Compliance with the European Union Capital Requirements Regulations

Capital Requirements Directive (2013/36/EU) ("CRD IV"), the legal basis for implementing Basel III in the European Union ("EU"), came into force on 1 January 2014. CRD IV was transposed into domestic law on 31 March 2014 by the European Union (Capital Requirements) Regulations 2014 (S.I. 158/2014), which was amended by S.I. No.710/2020 (together, "CRD"). While Allied Irish Banks, p.l.c. ("AIB"), the parent company of EBS d.a.c. ("EBS"), is designated as a significant institution under Regulation 64(5) of CRD, EBS is not designated as a significant institution for the purposes of CRD.

Regulation 84 of the CRD requires institutions to explain, on their website, how they comply with the requirements of **Regulations 76 to 83 of CRD**, which relate primarily to governance, remuneration, and reporting as set out below.

- For the purpose of this CRD Statement, references to "Group" or "AIB Group" mean the group of companies of which AIB Group plc is the ultimate parent, including AIB and EBS.
- References to the Management Body should be interpreted as the board of directors and any committee(s) thereof.
- This statement references other publicly available information on the website, where practical.
- EBS is authorised and regulated by the Central Bank of Ireland ("CBI").

1. Governance Framework

Regulations 76 and 79 of CRD set out certain governance requirements for the Management Body, including the Board Chair and Directors. These requirements address matters such as roles and responsibilities, training and induction, and limits on the number of other directorships. EBS has a robust governance framework, which underpins effective decision-making and accountability, and it is the basis on which EBS conducts its business and engages with customers and other stakeholders.

Board and Board Committees

While the Group Board is collectively responsible for the long-term sustainable success of the Group, including EBS, the EBS Board sets company specific strategy, risk appetite and internal governance arrangements.

The EBS Board approves the EBS Risk Appetite Statement, and the EBS strategy and financial plans. The EBS Board is supported in discharging its duties by the EBS Board Audit Committee (the "EBS BAC") and the Group Board's Risk, Remuneration and Nomination and Corporate Governance Committees.

While arrangements have been made by the Directors for the delegation of the management, organisation and administration of EBS's affairs, certain matters are reserved specifically for decision of the EBS Board.

Division of Responsibilities

The EBS Board ensures a clear division of responsibilities between the EBS Board Chair, who is responsible for the overall leadership of the Board and for ensuring its effectiveness, and the EBS Managing Director, who manages and leads the business.

The EBS Board Chair leads the EBS Board, setting its agenda, ensuring the Directors

receive adequate and timely information, facilitating the effective contribution of Non-Executive Directors, ensuring the ongoing training and development of all Directors, and reviewing performance of individual Directors.

The governance and organisational structure is sufficient to ensure that no one individual has unfettered powers of decision or exercises excessive influence. Key roles and responsibilities are clearly defined, documented and communicated.

Compliance with Laws and Regulations

The EBS Board keeps governance arrangements, corporate governance compliance and related policies under review to ensure corporate governance practices are consistent with best practice and regulatory requirements.

Board Disclosure and Communications

The Group ensures transparent communication with shareholders and timely market disclosures in line with Market Abuse Regulations and Stock Exchange Rules. To that end, the Group maintains processes for the review and approval of financial results, reports, and shareholder circulars, which are supported by the Group Board Audit Committee and Group Disclosure Committee. In relation to EBS, the EBS Board is supported by the EBS BAC with its review and approval of the EBS Annual Financial Report.

Internal Control

EBS has robust governance arrangements, which include (i) a clear organisational structure with well defined, transparent, and consistent lines of responsibility, (ii) effective processes to identify, manage, monitor and report the risks to which it is or might be exposed, and (iii) adequate internal controls, including sound administrative and accounting procedures, IT systems and controls. The EBS Board receives regular updates on EBS's risk profile together with updates on the EBS's internal control system from the EBS BAC. The EBS Board is responsible for ensuring that appropriate systems of internal controls and risk management are maintained.

EBS benefits as a subsidiary of AIB from the wider AIB governance and operating structure, such as oversight of audit and risk related activities. AIB provides services to the Bank through a Managed Services Agreement, and the EBS Board receives regular updates in respect of the performance against agreed service levels.

Related Party

Banking transactions between the AIB Group and its subsidiaries, and between subsidiaries, are entered into in the normal course of business. These include loans, deposits, provision of derivative contracts, foreign currency contracts and the provision of guarantees on an 'arm's length' basis. Furthermore, pricing arrangements between Allied Irish Banks, p.l.c. and EBS reflect revised OECD guidelines on transfer pricing, which are the internationally accepted principles in this area, and take account of the functions, risks and assets involved. Transactions between the parent company and EBS and between subsidiaries have been eliminated on consolidation.

Group Nomination and Corporate Governance Committee ("NomCo")

NomCo evaluates the suitability of persons identified for appointment to the EBS Board and recommends such appointments to the EBS Board for approval. NomCo also reviews and makes recommendations to the EBS Board in respect of tenure-renewals for EBS Directors, including the annual reappointment of the EBS Board Chair.

Code of Conduct and Conflicts of Interest Policy for Directors (the "Code")

The EBS Board-approved Code sets out how actual, potential or perceived conflicts of interest are to be identified, evaluated, reported and managed to ensure that Directors act at all times in the best interests of EBS and the Group, including their stakeholders. Executive Directors, as employees of the Group, are also subject to the Group's Code of Conduct and Conflicts of Interests Policy for Employees.

Limitations on Directorships

EBS routinely reviews the number of external directorships held by Directors, applying relevant exemptions. As of 31 December 2025, all Directors were within CRD and CBI limits, as applicable.

Fitness & Probity

EBS complies with the CBI's Fitness & Probity regime. Directors attest to their ongoing suitability periodically and disclose any changes in circumstances.

Further Details

Further details on EBS's (and the Group's) compliance with Regulations 76 and 79 is set out in the 2025 EBS (and the Group's) Annual Financial Report(s), which are available on EBS's (and the Group's) website(s).

2. Remuneration

CRD Regulations set out requirements relating to remuneration. The AIB Group Remuneration Policy the "Policy"):

- Aims to reinforce a customer-focused culture, support long-term sustainable value creation, attract, develop and retain talent, and safeguard capital, liquidity and risk positions.
- Applies across the Group at consolidated and sub-consolidated levels, including EBS.
- Aligns with the Group's business and risk strategy and complies with applicable provisions of the UK Corporate Governance Code, Companies Act 2014, CRD, Shareholder Rights Directive II, the Investment Firms Directive, CBI governance requirements, EBA guidelines and ongoing Irish Government restrictions.
- Is available on the Group's website. Further details in respect of the operation of the Policy and practices are outlined in the Group's 2025 Annual Financial Report, which is available on the Group's website.

Pursuant to the requirements of **Regulation 81**, due to the constraints on variable remuneration, certain requirements of the Code and disclosure requirements are not currently applicable to the Group.

Regulation 83 of CRD sets out the requirements for remuneration committees, with which the AIB Group Remuneration Committee ("RemCo") is compliant. RemCo:

- Operates under the principle that no individual participates in decisions regarding their own remuneration.
- Oversees Policy implementation and effectiveness, Material Risk Taker ("MRT") identification processes, and the incentive schemes in place.
- Ensures that the Policy and practices are reviewed at least annually, considering the alignment of remuneration to the Group's culture for all employees and executive directors.

Policy oversight is supported by the Group Risk, Compliance and Internal Audit functions to ensure that remuneration policies and practices are operating as intended, are consistently applied across the Group and are compliant with regulatory requirements. MRTs attest annually that they will not undermine the risk-alignment effects of their remuneration. RemCo's governance role in this respect is outlined in its Terms of Reference, which are available on the Group's website.

The Group publishes further remuneration disclosures in its annual Pillar 3 Report, covering risk alignment, remuneration structure, governance and quantitative MRT data, including:

- The bodies that oversee remuneration.
- The design and structure of the remuneration system for those individuals who have been identified as MRTs.
- The ways in which current and future risks are considered in remuneration processes.

- The ratios between fixed and variable remuneration, which are set in accordance with the regulatory requirements.
- The ways in which the Group seeks to link performance and remuneration.
- The ways in which the Group seeks to adjust remuneration to take account of long-term performance.
- The main parameters and rationale for the variable remuneration scheme for which MRTs are eligible and the use of derogations in Article 94(3) of the CRD.

These disclosures also include quantitative information, in aggregate form, about the amounts and structure of the remuneration of MRTs.

3. Reporting

Country-by-country reporting

In accordance with **Regulation 77**, The Group publishes its country-by-country report in the AIB Group plc Annual Financial Report, which is available on the Group's website.

Public disclosure of return on assets

AIB Group and subsidiaries, including EBS, comply with **Regulation 78.** Disclosure of return on average total assets is included in the AIB Group plc 2025 Annual Financial Report, which is available on the Group's website.