The Governor and Company of the Bank of Ireland and Bank of Ireland Group plc

(together "Bank of Ireland")

Board succession updates

24 September 2026

Bank of Ireland announces Board succession updates

Bank of Ireland today announces planned Board succession changes, with **Giles Andrews** and **Michele Greene** to retire as Independent Non-Executive Directors during 2027.

These changes form part of the Board's ongoing and proactive succession planning programme. The Board continues to review its composition to ensure an appropriate balance of skills, experience, independence, diversity and fresh perspectives aligned to the delivery of the Group's strategy and long-term success.

The planned retirements follow the appointments of **Niamh Marshall**, **Emer Finnan** and **Hans van der Noordaa** during 2025, and **Pascal Boillat** in July 2026. The Board's succession activities remain ongoing, including consideration of future Board and committee leadership appointments, and an update on further Board appointments will be provided in due course.

Giles Andrews joined the Board in November 2020 and currently chairs the Group Transformation Oversight Committee. He has also served on the Remuneration Committee, Risk Committee and Sustainability Committee. Throughout his tenure, the Board and the Group has benefited from his significant experience and energy in technology, innovation, digital banking and business transformation.

Michele Greene joined the Board in December 2019 and currently serves as Deputy Chair, Senior Independent Director and Chair of the Board Risk Committee. During her tenure, she has also been a member of the Audit Committee, Nomination & Governance Committee, Sustainability Committee and Group Transformation Oversight Committee. Michele has brought great commitment and deep expertise in risk management, regulation, governance, data and business transformation, together with a strong customer and analytical perspective.

Akshaya Bhargava, Chairman of Bank of Ireland, said:

"On behalf of the Board, I would like to thank Giles and Michele for their outstanding contribution to Bank of Ireland since their respective appointments. Their expertise and judgement have been invaluable in strengthening the Board's oversight of risk, governance, transformation and innovation during an important period for the Group.

We are pleased that the Board will continue to benefit from their leadership and experience until their planned retirements next year. On behalf of my fellow directors, I extend our sincere thanks and best wishes to them both for the future."

This announcement is made in accordance with Rule 6.1.5 of the Euronext Dublin Listing Rules.

Ends

For further information, please contact:

Bank of Ireland
Sarah McLaughlin, Group Secretary
+353 87 4315242