

Bank of Ireland Group plc  
Year end Pillar 3  
Remuneration Disclosure  
31 December 2025

This document contains forward-looking statements with respect to certain of Bank of Ireland Group plc (the 'Company' or 'BoIG plc') and its subsidiaries' (collectively the 'Group' or 'BoIG plc Group') plans and its current goals and expectations relating to its future financial condition and performance, the markets in which it operates and its future capital requirements. These forward-looking statements often can be identified by the fact that they do not relate only to historical or current facts. Generally, but not always, words such as 'may,' 'could,' 'should,' 'will,' 'expect,' 'intend,' 'estimate,' 'anticipate,' 'assume,' 'believe,' 'plan,' 'seek,' 'continue,' 'target,' 'goal,' 'would,' or their negative variations or similar expressions identify forward-looking statements, but their absence does not mean that a statement is not forward-looking.

Examples of forward-looking statements include, among others: statements regarding the Group's near term and longer term future capital requirements and ratios, loan to deposit ratios, expected impairment charges, the level of the Group's assets, the Group's financial position, future income, business strategy, projected costs, margins, future payments of dividends, future share buybacks, the implementation of changes in respect of certain of the Group's pension schemes, estimates of capital expenditures, discussions with Irish, United Kingdom, European and other regulators, plans and objectives for future operations, and the continued impact of regional conflicts on the above issues and generally on the global and domestic economies. Such forward-looking statements are inherently subject to risks and uncertainties, and hence actual results may differ materially from those expressed or implied by such forward-looking statements.

Nothing in this document should be considered to be a forecast of future profitability, dividend forecast or financial position of the Group and none of the information in this document is or is intended to be a profit forecast, dividend forecast or profit estimate. Any forward-looking statement speaks only at the date it is made. The Group does not undertake to release publicly any revision to these forward-looking statements to reflect events, circumstances or unanticipated events occurring after the date hereof.

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The purpose of the Pillar 3 disclosures is to disclose information in accordance with the scope of application of Capital Requirements Directive & Regulation (CRD) requirements for the Group, particularly covering capital requirements and resources, credit risk, counterparty credit risk, information on securitisation activity, market risk, operational risk, liquidity risk, encumbered / unencumbered assets, leverage ratio, the Group's remuneration disclosures and Environmental Social Governance (ESG) risk. CRD in the context of this document describes the package CRR as amended, CRD as amended and regulatory and technical standards.

These disclosures represent the Pillar 3 disclosures of Bank of Ireland Group plc ('the Group') (LEI code: 635400C8EK6DRI12LJ39) as at 31 December 2025. They have been prepared in accordance with the requirements of the Capital Requirements Directive & Regulation (CRD). In addition, we present disclosures as set out in Implementing Regulation (EU) 2021/763 relating to relevant information on Minimum Requirement for Own Funds and Eligible Liabilities (MREL).

It should be noted that while some quantitative information in this document is based on financial data contained in the Group's Annual Report 31 December 2025, the majority of the quantitative data is sourced from the Group's regulatory returns and is calculated according to regulatory requirements. Please note the figures in this report are in millions of euro and may contain rounding differences as they are compiled using information reported to supervisors in units of euro.

The difference between the accounting data and information sourced from the Group's regulatory returns is most evident for credit risk disclosures where credit exposure under CRD unlike financial statement information, includes potential future drawings of committed credit lines as well as other technical differences. Pillar 3 quantitative data is thus not always directly comparable with the quantitative data contained in the Group's Annual Report 31 December 2025.

Article 432(1) of the CRD and the EBA Guidelines on Materiality, Proportionality and Confidentiality and on Disclosure Frequency, allow for the omission of certain elements of information from Pillar 3 Disclosures on the basis of materiality.

### Frequency

Under the CRD, the frequency of disclosures is now determined by the size of institution per Article 433. The Group is classified as a listed "large institution" as it meets certain conditions laid out in Article 4. The Group will disclose the requirements as outlined under Article 433a for a listed large institution and at the frequency required.

### Verification

Information which is sourced from the Group's Annual Report 31 December 2025 may be subject to review by the Group's external auditors and is subject to both internal and external review, along with appropriate governance procedures. The Pillar 3 document is subject to a robust governance process including final approval by the Group Audit Committee (GAC) and attested by the Group Chief Financial Officer (CFO).

### Media

Copies of the Group's Pillar 3 Disclosures can be obtained from the Group's website at [www.bankofireland.com](http://www.bankofireland.com) and also, when published, on the EBA's Pillar 3 Datahub at <https://edap-public.eba.europa.eu/>.

### Policy

The Group Financial Controller has approved the Group's Pillar Disclosure Policy which sets out how the Group complies with the Pillar 3 disclosure requirements. The policy sets out the overall approach to disclosure including inter alia frequency and method of disclosure, type of information to be disclosed, data sources and verification of disclosures, as well as setting out internal controls and procedures to be followed.

### Attestation by Board member

"I confirm that Bank of Ireland Group's Pillar 3 Disclosures for 31 December 2025 to the best of my knowledge, comply with Part Eight of the CRD and have been prepared in accordance with the Group's Pillar 3 Disclosure Policy".

Mark Spain

Group Chief Financial Officer and member of the Group's Board.

**a) Remuneration Governance**

The Group Remuneration Committee (GRC) has the responsibility to consider, agree and approve a remuneration policy that supports the Group's objectives of long-term sustainability and success, sound and effective risk management and good corporate governance. The GRC held 6 meetings in 2025.

With delegated authority from the Board, the GRC annually reviews and approves the Group Remuneration Policy (GRP) and the Directors' Remuneration Policy (DRP). The GRC also reviews and approves the remuneration of the Chairman of the Board, the Executive Directors, the Group Secretary, members of the GEC and Senior Officers in Independent Control Functions, as well as overseeing the remuneration of all staff whose professional activities have a material impact on the Group's risk profile.

**External consultants**

The GRC was assisted in its considerations by PricewaterhouseCoopers UK (PwC UK), who were formally appointed by the GRC as its remuneration advisor in 2020 following a review of potential advisors and reappointed for a further 3 year period in June 2024.

PwC UK and its network firms, provides professional services in the ordinary course of business including assurance, advisory, tax and legal advice to Bank of Ireland. The GRC is satisfied that the advice received is independent and objective and receives an annual statement setting out protocols that have been followed by PwC UK to maintain independence. There are no connections between PwC UK and individual Directors to be disclosed.

**Scope**

The Group's objective of attracting, retaining and motivating high calibre people is deemed fundamental to the successful delivery of the Group's business strategy. The Group wants to ensure the right people are in the right roles and recognises the importance that the Group's shareholders place on the operation and management of the Group's remuneration framework. The Group Remuneration Policy (GRP) provides a framework for all colleagues and directors of the Group and its wholly owned subsidiaries. To reflect this, the Group operates strong governance across the organisation on the management of its remuneration framework.

The GRP applies, in its entirety, to all Group employees, Directors (including Non-Executive Directors), self-employed external contractors and temporary employees in all institutions and other entities within the scope of prudential consolidation, including all branches. This Policy does not apply to Joint Ventures, which are subject to specific contractual agreements with Joint Venture partners, nor to tied agents.

Bank of Ireland (UK) plc, has its own Remuneration Policy which is consistent with the Group Policy, as far as possible, while compliant with relevant regulations, and is approved by the Bank of Ireland (UK) plc board remuneration committee and its Chief People Officer. Local regulations or statutory requirements will override this policy where applicable.

**Material Risk Takers**

Staff whose professional activities have a material impact on the Group risk profile are identified as Material Risk Takers (MRTs) and can be summarised as: the management body; senior management; other staff with key functional, managerial or risk responsibilities; and staff who individually, or as part of a committee, have authority to approve new business products or to commit to credit risk exposures and market risk transactions above certain levels. All Pre-approval Controlled Function role holders and Key function holders are identified as MRTs as well as a number of senior staff whose quantum of remuneration requires them to be identified as MRTs.

**Remuneration Restrictions**

The Group is subject to Remuneration Restrictions which require variable pay to be capped at a maximum of €20,000. This significantly constrains the Group's ability to structure and position senior role holder's compensation packages competitively against the market. It causes significant risk for the Group in terms of the recruitment and retention of senior high calibre employees with appropriate skills. The cap also constrains the Group's ability to create a strong link between senior role holders performance and their compensation outcomes.

•The Group maintains an ongoing dialogue with the Department of Finance in this regard and if the remaining restrictions were to be lifted, the Group would consider these changes and seek shareholder approval to update the existing remuneration policy, as appropriate, including the possible introduction of a market consistent variable pay scheme for Executive Directors.

**b) MRT Remuneration**

The Remuneration ethos is to reward employees fairly and competitively for their contribution to the Group. Reward arrangements are reviewed on a regular basis to assess competitiveness of total reward arrangements with market norms, acknowledging constraints of the Remuneration Restrictions. The following principles are applied:

**Employee focused**

The Group's reward approach supports and complements the Group's Employee Value Proposition, which includes, learning, development and career progression. Seeks to reward all employees fairly and transparently, promoting the concept of 'equal pay for equal work' by operating a consistent approach to remuneration for colleagues. Reward structures are designed to attract, retain, and engage high calibre employees.

**Motivating**

Colleagues are motivated to deliver in the best interest of Customers, Colleagues, Community and wider Group stakeholders, with variable pay aligned to shareholder experience.

**Simple, Flexible & Cost Effective**

Employee reward is simple to operate and aims to be transparent and easy for colleagues to understand their own reward package and how reward is determined, employee reward (fixed and variable) at BOI is cost effective and flex's to reflect company performance.

**Collective Incentive**

Supports the Group Value of Better Together, with variable pay acting as an incentivisation tool for achieving BOI strategic priorities with the ability to tailor to individual contribution.

**Values and Culture**

Supports the Group Values and aims to be a fair approach for all colleagues to enable participation in Group success. Risk review and minimum performance (and therefore conduct) gateways align to these aspects of BOI values.

**Inclusive basis**

The Policy is designed and implemented on an inclusive basis, including gender-neutrality, with pay for male and female colleagues monitored on an annual basis.

**Externally aligned**

The Group uses recognised external benchmarks to understand the remuneration levels of industry peers and remuneration offered by other industries who compete with the Group for talent in each of the Group's geographical locations.

**Performance aligned**

Performance development plays a key role in aligning individual objectives with the Group's overall strategy, financial and non-financial goals and values. Performance outcomes, using a simple combination of "What" objectives and "How" behaviours, inform individual remuneration and provide a clear link between performance and remuneration.

**ESG aligned**

Reward is determined taking into account the Group's performance against its environmental objectives and its customer and employee goals.

**Risk aligned**

The Remuneration Policy is designed to promote high performance, a strong risk management culture where risk-taking is aligned to the Group Risk Appetite Statement. All employees are required to have a risk priority in their Thrive performance development plan (Thrive is the Performance Development experience at Bank of Ireland that achieves company Group priorities through focusing on colleagues' personal growth, development and wellbeing). Increases in remuneration and the potential awarding of variable remuneration is subject to the Group's ability to pay and on maintaining strong capital and liquidity levels.

An individual risk assessment process applies to Group Performance scheme (GPS) outcomes, identifying if any adjustments to the GPS award are required, outside of that resulting from performance rating. This evaluation is based on an examination of all disciplinary issues and the role of an individual in relation to any material risk events identified during the performance year.

**Management Body Governance, including review of Group Remuneration Policy**

The GRC most recently reviewed and approved the Group Remuneration Policy in December 2025. No material changes were made to the Policy. .

#### Group Performance Scheme (GPS)

- All employees of participating Group entities, who meet certain criteria, are eligible for a GPS award. For all employees, award levels consider individual performance and overall Group performance.
- The appropriateness of the final bonus pool is assessed against a mix of financial and non-financial criteria, including profit, affordability, customer, and ESG measures. Awards are subject to the relevant regulatory requirements, including risk adjustment. The risk adjustment process considers the Group's overall risk profile as well as any material risk events that occurred during the year.
- Awards are limited to €20,000 in line with current remuneration restrictions or tax rules.
- A standard individual performance assessment process applies to all colleagues across the Group, including Executive Directors, Senior Officers in Independent Control Functions, and Material Risk Takers, with employees' personal performance development rating informing the award, subject to available funding.
- An individual risk assessment process is completed each year to identify if any individual risk adjustments are required.

#### Remuneration of Senior Officers in Independent Control Functions

- The Group defines employees of Independent Control Functions as employees of Group Risk who are in a risk management or compliance role, as well as employees of Group Internal Audit, in line with regulations. Thus, Senior Officers in Independent Control Functions are identified as the Group Chief Risk Officer and the Group Chief Internal Auditor.
- The remuneration of Senior Officers in Independent Control Functions is directly overseen by the Group Remuneration Committee.
- These roles operate independently of the business and corporate functions. The remuneration of independent control functions is predominantly fixed, to reflect their objectivity. Staff of the Independent Control functions, including Senior Officers, participate in the Group Performance scheme.

#### Severance payments and guaranteed variable remuneration

Severance payments comply with relevant remuneration regulations and are made in accordance with approved criteria for all colleagues. Severance payments do not reward failure or misconduct. In particular, severance payments are not awarded where there is obvious failure which allows for the immediate cancellation of a contract or the dismissal of a colleague. The Group operates standard voluntary parting terms, including optional early retirement for eligible colleagues. There is no guaranteed variable remuneration permitted. The Group does not make discretionary pension payments.

#### c) Risk Management

- Each employee has risk goals as part of their individual performance achievement process which informs their end of year performance rating, thereby influencing their base pay level under the annual salary review process and their GPS outcome. The Group promotes a strong risk culture where the taking of risk is aligned with risk appetite.
- Both financial and non-financial risk goals align with the Group's key principal risks; Credit risk; Market risk; Funding & liquidity risk; Life insurance risk; Capital adequacy risk; Business & Strategic risk; Operational risk, Conduct risk, and Regulatory risk.
- The GPS meets required regulatory steps to ensure that it is appropriate to operate the scheme each year from a risk perspective. In advance of determining a GPS pool, a robust risk assessment of the Group's risk profile and any material risk events that may have occurred during the year is completed. Following review and challenge by the Board Risk Committee, the Group Chief Risk Officer presents the outcome of this risk assessment to the GRC, reflecting on the Group's risk profile and its implications for remuneration, including the GPS pool.
- Determination of each colleague's GPS award reflects individual performance, including performance versus risk goals. Individual awards can be adjusted where misconduct has been proven or a serious error has been committed (which may include adjustment through use of malus and / or clawback).
- To support the alignment of risk and remuneration, where possible, and for good governance, there is cross-membership between the GRC and the Board Risk Committee.

#### d) Fixed to Variable Remuneration Ratio

The Fixed to Variable maximum ratio permissible for Group MRTs, is 1:1.

#### e) Alignment of Remuneration to Performance

A Group Performance scheme was in place for the performance year 2025. The appropriateness of the final bonus pool was assessed against a mix of Group financial and non-financial criteria, including profit and related metrics, affordability, customer, and ESG measures, with the pool as a whole subject to risk assessment, all of which can result in a reduction to the pool value (including to zero). Individual outcomes are then based on year end performance ratings and any individual risk adjustments, with awards currently delivered in cash.

#### f) Adjustment of Remuneration to account for Long-term Performance

- GPS Awards are dependent on annual performance versus the Group's strategic objectives.
- A Fixed Share Allowance ("FSA") is provided to the Executive Directors and to a limited number of members of senior management. The FSA is not subject to performance conditions but shares granted under the FSA are subject to restricted periods during which the participant may not sell or transfer the shares. This approach provides alignment between remuneration and the shareholder experience over restricted periods.
- To provide further long term alignment between the experience of Executive Directors and Bank of Ireland shareholders during and post-employment, Executive Directors, from 1 July 2025, are required to hold 200% of salary in Bank of Ireland Group shares. Shares are to be held for 2 years post departure from the Group.

#### g) Parameters and Rationale for components of Variable Pay schemes

- The Group operates a Group Performance Scheme, which operates according to the following parameters:
  - The appropriateness of the final bonus pool is assessed against a mix of financial and non-financial criteria, including profit.
  - Awards are subject to the relevant regulatory requirements, including risk adjustment.
  - Awards are limited to €20,000 in line with current remuneration restrictions or tax rules.
  - A standard individual performance assessment process applies to all colleagues across the Group, including Executive Directors, with a Colleague's personal performance rating informing the award, subject to bonus pool funding.
- The purpose of the scheme is to reward colleagues for Group and individual performance.

#### h) Management Body Remuneration

- The total remuneration for each member of the management body is disclosed in the annual report and accounts of the Group.

#### i) Derogation

- The Group benefits from the derogation laid down in point (b) of Article 94(3) CRD in respect of the remuneration requirements in point (l) and (m) of Article 94(1). All MRTs receive variable pay of less than €50,000 and variable pay of less than 1/3 of their total remuneration.
- 153 (MRTs excl. MB supervisory) benefited from this derogation, with aggregate fixed pay totalling €49.43m for MRTs excl. MB supervisory and aggregate variable pay totalling €5.09m for MRTs excl. MB supervisory.

#### j) Large Institution Reporting

The Group is identified as a systemically important institution by the Central Bank of Ireland and thus relevant large institutions' disclosures are made. The total remuneration for each member of the management body, differentiating between Executive and Non-executive Directors, is disclosed in the annual report and accounts of the Group on page 106 & 107, in accordance with Article 450(2) CRR.

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As per Article 450(1), point (h)(i) and (h)(ii), Table 1.1 below discloses the amounts of remuneration awarded for the financial year, split into fixed remuneration including a description of the fixed components, and variable remuneration, and the number of beneficiaries; the amounts and forms of awarded variable remuneration, split into cash, shares, share-linked instruments and other types separately for the part paid upfront and the deferred part.

**Table 1.1 - Template EU REM1 - Remuneration awarded for the financial year**

		a	b	c	d	
		MB Supervisory function	MB Management function	Other senior management	Other identified staff	
1	<b>Fixed remuneration</b>	<b>Number of identified staff</b>	11	2	11	140
2		<b>Total fixed remuneration (€m)</b>	1.855	2.991	8.286	38.150
3		of which:				
4		cash-based	1.810	1.820	6.604	37.413
4		(Not applicable in the EU)				
EU-4a		shares or equivalent ownership interests	-	1.163	1.616	0.397
5		share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-5x		other instruments	-	-	-	-
6	(Not applicable in the EU)					
7	other forms	0.044	0.008	0.065	0.341	
8	(Not applicable in the EU)					
9	<b>Variable remuneration</b>	<b>Number of identified staff</b>	-	2	11	122
10		<b>Total variable remuneration (€m)</b>	-	0.035	0.912	4.144
11		of which:				
12		cash-based	-	0.035	0.406	3.957
12		deferred	-	-	-	-
EU-13a		shares or equivalent ownership interests	-	-	0.506	0.187
EU-14a		deferred	-	-	-	-
EU-13b		share-linked instruments or equivalent non-cash instruments	-	-	-	-
EU-14b		deferred	-	-	-	-
EU-14x		other instruments	-	-	-	-
EU-14y	deferred	-	-	-	-	
15	other forms	-	-	-	-	
16	deferred	-	-	-	-	
17	<b>Total remuneration (2 + 10) (€m)</b>	1.855	3.026	9.198	42.294	

As per Article 450(1), point (h)(v), (h)(vi) and (h)(vii), Table 1.2 below discloses the guaranteed variable remuneration awards during the financial year, and the number of beneficiaries of those awards; the severance payments awarded in previous periods, that have been paid out during the financial year; the amounts of severance payments awarded during the financial year, split into paid upfront and deferred, the number of beneficiaries of those payments and highest payment that has been awarded to a single person.

**Table 1.2 - Template EU REM2 - Special payments to staff whose professional activities have a material impact on institutions' risk profile (identified staff)**

	a	b	c	d
	MB Supervisory function	MB Management function	Other senior management	Other identified staff
1 Guaranteed variable remuneration awards - Number of identified staff	-	-	-	-
2 Guaranteed variable remuneration awards -Total amount	-	-	-	-
of which:				
3 guaranteed variable remuneration awards paid during the financial year, that are not taken into account in the bonus cap	-	-	-	-
<b>Severance payments awarded in previous periods, that have been paid out during the financial year</b>				
4 Severance payments awarded in previous periods, that have been paid out during the financial year - Number of identified	-	-	-	-
5 Severance payments awarded in previous periods, that have been paid out during the financial year - Total amount	-	-	-	-
<b>Severance payments awarded during the financial year</b>				
6 Severance payments awarded during the financial year - Number of identified staff	-	-	-	9
7 Severance payments awarded during the financial year - Total amount (€m)	-	-	-	2.378
of which:				
8 paid during the financial year	-	-	-	2.378
9 deferred	-	-	-	-
10 severance payments paid during the financial year, that are not taken into account in the bonus cap (€m)	-	-	-	-
11 highest payment that has been awarded to a single person (€m)	-	-	-	0.309

As per Articles 450(1), points (h)(iii) and (h)(iv), Table 1.3 below discloses the amounts of deferred remuneration awarded for previous performance periods, split into the amount due to vest in the financial year and the amount due to vest in subsequent years and the amount of deferred remuneration due to vest in the financial year that is paid out during the financial year, and that is reduced through performance adjustments.

Table 1.3 - Template EU REM3 - Deferred remuneration

	a	b	c	d	e	f	EU - g	EU - h
Deferred and retained remuneration	Total amount of deferred remuneration awarded for previous performance periods	Of which due to vest in the financial year	Of which vesting in subsequent financial years	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in the financial year	Amount of performance adjustment made in the financial year to deferred remuneration that was due to vest in future performance years	Total amount of adjustment during the financial year due to ex post implicit adjustments (i.e. changes of value of deferred remuneration due to the changes of prices of instruments)	Total amount of deferred remuneration awarded before the financial year actually paid out in the financial year	Total amount of deferred remuneration awarded for previous performance period that has vested but is subject to retention periods
1 MB Supervisory function	-	-	-	-	-	-	-	-
2 Cash-based	-	-	-	-	-	-	-	-
3 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
4 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
5 Other instruments	-	-	-	-	-	-	-	-
6 Other forms	-	-	-	-	-	-	-	-
7 MB Management function	-	-	-	-	-	-	-	-
8 Cash-based	-	-	-	-	-	-	-	-
9 Shares or equivalent ownership interests	-	-	-	-	-	-	-	-
10 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
11 Other instruments	-	-	-	-	-	-	-	-
12 Other forms	-	-	-	-	-	-	-	-
13 Other senior management	1.363	0.744	0.619	-	-	0.401	0.744	-
14 Cash-based	-	-	-	-	-	-	-	-
15 Shares or equivalent ownership interests	1.363	0.744	0.619	-	-	0.401	0.744	-
16 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
17 Other instruments	-	-	-	-	-	-	-	-
18 Other forms	-	-	-	-	-	-	-	-
19 Other identified staff	0.500	-	0.500	-	-	0.137	-	-
20 Cash-based	0.054	-	0.054	-	-	-	-	-
21 Shares or equivalent ownership interests	0.446	-	0.446	-	-	0.137	-	-
22 Share-linked instruments or equivalent non-cash instruments	-	-	-	-	-	-	-	-
23 Other instruments	-	-	-	-	-	-	-	-
24 Other forms	-	-	-	-	-	-	-	-
25 Total amount	1.863	0.744	1.119	-	-	0.539	0.744	-

As per Articles 450(1), point (g), Table 1.4 below discloses the number of individuals that have been remunerated €1m or more per financial year, with the remuneration between €1m and €5m broken down into pay bands of €0.5m and with the remuneration of €5m and above broken down into pay bands of €1m.

**Table 1.4 - Template EU REM4 - Remuneration of 1 million EUR or more per year**

€m	Identified staff that are high earners as set out in Article 450(i) CRR	a
1 1,000,000 to below 1,500,000		4
2 1,500,000 to below 2,000,000		2
3 2,000,000 to below 2,500,000		-
4 2,500,000 to below 3,000,000		-
5 3,000,000 to below 3,500,000		-
6 3,500,000 to below 4,000,000		-
7 4,000,000 to below 4,500,000		-
8 4,500,000 to below 5,000,000		-
9 5,000,000 to below 6,000,000		-
10 6,000,000 to below 7,000,000		-
11 7,000,000 to below 8,000,000		-
x To be extended as appropriate, if further payment bands are needed.		-

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As per Articles 450(1), point (g), Table 1.5 below discloses the aggregate quantitative information on remuneration, broken down by business area.

**Table 1.5 - Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)**

	a	b	c	d	e	f	g	h	i	j
	Management body remuneration			Business areas						
	MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1 Total number of identified staff										164
of which:										
2 members of the MB	11	2	13							
3 other senior management				-	3	-	5	1	2	
4 other identified staff				-	87	-	13	33	7	
5 Total remuneration of identified staff (€m)	1.855	3.026	4.880	-	27.914	-	8.778	10.481	4.318	
of which:										
6 variable remuneration (€m)	-	0.035	0.035	-	3.006	-	0.947	0.763	0.340	
7 fixed remuneration (€m)	1.855	2.991	4.846	-	24.909	-	7.832	9.718	3.978	



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