

AIB

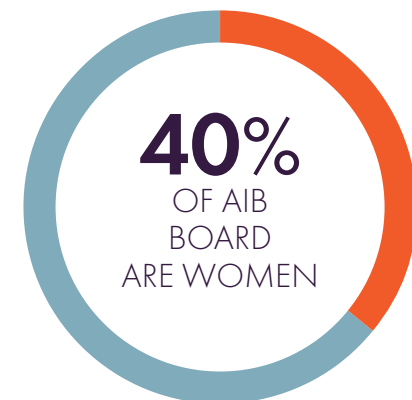
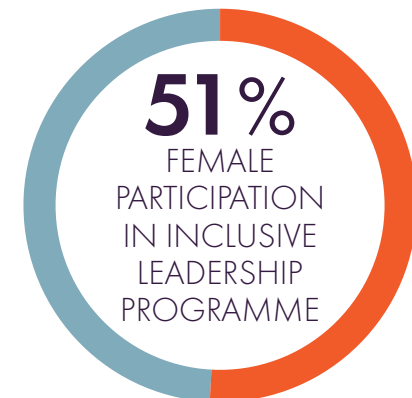
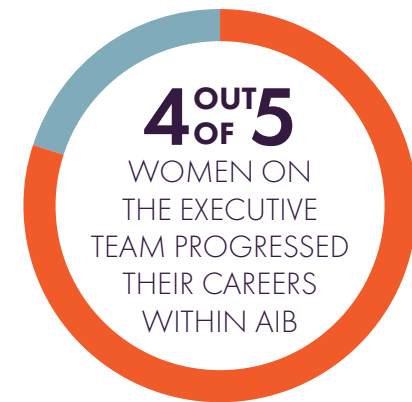
In 2021, AIB received international recognition as one of only ten companies (of 3,702 researched) to achieve gender balance (40% - 60% women) across all four levels considered - Board of Directors, Executive, Senior Management and Workforce (2021 Equileap Gender Equality Global Report and Ranking). Additionally, AIB Group ranked 1st in Ireland, and 11th in Europe in the 2021 Best Practice Leader in European Women on Boards Gender Diversity Index.

These achievements reflect a sustained effort on gender balance that was accelerated in 2020 with the establishment of *Roots to Boardroom*, a holistic gender balance programme which strives to achieve balance in recruitment, participation, promotions and pay within AIB

Support from the CEO, Executive Committee and Board has provided the foundation for AIB's drive for gender balance over the years. This has been backed up by public commitments to gender balance, and through AIB's people strategy, which has active steps towards gender balance embedded across talent management, succession planning, recruitment and selection. In 2021 our graduate intake was gender balanced, providing a good example of targeted action plan implementation. Gender balance is also a stated priority in the bank's Inclusion & Diversity agenda.

In support of a clear strategic direction, AIB put in place systems to track gender-related metrics, and set a long-term ongoing target of being gender balanced (40% - 60% women) for Board, ExCo and senior management. There is high accountability for progress, with regular progress reports provided to the AIB Board and detailed disclosures in AIB's annual financial and sustainability reports.

In order to create an environment conducive to progress on gender, AIB implemented a fully inclusive leadership programme that had 51% female participation and featured an inclusive leadership module. In addition, we strive to ensure our policies are progressive and support an inclusive and diverse culture. Building on a market leading approach to Parents Leave, for example, AIB enhanced its family leave offering in September 2022 to include Fertility leave, Compassionate leave for pregnancy loss, and Surrogacy Leave.



“Our firm belief is that Gender Balanced organisations lead to better outcomes for all. We are steadfast in our pledge to do more to ensure that AIB remains focussed on sustainable gender balance into the future.”

Colin Hunt, CEO AIB

A strong and active Employee Resource Group driven by the voluntary effort of employees has also been a key ingredient in advancing gender balance. The AIB Women’s Network has delivered a multitude of events, and also drives our award winning *Mentor Her* programme which has achieved exceptional results, with real positive outcomes for participants, including:

- 89% understood their strengths, an increase from 46% pre-programme
- 68% know opportunities open to them, an increase from 20% pre-programme
- 63% saw a clear career pathway, an increase from 12% pre-programme

In one area that has been historically male-orientated, we have started a new returners programme with ICT Skillnet and Women ReBoot supporting women to reignite their technology career. Our focus is not only internal, we support initiatives within our communities to empower young women from primary schools and secondary schools to fulfil their potential. We work with external partners and initiatives addressing gender balance such as the 30% Club.

The guiding principle of *Roots to Boardroom* is that gender balanced organisations have better decision making and organisational outcomes, which enhances both the service provided to customers and investor value and returns. *Roots to Boardroom* has enabled AIB on our gender balance journey, but we have more to do. Our ultimate aim is to ensure that the delivery of gender balance becomes sustainable and permanent.

“*Mentor Her* helps the flow of talent through the organisation enabling females to appreciate their strengths and fulfil their potential.”

TOP 5 TACTICS

Roots to Boardroom, a holistic gender balance programme

Support from the CEO, Executive Committee and Board

Track gender-related metrics and set a target of being gender balanced (40% - 60% women) for Board, ExCo and senior management

High accountability for progress, with regular reports provided to the AIB Board and detailed disclosures in AIB’s annual financial and sustainability reports

Policies are progressive and support an inclusive and diverse culture
