



February 2025

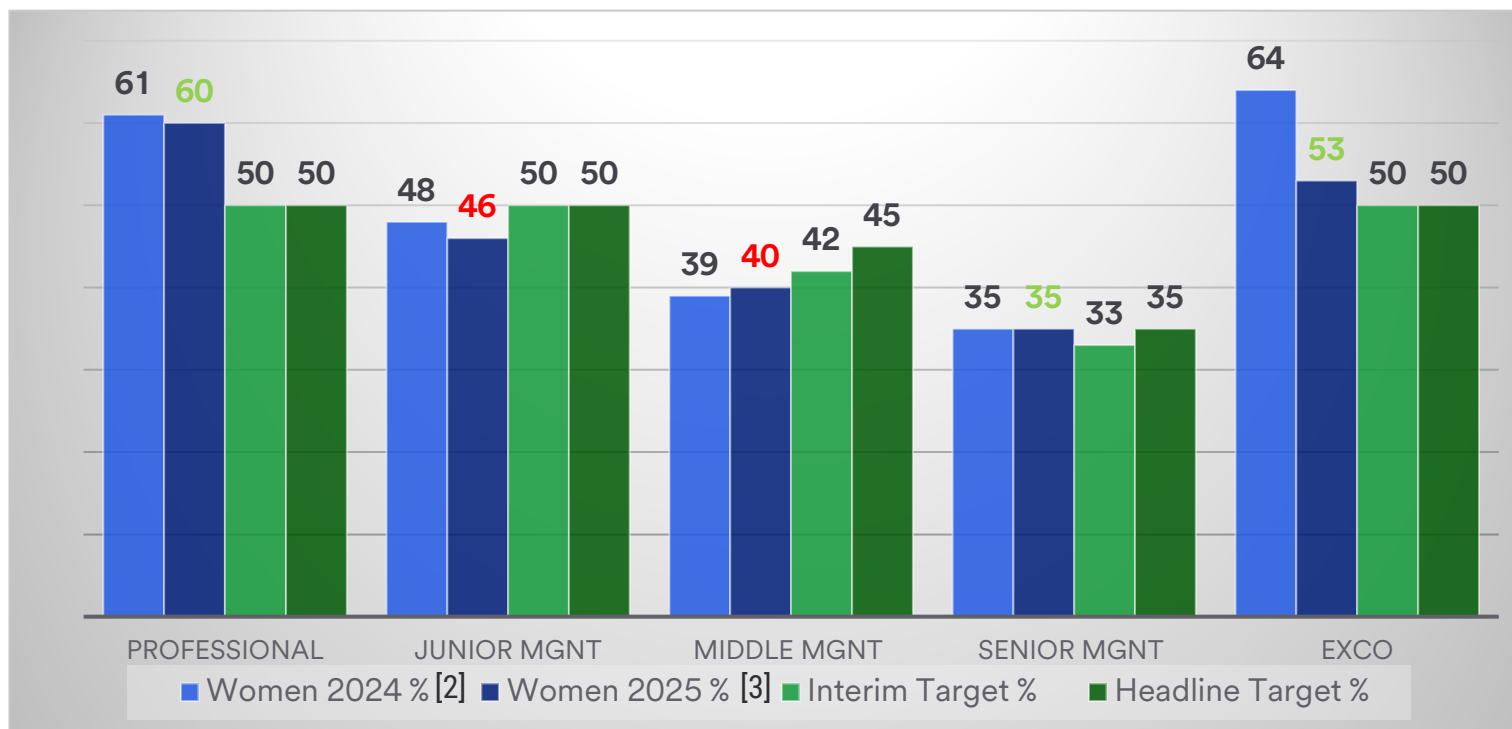
Women in Finance (Ireland) metrics

US Bank Europe

Women in Finance (Ireland) Metrics 01 Jan 2025 ^[1]

As an early signatory to the Charter in May 2022, we remain on plan to meet the headline targets. Overall, in 2025 we sustained the levels of females in management positions in Ireland. Although we have met and maintained the headline target for females in Exco and Senior Management roles we need to shift our focus to increase representation of females in middle and junior management positions to meet the headline targets for 2026.

Further details of the actions we are taking to increase female representation can be found in our most recent public gender pay gap report, including ongoing focus on recruitment and retention of diverse talent, continuing to provide growth and development opportunities whilst supporting efforts to champion inclusion across our workforce.



[1] Information correct as of 01 January 2025

[2] Women expressed as a % of total population

[3] ExCo includes all ExCo members – including members based outside of Ireland