



# FY 2025 ESG Investor Presentation



# Contents

Introduction

Environmental

Social

Governance

## Introduction 3 - 5

- 3 Group Strategy 2026 to 2028
- 4 Sustainability Strategy 2026 to 2028
- 5 Sustainability Strategy 2023 to 2025

## Environmental 6 - 13

- 7 Green Transition
- 8 BOI Decarbonisation Targets
- 9 - 12 Sustainable Finance
- 13 Taking Nature-Positive Action

## Social 14 - 18

- 15 - 16 Enhancing Financial Wellbeing
- 17 Social Topics
- 18 Enabling Colleagues to Thrive

## Governance 19 - 26

- 20 Sustainability Governance
- 21 Governance Topics
- 22 ESG Ratings
- 23 - 26 Green Bond Framework and Allocation Report

## Appendix 27 - 44

- 28 Sustainable Finance
- 29 Decarbonising our Own Operations
- 30 Financed Emissions
- 31 - 34 Climate Risk Management
- 35 - 42 Green Bond Framework
- 43 Contacts
- 44 Disclaimer



# Group Strategy 2026 to 2028

We remain committed to our existing businesses, with our new strategy delivering across three priorities:

1. Reaching our full potential and scale in Ireland, by enhancing our Mortgage, Wealth and Insurance, and Everyday Banking franchises.
2. Leveraging core Ireland strengths to ensure disciplined growth in our UK and international businesses.
3. Earning the right to win by building future ready core capabilities, harnessing investments in digital, data, our people and culture, and customer insights.

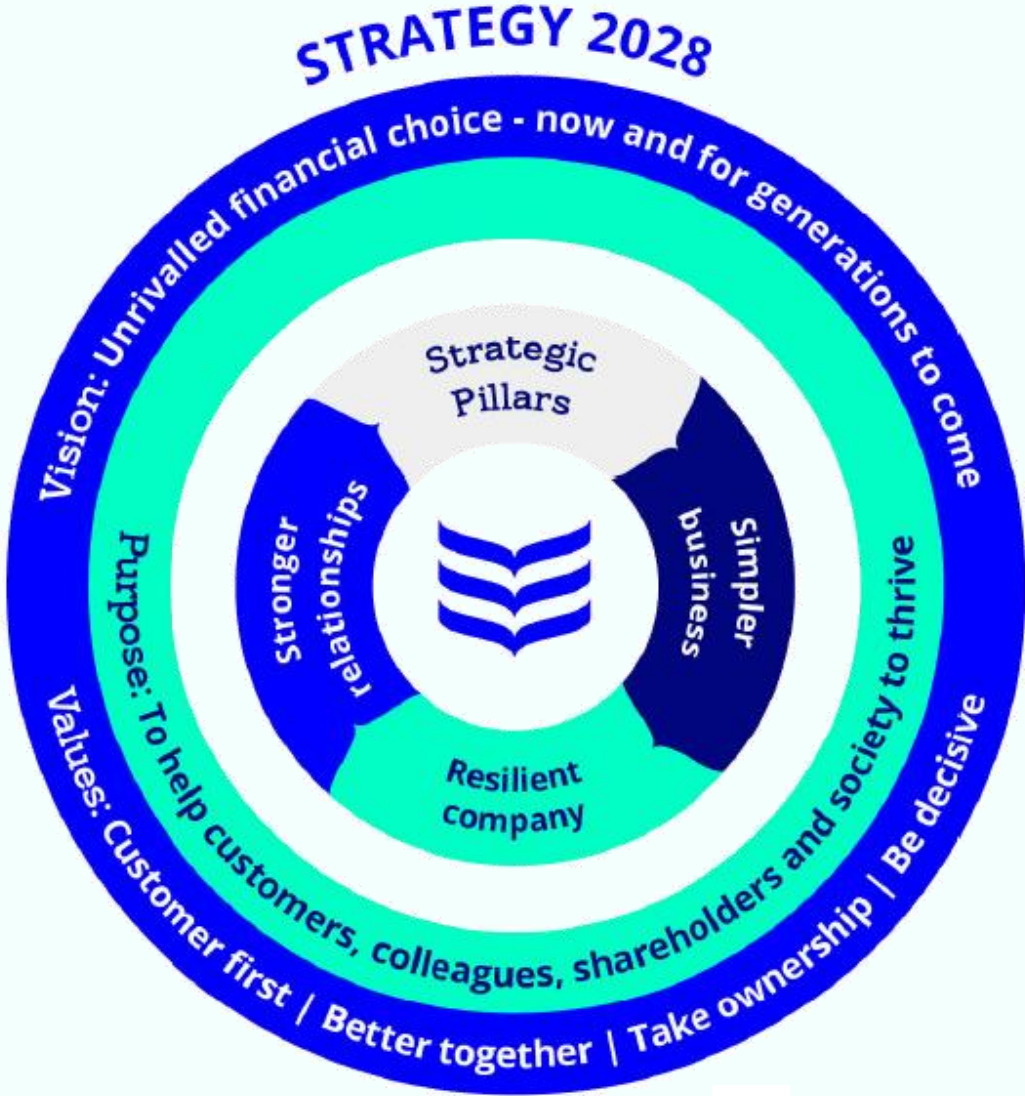
**Our purpose**  
is to help customers, colleagues, shareholders and society to thrive

**Our vision**  
is to offer unrivalled financial choice – now and for generations to come.

- **Unrivalled:** We will be excellent in everything that we do. This spans across every team, every role, and every division.
- **Financial choice:** We will set the standard in the provision of financial products and services, in every part of our business – retail, corporate, wealth, insurance – wherever we do business. We are unique in our ability to serve our customers at every step and stage of their lives.
- **Now and for generations to come:** We will provide our customers with long term value – for generations – as we have done for almost 250 years.

**Our values**  
are fundamental to who we are and how we succeed.

- **Customer First:** Everything we do is for our customers. Our business is designed around them.
- **Better Together:** We achieve more when we work together.
- **Take Ownership:** We are trusted and supported to take ownership for our actions.
- **Be Decisive:** We move quickly and make things simple to deliver positive outcomes for customers and for us.



# Sustainability Strategy 2026 to 2028

Introduction

Environmental

Social

Governance




Sustainability remains both a commercial imperative and a core expression of our purpose to help customers, colleagues, shareholders and society to thrive

Our ambition is to support positive societal impact by being Ireland's most trusted sustainable finance partner, using innovation to empower customers to transition to a net zero and sustainable economy.

We will continue to support financial inclusion and resilience, alongside community and economic development. The sustainability ambition fully aligns with the Group's 2026-28 Strategic Plan and 2030+ ambition for society.

Our efforts over the 2026 to 2028 cycle will focus on three new pillars, each of which builds on the strong progress we made during previous strategic cycle:

- Supporting the Green Transition
- Supporting Housing and Social Infrastructure
- Supporting Social Inclusion

Sustainability Strategy 2026 - 2028		
<i>Play our part in helping society address significant challenges</i>		
 Supporting The Green Transition	 Supporting Housing & Social Infrastructure	 Supporting Social Inclusion
<b>Strategic Outcome</b>		
Partnering with customers and businesses to support the transition to a net-zero and sustainable economy	Supporting housing development and enabling stronger communities through supporting social infrastructure	Supporting societal impact by fostering inclusion, deepening colleague engagement and enabling communities to become more financially resilient
<b>Key impact areas</b>		
<ul style="list-style-type: none"> <li>• Increasing focus on business and infrastructure.</li> <li>• Championing agriculture and nature.</li> <li>• Transitioning assets under management.</li> <li>• Digital and product innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Supporting housing investment, developing partnerships and eco-systems.</li> <li>• Providing support for social infrastructure.</li> <li>• Providing support for climate adaptation.</li> </ul>	<p><b>Enhancing Financial Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Scaling financial education across our communities.</li> <li>• Supporting community initiatives.</li> </ul> <p><b>Colleagues</b></p> <ul style="list-style-type: none"> <li>• Developing a representative future-ready workforce.</li> <li>• Scaling colleague outreach activity.</li> </ul>
<b>How we will deliver impact</b>		
<ul style="list-style-type: none"> <li>• Providing Sustainable Finance of €25 billion by 2028 (and €30 billion by 2030).</li> <li>• Reduction in emissions from our lending and own operations.</li> <li>• Number of customer actions supported (Electric vehicles and retrofits financed).</li> </ul>	<ul style="list-style-type: none"> <li>• Financing the construction of 30,000 new homes in Ireland.</li> <li>• Financing 15,000 social and affordable homes in Ireland.</li> <li>• Financing 25,000 first time buyers by 2028 in Ireland.</li> <li>• Increased financing of sustainable energy and infrastructure.</li> </ul>	<p><b>Enhancing Financial Wellbeing</b></p> <ul style="list-style-type: none"> <li>• Financial wellbeing metrics on resilience, inclusion, literacy and engagement.</li> <li>• Number and impact of community initiatives supported.</li> </ul> <p><b>Colleagues</b></p> <ul style="list-style-type: none"> <li>• Workforce index metrics on engagement, representativeness and future ready skills.</li> <li>• Workforce metrics on active societal contribution (hours).</li> </ul>

# Sustainability Strategy 2023 to 2025

Introduction

Environmental

Social

Governance

Lookback on commitments and key outcomes from the 2023 – 2025 strategic cycle

## For the 2023-2025 strategic cycle we committed to:

<b>Supporting The Green Transition:</b> <i>Working with our customers, colleagues &amp; communities to support their transition to a resilient, net zero economy by 2050</i>	<b>Enhancing Financial Wellbeing</b> <i>Empowering people to thrive financially by enabling them to make better financial decisions</i>	<b>Enabling Colleagues to Thrive</b> <i>Being a 'digitally able' learning organisation that values inclusion and diversity, reflecting society and our customer base</i>
<b>Key Impact Areas 2023-25</b> <ol style="list-style-type: none"> <li>Decarbonise our Lending Book</li> <li>Provide Sustainable Finance</li> <li>Net Zero Own Operations by 2030</li> <li>Manage Climate-related Risks</li> </ol>	<b>Key Impact Areas 2023-25:</b> <ol style="list-style-type: none"> <li>Foster Financial Inclusion</li> <li>Improve Financial Literacy &amp; Capability</li> <li>Build a more Financially Resilient and Confident Ireland</li> </ol>	<b>Key Impact Areas 2023-25:</b> <ol style="list-style-type: none"> <li>Build a Future Ready Workforce</li> <li>Simplify Ways of Working</li> <li>Create a Differentiated Colleague Experience &amp; Workplace</li> </ol>

## How we delivered on our sustainability commitments:

<p><b>1. Decarbonise our Lending Book</b></p> <ul style="list-style-type: none"> <li>Reduced emissions intensity across ROI Mortgages, CRE and Electricity Generation Finance aligned to 2030 targets</li> </ul> <p><b>2. Provide Sustainable Finance</b></p> <ul style="list-style-type: none"> <li>Provided €17.7bn Sustainable Finance by FY25 – exceeding our 2025 €15bn target by 18%</li> <li>Developed range of Sustainable Finance products including innovative EcoSaver Mortgage and Enviroflex Farm loan</li> <li>Launched a range of free to use digital tools to support customer action including Sustainable Business Coach</li> </ul> <p><b>3. Net Zero Own Operations by 2030</b></p> <ul style="list-style-type: none"> <li>Reduced emissions from Own Operations by 64% from 2020 and on track for Net Zero by 2030</li> </ul> <p><b>4. Manage Climate-related Risks</b></p> <ul style="list-style-type: none"> <li>Integrated ESG risks into the Group Risk Management Framework, Risk Appetite, ICAAP and credit processes</li> </ul>	<p><b>1. Foster Financial Inclusion</b></p> <ul style="list-style-type: none"> <li>First and only bank in Ireland to publish United Nations commitments to financial health and inclusion</li> <li>Established Money Worries and Extra Help supports, alongside supports for victims of domestic and financial abuse and established two partnerships to support improved financial resilience for marginalised women</li> </ul> <p><b>2. Improve Financial Literacy and Capability</b></p> <ul style="list-style-type: none"> <li>Expanded our Financial Wellbeing programme, supporting over 400,000 young people and adults to improve their financial literacy</li> <li>Introduced Mi 365 insights, borrowing tool and learning hub to help customers chose the right credit options</li> </ul> <p><b>3. Build a more Financially Resilient and Confident Ireland</b></p> <ul style="list-style-type: none"> <li>Maintained status as #1 bank recognised by Irish consumers for Financial Wellbeing throughout the strategic cycle</li> <li>Enhanced fraud and gambling prevention efforts through new tools and education campaigns</li> </ul>	<p><b>1. Build a Future Ready Workforce</b></p> <ul style="list-style-type: none"> <li>Balanced hiring with 47% female senior appointments in 2025</li> <li>Introduced progressive people policies – including Family Matters, a culmination of new and enhanced family friendly policies</li> </ul> <p><b>2. Simplify Ways of Working</b></p> <ul style="list-style-type: none"> <li>Embedded new ways of working, bringing colleagues together from across the Group to focus on specific business outcomes or customer experiences, helping our people make faster and better progress in delivering key strategic initiatives.</li> </ul> <p><b>3. Create a Differentiated Colleague Experience and Workplace</b></p> <ul style="list-style-type: none"> <li>Ranked #7 In Ireland’s Best Employers 2025 – an improvement from #133 in 2021</li> <li>Launched Neuroinclusion programme to support neurodivergent colleagues and Neuroinclusion Toolkit to support other employers</li> </ul>
--	---	---



€1.5bn

# Environmental

Supporting the Green Transition

Introduction

**Environmental**

Social

Governance



# Green Transition

Introduction

**Environmental**

Social

Governance

We are committed to supporting a transition to a resilient, net zero and nature positive economy by 2050



## Science Based Targets (SBTs)

### 1st

Irish bank to have greenhouse gas (GHG) emissions targets validated by SBTi. Own Operations target achieved

- ✓ Continued decarbonisation of our loan book with the carbon intensity of Rol residential mortgage and commercial property portfolios down 26% and 34% respectively since 2020.
- ✓ 2025 corporate coverage SBT target of 25% has been exceeded as large corporate customers continue to adopt SBTs.

→ Aligned with the decarbonisation goals of the Paris Agreement



## Sustainable finance

### €17.7bn

Sustainability-related finance up by c.20% y/y and on target to achieve €30bn by 2030

- ✓ Enhanced product innovation: EcoSaver green residential mortgages, Enviroflex loans to agri-sector, expanding to tillage.
- ✓ Financed our largest green energy project to date and our first solar power project.
- ✓ Grew EV financing, supported by partnerships with 16 motor brands, and accounted for 42% of all new EV sales in Ireland in 2025.
- ✓ Raised €3.75 billion through new green bond issuance over the 2023 to 2025 strategic cycle.
- ✓ Launched Sustainable Business Coach.

→ Supporting our customers and the delivery of the government climate action plan



## Decarbonising our operations

### 64%

Reduction in Scope 1 & 2 carbon emissions (Dec 2025 v 2020 baseline). Investment continues

- ✓ Continued rollout of more efficient heating systems through the use of Heat Pumps and HVO.
- ✓ Continued transition of the Group's car fleet to EVs in 2025.
- ✓ Installation of a new 100 kWp Solar Photovoltaic (PV) renewable electricity system in the Group IT Centre in 2025, bringing total to 200 kW.
- ✓ ISO 50001 Energy Management Systems certification.
- ✓ Branch network transition continues from fossil fuels to electric heating systems.

→ Delivering our products and services sustainably



## Managing climate – related risks

### Embedded

Integration of climate considerations into key risk management practices

- ✓ Implementation of the Group's multi-year climate action.
- ✓ Integration of climate related impacts into lending and investment decisions.
- ✓ The ongoing addition of climate risk metrics into the Group's Risk Appetite Framework.
- ✓ Progressive integration of climate change into the measurement of credit impairment loss allowances.

→ Managing climate-related risk in our own operations, in lending and investment decisions



## Transparently reporting our progress

### Alignment







Of our disclosures with expectations of regulators, ratings agencies and shareholders

- ✓ Finalist in the “Sustainability ESG Reporting (listed entities)” category at the 2025 Published Accounts Awards, hosted by Chartered Accountants Ireland Leinster Society.
- ✓ In 2025, the Group's MSCI ESG rating was upgraded from A to AAA.
- ✓ Ongoing progress in reporting against climate targets and sustainable finance development.

→ Progress reporting against climate targets and sustainable finance development

# BOI Decarbonisation Targets

## Science Based Targets

		2025 in scope lending							
		€bn	%Lending in 2025	Measurement Technology	Baseline Intensity Position	Science-based target vs. 2020 baseline	Progress to date by 2025	SBT pathway convergence required progress by 2025	RAG Status
	Residential Mortgages <sup>1</sup>	46.1	55%	Sector Decarbonisation Approach (SDA)	46 KgCo <sub>2</sub> /m <sup>2</sup> (weight of carbon dioxide equivalent emitted per square meter)	<b>48% reduction in portfolio GHG emissions intensity by 2030</b> Bank of Ireland commits to reduce portfolio GHG emissions intensity by 48% by 2030 (vs 2020 baseline)	↘ 19%	↘ 24%	●
	Commercial Real Estate	5.0	6%	Sector Decarbonisation Approach (SDA)	73 KgCo <sub>2</sub> /m <sup>2</sup> (weight of carbon dioxide equivalent emitted per square meter)	<b>56% reduction in portfolio GHG emissions intensity by 2030</b> Bank of Ireland commits to reduce portfolio GHG emissions intensity by 56% by 2030 (vs 2020 baseline)	↘ 34%	↘ 28%	●
	Project Finance Electricity Generation	0.3	0.4%	Sector Decarbonisation Approach (SDA)	0.155 KgCo <sub>2</sub> e/kWh (weight of carbon dioxide equivalent emitted per kilowatt hour)	<b>76%<sup>2</sup> reduction in portfolio GHG emissions intensity by 2030</b> Bank of Ireland commits to reduce portfolio GHG emissions intensity by 76% by 2030 (vs 2020 baseline)	↘ 43%	↘ 38%	●
	Corporate Loans	6.5	8%	Portfolio Coverage Approach (PCA)	N/A	<b>25% of Corporate Lending Customers with validated SBTs by 2025<sup>3</sup></b> (weighted by emissions)	↗ 46%	↗ 25%	●
	Corporate Bonds	0.7	n/a	Portfolio Coverage Approach (PCA)	N/A	<b>25% of Corporate Bond Customers with validated SBTs by 2025<sup>4</sup></b> (weighted by investment value)	↗ 10%	↗ 25%	●
	Own Operations <sup>5</sup>	n/a	n/a	Absolute Score Reduction	6.238 tCO <sub>2</sub> e (tonnes of carbon dioxide equivalent)	<b>(i) 49% reduction in absolute emissions by 2030</b> <b>(ii) 100% renewable energy by 2025</b> Bank of Ireland commits to reduce its absolute scope 1 and 2 GHG emissions 49% by 2030 from a 2020 base year and increase annual sourcing of renewable electricity to 100% by 2025.	↘ 64%	↘ 39%	●

- First Irish bank to have targets validated by SBTi
- Continued decarbonisation of our loan book with the carbon intensity of RoI residential mortgage and commercial property portfolios down 26% and 34% respectively since 2020
- 2025 corporate coverage SBT target of 25% has been exceeded as large corporate customers continue to adopt SBTs

1. Does not include residential mortgages acquired from KBCI in 2023. Emissions reduction in 2025: Overall Portfolio down 19% vs pathway of 24%; RoI Mortgages down 26%; UK Mortgages down 5%.  
 2. Target reduction updated to 76% following approval by SBTi in 2024.  
 3. Defined as 25% of Corporate lending customers with validated SBTs (weighed by company emissions).  
 4. Defined as 25% of Corporate bond customers with validated SBTs (weighted by investment value).  
 5. Does not include Davy which was acquired by the Group in 2022. As at 31 December 2025, all electricity energy supply is renewable.

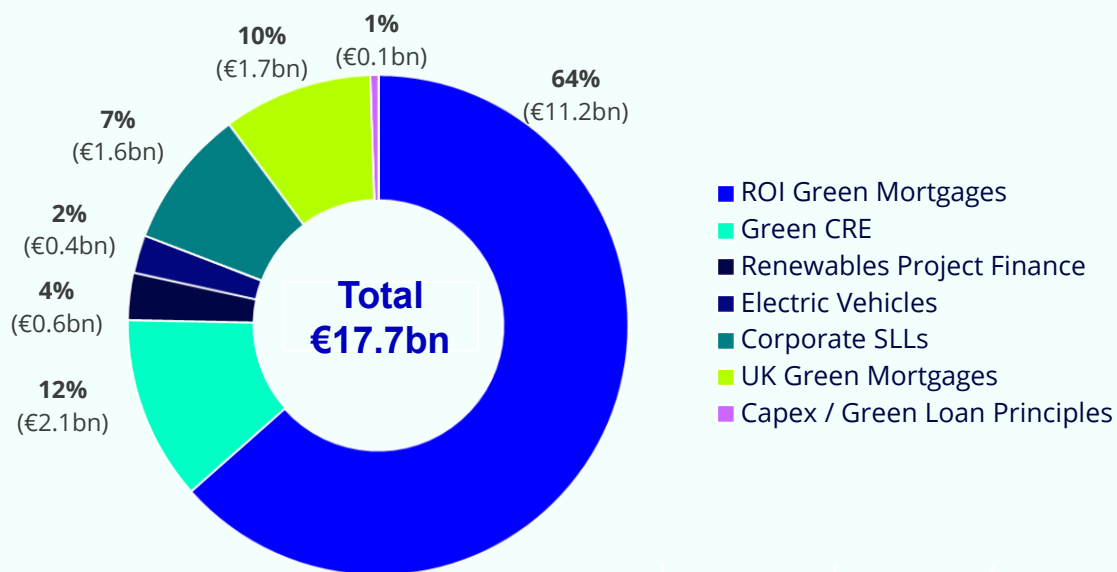
# Sustainable Finance

In 2025, our Sustainable finance portfolio increased by 20% to €17.7 billion

## Sustainable finance portfolio (Dec 2025)

## → Portfolio

- €17.7 billion sustainability-related finance, exceeding 2025 target of €15 billion by 18%. On track to meet €30 billion target by 2030.
- Enhanced product innovations: Ecosaver green residential mortgages, Enviroflex. Enviroflex sustainability-linked loans for the agri-sector, now available to all dairy farmers nationwide, with expansion to the tillage sector underway.
- Financed our largest green energy project to date and our first solar power project
- Grew EV financing, supported by partnerships with 16 motor brands, and accounted for 42% of all new EV sales in 2025
- Launched Sustainable Business Coach, a free to use digital tool designed to support businesses with sustainability planning and to identify their ESG priorities
- Raised €3.75 billion through new green bond issuance over the 2023 to 2025 strategic cycle



Sustainable Finance <sup>1</sup>		Q4 2025 (GCA €bn)	FY 2024 (GCA €bn)	YTD Change (% <sup>2</sup> Increase)
<b>Customer Lending</b>		<b>17.7</b>	<b>14.7</b>	<b>20%</b>
Green Finance	- ROI Green Mortgages	11.2	8.6	31%
	- UK Green Mortgages	1.7	1.7	-2%
	- Green CRE	2.1	2.2	-3%
	- Renewables Project Finance	0.6	0.4	51%
	- ROI Electric Vehicles	0.2	0.2	45%
	- UK Electric Vehicles	0.2	0.1	121%
Sustainability Linked Loans (SLLs)	- Corporate SLLs	1.6	1.5	4%
Green Loan Other	- Green Capex / Green Loan Principles	0.1	-	n/a

## → Sustainable Finance Framework

- Disclosure of criteria used to classify financial commitments and products as sustainable
- Group wide standardised approach to Sustainability, aligned with global standards and principles
- Publication of our Sustainable Finance Framework: available [here](#)
- Exclusions criteria available [here](#)

<sup>1</sup> Sustainable Finance Gross Carrying Amount (GCA) volumes classified in line with Eligibility Criteria set out in the Group's Sustainable Finance Framework.

<sup>2</sup> Percentages are based on underlying calculation of amounts, rounded off to one decimal place.

# Sustainable Finance

## Spotlight on our award-winning EcoSaver Mortgages

Introduction

**Environmental**

Social

Governance

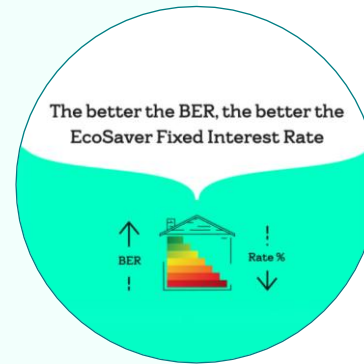
Growth in Green Finance during 2025 was materially driven by RoI Green Mortgages and is supported by the EcoSaver mortgage product (launched in 2024) that offers customers lower rates for higher energy rated homes, thereby incentivising investment in energy efficiency

### A & B BER

rated properties account for c.53% of new Irish mortgage lending in 2025 (c.50% in 2024)

### €11.2bn

30% of our Irish mortgage portfolio classified as sustainable finance (25% in 2024)



### Residential sector

#### Sustainability in action: EcoSaver Mortgages

- EcoSaver: discounted pricing on fixed rate mortgages for all properties with a building energy rating (BER), from A to G
- The more energy efficient a home, the bigger the discount; savings on mortgage costs can be used to retrofit or gradually improve energy efficiency of customers' homes
- The only product in the Irish market that rewards all homeowners for the energy efficiency of their homes
- Online hub to enable customers to understand their current energy rating and the work required to achieve a better BER
- Online retrofitting calculator to estimate cost/benefit
- Partnership with SSE Airtricity to provide assessment of BER and improvement works required

# Sustainable Finance

## Spotlight on Enviroflex – supporting agri-business

Bank of Ireland at the centre of Sustainability ecosystem

Initially launched in November 2023, in partnership with Kerry Dairy Ireland, Enviroflex provides funding for farmers implementing sustainable farming practices

Extended to further co-ops in 2025. It's now available to all dairy farmers in Ireland



Introduction

**Environmental**

Social

Governance

### Agriculture sector

#### Sustainability in action: Sustainability-linked loans

- Extensive research into the most cost-effective way to reduce farm emissions
- Enviroflex: Bank of Ireland devised an innovative Sustainability-linked loan for dairy farmers
- Available to all dairy farmers nationwide
- Loan offers discounts which are linked to farm emissions reductions. The more ambitious the target, the more attractive the rate
- Product rolled out to tillage (barley) farmers in 2025 through partnership with Irish Distillers
- Bank of Ireland is committed to ensuring long-term Sustainability for all our 82,000 family farming customers

# Sustainable Finance

## Spotlight on Sustainable Business Coach

Introduction

**Environmental**

Social

Governance

We are committed to supporting our customers through their green transition – Sustainable Business Coach is a key element of our approach to delivering on that commitment. This tool can help Irish businesses to shape their sustainability strategy around their existing plans and helps to identify and underpin commercial opportunities.

In 2025 we launched Sustainable Business Coach, a free to use digital tool designed to support businesses with sustainability planning.

The platform is designed as an ESG questionnaire, allowing SMEs to identify their ESG priorities and goals with the aim of achieving a more sustainable and future fit business model.

The image displays the Sustainable Business Coach interface on both a desktop monitor and a smartphone. The desktop screen shows the homepage with a welcome message, a 'Your scores' section featuring a 47% progress indicator for 'You've already met...' and '2' for 'We've identified you have...', and an 'Edit answers' button. The smartphone screen shows a 'Your high priority goals' section with categories like Energy Use, Water Use, and Non GHG Emissions, each with a progress indicator and a 'Guidance & next actions' link.

**Bank of Ireland** | Sustainable Business Coach

## Sustainable Business Coach

Move towards a more sustainable future with Bank of Ireland's Sustainable Business Coach

- ✓ Identify and prioritise sustainability goals
- ✓ Generate a score and track progress over time
- ✓ Receive tailored guidance on next steps
- ✓ Download a shareable PDF report for stakeholders

Visit <http://sbc.bankofireland.com/> to try the Sustainable Business Coach today

# Taking Nature-Positive Action

We understand that the biggest impact we can have is through the finance and guidance that we provide to our customers. Environmental objectives are integrated into our customer engagement strategies

## 1. Sustainable finance and customer engagement

- We seek to steer our loan book in alignment with global goals on climate and the environment, focusing our engagement on the Corporate and Commercial banking sectors with the biggest impact, such as Food & Agri
- We offer sustainable finance products that incentivise customers to make business decisions that benefit the environment

## 2. Promoting environmental awareness through thought leadership and collaboration

- We are building environmental knowledge and capabilities in our own organisation through training and development initiatives, taking nature positive action in our own operations, external collaboration and thought leadership on key issues
- To ensure that our customers benefit from our learnings, customer guidance and advisory supports are available through our green hubs

## 3. Managing environmental risks

- We work with our customers and suppliers to understand risks and impacts related to climate and ensure these are mitigated
- We apply strict criteria in our lending decisions to exclude certain economic activities that are incompatible with our concern for the environment
- We also analyse the environment-related impacts across the industry sectors in our loan book

## Championing Agriculture and Nature | Thought Leadership and Digital Supports



Bank of Ireland set out the supports in place across the food value chain continuing Ireland's transition to a green economy



Bank of Ireland launches pilot partnership to offer innovative Farm Environmental Health Reviews to farming customers

Taskforce for Nature-Related Financial Disclosures Forum (TNFD); we piloted the draft guidance



UNEP FI PRB Nature Working Group; Co-creating guidance on Nature Target-setting and Pollution



Circuleire; We co-developed a Circular Economy Action Plan to enhance the Sustainability of our operations



Alliance for Water Stewardship; Development of a Water Action Plan



Biodiversity Action Plan; Development of a Biodiversity Action Plan for our property estate which includes measures to support pollinators, in-line with our commitment to the All-Ireland Pollinator Plan



# Social

#1

Enhancing Financial Wellbeing and  
Enabling Colleagues to Thrive



# Enhancing Financial Wellbeing

Introduction

Environmental

**Social**

Governance

## 01 Fostering Financial Inclusion

- First and, to date, only bank in Ireland to sign the UN Principles for Responsible Banking Commitment to Financial Health and Inclusion.
- Continue to work with industry bodies such as the Banking and Payments Federation of Ireland (BPFI) and the Irish Banking Culture Board (IBCB) to ensure everyone has equal and effective access to financial products.
- Established Money Worries and Extra Help supports, alongside supports for victims of domestic and financial abuse.

## 02 Improving Financial Literacy & Capability

- In 2025, more than 26,000 adults engaged with our financial education initiatives through a combination of talks, podcasts and other outreach activities.
- More than 8,600 primary and over 129,500 secondary school students participated in our financial literacy programmes in the 2024/25 school year.
- A borrowing tool launched to help customers identify the most suitable borrowing products for their needs.
- Voluntary gambling blocks introduced on debit and credit cards.

## 03 Building a more Financially Resilient and Confident Ireland

- Delivered a pilot financial resilience programme with two charity partners through Community Foundation Ireland, helping marginalised women build financial confidence.
- We continue to invest in customer fraud prevention and detection, expanding detection capabilities and leveraging AI and machine learning models.
- Mi 365 – our in-app money management tool, delivers personalised insights and tailored nudges to our customers to support their Financial Wellbeing.

**#1 Bank**

for Financial Wellbeing in Ireland

**Over 800,000**

Irish primary and secondary school students took part in our Financial Literacy Programmes since 2017

**127m**


AI powered spending insights delivered to customers. €10m fraud prevented from c.1bn card transactions


**225 colleagues**


dedicated to fighting fraud and financial crime, providing 24/7 support

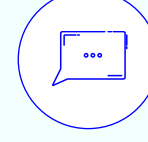
# Spotlight on UNPRB Commitment

## to build a more financially resilient and confident Ireland


 **Goal:** Increase - from 62% to 70% - by 2030 the percentage of customers who are confident (strongly or somewhat) that they have funds available to cover an unexpected day-to-day expense


 **2025 Result:** 64% (+2% vs April 2023 baseline) among people who identified Bank of Ireland as their main day-to-day bank (2024: 60%)

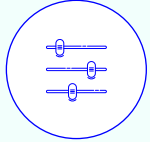
 → **Financial Education / Literacy**  
Over 26,000 adults supported with financial literacy / education initiatives in 2025, along with over 130,000 school-going children. Partnerships will be strengthened to deliver financial education to priority groups.

 → **Behavioural Science**  
We continue to focus on behavioural science research to improve the financial wellbeing of our customers.

 **Goal:** Increase - from 44% to 50% - by 2030 the percentage of customers who are confident (strongly or somewhat) that they have funds (savings or insurance) available to cover a major unexpected event

 **2025 Result:** 45% (+1% vs April 2023 baseline) among people who identified Bank of Ireland as their main day-to-day bank. (2024: 47%)

 → **Protecting Customers Financial Wellbeing**  
'Our Extra Help' Hub supports customers who require extra help. Our 'Money Worries' Hub signpost practical tips and resources to support customers with money worries. We continue to run one of the most comprehensive consumer fraud awareness programmes in Ireland.

 → **Product Enhancement**  
Cross-functional teams continue to work to refine, product and customer supports to enhance day-to-day and life event financial resilience propositions and ensure no one is left behind on the journey to financial health.



**Key Enablers:**

Financial Education & Literacy

Analytics

Mi 365 & Digital Tools

Behavioural Science & Campaigns

Product & Proposition Enhancement

Active Partnerships

Advocacy & Engagement

# Social Topics

Introduction

Environmental

**Social**

Governance



## Supporting Housing

Housing is the most pressing issue in Ireland today. We support housing development in Ireland by providing funding to developers and homebuyers

- We have increased our housing development funding to €2.5 billion, specifically to support the construction of 25,000 new homes across Ireland (incl. social housing).
- Provided Finance for 16,000 homes in 2025.
- Leading funder of student accommodation in Ireland, with c. €700 million invested at end-2025 to deliver and operate more than 7,000 student beds.



## Social Housing

We support the Irish Government's 'First Home', 'Help to Buy' and 'Local Authority Affordable Purchase' schemes

- Bank of Ireland has a €1 billion fund to support up to 10,000 social and affordable homes.
- At FY 2025, we are providing more than €550 million of debt and equity funding to support c.12,700 social and affordable homes.
- Aligned with government housing plan – Delivering homes, Building communities.



## Community Investment

We are supporting the local communities where our customers live and work

- We provide financial support to local not-for-profit and community groups and social enterprises through our Begin Together activity.
- Founding partner in the Social Finance Foundation.



## Responsible Sourcing

Human rights and environmental protection in our supply chain are central to our procurement processes including compliance with modern slavery legislation

- Our Group code of supplier responsibility sets the standards that we expect from our suppliers.
- In 2025, we published our updated Group Modern Slavery and Human Trafficking statement.
- In 2025, we approved our outsourcing strategy and enhanced ESG profiling of critical suppliers as part of supplier due diligence.



## Human Rights

In 2025 we continued to embed human rights into Group policies and procedures and strengthen the internal capability for managing human rights through training and processes

- Use of innovative technology in 2025 to help identify various accounts that are suspected of involvement in modern slavery / human trafficking.
- Partnered with Ruhama, an Irish NGO and registered charity, to provide specialised in-person training to colleagues with customer facing roles, to provide them with the tools to help recognise the signs of modern slavery and human trafficking.

**€2.5 bn**

funding for new housing

**12,700**

social and affordable homes funded

**22 Community**

groups supported

**Ethical**

Group procurement objective of sourcing responsibly is fundamental to our purpose

**Infinitech**

collaborative project to leverage AI technologies to help identify human trafficking typologies

# Enabling Colleagues to Thrive

Introduction

Environmental

**Social**

Governance

## 01 Build a future-ready workforce

### Growing a future-ready society

- Future Skills Pathways and Thrive Performance Management
- Career Academy platform for all employees
- Focus areas on socio-economic and ethnic minority diversity, gender balance and accessibility
- 'My Career Coach' launched. Over 600 colleagues signed up to this series, with positive engagement and feedback
- Awarded a 'Top 10' ethnic minority employer and recognised as the 'Most Improved' employer by Investing in Ethnicity

### Leadership and management development

- Future business leader programme
- Rise and Accelerate talent programmes
- ESG programmes for senior leaders
- Board-approved Director Induction, Training and Development Policy reviewed annually

## 02 Create a differentiated colleague experience

### Enhanced Family Matters policies

- Family Matters Handbook details the supports available to colleagues, which cover maternity, paternity, parental, adoptive, foster care, force majeure, medical care, and carer's leave as well as fertility, surrogacy and early pregnancy loss supports.
- Developed progressive people policies such as domestic abuse and dedicated menopause awareness campaign

### Neuroinclusion Strategy

- Launched and expanded on our Neuroinclusion programme to support neurodivergent colleagues
- Neuroinclusion Toolkit for employers launched to help other organisations create more inclusive environments for neurodivergent talent.
- Aim to become one of the most neuroinclusive organisations in Ireland
- Colleague awareness and people manager training

## 03 Simplify our ways of working and rewarding colleagues

### Cultivating connection through hybrid work

- Flexibility with a framework
- Teams and leaders are enabled to tailor the hybrid working model for their unique needs
- Flexibility supports our diverse business and workforce
- Variety of workspaces, from offices and hubs supported by an evolving suite of technology
- Extended our Hybrid Working hub network, with the opening of the Sligo hub. Further plans to open four new locations in Letterkenny, Tralee, Tullamore and Wexford, bringing the total hybrid hub network to 20 hubs around Ireland

### Enhanced Colleague reward proposition

- Group Performance Scheme supported by variable pay based on performance
- Healthcare benefits

## Recognised for Inclusion and Diversity

Named in the Financial Times Diversity Leaders 2026 list

**47%**

Female leadership appointments in 2025

## # 7 In Ireland's Best Employers 2025

an improvement from #133 in 2021

**47%**

of employees have engaged with All-Colleague Future Skills Pathways

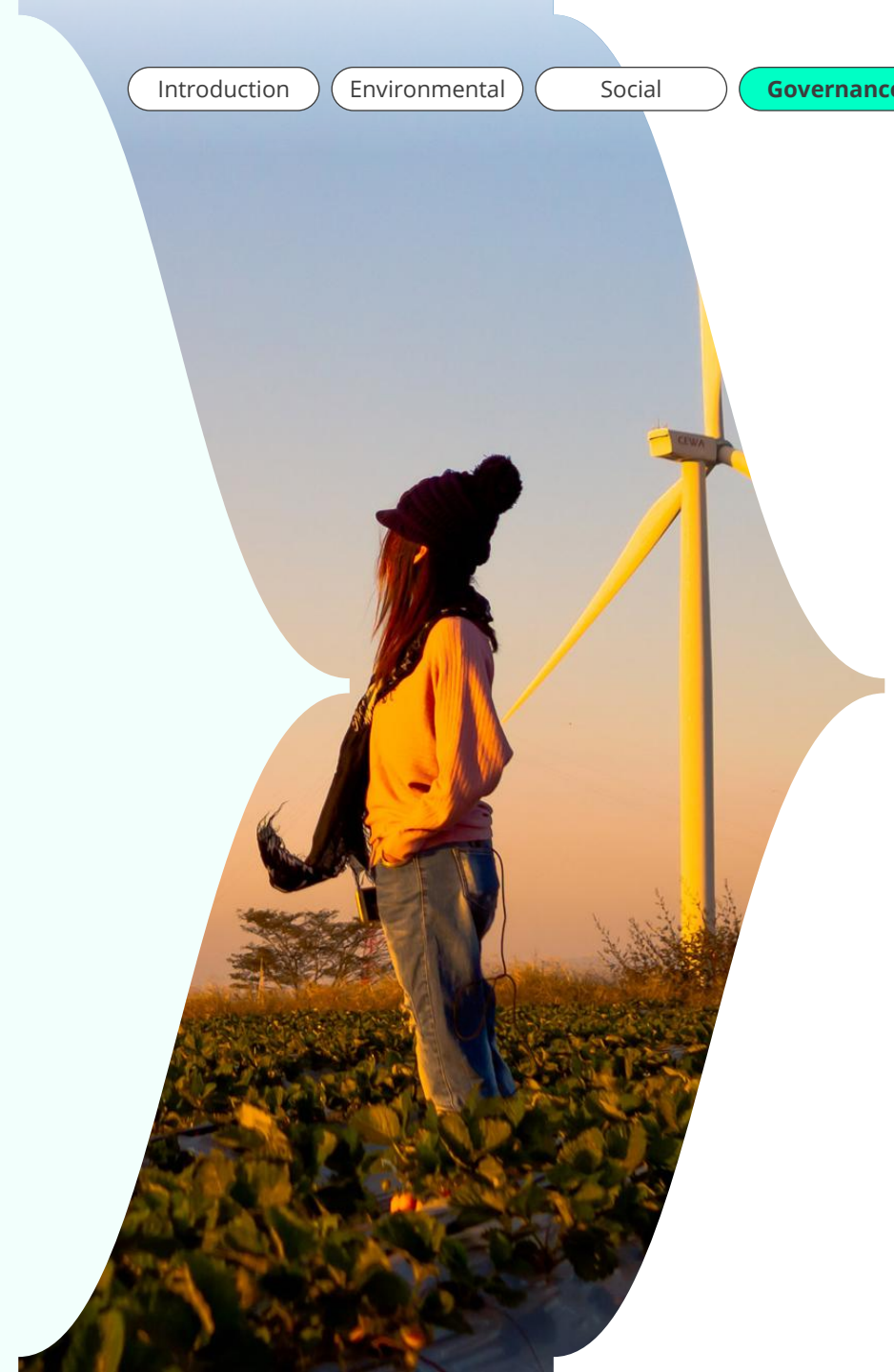
# Governance

Introduction

Environmental

Social

**Governance**

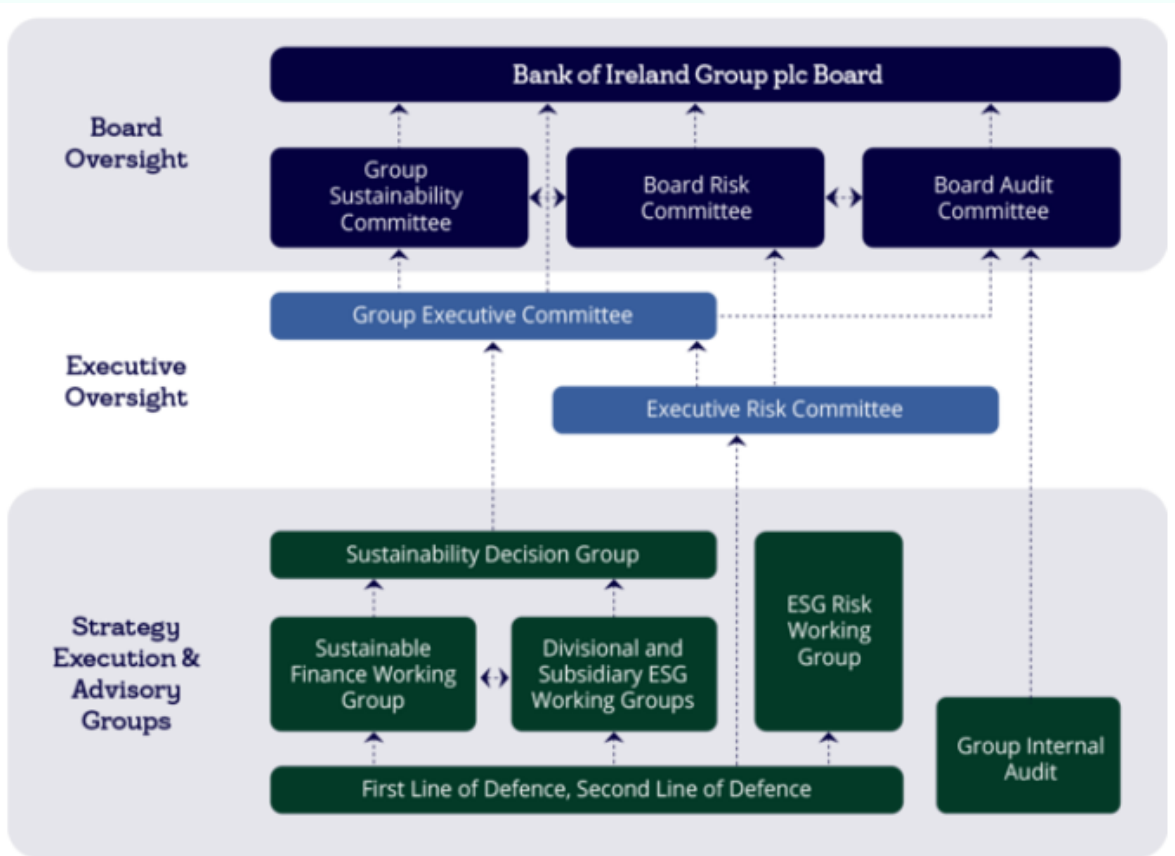


# Sustainability Governance



**Group Sustainability Committee is responsible for guiding the development and direction of the Group's Sustainability Strategy, ensuring it aligns with key stakeholder interests and recommending it to the Board for approval**

- The Group Sustainability Committee guides the development and execution of the Sustainability Strategy, reviews key sustainability policies, and ensures alignment with the Group's purpose and long-term success.
- Together with the Board Risk Committee, oversees related risk including monitoring of the EBA Guidelines implementation.
- Oversees progress against ESG targets and reviews the Group's ESG related commitments.
- The GSC reviews the Group's Sustainability Report and support the Group Audit Committee (GAC) in maintaining the integrity of CSRD disclosures.



# Governance Topics

Introduction

Environmental

Social

**Governance**



## Culture

Our culture is rooted in our purpose “Helping You Thrive” and brought to life by our values

- Group Recognition campaign, policy and training refresh and leadership visibility to embed and connect colleagues with Group purpose and values
- Progress measured through our cultural embedding index and engagement index
- Colleague wellbeing proposition includes mental health supports and help in supporting wider life-related stress



## Business Ethics

We are committed to applying the highest ethical conduct and integrity standards in our business activities

- Code of conduct and Speak Up policy to identify concerns and support whistleblowers
- Anti-bribery and corruption; zero tolerance policy
- Gifts and hospitality; governed by the Financial Crime Policy
- Effectiveness tracked through Group Open View survey



## Cyber Security

We continue to invest in our cyber capabilities in line with our approved cyber strategy

- Our cyber-resilience team ensures we are prepared to respond to and recover from cyber incidents
- ‘Security by Design’ principle applies to all change initiatives to ensure security is appropriately considered



## Data Protection

The appropriate management of data protection and privacy supports our purpose and values

- Our data privacy policy forms part of the Group’s overall Risk Management Framework
- Sets out the Group’s approach to protecting personal data
- Dedicated training and awareness programmes applicable group-wide



## Financial Crime

Protecting the financial system’s integrity from financial crime risk, including money laundering, terrorist financing, bribery and corruption, is imperative to us

- We manage financial crime events through our Three Lines of Defence approach with the Group’s Board responsible for oversight of financial crime risk
- The Group’s Risk Management Framework serves as the cornerstone for safeguarding and mitigating against financial crime risk

**76%**

Colleague Cultural Embedding Index

**97%**

Of employees completed Sustainability training in 2025

**24/7/365**

Security Operations Centre

**Group-wide**

Data protection applies to all entities and considers all data protection laws, including GDPR

**104**

Fraud awareness events held

# ESG Ratings



Introduction

Environmental

Social

Governance

- The Group participates in a number of ESG ratings and benchmarks with a focus on agencies that have a strong reputation for financial services industries based on market insight and investor feedback
- The Group also participates in the CDP climate change questionnaire

Agency	Rating scale	2025	2024	Comment
 SUSTAINALYTICS	Scale of 0 – 100, with a lower score being positive	15.9	16.6	The Group currently has a ranking of 166 out of 1011 banks globally which equates to the 17th percentile. The Group's score was updated in Sep'25 following a methodology update.
<b>MSCI</b> 	AAA to CC, AAA as a best possible score	AAA	A	The Group's score has been upgraded from an A to AAA. The Group's score has increased due to : - improvements in workforce management practices, which lead those of peers; - improvements in the Group's corporate governance and business ethics practices; and - the Group leads peers in the management of environmental risks tied to credit underwriting with practices such as sector-specific environmental credit policies and climate-related risk assessment of the loan portfolio.

# Green Bond Framework

Introduction

Environmental

Social

Governance

Green Bond issuance is an important part of the Group's Responsible and Sustainable Business Strategy as we look to finance our customers' transition to the low carbon economy and take an active role in combating climate change through sustainable finance

Green Bond Framework Pillars – full frameworks can be found on our [Investor Relations website](#)

## Key Features

- Aligned to the Green Bond Principles published by ICMA in 2021 (with June 2022 Appendix 1)
- Second Party Opinion provided by Sustainalytics
- EU Taxonomy assessment (Substantial Contribution, Do No Significant Harm, Minimum Social Safeguards) by Sustainalytics
- The Group will allocate an equivalent amount of the net proceeds for lending to eligible green assets
- The Framework caters for secured, senior, subordinated and covered bonds, as well as green deposits
- 2024 Framework used for all new issuance

## Use of Proceeds

1

An amount equivalent to net proceeds will be allocated to finance/refinance a portfolio of 'eligible green loans':

- Green residential buildings & commercial buildings
- Renewable energy
- Clean transportation

## Project Evaluation and Selection Criteria

2

- Sustainable Finance Working Group is responsible for the evaluation and selection of assets for inclusion in the eligible green loan portfolio
- The portfolio is reviewed on a quarterly basis with loans no longer meeting eligibility criteria being removed

## Management of Proceeds

3

- Net proceeds will be managed and tracked on a portfolio basis
- The Group will ensure that the balance of the green eligible assets portfolio matches or exceeds the total balance of green bonds outstanding

## Reporting & External Review

4

- Allocation Report – will be published alongside external verification provided by an independent accredited provider
- Impact Report – the Group provides investors with environmental impact reports on the assets within the green eligible assets portfolio

# 2024 Green Bond Framework

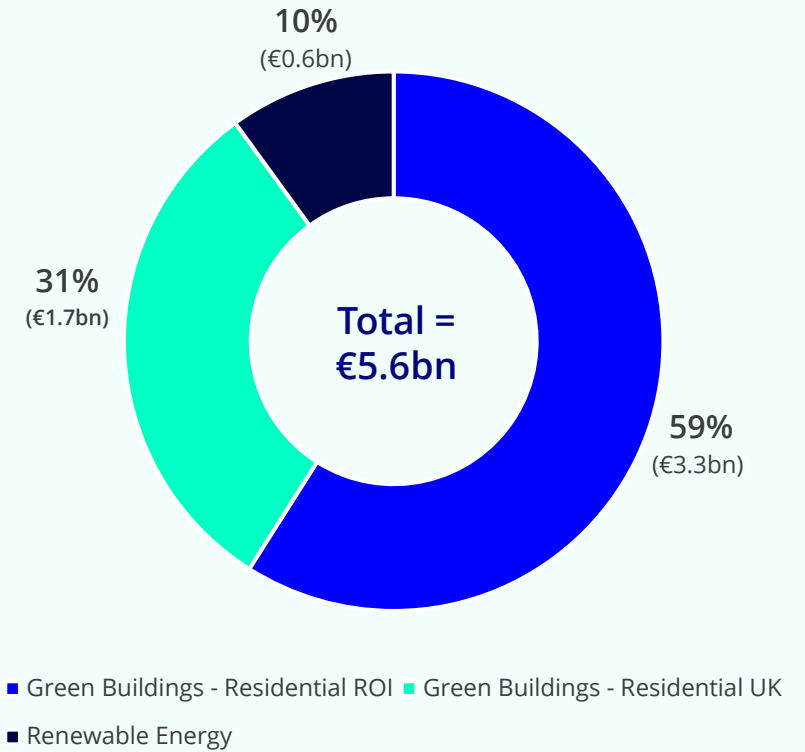
As of FY25, Bank of Ireland has €5.6bn of Eligible Green Assets under the 2024 Green Bond Framework

Some of the Eligible Green Assets under the 2024 Green Bond Framework are also eligible under the 2021 Green Bond Framework

Going forward, Bank of Ireland will manage the allocation of both 2021 and 2024 portfolios to ensure both Eligible Green Loan Portfolios will match or exceed the balance of proceeds from respective outstanding Green Finance Instruments

In doing so, Bank of Ireland will also actively manage the composition of both Eligible Portfolios with regards to the allocation across the respective Use of Proceeds categories

2024 Green Bond Framework Eligible Portfolio (FY25)



# 2024 Green Bond Framework

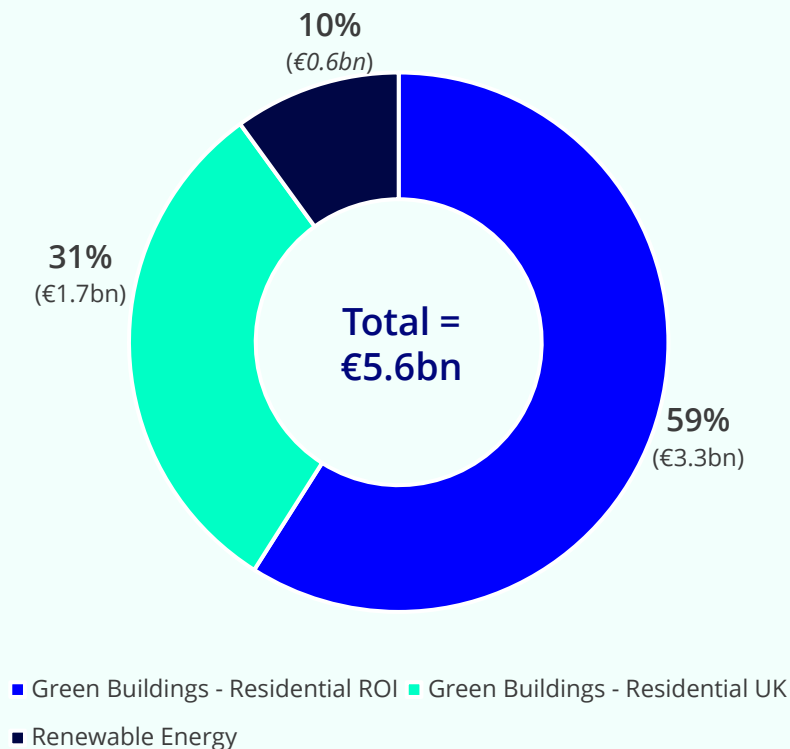
## FY25 Allocation Report

Green Eligible Assets Portfolio			Green Liabilities			
Eligibility Criteria	Number of Loans	Amount (EUR)	ISIN	Settlement Date	Maturity Date	Amount (EUR)
Green Buildings – Residential ROI	9,585	3,323,273,630	XS3074495790	19-May-25	19-May-32	750,000,000
Green Buildings – Residential UK	7,348	1,710,647,110	XS3225871121	10-Nov-25	10-Nov-36	750,000,000
Renewable Energy	18	552,079,363	Green Deposit			20,000,000
<b>Total</b>	<b>16,951</b>	<b>5,586,000,103</b>	<b>Total</b>			<b>1,520,000,000</b>

Percentage of Proceeds allocated to Green Eligible Assets Portfolio	100%
Unallocated Green Eligible Portfolio Assets	€4,066,000,103
New eligible loans added since 31 March 2024	€5,586,000,173

The FY25 Allocation Report can be found via the Group's [Green Bond website](#)

2024 Green Bond Framework Eligible Portfolio (FY25)



# 2021 Green Bond Framework

## FY25 Allocation Report

Introduction

Environmental

Social

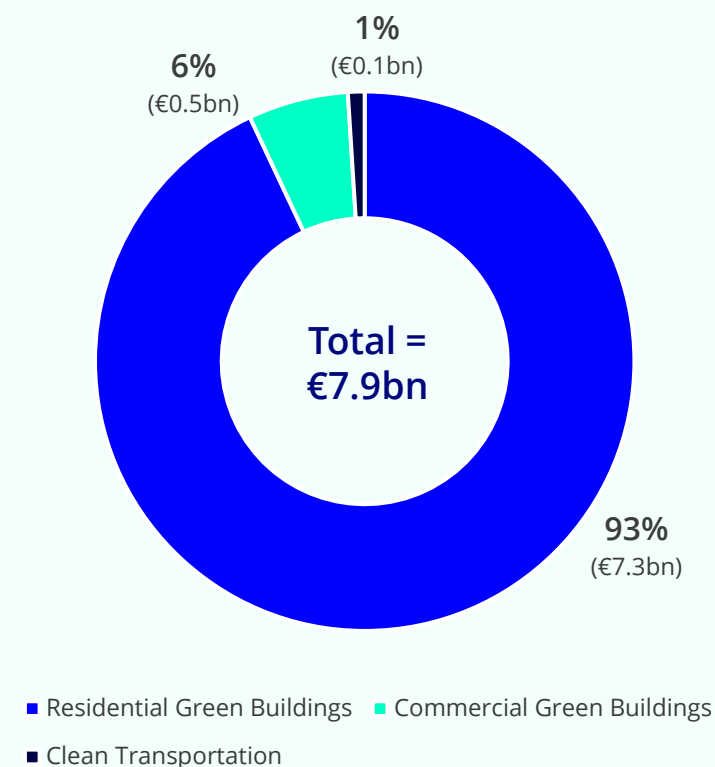
**Governance**

Green Eligible Assets Portfolio			Green Liabilities			
Eligibility Criteria	Number of Loans	Amount (EUR)	ISIN	Settlement Date	Maturity Date	Amount (EUR)
Green Buildings - Residential	22,670	7,341,276,967	XS2311407352	10-Mar-21	10-May-27	750,000,000
Green Buildings - Commercial	16	475,483,949	XS2340236327	11-May-21	11-Aug-31	500,000,000
Clean Transportation	3,508	57,028,771	XS2528657567	06-Sep-22	06-Dec-32	344,147,203
			XS2576362839	16-Jan-23	16-Jul-28	750,000,000
			XS2643234011	04-Jul-23	04-Jul-31	750,000,000
			XS2717301365	13-Nov-23	13-Nov-29	750,000,000
<b>Total</b>	<b>26,194</b>	<b>7,873,789,686</b>	<b>Total</b>			<b>3,844,147,203</b>

Percentage of Proceeds allocated to Green Eligible Assets Portfolio	100%
Unallocated Green Eligible Portfolio Assets	€4,029,642,483
New eligible loans added since 31 December 2024	€574,576,173

The FY25 Allocation Report can be found via the Group's [Green Bond website](#)

2021 Green Bond Framework Eligible Portfolio (FY25)









# Appendix



# Sustainable Finance

Supporting all our customers through our Business Model and Product Offerings

The Group's range of sustainable products and services are carefully designed to help customers make real, impactful changes. This includes green mortgages, loans for eco-friendly cars, loans for home retrofits and business loans for Small and Medium sized Enterprises (SMEs) and farmers, focusing on renewable energy, capital expenditure, and sustainability-linked lending.

Banking		Corporate & Commercial		Wealth & Insurance	
					
<b>Retail Ireland</b>	<b>Retail UK</b>	<b>Corporate Banking</b>	<b>Business Banking</b>	<b>New Ireland</b>	<b>Davy</b>
<ul style="list-style-type: none"> <li>EcoSaver Mortgage</li> <li>Green Home Improvement Loan</li> <li>Home Energy Upgrade Loan Scheme</li> <li>Green Motor Loan</li> <li>Motor financing for EVs</li> </ul>	<ul style="list-style-type: none"> <li>Green New Build mortgage</li> <li>Motor financing for EVs</li> </ul>	<ul style="list-style-type: none"> <li>Green Capex Loan</li> <li>Sustainability-Linked Loans</li> <li>CRE Green Loan</li> <li>Project Finance</li> <li>Woodland Nature Credit</li> <li>Green Deposits (new for FY25)</li> </ul>	<ul style="list-style-type: none"> <li>Enviroflex: Sustainability-Linked Agri Lending</li> <li>Strategic Banking Corporation of Ireland (SBCI) Growth and Sustainability Loan Scheme</li> <li>Green Business Loan</li> </ul>	<p>New Ireland aim to be a sustainable insurer and a responsible investor and offers a range of investment funds to its clients that promote environmental and/or social characteristics</p>	<p>Davy offers a range of investment solutions to its wealth clients that are sustainable, and provides specialist Sustainability supports to its corporate and institutional clients</p>
→ <a href="#">Visit the Personal Banking Green Hub</a>	→ <a href="#">Visit Home Energy Hub Bank of Ireland UK</a>	→ <a href="#">Visit the Corporate Banking Products and Services Hub</a>	→ <a href="#">Visit the Business Banking Green Hub</a>	→ <a href="#">Visit New Ireland Sustainable Investing Hub</a>	→ <a href="#">Visit Davy Sustainable Investing Hub</a>

# Decarbonising our own Operations

We have achieved a 64%<sup>1</sup> emissions reduction in absolute scope 1 and 2 GHG emissions from our 2020 baseline

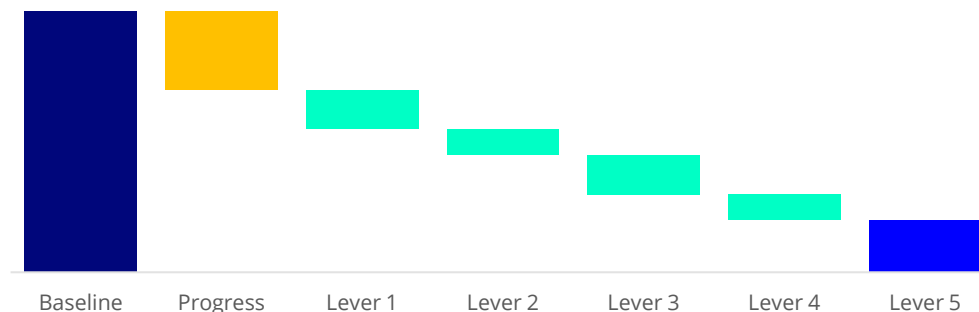
## Group's FY 2025 GHG Emissions (Scope 1, 2 & 3)

Metric	2025 tCO <sub>2</sub> e	2024 tCO <sub>2</sub> e
Gross Scope 1 emissions (fuel consumption)	2,376	3,537
Biogenic emissions Scope 1	5	4
Gross Scope 2 emissions (location – based)	4,196	5,902
Gross Scope 2 emissions (purchased electricity market- based)	3	13
Gross Scope 3 emissions (material for own operations as set out below)	12,363,107	12,502,613
<i>Business travel</i>	4,152	4,469
<i>Waste</i>	4	7
<i>Purchased goods &amp; services</i>	27	29
<i>Downstream leased assets (market based)</i>	923	1,048
<i>Financed emissions<sup>1</sup></i>	12,358,000	12,497,060
<b>% of electricity from renewable sources<sup>2</sup></b>	<b>c.100%</b>	<b>c.100%</b>
<b>Total emissions (location-based)</b>	<b>12,369,684</b>	<b>12,512,056</b>
<b>Total emissions (market-based)</b>	<b>12,365,491</b>	<b>12,506,167</b>

<sup>1</sup> Financed Emissions do not include Davy and New Ireland and were reported for the first time in 2024.

<sup>2</sup> Percentage renewable tied to contractual instruments is 99.93% (2024: 99.75%) with full coverage expected in 2026.



















## Net Zero Pathway for Own Operations (Scope 1 & 2)



### Levers to Achieve Net Zero:

- **Levers 1 and 2 to achieve 70% reduction**
  - **Building Energy Efficiency:** Replacement of gas boilers with heat pumps and solar panels.
  - **Building Fuel Switching:** Replacing kerosene with hydrotreated vegetable oil (HVO) in legacy heating systems.
- **Lever 3 to achieve 80% reduction**
  - **Car Fleet Electrification:** Transition of the Group's Car Fleet to electric vehicles over a multi-year period as leases renew over the 2024-2028 period.
- **Lever 4 to achieve 90% reduction**
  - **Further Efficiencies:** Supported by implementation of new ISO standard to complement existing Energy Management System.
- **Lever 5 to achieve Net Zero**
  - **Carbon Offsetting:** In line with CSRD guidance, the Group has established Carbon Offsets Policy in FY2024 to source appropriate instruments to offset permissible residual emissions by 2030 (10% of 2020 baseline).

# Financed Emissions

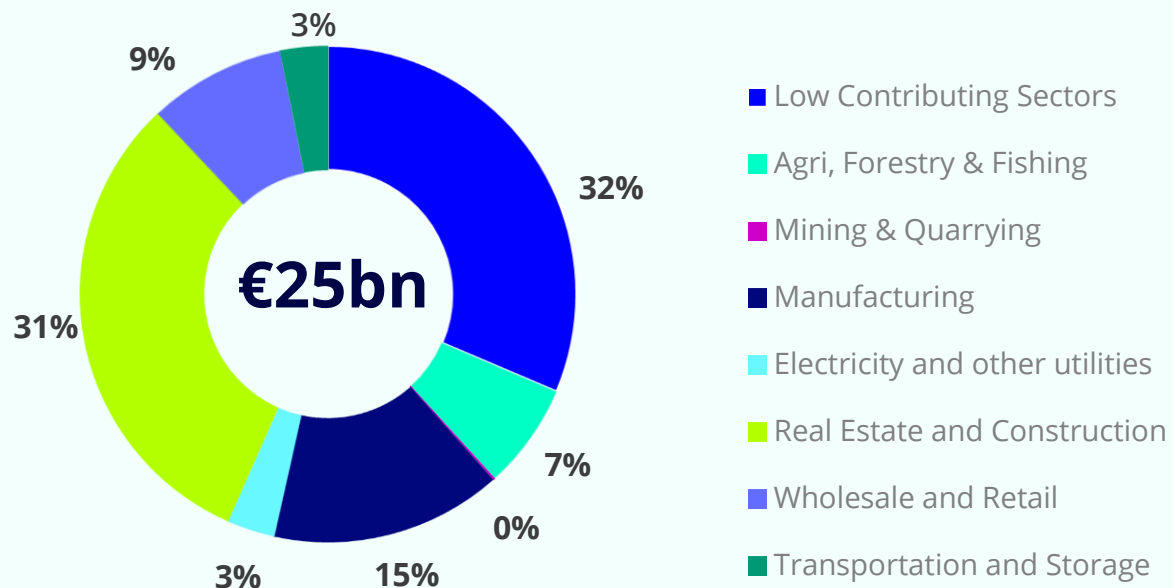
2025		Gross carrying amount €bn	Financed emissions (ktons CO <sub>2</sub> e)	of which; Scope 1 and 2 (ktons CO <sub>2</sub> e)	of which; Scope 3 (ktons CO <sub>2</sub> e)	Weighted average carbon intensity	PCAF average quality data score
Scope 3 financed emissions Customer Lending							
<b>Non-Financial Corporates</b>		<b>25</b>	<b>9,614</b>	<b>1,110</b>	<b>8,504</b>	<b>382</b>	<b>4</b>
	A - Agriculture, forestry and fishing	2	1,443	167	1,276	834	5
	B - Mining and quarrying	-	164	126	38	4,173	4
	<i>of which</i> Fossil Fuel Extraction	-	-	-	-	-	-
	<i>of which</i> Other Mining & Quarrying activities	-	164	126	38	4,173	4
	C - Manufacturing	4	5,352	330	5,022	1,413	4
	<i>of which</i> Food Production	1	1,443	86	1,357	1,204	4
	<i>of which</i> Other Manufacturing	3	3,909	244	3,665	1,509	4
	D - Electricity, gas, steam and air conditioning supply	1	146	126	20	209	4
	E - Water supply; sewerage, waste management	-	26	16	10	290	4
	F - Construction	-	105	12	93	328	5
	G - Wholesale and retail	2	1,113	36	1,077	496	4
	H - Transportation and storage	1	123	48	75	158	5
	L - Real estate activities	8	242	99	143	32	4
	Exposures towards other less sensitive sectors	7	900	150	750	114	4
<b>Residential Mortgages</b>		<b>52</b>	<b>685</b>	<b>685</b>	<b>-</b>	<b>13</b>	<b>4</b>
	RoI mortgages	37	481	481	-	13	4
	UK mortgages	15	204	204	-	14	3
<b>Motor Vehicle Finance</b>		<b>4</b>	<b>290</b>	<b>290</b>	<b>-</b>	<b>73</b>	<b>3</b>
	RoI motor finance	1	57	57	-	64	4
	UK motor finance	3	233	233	-	76	3
<b>Total Customer Lending</b>		<b>81</b>	<b>10,589</b>	<b>2,085</b>	<b>8,504</b>	<b>130</b>	<b>4</b>

## → Commentary

- This table provides a breakdown of the financed emissions associated with the customer lending portfolio. Nonfinancial corporates are disaggregated by the Nomenclature of Economic Activities (NAE) Sectors classified in ESG Pillar 3 disclosures, with residential mortgages and car finance disaggregated by location (RoI and UK).
- It demonstrates a reduction year on year in financed emissions of 11% and weighted average carbon intensity of 12%. These reductions are driven by:
  - reduced exposure to the more emission intensive non-financial corporates sector which has reduced in terms of exposure by 7% year on year;
  - an increase in exposure to the less emissions intensive mortgage and motor vehicle categories which together has increased in terms of exposure by 4% year on year; and
  - year on year reductions in weighted average carbon intensity across the three categories reflecting ongoing shifts toward emission reduction assets and business practices across our customer base and supported by our sustainable finance interventions.

# Climate Risk Management

Commercial lending exposure to sectors that contribute to climate change (FY 2025)



Sector concentrations key risk indicators	2025 Gross Carrying Amount €bn	2025 % Total	YoY Change
Exposure to high contributing sectors <sup>1,2</sup>	17.3	69%	1%
Exposure to top 20 global emitters <sup>3</sup>	0.0	0%	-
Direct fossil fuel exposure <sup>4</sup>	0.0	0%	-
Indirect fossil fuel exposure <sup>5</sup>	0.1	1%	-



## Exposure to transition climate risks

### Sectoral Concentration

- The Group has no direct exposure to fossil fuels in energy and extraction
- 76% of our customer lending is in residential, commercial property and car finance
- Exposure to commercial lending segments with high emissions is relatively low with the exception of the agricultural sector which, due to its specific challenges, requires broader support in which the Group will play an active role through our sustainable financing options like EnviroFlex.

1. Denotes exposure to commercial lending sectors that highly contribute to climate change as classified in Pillar 3 Reporting. The €25 billion in the pie chart denotes the total 2025 exposure to commercial lending (non-financial counterparties).

2 As a result of regulatory Pillar 3 updates to this classification criteria, NACE I (Accommodation and Food Service activities) is no longer classified as a 'sector contributing to climate change'. This sector has been reclassified under 'Low Contributing Sectors', for both the current year and for the YE24 comparative (% of total 68% when restated for 2024).

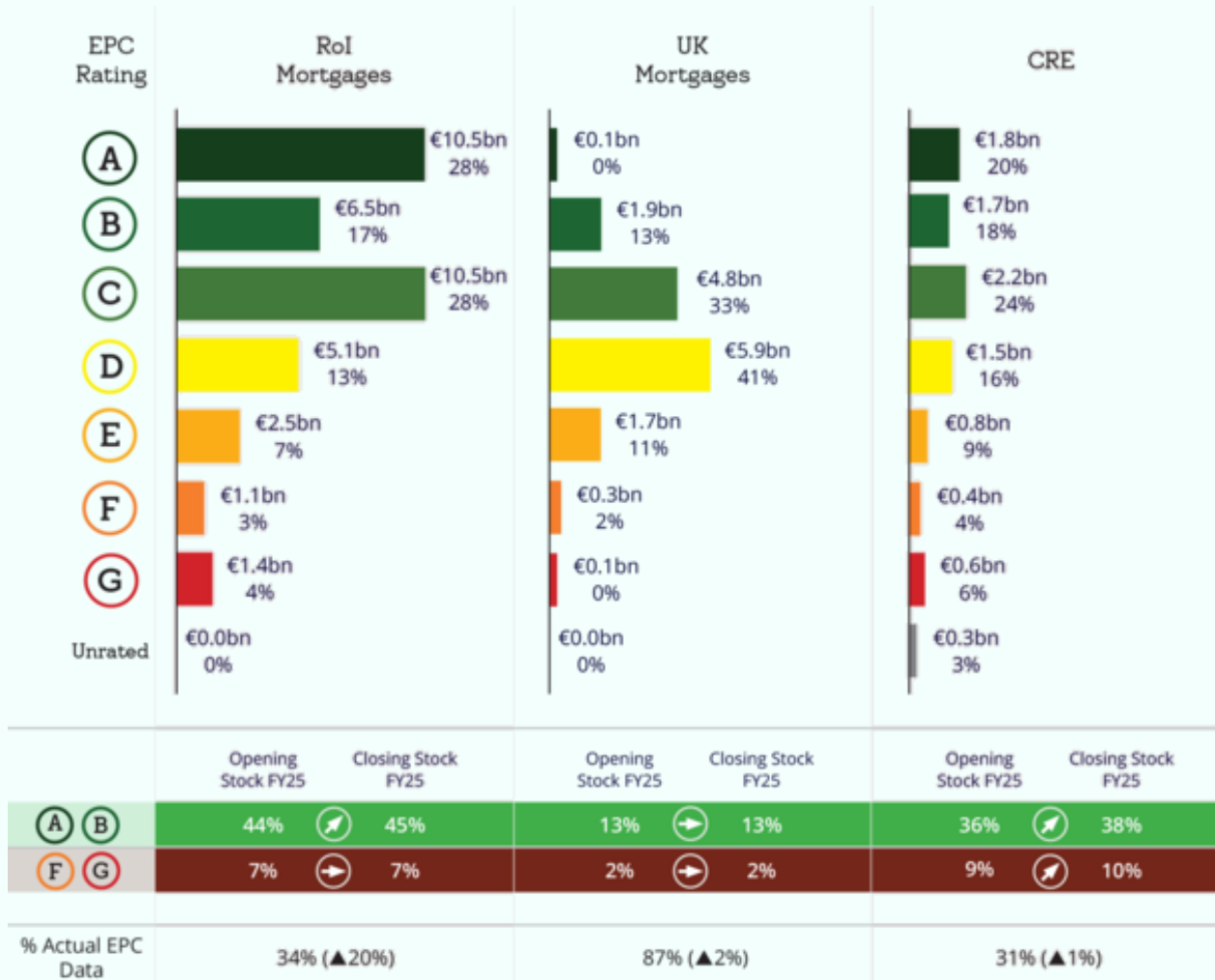
3 Denotes exposure to companies listed among the top 20 most carbon intensive firms globally.

4 Denotes exposure classified in the following Pillar 3 Reporting sub-sectors in Mining and Quarrying: B.05 - Mining of coal and lignite; B.06 - Extraction of crude petroleum (oil) and natural gas.

5 Denotes exposure classified in Pillar 3 to counterparties with revenue from non-direct fossil fuel activities (logistics and supply chain) - denoted in Pillar 3 as Excluded from EU Paris-aligned Benchmarks

# Climate Risk Management

Energy efficiency of property lending portfolios (€62bn as at FY2025)



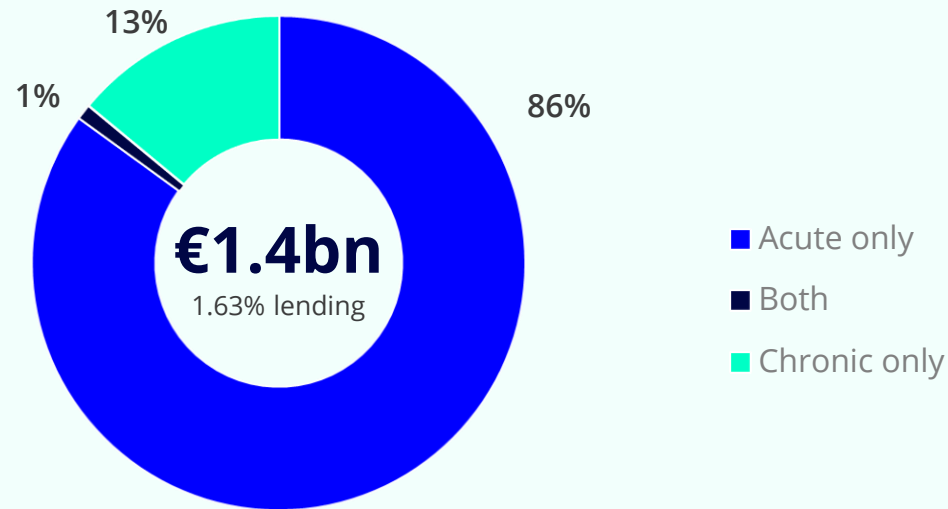
## Exposure to transition climate risks

### Property Energy Efficiency

- 45% of our Republic of Ireland (ROI) mortgage portfolio and 13% of our United Kingdom (UK mortgage portfolio corresponds to properties in the A to B Energy Performance Certificate (EPC) categories
- The EPC profiles reflect the differences in housing stock in the two jurisdictions
- The EPC profile of our CRE portfolio is also improving reflecting progress in our lending strategies to decarbonise our lending portfolios

# Climate Risk Management

## Exposure sensitive to physical climate risk



	Exposure sensitive to physical risks (€m)	As a % of total exposure <sup>1</sup>	YoY change <sup>2</sup>
Group Total	1,174	1.63%	▼ 0.04%
UK Mortgages	340	3.56%	▼ 0.13%
RoI Mortgages	460	1.23%	▼ 0.05%
Commercial Lending	374	1.47%	▲ 0.12%

<sup>1</sup> Group total exposure is total gross carrying amounts for loans and advances at amortised cost

<sup>2</sup> Material driver of YoY change is increase in coverage of flood risk assessment across CRE portfolio



## Exposure to physical climate risks

Six sub-types of risk that have been categorised into acute and physical risk categories as follows:

Acute physical risk	Chronic physical risk
Flood	Heat stress
Storms	Sea level risk
Wildfire	Water stress

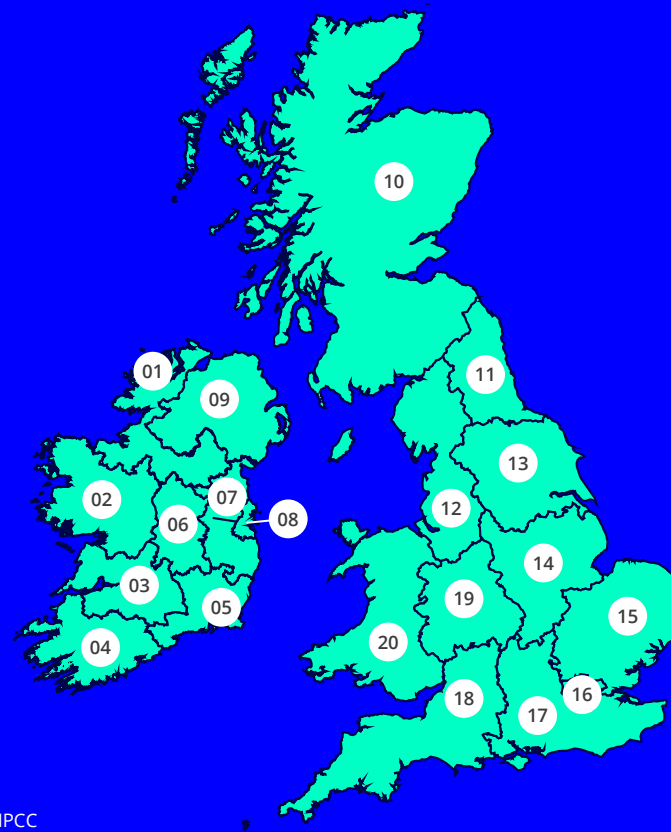
- For exposures collateralised by immovable property (residential and commercial), the collateral location is used to assign exposures to the NUTS 3 regions level to assess the exposure to physical risk
- Where lending is not collateralised the country of risk is used
- If any of the six physical risks are classified as “Highly Exposed” for that region, the exposure is classed as sensitive to impact from chronic and acute physical risks

# Climate Risk Management

## Flood Risk Scenario Analysis

Area	% of total mortgage lending	% of regional lending at risk
1. Border	2.4%	0.6%
2. West	4.8%	0.2%
3. Mid West	4.6%	2.1%
4. South West	7.8%	1.2%
5. South East	4.2%	1.7%
6. Midlands	3.0%	0.1%
7. Mid East	14.5%	0.8%
8. Dublin	30.4%	2.2%
9. Northern Ireland	1.1%	2.7%
10. Scotland	2.4%	1.5%
11. North East	0.8%	0.7%
12. North West	2.7%	1.8%
13. Yorkshire and the Humber	1.4%	3.3%
14. East Midlands	1.6%	1.5%
15. East of England	2.9%	1.4%
16. Greater London	5.6%	3.6%
17. South East	4.6%	3.0%
18. South West	2.3%	2.2%
19. West Midlands	1.9%	0.8%
20. Wales	1.0%	3.9%
Total	100%	

RoI (c.€37.7bn) and UK (c.€14.8bn) mortgage portfolios – flood risk by region in forward looking stress climate scenarios (FY2025)



→ As an additional lens to identify exposures sensitive to physical risk, we have undertaken a more property specific physical risk assessment for properties in RoI and UK that are residential or commercial property collateral for lending exposures

→ The map represents the proportion of RoI and UK properties at high risk of flood as a percentage of the Group's mortgage lending under a forward-looking climate scenario

→ The locations of these properties have been geo-coded for flood risk assessment using data and modelling from JBA Flood Risk Management, a leading provider of climate flood modelling in the Irish and UK market

→ The flood scores are projected forward based on the RCP 8.5 Pathway<sup>1</sup> where emissions continue to rise throughout the 21st century and global temperatures increase by 2100 by 3.2 to 5.4 degrees

1. Representative Concentration Pathways for greenhouse gas concentration trajectories adopted by the IPCC (Intergovernmental Panel on Climate Change). The pathways describe different climate futures, all of which are considered possible depending on the volume of GHGs emitted in the years to come.



# Green Bond Framework



# Pillar 1: Use of Proceeds (Green Bond Framework 2024)

ICMA GBP Eligible Category



**Green Buildings  
(Residential and  
Commercial)**



**Renewable  
Energy**



**Clean  
Transportation**

Eligibility Criteria

**Residential and Commercial Buildings in Ireland**

- Residential and commercial buildings built before January 2021 belonging to the top 15% low carbon buildings in Ireland (BER label of B2 or better, or built from 2015)
- Residential and commercial buildings built from January 2021 with a primary energy demand at least 10% lower than Nearly Zero-Energy Building (NZEB) standard<sup>1</sup>
- New or existing commercial buildings in the Ireland, holding a BREEAM ‘Outstanding’ or ‘Excellent’ certification, or LEED ‘Platinum’ or ‘Gold’ certification

**Residential Buildings in the UK**

- Residential buildings belonging to the top 15% low carbon buildings in the local context (based on primary energy demand or emissions intensity performance) or with an Energy Performance Certificate (“EPC”) A or B label

**Commercial Buildings in UK or USA**

- New or existing commercial buildings in the UK and USA holding a BREEAM ‘Outstanding’ or ‘Excellent’ certification, or LEED ‘Platinum’ or ‘Gold’ certification
- New or existing commercial buildings belonging to the top 15% low carbon buildings in the UK & USA

**Renovated residential and commercial buildings**

- The renovation achieves savings in net Primary Energy Demand of at least 30% in comparison to the baseline performance of the building before the renovation

- Renewable energy generation facilities including onshore and offshore wind, solar and geothermal

- Manufacture, development, and retrofit of Battery Electric Vehicles (BEVs) and electrically powered public transport systems, and electric vehicle charging infrastructure

Example Green Projects

- Green Mortgages
- Green Commercial Real Estate Loans
- Green Building Renovation Loans

- Renewable Energy Projects

- Leases for Battery Electric Vehicles
- Green Motor Loans
- Financing of Electric Vehicle Charging Infrastructure

UN SDG



<sup>1</sup> In line with the EU EPBD directive, Ireland carries out a cost optimal analysis to define NZEB requirements. At the time of writing, the cost optimal analysis for residential and non-residential buildings can be found [here](#) and [here](#) respectively, as published by the Department of Housing, Local Government and Heritage.

# Pillar 2: Project Evaluation and Selection Process

→ All potential Eligible Assets go through the standard credit process, which is governed by the Group Credit Policy and Group Credit Framework

→ All potential Eligible Assets need to comply with local laws and regulations, including any applicable regulatory environmental and social requirements



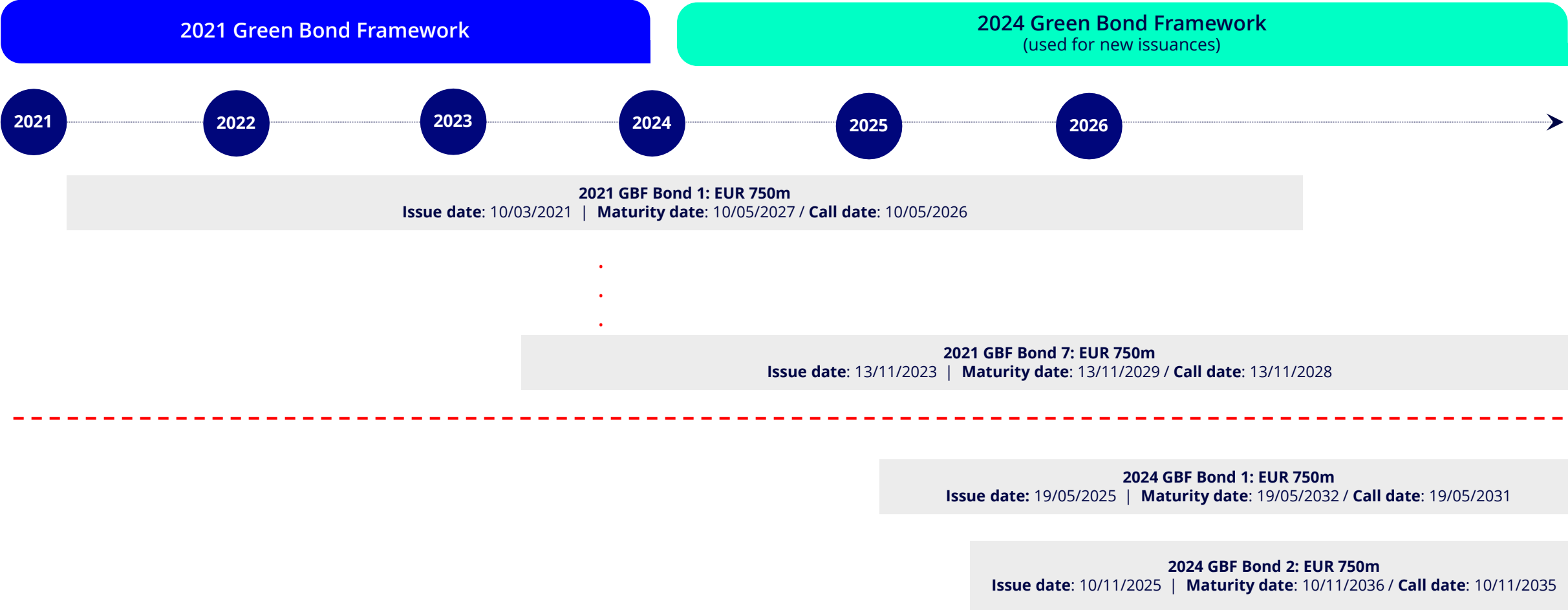
The Eligible Green Loans are evaluated from an environmental perspective by a Sustainable Finance Working Group that reports directly to the Sustainability Decision Group. The Sustainability Decision Group acts as an advisory body to the Chief Sustainability and Investors Relations Officer and ensures a coordinated approach to both the delivery and reporting of the Group's sustainability framework and strategy to the Group Executive Committee and the Board.

## The role of the Sustainable Finance Working Group is to:

- Approve the proposed loans for inclusion in the Eligible Green Loan Portfolio based on the Eligibility Criteria;
- Approve the removal of loans on the basis that they no longer meet the eligibility criteria, e.g. following divestment, liquidations or concerns that the assets/projects do not align with the Group's sustainability strategy;
- Approve allocation and impact reporting;
- Review external documents such as Second Party Opinions and related documents from external consultants and accountants;
- Monitor regulatory developments with regards to Green Bond Frameworks and review the contents of the Framework and update it to reflect changes in corporate strategy, technology or market developments on a best efforts basis; and
- Review the evaluation and selection process in order to facilitate the external verification of whether the Green Eligible Assets Portfolio meets the Eligibility Criteria.

# Pillar 3: Management of Proceeds

The 2021 Green Bond Framework will remain applicable for existing Green Bonds issued before the inception of the 2024 Green Bond Framework. The 2024 Green Bond Framework is being used for all new Green Bond issuances from 2024 onwards.



# Pillar 3: Management of Proceeds

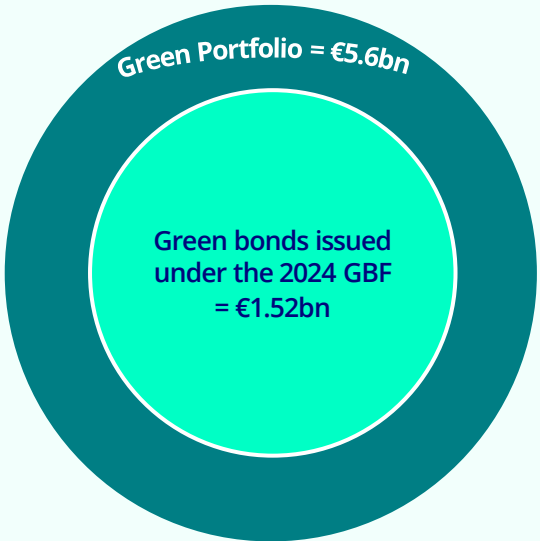
- The proceeds of the Green Finance Instruments issued under this Framework will be managed and tracked by the Group on the basis of a **portfolio approach**
- The Group intends to allocate an amount equal to the proceeds from the Green Finance Instruments to a portfolio of Eligible Loans that meet the Use of Proceeds Criteria and in accordance with the evaluation and selection process (the **Eligible Green Loan Portfolio**)
- The Group will strive to achieve a level of allocation to the **Eligible Green Loan Portfolio** which **matches or exceeds** the balance of proceeds from its outstanding **Green Finance Instruments**
- For any Green Finance Instrument, proceeds that remain unallocated post issuance, the Group will hold and/or invest at its own discretion in its treasury liquidity portfolio, in cash or other short term and liquid instruments. Bank of Ireland intends to at least assign a portion of an amount equal to the (unallocated) net proceeds to ESG orientated assets (e.g. green or social bonds) within its treasury liquidity portfolio
- All potential changes to the **Eligible Green Loan Portfolio** will be reported quarterly to the **Sustainable Finance Working Group for approval**

2021 GBF Eligible Portfolio & Green Liabilities (FY25)



Portfolio and green bond issuance size not to scale

2024 GBF Eligible Portfolio & Green Liabilities (FY25)



Portfolio and green bond issuance size not to scale

# Pillar 4: Reporting

- Within one year of issuance, and annually thereafter, the Group will produce an external report to investors comprising an Allocation Report and an Impact Report, subject to the availability of suitable information and data
- These reports shall be made publicly available via the Group website at [www.bankofireland.com/investor](http://www.bankofireland.com/investor)

## Allocation Reporting

### **The Allocation Report will provide details on the Green Eligible Assets Portfolio such as:**

- Total amount of proceeds allocated to Eligible Assets per category as specified in the Use of Proceeds section above;
- The proportion of financing and/or refinancing;
- The balance of unallocated proceeds, if any; and
- New eligible loans added in previous calendar year

## Impact Reporting

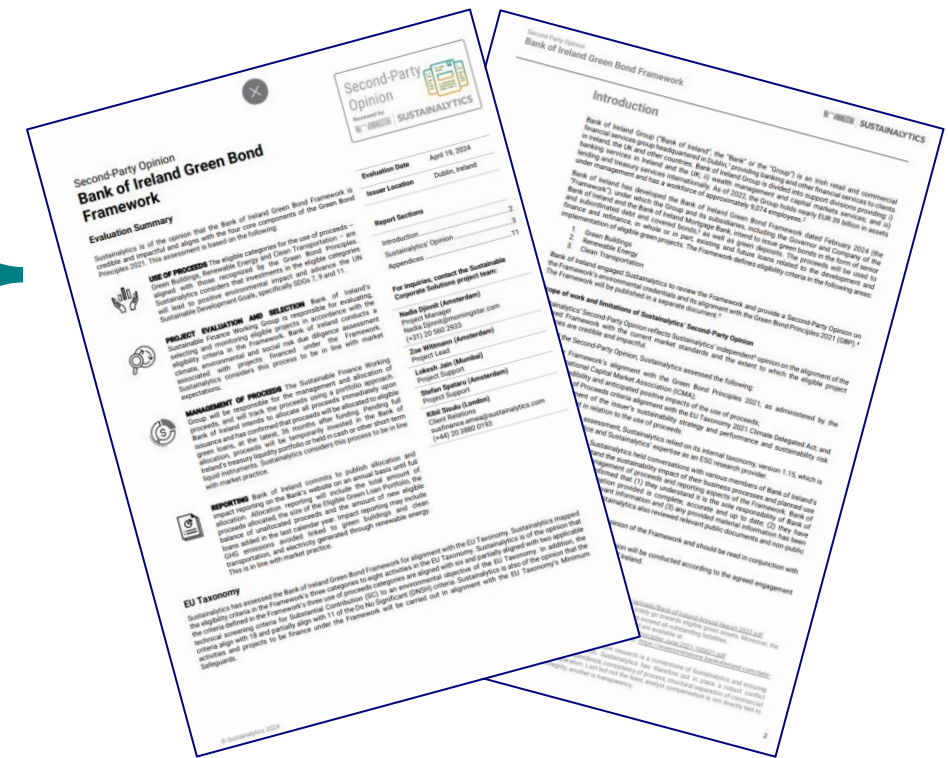
- The Group will report on selected environmental impacts of its Green Eligible Assets, subject to the availability of suitable information and data
- The Group anticipates that the key environmental impact indicator will be tCO<sub>2</sub>e avoided arising from:
  - i. increased residential and commercial energy efficiency, and
  - ii. the displacement of more carbon-intensive forms of electricity generation by renewable energy generation
- The Group may also appoint a technical consultant to assist with the development of the methodology for the estimation and calculation of the environmental impact of Green Eligible Assets

# Second Party Opinion

“Sustainalytics is of the opinion that the Bank of Ireland Green Bond Framework is credible and impactful and aligns with the four core components of the Green Bond Principles 2021”

Sustainalytics’ assessment of the Bank of Ireland’s Green Bond Framework concluded that the:

- Green Bond Framework is aligned with the four core components of the Green Bond Principles 2021
- Eligible categories will lead to positive environmental impacts and advance the UN Sustainable Development Goals
- Process for evaluating and selecting projects is in line with market practice
- Management of proceeds process is in line with market practice
- Allocation and impact reporting process is aligned with market practice
- Overall sustainability quality in terms of sustainability benefits, risk avoidance and minimisation is good
- Green Bond Framework either aligns or partially aligns with the EU Taxonomy (across Substantial Contribution, Do No Significant Harm, Minimum Social Safeguards), depending on the eligible categories and location of respective eligible green loans



# Second Party Opinion – EU Taxonomy Alignment



Performed by  SUSTAINALYTICS

Eligible Green Category	Green Buildings (Residential & Commercial)	Renewable Energy (Wind & Solar)	Clean Transportation (Electric Vehicles)
Geography	Ireland & UK	Ireland & UK	Ireland & UK
Technical Screening Criteria	Partially Aligned <sup>1</sup>	Aligned	Aligned
Do No Significant Harm	Partially Aligned <sup>2</sup>	Aligned	Partially Aligned <sup>3</sup>
Minimum Social Safeguards	Aligned	Aligned	Aligned

1. Partial Alignment is considered for buildings with certification schemes (e.g. LEED/BREEAM) as these certifications are currently not considered under the EU Taxonomy. We expect the certification schemes to publish information relating to the extent of alignment to the EU Taxonomy in the near future.

Separately, for buildings >5000m<sup>2</sup> there are two additional requirements. i) Air-tightness and thermal integrity tests or alternatively 'robust quality control processes' ii) the calculation of a 'Global Warming Potential' for each life cycle stage of the building. BOI currently has data limitations which inhibits its ability to prove these additional requirements.

In addition, UK and US residential and commercial buildings built after 2021 are not able to comply with the concept of 'NZEB-10%' given 'NZEB' is an EU concept.

Lastly, BOI currently does not possess specific information to confirm if non-residential buildings meet the 290 kW effective rated output threshold stipulated in the EU Taxonomy technical screening criteria. However, in Ireland by 31 December 2025 and the UK by 1 January 2025, large non-residential buildings are required by law to be efficiently operated through energy performance monitoring and assessment.

2. Partial alignment is considered under the 'construction of new buildings' EU economic activity due to various technical specifications not matching with current building law in the UK & Ireland.

3. Partial alignment is considered for transport due to tyres not complying with external noise requirements and rolling resistance coefficients.



## Contact details

For further information please contact:

### → Investor Relations Team

Eamonn Hughes	tel: +353 87 202 6325	<a href="mailto:eamonn.hughes@boi.com">eamonn.hughes@boi.com</a>
Philip O'Sullivan	tel: +353 86 358 7674	<a href="mailto:philip.osullivan1@boi.com">philip.osullivan1@boi.com</a>
Owen Callan	tel: +353 86 047 1678	<a href="mailto:owen.callan@boi.com">owen.callan@boi.com</a>
Stacey Albert	Tel: +353 87 345 7542	<a href="mailto:stacey.albert@boi.com">stacey.albert@boi.com</a>

### → Investor Relations website

[www.bankofireland.com/investor](http://www.bankofireland.com/investor)



# Disclaimer

**General:** This document is intended to provide non-exhaustive, general information and does not purport to be comprehensive. This document may contain or incorporate by reference public information not separately reviewed, approved or endorsed by Bank of Ireland Group plc and its subsidiaries (Bank of Ireland) and accordingly, no representation, warranty or undertaking, express or implied, is made and no responsibility or liability is accepted by Bank of Ireland as to the fairness, accuracy, reasonableness or completeness of such information. Bank of Ireland shall not be held responsible for any damages, direct, indirect or otherwise, arising from the use of this document by any recipient of this document.

**Forward Looking Statements:** This document may contain statements about future events and expectations that are forward looking statements. None of the future projections, expectations, estimates or prospects in this document should be taken as forecasts or promises nor should they be taken as implying any indication, assurance or guarantee that the assumptions on which such future projections, expectations, estimates or prospects have been prepared are correct or exhaustive or, in the case of the assumptions, fully stated in the document.

**No duty to update:** The information contained in this document is provided as at the date of this document and is subject to change without notice. Bank of Ireland has no obligation and undertakes no obligation to update, modify or amend this document or the statements contained herein to reflect actual changes in assumptions or changes in factors affecting these statements or to otherwise notify any addressee if any information, opinion, projection, forecast or estimate set forth herein changes or subsequently becomes inaccurate.

**Restriction on distribution:** The distribution of this document and of the information it contains may be subject to legal restrictions in some countries. Persons who might come into possession of it must inquire as to the existence of such restrictions and comply with them. This document is not intended for distribution to, or use by, any person or entity in any jurisdiction or country where such distribution or use would be contrary to law or regulation.

**No offer of securities or investments:** This document is not intended to be and should not be construed as providing legal or financial advice. It does not constitute an offer or invitation to sell or any solicitation of any offer to subscribe for or purchase or a recommendation regarding any securities. Nothing contained herein shall form the basis of any contract or commitment whatsoever and it has not been approved by any security regulatory authority.

The Bank of Ireland Green Bond Framework represents Bank of Ireland policy and intent, is subject to change and is not intended nor can be relied on, to create legal relations, rights or obligations. Any decision to purchase any Bank of Ireland Green Bonds should be made solely on the basis of the information to be contained in any offering document or prospectus produced in connection with the offering of such bonds. Prospective investors are required to make their own independent investment decisions and seek their own professional advice before taking any investment decision with respect to securities of issued by Bank of Ireland.

No representation is made as to the suitability of any Bank of Ireland Green Bonds to fulfil environmental and sustainability criteria required by prospective investors. Each potential purchaser of Bank of Ireland Green Bonds should determine for itself the relevance of the information contained or referred to in this document, the Bank of Ireland Green Bond Framework or the relevant bond documentation for such Bank of Ireland Green Bonds regarding the use of proceeds and its purchase of Bank of Ireland Green Bonds should be based upon such investigation as it deems necessary. No representation is made as to the suitability or accuracy of any references to the EU taxonomy, including any references to 'alignment' with the EU taxonomy.

**Green Bond Framework:** Bank of Ireland has set out its intended policy and actions in the Bank of Ireland Green Bond Framework in respect of use of proceeds, project evaluation and selection, management of proceeds and investor reporting, in connection with Bank of Ireland Green Bonds. However, it will not be an event of default or breach of contractual obligation under the terms and conditions of any Bank of Ireland Green Bonds if Bank of Ireland fails to adhere to the Bank of Ireland Green Bond Framework, whether by failing to fund or complete eligible green projects or otherwise.

In addition, it should be noted that all of the expected benefits of the projects as described in this document and / or the Bank of Ireland Green Bond Framework may not be achieved. Factors including (but not limited to) market, political and economic conditions, changes in government policy, changes in laws, rules or regulations, the lack of available suitable projects being initiated, failure to complete or implement projects and other challenges, could limit the ability to achieve some or all of the anticipated benefits of these initiatives, including the funding and completion of eligible green projects. In addition, each environmentally focused potential purchaser of Bank of Ireland Green Bonds should be aware that eligible green projects may not deliver the environmental or sustainability benefits anticipated, and may result in adverse impacts. On this basis, all and any liability, whether arising in tort, contract or otherwise which any purchaser of Bank of Ireland Green Bonds or any other person might otherwise have in respect of this document, the Bank of Ireland Green Bond Framework or any Bank of Ireland Green Bonds as a result of any failure to adhere to or comply with the Bank of Ireland Green Bond Framework is hereby disclaimed to the fullest extent permitted by law.

**Information about Bank of Ireland:** Bank of Ireland Group plc is a public limited company incorporated in Ireland, with its registered office at 2 College Green, Dublin 2 and registered number 593672. Bank of Ireland Group plc is the holding company of Bank of Ireland.

The Governor and Company of the Bank of Ireland is incorporated in Ireland with limited liability (Registered Number – C-1). Its registered office is 2 College Green, Dublin 2.

The Governor and Company of the Bank of Ireland is regulated by the Central Bank of Ireland. In the UK, The Governor and Company of the Bank of Ireland is authorised by the Central Bank of Ireland and the Prudential Regulation Authority and subject to limited regulation by the Financial Conduct Authority and Prudential Regulation Authority.