



Ulster Bank

Gender Pay Gap

December 2024

Today we publish details on gender pay for Ulster Bank, Republic of Ireland for the third time in line with the legislation requiring companies with over 150 employees to report the gap in pay and bonus between men and women.

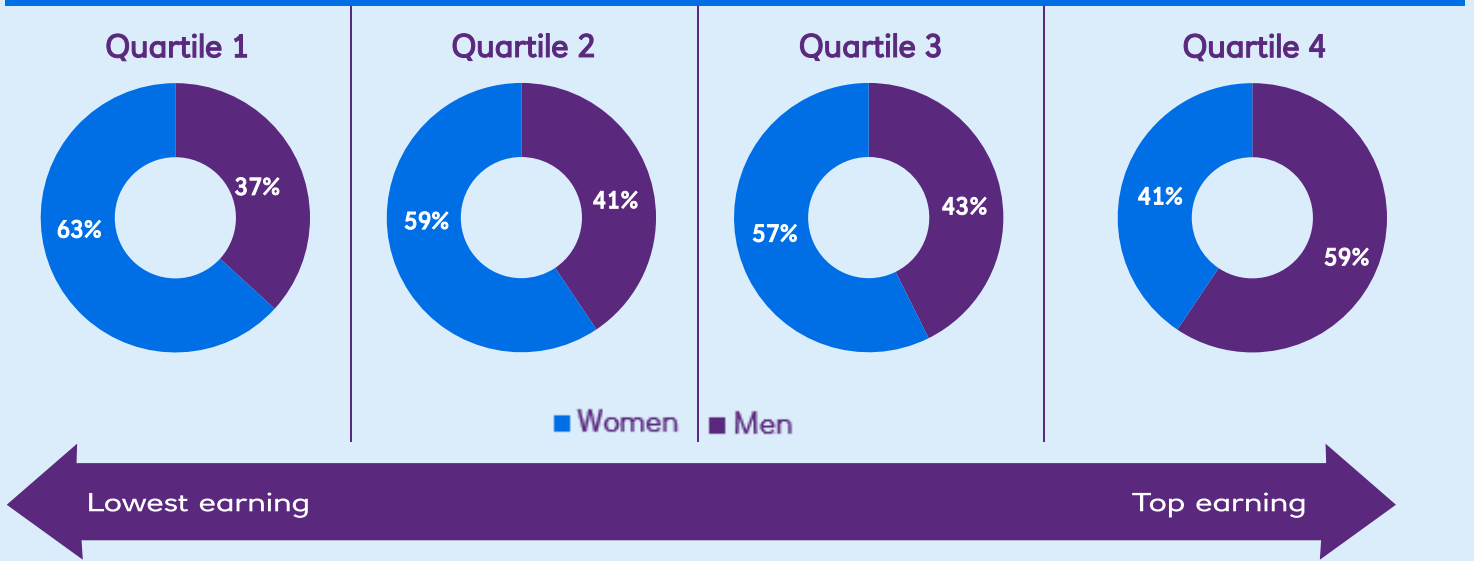
The gap exists because there are proportionately more women in our lower paid roles and reflects the distribution of gender throughout the organisation. Through our fair pay strategy, we're confident colleagues are paid fairly, and policies and processes are kept under review to make sure this continues to be the case.

Pay gap information	Mean	Median	Numbers of employees in calculation		
			Men	Women	Total
Pay gap for all Ulster Bank employees in RoI	11.0%	12.2%	124	150	274
Pay gap for part-time employees	N/A	N/A		12	12
Pay gap for temporary employees	N/A	N/A			
Bonus gap including recognition vouchers	-6.7%	69.0%	124	150	274
Bonus gap excluding recognition vouchers	-6.6%	76.1%	124	150	274

Negative numbers indicate a reverse gap – i.e. average earnings of women are more than that of men.

The data provided through the pay gap report is used to inform the bank's broader Diversity, Equity & Inclusion approach which is focused on ensuring that our policies and processes are inclusive and accessible. As we work through the planned withdrawal from the Republic of Ireland this will impact the number of employees in the calculation which will impact our future gender pay gap reporting. We remain committed to retaining a diverse workforce throughout this time and Ulster Bank will continue to be included within the broader NatWest Group measures. More details of our DE&I agenda are available on the NatWest Group website.

Gender split by quartile



The quartiles show the distribution of all employees when they are ranked from lowest to highest hourly remuneration, divided into quartiles. The proportion of males and females in each quartile is then calculated.

