

Group Energy Policy 2025

This policy sets out Energy Programme of Bank of Ireland Group plc (the Group), based on industry best practice, and the requirements of legislation and building regulations, but cognisant of the operational needs of the organisation.

Bank of Ireland seeks to be a responsible energy manager, promoting energy efficiency throughout its operations, and reducing our use of energy resources. We also promote the importance of good energy management for the economic, social and environmental well-being of the Group's customers, colleagues and communities.

Bank of Ireland as a nationally recognised market leader in financial services and a responsible property manager is committed to:

- Improving our energy performance via our commitment to maintaining a certified ISO50001 Energy Management Standard
- Decarbonising our own operations to make them Net Zero by 2030 and Science Based Targets now set and signed off.
- Reducing our energy costs
- Reducing our dependence on finite fossil fuels in all operational areas

Our process of continual improvement is achieved through our group wide ISO 50001 energy management system which enables,

- Setting objectives and targets and developing energy action plans
- Measuring energy use on an ongoing basis and using this information to regularly review policy, objectives, targets and the allocation of resources
- Compliance with the EU Energy Directive (EAS and ESOS)
- Educating and training contractors involved in building operations to ensure they deliver services in an energy efficient manner
- Raising awareness amongst employees on energy usage; encouraging, guiding and supporting staff to act in accordance with this energy policy
- Ensuring all major programmes including procurement of products, services or design activities undertaken within the Group consider the ongoing energy related costs – total cost of ownership – as part of the investment assessment criteria

The scope includes the energy management of all administration buildings and retail branches.

Bank of Ireland Group is a signatory of the UN Principles for Responsible Banking.

Bank of Ireland recognises the importance of energy efficiency and is making available all the necessary information and appropriate resources to achieve the above objectives and targets

In line with the Bank of Ireland Group Code of Conduct 2025, we will also “comply with the law, any applicable regulatory directives and all relevant codes of practice” with respect to energy management. This compliance will extend to all Group policies and commitments and any external commitments, such as our participation in Sustainable Energy Authority of Ireland’s (SEAI) Large Industry Energy Network (LIEN).

This Bank of Ireland energy policy is reviewed annually as part of the senior management review of the ISO50001 Energy Management System.

This policy is aligned to Bank of Ireland’s Purpose and Values. Our Values – Customer First, Better Together, Take Ownership, and Be Decisive – represent who we are and who we want to be when we are at our best. They guide how we show up every day for each other and how we deliver on our Purpose to help Customers, Colleagues, Shareholders, and wider Society to Thrive. We want everyone in the organisation to understand how this policy connects with our Purpose and Values and to think about how it helps guide their behaviour and the work they do every day.

This policy is available on the Bank of Ireland’s intranet site, and also on the Bank’s website www.bankofireland.com.

I fully endorse this Energy Programme and will support employees in the delivery of the key objectives outlined in this policy

Signed:

Myles O’Grady
Group CEO

Date: 23-5-25