

The Governor and Company of the Bank of Ireland and Bank of Ireland Group PLC
(together "Bank of Ireland")
Change in Directorate
9 May 2025

Bank of Ireland announces that Richard Goulding will retire as an Independent Non-Executive Director on 31 December 2025, having served on the Board since July 2017.

During his tenure on the Board, Richard has served as a member of five of the six Board Committees and as Chair of the Board's Risk and Audit Committees. He has also served as the Deputy Chair and Senior Independent Director since January 2021. Richard was appointed as a Group nominee on the Board of Davy and as Chair of its Remuneration Committee following the acquisition of Davy by Bank of Ireland in 2022 and will step down from that role also on 31 December 2025.

Michele Greene, who joined the Board in December 2019, will succeed Richard as the Deputy Chair and Senior Independent Director on 1 June 2025. Michele will step off the Transformation Oversight Committee and join the Nomination & Governance Committee alongside Richard at that time.

The successor to Richard as the Board's Audit Committee Chair will be announced once succession related approvals have concluded. Other committee membership rotations also taking place on 1 June 2025, in line with the Group's succession plan, include:

- Ian Buchanan steps off the Risk Committee and joins the Nomination & Governance Committee.
- Akshaya Bhargava joins the Remuneration Committee.
- Margaret Sweeney joins the Transformation Oversight Committee.

Bank of Ireland Chairman, Mr. Akshaya Bhargava, acknowledged Richard's contribution to the Board since his appointment in 2017, saying that *"Richard has made a substantial contribution to the Group across the wide range of roles held during his tenure. His deep experience, thoughtful analysis and the rigour with which he approached his duties have left a lasting impact on the Board and colleagues at both Bank of Ireland and Davy."*

A number of succession activities are underway in line with the Board's succession plan and related diversity targets, and announcements will be made on the conclusion of related approval processes.

This announcement is made in accordance with Rule 6.1.5 of the Euronext Dublin Listing Rules and Rule 6.4.6 of the London Stock Exchange's Listing Rules.

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