

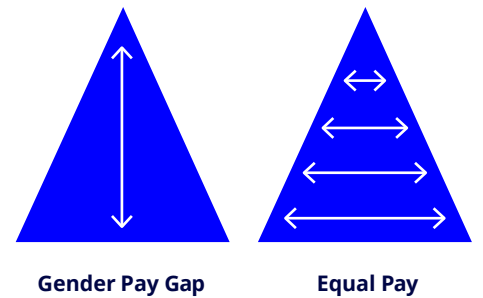
“ Our purpose is to enable our customers, colleagues and communities to thrive. ”

At the heart of this purpose, is our commitment to **Inclusion and Diversity**: to foster an inclusive working environment, that is welcoming to all, where all colleagues are enabled to reach their full potential – and to attract, promote and retain diverse talent at all levels.

As part of our commitment to transparency around Inclusion & Diversity at Bank of Ireland, we have voluntarily published a Gender Pay Gap figure since 2020. This figure was calculated using the UK Gender Pay Gap reporting methodology. This is the first year Bank of Ireland Group (ROI) and its subsidiaries will report under the new 'Gender Pay Gap Information Act 2021' which came into law in Ireland on 31 May 2022. 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 2022.

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.
- There are two key measures calculated:
 - The **mean pay gap** is calculated by adding all employees' pay together for each gender to derive an hourly rate of pay for that gender and dividing by the total number of employees.
 - The **median pay gap** is calculated by finding the midpoint in all employees' hourly pay and discarding the lowest and highest rates of pay or 'outliers.' Therefore, half of the employees' earnings will be above the midpoint and half will be below the midpoint. Often, a median pay gap will be lower than its corresponding mean pay gap.
 - The Group ROI mean gender pay gap 2022 is 20.5% and the median gap is 17.1%
- 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. The Group is compliant with this Act.



Pay difference between men and women

	Difference between men and women	
	Mean	Median
Year	2022	2022
Hourly pay	20.5%	17.1%

Gender Pay Gap 2022

What is driving our Gender Pay Gap?

Gender imbalance at senior levels is a significant contributor to the gender pay gap at Bank of Ireland. This means we have proportionately more female colleagues in junior roles and proportionately fewer female colleagues in senior roles. With lower numbers of female colleagues 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.

7,175
Total Head Count

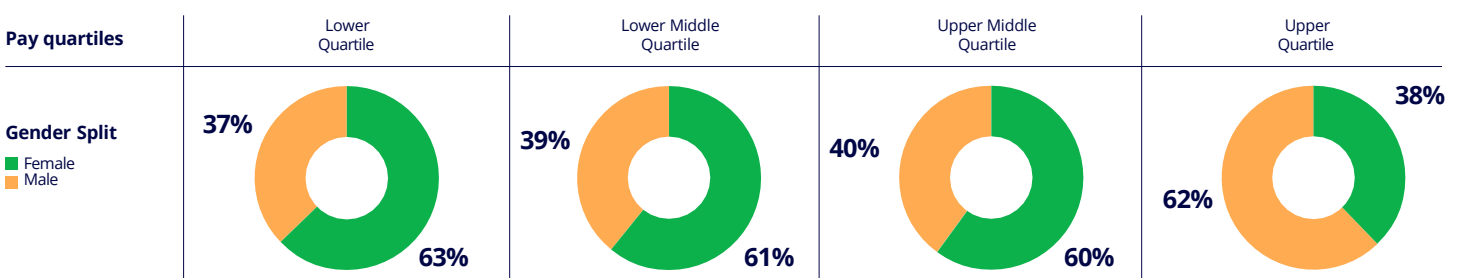
56%
female workforce

Mean Gender Gap
20.5%

Median Gender Gap
17.1%

Pay quartiles

The chart below shows the gender representation in each of our pay quartiles. Within each of the quartiles there is 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?

Whilst we have made progress in closing the Group Gender Pay Gap, there is more to do. We are taking the right actions to address the gap by:

- Continuing to create greater gender balance in senior roles through targeting 50:50 gender balance in senior appointments
- Enabling and supporting flexible ways of working for colleagues at all levels of the organisation
- Providing career development and leadership programmes for female talent to support acceleration to senior positions
- Implementing transparent and open recruitment and promotion processes via our Recruitment Charter
- Building management and leadership capability to hire inclusively through mandatory I&D training
- Establishing working groups in each division to drive local, tailored initiatives to improve gender balance
- Continuing to embed inclusion and diversity into our policies, practices and platforms
- Strengthening accountability and governance through enhanced regular monitoring and reporting

Part time employees:

	Difference between part time male and female employees	
	Mean	Median
Year	2022	2022
Hourly pay	-19.5%	-34.8%

Part time men are paid 19.5% less on an average hourly basis than women.
Part-time male colleagues are concentrated in less senior roles, the inverse dynamic of the overall pay gap driver.

Temporary employees:

	Difference between temporary male and female employees	
	Mean	Median
Year	2022	2022
Hourly pay	-3.3%	0%

Temporary male colleagues are paid 3.3% less on an average hourly basis than women.

Bonus Remuneration:

	Difference between bonus remuneration of male and female employees	
	Mean	Median
Year	2022	2022
Hourly pay	0.0%	0.0%

No bonuses were awarded in the reporting period.

Additional Information:

	Male	Female
% of employees who received bonus pay	0.0%	0.0%
% of employees who received benefit in kind	90.7%	90.2%

Men and women receive BIK at a similar level.