Men and women receive BIK at similar levels.