

**The Governor and Company of the Bank of Ireland and Bank of Ireland Group plc
(together "Bank of Ireland")**

Change in Directorate and Director Responsibilities

10 October 2025

Bank of Ireland announces the appointment of Mr Hans van der Noordaa as an Independent Non-Executive Director to the Board of Bank of Ireland Group plc and the Court of Directors of The Governor and Company of the Bank of Ireland with immediate effect.

Further to the announcement on 9 May regarding Richard Goulding's intended retirement on 31 December 2025, Richard will now step down as an Independent Non-Executive Director on 31 March 2026. This short extension will support the timely completion of succession planning and associated regulatory approvals.

Mr van der Noordaa brings over forty years of leadership experience in financial services, spanning retail and commercial banking, IT, payments, insurance and pensions. His career includes leading transformational change and significant international exposure across continental Europe and the Asia-Pacific region.

He has held several senior executive roles, including as a member of the Executive Board of ING Group, a member of the Executive Board of ING Bank and Chief Executive Officer of Delta Lloyd Group plc. In each of these roles, he also served on the management and supervisory boards. Additionally, he acted as Senior Advisor to the Authority for the Financial Markets in The Netherlands.

Mr van der Noordaa currently holds multiple non-executive positions as Chairman of the supervisory boards of Deloitte Netherlands, War Child, and Johan Cruijff Arena, and serves as an Independent Non-Executive Member of Deloitte's North South Europe Board.

Akshaya Bhargava, Bank of Ireland Chairman, commented: "I'm delighted to welcome Hans to the Board. His deep expertise across banking, insurance, and technology - combined with extensive international and non-executive experience - will bring valuable perspective to our discussions. I look forward to working with him."

This disclosure is made in accordance with Euronext Listing Rule 6.1.5 and London Stock Exchange Listing Rule 9.6.11.

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