Annual Report 2024

Permanent TSB plc

This document contains certain forward-looking statements with respect to Permanent TSB plc's (the 'Group') intentions, beliefs, current goals and expectations concerning, among other things, the Group's results of operations, financial condition, performance, liquidity, prospects, growth, strategies, the banking industry and future capital requirements. These forward looking statement often can be identified by the fact that they do not relate only to historical or current facts.

Generally but not always words such as "expect", "anticipate", "intend", "plan", "estimate", "aim", "forecast", "project", "target", "goal", "believe", "may", "could", "will", "seek", "would", "should", "continue", "assume" and similar expressions (or their negative) identify certain forward-looking statements but their absence does not mean that a statement is not forward looking. The forward-looking statements in this document are based on numerous assumptions regarding the Group's present and future business strategies and the environment in which the Group will operate in the future. Forward-looking statements involve inherent known and unknown risks, uncertainties and contingencies because they relate to events and depend on circumstances that may or may not occur in the future and may cause the actual results, performance or achievements of the Group to be materially different from those expressed or implied by such forward looking statements. Many of these risks and uncertainties relate to factors that are beyond the Group's ability to control or estimate precisely, such as future global, national and regional economic conditions, levels of market interest rates, credit or other risks of lending and investment activities, competition and the behaviour of other market participants, the actions of regulators and other factors such as changes in the political, social and regulatory framework in which the Group operates or in economic or technological trends or conditions. Material economic assumptions underlying the forward looking statements are discussed further in Market and Regulatory context.

Past performance should not be taken as an indication or guarantee of future results, and no representation or warranty, express or implied, is made regarding future performance. Nothing in this document should be considered to be a forecast of future profitability or financial position and none of the information in this document is intended to be a profit forecast or profit estimate.

The Group expressly disclaims any obligation or undertaking to release any updates or revisions to these forward-looking statements to reflect any change in the Group's expectations with regard thereto or any change in events, assumptions, conditions or circumstances on which any statement is based after the date of this document or to update or to keep current any other information contained in this document. Accordingly, undue reliance should not be placed on the forward looking statements, which speak only as of the date of this document.

Investor and shareholder information and services including these Annual Reports, are available on-line at www.permanenttsbgroup.ie.

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Market and Regulatory Context

Retail Banking Trends in Ireland 2024

Over the last year, we have consolidated our position as the third largest, full-service retail and business bank in Ireland, investing in our products, processes and people to deliver on our Ambition of being Ireland's best personal and business bank through exceptional customer experiences. Through listening to our customers and understanding their banking needs, we are continuing to deliver new products and exceptional customer experiences, while growing and diversifying our business.

In June 2024, the European Central Bank began to cut rates as inflation across the euro zone eased. The ECB announced four rate decreases, bringing the main borrowing rate to 3.15%, equating to a reduction of 1.35% during 2024. The deposit rate was reduced by 100bps to 3%, while the marginal lending facility was cut to 3.40%.

Mortgage market growth was modest in 2024, primarily driven by continued decreases in switcher and mover purchase activity with market projection adjusted to €12.5 billion. Market pay-outs reached €12.6 billion by the year end, with drawdown volumes falling marginally by 1.3% year on year, while values rose by 4.0%, representing an increase in average house prices across the country. The levels of approvals in 2024 were up 2.9% year on year, coupled with the impact of ECB rate cuts on mortgage price competition, provide a positive outlook for the market in the first half of 2025.

PTSB has taken significant steps to further enhance our digital banking offering this year as customers' desire for digital capabilities have continued to increase. Over 26,000 new current accounts were opened during the year, 52% of which were through our app, signalling customers' continued preference and adoption of digital channels. Overall digital channel usage remains high, with c.160 million logins through our App and Website in 2024. In an environment with evolving methods and attempts at fraud, we remain committed to safeguarding our customers. Since launching 'PTSB Protect' in October 2023, we have seen a 55% reduction in fake website clicks by our customers. This innovative service won Best Innovation/ New Feature at the Bonkers.ie Awards and Best Innovation in CX at the Irish CX Impact Awards.

Delivering exceptional customer experiences remains a key focus for the Bank across our digital, voice and in-person channels, including our intermediary channels. We have continued to evolve our channel mix by investing in customer journey enhancements across both onboarding and in-life for a number of product lines. Customer needs are at the heart of how we design innovative products and services and how we distribute to our customers. Our 'Reflecting Ireland' quarterly research series indicates that Sustainability is important to our Customers, and in April, we became the first financial institution in Ireland to participate in the Strategic Banking Corporation of Ireland's (SBCI) Home Energy Upgrade Loan Scheme, supporting customers with retrofits to make their homes more energy efficient. In June, we launched our innovative 'Interest First' deposit account, unique to the Irish market, enabling customers to receive interest from savings upfront as a lump sum, within the first month of opening the account, instead of waiting until the end of the 1-year fixed term. For the second consecutive year, our 'Explore' current account was awarded the "Financial Services Loyalty Programme/ Initiative of the Year" at the Irish Loyalty & CX Awards.

At PTSB, we are committed to fostering openness, inclusivity, and to deliver an exceptional experience to our customers and communities, especially those that might require additional support or are vulnerable. Supporting vulnerable customers is not just a moral obligation; it is also a reflection of our commitment to fairness, inclusivity and building trust and we have continued to enhance our procedures to support those who need it most. In 2024, we announced a multi-year partnership with AsIAm, Ireland's Autism Charity, and became the first Irish financial institution to be accredited with Autism-Friendly branches in key locations across the country. We have also introduced easy-to-read guides in our branches for customers who may require additional support, and provided Lámh training for front-line staff, teaching them a manual signing system to enhance their engagements with customers with additional communication needs.

Business Banking Trends in Ireland 2024

The Irish economy has shown robust strength since the end of the pandemic and through the inflationary challenges of the last 24 months. Following recent interest rate reductions, many businesses are eager to grow and take advantage of robust demand in the market however the volatility in raw material and fuel costs represents a headwind and requires vigilant management. Key sectors driving growth in new lending in 2024 include wholesale, retail, agriculture, and human health.

SMEs are effectively managing their business models through innovation and automation, with a focus on sustainability to enhance business performance. Initiatives such as the Growth & Sustainability Loan Scheme (GSLS) by the Strategic Banking Corporation of Ireland (SBCI), in which PTSB participates, are providing key mechanisms to support SMEs. The SBCI loan guarantee schemes have been instrumental in enhancing the Bank's reputation in the SME market and driving growth across all existing product ranges.

Tight labour markets and skills shortages continue to challenge many SMEs, with the Irish economy nearing full employment with 2.8 million people now employed. Inflation and interest rates began to reduce in 2024, with growth forecasted for the Irish economy in 2025 outpacing most other European economies. The SME economy also benefits from significant Foreign Direct Investment in Ireland, with Multinational Companies (MNCs) continuing to invest and expand their footprint in the only "English-speaking" economy in the EU. Irish SMEs play a crucial role in the value chains for those MNCs that choose Ireland as a business hub. The impact of the new US administration's trade policy is uncertain and potential downstream impact on Irish SMEs needs to be closely monitored.

PTSB has continued to grow business lending activity through the period while providing timely support to borrowers in financial difficulty. The Bank increased new SME lending by 28% in the year, Strong volumes of M&A activity are driving lending needs in the areas of succession planning and management buyouts, with refinance activity also remaining high. The business lending portfolio is well spread across industry sectors with continued investment in our capabilities. The Bank has also bolstered the Business Banking team with experienced specialists to support our customers and position PTSB as one of the top three Business Banks in the market.

PTSB Asset Finance business have continued to finance assets across a wide range of sectors including transport, agriculture, and manufacturing. The Bank's combined SME and Asset Finance books grew 11% to over €1.1 billion at year end.

"The Irish economy has shown robust strength since the end of the pandemic and through the inflationary challenges of the last 24 months. Following recent interest rate reductions, many businesses are eager to grow and take advantage of robust demand in the market however the volatility in raw material and fuel costs represents a headwind and requires vigilant management."

Our Strategy, Business Model and Culture

Introduction

PTSB has a long banking history of over 200 years, making us one of Ireland's longest serving financial services institutions. Throughout this time, our focus has been on delivering exceptional customer experiences and connecting with our local communities. This remains a core part of the Bank's Strategy, in a world where customer needs and behaviours are ever evolving.

After a period of transformational growth, PTSB has successfully strengthened its Balance Sheet and established strong foundations from which the Bank will grow sustainably. With our strong capital and liquidity positions, PTSB is well positioned to continue to provide much needed competition in the Irish market and achieve our Ambition of being Ireland's best personal and business bank through exceptional customer experiences.

Building on the investments made in recent years, the Bank is now in prime position to challenge the dominant pillar banks in the Irish market, providing retail and business banking customers with an attractive and competitive alternative; one that is underpinned by both resilient and innovative technology and by human support.

The Bank has a clear strategic direction that is being delivered over three phases;

- Phase 1. Optimise operating model and offers to become fit for future growth;
- Phase 2. Evolve and develop offers to deepen customer relationships and grow income; and
- Phase 3. Drive diversification and accelerate growth.

Acknowledging market conditions of a decreasing interest rate environment, continued price competition in the mortgage market, and significant regulatory and mandatory operating requirements, Phase I of our Strategy presents an exciting prospect for PTSB.

Under Phase 1, which will be delivered 2025-27, the Bank's focus will be on deepening customer relationships, diversifying income, and differentiating through customer experience, while driving continuous operational efficiencies and prudent cost management.

Our Business Model

PTSB offers Personal and Business Banking services exclusively in the Republic of Ireland and this is not expected to change through the delivery of our Strategy.

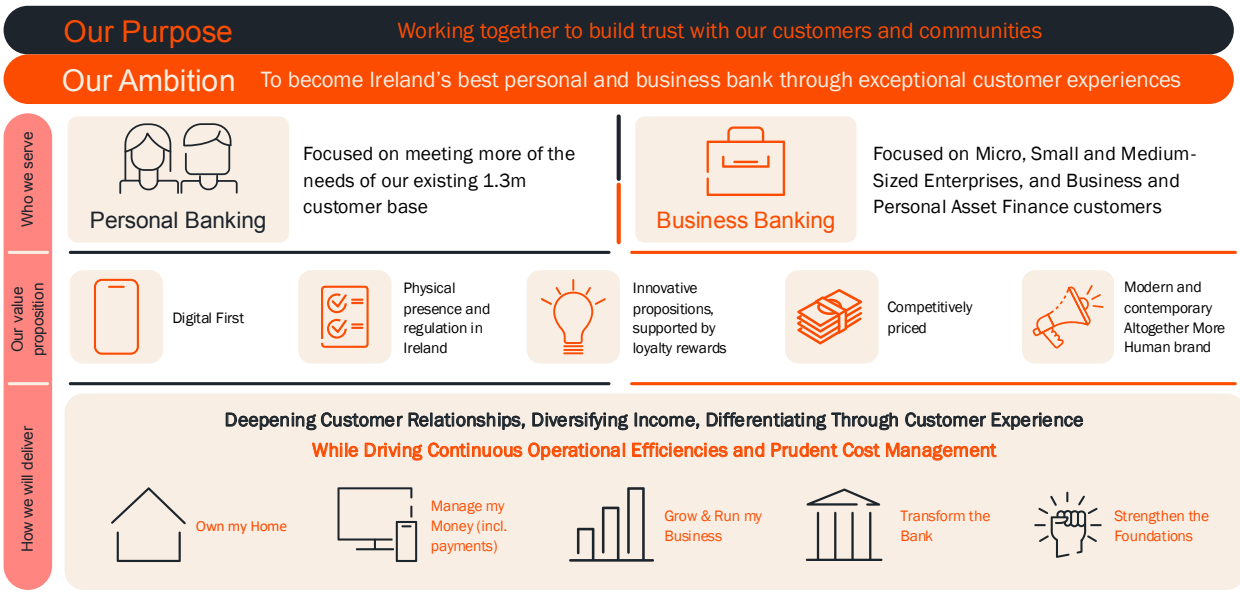
Building on our strong Mortgage offering, the Bank is focused on diversifying its income by increasing our share in other key priority products such as Credit & Asset Finance products in the Business Banking market, and Consumer Term Loans, Deposits & Current Accounts, Insurance and Pensions & Investments in the Personal Banking market. This will also deliver growth in our Non-Interest Income.

The Bank will invest in People, Data, Technology, AI and Innovation, while driving continuous operational efficiencies, to ensure a sustainable cost base.

Our Strategy

In 2024, we refreshed our Strategy for 2025-2027 so that we build on the success of recent years through strengthening the foundations that enable future growth. This 3-year plan will focus on optimising our Operating Model and Offers to become fit for future growth.

Business Strategy 2025-27



- **Deepening our customer relationships** will mean that we do more business with the 1.3m customers we already have, meeting all their financial needs – whether that be a current account, mortgage, insurance, wealth service or all four.
- **Diversifying our income** will see us maintain and grow our mortgage market share, attract new current account customers, while also grow new areas such as business banking and asset finance.
- **Differentiating through customer experience** will mean that we provide a seamless digital first customer experience, complemented by the very best human support, while offering our customers innovative products and services that meet their needs.

We will do this while driving continuous operational efficiencies and prudent cost management, so we can continue to grow and prosper in a sustainable manner, while generating returns for our shareholders. As such, the Bank is undertaking a Strategic Business Transformation (SBT) Programme that focuses on operational improvements and cost efficiency, the outcome of which will be improvements in both customer and colleague experiences and a reduction in costs.

The Bank is expected to remain a predominantly 'Deposit-Led Lender', reducing further its reliance on external wholesale funding, while continuing to meet all regulatory funding requirements, in as efficient an Issuance strategy as possible.

Our value proposition can be summarised as follows: We provide our customers with a digitally-led experience, complemented by human support when needed through our voice and in-person channels. We offer the right products and propositions, at the right price, with strong market share in our target segments.

- We maintain a **Digital-First** approach, meaning we prioritise our App & Online channels for investment and delivery, and we provide our customers with a digitally-led experience
- We are a robust and well-managed Bank with a **Physical presence and regulated in Ireland** by the Central Bank of Ireland
- We offer **innovative propositions, supported by loyalty rewards**
- Our products and propositions are **competitively priced**
- We leverage our **modern and contemporary 'Altogether More Human' brand**, which drives Brand Awareness, Consideration and Affinity

Our Strategy, Business Model and Culture
(continued)

Delivering Our Strategy

The organisation has an integrated plan in place between 2025-27 to ensure our resources and investment are prioritised around delivering on the core needs for customers, to secure their interests, and promoting and deliver positive customer outcomes.

To ensure we can achieve our objectives, our strategy will be delivered under five Value Streams:

- **Own My Home** – Further enhance our mortgage and consumer finance offerings to ensure we can meet the needs of our customers at every stage of their home journey
- **Manage My Money** – Improve our digital experience and launch innovative new products while maximising customer engagement
- **Grow & Run My Business** – Diversify our business by evolving our business banking capabilities and propositions
- **Transform the Bank** – Drive efficiencies through simplification, while investing in people, data, technology, AI and innovation, and elevating our sustainability agenda
- **Strengthen the Foundations** – Secure customer interest through robust risk management, and maturing our cyber, technology and operational resilience

We have set out detailed three-year delivery plans for each of the Value Streams, and we will track and monitor our performance against key performance indicators throughout our delivery.

2025-27 will again see capital investment of >€100m per annum as we continue to deepen our customer relationships, diversify our income, and differentiate through customer experience, while driving continuous operational efficiencies and prudent cost management.

Delivery Through Five Value Streams

Deepening Customer Relationships, Diversifying Income, Differentiating Through Customer Experience
While Driving Continuous Operational Efficiencies and Prudent Cost Management

Own My Home	Manage My Money (Incl. Payments)	Grow & Run My Business	Transform the Bank	Strengthen the Foundations
New Digital Mortgage Servicing with Self-Serve Capability	Maximise Customer Engagement to increase Average Product Holding	Evolve SME and Asset Finance Capabilities and Propositions	Drive Efficiencies Through Strategic Business Transformation Programme	Prepare for Transition to SSM and Deliver IRB Model Review
Optimise Digital, Voice and in-person Channels to Drive Acquisition	Expand App and Payment Capabilities and Drive Digital Adoption	Develop Digital Credit Proposition for Micro-SMEs	Elevate Sustainability with Strategic Focus on the Social Agenda	Protect Customer Interests Through Robust Risk Management
Introduce new Customer Offerings, including Retrofit	Develop Innovative Customer Propositions that Reward Loyalty	Compete through Enhanced Customer Service	Ongoing Transformation and Investment in People, Data, Technology, AI and Innovation	Mature Cyber, Technology & Operational Resilience

Our Culture – Bringing the lived experience to life

At PTSB, we describe our culture as the way we do things: We are Open. We are Inclusive. We build trust. We are One PTSB.

Culture is the DNA of a company. Our culture shows up in our behaviours - how we work, how we treat our customers and each other, what we focus on, and how we live our Values. Our culture is unique and special. It makes us who we are – friendly, customer and colleague focused, inclusive and caring. We manage risk and comply with regulations, where everyone works to meet our goals and is proud of the part they play. Every colleague influences our culture at PTSB. How we each think, behave and act makes a difference here. A great culture brings people together by imparting a strong sense of meaning, direction, and passion. Our Culture unites us together as one team to deliver for our customers. We have been continuous and proactive in working to improve and evolve our culture since 2015; keeping and enhancing the

elements that make us unique and special, whilst altering any aspects that don't align with our Values and Purpose. We have a made a lot of progress, and we are focused on continuously evolving culture across the Bank.

Cultural evolution is imperative as it influences how people experience our Bank; what it's like for customers to engage with us, for our colleagues to work with us and for our communities to live with us. At PTSB, we describe our culture as the way we do things. Our goal is to create a culture of building trust, where all colleagues have a consistent experience regardless of their role, tenure, location, ways of working or function. Our culture is made up of our Purpose, Ambition and Values. Our Values are articulated through behaviour articles, which help colleagues to understand how to role model our Values. Through our behaviours and the way colleagues work together to support our customers and our communities we live our Values. They are demonstrated in how we handle day-to-day operations, our everyday communication and tasks that create the PTSB way of doing things.

In 2023, we announced a major overhaul of our brand and business repositioning as a full-service, customer-focused personal and business bank. This included a complete rebranding of the Bank from Permanent TSB to PTSB, and the introduction of a new brand promise, 'Altogether More Human', which emphasises PTSB's intentions as a full-service personal and business bank to bring the best of technology and our people together to solve real customer needs and deliver a better banking experience.

Aligned to our brand and business repositioning, our CEO, together with our Executive Committee and Board, evolved our Purpose and our Ambition in 2023.

Our Purpose	**Working together to build trust with our customers and communities.**				
Our Ambition	**To become Ireland's best personal and business bank through exceptional customer experiences.**				
Our Promise	**Altogether more human.**				
Our Culture	**We are Open. We are Inclusive. We build trust. We are One PTSB.**				
Our Values	**Lived Every Day through Our Behaviours**				
	Customer Focus We take due care and consideration for our customers always.	**Courageous** We Speak Freely without fear of negative consequences & welcome diverse perspectives to mitigate group think.	**United** We reinforce accountable leadership through our behaviour.	**Open** We innovate and continuously improve.	**Straightforward** We aim to get it right first time every time.

Our Strategy, Business Model and Culture
(continued)

Living our values and managing risk builds trust. We nurture an accountable and supportive workplace where everyone is encouraged to contribute meaningfully, as we become Ireland's best personal and business bank through exceptional customer experiences. We are committed to creating a supportive and inclusive environment where everyone is welcome and respected. When colleagues can be their authentic selves, they bring their best selves to work. This creates better experiences for all colleagues and leads to leads to exceptional experiences for our customers.

Our Simplified Culture Charter ensures that all colleagues have a consistent understanding of our culture and the expectations of them as well as reflecting our evolved Purpose and Ambition, and our promise to be 'Altogether more human'. It sets out our Purpose, Values and beliefs that guide colleague interactions to support the delivery of our Ambition. Our 12 culture enablers help to nurture and improve our culture.

Everything we are doing to improve our culture comes down to one simple goal – Creating Psychological Safety. Psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes. By building a Bank where colleagues can be themselves, where they can be at their best, where their contribution is encouraged and valued, and where they are welcomed, respected, recognised, and supported, we will consistently deliver ethical decision making, fair customer outcomes and risk management in everything that we do.

2024 Culture Reflection – embedding our brand promise of being Altogether More Human.

The 2024 implementation of the Individual Accountability Framework (IAF), represents a pivotal step forward for the Irish Banking sector, strengthening a culture of transparency and responsibility. By clarifying individual roles and fostering accountability, IAF supports a positive workplace culture aligned with our core values and regulatory standards. We are building a responsible & sustainable business to deliver for our customers, colleagues & communities. We are committed to building on the cultural improvements made and sustained, and to achieve our espoused culture.

We are making improvements to our culture:

Our Purpose and Values continue to resonate with colleagues	88.9% of colleagues tell us that they understand our Purpose and Values. (Source: Every Voice Counts 2024).
Our culture Index is above target	It is 76% (+6% above target) (Source: Every Voice Counts 2024).
We are proud of our Gender Pay Gap progress to date	It is 16.9%. We have published our Gender Pay Gap Report for the fifth year, and we acknowledge our focus on this area must continue.
We have been awarded the IBEC KeepWell Mark™	As part of our Wellbeing Strategy, we successfully achieved the IBEC KeepWell Mark™, a national health and wellbeing evidence-based accreditation that recognises organisational commitment to employee well-being, safety and health.
Trust in our Bank is above target	71.5% of colleagues trust PTSB to do the right thing (+1.5% above target), and above the external industry benchmark of 63%. (Source: Every Voice Counts 2024). We won the CIPD Award for Elevating the colleague experience (Large Org).

84.7% of colleagues have told us they understand their role, while 87.2% of colleagues say their teams work effectively across functions to deliver for our customers and our communities. Our Risk Culture Index remains strong at 76% (Source: Every Voice Counts 2024).

We have 12 cultural enablers which help shape and guide our cultural journey, and include:

We have continued to focus on improving our culture by embracing 12 cultural enablers, and by being committed to identifying and over-coming cultural blockers. Our dynamic culture diagnostic enables us to include transparent tracking, measurement and reporting of Engagement and Culture on a sustained basis as part of our Risk Appetite. Our 12 cultural enablers include:

Living as Leaders - Join the Conversation

2024 marked the fourth year of our partnership with LIFT Ireland (Leading Ireland's Future Together). Our Living as Leaders programme is designed to support colleagues in role-modelling our Values through their actions and words aligned to our Purpose and Values. This programme isn't about titles or positions; it's about embracing a growth mind-set and being open to improving how our colleagues do things for themselves, each other, our customers, and our communities. By utilising the self-reflective roundtable approach with our behaviour articles, colleagues become more self-aware of their own actions and

characteristics. Our Values guide the behaviours we expect of our colleagues. Behaviours practiced over time become habits, which in turn become mind-set. We believe that the consistent actions and behaviours of everyone, every day is essential in creating a better future for one another and for our Bank.

Our Living as Leaders programme is foundational in influencing our culture and is included in our Induction Programme for all new joiners. With the implementation of the IAF in 2024, Living as Leaders is even more important as it provides a practical self-reflective framework to help our colleagues understand the behaviours expected of them aligned to our Values. It supports the improvement of our culture as lived behaviours overtime become habits, which in turn become mind-set. The programme is evolving further in 2025, with each People Leader across the Bank required to run a Living As Leaders roundtable with their team on a monthly basis.

LIFT Ireland is a Not-for-Profit Organisation with a vision to make Ireland a better place to live by creating better leaders across our society and in our communities. LIFT's philosophy aligns closely with that of PTSB's, as they believe that each of us is a potential leader, whether that is within our families, our peer groups, our schools, our sports teams, or our businesses. LIFT believe that by developing personal leadership qualities within each individual, we can develop a generation of stronger and better leaders.

We have further expanded on our partnership with LIFT Ireland to become one of five sponsors of their 'Changing futures for the better – Schools Initiative'. LIFT are already active in over 360 of Ireland's secondary schools where students and teachers have adopted the LIFT Ireland Programme, with the curriculum being delivered to more than 26,000 students in communities across the country in 2024 (86,000 students since LIFT started in 2018).

Speak Freely – Change Behaviour by Starting the Conversation

Our goal is to evolve our culture to ensure that our colleagues feel psychologically safe and empowered to share their voice. As an organisation, we are striving to grow a Speak Freely environment where it is safe and acceptable to raise genuine concerns about practices, processes or behaviours that do not meet our standards or align with our Purpose. Our progress in creating this culture is measured through our Every Voice Counts (EVC) and Micropulse surveys which ask the question *"where I work, people can share their opinion without fear of negative consequences"*. The 2024 EVC survey found 74.3% of colleague respondents felt psychologically safe and the Micropulse 2024 survey found 74% of colleague respondents felt psychologically safe in the Bank. In addition, we monitor the usage of the Speak Freely procedure and include this in our KRI reporting, which particularly focuses on a key indicator of trust – that colleagues feel confident to raise concerns in a non-anonymised manner.

Our Speak Freely Procedure protects colleagues who wish to raise a concern or to make a protected disclosure, relating to actual or potential wrongdoing in the workplace, and ensures that they can do so without any fear of retribution or penalisation. We have a number of different channels through which a concern can be raised. The Bank has in place procedures to deal with any protected disclosures that may arise as part of Speak Freely and reports to the Executive Committee and Board on a half yearly basis.

To continue our embedding plan, in 2024 we delivered a number of initiatives to further educate, track and highlight examples of speaking up. Most notably was the Bank's Speak Freely week which saw significant engagement from colleagues across the business on the various initiatives taking place including videos, physical and digital material, training, information sessions and external speakers. During the week, there was a significant increase in colleague engagement demonstrating the importance of a psychological safety campaign.

In addition to this, the embedding plans also include:

- Training People Managers and Speak Freely Champions on Speak Freely and Protected Disclosure procedures, and colleague conduct;
- Mandatory Completion of Colleague Conduct Training by all colleagues which included further awareness and focus on Speak Freely;
- Embedding of the Irish Banking Culture Boards' DECiDE Framework on ethical decision making and the Bank's Team Culture Charter;
- Regular Reporting on Speak Freely concerns to the Exco and Board;
- Developing and sharing of Speak Freely Management Information with colleagues and acting on feedback from the bank wide Every Voice Counts survey and 'Speak Freely' Micro-Pulse survey and subsequent focus groups; and
- Customer Focus – this year also saw a greater link with the customer and ensuring that colleagues are raising process improvements for customers through dedicated Customer Speak Freely Champions

Ways of Working (Hybrid Flexible Working)

In 2020 the Bank introduced a Smart Working Framework to enable optionality and to provide more flexible ways of working for colleagues, while encouraging the use of a broader range of technology at all levels of the organisation.

Through that Framework, we sought to create a reimagined, customer-centric PTSB work environment which fits our strategic design criteria across the areas of Organisational Design, Property, Technology and New Ways of Working. It includes range of options available such as: reduced hours; job sharing; compressed hours; sabbaticals and career breaks; home working or working from an alternative office location.

To support smarter working, we have rolled out several initiatives to enable adoption including Infographics, Team Commitment Charters, Collaboration Zones, Colleague Personas and Kits, new Ways of Learning, and a No Meeting Slot.

Our Strategy, Business Model and Culture
(continued)

Throughout 2024 we have continued to evolve our Flexible & Hybrid Workplace to a work environment that is fit for now, and fit for the future, enabling improved flexibility and choice for a great colleague experience. We have created three dimensions of the Flexible & Hybrid Workplace that we consider, cohesively integrate, coherently communicate, and consistently monitor through adoption and embedding: Physical Dimension [Where we work], Digital Dimension [Tools for work] and Behavioural Dimension [How we work]

Whilst continue to enable the Flexible & Hybrid Workplace in 2024, a Hybrid Working Group was established comprised of representatives from HR Business Partnering, People Experience, Group Technology and Facilities. This Working Group supports the ongoing review of Hybrid Working arrangements for colleagues under the mentioned dimensions and address colleague's needs. Feedback from the Bank's respective surveys are used to receive colleague feedback and understand what areas need to be addressed based on colleague feedback.

As the world of work continues to evolve and the pace and impact of digitisation continues, we are placing our customers, colleagues, and communities at the centre of our decision making to ensure that we continue to build trust and make a positive impact in their lives.

Values in Practice Awards

At PTSB we are fostering a culture of recognition, enabling colleagues to recognise each other from across the organisation who are living the Bank's Values and are making a positive impact to our business, our customers and our community. We have two 'Values In Practice' or 'VIP' recognition programmes available to celebrate the great examples of colleagues living our Values in work and in our communities; (1) Annual VIP Awards (which enables colleagues to recognise the outstanding contribution of individuals during a fixed nomination period), and 2) VIP Everyday Recognition (which is available all year around enabling colleagues to say thank you every day. With over 2,400 nominations received, 2024 marked the highest level of recognition to date since the VIP Annual Awards were launched seven years ago. Colleagues from all across the organisation were recognised by their peers under our five 'Values' categories, and the additional categories of Community Impact Award and Living as Leaders Award. There were over 2,650 VIP Everydays sent in 2024, which were received by over 1,350 colleagues.

People Experience Council (PEC)

As a group of leaders within the organisation, across multiple levels and functions, PEC members are empowered and mandated by their ExCo member to work with teams in their area as they seek to drive and support positive cultural and behavioural change. The PEC members listen to elevate colleague feedback and work to support the culture evolution in their function to address behavioural inconsistencies across the Bank, and to improve trust with our customers. As respected colleagues both, in their division and across the bank, they lead the development of their Every Voice Counts (EVC) action plan to address areas of improvement.

The Individual Accountability Framework (IAF) & How the Bank Provides Assurance on Culture

IAF plays a critical role in driving cultural change by embedding accountability at the individual level. IAF is designed to foster a culture of accountability, where senior leaders must actively demonstrate and promote ethical behaviour, transparency, and regulatory compliance throughout the organisation. This focus on personal responsibility encourages a culture where decisions are made with a greater sense of diligence and alignment with the organisation's values, reinforcing a culture of accountability across all levels.

IAF is a positive enabler, helping to create an environment where culture is not just a shared commitment but a standard of conduct that is actively monitored and upheld. The IAF Conduct Standards are also embedded into the agendas of key governance committees within PTSB. This includes, but is not limited to, the Nomination, Culture and Ethics Committee (NomCo), the Colleague Conduct Committee and Customer Committee which have all been updated to support the IAF Conduct Standards obligations for the Bank.

"At PTSB we are fostering a culture of recognition, enabling colleagues to recognise each other from across the organisation who are living the Bank's Values and are making a positive impact to our business, our customers and our community."

The Irish Banking Culture Board (IBCB)

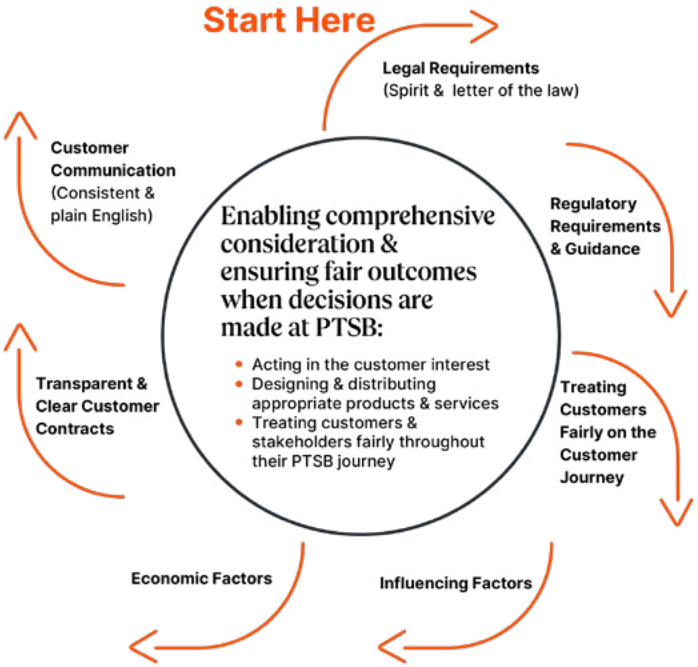
Established in 2018, the IBCB is an independent industry initiative funded by the three retail banks in Ireland. Its aim is to rebuild trust in the sector through demonstrating a change in behaviour and overall culture. PTSB were delighted to support in the launch of the inaugural the IBCB Pride in Banking Awards in 2024. PTSB colleagues received 158 nominations recognising a total of 330 PTSB colleagues.

We also continued embedding the IBCB's DECiDE (Ethical Decision Making) framework, as part of our Code of Ethics. The DECiDE framework acts as a practical guide and tool for colleagues, regardless of level, when making difficult decisions on a day-to-day basis. We look forward to continuing our work with the IBCB in 2025 and beyond, as we work hard to re-build trust in the banking sector together.

Our Customer Yes Checks - Enabling comprehensive consideration & ensuring fair outcomes when decisions are made at PTSB.

We are building a trustworthy and sustainable business - One that has the best interests of colleagues and customers at heart, and one that makes a positive and lasting impact on our community. Our Culture Charter guides how we make decisions through our Purpose and Values. However, sometimes decisions are not simple and/or straightforward and in 2022 we developed and piloted 'Our Customer Yes Checks' to help colleagues weigh up the impact and consider the consequences of our decisions, so that we make the best decisions each day, every day.

Our Customer Yes Checks are designed to enable good debate, ensuring that no strategic decision is taken before different views have been considered and the related risks have been assessed. Ethical dilemmas are difficult, especially when there is no obvious 'right thing to do'. We recognise that we have more to do to help colleagues to act ethically every day, by creating a safe space to talk about ethical



dilemmas and judgement calls more frequency. We need to encourage the use of the DECiDE framework for day-to-day decision-making, embedding it in to how we operate our business.

In 2024, we further iterated our Yes Checks, based on Committee feedback, research and best practice, and incorporated a Customer Wheel. In addition, we evolved the name to be Our Customer Yes Checks. Following approval by the Nominations and Ethics Committee, Our Customer Yes Checks are rolling out across all Tier 1-4 Committees.

Culture in 2025 and Beyond

We are committed to living our Values every day, as they orient our behaviours and guide our decision making. We will continue our culture journey in 2024, to embed our new Brand, the delivery of our evolved Purpose and Ambition and embedding our Culture Statement.

Our key activities to continue our culture evolution will include:

- **Living as Leaders:** Role-modelling our Values through our actions and words by Living as Leaders every day.
- **Speak Freely:** Creating an environment where everyone feels safe to Speak Freely and to develop an innovative mindset.
- **Diversity, Equity & Inclusion:** Building a bank where everyone is included and encouraged to share different views and perspectives.
- **Smart Working Framework:** Supporting colleagues with new trust-based ways of working on a sustainable basis.
- **Wellbeing:** Supporting colleagues to bring their best selves to work in all aspects of their working day.
- **Customer Focus:** Building trust-based relationships with customers with due care and consideration always.
- **Risk Integration & Management:** Providing the supports and tools to help integrate and manage risk in all that we do every day.
- **Strong Stakeholder Engagement:** Listening and actioning feedback to align our Colleagues, Customers and Community.
- **Quality Communications (Internal):** Communicating in a way which is simple, clear and connects with every colleague.
- **Reputation Management (External):** Protecting, enhancing, and measuring our reputation in the community.
- **Brand:** Positioning PTSB to bring our Purpose to life.
- **Culture Measurement:** Encouraging colleagues to share their feedback to improve the colleague experience.
- **Cultural Integration:** Stimulating our Culture with the best of all acquired businesses “ways of doing things” in evolving our culture to deliver on our ambition.

What are we focusing on next?

Since our cultural journey began in 2015, we have worked hard to make and sustain improvements, recognising that there is more work to do across the Bank. We know that our cultural journey will continue as we seek to create a consistent cultural experience for all colleagues with customer trust at the heart.

As we look ahead, the key areas of focus for us will be to continue:

- Integrating a Customer-Centric mindset
- Embedding Ethical Decision-Making
- Building a Culture of Individual Accountability
- Creating a consistent colleague experience focused on culture integration
- Creating a More Diverse, Equitable, and Inclusive PTSB

Sustainability

Our Commitment to Building a Sustainable Business

'Delivering sustainable profitability and incorporating Sustainability into our business practices and strategic decisions remains a key priority for the Bank. We are focused on embedding Sustainability in a way that is not only good for society, but good for business too.'

Eamonn Crowley, Chief Executive Officer

Sustainability Strategy 2022-2026

As part of the development of PTSB's Sustainability Strategy, we engaged stakeholders to complete a materiality assessment to support us in identifying the Environmental, Social and Governance (ESG) issues that are not only material to our business, but important to our stakeholders.

The materiality assessment findings and associated stakeholder insight played an important role in the development of an overarching Sustainability Strategy 2022-2026 for the Bank across four key areas of focus.

4 Key Areas Of Focus	Addressing Climate Change & Supporting The Transition To A Low Carbon Economy	Elevating Our Social Impact & Connecting With Local Communities	Enhancing Our Culture & Investing In Our People	Championing Our Customers & Creating A Bank That Is Fit For The Future
We're Committed To	• Managing Climate Risk • Delivering sustainable products and services • Ensuring responsible procurement practices • Minimising our carbon impact and managing our wider environmental footprint • Ensuring transparency through reporting	• Maintaining our branch presence • Enabling accessibility of our products and services • Encouraging customer financial wellbeing and literacy • Investing in local community initiatives • Addressing social issues, such as social and affordable housing	• Encouraging the right cultural behaviours • Embedding our values and creating a culture of 'Speaking Freely' • Focusing on Diversity, Equity and Inclusion • Investing in employee learning and development • Fostering employee wellbeing	• Delivering high quality products and a superior customer experience • Supporting our Business Banking customers • Investing in digital transformation and innovation • Ensuring cyber security • Managing data protection • Delivering long-term, sustainable profitability

OUR STRATEGY IS UNDERPINNED BY

Living Our Purpose And Ensuring Strong Corporate Governance, Compliance And Fair Business Conduct

The 6 United Nations Sustainable Development Goals (SDGs) At The Core Of Our Strategy

The following is a summary of progress made under each of the four pillars of the Bank's Sustainability Strategy during 2024.

Sustainability
(continued)

Impact in Action

Addressing Climate Change and Supporting the Transition to a Low Carbon Economy

A Board approved Sustainability Strategy aligned to the UN SDGs*

Appointment of a Chief Sustainability and Corporate Affairs Officer to deliver on the Bank's Sustainability Strategy

€875 million in green lending during 2024, +28% YoY, accounting for 43% of new Mortgage Lending

- First lender to participate in the SBCI's Home Energy Upgrade Loan Scheme, offering €100 million in loans
- Participation in the SBCI's Growth and Sustainability Loan Scheme, offering €70m in loans
- Inaugural €500m Green Senior HoldCo notes issued under the Bank's Green Bond Framework
- Disclosing the Bank's carbon impact across Scope 1,2 and 3 (including financed emissions) and developing Science-Based Targets (SBTs) and a corresponding Carbon Reduction Plan
- Continuing to embed our Sustainable Supplier Charter
- A 'Low' ESG Risk Rating through Sustainalytics
- Issuance of the Bank's inaugural Sustainability Statement aligned to the Corporate Sustainability Reporting Directive

Elevating Our Social Impact and Connecting with Local Communities

€19.4 million in funding provided to the Social Finance Foundation since 2009**

€360,000 in charitable giving through the PTSB Community Fund in 2024, which included matched funding by the Bank.

More than 2,000 volunteering hours provided on the ground last year, equating to c.€67,000 of in-kind giving.

- 600 students completing LIFT Ireland's 'Minding Our Futures' Schools Programme, proudly supported by PTSB
- Title Sponsorship of the Irish Olympic Team and the Irish Paralympic Team for the 2024 Games in Paris
- Multi-year partnership with AsIAm – Ireland's Autism Charity
- First Bank in Ireland to receive Autism-Friendly Branch accreditation
- Partnership with Dublin City University (DCU) through its Access Programme
- 12,000 financial reviews completed last year, supporting customers in taking control of their financial future

Enhancing Our Culture and Investing in Our People

A Diversity, Equity, and Inclusion Strategy supported by five Employee Resource Groups – LiveWell, PRISM, DiCE, Adapt and Better Balance

88% of employees feel comfortable to be themselves at work regardless of background or life experiences

60% Female Board Gender Composition and 40% of Senior Leadership positions are filled by Women

- A Mean Gender Pay Gap of 16.9% and a Median Gender Pay Gap of 11.6%
- 76% Culture Index Score, +6% above our Culture Index Target of 70%
- Awarded The KeepWell Mark™, the Irish Business and Employer's Confederation's (IBEC) industry accreditation standard that recognises commitment to employee wellbeing and workplace health
- More than 100,000 hours of training delivered through the Bank's eLearning platform COMPASS in 2024
- 145 employees achieved an award by completing an Institute of Banking (IOB) programme of study, while a further 287 employees passed an exam on the pathway to completing an IOB programme of study
- More than 2,400 nominations received to our Values in Practice (VIP) Awards, the Bank's Colleague Recognition Programme. Nominations were up 1% on 2023

Championing our Customers and Creating a Bank that is fit for the Future

Relationship Net Promoter Score (RNPS)*** +10% YoY 19,000 Explore Current Accounts opened in 2024, with 61% of customer choosing to open them through digital channels	• A Digital Mortgage Application Journey • Broadening our Business Banking offering through partnerships with Bibby Financial Services, the Strategic Banking Corporation of Ireland and Worldpay • A focus on cyber security and data protection with training delivered to all colleagues • The first Irish Retail Bank to be awarded the Guaranteed Irish Symbol, recognising our contribution to local communities across the country

* The United Nation's Sustainable Development Goals (SDGs) were launched in 2015 to provide a plan of action for people, planet and prosperity. While we recognise that we may contribute to all 17 SDGs in some way, we have identified 6 as being core to our Strategy.

** The Social Finance Foundation was established in 2007 by the Irish Government to address the needs of community organisations and social enterprises for loan funding which was difficult to obtain from mainstream financial institutions. Acting as a 'wholesaler', it provides funding to its lending partners Clann Credo and Community Finance Ireland.

*** Relationship Net Promoter Score (RNPS) measures the willingness of a customers to recommend a company's products or services to others.

Awards, Recognition and Pledges

Awards and Recognition in 2024

- Winner – Financial Services Loyalty Programmes/Initiative of the Year for PTSB's Explore Current Account, Irish Loyalty Awards, 2024
- Winner – Specialist Lender Award, FS Awards, 2024
- Winner – Brand Campaign of the Year, All Ireland Marketing Awards, 2024
- Winner – Gold for Best Brand Campaign, Digital Media Awards, 2024
- Winner – Silver Bell for Design (Rebranding Schemes) Permanent TSB becomes PTSB, Institute for Creative Advertising and Design (ICAD), 2024
- Winner – Bronze Bell for Art Direction - Moving with you Campaign (Mortgages), Institute for Creative Advertising and Design (ICAD), 2024
- Winner – Bronze for Best Use of AV, Media Awards, 2024
- Winner – Best Innovation Award for PTSB Protect, Bonkers Awards, 2024
- Winner – Customer Experience Team of the Year, Customer Experience Awards, 2024
- Winner – Best Customer Success Story, Customer Experience Awards, 2024
- Winner – Team of the Year (Finance) for PTSB's Customer Service Team, Workplace Excellence Awards, 2024
- Winner – Colleague Engagement and Team Building, Workplace Excellence Awards, 2024
- Winner – Excellence in Learning and Development for PTSB's Digital and Direct Rising Stars Programme, Workplace Excellence Awards, 2024
- Winner – Best Use of Training and Development Strategies for Teams, Customer Experience Awards, 2024
- Winner – Elevating the Colleague Experience (Large Company), Chartered Institute of Personnel and Development (CIPD) Awards, 2024
- Winner – Diversity, Equality and Inclusion Initiative, Business and Finance ESG Awards, 2024
- Winner – Speaking Up and Psychological Safety Award for PTSB's DiCE Employee Resource Group, Irish Banking Culture Board (IBCB) Proud to Work in Banking Awards, 2024
- Winner – Ethical Behaviour Award for PTSB's People Experience Team, Irish Banking Culture Board (IBCB) Proud to Work in Banking Awards, 2024
- Winner – Most Innovative use of Technology, National Procurement Awards, 2024
- Winner – Best Community or Charity Engagement for the PTSB Community Fund, Bonkers Awards, 2024
- Winner – Best Sports Sponsorship for the Olympic Federation of Ireland's Dare to Believe Schools Programme, Irish Sport Industry Awards, 2024
- Winner – Who Won Sport Overall in 2024? Award, Who Won Sponsorship Series, 2024
- Winner – Who Won the Paris Summer Olympics 2024? Award, Who Won Sponsorship Series, 2024
- Winner –Who Won the Paris Summer Paralympics 2024? Award, Who Won Sponsorship Series, 2024
- Winner – Bronze for Best Storytelling Direction for 'Human Behind the Athlete' (Motherland Production Company for PTSB), Sharks, 2024

Pledges

Business in the Community Ireland's (BITCI) Elevate Inclusive Workplace Pledge:
PTSB has added our signature to BITCI's Elevate Pledge, committing to building inclusive workplaces that are representative of all members of our society. Workplaces have become more diverse, incorporating a multiplicity of backgrounds, experiences and identities. This has brought huge benefits to Irish business. However, diversity alone is not enough. Workplace inclusion is about creating a culture where everyone feels welcome, has access to opportunities and is supported to thrive.

Business in the Community Ireland's (BITCI) Low Carbon Pledge:
PTSB was pleased to add our signature to BITCI's Low Carbon Pledge, deepening our commitment to long-term sustainability and committing to new climate action goals. The Pledge focussed on setting carbon emission reduction targets based on science and includes measuring and reducing our carbon footprint in line with the Paris Agreement and the latest Intergovernmental Panel on Climate Change (IPCC) findings. The Bank was proud to add our signature to the Pledge, joining 68 other Irish businesses in committing to set robust carbon emissions reduction targets.

Science-based Targets

The Science-Based Target Initiative (SBTi) provide a structured pathway for companies to reduce greenhouse gas emissions, aiming to mitigate the severe impacts of climate change while ensuring sustainable business growth. Targets are deemed 'science-based' when they align with the latest climate science necessary to limit global warming to 1.5°C above pre-industrial levels, as outlined in the Paris Agreement.

Following a significant programme of work, during 2024 the Bank worked to develop our science-based targets (SBTs) in line with the Science Based Target Initiative's (SBTi) Version 2 Guidance for Financial institutions. The work included the development of a corresponding Carbon Reduction Plan to support us in achieving our Targets once set. The Targets and Plan will be submitted to the Science-based Target Initiative during Q1 2025 for validation.

We will communicate our Targets once the validation process reaches completion.

For more on the Bank's SBTs, please refer to PTSBGH's Sustainability Statement.

Disclosures and ESG Risk Ratings

Sustainability Statement and Double Materiality Assessment
The objective of PTSBGH's Sustainability Statement is to improve the existing requirements of the European Union's (EU) Non-Financial Reporting Directive, to better harness the potential of the EU in the transition to a fully sustainable and inclusive economic and financial system, in accordance with the European Green Deal and the United Nations' Sustainable Development Goals.

The Sustainability Statement introduces new mandatory reporting standards, the European Sustainability Reporting Standards (ESRS), which include two cross cutting and ten topical standards, plus sector specific/SME standards that are being developed for later issue.

Materiality determines which of topical standards, or elements within, are applicable to a company and must be disclosed.

During 2024, the Bank completed an exercise in double materiality in line with the expectations set out within the Directive. The exercise assessed both stakeholder impact and financial materiality of identified Impacts, Risks and Opportunities (IROs), to determine those that were most material to our business, and important to our stakeholders.

The findings from the Double Materiality Assessment will play an integral role in guiding an informing the next evolution of the Bank's Sustainability Strategy during 2025.

Given that they were deemed material, the Bank has disclosed against them within our Sustainability Statement. We have also disclosed against ESRS 2, which is mandatory for all in-scope companies.

To read PTSB's disclosure, which includes a detailed overview of the Bank's Double Materiality Assessment process, please refer to the PTSBGH Sustainability Statement.

The findings from the Double Materiality Assessment will play an integral role in guiding an informing the next evolution of the Bank's Sustainability Strategy during 2025.

Task Force on Climate Related Financial Disclosures

In 2021, PTSB became a supporter of the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD is a climate-related financial disclosure framework designed to promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to better understand the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks

The disclosure recommendations are structured around four thematic areas that represent core elements of how an organisation operates, including: governance, strategy, risk management and metrics and targets.

To read PTSB's 2024 TCFD Report, please refer to page 276 of the PTSBGH Annual Report.

EU Taxonomy

In accordance with Article 8 of the EU Taxonomy Regulation and the underlying Disclosures Delegated Act, PTSB is required to disclose KPIs related to the proportion of taxonomy-eligible (across all six environmental objectives) and taxonomy-aligned activities (for climate change mitigation, and climate change adaption) for year-end 2024.

You can view PTSB's 2024 EU Taxonomy disclosure on page 238 of the PTSBGH Annual Report.

Gender Pay Gap

We believe in being transparent about our gender pay gap and the journey we are on.

As a purpose driven organisation, Diversity, Equity, and Inclusion (DEI) is a core pillar of our culture. For the fifth year in a row, we are proud to publish our gender pay gap. This forms part of our commitment to hold ourselves accountable by tracking our progress against our action plan which we put in place as part of our Board approved DEI Strategy.

Our 2024 gender pay gap is as follows:

- Mean Gender Pay Gap 2024 – 16.9%
- Median Gender Pay Gap 2024 – 11.6%

An ESG Risk Rating Through Sustainalytics

PTSB engaged Sustainalytics, a leading independent ESG and Corporate Governance research ratings and analytics firm, to produce an ESG Risk Rating for the organisation. ESG Risk Ratings measure a company's exposure to industry-specific material Environmental, Social and Governance (ESG) risks, to determine how well a company is managing those risks.

Following the process, the Bank received a 'Low' rating, recognising that enterprise value is considered to have a low risk of material financial impacts driven by ESG factors. Company ratings are categorised across five levels: negligible, low, medium, high, and severe.

The Business Working Responsibly Mark

Following a comprehensive programme of work, the Bank was proud to be certified with the Business Working Responsibly Mark (The Mark) from Business in the Community Ireland (BITCI) for the second time.

The Mark is an external accreditation recognising best in class Responsible Business Programmes in Ireland and as such, the Bank joins a prestigious group of only 38 other companies who have achieved this accolade. As part of this accreditation, our CEO, Eamonn Crowley sits alongside the CEOs of other member companies as part of the Leaders Group on Sustainability – a collaborative group who work with key stakeholders to drive ESG change across the country.

The Bank first received the Mark in 2020. We will continue to work alongside BITCI as we continue to embed our Sustainability Programme in the years that lie ahead.

Financial Review

The Group's strong financial performance in 2024 has been supported by the positive macroeconomic environment, robust employment, improved collateral values and strong asset quality. The continued high interest rate environment has generated an increase in average rates across the Group's mortgage products resulting in higher gross interest income. This is offset by an increase in cost of funds due to the growth in deposit volumes which was primarily in higher interest-bearing retail deposits, including market-leading rates on six-month and one-year deposits. The expansion and diversification of the Group's business banking offering has also contributed to the overall growth in interest income.

The Group has returned an underlying profit of €178m for the year ended 31 December 2024, which is an increase of €14m from in 2023. Net interest income has decreased by 1% compared with last year. Total operating expenses (excluding exceptional and other non-recurring items) have increased by 5% year on year, primarily driven by higher headcount. Strong underlying performance and robust asset quality within the loan book, together with the favourable macro-economic environment and improved collateral values have resulted in an impairment write-back of €39m on loans and advances to customers for the year ended 31 December 2024, compared to an impairment write-back of €2m in 2023. The above are the main items which result in the Group delivering an overall profit before tax for the year of €157m, which is an increase of €80m compared to 2023.

The Group continued to manage its capital and liquidity positions prudently during the year. The liquidity and capital positions of the Group remain well above all minimum regulatory requirements, with CET1 and total capital sitting at 14.7% and 20.4% respectively. The liquidity cover was ratio was 255%, and the net stable funding ratio was 166%.

Asset quality has continued to remain strong during 2024. Our customers have continued to manage the impacts of inflation and higher interest rate environment. The Group's NPL ratio for the year ended 31 December 2024 is 1.8%, a decrease of 150bps compared with 2023. The Group continues to monitor and manage carefully the impact of inflation on our customers and any expected credit losses.

The outlook for the Bank remains strong, and the Group expects to deliver sustainable profitability over the medium term.

Basis of preparation

The financial review is prepared using International Financial Reporting Standards (IFRS) and non-IFRS measures to analyse the Group's financial performance for the financial year ended 31 December 2024.

Non-IFRS measures are used by Management to assess the financial performance of the Group and to provide insights into financial and operational performance on a consistent basis across various financial years. They also provide details regarding the elements of performance which the Group considers important in its performance assessment and which it can influence.

Non-IFRS measures are however not a substitute for IFRS measures and IFRS measures should be preferred over non-IFRS measures where applicable.

The Group has a tightly drawn accounting policy for exceptional items (see note 1) and exceptional items are considered to include:

- Profit/loss on disposal of businesses;
- Gain on bargain purchase in respect of business combinations;
- Profit/loss on material deleveraging prior to 31 December 2021, including any increase in impairment arising solely due to the sale of NPLs becoming part of the Group's recovery strategy;
- Material restructuring costs; and
- Material transaction, integration and restructuring costs associated with acquisitions (including potential liquidations).

However, from time-to-time certain material non-recurring items occur which do not meet the definition of exceptional items as set out in the accounting policy. To assist the users of the financial statements and to ensure consistency in reporting with other financial institutions, these items are disclosed separately from underlying profit in the financial review. These items are clearly identified as non-IFRS items and reconciled back to the IFRS income statement. A reconciliation between the underlying profit and operating profit on an IFRS basis is set out on page 27.

Basis of calculation

Percentages presented throughout the financial review are calculated using absolute values and therefore the percentages may differ from those calculated using rounded numbers.

Management performance summary consolidated income statement

	Table	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Net interest income	1	**610**	618
Net fee and commissions income		**55**	42
Net other income		**5**	7
Total operating income		**670**	667
Total operating expenses (excl. exceptional items and other non-recurring items, bank levy and other regulatory charges)	3	**(498)**	(445)
Bank levy and other regulatory charges		**(33)**	(60)
Underlying profit before impairment		**139**	162
Impairment write-back on loans and advances to customers	4	**39**	2
Underlying profit before exceptional and other non-recurring items		**178**	164
Exceptional items comprise:	5	**-**	(28)
Costs incurred in relation to Ulster Bank transaction		**-**	(31)
Impairment write-back arising from deleveraging of loans pre-2021		**2**	5
Restructuring and other costs		**(2)**	(2)
Other non-recurring items comprise:	5	**(21)**	(59)
Impairment charge on Ulster Bank transaction		**-**	(52)
Impairment charge on deleveraging of loans		**(9)**	-
Charges in relation to legacy legal cases		**(3)**	(2)
Other		**(9)**	(5)
Profit before taxation		**157**	77
Taxation		**3**	(11)
Profit for the year		**160**	66

Management performance summary consolidated income statement - key highlights

- **Total operating income** has increased by €3m during 2024 primarily due to:
  - **Net interest income** decreased by €8m (1%) during 2024 to €610m. The decrease is driven by increases in volume and underlying cost of retail deposits and increases in cost of wholesale funding, exceeding increases in interest income on loans and advances to customers.
  - **Net fee and commission income** is €55m for the year ended 31 December 2024, an increase of €13m compared to 2023. The increase is primarily due to additional fee income on current accounts.
  - **Net other income** is €5m for the year ended 31 December 2024 compared to €7m at 31 December 2023. Net other income primarily comprises sale of properties and FX gains.
- **Total operating expenses (excl. exceptional items and other non-recurring items, bank levy and other regulatory charges)** are €498m for the year ended 31 December 2024 compared to €445m at 31 December 2023. The increase is driven by increased staff costs due to higher average headcount, the increase in technology licencing costs, and cost inflation pressure.
- **Impairment** is a write-back of €39m on loans and advances to customers for the year ended 31 December 2024, compared to a write-back of €2m for the year ended 31 December 2023. This write-back reflects the strong underlying performance and robust asset quality within the loan book, together with a favourable macro-economic environment.
- **Bank levy and other regulatory charges** amounted to €33m for the year ended 31 December 2024, compared to €60m for the year ended 31 December 2023. The decrease is primarily due to a €28m reduction in the Deposit Guarantee Scheme (DGS) fees for 2024, due to the DGS fund reaching its target level in 2024. Additionally, the Single Resolution Fund fee for the year ended 31 December 2024 was €nil (31 December 2023: €4m).
- **Other non-recurring items** amount to a charge of €21m for the year ended 31 December 2024. They comprise €3m in provisions relating to legacy legal cases, an impairment charge of €9m in relation to the Glas III loan portfolio sale, and €9m in accelerated amortisation of intangible assets.

Net interest income	Net interest margin
€610m	2.20%

Table 1: Net interest income

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Interest income	**899**	778
Interest expense	**(289)**	(160)
Net interest income	**610**	618
Net interest margin (NIM)	**2.20%**	2.32%

Net Interest Income

Net interest income of €610m for the year ended 31 December 2024 decreased by €8m (1%), compared to the prior year. This is mainly driven by the following:

- higher cost of funds due to growth in deposit volumes primarily in higher interest-bearing retail deposits, and an increase in wholesale funding costs, offset by;
- higher interest income from lending, due to higher average rates across mortgage products driven by the higher interest rate environment over the past number of years; and
- an increase in interest income due to a recognition of a full year's income in 2024 on the Asset Finance business which migrated in H2 2023.

Table 2: Average balance sheet*

	Year ended 31 December 2024			Year ended 31 December 2023		
	Average balance	Interest	Average yield/ rate	Average balance	Interest	Average yield/ rate
	€m	€m	%	€m	€m	%
Interest-earning assets						
Loans and advances to customers	**21,221**	**747**	**3.52%**	20,547	661	3.22%
Debt securities	**3,855**	**65**	**1.69%**	3,242	36	1.11%
Loans and advances to banks	**2,610**	**87**	**3.33%**	2,795	81	2.90%
Total average interest earning assets	**27,686**	**899**	**3.25%**	26,584	778	2.93%
Non interest earning assets	**1,006**			956		
Total assets	**28,692**	**899**		27,540	778	
Interest-bearing liabilities						
Customer accounts	**23,541**	**139**	**0.59%**	22,396	43	0.19%
Lease liabilities	**34**	**1**	**2.94%**	29	1	3.05%
Subordinated liabilities	**1,937**	**126**	**6.51%**	1,471	80	3.39%
Deposits by banks	**573**	**23**	**4.01%**	1,051	36	3.39%
Total average interest-bearing liabilities	**26,085**	**289**	**1.11%**	24,947	160	0.64%
Non-interest-bearing liabilities	**160**			182		
Total liabilities	**26,245**	**289**		25,129	160	
Total average equity attributable to owners	**2,447**			2,411		
Total equity and liabilities	**28,692**			27,540		
Net interest margin			**2.20%**			2.32%

* Where applicable, 2024 line items include hedging derivative balances and hedging income and expense

Net interest margin

NIM decreased by 12bps to 2.20% for the year ended 31 December 2024 compared to 2.32% for the prior year. The NIM of the Group has decreased due to increases in deposit costs and wholesale funding. This is partially offset by higher interest income.

Interest income/average interest earning assets

- Interest income on loans and advances to customers increased by €86m driven by increased average rates across mortgage products driven by the higher interest rate environment over the past number of years, and the migration of the Asset Finance business in H2 2023.
- Interest income on debt securities increased by €29m due to lower yielding debt securities being replaced by higher yielding assets, reflecting market movements. The asset mix has a similar risk profile to those being replaced.
- Interest income on loans and advances to banks increased by €6m due to higher yields on excess liquidity held with the central bank and treasury activity.

Interest expense/average interest bearing liabilities

- Interest expense on customer accounts has increased by €96m. This increase reflects an increase in average balances and migration to higher rate term deposit accounts.
- Interest expense on subordinated liabilities increased by €46m during the year due to higher average volumes and the full year impact of the 2023 issuances. A €500m MREL eligible Green Bond was issued in April 2024.
- The average balance of deposits by banks reduced from the prior period due to a reduction in repurchase activity.

Table 3: Total operating expenses

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Staff costs		
Wages and salaries (including commission paid to sales staff)	**190**	165
Social insurance	**22**	19
Pension costs	**21**	17
Total staff costs	**233**	201
Other general and administrative expenses[1]	**183**	177
Administrative, staff and other expenses	**416**	378
Depreciation of property and equipment	**29**	27
Amortisation of intangible assets[2]	**53**	40
Total operating expenses (excluding exceptional and other non-recurring items, bank levy and regulatory charges)	**498**	445
Bank levy	**23**	22
Other regulatory charges	**10**	38
Total operating expenses (excluding exceptional and other non-recurring items items)	**531**	505
Headline cost to income ratio[3]	**79%**	75%
Adjusted cost to income ratio[4]	**74%**	66%
Closing staff numbers[5]	**3,359**	3,330
Average staff numbers[6]	**3,349**	3,055

1 Excludes €3m of cost relating to legacy legal cases presented in non-recurring items.
2 Excludes €9m amortisation presented in non-recurring items.
3 Defined as total operating expenses (excluding exceptional and other non-recurring items) divided by total operating income.
4 Defined as total operating expenses (excluding exceptional, other non-recurring items, bank levy and regulatory charges) divided by total operating income.
5 Closing staff numbers are calculated on a full time employee basis.
6 Includes staff on long-term absence, career breaks and maternity leave.

Operating expenses

Staff costs

Staff costs have increased by €32m during 2024, primarily due to an increase in average FTE of 294 across the Bank during 2024, along with increases in average salaries as a result of performance related pay.

General and administrative expenses

Other general and administrative expenses have increased by €6m during 2024, due to the increase in technology licencing costs and cost inflation pressures.

Amortisation of intangible assets

Amortisation has increased by €13m when compared to 2023. This is mainly due to increased investment spend in recent years, which is primarily driven by investment in the Bank's Digital Banking programme. An additional €9m of accelerated amortisation on intangible assets was recognised as a non-recurring item during the year.

Adjusted cost income ratio

Total operating expense (excluding exceptional and other non-recurring items, bank levy and regulatory charges) of €498m and total operating income of €670m for the year ended 31 December 2024 results in an adjusted cost income ratio of 74% for 2024, compared to an adjusted cost income ratio of 66% for the year ended 31 December 2023. The adjusted cost income ratio has increased during the year as a result of higher operating costs, with operating income remaining in line with 2023.

Bank levy and other regulatory charges

Bank levy and other regulatory charges amounted to €33m for the year ended 31 December 2024. Other regulatory charges include €4m for the Central Bank Industry Funding Levy (31 December 2023: €4m) and €2m related to other regulatory charges (31 December 2023: €2m).

Deposit Guarantee Scheme (DGS) fees were €nil (31 December 2023: €28m). The DGS fund reached its target level during 2024, and therefore future contributions will be based on maintaining the fund at that level. The Single Resolution Fund fee for the year ended 31 December 2024 was €nil (31 December 2023: €4m).

Impairment

€39m write-back

Table 4: Impairment

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Total impairment write-back on loans and advances to customers	**39**	2

The impairment write-back is €39m on loans and advances to customers for the year ended 31 December 2024, compared to a write-back of €2m for the year ended 31 December 2023. This write-back reflects the strong underlying performance and asset quality within the loan book, together with a favourable macro-economic environment and improved collateral values. €9m of impairment on deleveraging is presented in non-recurring items.

Exceptional and other non-recurring items

€21m

Table 5: Exceptional and other non-recurring items

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Exceptional items		
Costs incurred in relation to Ulster Bank transaction	**-**	31
Impairment write-back arising from deleveraging of loans pre-2021	**(2)**	(5)
Restructuring and other costs	**2**	2
Other non-recurring items		
Impairment charge on Ulster Bank transaction	**-**	52
Impairment charge on deleveraging of loans[1]	**9**	-
Other items[2]	**12**	7
Exceptional items and other non-recurring items	**21**	87

[1] Included in IFRS impairment charge
[2] €3m included in IFRS administrative, staff and other expenses and €9m included in amortisation of intangible assets relating to 2024

Exceptional items

Exceptional and other non-recurring items, as viewed by Management for the year ended 31 December 2024 is a charge of €21m which comprises:

Impairment arising from the deleveraging of loans pre-2021
€2m has been released in relation to warranty provisions held on deleveraging transactions that the Group executed in prior years.

Restructuring and other costs
Restructuring and other costs of €2m relate to costs arising in respect of a previous disposal of a business (€1m) and a provision release.

Other non-recurring items
Impairment charge on deleveraging of loans
An impairment charge of €9m was recognised on the sale of the Glas III portfolio during the year.

Other items
Include accelerated amortisation on intangible assets of €9m and €3m in charges relating to legacy legal cases.

Summary consolidated statement of financial position

	Table	31 December 2024 €m	31 December 2023 €m
Assets			
Home loans		**19,629**	19,574
Buy-to-let		**389**	590
Total residential mortgages		**20,018**	20,164
Commercial mortgages		**443**	371
Consumer finance (including finance leases and hire purchase receivables)		**962**	892
Total loans and advances to customers (net of provisions)	6	**21,423**	21,427
Debt securities		**4,327**	3,256
Remaining asset balances		**3,184**	3,073
Total assets		**28,934**	27,756
Liabilities and equity			
Current accounts		**9,187**	9,329
Retail deposits		**13,465**	12,320
Corporate and institutional deposits		**1,468**	1,317
Total customer accounts	8	**24,120**	22,966
Subordinated liabilities		**1,990**	1,770
Remaining liabilities		**298**	605
Total liabilities		**26,408**	25,341
Total equity		**2,526**	2,415
Total equity and liabilities		**28,934**	27,756
Liquidity coverage ratio[1]		**255%**	220%
Net stable funding ratio[2]		**166%**	155%
Loan to deposit ratio[3]		**89%**	93%
Return on tangible equity[4]		**7.5%**	6.5%

[1] Calculated based on the Commission Delegated Regulation (EU) 2015/61.
[2] Defined as the ratio of available stable funding to required stable funding (Article 428b)
[3] Defined as the ratio of loans and advances to customers compared to customer accounts as presented in the statement of financial position.
[4] Defined as profit after tax less AT1 coupons paid (before exceptional and non-recurring items) expressed as a percentage of targeted CET1 capital

Summary consolidated statement of financial position - key highlights

- **Loans and advances to customers (net of provisions)** are €21,423m as at 31 December 2024, remaining in line with 2023. An increase in performing exposures driven by new lending volumes is offset by the reduction of the non-performing loan book due to the Glas III portfolio sale during the year.
- **Debt securities** are €4,327m as at 31 December 2024, an increase of €1,071m from €3,256m at 31 December 2023 due to the purchase of additional bonds in 2024.
- **Remaining asset balances** are €3,184m as at 31 December 2024, an increase of €111m from €3,073m at 31 December 2023. This is primarily due to an increase in deposits held with the CBI.
- **Customer accounts** are €24,120m at 31 December 2024, an increase of €1,154m from 31 December 2023, reflecting a strong performance in acquiring and retaining Customer deposits.
- **Remaining other liabilities** decreased by €307m primarily due to a reduction in repurchase agreements at year end when compared to 2023.

Table 6(a): Summary of movement in loans and advances to customers

	31 December 2024 €m	31 December 2023 €m
Gross loans and advances to customers 1 January	**21,688**	19,804
New lending[1]	**2,442**	2,337
Loans migrated[1]	**-**	1,490
Redemptions and repayments of existing loans	**(2,252)**	(1,923)
Write-offs and restructures	**(22)**	(19)
Net movement from non-performing and other[2]	**(341)**	(1)
Gross loans and advances to customers 31 December	**21,515**	21,688

[1]Net of repayments during the year.
[2]2024 includes Glas III loan portfolio sale

Table 6(b): Composition of loans and advances to customers

	31 December 2024 €m	31 December 2023 €m
Residential mortgages:		
Home loans	**19,539**	19,557
Buy-to-let	**464**	749
Total residential mortgages	**20,003**	20,306
Commercial	**493**	437
Consumer finance	**553**	499
Finance leases and hire purchase receivables	**466**	446
Gross loans and advances to customers	**21,515**	21,688
Of which are reported as non-performing loans	**382**	718
Deferred fees, discounts and business combination related fair value adjustments	**300**	309
Provision for impairment	**(392)**	(570)
Total loans and advances to customers	**21,423**	21,427

Total loans and advances to customers (net)

€21,423m

Total loans and advances to customers (after provisions for impairment) of €21,423m at 31 December 2024, remained in line with 2023. An increase in performing exposures driven by new lending volumes is offset by the reduction of the non-performing loan book due to the Glas III portfolio sale during the year.

Total gross new lending for the year ended 31 December 2024 amounted to €2,622m, down 7% from €2,831m in 2023. New mortgage lending represented 78% of gross total new lending, compared to 82% in 2023, as volumes decreased 12% year-on-year. However, there was a notably strong performance in the second half of the year where volumes almost doubled those in the first half. Mortgage applications (+19%) and mortgage approvals (+13%) increased compared to 2023, driven by this strong performance in H2 2024. PTSB's mortgage drawdown market share dropped from 19.2% in 2023 to 16.4% in 2024, however closed with a strong Q4 2024 share of 20.2%.

Housing supply has increased based on most recent data showing there were over 60,000 new homes commenced during 2024, up 84% from the circa 33,000 recorded in 2023.

SME lending for 2024 was €213m, which is a 28% increase compared to SME lending for 2023. Asset finance lending for 2024 was €221m, commercial business to business lending was up 9%, the motor division saw stronger growth in unit stock to the forecourts, while retail motor finance was marginally back on 2023.

The Group recorded gross new term lending of €132m in 2024. This is a 13% increase compared to 2023.

NPLs	NPLs as a % of gross loans
€382m	1.8%

Table 7: NPLs

	31 December 2024 €m	31 December 2023 €m
Home loans	**259**	403
Buy-to-let	**71**	267
Commercial	**24**	20
Consumer finance	**20**	16
Finance leases and hire purchase receivables	**8**	12
Non-performing loans	**382**	718
NPLs as % of gross loans	**1.8%**	3.3%
Foreclosed assets[1]	**7**	11
Non-performing assets (NPAs) [2]	**389**	729
NPAs as % of gross loans	**1.8%**	3.4%

[1]Foreclosed assets are defined as assets held on the balance sheet which are obtained by taking possession of collateral or by calling on similar credit enhancements.
[2]Non-performing assets are defined as NPLs plus foreclosed assets.

NPLs as a percentage of gross loans were 1.8% at 31 December 2024, an improvement of 150bps compared with 2023. The decrease was driven by the non-performing Glas III loan portfolio sale during the year. We remain committed to providing ongoing support to our customers as they navigate the impact of increased living costs and higher interest rates.

Customer accounts

€24,120m

Table 8: Customer accounts

	31 December 2024 €m	31 December 2023 €m
Current accounts	**9,187**	9,329
Retail deposits	**13,465**	12,320
Total retail deposits	**22,652**	21,649
Corporate deposits	**1,468**	1,317
Total customer deposits	**24,120**	22,966
Loan to deposit ratio[1]	**89%**	93%

[1]Defined as the ratio of loans and advances to customers compared to customer accounts as presented in the SOFP.

At 31 December 2024, customer accounts increased to €24,120m from €22,966m at 31 December 2023, reflecting a strong performance in acquiring and retaining customer deposits, an increase of 5% since December 2023.

The loan to deposit ratio has decreased due to the increase in customer accounts.

Table 9: Reconciliation of underlying profit to operating profit on an IFRS basis

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Operating profit before taxation per IFRS income statement	**157**	77
Other exceptional items (Restructuring and other costs) in IFRS total operating expenses	**(2)**	33
Exceptional impairment arising from deleveraging of loans	**2**	(5)
Non-IFRS adjustments		
Other non-recurring items*	**21**	59
Underlying profit before exceptional and other non-recurring items per management income statement	**178**	164

Capital Management

Capital management objectives and policies

The objective of the Group's capital management policy is to ensure that the Group has sufficient capital to cover the risks of its business, support its strategy and to comply with prevailing regulatory capital requirements at all times. The policy requires the Group to minimise refinancing risk by managing the maturity profile of non-equity capital. The capital adequacy requirements, set by the Regulator, are used by the Group as the basis for its capital management. The Group seeks to maintain sufficient capital to ensure that all regulatory requirements are met.

Regulatory framework

The Group's regulatory requirements, more commonly known as CRD IV, are contained within EU Regulation 575/2013 ('the CRR'), which is directly applicable in all EU countries. Directive 2013/36/EU ('CRD IV') has been transposed into Irish law through S.I. No. 158 of 2014, as well as various technical standards and EBA guidelines. Under these requirements, the Group's total capital for Pillar 1 must be adequate to cover its credit, market and operational risks, including capital buffers. The Group must also hold sufficient capital to cover the additional risks identified under the Pillar 2 process including any add-on's imposed on the Group as part of the supervisory SREP assessment.

Implementation of the CRD IV legislation commenced on a phased basis from 1 January 2014. The CRD IV transition rules resulted in a number of deductions from CET1 capital being introduced on a phased basis, all of which are now fully implemented. The ratios outlined in this section reflect the Group's interpretation of the CRD IV rules as published on 27 June 2013 and subsequent clarifications, including ECB regulation 2016/445 on the exercise of options and discretions.

Regulatory capital developments

In October 2021, the European Commission published a legislative proposal, in the form of amendments to the CRR and CRD, to implement the final revisions to the Basel Framework which, among other things, will see changes to the Credit Risk and Operational Risk frameworks. The Commission expectation is that the new rules will enhance the European Union's banking sector's resilience, increase financial stability and provide the basis for stable funding of the economy. The amendments will implement the final Basel III standards, harmonise supervisory authority powers, introduce an RWA output floor for banks adopting an Internal Rating Based (IRB) approach and bring ESG considerations into risk assessment. The final elements of the implementation of Basel III in the European Union have been agreed and endorsed by the Council and Parliament and will be implemented in EU law. In December 2024, the preparatory bodies of the Council and Parliament have endorsed the banking package consisting of:

- a legislative act to amend the Capital Requirements Directive (Directive 2013/36/EU); and
- a legislative act to amend the Capital Requirements Regulation (Regulation No (EU) 2013/575).

Co-legislators confirmed that the new CRR rules will be applicable from 1 January 2025.

The Central Bank increased the Countercyclical Buffer ("CCyB") to 1.5% in June 2024. This is in line with the Central Bank's objective of building up the CCyB to 1.5% when risk conditions are deemed to be neither elevated nor subdued. Future CCyB rate decisions will be based on macro-financial conditions in a manner consistent with this strategy.

On 26 September 2023, the Central Bank informed the Group of the outcome of the annual assessment of Other Systemically Important Institutions (O-SIIs) in Ireland. As a result of the assessment, the Central Bank has assessed the Group as an O-SII and requires the Group to maintain a 0.5% O-SII buffer from 1 January 2025.

The Group monitors these changes and other emerging developments as they relate to regulatory capital to ensure compliance with all requirements when applicable.

Regulatory capital requirements

The Group's 31 December 2024 capital requirements have been updated to reflect the Group's most recent SREP Assessment.

The Group's Common Equity Tier1 (CET1) Capital Requirement of 10.33% (31 December 2023: 9.83%) is comprised of a Pillar 1 minimum requirement of 4.5%, P2R of 1.83%, Capital Conservation Buffer (CCB) of 2.5% and CCyB increased from 1.0% to 1.5% in June 2024.

The Group's Total Capital Requirement of 15.25% (31 December 2023: 14.75%) is comprised of a Pillar 1 minimum requirement of 8%, P2R of 3.25%, CCB of 2.5% and CCyB of 1.5%.

These requirements exclude Pillar 2 Guidance (P2G) which is not publicly disclosed.

Capital ratios at 31 December 2024

At 31 December 2024, the regulatory CET1 is 14.7% (31 December 2023: 14.3%) and total capital ratio is 20.4% (31 December 2023: 20.0%), exceeding the Group's 2024 capital requirement of 10.33% CET1 and 15.25% total capital.

The increase in the transitional CET1 ratio (+40bps) in the year is primarily due to increasing capital generated from 2024 profit, partially offset by AT1 coupon payments, investment in intangible software assets, and RWA reduction due to NPL Disposal (Glas III).

The 31 December 2024 leverage ratio is 7.1% (31 December 2023: 7.3%). The decrease in the year is primarily due to increased balance sheet growth, partially offset by an increase in Tier 1 Capital.

Table 10 outlines PTSBGH's regulatory transitional and fully loaded capital positions under CRDIV/CRR2. At 1 January 2024, all transitional prudential adjustments are fully phased in and, therefore, Fully Loaded and Transitional Capital Ratios are equal.

Table 10: Regulatory capital

	31 December 2024		31 December 2023	
	Transitional	Fully loaded	Transitional	Fully loaded
	€m	€m	€m	€m
Capital Resources:				
Common Equity Tier 1	**1,684**	**1,684**	1,647	1,616
Additional Tier 1	**368**	**368**	368	368
Tier 1 Capital	**2,052**	**2,052**	2,015	1,984
Tier 2 Capital	**292**	**292**	290	290
Total Capital	**2,344**	**2,344**	2,305	2,274
Risk Weighted Assets	**11,494**	**11,494**	11,546	11,546
Capital Ratios:				
Common Equity Tier 1 Capital	**14.7%**	**14.7%**	14.3%	14.0%
Tier 1 Capital	**17.9%**	**17.9%**	17.5%	17.2%
Total Capital	**20.4%**	**20.4%**	20.0%	19.7%
Leverage Ratio*	**7.1%**	**7.1%**	7.3%	7.2%

* The leverage ratio is calculated by dividing Tier 1 Capital by gross balance sheet exposure (total assets and off-balance sheet exposures).

Table 11 sets out a reconciliation from the statutory shareholders' funds to PTSBGH's regulatory CET1 Capital

Table 11: CET1 Capital

	31 December 2024		31 December 2023	
	Transitional	Fully loaded	Transitional	Fully loaded
	€m	€m	€m	€m
Total Equity	**2,532**	**2,532**	2,419	2,419
Less: AT1 Capital	**(368)**	**(368)**	(368)	(368)
Adjusted Capital	**2,164**	**2,164**	2,051	2,051
Prudential Filters:				
Intangibles	**(144)**	**(144)**	(95)	(95)
Deferred Tax	**(312)**	**(312)**	(277)	(308)
Calendar Provisioning	**(17)**	**(17)**	(24)	(24)
AT1 Distribution Accrual	**(7)**	**(7)**	(7)	(7)
Others	**-**	**-**	(1)	(1)
Common Equity Tier 1	**1,684**	**1,684**	1,647	1,616

Regulatory capital

The 31 December 2024 regulatory CET1 capital increased by €37m to €1,684m (31 December 2023: €1,647m). The increase is primarily due to profit recognised in the year (c.+€161m) partially offset by increased prudential deduction for Intangible Assets (-€49m) and annual phasing of Deferred Tax Asset (-€35m) and AT1 Coupon payments (-€43m).

Minimum Requirement for Own Funds & Eligible Liabilities (MREL)

PTSBGH's fully phased in MREL Minimum Regulatory and Combined Buffer Requirement at 31 December 2024 is 28.60% (31 December 2023: transitional of 25.48%) of Total Risk Exposure Amount (TREA) and 5.91% on a Leverage Ratio basis (31 December 2023: 5.91%). The MREL Minimum Regulatory and Combined Buffer Requirement consists of SRB requirement of 24.60% and the Group's CBR of 4.0% at 31 December 2024 comprising the CCB of 2.5% and CCyB of 1.5%.

PTSBGH's MREL position at 31 December 2024 is 35.2% on an RWA basis and 14.0% on a leverage basis. PTSBGH maintains an internal management buffer over its MREL requirements at all times.

Risk weighted assets (RWAs)

Table 12 sets out the Group's RWAs at 31 December 2024 and 31 December 2023.

Table 12: Risk Weighted Assets

	31 December 2024		31 December 2023	
	Transitional	Fully loaded	Transitional	Fully Loaded
	€m	€m	€m	€m
RWAs				
Credit risk	**9,705**	**9,705**	9,693	9,693
Counterparty credit risk*	**112**	**112**	136	136
Securitisation Risk	**-**	**-**	-	-
Operational risk	**946**	**946**	873	873
Other**	**731**	**731**	844	844
Total RWAs	**11,494**	**11,494**	11,546	11,546

* Counterparty credit risk includes Treasury, Repo & CVA RWAs
** Other consists primarily of Property and Equipment, Deferred Acquisition Costs and Prepayments

The 31 December 2024 RWA's decreased by €52m to €11,494m (31 December 2023: €11,546m). The decrease is primarily driven by prepayments partially offset by increased Operational Risk RWAs reflecting profitability of the Bank and increased Credit Risk RWAs reflecting net loan book growth partially offset by derecognition of NPL disposal (Glas III) RWAs.

Risk Management

The information in Section 3.1, 3.2 and 3.3 on pages 50 to 64 in Risk Management identified as audited (with the exception of the boxed parts of these sections clearly identified as unaudited), forms an integral part of the audited financial statements as described in the basis of preparation on page 139. All other information in Risk Management is additional information and does not form part of the audited financial statements.

1. Risk Management and Governance

The nature of risk taking is fundamental to a financial institution's business profile. It follows that prudent risk management forms an integral part of the Group's governance structure.

Within the boundaries of the Board-approved Risk Appetite Statement (RAS), the Group follows an integrated approach to Risk Management, to ensure that all key risks faced by the Group are appropriately identified, assessed and managed. This approach ensures that robust mechanisms are in place to protect and direct the Group in recognising the economic substance of its risk exposure of its risk exposure.

The Group implements a Risk Management process, which consists of the following key aspects:

- Risk Identification;
- Risk Assessment and Measurement;
- Risk Mitigation and Control;
- Risk Monitoring and Testing; and
- Risk Reporting and Escalation.

Enterprise Risk Management Framework

Within the Internal Control Framework (ICF), the Enterprise Risk Management Framework ('ERMF') is the Group's overarching risk management framework articulating the management process governing risks within the following key risk categories: Capital Adequacy Risk; Liquidity and Funding Risk; Market Risk; Credit Risk; Business Risk; Operational Risk; Information Technology ('IT') Risk; Model Risk; Compliance Risk (including 'AML'); Conduct & Reputational Risk, Climate Related and Environmental Risk ('CRE').

The ERMF outlines the Group-wide approach to the identification; assessment and measurement; mitigation and control; monitoring and testing; and, reporting and escalation of breaches across the outlined risk categories. The Group manages, mitigates, monitors and reports its risk exposure through a set of risk management processes, activities and tools.

The Board Risk and Compliance Committee ('BRCC') provides oversight and advice to the Board on risk governance and supports the Board in carrying out its responsibilities for ensuring that risks are properly identified, assessed, mitigated, monitored and reported and that the Group's strategy is consistent with the Group's Risk Appetite.

Risk Appetite and Strategy

The Bank's Risk Appetite Statement ('RAS') documents are owned by the Board, supported by the Chief Risk Officer ('CRO'), and describe the Bank's risk appetite at the enterprise level. The RAS serves as a boundary to business, support, and control function leaders; enables a consistent approach to risk management; endorses risk discipline; and, integrates risk management into decision-making at all levels of the organisation. The RAS further ensures the Bank's risk is communicated clearly and well understood by both Senior Management and Bank employees so that risk management is continually embedded into the Bank's culture.

The structure of the RAS enables the Bank to maintain robust discussions of risk taking and risk management and provides a commonly understood baseline against which management recommendations and decisions can be debated and effectively and credibly challenged.

The RAS is an articulation of how the Bank's appetite for and tolerance of risk will be expressed. This comes in the form of qualitative statements about the nature and type of risk that the Bank will take on, and quantitative limits and thresholds that define the range of acceptable risk.

The RAS includes component risk appetite statements for each of the distinct key risk categories defined, including qualitative expressions of risk appetite as well as quantitative measures i.e., key risk indicators ('KRIs') supporting qualitative expression. KRIs are monitored and reported to ensure prompt and proactive assessment of their impact on adherence with the Board-approved risk appetite.

The Bank has a straight-forward business model, to deliver a full-service Retail and SME Bank with a medium risk appetite exclusively focused on the Republic of Ireland.

Risk Governance

The Bank's risk governance structure establishes the authority, responsibility, and accountability for risk management across the Bank and enables effective and efficient monitoring, escalation, decision-making, and oversight with respect to risks by appropriate Board and management-level governing bodies.

The responsibilities set out below relate to risk management activities. Further roles and responsibilities are documented in the Internal Control Framework ('ICF'), the Board Manual and the Group Risk committees' Terms of Reference.

The design of the Bank's risk governance structure is informed by a set of risk governance principles that are based on relevant regulatory guidelines. These principles include:

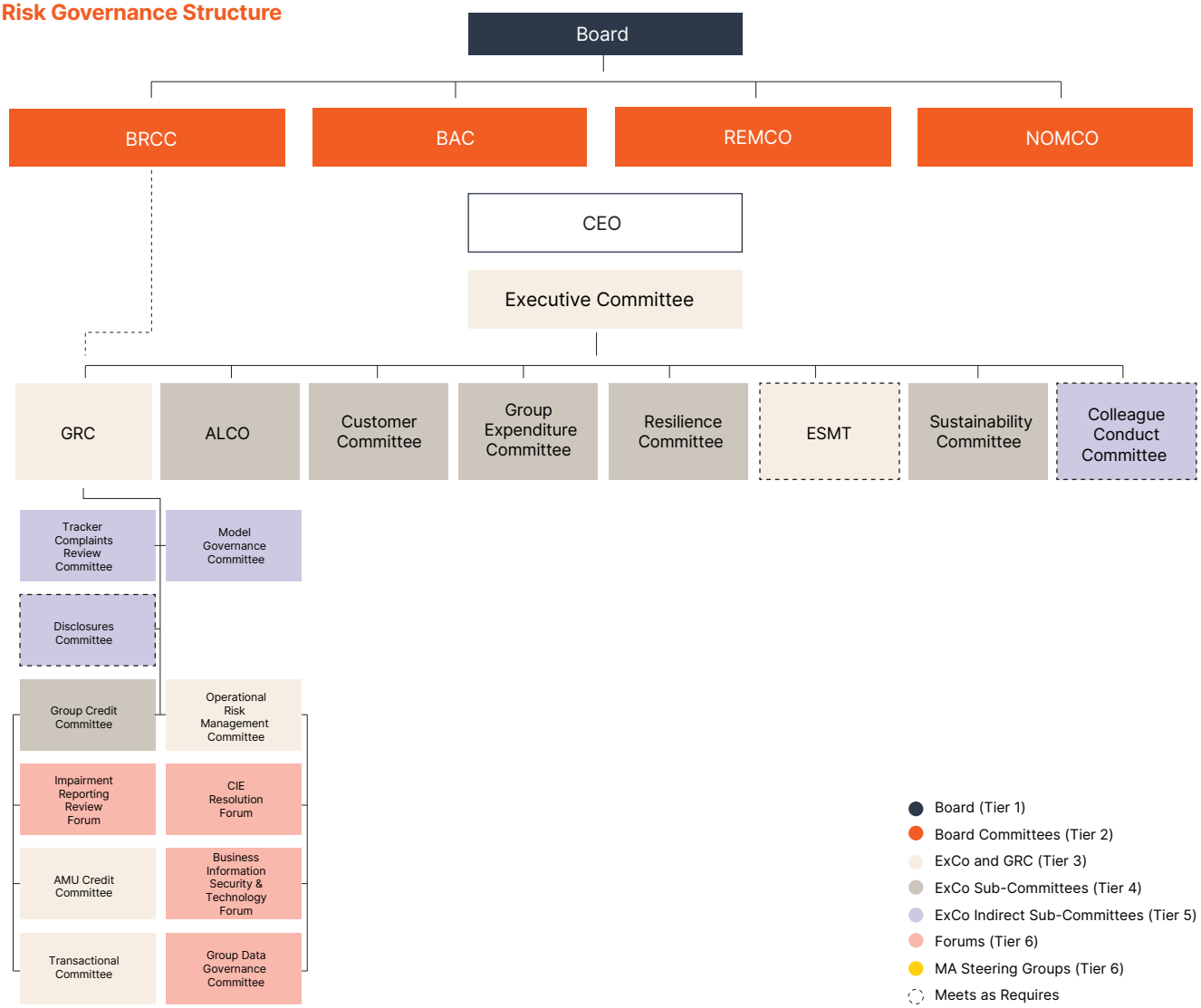
- **Committee Structure:** The number of committees at Board and Management levels reflects the nature and types of risk faced by the Bank. Criteria for establishing risk sub-committees give due consideration to the: purpose of the committee; duration of the committee; proposed membership; committee reporting line; and flight path for outputs from the committee.
- **Board Committees:** Made up of Executive and Non-Executive Directors whose role is to support the Board in overseeing risk management and overseeing and challenging Senior Management's decisions.

Risk Management
(continued)

- **Management Committee:** Bring together senior managers in the Bank who individually and collectively possess the requisite skills, expertise, qualifications, knowledge and experience to exercise sound, objective judgement, commensurate with the risk profile of the Bank.
- **Independence Safeguards:** The risk governance structure features safeguards to protect the independence of key relationships between Senior Executives and the Board. In this respect, the ExCo may not override or modify decisions of the Assets and Liabilities Committee ('ALCo'), Group Risk Committee ('GRC') or Group Credit Committee ('GCC'), but may appeal decisions to the Board (or relevant Board committee). Additionally, the CRO is assigned the right to refer/appeal planned management action agreed by ExCo risk sub-committees, where the CRO considers such action to be inconsistent with adherence to the Board-approved risk appetite.
- **Flow of Risk Information:** The risk governance structure establishes independent reporting lines which facilitate effective risk oversight by the Board via the Board Risk and Compliance Committee ('BRCC').
- **Communication of Risk Information:** Risk information is "prioritised and presented in a concise, fully contextualised manner" to enable robust challenge and informed decision-making throughout the risk governance structure.
- **Appropriateness:** The number of overall governance committees/fora in the Bank, the length of time per meeting, the number of meetings per year, and the number of meetings each Director/Executive attends are appropriate to the Bank's resources and business model. This should be reviewed on a regular basis and the feedback of the committee members should be sought.

The diagram below depicts the Bank's risk governance structure.

Risk Governance Structure



Key Risk Governance Roles and Responsibilities

Committee/Role	Key Responsibilities
Board Responsible for the Bank's business model and strategy, financial soundness, key personnel decisions, internal organisation, governance structure and practices, risk management and compliance obligations.	A key role of the Board is to ensure that risk and compliance are properly managed in the business. Key risk responsibilities of the Board include, but are not limited to: • Understanding the risks to which the Bank is exposed and establishing a documented Risk Appetite for the Bank; • Defining the strategy for the ongoing management of material risks; and • Ensuring that there is a robust and effective ICF that includes well-functioning independent internal risk management, compliance and internal audit functions as well as an appropriate financial reporting and accounting framework. • The Board is collectively responsible for the governance of the Bank. Various Committees assist the Board and Executive Committee in managing and monitoring the risks and opportunities that sustainability (including CR&E Risk) present. Within the Bank, sustainability is coordinated at an enterprise-level, with the functions and business segments sharing responsibility for addressing risks and opportunities.
Board Risk and Compliance Committee (BRCC) Oversees and provides guidance to the Board on risk governance and strategy. This guidance includes recommendations to the Board on current and future risk exposure, tolerance and appetite. The committee oversees Management's implementation of risk strategy including capital and liquidity strategy, the setting of risk and compliance policies and the embedding and maintenance throughout the Bank of a supportive culture in relation to the management of risk and compliance.	The Committee supports the Board in carrying out its responsibilities of ensuring that risks are properly identified, assessed, mitigated, monitored and reported, and that the Bank is operating in line with its approved Risk Appetite. Key activities of the BRCC include, but are not limited to: • Reviewing and making recommendations to the Board on the Bank's risk profile, both current and emerging, encompassing all relevant risks categories as described in the Enterprise Risk Management Framework ('ERMF'); • Reviewing and making recommendations to the Board in relation to the Group's ERMF, RAS and the Group Recovery and Resolution Plan; • Support the Board in ensuring that strategic decisions take into account resolution-related interconnections impacting resolvability; • Oversee the achievement of the resolution objectives and the operationalisation of the bank's resolution strategy; • Monitoring and escalating positions outside Risk Appetite to the Board, within agreed timeframes and approving and overseeing proposed Remediation Plans aimed at restoring the Bank's risk profile to within the approved Risk Appetite; • Reviewing and approving the key components of the Bank's Risk Management Architecture and relevant supporting documents; • Communicating all issues of material Bank reputational and operational risk directly to the Board; • Reviewing and approving Credit Policy, Credit related strategy and any material amendments to Credit Policy; • Reviewing and making recommendations to the Board on the adequacy of capital and liquidity in the context of the Bank's current and planned activities (via reviewing relevant outputs from Internal Capital Adequacy Assessment Process (ICAAP) and Internal Liquidity Adequacy Assessment Process (ILAAP), including in relation to proposed mergers, acquisitions or disposals; • To oversee the Bank's approach to complying effectively with its legal/regulatory obligations on Anti-Money Laundering (AML) and Countering the Financing of Terrorism & Financial Sanctions (CFT/FS); • Assess the introduction and management of regulatory developments and horizon risks in relation to Operational Resilience, Digital Operational Resilience and Third Party resilience. Communicate material resilience issues to the Board as appropriate; • Review any changes to the risk strategy resulting from, changes in the business model, market developments or recommendations made by the risk management function; • Assess the impact of Climate-Related and Environmental Risk (including financial and credit risks) on the Bank's overall Risk Profile; • Review and monitor the performance, effectiveness and independence of the Risk Function and the Chief Risk Officer, to whom there shall be solid reporting lines from all Risk and Regulatory Compliance Functions across the Bank; • Review and monitor the performance, effectiveness and independence of the Compliance function and the Head of Regulatory Compliance and Conduct Risk; and • Promoting a sound Risk Culture across the Bank. The BRCC has delegated responsibility from the Board to assess the impact of CR&E risk on the Bank's overall Risk Profile. The BRCC consists of 5 Non-Executive Directors, one of whom chairs the Committee. The BRCC has approved and provides oversight on the execution of an enterprise-wide ESG Risk Strategy.

Committee/Role	Key Responsibilities
Executive Committee (ExCo) ExCo is the Senior Management Executive Committee for the Bank and is the custodian of the Bank's collective Strategic Plan, Medium Term Plan and Risk Management Architecture as developed through the annual Strategic Planning Process (SPP). ExCo is the accountable body for the Bank's operations, compliance and performance; defining the Bank's organisational structure; ensuring the adoption, application and maintenance of all standards set by the Board; and a forum for Group-wide colleagues and other functional issues and ensuring that a robust and resilient operating framework exists within which the Bank's activities are undertaken. The committee is chaired by the Chief Executive Officer (CEO) who is accountable to the Board.	In the context of Risk Management, ExCo is primarily responsible for: • The oversight of strategic risk associated with the development and execution of the Group's Strategic Plan and Financial Plans. The Group Risk Committee (GRC) is a Committee of ExCo with delegated responsibility for Group-wide risk management issues. The ExCo is the ultimate point of escalation for Group-wide specific issues save for those matters reserved for the Board or its Committees; and • Ensuring that the operations, compliance and performance (through delivery of the Strategic Plan and Medium Term Plan, as well as policies, practices and decisions of the Group) are carried out appropriately, are correctly aligned to the Bank's Purpose / Ambition and to the interests of its key stakeholders (customers, colleagues, and shareholders) while operating within applicable regulatory and legal requirements. • The Executive Committee (ExCo) is the ultimate management committee responsible for the development and implementation of the Bank's Sustainability Strategy and CR&E risk implementation. This will include consideration of the Bank's sustainability-related IROs.

Committee/Role	Key Responsibilities
Assets and Liabilities Committee (ALCo) On delegated authority from the Board Risk & Compliance Committee (BRCC), ALCo reviews, and is responsible for the oversight of all activities relating to Asset & Liability Management (ALM), Liquidity & Funding Risk and Market Risks (including Interest Rate Risk, Treasury Counterparty risk and Foreign Exchange Risk), and Capital Management. The Committee discharges this responsibility by providing governance over policies, methodologies and framework documents deployed to manage the above risks; and via the oversight of the activities and assumptions related to the coordination of the Bank's ICAAP, ILAAP, Recovery Plan and Resolution Planning. ALCo is the body accountable for the evaluation of other potential drivers of earnings volatility, including, but not limited to, competitive and external market pressures, and for approving optimisation and hedging strategies against those risks. In addition, ALCo is responsible for approving the pricing of new product offerings or applying material changes to the pricing of existing products. ALCo is an ExCo Sub-Committee and is accountable to ExCo.	Key roles and responsibilities of the ALCo, but are not limited to: • Provision of information to, and production of, the macro-economic assumptions; stress scenario development; and capital, liquidity & funding elements within the Bank's Medium-Term Planning Process ('MTP'). • Initial governing body responsible for developing and maintaining the Bank's recovery plan, ensuring the accurate and timely reporting of all information required for recovery and resolution purposes; the implementation of measures necessary to achieve the operationalisation of recovery and resolution planning strategies, and for overseeing the co-ordination of the Bank's compliance in those respects. • Responsible for overseeing Resolution Planning activity which involves delivering the prescribed templates/annual submissions and responding to ad hoc information requests, as well as addressing the priorities identified by the SRB/CBI in their letters to the Bank. • Provision of information to, and production of, the Internal Capital Adequacy Assessment Process (ICAAP) and Internal Liquidity Assessment Process (ILAAP); and review, challenge, provide oversight and submission onward for approval by the Board. • Monitor the minimum capital requirements set by the Bank's Regulators and the Basel III minimum Solvency rules, as implemented by the CRD IV Directive and Regulation, detailing the Pillar 1 minimum capital ratios that the Bank needs to hold. • Review the Bank's capital position, including an assessment of trends in Pillar 1 and Pillar 2 capital requirements and the Pillar 1 Plus position. • Maintain oversight and management of the on-going execution of capital-impacting stress testing exercises. While the Board maintains overall responsibility for the stress testing programme, it delegates detailed execution responsibilities to ALCo, which scrutinizes practical aspects including methodologies, translation of macro-economic variables to internal risk parameters, and assessment of risk correlations/concentrations. • Consider both the quality and quantity of capital held by the Bank, including the composition of the Bank's total capital resources (i.e., the preferred split of CET 1, Tier 1, and Tier 2 capital) while remaining within the parameters of the Risk Appetite Framework, and recommend any remedial actions to ExCo/Board accordingly. • Maintain, monitor, and enforce adherence to the Bank's Risk Management Frameworks and Policies for all Liquidity, Market, and Capital related risks. • Oversee and monitor the ALM, Treasury, and Market and Capital risks to which the Bank is exposed, and consider and approve strategies to mitigate such risks. • Maintain and assess the ALM, Treasury, and Market, and Capital Risk profiles against set limits and propose remediation plans to restore Risk Appetite where required. • Approve the pricing for new products or material changes to the pricing for existing products which have interest rate or capital implications, as recommended, including overseeing the inputs for the Bank's pricing models. Approve Funds Transfer Pricing (FTP) methodology, ensuring the process is economically fair, transparent, and incentivizes appropriate behaviour in accordance with FTP Policy.

Committee/Role	Key Responsibilities
Group Risk Committee (GRC) GRC is an ExCo sub-committee chaired by the CRO, who has unfettered access to the BRCC. It serves as a forum for Bank-wide risk management issues and maintains oversight across all of the Bank's key Risk Categories, excluding those which fall directly under the remit of the ALCo.	The GRC monitors and enforces adherence to the Group's Risk Frameworks, Risk Policies and Risk Limits. It is the guardian of the Group's Risk Register and Risk Appetite and is responsible for monitoring the total risk position of the Group. Key activities of GRC include, but are not limited to: • Measuring and monitoring the total risk position of the Bank and maintaining a Risk Register of Top and Emerging risks facing the Bank, together with an assessment of the probability and severity of those risks; • Monitoring and reporting on regulatory developments and upstream/horizon risks in relation to all relevant risk categories and communicating all material issues to the BRCC or the Board as appropriate; • Monitoring and assessing the Bank's risk profile and action trackers against risk appetite and recommending remediation plans to restore risk appetite where required; • Reporting any breaches of approved RAS thresholds in accordance with agreed Risk Appetite Framework; • Recommending proposed changes to the Bank's risk appetite for Board approval; and • Maintaining, monitoring and enforcing adherence to the ERMF, for all key risk categories excluding those which fall directly under the remit of the ALCo.
Customer Committee (CustCo) Customer Committee is a sub-committee of ExCo and is chaired by the Retail Banking Director. The purpose of the Committee is to support commercial growth while ensuring that fair customer outcomes remain at the forefront of decision making, in the context of building customer trust and executing a purpose-led, customer growth strategy.	To ensure that consideration of the customer is a key part of its decision making process, the Committee allocates sufficient time to facilitate meaningful discussions of the customer, with the aim of improving customer experience, delivering better outcomes and enabling relationship growth. It has a number of key remits, namely to: • Prioritise opportunities, resources and capabilities in order to deliver sustainable commercial growth; • Provide guidance to Executive Management (including ExCo and ExCo sub-committees) on business and commercial proposals which may have a material impact on customers and on the endorsement of such proposals; • Review and action, where required, customer performance indicators aligned to the Bank's strategy; • Review relevant significant customer events, issues and complaints, when escalated by relevant sub-committees and forums, in order to provide guidance on significant issues/ events, and in order to delegate appropriate action by relevant sub-committees; • Review and action, where required, Conduct Risk indicators that exist within the Bank against the Board-approved Conduct Risk Appetite and Principles; and • Serve as the central oversight body for all significant customer matters ensuring fair treatment of customers.
Sustainability Committee (SusCo) SusCo is led by the Board, and on delegated authority from the ExCo, the SusCo is in place to provide oversight of all activity relating to the environmental, social and governance (ESG) factors that are core to operating our business in a responsible and sustainable way. The SusCo is chaired by the Chief Sustainability and Corporate Affairs Officer and includes representation from Executive Committee members and Senior Leaders representing business units across the organisation.	The SusCo is responsible for the delivery of PTSB's Sustainability Strategy by ensuring that there is sufficient governance, alignment, oversight and challenge of activity across each of the key area of focus of the Bank's Sustainability Programme. Key activities of the SusCo include, but are not limited to: • Leading on the implementation and embedding of the Bank's Board approved Sustainability Strategy, ensuring that all activity is embedded in the Bank's ambition, purpose, culture, corporate strategy and strategic priorities; • Establishment and oversight of the Bank's SBTs and delivery of the associated Carbon Reduction Plan and associated Policies; • Identifying key stakeholder groups that will be required to deliver on Sustainability Strategy objectives; • Assigning business owners to manage and deliver sustainability programming across the key areas of focus set out within the Sustainability Strategy; • Developing sustainability Key Performance Indicators (KPIs) and processes that enable the Bank to effectively measure and manage them; and • Monitoring and reporting progress to the Board and Executive Committee at regular intervals throughout the year.

Committee/Role	Key Responsibilities
Group Credit Committee (GCC) GCC oversees and is accountable for the execution and delivery of portfolio credit risk management, encompassing the identification, measurement, monitoring and reporting of Portfolio Credit Risks. GCC ensures that the appropriate operating frameworks governing the portfolio credit risk management activities of the Bank are approved and are enforced. It operates as the forum for Bank-wide portfolio credit risk management issues across the full Credit Risk Management Lifecycle. GCC is a sub-committee of GRC.	The GCC is responsible for developing and implementing portfolio credit policy within the Group. The policy addresses all material aspects of the full credit lifecycle, including Credit Risk assessment and mitigation, collateral requirements, collections and forbearance and the risk grading of individual credit exposures. Key activities of the GCC include, but are not limited to: • Recommending the relevant portfolio credit risk elements of the Bank's RAS for approval by the Board; • Recommending approval following challenge of the proposed impairment charge and approach to higher authorities (BRCC/BAC) for reporting periods; • Monitoring adherence to the Group's Credit Policy, including discretion limits and structure for underwriting, scoring, collections, recoveries and provisioning within the boundaries of the Group's RAS (as approved by the Board); • Monitoring the portfolio credit risks to which the Group is exposed; • Maintaining and assessing the portfolio credit risk profile against set limits and proposing remediation plans to restore risk appetite/limits where required; • Reporting any breaches of approved limits in accordance with agreed protocol; and • Acting as the gateway through which decisions required from higher authorities are reviewed prior to submission (e.g. BRCC/Board) and they are the forum review of Group-wide credit risk management issues.
Operational Risk Management Committee (ORMC) ORMC is a sub-committee of the Group Risk Committee (GRC), established with delegated authority to operate and make decisions in accordance with the Terms of Reference approved by GRC. GRC retains overall responsibility for the oversight of Operational and Information Communication Technology (ICT) risks.	ORMC is responsible for supporting GRC in monitoring the Operational and ICT risks to which the Bank is exposed and for overseeing risk mitigation performance and prioritisation related to the management and control of these risks. It supports the activities of the GRC in its monitoring and enforcing adherence to the Bank's Risk Frameworks, Policies and Limits. In fulfilling this role, the ORMC reviews and discusses the outputs and results of the Risk and Control Self-Assessment (RCSA) Process, Operational Risk Event Reporting and various other assessments (including New Product Approval (NPAP) and Third Party Risk Management (TPRM) assessments), monitoring and testing activities to create awareness of commonly experienced Operational and ICT risk matters, to share learnings and to enhance the control environment across the Bank. The key responsibilities of the ORMC include, but are not limited to: • Oversee the implementation of the Bank's Operational and ICT Risk Management Frameworks, including compliance with relevant Operational and ICT risk policies and procedures; • Monitor the implementation of policies and ensure ongoing adherence through operational controls; • Review and approve Operational and ICT Risk policies, as agreed with the Chair of GRC, (via delegated authority from GRC) and recommend approval of Operational and ICT Risk Frameworks to the GRC (and subsequently BRCC); • Review and recommend approval of qualitative and quantitative Operational and ICT Risk appetite metrics and limits/thresholds to GRC, report any breaches in accordance with the agreed process and recommend remediation plans where required; • Appraise Material Operational and ICT risk events, identify and report on the underlying root causes of these events, share lessons learned and ensure that measures or controls have been put in place to mitigate the occurrence and severity of any future Operational and ICT Risk events; • Develop, review and recommend approval of scenarios relating to potential Operational and ICT risk events in order to inform the Bank's capital assessment processes (e.g. ICAAP and Stress Testing) and submit these to the GRC for their review and approval; and • Review and evaluate Operational and ICT risk developments including peer, regulatory, and industry developments, and external incidents that may impact the Bank directly, or relate to potential risks.

Role of the Chief Risk Officer (CRO)

The CRO has independent oversight of the Bank's risk management activities across all key risk categories. The CRO is responsible for independently assessing, monitoring and reporting all material risks to which the Bank is, or may become, exposed. The CRO is a member of the ExCo and directly manages the Bank's Risk function.

The CRO has a direct reporting line to the Board and the Board Risk and Compliance Committee. In line with this reporting mandate, the Chief Risk Officer has a right of escalation and can refer any decision of ExCo or the ExCo Committees/Sub-Committees to the Board Risk and Compliance Committee (or Board) for review.

The CRO has overall responsibility for overseeing the development and implementation of the Bank's Risk function (incl. Compliance function), including overseeing development of the Enterprise Risk Management Framework, supporting frameworks, policies, processes, models and reports and ensuring these are sufficiently robust to support delivery of the Bank's strategic objectives and all of its risk-taking activities.

The CRO is accountable for developing and maintaining the Group's RAS Framework, which the CRO submits to GRC for recommendation to BRCC, who in turn recommend approval to the Board. The CRO is responsible for translating the approved risk appetite into risk limits which cascade throughout the Group. Together with Management, the CRO is actively engaged in monitoring the Group's performance relative to risk limit adherence and reporting this to the Board. The CRO's responsibilities also encompass independent review and participation in the Group's Strategic Planning Process (SPP), capital and liquidity planning and the development and approval of new products. Specifically, the CRO is tasked with:

- Providing Second Line Of Defence assurance to the Board across all key risk categories;
- Providing independent advice to the Board on all key risk issues, including the risk appetite and risk profile of the Group;
- Monitoring and enforcing Group-wide adherence to frameworks, policies, and procedures, with the aim of ensuring that risk-taking is in line with Board approved risk appetite;
- Monitoring material risks to which the Group is, or may become, exposed, and overseeing development of risk mitigating responses as appropriate;
- Developing and submitting the ICAAP, ILAAP, Recovery Planning and Resolution Planning for Board approval; and
- Developing and maintaining the Group's risk management structure.
- In connection with these responsibilities, the CRO is assigned the right of appeal over planned management action agreed by ExCo Risk Sub-Committees (such as ALCo and the GCC) when the CRO considers such action to be inconsistent with adherence to the Board approved risk appetite.

Three Lines of Defence

A 'Three Lines of Defence' model has been adopted by the Group as defined in the ICF for the effective oversight and management of risks across the Group.

Line Of Defence	High-Level Roles And Responsibilities
First Line of Defence First line functions and teams incur risks as they undertake frontline commercial and operational activities. They are responsible for identifying, owning, managing, monitoring and mitigating these risks through the effective design and operation of mitigating controls to ensure compliance with internal and external requirements. Critically, the First Line of Defence executes its business and operational activities in a manner consistent with the enterprise-wide risk appetite and managers take risks appropriately.	**First Line – Business Units** • Embedding the ICF and its supporting frameworks (e.g. Enterprise Risk Management Framework) and sound risk management practices into standard operating practices, including by creating clear links between maintaining and delivering robust governance and risk and control processes to performance management; • Establishing appropriate governance structures to support the implementation of the ICF and achieve the Bank's strategic, business, operational, risk, and assurance objectives; • Complying in full and within the spirit and letter of relevant regulations and legal obligations applicable to business and operational activities; • Identifying, assessing, measuring, monitoring, mitigating, reporting and owning all risks associated with business and operational activities across the Bank's risk categories in a manner consistent with the Bank's Enterprise Risk Management Framework; • Cultivating a strong risk culture that encourages prompt identification and escalation of issues and fostering an environment of continuous improvement and open engagement; • Providing assurance to relevant governance bodies on the management of risk in their functions and the effective operation and reporting of relevant controls; and • Ensuring fair customer outcomes in all aspects of the Bank's operation and decision-making.

Line Of Defence	High-Level Roles And Responsibilities
Second Line of Defence The Group Risk Function is an independent Risk Management function, under the direction of the CRO, and is the key component of the Group's Second Line of Defence. The Group Risk Function is responsible for ensuring that all risks to which the Bank is, or may become, exposed to are identified, assessed, measured, monitored, mitigated, and reported on by the relevant units in the institution.	**Second Line – Group Risk Function** • Developing and monitoring the implementation of the Enterprise Risk Management Framework, enterprise-wide Risk Appetite Statement and risk policies, systems, processes and procedures; • Assessing First Line Of Defence adherence to the enterprise risk management framework, risk appetite, and risk limits to determine whether first line of defence units meet the standards for their risk management roles and responsibilities; • Reviewing, assisting, and, as appropriate, challenging the first line of defence risk management activities, and escalating issues if risk management concerns are not adequately addressed by first line of defence; • Establishing, maintaining, and delivering a program of monitoring, testing, and selected validation; • Cultivating a strong risk culture that encourages prompt identification and escalation of issues and fostering an environment of continuous improvement and open engagement; and • Providing comprehensive and understandable information, independent of the First Line of Defence, to relevant governance bodies – through ongoing risk management committee updates – on the state of the Bank's overall risk and control environment and the effectiveness of risk management, including risk issues and risk management deficiencies, and adherence to the Bank's risk appetite, limits, and enterprise risk management framework.
Third Line of Defence Group Internal Audit (GIA) comprises the Third Line of Defence. It plays a critical role by providing independent assurance to the Board over the adequacy, effectiveness and sustainability of the Group's internal control, risk management and governance systems and processes, thereby supporting both the Board and Senior Management in promoting effective and sound risk management and governance across the Group. All activities undertaken within, and on behalf of, the Group are within the scope of GIA. This includes the activities of risk and control functions established by the Group. The Head of GIA reports directly to the Chair of the Board Audit committee (BAC), thus establishing and maintaining independence of the function.	**Third Line – Group Internal Audit** • Developing a risk-based annual audit plan: developed in the final quarter of each year, this plan sets out the program of audit reviews to be undertaken in the following year, and is based upon a GIA's own risk assessment. This plan is cognisant of the bank's strategy and the risks both to this, and within this, strategy, and aims to provide meaningful input to assist in its controlled and well-governed execution. Accordingly, risk-based evaluation of the bank's risk identification, assessment and evaluation and risk management and mitigation approaches fall within this remit, as do assessments of adherence to policies and procedures (including methodologies and standards), along with the controls in place to ensure regulatory compliance; • Reporting on identified risk management, governance and control weaknesses: GIA reports on all identified issues to both business owners and Senior Management, and to the Board of Directors (via the Board Audit Committee); • Monitoring and reporting on the disposition of agreed remediating actions: As required under professional standards, GIA also monitors the status of all issues and actions previously raised, and reports on the progress being made by business units in implementing agreed action plans; and • Providing insights into risk, governance and control measures which may strengthen the bank's system of internal control in a carefully structured manner such that GIA's independence is preserved.

2. Principal Risks and Uncertainties

Risk registers, containing details of current and emerging risks, from each of the Group Risk functions utilise the 'top-down' and 'bottom-up' Risk Identification / RCSA processes and form the basis of the Group's 'Top and Emerging Risks' report. The 'Top and Emerging Risks' report is presented to GRC, BRCC and Board and is used to ensure identification, measurement, management and monitoring of all material risks.

The following describes the risk factors that could have a material adverse effect on the Group's business, financial condition, results of operations and prospects for the next 12 months and over the medium term. The risk factors discussed below should not be regarded as a complete and comprehensive statement of all potential risks and uncertainties.

The challenging conditions in global markets arise due to factors including the Middle East and Ukraine-Russia conflict, inflationary pressures, the growing threat from cyber-attacks and other unknown risks. As a result, the precise nature of all risks and uncertainties that the Group faces cannot be predicted as several of these are outside of the Group's control.

As at 31 December 2024, the following are the top three emerging risks considered by the Bank:

- **Political, regulatory and supervisory disruption**: political polarisations will increasingly impair geo-political stability and create an uncertain business environment. Sound regulation and supervision are important for the financial sector stability, with high expectation from all stakeholders that regulatory requirements are delivered within prescribed timeframes (Payments). Not complying with requirements will be met with potential fines and supervisory measures. Compliance to requirements can crowd out other strategic investments that impacts competitive position relative to less regulated digital disruptors / non-bank lenders.
- **Process & Ability to Execute risk:** process and execution risk can significantly impact PTSB's operational risk, leading to higher loss risk, impacting operational resilience, customer dissatisfaction, a loss of trust and limit's ability to realise stated ambition (especially against the risk of optimistic bias in forecasting). Risk is linked with internal complexity, a high volume of change, increasing collaboration with third parties and outsourcing providers, people risk and transition speed. Making end to end processes more digitally straight forward is necessary to reduce complexity and embed / automate controls, and consistent customer service quality.
- **Technology disruption / New Market entrants:** new technologies are disrupting the traditional financial landscape, directly impacting the intermediary (banks) at their core. Central banks are actively exploring digital currencies which could allow them to directly fund customers and by-pass the traditional role of banks, especially impacting traditional retail deposit banks like PTSB. Technology change combined with regulatory change Payment Services Directive 2 (PSD2) provides core insights to new entrants and accelerates access to market, with potentially significant competitive disruption.

Economist Update

Introduction

The geopolitical backdrop has become much more uncertain in the last year. While the conflicts in Ukraine and the Middle East remain unresolved, there is political upheaval in Europe as it struggles with anaemic growth. The prospect of a trade war with the US complicates the outlook still further.

Inflation Rates and Interest Rates

Whereas the ECB raised its deposit rate from 0% to 4.5% over the year starting in September 2022 to dampen inflation, it is now focused on reducing rates to address weak growth. Inflation in the Eurozone was below 3% throughout 2024 having peaked at 10.6% in October 2022. Although inflation remains above the ECB's 2% target, nevertheless the market expects the ECB to reduce the deposit rate to 2% by the end of 2025.
The CSO reports that the Irish consumer price index "rose by 1.4%" during 2024 compared with 4.6% a year earlier. However, the Irish Fiscal Advisory Council (IFAC) highlights that falling energy prices have masked increases in domestic prices such as "rent, restaurants and cafés." The IMF notes that while global disinflation continues, "there are signs that progress is stalling in some countries and that elevated inflation is persistent in a few cases."

Economic Outlook / Growth

Eurostat reports that EU GDP grew by just 1.1% in 2024 compared to a rate of 2.8% in the US. Although Irish GDP contracted by 1.1% in 2024 "on the back of large intellectual property investment outflows and increased imports", the ESRI notes that modified domestic demand grew by 3.2% in 2024 and it expects it to grow by 4.1% in 2025 "driven by real income growth and higher housing investment." The IMF projects global growth "at 3.3% both in 2025 and 2026, below the historical (2000–19) average of 3.7%" and Euro area and US growth in 2025 of 1.0% and 2.7%, respectively.
Davy suggests that "real economic growth in excess of 4% a year is attainable for the Irish economy this decade." It notes that "growth momentum has picked up, helped by rising real household incomes as inflation declined and wages grew." But it cautions that "Ireland, being a small open economy with an outsized proportion of US multinationals is at risk from a worsening relationship between the US and EU." The NTMA emphasises that Ireland has a younger population than the European average and notes that this "helps growth potential".

While the Services PMI fell from 57.1 in December 2024 to 53.4 in January 2025 as growth slowed, firms remained "strongly positive for 2025". The

Manufacturing PMI rose from 49.1 to 51.3 over the same period having spent much of 2024 below the 50 breakeven mark. The December 2024 PMI readings for services and manufacturing for the Eurozone were 49.6 and 45.1, respectively.

Government Finances
The NTMA reports that Ireland's Debt-to-GNI (modified gross national income) was 69% at the end of 2024 down from 76% a year earlier. With an average interest rate of 1.4%, an average maturity of 10.2 years, a fiscal surplus of €8bn for 2024 and a AA rating all the major rating agencies, NTMA notes that "Ireland's debt fundamentals" are now similar to those of the EU 'core' countries, Germany, the Netherlands and Austria. Debt-to-GNI is projected to fall further in the coming years because of nominal growth and budget surpluses.

However, the Department of Finance cautions that "at just over €42,000 per person, Ireland has one of the highest gross public debt levels in the world." The IFAC highlights the "significant risk that fiscal policy becomes excessively expansionary in the coming years, while the economy is already performing strongly." Once again it emphasises Ireland's dependence on "extraordinary corporation tax receipts", without which "the government would be running a deficit of €6.3 billion in 2024." It notes that the two new funds the Government has established will save roughly one-third of the "windfall" element of corporation tax, the excess relative to what can be explained by growth in the domestic economy, most of which is accounted for by just three companies. It recommends saving more of these windfall receipts.

While acknowledging IFAC's concerns and highlighting that "gross voted current spending in 2024 was €29bn, or 48.3%, higher than in 2019, indicating a very rapid annual increase of 8.2% a year", Davy suggests Ireland's "favourable debt dynamics" are set to continue "mainly as a result of the impact of Pillar II of the OECD's Base Erosion and Profit Shifting reforms."

Employment
Observing that "Ireland's jobs market has never been tighter", IFAC comments that with 85% of the population aged 25-54 in employment, "there has never been a greater share of people working in Ireland's history." It notes that "employment has grown by 18% since 2019." The CSO reports that 2.8m people were employed in Q4-24, up 3.7% from the previous year while the unemployment rate was 4.5% and the job vacancy rate was 1.2%. The NTMA notes that the unemployment rate has been below 5% for the past two years, the longest such period ever recorded.

The CSO also reports that average weekly earnings were up 5.3% in Q3-24. IFAC highlights that average real wages are "11.7% above 2019 levels" while Davy emphasises the difference between sectors of the economy: "As of Q3 2024, the figures indicate that the average wage for an employee of a foreign-owned company in Ireland was c.€77,500, whereas the equivalent for an employee of a domestic-owned company was €59,900."

Banking
The Irish banking system remains characterised by an excess of deposits. The Central Bank reports that household deposits increased by €6.9bn or 4.5% in 2024. It notes "this movement was driven by deposits with an agreed maturity of up to 2 years, which recorded a €7.3 billion increase in the period, while overnight deposits remained in negative territory, decreasing by €962 million." It comments that overnight deposits represent "87% of the total stock of household deposits" down from 93.8% in April 2023. The European average is 54%. It further notes that net lending to households increased by €3.2bn or 3.1% in 2024 comprising €2.5bn of loans for house purchase and €952m of loans for consumption.

The Central Bank assesses that "domestic bank profitability has likely peaked." Tracker mortgages and Central Bank deposits, two of the largest asset categories on Irish bank balance sheets, will see lower returns in 2025. The Central Bank concludes: "Net interest income, the main source of profitability for Irish banks is likely to decline as ECB policy rates continue to fall." It notes that "domestic banks rely more on net interest income and customer deposits than European peers."

The Central Bank notes that the "aggregate debt service burden of the household sector has remained stable since 2022, with higher loan repayment amounts being offset by rising incomes." It calculates "the debt service ratio for the household sector – the ratio of debt repayments to total disposable income – has remained stable at approximately 9%. This follows a period of household deleveraging and a substantial decline in mortgage interest expenses between the GFC and 2022."

The Central Bank concludes: "The banking sector is well placed to weather a softening in profits, with non-performing loan ratios continuing to decline, and capital buffers above regulatory requirements." It is "maintaining an unchanged policy stance with respect to active macroprudential capital buffers (i.e. CCyB, O-SII) which continue to provide resilience to adverse shocks." It is retaining the CCyB rate of 1.5%, the rate it adopts "when cyclical risks are neither elevated nor subdued." It further notes that despite excess demand, there are no signs of significant increases in mortgage credit growth, which "remains moderate."

BPFI reports that 43,000 mortgages valued at €12.6bn were drawn down in 2024. Drawdown volumes fell by 1.3% compared to 2023 while values rose by 4.0%. Davy comments: "After almost a decade and a half of deleveraging, mortgages have returned to growth in the past two years, albeit at lower than desired levels. The mortgage market has been subdued in recent years, with lower-than-expected activity due to 1) lower new completions and 2) low levels of liquidity in the existing homes market." It forecasts "an increase in new mortgage lending from €12.6bn in 2024 to €13.8bn and €14.8bn in 2025 and 2026 respectively", reaching €22.1bn by 2031.

Davy projects that as housing output increases, the proportion available for sale to homeowners will likely decrease "mindful that large increases are coming

from social housing and apartments." It projects "the percentage of new completions mortgages declines from 36% in 2024 to 25% by 2031" while 50% of existing home purchases will continue to be financed with a mortgage. It estimates the stock of mortgages will grow €2.5bn to €88.5bn in 2025 as €14bn of new mortgages are issued while €11.5bn of existing mortgages are repaid.

Housing
New dwelling completions disappointed in 2024, falling 6.7% to 30,330 from 32,695 in 2023. While the number of scheme dwellings increased by 4.6%, the number of apartments declined 24.1% to 8,763 according to the CSO. Completions in Q4-24 were 14.5% lower than the same quarter in 2023. However, new housing commencements jumped 84% in 2024 to over 60,000 units, the highest levels since the mid-2000s, which, Davy notes, were driven by policy incentives on development.

BPFI points to the resource challenge. It notes that there were "237,000 people employed in the construction sector in the third quarter of 2007" compared with 176,000 people Q3-24. It further highlights that "in addition to addressing the housing deficit, the construction sector is likely to face significant capacity constraints with pressure from other sectors of the economy needing similar resources particularly for the requirements arising from the climate action plan." The Central Bank highlights some of the other challenges including delays in the planning system, a shortage of zoned and serviced land, as well as the poor productivity of the construction sector compared to other European markets.

Various studies report a much greater need for housing than the 50,000 units per year which was often cited previously. Davy estimates a pent-up demand for 230,000 homes, more than 10% of the housing stock. It forecasts Ireland's population "will reach 6m by 2031 and that it will take close to 93,000 new units each year for the housing stock per adult to return to its previous ratio of 0.55 by then" commenting that this would still be at the bottom of the range for high-income European countries.

The new government has extended of the Help to Buy and First Home schemes to 2030 and proposed to expand the First Home Scheme to include existing homes. Davy comments that the Government's plan to deliver 300,000 homes over the next five years "would be a material increase over the last five years of c.135,000."

House Prices
The national Residential Property Price Index (RPPI) increased by 9.4% in the 12 months to November 2024 compared to 3% for the same 12 months a year earlier according to the CSO. The national index is now "16% above its highest level at the peak of the property boom in April 2007" and 158.7% above its trough in early 2013. However, the ESRI notes that in real terms, house prices in December 2023 "are actually 13% below the peak value."

The Central Bank comments: "An ongoing deficit in housing continues to drive residential property price growth … The acceleration in house price growth occurs against the backdrop of an ongoing imbalance in the supply and demand of housing." An ESRI report questions "the capability of certain cohorts of the population to engage in homeownership, as both the debt service ratio (DSR) and house price-to-income ratio are increasing significantly." It suggests "Irish house prices are over-valued by somewhere in the region of 8 to 10%."

However, Davy finds "that Ireland's price-to-income ratios are not misaligned either in historical or international terms" and forecasts continued growth in residential property prices in 2025 (7%) and 2026 (5.5%)." BPFI notes that "notwithstanding the fact that the main ECB rates are close to their highest levels since 2008, average price inflation in the housing sector gained momentum mainly due to low housing stock and continuing housing and mortgage demand amid growing employment and income levels."

Overall Position
The outlook for next year is clouded. As Davy notes, the muted outlook for growth in the Euro area economy, geopolitical tensions, "greater protectionism and the prospect of a trade war between the EU and the US are now clear risks." Ireland as a small, open economy is especially exposed.

And Ireland's infrastructure deficit is likely to continue to impede progress. As IFAC notes: "One of the major challenges facing Ireland's governments over the past decade has been efforts to improve Ireland's infrastructure" which is 20–25% behind its peers. While the biggest shortfall is in housing, significant investment in water and energy infrastructure will also be needed. As the Department of Finance notes, "structural economic changes (the '4Ds': shifting demographics, decarbonisation, digitalisation and de-globalisation) pose significant challenges for the public finances."

Despite the many uncertainties, the outlook for the economy remains positive. Lower inflation and interest rates will help the consumer. As the NTMA notes: "Household balance sheets are not heavily indebted. Mortgage debt is mostly fixed at low rates for the next few years." Consumer spending and investment are both expected to grow as the labour market is expected to remain strong. They may prove sufficient to keep the economy on a steady growth path.

Business Risk

Business Risk is defined as the risk that volumes may decline, margins may shrink, or management costs may increase, arising from an underperforming Business model and/or failure in the Group's strategic ambitions.

From the Group's perspective, Business Risk is further divided into two sub-risk categories, as follows:

- Business Model Risk, which is defined as the risk that the Group does not generate a short-term financial return to meet resolution tests ('viability') and/or is unable to deliver minimum acceptable returns to its shareholders ('sustainability').
- Strategic Risk, which is defined as the risk that results from a failure to prepare for, or respond to, changes in the external environment or market (usually linked to factors such as the activities of competitors, changing customer preferences, product obsolescence, technology developments and regulatory changes).

Business Model risk is typically assessed over a one-year horizon, while strategic

risk generally relates to a longer timeframe and pertains to volatilities in earnings arising from a failure to develop and execute an appropriate strategy. Business Units are responsible for the delivery of their business plans and management of such factors as pricing, sales/lending volumes, operating expenses and other variables that may impact earnings volatility. Pricing decisions, and changes thereto, are reviewed and approved by the Bank's Assets and Liabilities Committee. The development of new markets, products and services and significant changes to existing ones is addressed under the Group's New Product Approval process.

Business Unit strategy is developed within the boundaries of the Group's Strategy as well as the Group's Risk Appetite.

Climate-Related & Environmental Risk

PTSB is committed to the management of Climate-Related & Environmental (CR&E) Risk, aided by regulatory guidance, to play our part as corporate citizens. Understanding of how best to respond to climate change is continually evolving and with this our knowledge of associated risks continues to develop.

Managing CR&E Risks and opportunities is a key area of focus under the 'Addressing Climate Change and Supporting the Transition to a Low Carbon Economy' Pillar of the Bank's Sustainability Strategy. Through this Strategy, the Bank is working to manage and mitigate against CR&E Risk, while also finding new and innovative ways to help our stakeholders to navigate the transition to a low carbon economy. This is complemented by "Sustainable Business Growth" as one of the refreshed Strategic Priorities outlining the Bank's commitment to building a sustainable organisation that is fit for the future.

PTSB has formally defined CR&E Risk, categorising into two Sub-Risk Categories as follows:

1. Physical Risks - The risk of economic cost and financial losses resulting from the increasing severity and frequency of:

- Acute Physical Risk – arises from extreme weather events such as floods, storms, droughts and heatwaves.
- Chronic Physical Risk – arises from longer-term gradual shifts in the climate patterns, such as increasing temperatures, sea-level rises, water stress, biodiversity loss, land use change, habitat destruction and resource scarcity.

2. Transition Risk - The risk of economic cost, financial loss or an adverse outcome related to the process of adjustment towards a low-carbon economy and more environmentally sustainable economy. Transitioning to a low-carbon economy may require substantial policy, legal, technology and market changes. These changes may result in financial loss and reputational risk to organisations, with the severity of this depending on the scope and speed of change required. Transition Risk may include:

- Policy Risks that come with the evolution of policies and regulations that promote the adaptation to a less carbon intensive and more sustainable economy, and those that constrain actions that lead to climate change and harm the environment.
- Legal Risk that relates to litigation claims against institutions and their representatives who fail to mitigate and adapt to climate change, and who fail to disclose material climate and environmental information.
- Market Risks that arise through changing demand and supply for commodities, products and services.
- Reputation Risk that relates to the changing stakeholder perception of institutions' contribution to or detraction from the transition to a lower-carbon economy.

The management of CR&E risk is aligned to key processes and components set out in the Bank's Enterprise Risk Management Framework (ERMF), which identifies core risk management stages which collectively ensure that the Bank appropriately identifies and manages current and emerging risk the Bank is exposed to. Consideration of the impact of CR&E risk on each of the risk categories has been considered as part of the Banks 2023 CR&E Risk Materiality Assessment. Through this assessment, the Bank recognises that CR&E risk is a cross-cutting risk, which may impact or enhance other identified risk.

The Bank has established strong governance structures surrounding CR&E Risk. During the first half of 2024, the Bank evolved its Sustainability Programme to include eight underlying workstreams, one of which is focused on CR&E Risk Management. The Sustainability Programme is led by the Sustainability Committee (SusCo). The SusCo acts on delegated authority from the ExCo, to provide oversight in line with supervisory expectations on the execution of the Bank's Sustainability Strategy by ensuring that there is sufficient oversight, alignment, governance and challenge of activity across key areas of focus for the Bank. Supporting the SusCo, a Sustainability Programme Direction Group (PDG) is in place, consisting of members from the Bank's Senior Leadership Team with enterprise-wide representation to ensure a holistic and integrated approach to support execution.

The management of CR&E Risk is aligned to key processes and components set out in the Bank's Enterprise Risk Management Framework (ERMF), which identifies core risk management stages which collectively ensure that the Bank appropriately identifies and manages current and emerging risk the Bank is exposed to. Consideration of the impact of CR&E Risk on each of the risk categories has been considered as part of the Bank's CR&E Risk Materiality Assessment. This assessment served as a foundational exercise to understand and assess CR&E Risk as an impact and driver of traditional Risk Categories and the Bank's exposure to same. As such, the Bank recognises that CR&E risk is a cross-cutting risk, which may impact or enhance other identified risk.

Over the last number of years, the Bank has made progress integrating CR&E Risk considerations into operational processes and strategic decision-making. PTSB deployed resources to ensure the delivery of the CR&E Risk Implementation Plan, that has been closed and is proactive in and committed to maturing this integration into 2024 and beyond. This work established the Bank's baseline position and enabled the organisation to make progress across a number of areas.

A summary of progress includes:

- Establishing effective governance for the management of CR&E Risk across the Bank;
- Introducing the first enterprise-wide CR&E Risk Management Framework (CR&E RMF);
- Preparing a CR&E Risk Qualitative Materiality Assessment to assess and understand CR&E Risk as an impact and drive of traditional Risk Categories;
- Developing CR&E Key Risk Indicators;
- Sourcing and integrating CR&E Risk data for Bank use to inform CR&E Risk analysis;
- Implementing a CR&E Risk Stress Test aligned closely with the ECB Stress Test Methodology;
- Integrating CR&E Risk into the Bank's ICAAP and ILAAP processes;
- Ensuring CR&E Risk is considered in the Bank's product development through the establishment of Green Product and Proposition Design Principles; and,
- Establishing a Science Based Targets for emissions reductions Programme.

The Bank has mobilised investment toward positive CR&E Risk activity by supporting customers and counterparties in navigating their transition to a low carbon economy. CR&E Risk is considered in the Bank's product development process through establishment of Green Product and Proposition Design Principles.

The Bank has made progress, including:

- c.€875m in Green Mortgage Lending in 2024 accounting for 43% of New Mortgage Lending;
- Participation in the SBCI Growth and Sustainability Loan Scheme, offering €70 million in low-cost loans to SMEs;
- €100 million in funding as part of SBCI Home Energy Upgrade Loan Scheme – first lender to launch the Scheme; and,
- €500m Green Senior HoldCo, the first Green Bond issuance under the Bank's Green Bond Framework. The Bond was issued by PTSBGH on 10 April with maturity date 10 July 2030 (first call 10 July 2029).

These developments make up the first steps towards an envisioned suite of Sustainable Finance Product offerings, with proposition development continuing on future products.

As CR&E risk continues to evolve, the potential effect of Physical (Acute & Chronic) and Transition Risk on the Bank will be continually reviewed. The assessment of effects as set out in the CR&E Risk Materiality Assessment will develop over time as the Bank sources critical data to incorporate quantitative analysis. This is supported by the Bank's Data Remediation Programme, which has dedicated resources in place to support and further develop CR&E Risk data availability and granularity.

While the Bank is focused on short-term action delivery and stepping up the pace in embedding CR&E risk, it is mindful of creating capacity and building a robust long-term strategic approach to CR&E risk, which aligns to best practice. This will ensure there is a comprehensive integration within Strategy, Data, Risk Management and Product Strategy, supported by enabling activities such as training and disclosures.

Credit Risk

Credit Risk is defined as the risk of financial loss due to the failure of a customer, guarantor or counterparty, to meet their financial obligations to the Bank as they fall due.

The Group's customer exposures are originated and managed in Ireland. The Group's principal exposure is to residential mortgages secured firstly by a first legal charge on the property. Economic uncertainty, as well as the socio-political environment and inflation adversely impact or cause further deterioration in the credit quality of the Group's loan portfolios. This may give rise to increased difficulties in relation to the recoverability of loans or other amounts due from borrowers, resulting in further increases in the Group's impaired loans and impairment provisions.

As losses from customer credit risk are the principal financial risk to which the Group is exposed more detailed analysis of the risks, risk management policies and current portfolio segmentation is provided in section 3.1 of the Risk Management Report.

Capital Adequacy Risk

Capital Adequacy Risk is the risk that the Group does not have sufficient capital to cover the risk exposures of its business, support its strategy, and comply with regulatory capital requirements at all times.

The Group's business and financial condition could be negatively affected if the amount of its capital is insufficient due to:

- Materially worse than expected financial performance;
- Increases in Risk-Weighted Assets;
- Excessive growth in asset volumes;
- Changes in the prescribed regulatory framework; or
- The sales of assets.

The core objective of the Group's capital management framework is to ensure it complies with regulatory capital requirements (Capital Requirements Regulation (CRR and CRR2), Capital Requirements Directive IV (CRD IV) and the Banking Recovery and Resolution Directive (BRRD) and that it maintains sufficient capital to cover its business risks and strategy.

As outlined in the Group's RAS, the Group undertakes an Internal Capital Adequacy Assessment Process (ICAAP) to ensure that it is adequately capitalised against the inherent risks to which its business operations are exposed and to maintain an appropriate level of capital to meet the minimum regulatory and Supervisory Review and Evaluation Process (capital requirements). The ICAAP is subject to review and evaluation by the CBI as part of its Supervisory Review and Evaluation Process.

The management of capital within the Group is monitored by the BRCC, ExCo and ALCo in accordance with the Board-approved capital adequacy risk management framework.

Government Control and Intervention

In 2011, the Minister for Finance of Ireland became the owner of 99% of the issued ordinary shares of the Group which reduced to c.75% following the successful capital raise in 2015. The completion of the first phase the Ulster Bank transaction, combined with the recent disposal of an additional 5% tranche in 2023, has further reduced the Minister for Finance's stake to c.57%.

The risk is that the Irish Government, through its direct majority shareholding of the Group, uses its voting rights or intervenes in the conduct and management of the business in a way that may not be in the best interests of the Group's other stakeholders.

The Minister for Finance and the Group entered into a Relationship Framework Agreement dated 23 April 2015. The Framework Agreement provides that the Minister will ensure that the investment in the Group is managed on a commercial basis and will engage with the Group, including in respect of the manner in which he exercises his voting rights, in accordance with best institutional shareholder practice in a manner proportionate to the shareholding interest of the State in the Group.

Current and future budgetary policy, taxation, the insolvency regime and other measures adopted by the State to deal with the economic situation in Ireland may have an adverse impact on the Group's customers' ability to repay their loans, the Group's ability to repossess collateral and its overall pricing policy.

Liquidity and Funding Risks

Liquidity Risk is the risk that the Group has insufficient funds to meet its financial obligations and regulatory requirements as and when they arise either through inability to access funding sources or monetise liquid assets.

Funding Risk is the risk that the Group is not able to achieve its target funding mix, is too dependent on particular funding instruments, funding sources (retail/ wholesale) or funding tenors, fails to meet regulatory requirements and, in extremis, is not able to access funding markets or can only do so at excessive cost and/or Liquidity Risk.

These risks are inherent in banking operations and can be heightened by other factors and changes in credit ratings or market dislocation. The level of Liquidity Risk further depends on the size and quality of the Group's liquid asset buffer, the maturity profile of funding, as well as broader market factors such as depositor and investor sentiment/ behaviour.

It is likely that risks would be further exacerbated in times of stress. Given the nature of the Group's retail focus which stems from its business model; liquidity and funding risk will arise naturally due to the maturity transformation of primarily short term deposits into longer term loans.

The Group's Risk Appetite Statement and the associated Liquidity & Funding Risk Management Framework set out the Group's approach to the management of Liquidity & Funding Risk, including the Group's approach to risk identification, assessment, measurement, monitoring, mitigation and reporting. The Liquidity & Funding Risk Framework is approved by the BRCC on the recommendation of the ALCo.

The management of the Group's liquidity and funding risks are subject to strict internal controls and reporting procedures and are monitored by the ALCo and the BRCC on a regular basis. Group Treasury is responsible for the management of liquidity and funding risk. Group Risk and GIA provide further oversight and challenge and ensure compliance to the Group's Liquidity and Funding Risk Management Framework.

For further details on Funding and Liquidity Risk, see section 3.2.

Market Risk

Market Risk is defined as 'the risk of losses in on and off-balance sheet positions arising from adverse movements in market prices. Often market risk cannot be fully eliminated through diversification, though it can be hedged against'.

From the Group's perspective, Market Risk consists of three components being Interest Rate Risk, Credit Spread Risk and Foreign Exchange Risk. These risks are covered in detail in section 3.3.

The Group's Risk Appetite Statement and the associated Market Risk Framework set out the Group's approach to the management of Market Risk, including the Group's approach to Market Risk identification, assessment, measurement, monitoring, mitigation and reporting. The Market Risk Framework is approved by the BRCC on the recommendation of the ALCo.

All market risks arising within the Group are subject to strict internal controls and reporting procedures and are monitored by the ALCo and BRCC on a regular basis. Group Treasury is responsible for the management of market risk exposures on the balance sheet. Group Risk and Group Internal Audit provide further oversight and challenge of Group Treasury's compliance with the Market Risk Framework and associated Policies.

Model Risk

Model risk is defined by the Group as an adverse outcome (incorrect or unintended decision) that occurs as a direct result of weaknesses or failures in the design, implementation or use of a model. The adverse consequences include financial loss, poor business or strategic decision-making, or damage to the Group's reputation.

In terms of risk appetite, the Group expects that all material models function as intended. The key factors which influence model risk within PTSB include: Macroeconomic risk – the Group's suite of models is built on data that spans the period immediately prior to the Global Financial crisis through the recent recovery. The degree to which the impacts of a new economic downturn will mirror the last is uncertain. The degree of risk increases with the speed and volatility of economic change;

- Regulatory change – the pace of evolution of regulation and guidance increases the burden of maintaining the Group's regulatory models;

- Competition for skills – significant competition exists within the Irish market for those with the experience and expertise to build, implement and interpret models; and
- Data – encouraging customers to share their data, particularly in the area of environment and sustainability is a strategic area of focus for the Group in enhancing model risk management.

Model risk is managed in accordance with the Group's Model Risk Framework. This framework provides the foundation for managing and mitigating model risk within the Group. Accountability is cascaded from the Board and senior management via the Group ERMF. This provides the basis for the Group Model Risk Policy, which defines the mandatory requirements for models across the Group, including:

- the scope of models covered by the policy, including model materiality;
- roles and responsibilities, including ownership, independent oversight and approval;
- key principles and controls regarding data integrity, development, validation, implementation, ongoing maintenance and revalidation, monitoring, and the process for non-compliance; and
- the model owner taking responsibility for ensuring the fitness for purpose of the models and rating systems, supported and challenged by an independent specialist function within Risk that reports directly to the CRO.

The above ensures all models in scope of policy, including those involved in IFRS 9 and regulatory capital calculation, are developed consistently and are of sufficient quality to support business decisions and meet regulatory requirements.

The Group Model Governance Committee (MGC), a sub-committee of the GRC (Group Risk Committee), is the primary body for overseeing model risk. The Group RAS (Risk Appetite Statement) requires that key performance indicators are monitored for every model to ensure they remain fit-for-purpose or appropriate mitigation is in place. Material model issues are reported monthly to Group and Board Risk Committees with more detailed papers as necessary to focus on key issues.

Operational Risk and ICT Risk

Operational Risk is defined as the risk of loss or unplanned gains resulting from inadequate or failed processes, people, and systems or from external events. This includes: operational resilience & business continuity; third party and outsourcing; business process; fraud; legal; people; property; change and data management risk.

ICT Risk is defined as the risk of loss due to a breach of confidentiality, failure of integrity of systems and data, inappropriateness or unavailability of systems and data or inability to change Information Communication Technology ('ICT') within a reasonable time and with reasonable costs when the environment or business requirements change (i.e. agility). ICT Risk includes risks associated with poor ICT governance, oversight and risk management as well as security risks resulting from inadequate or failed internal processes or external events including cyber-attacks or inadequate physical security.

Risks from both these risk categories are inherently present in the Group's business. Any significant disruption to the Group's ICT systems, including breaches of data security or cyber security could harm the Group's reputation and adversely affect the Group's operations or financial condition materially.

The Group has a low appetite for Operational Risk and IT Risk and aims to minimise the level of serious disruption or loss caused by Operational or IT issues to its customers, employees, brand and reputation.

The Group's Operational Risk and ICT Risk Management Framework outlines the Group's approach to managing Operational and ICT risks and associated risk exposures and is applicable Group-wide. The Framework outlines the specific governance structures and processes that enable the management of the Bank's Operational & ICT Risks, it defines the roles and responsibilities for the oversight of Operational and ICT risks, along with the ownership and processes in place for the identification, assessment, mitigation, monitoring, testing and reporting of Operational and ICT risks in the Group.

In support of the above, the Group utilises a Risk and Control Self-Assessment methodology to:

- Identify, measure and control Operational Risk, Information Communication Technology (ICT) Risk, Compliance Risk, Conduct and Reputational Risks across the Group which aids the consistent approach to risk management and aids the business in their decision making process.
- Support the ability to track any control design or operational effectiveness deficiencies that are identified through the process. This ensures that comprehensive remediation plans are created, monitored and tracked through to closure.

The ORMC monitors the Operational and IT Risks to which the Group is exposed to and oversees risk mitigation including performance and prioritisation related to the management and control of these risks. In fulfilling this role, The ORMC reviews and discusses the outputs and results of the Risk and Control Self-Assessment (RCSA) Process, control testing and Operational Risk Event Reporting and various other assessment, monitoring and testing activities to create awareness of commonly experienced Operational and IT risk matters, to share learnings and to enhance the control environment across the Group. Furthermore, the ORMC reviews and monitors Operational and IT risk RAS, the Operational and IT KRIs, emerging risks and other relevant Operational and IT risk metrics on an ongoing basis.

ORMC also monitors the oversight of new or amended Third Party/Outsourcing relationships, new products, and/or significant changes to existing products and Strategic Change that is implemented across the bank and highlight any risks where required.

External Fraud remains at a high threat level with many customers targeted/ responding to fraudulent SMS and phone calls in circulation, divulging their

credentials to fake websites. There has been a significant increase in this activity since 2020 and PTSB have been recognised as being to the fore in seeking ways to protect our customers and the bank. We continue to work on our own initiative but also collectively with many external stakeholders i.e. other FI's, BPFI, CBI, UCD Cyber Centre, Gardaí, ComReg, Telco's and Fintech to reduce impact. The creation and launch of "PTSB Protect" to our customer base and added to our app as an opt-in solution in October 2023 will inform customers using the service of known fake SMS being received to their Smart phone. PTSB Protect is the first of such technology to be deployed by any bank. We have also enhanced our fraud monitoring capabilities in the card transactions space in November 2023 with the 'Foresight' fraud scoring tool added to our strategies, this is currently proving beneficial from both a fraud prevention and customer impacting perspective. By continuing to innovate and react to the ever changing environment, we can continue to maintain best in class status, whilst maintaining a balance between providing a frictionless customer journey but also managing the risk.

The external cyber threat environment continues to evolve, and remains a challenge to the Banking industry globally. Continuous improvement in our cyber defences is a strategic priority with investment accordingly to enhance the control environment.

The Bank's Cyber and Information Security Strategy (2022-2024) was approved by the Board Risk and Compliance Committee (BRCC) in February 2022. This is driving further improvements in the Bank's cyber defence, along with associated governance. Promoting information security awareness at all levels of the Bank is also a key feature of our approach. The Bank's Chief Information Security Officer (CISO) will present a refreshed Cyber and Digital Resilience Strategy (2025-2027) to BRCC in December 2024.

Scenario testing is performed on an annual basis, as outlined in the Enterprise Risk Management Framework (ERMF), for critical processes including but not limited to: Payments Systems Failure, Information Security, Cyber Security, Internal Fraud, Business Disruption and ICT Resilience to ensure existing processes support timely recovery. Monitoring and incident management processes are in place to detect and recover from both cyber-attacks and ICT issues which may affect the availability of critical IT systems. Regular disaster recovery testing of critical systems is conducted in order to test IT resilience. Any changes made to the Group's ICT systems or applications are governed by a change management process.

Internal controls are tested on a continual basis to provide assurance on the design effectiveness and operating effectiveness of controls captured in the RCSA process. This system of internal control is designed to provide reasonable, but not absolute, assurance against the risk of material errors, fraud or losses occurring. Effective controls will work to reduce the likelihood of a risk occurring and/or the impact should the risk materialise.

Independent risk based control assurance reviews are also undertaken mainly in relation to key processes to provide an assessment of how effective associated risks are controlled and managed.

Weakness in the Group's internal control system or breaches/alleged breaches of laws or regulations could result in increased regulatory supervision, enforcement actions and other disciplinary action, and could have a material adverse impact on the Group's results, financial condition and prospects. To quantify the potential impact of weaknesses in this regard, and to strengthen the Group's system of internal controls through the consideration of unexpected events, scenario analysis and stress testing are conducted on a regular basis.

Risk culture is a component of the Bank's culture. A sound risk culture drives and supports risk awareness, desired behaviours and judgements about risk-taking. It bolsters effective risk management, promotes prudent risk-taking, and ensures that any emerging risks or risk-taking activities beyond the Bank's risk appetite are identified, assessed, escalated and managed in a timely manner. A key objective of the Group's Risk Management approach is to create a culture of risk awareness where all staff have an understanding of Operational and IT risk and the role they each play in ensuring that any impacts/ losses are minimised.

The Group may engage the services of third parties to support delivery of its objectives or to complement its existing processes. The risk associated with these activities is categorised as 'Third Party and Outsourcing Risk' and is defined as the risk of loss or reputational damage connected with the engagement and management of Third Parties contracted internally or externally (for example, for the purposes of customer engagement, data processing, systems development, Cloud services or ICT systems), including lack of third party diversification, inadequate third party business continuity plans or insufficient monitoring and oversight of the engagement.

The Group's Third Party Risk Management Policy sets out the minimum requirements and roles and responsibilities necessary to ensure consistent identification management and mitigation of Third Party and Outsourcing risks across the Group, as defined in the Group's ERMF, and Operational and IT Risk Management Framework. The policy outlines the processes and controls required for identifying, assessing, mitigating and managing these risks.

Conduct and Reputational Risk

Conduct Risk is the risk that the conduct of the Group towards customers or the market leads to poor customer outcomes, a failure to meet customers' or regulators' expectations, or breaches of regulatory rules or laws.

Conduct Risk can occur in every aspect of the Group's activities, including through:

- The strategy of the Group and how it is executed;
- The way the Group is run and managed;
- The existence of group think or localised cultures;
- The lack of psychological safety for staff in facilitating a robust speak freely process;

- The design type and pricing of products/services offered, the customers to whom they are offered and the distribution channels used;
- The way sales are made or transactions are executed;
- The post-sales fulfilment process throughout the life of the product;
- The management of different customer cohorts recognising that some customers may require additional assistance at a point in time or on a permanent basis; and
- Interactions with customers throughout the lifetime of the relationship, including when customers make complaints either directly or through the Financial Services and Pensions Ombudsman or where customer-impacting errors occur.

The Group recognises that the management and mitigation of Conduct Risk is fundamental and intrinsically linked to the achievement of our purpose 'Working together to build trust with our customers and communities'. It recognises that Conduct Risk can occur in every aspect of the Group's activities and is committed to continuing to achieve best practice in this area.

The Group's Senior Management are responsible for the identification and management of Conduct Risk in their business areas and for ensuring fair customer outcomes, and the Regulatory Compliance function is responsible for second line Conduct Risk oversight. The Group is guided by a Conduct Risk Management Framework, including a Board-approved Risk Appetite. Its purpose is to help ensure that the Group achieves its strategic objectives by acting honestly, fairly and professionally in the best interests of its customers and the integrity of the market, and acts with due skill, care and diligence. In doing so, the Group is placing the achievement of fair outcomes for its customers at the heart of its strategy, governance and operations.

Board and Senior Management have ensured that there is regular reporting of metrics and Key Risk Indicators against the Conduct Risk Appetite as well as events that could affect or have already impacted on customers. The primary governance body responsible for Conduct issues is the Customer Committee (a sub-committee of ExCo).

Reputational Risk is the risk of brand damage and/or economic loss arising from a failure to meet stakeholders' expectations of the Group or the failure of organisational structure and governance arrangements within the Group to embed desired behaviours and culture. The reputation of PTSB is founded on trust from its employees, customers, shareholders, regulators and from the public in general. Isolated events can undermine that trust and negatively impact the Group's reputation. Negative public opinion can result from the actual or perceived manner in which the Group conducts its business activities, from the Group's financial performance, the level of direct and indirect Government support or actual or perceived practices in the banking and financial industry. It is often observed that reputational risk is in fact a consequence of other risks. Negative public opinion may adversely affect the Group's ability to keep and attract customers which in turn may adversely affect the Group's financial condition and operations. The Group cannot be sure that it will be successful in avoiding damage to its business from reputational risk.

Compliance Risk

Compliance risk is the risk of material financial loss or liability, legal or regulatory sanctions, or brand damage arising from the failure to comply with, or adequately plan for, changes to official sector policy, laws, regulations, major industry standards, compliance policies and procedures, or expectations of customers and other stakeholders.

As a financial services firm, the Group is subject to extensive and comprehensive legislation and regulation by a number of regulatory authorities. The Group moved from a Less Significant Institution (LSI) to an Other Systemically Important Institution (OSII) in November 2023 and is directly supervised by the Central Bank of Ireland, as the National Competent Authority. The Board is responsible for overseeing the management of compliance risk, with senior management having a primary responsibility to effectively manage compliance with applicable laws and regulations and for ensuring that the Group has and effectively employs the resources, procedures, systems and controls, including monitoring, necessary to ensure compliance with all existing and forthcoming legislation.

The Central Bank (Individual Accountability Framework) Act 2023 (IAF) introduced the Individual Accountability Regime for Banks and other regulated entities. The Group has focused on implementation measures to ensure compliance with the new Conduct Standards and enhancements to the Fitness and Probity and Administrative Sanctions regimes which came into operation on 29 Dec 2023 and the Senior Executive Accountability Regime (SEAR) which has been in effect from 1 July 2024.

First Line Assurance teams are in place with the Regulatory Compliance function is responsible for second line oversight, including the updating of the Regulatory Compliance Framework. This Framework supports the Group to achieve its strategic priorities while managing regulatory compliance risks within the Board-approved Regulatory Compliance risk appetite. In addition, it sets out how the Group manages current and emerging regulatory compliance risk, details the key principles, objectives, and primary components of the Group's approach to regulatory compliance risk management, and sets out regulatory compliance risk management responsibilities across the three lines of defence model.

The Group is exposed to many forms of risk in connection with compliance with such laws and regulations, including, but not limited to:

- The risk that changes to the laws and regulations under which the Group operates will materially impact on the Group's liquidity, capital, profitability, product range, distribution channels or markets;
- The risk that the Group is unable to respond to the scale of regulatory change and implement all required changes in full or on time, or the challenge of meeting regulatory changes will impact the Group's abilities to undertake other strategic initiatives;
- The level of costs associated with the regulatory overhead including, but not limited to, the industry funding levy, funding the resolution fund established under the Single Resolution Mechanism or levies in respect of applicable compensation schemes (including the Investor Compensation Scheme and the Deposit Guarantee Scheme (DGS);
- Non-compliance with organisational requirements, such as the requirement to have robust governance arrangements, effective processes to identify, manage, monitor and report the risks the Group is or might be exposed to, and internal control mechanisms, including sound administrative and accounting procedures and effective control and safeguard arrangements for information processing systems;
- The possibility of mis-selling financial products or the mishandling of complaints related to the sale of such products by or attributed to an employee of the Group, including as a result of having sales practices, complaints procedures and/or reward structures in place that are determined to have been inappropriate or the risk that previous practices are deemed inappropriate when assessed against current standards;
- Breaching laws and requirements relating to data protection, the detection and prevention of money laundering, terrorist financing, sanctions, bribery, corruption and other financial crime; and
- Non-compliance with legislation relating to unfair or required contractual terms or disclosures.

Regulatory Developments

The level of regulatory change remains high and continues to be an area of focus.

Sustainability and climate change continues to be a key priority for Governments and regulators. The EU Action Plan on Sustainable Finance and the EU Green Deal, set out the EU's strategy to integrate ESG considerations into its financial policy framework and mobilise finance for sustainable growth. A key part of the strategy is the EU Sustainable Finance Disclosures Regulation (SFDR) and accompanying RTS, which is expected to be finalised in late 2024 or early 2025, which requires enhanced disclosure in a consistent manner of ESG factors into decision making processes and customer documentation for sustainable investments. The Corporate Sustainability Reporting Directive (CSRD) which introduces more detailed reporting requirements on companies in respect of the impact of their activities on the environment in their own operations and through their value chains with member states having 2 years to transpose into law.

Legislative progress continues on the implementation of the Basel III reforms, the Capital Requirements Regulation 3 (CRR3) and Capital Requirements Directive 6 (CRD6) were adopted by the European Council (EC) in May 2024 and became effective on 9th July 2024. CRR3 will apply from January 2025 and member states have 18 months to transpose CRD6 into national legislation. Both are aimed at enhancing prudential regulatory standards, supervision, and risk management of banks. The EU payments package, which includes the introduction of a Digital Euro and other legislative proposals and policy initiatives aimed at improving the payment experience of consumers and businesses, is also progressing through the EU legislative process. Further progress is expected on these proposals in early 2025. The EC has introduced legislation aimed at increasing the availability and use of Instant Credit Transfers in Euro from January 2025. In line with the objectives of the EU Digital Finance Strategy, the Digital Operational Resilience Act (DORA) will apply in full from January 2025. The revised Consumer Credit Directive and the revised Distance Marketing Directive have both been published and they come into effect in 2026. The new EU Artificial Intelligence Act, which was published in June 2024, comes into effect on various dates from late 2024 to mid-2027.

The EC's new legislative package designed to strengthen the EU's anti-money laundering and countering the financing of terrorism (AML/CFT) rules entered into force in July 2024. Key components of the new package include (a) the establishment of a new AML Authority (AMLA) which will have direct supervision of a certain number of selected obliged entities in the financial sector along with co-ordination/ oversight powers in relation to member state AML/CFT supervisors and (b) the new AML Regulations which will from July 2027. From a sanctions perspective, with the continued conflict in Ukraine, Middle East, amongst other geo-political developments, it is anticipated that the EU sanctions regime will be kept under regular review.

Following the completion of the Irish Governments Retail Banking Review, the Access to Cash bill has been published and legislation is expected to be enacted in November for commencement in January 2025.

The Central Bank is progressing its review of the Consumer Protection Code (CPC). A consultation paper, containing draft requirements, was published in March 2024, with the revised CPC expected to be published in early 2025 with a 12-month implementation timeline.

Regulators continue to emphasise the importance of culture, conduct risk, consumer protection risk, data protection, diversity practices, financial literacy, operational and IT resilience, cyber security, financial crime, digitalisation and climate related and environmental risk.

Group Risks

The Board has overall responsibility for the establishment and oversight of the GRMF. The Board has established the BRCC, which is responsible for oversight and advice on risk governance, the current risk exposures of the Group and future risk strategy, including strategy for capital and liquidity management and the embedding

and maintenance of a supportive culture in relation to the management of risk throughout the Group. The BRCC, in turn, delegates responsibility for the monitoring and management of specific risks to committees accountable to it such as the GRC, GCC and the ALCo.

The BAC, consisting of members of the Board, oversees how Management monitors compliance with the Group's risk management policies and procedures and reviews the adequacy of the Risk Management Framework in relation to the risks faced by the Group in consultation with the BRCC. The BAC is assisted in its oversight role by GIA. GIA undertakes both routine and ad hoc reviews of risk management controls and procedures, the results of which are reported to the BAC.

In line with IFRS 7, the following risks to which the Group is exposed are discussed in detail below:

- Credit Risk;
- Liquidity Risk; and
- Market Risk (including foreign currency exchange risk, credit spread risk and interest rate risk).

The key financial risks arise in Permanent TSB plc.

3.1 Customer Credit Risk - Audited

Definition of Customer Credit Risk

Customer credit risk is defined as the risk of financial loss due to the failure of a customer, guarantor or counterparty, to meet their financial obligations to the Bank as they fall due. A Credit Risk can be one of the following types including default risk, concentration risk, migration risk, collateral risk, country/sovereign risk and climate risk.

Default Risk

Credit Default Risk is the risk that a customer will not be able to meet the required payments on their debt obligation to the Bank when they become due. An increase in the risk of default may be as a result of one or a number of factors including, but not limited to:

- Deterioration observed in an individual borrower's capacity to meet payments as they become due;
- Deterioration observed or expected in macroeconomic or general market conditions;
- Regulatory change; and
- Environmental factors that impact on the credit quality of the counterparty.

Concentration Risk

Concentration Risk is the risk of excessive credit concentration to an individual, counterparty, group of connected counterparties, industry sector, geographic area, type of collateral or product type leading to above normal losses.

Migration Risk

Migration Risk is the risk of loss due to a ratings (internal/external) downgrade which indicates a change in the credit quality of an exposure.

Collateral Risk

Collateral Risk is the potential risk of loss arising from a change in security value or enforceability due to errors in nature, quantity or pricing of the collateral.

Country/Sovereign Risk

The risk of having exposure to a foreign country, arising from possible changes in the business environment that may adversely affect operating profits or the value of assets related to the country.

Climate Related and Environmental Risk

Credit related Climate and Environmental Risk manifests through both physical and transition channels. This risk can lead to declines in the value of the Bank's collateral on customer loans, or elevated risk of customer default. This risk may be elevated if the Bank's borrowers do not adapt to the evolving Stakeholder, Regulatory and Legislative expectations to contribute to the transition to a low carbon economy.

Climate related risk modelling capability is still evolving and the bank is heavily focused on improving its data to support future development. However, the Bank's portfolio is heavily weighted towards retail mortgages meaning the risks are well understood. The bank currently has low exposure to SME lending where the direct manifestation of climate risk may be more diverse. Management deem the Bank's ECL stock at 31 December 2024 appropriately captures the current level of climate risk within the portfolio.

Lending officers consider Climate and Sustainability Risks for each SME lending application, and assessment criteria for new Residential property lending incorporate an evaluation of potential physical risks including flood, subsidence, coastal and environmental risks as part of the valuation process. Retail mortgage lending should not proceed unless the customer has obtained home insurance which covers the impacts of climate related physical risks.

Governance

Credit Risk Appetite defines the Group's tolerance for risk and its willingness to grant credit based on product type, customer type, collateral concerns and various other risk factors. The Board is ultimately responsible for the governance of credit risk across the Group, setting the Risk Appetite and ensuring that there are appropriate processes, systems and reporting lines in place to monitor and manage risks against the appetite.

The BRCC, a sub-committee of the Board provides oversight to the Board on the setting and monitoring of the Risk Appetite and risk governance. The Group Credit Risk Management Framework specifies those Credit policies that require approval by the BRCC. Under the Group Credit Risk Management Framework the BRCC may also delegate to the GRC, who in turn delegates to the GCC, the authority to approve certain Credit policies, subject to these policies remaining within specified policy boundaries. Any amendment to policy which results in a policy breaching these boundaries requires the BRCC's approval.

The GCC is responsible for the execution and delivery of the Group's system of Portfolio Credit Risk Management. The Board has granted authority to the BRCC to approve a delegated framework of lending authority within which the GCC and Credit function operate.

Credit Risk Management
The Group's credit risk management approach is focused on detailed credit assessment at initial underwriting stage together with early borrower engagement where there are signs of pre-arrears or delinquency with a view to taking remedial action to prevent the loan defaulting. Where a borrower is in pre-arrears, arrears or default the Group will consider offering treatments/options which apply to the borrower's circumstance cognisant of affordability and sustainability.

The Group's system of Portfolio Credit Risk Management incorporates the following key components:

- Credit policy;
- Lending authorisation;
- Credit risk mitigation;
- Credit risk monitoring;
- Arrears management and forbearance; and
- Credit risk measurement.

Credit Policy
To aid in the management of credit risk, the Group has put in place credit policies which set out the core values and principles governing the provision and management of credit. These policies take account of the Group's Risk Appetite Statement, applicable sectorial credit limits, the Group's historical experience and resultant loan losses, the markets in which the business units operate and the products which the Group provides. Each staff member involved in assessing or managing credit has a responsibility to ensure compliance with these policies and effective procedures are in place to manage the control and monitoring of exceptions to policy.

Lending Authorisation
The Group's credit risk management systems operate through a hierarchy of lending authorities. Exposures above certain predetermined levels require approval by the Transactional Credit Committee (TCC), a subcommittee of the GCC or the GCC. Below the TCC level, a tiered level of discretion applies with individual discretion levels set to reflect the relevant staff members' level of seniority, expertise and experience and the Group's operational needs. All mortgage lending is currently approved by experienced credit risk professionals assisted by scoring models. For Group unsecured personal lending portfolios, scoring models and automated processes are utilised to support the credit decision process for those segments that present a lower credit risk. Exposures that present a higher credit risk but remain within Risk Appetite are manually reviewed prior to approval.

Credit Risk Mitigation
The granting of a loan in the first instance is always assessed based on the borrower's repayment capacity and proven ability. Credit risk mitigation forms a key supplementary element of the credit granting process. Credit risk mitigation includes the requirement to obtain collateral, depending on the nature of the product, as set out in the Group's policies and procedures. The Group takes collateral as a secondary source, which can be called upon if the borrower is unable or unwilling to service and repay the debt as originally assessed. At portfolio level, credit risk is assessed in relation to name, sector and geographic concentration.

Collateral
The nature and level of collateral required depends on several factors including, but not limited to, the amount of the exposure, the type of facility made available, the term of the facility, the amount of the borrower's own cash input and an evaluation of the level of risk or probability of default (PD).

Various types of collateral are accepted, including property, securities, cash and guarantees etc., grouped broadly as follows:
real estate;

- collateral financed under Asset Finance agreements;
- financial collateral (lien over deposits, shares, etc.); and
- other collateral (guarantees etc.).

Valuation Methodologies
The valuation methodologies for the Group's key mortgage portfolios of collateral held are adjusted for costs to sell, as appropriate:

Residential property valuations are based on the CSO Residential Property Price Index (RPPI) or on a recent valuation from a professional valuer. In respect of residential property securing performing loan exposures of greater than €0.5m, the Group policy is to ensure an independent valuation is updated within the last 3 years. For residential property securing NPL exposures of greater than €0.3m, the Group policy is to ensure an independent valuation is updated within the last year.

Commercial property valuations are based on opinions from professional valuers, the Investment Property Database Index, local knowledge of the properties, benchmarking similar properties and other industry-wide available information, including estimated yields discount rates. In respect of commercial property securing performing loan exposures of greater than €0.5m, the Group policy is to ensure an independent valuation is updated within the last 3 years. For commercial property securing NPL exposures of greater than €0.3m, the Group policy is to ensure an independent valuation is updated within the last year.

The valuation methodologies outlined above are determined as close to the statement of financial position date as is feasible and are therefore considered by the Group to reflect its best estimate of current values of collateral held.

The Group's requirements in respect of collateral in relation to (i) completion; (ii) taking of security; (iii) valuation; and (iv) ongoing management are set out in credit policies.

The following table details the loan balance distribution by indexed Loan to value (LTV) band for the Group's residential mortgage portfolio (home loan and buy-to-let).

Residential Mortgage Exposures by Indexed LTV

31 December 2024	Home loans €m	Buy-to-let €m	Total €m
Less than 70%	**16,978**	**357**	**17,335**
71% to 90%	**2,446**	**50**	**2,496**
91% to 100%	**77**	**20**	**97**
Subtotal	**19,501**	**427**	**19,928**
Greater than 100%	**38**	**37**	**75**
Total residential mortgages	**19,539**	**464**	**20,003**
Commercial			**493**
Consumer finance			**553**
Finance leases and hire purchase receivables			**466**
Total loans and advances to customers			**21,515**
Deferred fees, discounts and business combination related fair value adjustments			**300**
Gross loans and advances to customers and deferred fees			**21,815**

31 December 2023	Home loans €m	Buy-to-let €m	Total €m
Less than 70%	16,261	422	16,683
71% to 90%	3,105	136	3,241
91% to 100%	86	59	145
Subtotal	19,452	617	20,069
Greater than 100%	105	132	237
Total residential mortgages	19,557	749	20,306
Commercial			437
Consumer finance			499
Finance leases and hire purchase receivables			446
Total loans and advances to customers			21,688
Deferred fees, discounts and business combination related fair value adjustments			309
Gross loans and advances to customers and deferred fees			21,997

Credit Risk Monitoring
Credit Risk Appetite Metrics and Limits are designed to align with the strategic objectives of the Group to maintain stable earnings growth, stakeholder confidence and capital adequacy. This is achieved through setting concentration limits for higher risk product and business segments, ensuring new business meets pricing hurdle rates and through monitoring default rates and losses. Limits are also set in the context of the peer group and regulatory and economic landscape, to ensure the Group does not become an outlier in the market. Monthly updates are presented to the GCC and the BRCC which include an overview, trends, limit categories and detail of mitigation plans proposed where a particular metric is close or at its limit.

Credit Risk Appetite is considered an integral part of the Integrated Strategic Planning Process and reviewed at various checkpoints in the year to ensure the appetite is being met and is not expected to be breached during the budget time frame.

Arrears Management and Forbearance
Forbearance occurs when a borrower is granted a temporary or permanent concession or agreed change to a loan ("forbearance measure") for reasons relating to the actual or apparent financial stress or distress of that borrower. Forbearance has not occurred where the concession or agreed change to a loan does not arise from actual or apparent financial distress. Forbearance is offered on secured and unsecured portfolios.

The Group is committed to supporting customers that are experiencing financial difficulty and seeks to work with those customers to find a sustainable solution through proactive arrears management and forbearance. Group credit policy and procedures are designed to comply with the requirements of the CBI Code of Conduct on Mortgage Arrears (CCMA), which sets out the framework that must be used when dealing with borrowers in mortgage arrears or in pre-arrears.

The Group's forbearance strategy is built on two key factors namely affordability and sustainability. The main objectives of this strategy are to ensure that arrears solutions are sustainable in the long-term, that they comply with all regulatory requirements and where possible keep customers in their home.

Types of forbearance treatment currently offered by the Group include short term temporary arrangements (such as a payment moratorium) and term appropriate treatments (such as reduced payment, arrears capitalisation and term extension). Requests for concessions in recent years are arising as a result of temporary cash flow problems and an inability to repay at contractual maturity, whereas during the 2008 financial crisis such requests reflected more in-depth long-term affordability issues. This is further reflected in the change in the volume and nature of forbearance measures availed.

A request for forbearance is a trigger event for the Group to undertake an assessment of the customer's financial circumstances prior to any decision to grant a forbearance treatment. Where a borrower has been granted a forbearance treatment, the loan is considered to have experienced a significant increase in credit risk (SICR) and is classified as Stage 2 for Expected Credit Loss (ECL) assessment purposes under IFRS 9. The customer assessment may also result in the customer being classified as Stage 3, credit impaired as a result of the requirement for a specific impairment provision.

Further deterioration in the individual circumstances of the borrower or where expected improvement in the borrower's circumstances fails to materialise may result in non-compliance with the revised terms and conditions of the forbearance measure. In such circumstances the Group may consider a further forbearance request to secure some level of repayment on the loan.

The effectiveness of forbearance measures over the lifetime of the arrangements are subject to ongoing management and review. A forbearance measure is considered to be effective if the borrower meets the modified terms and conditions over a sustained period of time resulting in an improved outcome for the borrower and the Group.

Credit Risk Measurement
Applications for credit are rated for credit quality as part of the origination and loan approval process. The risk, and consequently the credit grade, is reassessed monthly as part of a continuous assessment of account performance and other customer related factors.

Credit scoring plays a central role in the ratings process. Credit scoring combined with appropriate portfolio risk segmentation is the method used to assign grades, and in turn the PDs to individual exposures under each framework.

The Group, as approved by the Central Bank of Ireland, has adopted the standardised approach for calculation of Risk Weighted exposure amounts for the Buy-to-let non-standard mortgage, Commercial, Corporate and SME portfolios. The standardised approach has been applied to the acquired Ulster Bank residential mortgage portfolios.

The following information has not been subject to audit by the Group's independent auditor.

The table below illustrates the relationship between the credit risk rating grades and PD percentages.

Credit Risk Rating Grade	PD %
Excellent	0% ≤ PD <1.44%
Satisfactory	1.44% ≤ PD < 4.62%
Fair	4.62% ≤ PD < 100%
Non-performing	100%

IFRS 9 Stage 1 and Stage 2 classification is not dependent solely on the absolute probability of default. The IFRS 9 Stage 1 and Stage 2 classification is also dependant on the perceived significant increase in credit risk (SICR) which is the relative movement in the IFRS 9 probability of default since initial recognition. Therefore, there is no direct relationship between the credit risk rating grades and the IFRS 9 stage classification. However, the following relationship between the credit risk rating grades and the IFRS 9 stage classification can primarily be expected to exist:

- Satisfactory and Excellent risk profiles can primarily be expected to be classified as IFRS 9 Stage 1;
- Fair risk profile can primarily be expected to be classified as IFRS 9 Stage 2; and
- Non-performing will align to IFRS 9 Stage 3 or defaulted accounts.

Credit Exposure
Maximum exposure to credit risk before collateral held or other credit enhancements

The table below outlines the maximum exposure to credit risk before collateral held or other credit enhancements in respect of the Group's financial assets as at the statement of financial position date.

	Note	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Cash at bank	11	**72**	71
Items in course of collection	11	**23**	40
Loans and advances to banks	12	**2,202**	2,051
Derivative financial instruments	13	**59**	36
Other assets	14	**7**	60
Debt securities	16	**4,327**	3,256
Loans and advances to customers	19	**21,423**	21,427
Credit commitments	39	**1,618**	1,378
		29,731	28,319

Further detail on loans and advances to customers is provided in note 34, Financial Risk Management.

The following tables outline the Group's exposure to credit risk by asset class

Debt securities
The Group is exposed to the credit risk on third parties where the Group holds debt securities (including sovereign debt). These exposures are subject to the limitations contained within the Board approved policies, with sovereign debt restricted to those countries that have an External Credit Assessment Institution (ECAI) rating of investment-grade.

The following table gives an indication of the level of creditworthiness of the Group's debt securities and is based on the ratings prescribed by Moody's Investor Services Limited and Standard and Poor's for the EU. There are no impaired debt securities as at 31 December 2024 or at 31 December 2023, with the exception of the corporate bond.

Debt securities neither past due nor impaired

	31 December 2024 €m	31 December 2023 €m
Rating		
Aaa	**726**	309
Aa1	**292**	30
Aa2	**-**	356
Aa3	**2,116**	1,578
A3	**439**	448
Baa1	**599**	432
Baa3	**155**	103
Total	**4,327**	3,256

The following table discloses, by country, the Group's exposure to sovereign and corporate debt as at:

	31 December 2024 €m	31 December 2023 €m
Country		
Ireland	**1,524**	1,559
EU	**658**	309
Spain	**599**	432
France	**578**	356
Portugal	**439**	448
Austria	**292**	30
Italy	**155**	103
Belgium	**82**	19
Total	**4,327**	3,256

Loans and advances to banks

The Group has a policy to ensure that loans and advances to banks are held with investment grade counterparties, with any exceptions subject to prior approval by the BRCC. The following table gives an indication of the level of creditworthiness of the Group's loans and advances to banks and is based on the internally set rating that is equivalent to the rating prescribed by Moody's Investor Services Limited and Standard & Poor's for the CBI.

	31 December 2024 €m	31 December 2023 €m
Rating		
Aaa	**1,887**	1,687
Aa1	**23**	
Aa2	**6**	75
Aa3	**125**	231
A1	**90**	2
A2	**71**	56
Total	**2,202**	2,051

Asset Quality

The following tables provide detail of asset quality by Product and IFRS 9 stage. The asset quality risk profiles are linked to IFRS 9 PDs which have improved in the year due to positive customer experience and improved macro-economic factors. IFRS 9 PD is one of several measures used to assess SICR in the portfolio.

31 December 2024 Asset quality*	Home loans €m	Buy-to-let €m	Total residential mortgages €m	Commercial €m	Consumer finance €m	Finance leases and hire purchase receivables €m	Total €m
Stage 1							
Excellent	**17,604**	**185**	**17,789**	**62**	**146**	**-**	**17,997**
Satisfactory	**332**	**10**	**342**	**64**	**271**	**414**	**1,091**
Fair	**-**	**-**	**-**	**-**	**12**	**-**	**12**
	17,936	**195**	**18,131**	**126**	**429**	**414**	**19,100**
Stage 2							
Excellent	**504**	**68**	**572**	**4**	**1**	**4**	**581**
Satisfactory	**609**	**110**	**719**	**333**	**26**	**13**	**1,091**
Fair	**231**	**20**	**251**	**6**	**77**	**27**	**361**
	1,344	**198**	**1,542**	**343**	**104**	**44**	**2,033**
Stage 3							
Defaulted	**259**	**71**	**330**	**24**	**20**	**8**	**382**
Total measured at amortised cost	**19,539**	**464**	**20,003**	**493**	**553**	**466**	**21,515**

* The information in the shaded box has not been subject to audit by the Group's Independent Auditor.

31 December 2023 Asset quality*	Home loans €m	Buy-to-let €m	Total residential mortgages €m	Commercial €m	Consumer finance €m	Finance leases and hire purchase receivables €m	Total €m
Stage 1							
Excellent	12,283	54	12,337	32	198	9	12,576
Satisfactory	5,578	151	5,729	40	235	409	6,413
Fair	-	3	3	45	5	15	68
	17,861	208	18,069	117	438	433	19,057
Stage 2							
Excellent	187	19	206	-	2	-	208
Satisfactory	793	60	853	73	16	-	942
Fair	313	195	508	227	27	1	763
	1,293	274	1,567	300	45	1	1,913
Stage 3							
Defaulted	403	267	670	20	16	12	718
Total measured at amortised cost	19,557	749	20,306	437	499	446	21,688

* The information in the shaded box has not been subject to audit by the Group's Independent Auditor.

The tables on the following page set out the asset quality of loans for which the Group has entered formal temporary and permanent forbearance arrangements with customers for the years ended 31 December 2024 and 2023.

Where a borrower has been granted a forbearance treatment, the loan is considered to have experienced a significant increase in credit risk and is classified as Stage 2 for Expected Credit Loss assessment purposes under IFRS 9.

31 December 2024	Home loans	Buy-to-let	Total residential mortgages	Commercial	Total
	€m	€m	€m	€m	€m
***Stage 2**					
Excellent	**33**	**1**	**34**	**-**	**34**
Satisfactory	**34**	**4**	**38**	**-**	**38**
Fair	**30**	**3**	**33**	**-**	**33**
	97	**8**	**105**	**-**	**105**
Stage 3					
Defaulted	**145**	**26**	**171**	**4**	**175**
Total measured at amortised costs	**242**	**34**	**276**	**4**	**280**

*The information in the shaded box has not been subject to audit by the Group's Independent Auditor.

31 December 2023	Home loans	Buy-to-let	Total residential mortgages	Commercial	Total
	€m	€m	€m	€m	€m
*Stage2					
Excellent	38	-	38	-	38
Satisfactory	66	1	67	-	67
Fair	53	17	70	1	71
	157	18	175	1	176
Stage 3					
Defaulted	236	61	297	6	303
Total measured at amortised costs	393	79	472	7	479

*The information in the shaded box has not been subject to audit by the Group's Independent Auditor.

Loan Impairment

Under IFRS 9 an entity is required to track and assess changes in credit risk on financial instruments since origination and determine whether the credit risk on those financial instruments has increased significantly since initial recognition. The change in credit risk should be based on the change in the risk of default and not changes in the amount of ECL which may be expected on a financial instrument.

The standard is a 3-stage model for impairment, based on changes in credit risk quality since initial recognition:

Stage 1
Financial assets that have not had a SICR since initial recognition are classified as Stage 1. For these assets, 12-month ECL is recognised. 12-month ECL is the expected credit losses that result from default events among the Stage 1 population within 12 months of the reporting date. It is not the expected cash shortfalls over the 12-month period but the entire credit loss on an asset weighted by the probability that the loss will occur in the next 12 months. Therefore, all financial assets in scope will have an impairment provision equal to at least 12-month ECL.

Stage 2
Financial assets that have had a SICR since initial recognition but that do not have objective evidence of impairment are classified as Stage 2. For these assets, lifetime ECL is recognised, being the expected credit losses that result from default events among the Stage 2 population over the expected life of the financial instrument.

IFRS 9 does not define SICR but incorporates a rebuttable presumption that SICR has occurred when an exposure is greater than 30 days past due. The Group did not rebut this presumption for any portfolio.

At each reporting date, the Group has relied on the following measures to identify a SICR in relation to an exposure since origination, and classification as Stage 2 within the IFRS 9 ECL framework:

- Delinquency – greater than 30 days past due;
- Forbearance – reported as currently forborne in accordance with European Banking Authority (EBA) NPL guidelines;
- Risk Grade – accounts that migrate to a risk grade which the bank has specified as being outside its Risk Appetite for origination;
- Change in remaining lifetime PD – accounts that have a remaining lifetime PD that is in excess of the risk at which the bank seeks to originate risk. For the purposes of this assessment, credit risk is based on an instrument's lifetime PD, not the losses expected to be incurred;
- Absolute level of 12-month PD – accounts that have a 12 month PD that is in excess of 20% at the reporting date;
- PD at maturity - non-standard mortgage exposures (i.e., interest only or part capital and interest accounts) have been identified as presenting an increased risk of default at maturity and are consequently classified as Stage 2; and
- Other Risk indicators identified by management as giving rise to a significant increase in credit risk at the balance sheet date.

The assessment of SICR is performed on a relative basis and is symmetrical in nature, allowing credit risk of financial assets to move back to Stage 1 if the increase in credit risk since origination has reduced and is no longer deemed to be significant.

Transition from Stage 3 to Stage 2

Movements between Stage 2 and Stage 3 are based on whether financial assets meet the definition of default as at the reporting date.

Certain long-term forbearance treatments may transition from Stage 3 to Stage 2 in line with the definition of default but would not be expected to transition from Stage 2 to Stage 1 without an unwind of the forbearance treatment e.g. part capital and interest treatments.

Transition from Stage 2 to Stage 1

Exposures that are no longer 30 days past due do not transition automatically to Stage 1 (i.e. without probation) and, other criteria needs to be met.

Forborne exposures where certain criteria are met transition from Stage 2 to Stage 1 (e.g. no longer classified as EBA forborne).

Stage 3

Financial assets that have objective evidence of impairment at the reporting date are classified as Stage 3, i.e. are credit impaired. For these assets, lifetime ECL is recognised.

The definition of default used in the measurement of ECL for IFRS 9 purposes is aligned to the regulatory definition of default used by the Group for credit risk management purposes, and which has been approved for use for capital management. For the Group's main Mortgage Portfolio, the definition of default approved for use under the Targeted Review of Internal Models (TRIM) from 31 December 2018 is also applied under IFRS 9. This definition of default has been designed to comply with the Regulatory requirements and guidelines on default, NPLs and forbearance.

IFRS 9 does not define default but incorporates a rebuttable presumption that default has occurred when an exposure is greater than 90 days past due. The Group did not rebut this presumption for any portfolio.

Under the Group's definition of default, an exposure is considered defaulted and is classified as Stage 3 credit-impaired where an account is greater than 90 days past due on any material credit obligation or is otherwise assessed as unlikely to pay. Where a material amount of principal or interest remains outstanding at the reporting date, the counting of days past due commences from the first date that a payment, or part thereof, met materiality thresholds and became overdue.

Key indicators of unlikely to pay include:

- Accounts that have, as a result of financial distress, received a concession from the Group with respect to terms or conditions. Such exposures will remain in Stage 3 until certain exit conditions are met and for a minimum probationary period of 12 months before moving to a performing classification;
- Accounts that have, as a result of financial distress, received a concession from the Group with respect to terms or conditions which result in a significant terminal payment. Such exposures must fulfil additional conditions in relation to that terminal payment before moving to a performing classification; and
- Accounts where the customer is assessed as otherwise unlikely to pay, including bankruptcy, personal insolvency, assisted voluntary sale, disposal etc.

Exception to the general three stage impairment model

Purchased or Originated Credit Impaired (POCI) are excluded from the general 3 stage impairment model in IFRS 9. POCI assets are financial assets that are credit impaired on initial recognition. POCI assets are recorded at fair value at original recognition and interest income is subsequently recognised on a credit-adjusted effective interest rate (EIR) basis. ECLs are only recognised or released to the extent that there is a subsequent change in expected credit losses.

Low credit risk exemption

A low risk exemption can be availed of for financial instruments under IFRS 9 for which the Group can demonstrate objective evidence that these financial instruments are not subject to a SICR.

The Group considers credit risk on a financial instrument low if it meets the following conditions:

- Strong capacity by the borrower to meet its contractual cash flow obligations in the near term;
- Adverse changes in economic business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations; and
- External rating of investment grade or an internal credit rating equivalent.

Modified financial assets

Where a financial asset is modified or an existing financial asset is replaced with a new one, an assessment is made to determine if the financial asset should be derecognised. If the terms are substantially different, the Group derecognises the original financial asset and recognises a new asset at fair value and recalculates a new EIR for the asset. The date of renegotiation is consequently considered to be the date of initial recognition for impairment calculation purposes, including for the purpose of determining whether a SICR has occurred. However, the Group also assesses whether the new financial asset recognised is deemed to be credit impaired at initial recognition, especially in circumstances where the renegotiation was driven by the debtor being unable to make the originally agreed payments. Differences in the carrying amount are also recognised in profit or loss as a gain or loss on derecognition. If the terms are not substantially different, the modification does not result in derecognition and the date of origination continues to be used to determine SICR.

ECL Framework

The Group's IFRS 9 models leverage the systems and data that calculate risk weighted assets for IRB purposes. In particular, key concepts such as the definition of default and measurement of credit risk (i.e. ranking of exposures for risk) have been aligned across the impairment (accounting) and IRB frameworks. IFRS 9 models, however, differ from IRB models in a number of conceptual ways (e.g. the use of 'through the cycle' (TTC) for IRB versus 'point in time' for IFRS 9 inputs, 12 month ECL time horizon for IRB versus lifetime for IFRS 9 Stage 2 & 3) and, as a result, the Group did not leverage the outputs of its IRB models, but instead developed statistical models, which are based on the IRB scorecards but otherwise tailored to the requirements of IFRS 9.

Measurement

For all material portfolios, the Group has adopted an ECL framework that is cognisant of industry best practice, as set out in the Global Public Policy Committee (GPPC) paper, and reflects a component approach using PD, Loss Given Default (LGD) and Exposure at default (EAD) components calibrated for IFRS 9 purposes. To adequately capture life-time expected loss, the Group also modelled early redemptions as a separate component in the ECL calculation.

IFRS 9 PD

For estimating 12 month and lifetime default, the Group applies a statistical model methodology that allows the Group to estimate the risk that a loan will default at a given point in time by grouping exposures with similar risk characteristics and measuring the historic rate of default for exposures of this type. This technique effectively provides a TTC measure of likelihood of default. To translate this TTC probability to a point-in-time probability and to reflect forward looking information (FLI) at the balance sheet date, the Group calibrates the starting point for the projection to the current Observed Default Rate (ODR). The Group then applies an economic response model to reflect future expected macroeconomic conditions.

Behavioural scorecards with key loan performance indicators for each customer are used for the purpose of grouping exposures with similar risk characteristics as described above. A PD is calculated for each group (referred to as risk grades) which drives the PD for the ECL process. All components of PD, risk grade, ODR and economic response model are independently monitored by the Group's Model Risk Team to confirm ongoing fitness for purpose.

IFRS 9 LGD

For the Group's key mortgage portfolios, LGD assumes that the Group will have recourse to collateral in the event that an exposure fails to return to a performing state. The LGD model incorporates the probability of each defaulted account returning to performing together with the estimated loss rate should they return to performing and the estimated loss rate should they fail to return to performing. The Group has the same approach for LGD estimation for both 12 month and lifetime.

IFRS 9 EAD

For performing loans, the EAD is calculated for each future period based on the projected loan balance (after expected capital and interest payments) at that future period. A Credit Conversion Factor (CCF) is then applied to calculate the percentage increase in balance from the point of observation to the point of default including accrued missed interest payments and any related charges. The CCF is segmented by the accounts' repayment type.

Expected life

When measuring ECL, the Group must consider the maximum contractual period over which the Group is exposed to credit risk. All contractual terms should be considered when determining the expected life, including prepayment options, extension and rollover options. For most instruments, the expected life is limited to the remaining contractual life, adjusted as applicable for expected prepayments.

For certain revolving credit facilities that do not have a fixed maturity (e.g. credit cards and overdrafts), the expected life is estimated based on the period over which the Group is exposed to credit risk and where the credit losses would not be mitigated by management actions. For instruments in Stage 2 or Stage 3, loss allowances will cover expected credit losses over the expected remaining life of the instrument.

Effective Interest Rate
The discount rate used by the Group in measuring ECL is the EIR (or 'credit-adjusted effective interest rate' for POCI financial assets) or an approximation thereof. For undrawn commitments, the EIR, or an approximation thereof, is applied when recognising the financial assets resulting from the loan commitment.

Write-off policy
The Group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery or on foot of a negotiated settlement. Indicators that there is no prospect of recovery include the borrower being deemed unable to pay due their financial circumstances or the cost to be incurred in seeking recovery is likely to exceed the amount of the write-off. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation. Write-off on financial assets subject to enforcement activity will take place on conclusion of the enforcement process.

In subsequent periods, any recoveries of amounts previously written off are credited to the provision for credit losses in the income statement.

Governance
The Group has a detailed framework of policies governing development, monitoring and validation of Models. Model Governance Committee (MGC) oversees the execution of this framework and approves model developments and notes model validation reports prior to their consideration by the GRC and/or the ALCo and the BRCC, where appropriate.

The GCC is responsible for oversight of changes to credit policies, data or management judgement in impairment model parameters and Overlay adjustments to modelled ECL outcomes. The Impairment Reporting Review Forum (IRRF), a sub-committee of the GCC, is accountable for the review and recommendation for approval of the monthly and cumulative year-to-date actual impairment charge for the Group.

IFRS 9 ECL methodologies are subject to formal review by IRRF and approval by the GCC on a monthly basis and by the BRCC on a half-yearly basis. The adequacy of ECL allowance is reviewed by the BAC on a half-yearly basis.

Forward looking information (FLI)
IFRS 9 requires an unbiased and probability weighted estimate of credit losses by evaluating a range of possible outcomes that incorporates forecasts of future economic conditions. Macroeconomic factors and FLI are required to be incorporated into the measurement of ECL as well as the determination of whether there has been a SICR since origination.

Measurement of ECLs at each reporting period should reflect reasonable and supportable information.
The requirement to incorporate a range of unbiased future economic scenarios, including macroeconomic factors, is a distinctive feature of the ECL accounting framework, which increases both the level of complexity and judgement in the measurement of allowance for IFRS 9 credit losses.

The Group incorporates a number of macroeconomic impacts and scenarios into the ECL models.

The process to determine the FLI applied in the ECL models leverages existing ICAAP processes while recognising that IFRS 9 scenarios are not stress scenarios. The methodology to incorporate multiple economic scenarios into the ECL models considers, amongst other things, the Group's strategic planning process, the views of policy makers on longer term economic prospects and key macroeconomic risks. The Group has referenced publicly available information for key macroeconomic indicators including the Residential Property Price Index (RPPI), unemployment, interest rates, GDP and publicly available external macroeconomic forecasts including from the Department of Finance (DoF), the Central Bank of Ireland, the ESRI, the European Commission and the IMF. The Group employs the services of an independent economist to determine forecast macroeconomic scenarios. The governance and oversight process includes the review and challenge by ALCo of FLI and its onward recommendation to the BRCC for approval.

In general, a review and update of macroeconomic variables takes place at least bi-annually. Macroeconomic scenarios were most recently updated in December 2024. There are two main changes from forward looking indicators utilised in December 2023: Unemployment forecasts for 2025 to 2028 has been revised upwards and GDP forecasts for 2025 and 2026 has been revised downwards due to the threats to the global macroeconomic outlook posed by geopolitical pressures.

The Group has adopted three macroeconomic scenarios for ECL purposes. The Group's approach applies extreme-but-plausible economic scenarios (i.e. underpinned by historical evidence) to estimate the distribution of ECL to which the Group is exposed. The central scenario is at the 50th percentile

of the distribution of scenarios (implying a 50% probability that the actual outcome is worse than the central forecast and a 50% probability that the outcome is better). The Upside scenario is at the 5th percentile and the Downside scenario is at the 95th percentile. IRRF reviews the scenario probabilities and recommends to the BRCC for approval. Applying statistical techniques combined with expert credit judgement, the Group then formulates an unbiased probability weighted estimate of ECL at the reporting date (see note 2, Critical accounting estimates and judgements for further detail).

Expert Credit Judgement
In line with the requirements of the standard, the Group's ECL accounting framework methodology requires the Group to apply its experienced credit judgement in impairment model parameters and to incorporate the estimated effect of factors that are not captured in the modelled ECL results at all reporting period dates. At 31 December 2024, the impairment provision includes management judgement in respect of impairment model parameters and adjustments to modelled outcomes (see note 2, Critical accounting estimates and judgements for further detail).

3.2 Funding and Liquidity Risk - audited

Funding Risk is the risk that the Group is not able to achieve its target funding mix, is too dependent on particular funding instruments, funding sources (retail/ wholesale) or funding tenors, fails to meet regulatory requirements and, in extremis, is not able to access funding markets or can only do so at excessive cost and/or Liquidity Risk.

Liquidity Risk is the risk that the Group has insufficient funds to meet its financial obligations and regulatory requirements as and when they arise either through inability to access funding sources or monetise liquid assets.

These risks are inherent in banking operations and can be heightened by a number of factors, including over reliance on a particular funding source or product type, changes in credit ratings or market dislocation.

The level of risk is dependent on the composition of the balance sheet, the maturity profile and the quantum and quality of the liquidity buffer. It is likely that these risks would be further exacerbated in times of stress. Given the nature of the Group's retail focus which stems from its business model, liquidity and funding risk will arise naturally due to the maturity transformation of primarily short-term deposits into longer term loans. With 92% of the balance sheet being deposit funded at the year end, exposure to a deposit run represents the primary liquidity and funding risk.

The following information has not been subject to audit by the Group's independent auditor.

(i) Regulatory Compliance
The Group is required to comply with the liquidity requirements of the CBI and the full spectrum of European regulatory requirements including CRR2, CRD V and associated Delegated Acts such as the Liquidity Coverage Ratio (LCR) Delegated Act.

The primary ratios calculated and reported are the LCR and the Net Stable Funding Ratio (NSFR). In addition, supplementary liquidity and funding metrics are measured and monitored on a regular basis.

Under the Bank Recovery and Resolution Directive (BRRD), the Group is required to adhere to a binding Minimum Requirement for Own Funds and Eligible Liabilities (MREL) as determined by the CBI, which represents a quantification of the eligible liabilities required to act as a buffer in the event of a resolution scenario. The Group has a senior unsecured issuance strategy to ensure ongoing compliance with the MREL requirement.

(ii) Risk Management, Measurement and Monitoring
Group Treasury are responsible for the day to day management of the Group's liquidity position and ensuring compliance with the regulatory requirements. In carrying out this responsibility, the principal objective is to ensure that adequate liquid assets are available at all times to meet the operational and strategic liquidity needs of the Group under both normal and stressed conditions. Liquidity management focuses on the overall balance sheet structure together with the control of risks arising from the mismatch in contracted maturities of assets and liabilities, undrawn commitments and other contingent liabilities.

Liquidity risk is measured on a daily basis using a range of metrics against the internally as well as regulatory prescribed limit framework. The Group primarily monitors its liquidity position through the LCR. The objective of the LCR is to promote the short-term resilience of the liquidity risk profile of banks. It achieves this by ensuring that banks have an adequate stock of unencumbered high-quality liquid assets (HQLA) that can be converted easily and immediately in private markets into cash in order to meet the liquidity needs for a 30-calendar day liquidity stress scenario.

NSFR and Liquidity Stress Survivability constitute additional core liquidity and funding metrics within the overarching Liquidity and Funding Risk Management Framework that are measured, monitored and reported within the Group.

The Group also actively monitors a comprehensive suite of Key Risk Indicators (KRIs) and Early Warning Indicators (EWIs) covering a range of market wide and Group specific events. The purpose of these metrics is to provide forewarning of any potential liquidity trigger events, ensuring the Group has sufficient time to intervene and mitigate any emerging risk.

The Contingency Funding Plan (CFP) outlines the strategy and action plan to address liquidity crisis events. The CFP identifies processes and actions incremental to the existing daily liquidity risk management and reporting framework to assist in making timely, well-informed decisions.

Stress testing forms a key pillar of the overall liquidity and funding risk framework and is conducted from both an economic and normative perspective (as guided by the EBA). Overall, the Group takes a prudent approach in setting the inflow and outflow parameters at a level which is appropriate for each stress scenario with due consideration of the Group's business model, liquidity and funding risk exposures and the liquidity risk drivers, including those outlined in the EBA SREP Guidelines. The stress testing framework is designed to reflect the liquidity and funding impact under idiosyncratic, systemic and combined stresses.

The full suite of liquidity and funding metrics and stress test results are regularly reported to the ALCo, the BRCC and the Board.

In addition, the Group Internal Liquidity Adequacy Assessment Process (ILAAP) provides a holistic view of the Group's liquidity adequacy. The ILAAP examines both the short and long term liquidity position relative to the internal and regulatory limits. Through the ILAAP, the Board attests to the adequacy of the Group's liquidity position and risk management processes on an annual basis.

(iii) Liquidity Risk Management Framework

The exposure to liquidity and funding risk is governed by the Group's Liquidity and Funding Risk Management Framework and underlying policies, RAS and associated limits. The framework and policies are designed to comply with regulatory standards with the objective of ensuring the Group holds sufficient counterbalancing capacity to meet its obligations, including deposit withdrawals and funding commitments, as and when they fall due under both normal and stressed conditions. The process establishes quantitative rules and targets in relation to the measurement and monitoring of liquidity risk. The Liquidity and Funding Risk Management Framework is approved by the BRCC on the recommendation of the ALCo. The effective operation of liquidity policies are delegated to the ALCo, while Group Risk and GIA functions provide further oversight and challenge and ensure compliance with the Framework.

The Liquidity and Funding Risk Management Framework outlines the mechanisms by which liquidity and funding risk is managed within the Board approved Risk Appetite and is in line with the overarching liquidity and funding risk principles as follows:

- Liquidity: maintain a prudent liquid asset buffer above the internally determined or regulatory mandated (whichever is greater) liquidity requirement such that the Group can withstand a range of severe yet plausible stress events; and
- Funding: develop a stable, resilient and maturity-appropriate funding structure, with focus on customer deposits augmented by term wholesale funding sources.

(iv) Minimum Liquidity Levels

The Group maintains a sufficient liquidity buffer comprising both unencumbered High Quality Liquid Assets (HQLA) and non-HQLA liquidity capacity to meet LCR and stress testing requirements.

The Group measures and monitors the NSFR which is designed to limit over-reliance on short-term funding and promote longer-term stable funding sources.

(v) Liquidity Risk Factors

Over-reliance and concentration on any one particular funding source can lead to a heightened liquidity impact during a period of stress. The Group relies on customer deposits to fund its loan portfolio. The ongoing availability of these deposits may be subject to fluctuations due to factors such as the confidence of depositors in the Group, and other certain factors outside the Group's control including, for example, macroeconomic conditions in Ireland, confidence of depositors in the economy in general and the financial services industry, specifically the competition for deposits from other financial institutions.

The availability and extent of deposit guarantees are of particular importance especially for a Retail bank. The Irish Deposit Guarantee Scheme (DGS) protects deposits up to a balance of €100,000. The national DGS together with the establishment of the European Deposit Insurance Fund is designed to maintain depositor confidence and protect against a potential deposit run. A significant change to the operation of the DGS could adversely affect the Group's ability to retain deposits under a severe stress event.

The Group remains active in capital markets, be it secured or unsecured transactions, and any restrictions on the Group's access to capital markets could pose a threat to the overall funding position. The inability to adequately diversify the funding base could lead to over concentration on the remaining funding sources.

The Group maintains a significant liquidity buffer split between HQLA (sovereign and covered bonds), deposits placed with the Central Bank and ECB eligible retained securitisations which can be monetised quickly to safeguard against a liquidity event. While the quantum of the buffer is sufficient to provide capacity to withstand a significant liquidity stress event there is a concentration in Irish based assets which could reduce overall capacity in the event of an idiosyncratic Irish stress event.

A clear and defined strategy has been developed to ensure an encumbrance level consistent with its economic plan is maintained by the Group. Disruption to unsecured funding sources and a requirement to revert to an overreliance on secured funding channels could potentially pose a threat to this ratio and unsecured creditors.

A series of liquidity and funding EWIs are in place in order to alert the Group to any potential liquidity trigger event therefore allowing sufficient time for mitigating actions to be taken.

(vi) Credit Ratings
The Group's credit ratings have been subject to change and may change in the future, which could affect its cost or access to sources of financing and liquidity. In particular, any future reductions in long-term or short-term credit ratings could: further increase borrowing costs; adversely affect access to liquidity; require the Group to replace funding losses arising from a downgrade, which may include a loss of customer deposits; limited access to capital and money markets; and trigger additional collateral requirements in secured funding arrangements and derivatives contracts. These issues are factored into the Group's liquidity stress testing.

In September 2024, Moody's issued a one notch upgrade to both PTSB Group Holding (HoldCo) to 'Baa1', and PTSB plc (OpCo) to 'A1'. The decision reflects improved balance sheet fundamentals, solid capital levels and improved profitability. In February 2024, the HoldCo was upgraded to 'BBB-'; and OpCo was upgraded to 'BBB' by Fitch. The upgrade reflects Fitch's view on the operating environment, the Group's risk profile, asset quality, capitalisation, and improved profitability. The actions from both agencies has benefitted the Bank in widening the potential investor base and supporting the Bank in reducing the relative cost of future issuances. PTSB Group Holdings plc and PTSB plc are rated at investment grade with Moody's and Fitch. As part of a wider review of PTSB's rating agency requirements, PTSB is no longer soliciting a rating from S&P and the rating was withdrawn on the 19th December 2024. Prior to the withdrawal, on the 7th of May 2024, S&P revised the outlook of both Permanent TSB Plc and Permanent TSB Group Holdings Plc to positive from stable, and affirmed 'BBB+/A-2' long- and short-term issuer credit ratings on Permanent TSB PLC and the 'BB+/B' long- and short-term issuer credit ratings on Permanent TSB Group Holdings plc.

The ratings for PTSB plc are as follows:

- Moody's: Long-Term Rating "A1" with Outlook "Stable";
- Fitch: Long-Term Rating "BBB" with Outlook "Stable".

The ratings for PTSB Group Holdings plc are as follows:

- Moody's: Long-Term Rating "Baa1" with Outlook "Stable";
- Fitch: Long-Term Rating "BBB-" with Outlook "Stable".

For further details on liquidity and funding risk see note 34.

3.3 Market Risk - audited

Market Risk can be defined as the risk of losses in on and off-balance sheet positions arising from adverse movements in market prices. From the Group's perspective, market risk consists of three components being Interest Rate Risk, FX Risk, and Credit Spread Risk. Often market risk cannot be fully eliminated through diversification, though it can be hedged against.

The Group's RAS and the associated Market Risk Framework set out the Group's approach to management of market risk. The Framework is approved annually by the BRCC on the recommendation of the ALCo.

All market risks arising within the Group are subject to strict internal controls and reporting procedures and are monitored by the ALCo and the BRCC on a regular basis. Group Treasury is responsible for the management of the Group's market risk exposures. Group Risk and GIA provide further oversight and challenge of Group Treasury's compliance with the Market Risk framework and associated Policies.

(i) Interest rate risk
Interest rate risk is the risk to earnings or capital arising from a movement in the absolute level of interest rates, the spread between rates, the shape of the yield curve or in any other interest rate relationship. The risk may be subdivided into gap, option and basis risk. In line with regulatory standards, the approved Interest Rate Risk in the Banking Book (IRRBB) methodology determined that the Group's interest rate risk exposure must be derived from both an earnings (accrual) (Earnings at Risk (EaR) and economic value of equity perspective (EVE).

The Group separately calculates the contractual Basis Risk exposure which is factored into the Pillar II ICAAP process. The Basis Risk position is added to the most severe of EVE or EaR risk levels in order to ensure all material sources of Interest Rate Risk are capitalised for.

The following information has not been subject to audit by the Group's independent auditor.

In defining the level of interest rate risk the Group applies the most severe of the six scenarios prescribed by the Basel and EBA Guidelines on the Management of IRRBB, for EVE and applies the most negative of a 200bps upwards or downwards shock for EAR models, with both calculations subject to interest rate flooring assumptions. The results are measured and reported against the Board approved risk limits.

The Group also monitors PV01 (impact of 0.01% movement in interest rates), duration mismatches and NII sensitivity when assessing interest rate risk.

The aim of modelling several types of interest rate shock scenarios is to measure the Group's vulnerability to loss under multiple stressed market conditions.

The 31 December 2024 interest rate risk level, based on the EBA's Supervisory Outlier Test (SOT) EVE calculation in the Short Up scenario (short term rates increase while long term rates stay flat), was calculated as €51m (31 December 2023: €118m in the Parallel Down scenario).

The Bank executed €0.95bn of fair value interest rate swaps in 2024, hedging certain issued senior and subordinated debt. These swaps reduced the Bank's exposure to downward shocks from an NII sensitivity perspective.

The risk position under the EVE metric has decreased over the year as the Bank has purchased €1.1bn of government and covered bonds, executed €0.95bn of fair value interest rate swaps hedging certain issued senior and subordinated debt, while also growing the term deposits portfolio which has the effect of reducing the overall liability tenor.

The following interest rate floors are applied in calculating EAR: 0% for the ECB Refinance Rate and Retail Deposits; -50bps for the ECB Deposit Rate.

(ii) Foreign Exchange Risk
Foreign currency exchange risk is the volatility in earnings resulting from the retranslation of foreign currency denominated assets and liabilities. Consistent with its business model as a domestically focused Retail bank, the Group is predominantly exposed to GBP and USD positions arising from customer deposits denominated in these currencies or branch bureau activities.

Derivatives (FX swaps and forwards) are executed to minimise the FX exposure. Overnight FX positions are monitored against approved notional limits. It is the responsibility of both Group Treasury and Group Risk to measure and monitor exchange rate risk and maintain the exposure within approved limits.
The aggregate euro denominated 31 December 2024 FX position was €3.0m (31 December 2023 €0.7m).

(iii) Credit Spread Risk
Credit Spread Risk in the Banking Book (CSRBB) is the risk from market-wide changes to credit and liquidity spreads for a given credit quality on an institution's banking book. It excludes idiosyncratic credit spread risks.

In line with revised regulatory standards, the CSRBB methodology the Group's credit spread risk exposure is derived on both an earnings (Earnings at Risk (EaR) and economic value of equity perspective (EVE). This risk is measured on the Group's bond portfolio and own debt issuances.

The Group's CS01 (impact of 0.01% movement in credit spreads) as at 31 December 2024 was €1.2m.

For further details on market risk see note 34.

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Directors' Report

The Directors present their Annual Report and audited Group and Company Financial Statements to the shareholders for the year ended 31 December 2024.

Results
The Group's profit for the year was €160m (2023 profit: €66m) and was arrived at as presented in the consolidated income statement.

Dividends
A dividend of €2m was paid to the Company's sole shareholder, Permanent TSB Group Holdings plc to support that company undertaking a small repurchase of its shares under an Odd-Lot offer in October 2024. Further details on the Odd-Lot Offer are set out in the Directors' Report of Permanent TSB Group Holdings plc 2024 annual report.

Review of the Business and Likely Future Developments
A detailed review of the Group's business activities, assets, liabilities, financial position, performance for the year and an indication of likely future developments are set out in the Strategic Report. Information on the key performance indicators and principal risks and uncertainties of the business are provided as required by the Companies Act 2014. This includes both financial and non-financial key performance indicators which are set out in both the Strategic Report, Financial Review and Sustainability Sections. The principal risks and uncertainties are outlined under "risk factors" in the Risk Management section and under "Longer Term Viability" within the Board Audit Committee section of the Corporate Governance Statement.

Accounting Policies
The material accounting policies, together with the basis of preparation of the Financial Statements are set out in note 1 to the Consolidated Financial Statements.

Corporate Governance
The Corporate Governance Statement, as outlined in the Corporate Governance section, forms part of the Directors' Report.

Principal Risks and Uncertainties
Information concerning the principal risks and uncertainties of the Group are set out in the risk management section of the Strategic Report on page 31 of the Annual Report.

Financial Instruments
The financial instruments and use thereof are outlined in the Risk Management section, financial risk management note 34 and Derivative financial instruments note 13.

Going Concern
The Group's Financial Statements have been prepared by the Directors on a going concern basis having considered that it is appropriate to do so. The going concern of the Group has been considered in note 1 of the financial statements and further information on the assessment of the going concern position is also set out in the Governance Statement on page 100 under the Board Audit Committee's 2024 significant financial reporting judgments and disclosures.

Longer Term Viability
Taking account of the Group's current position and principal risks, the Directors have assessed the prospects of the Group over the period 2025-2027. The Directors confirm that it is their reasonable expectation that the Group will be able to continue in operation and meet its liabilities as they fall due over this period. Further detail on the assessment of the Group's longer term viability is set out in the Corporate Governance Statement on page 100 under the Board Audit Committee's 2024 significant financial reporting judgements and disclosures.

Directors' Compliance Statement
As required by section 225(2) of the Companies Act 2014, the Directors acknowledge they are responsible for securing the Company's compliance with its relevant obligations (as defined in that legislation). The Directors have drawn up a compliance policy statement and have put in place arrangements and structures that are, in the Directors' opinion, designed to secure material compliance with the relevant obligations. A review of these arrangements was conducted during the year.

Statement of Relevant Audit Information
In preparing and approving the 2024 Annual Report and in accordance with Section 330 (1) of the Companies Act 2014, each of the current Directors of the Company confirm that;

- So far as the Directors are aware, there is no relevant audit information of which the statutory auditors are unaware; and
- The Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and have established that the statutory auditors are aware of that information.

Audit Committee
In accordance with Section 167(3)(a) of the Companies Act 2014, the Directors confirm that the Board has established an Audit Committee.

CBI Corporate Governance Code
The 2015 Central Bank of Ireland Corporate Governance Requirements for Credit Institutions (the 'CBI Code') imposes statutory minimum core standards upon credit institutions, with additional requirements upon entities designated as High Impact Institutions. The Company's retail banking subsidiary, PTSB, was subject to the provisions of the CBI Code during the reporting period. PTSB has been designated as a High Impact Credit Institution under the CBI Code and is subject to the additional obligations set out in Appendix 1 of the CBI Code. PTSB has also been designated as a 'significant institution' for the purposes of the Capital Requirements Directive (SI 158/2014) and is subject to the additional obligations set out in Appendix 2 to the CBI Code. A copy of the CBI Code is available on the CBI's website www.centralbank.ie.

Corporate Sustainability Reporting Regulations
Permanent TSB Group Holdings plc (PTSBGH) whose registered office is 56-59 St Stephen's Green is the listed holding company of Permanent TSB plc (PTSB). PTSBGH has prepared the relevant Information on key intangible resources and sustainability reporting as required under section 325(2)(c) of the Companies Act 2014.This information and the required assurance opinion are set out in the Sustainability Statement (which forms part of the Director's Report) of the 2024 PTSBGH Annual Report which is available at www.perrmanenttsbgroup.ie (Investors/Results Centre). On this basis, PTSB has claimed exemption from section 1596 of the 2014 Companies Act on sustainability reporting having met the conditions set out in section 1598 of that Act.

Non-Financial Statement
The Company, as a subsidiary of PTSBGH, is exempt from the obligation to prepare a non-financial statement under the European Union (Disclosure of Non-Financial and Diversity Information by Certain Large Undertakings and Groups) Regulations 2017 (S.I. No. 360/2017).

Board Diversity Report

The Board Diversity Report, as set out in the Corporate Governance Statement (see page 93) forms part of the Directors' Report.

Directors

The names of the Directors, together with a detailed description of the key strengths, skills, expertise and experience of each Director are set out in the Board of Directors section on pages 73 to 78 of the Annual Report. On the 29 August 2024, Nicola O'Brien ceased as an Executive Director following her resignation as Chief Financial Officer. On the 1 October 2024, Mr Donal Courtney ceased as an Independent Non-Executive Director following completion of his six year term of office. On the 25 February 2025, Mr Barry D'Arcy was appointed as Chief Financial Officer and Executive Director (Mr D'Arcy previously held the role of Chief Risk Officer at PTSB). The Board is at an advanced stage (within the regulatory approval process) in the appointment of two Independent Non-Executive Directors to fill the directorships held by Donal Courtney and Ronan O'Neill respectively. Mr O'Neill will step down from the Board on the 30 July 2025 at the conclusion of his third term of office (9 years). Further details on the selection and suitability process for Board positions is set out in the report of the Nomination, Culture and Ethics Committee on page 103.

All of the directors stood and were re-appointed by election at the 2024 Annual General Meeting (AGM). All of the current directors will stand for re-appointment by election at the Group's 2025 AGM. As the Board is at an advanced stage in the appointment process for two new directors, these directors will stand for re-appointment by election at the AGM if co-opted to the Board in time for issue of the 2025 AGM Notice and, if co-opted thereafter, will stand for re-election at the 2026 AGM.

Information on Directors' remuneration is detailed in the Directors' Report on Remuneration on pages 119 to 123 of the Annual Report and Directors' and Secretary interests in shares are outlined in note 40 to the financial statements.

Other than the Directors' and Secretary's interests as set out in note 40, there were no other interests disclosed to the Company in accordance with the market abuse regulations occurring between the period under review and up to 3 March 2025.

Share Capital and Shareholders

Under the terms of the Credit Institutions (Stabilisation) Act 2010 (the "Act") the Minister for Finance could, in certain circumstances, direct the Company to undertake actions that could impact on the pre-existing legal and contractual rights of shareholders. The Act had an original expiry date of 31 December 2012. However, the Act was subsequently extended to 31 December 2014 but has not since been extended. The expiry of the Act does not affect any order already made, or the variance, termination, enforcement, variation or revocation of any existing order nor does it affect the ability of the Minister to impose certain conditions on any financial support provided under or in connection with the Act.

Relationship Framework with the Minister for Finance

The Minister for Finance of Ireland owns and controls 57.4% (2023: 57.4%) of PTSBGH's issued ordinary share capital. Under the terms of the Relationship Framework entered into between the Minister for Finance and PTSBGH, the Minister for Finance expects the Board and Management team of the Group to conduct the Group's commercial operations in a prudent and sustainable manner which seeks to create a commercially oriented credit institution that recognises the need to encourage and enforce implementation of lessons learned from the financial crisis.

The Minister for Finance recognises that the Group remains a separate economic unit with independent powers of decision-making and that its Board and Management team retain responsibility and authority for determining the Group's strategy and commercial policies (including business plans and budgets) and conducting its day-to-day operations. The Minister for Finance will ensure that the investment in the Group is managed on a commercial basis and will not intervene in day-to-day management decisions of the Group (including with respect to pricing and lending decisions).

Transactions and arrangements between the Group and the Minister for Finance or associates of the Minister for Finance will be conducted at arms-length and on normal commercial terms. The Minister will not, in their capacity as a shareholder of PTSBGH, take any action that would have the effect of preventing the Group from complying with its obligations under applicable law and regulations, including, but not limited to, the Listing Rules and will not propose or procure the proposal of a shareholder resolution which is intended to circumvent the proper application of regulatory requirements.

The Minister engages with the Group, including with respect to the manner in which the Minister's voting rights are exercised in accordance with best institutional practice and in a manner proportionate to the shareholding interest of the State in the Group. The views of the Minister for Finance and the Department of Finance are expected to be appropriately considered by the Group as part of any consultation process under the Relationship Framework. However, the Board and Management team have full responsibility and authority for determining the Group's strategy and commercial policies.

The Relationship Framework also provides that the Minister for Finance and the Group will review the Relationship Framework from time to time when either party reasonably considers that changes to the Relationship Framework or to the State Agreements (as defined therein) would be necessary or desirable to ensure that the Relationship Framework continues to reflect certain principles specified in the Relationship Framework and to enable the Group to continue to comply with its obligations under applicable law and regulations, including, but not limited to, the Listing Rules.

The Relationship Framework also imposes restrictions on the Group undertaking certain actions without where specified, providing information to, consulting with, or obtaining the consent of the Minister for Finance. The principal restrictions are set out in the Relationship Framework, a copy of which is available on the Group website www.permanenttsbgroup.ie.

PTSBGH has complied with the relevant independent provisions set out in the Relationship Framework. The Board is also satisfied, in so far as it is aware, that the Minister for Finance has complied with the relevant independence provisions set out in the Relationship Framework.

On 7 November 2022, the Company entered into a shareholder co-operation agreement with NatWest Group plc and the Minister for Finance of Ireland in relation to a number of matters including orderly sale arrangements in relation to both the shares held by the Minister and the shares issued to RBS AA Holdings

(UK) Limited, a subsidiary of NatWest Group plc. The shareholder cooperation agreement does not provide Natwest Group plc with any direction or control rights or significant influence with regard to the business of the Group.

Authorised Share Capital

The authorised share capital of the Company stood at €540,000,000 divided into 750,000,000 Ordinary Shares of €0.32 each and 300,000,000 Non-Cumulative Preference Shares of €1 each, STG£100,000,000 divided into 100,000,000 Non-Cumulative Preference Shares of STG£1 each and US$200,0000,000 divided into 200,000,000 Non-Cumulative Preference Shares of US$1 each.

Issued Ordinary Shares

At 31 December 2022, the Company had 276,782,351 Ordinary Shares of €0.32 each in issue (2023: 276,782,351). This represents 100% of the issued share capital value of the Company. Each ordinary share carries one vote and as at 31 December 2022, PTSBGH was the registered and beneficial owner of 100% of the issued shares of the Company.

Additional Tier 1 Equity Securities

On 26 October 2022, the Company issued €250m of AT1 securities. On 25 November 2020, the Company issued €125m of AT1 securities. These AT1 Securities contain no conversion rights into ordinary shares of the Company. No new AT1 securities were issued in 2024.

European Union Bank Recovery and Resolution Directive

The BRRD was implemented into Irish law by the EU (Bank Recovery and Resolution) Regulations 2015. BRRD provides European national resolution authorities with comprehensive and effective powers for dealing with failing banks and certain investment firms. BRRD grants a set of early intervention powers to the Irish national resolution authority (CBI) that include the write-down or cancellation of equity and/or the conversion of certain eligible liabilities into equity. Further information on BRRD is available on the CBI website: https://www.centralbank.ie/regulation/how-we-regulate/resolution-framework.

Variation of Rights

Whenever the share capital is divided into different classes of shares, the rights attached to any class may be varied or abrogated with the consent in writing of the holders of three-quarters in nominal value of the issued shares of that class or with the sanction of a special resolution passed at a separate General Meeting of the holders of the shares of the class, and may be so varied or abrogated either whilst the Company is a going concern or during or in contemplation of a winding-up.

Allotment of Ordinary Shares

Subject to the provisions of the Articles of Association relating to new shares, the shares shall be at the disposal of the Directors and (subject to the provisions of the Articles and the Acts) they may allot, grant options over, or otherwise dispose of them to such persons on such terms and conditions and at such times as they may consider to be in the best interests of the Company and its shareholders, but so that no share shall be issued at a discount and so that, in the case of shares offered to the public for subscription, the amount payable on application of each share shall not be less than one-quarter of the nominal amount of the share and the whole of any premium thereon.

Refusal to Transfer

The Directors in their absolute discretion and without assigning any reason therefor may decline to register:

- any transfer of a share which is not fully paid save however, that in the case of such a share which is admitted to listing on London or Euronext Dublin Stock Exchanges, such restriction shall not operate so as to prevent dealings in such share of the Company from taking place on an open and proper basis;
- any transfer to or by a minor or person who is adjudged by any competent court or tribunal, or determined in accordance with the Company's Articles, not to possess an adequate decision-making capacity;
- any instrument of transfer that is not accompanied by the certificate of the shares to which it relates and such other evidence as the Directors may reasonably require to show the right of the transferor to make the transfer;
- the instrument of transfer, if the instrument of transfer is in respect of more than one class of share; and
- any transfer of shares in uncertificated form only in such circumstances as are permitted or required by Section 1086 of the Companies Act 2014.

General Meetings

Under the Articles of Association, the power to manage the business of the Company is generally delegated to the Directors. However, the shareholders retain the power to pass resolutions at a general meeting of the Company which may give direction to the Directors as to the management of the Company.

The Company must hold a general meeting in each year as its AGM in addition to any other meetings in that year and no more than fifteen months may lapse between the date of one AGM and that of the next. The AGM will be held at such time and place as the Directors determine. All General Meetings, other than AGMs, are called Extraordinary General Meetings.

Extraordinary General Meetings shall be convened by the Directors or on the requisition of members holding, at the date of the requisition, not less than five per cent of the paid up capital carrying the right to vote at General Meetings and in default of the Directors acting within 21 days to convene such a meeting to be held within two months, the requisitionists (or more than half of them) may, but only within three months, themselves convene a meeting.

No business may be transacted at any General Meeting unless a quorum is present at the time when the meeting proceeds to business. Three members present in person or by proxy and entitled to vote at such meeting constitutes a quorum.

In the case of an AGM or of a meeting for the passing of a special resolution or the appointment of a director, a minimum of 21 clear days' notice, and in any other cases a minimum of 14 clear days' notice (assuming that the shareholders have passed a resolution to this effect at the previous year's AGM), needs to be given in writing in the manner provided for in the Company's Articles of Association to all the members (other than those who, under the provisions of the Articles of Association or the conditions of issue of the shares held by them, are not entitled to receive the notice) and to the Auditor for the time being of the Company. The Company's Articles of Association may be amended by special resolution passed at a General Meeting of shareholders. Special resolutions must be approved by not less than 75% of the votes cast by shareholders entitled to vote in person or by proxy.

Voting Rights of Ordinary Shares

PTSBGH is the registered and beneficial owner of 100% of the issued shares of the Company. There are no restrictions on voting rights. The following is a general

description on voting rights that may be exercised at General Meetings as set out in the Company's Articles of Association.

Voting rights at General Meetings of the Company are exercised when the Chairperson puts the resolution at issue to the vote of the meeting. A vote may be decided on a show of hands or by poll. A vote taken on a poll for the election of the Chairperson or on a question of adjournment is also taken forthwith and a poll on any other question or resolution is taken either immediately, or at such time (not being more than 30 days from the date of the meeting at which the poll was demanded or directed) as the Chairperson of the meeting directs. Where a person is appointed to vote for a shareholder as proxy, the instrument of appointment must be received by the Company not less than 48 hours before the time appointed for holding the meeting or adjourned meeting at which the appointed proxy proposes to vote, or, in the case of a poll, not less than 48 hours before the time appointed for taking the poll.

Voting at any General Meeting is by a show of hands unless a poll is properly demanded. On a show of hands, every member who is present in person or by proxy has one vote regardless of the number of shares held. On a poll, every member who is present in person or by proxy has one vote for each share of which they are the holder. A poll may be demanded by the Chairperson of the meeting or by at least five members having the right to vote at the meeting or by a member or members representing not less than one-tenth of the total voting rights of all the members having the right to vote at the meeting or by a member or members holding shares in the Company conferring a right to vote at the meeting, being shares on which an aggregate sum has been paid up equal to not less than one-tenth of the total sum paid up on all the shares conferring that right. It is current standing practice at the AGM that voting is conducted on a poll.

Director Appointments

Save as set out below, the Group has no rules governing the appointment and replacement of Directors outside of the provisions thereto that are contained in the Articles of Association. Under the Relationship Framework entered into between PTSBGH and the Minister for Finance, the Board must consult with the Minister for Finance for the appointment or re-appointment of the CEO, Chairperson or proposed appointments to the Board. Upon receipt of written notice from the Minister for Finance, the Board shall appoint up to two nominees of the Minister for Finance as Directors of the Company and the appointment(s) shall be deemed to take effect on the date of the next Board meeting following receipt of the aforementioned notice (and regulatory approval). In 2018, the Board received written notice from the Minister for Finance of his intention to appoint two Directors to the Board. In this regard Marian Corcoran was appointed to the Board on 24 September 2019 and Paul Doddrell was appointed to the Board on 26 November 2020.

Post Balance Sheet Events

Events after the reporting period are described in note 44 to the financial statements.

Accounting Records

The measures taken by the Directors to secure compliance with the Company's obligation to keep adequate accounting records are the use of appropriate systems and procedures and the employment of competent persons. The accounting records are kept at the Company's registered office, 56-59 St Stephen's Green, Dublin 2.

Disclosure Notice

The Company did not receive a disclosure notice under section 33AK of the Central Bank Act 1942 during 2024.

Key Intangible Resources

Information on key intangible resources as required under section 1589 of the Companies Act 2014 is set out Note 23 Intangible Assets on page 186.

Political Donations

The Directors have satisfied themselves that there were no political contributions during the year, which require disclosure under the Electoral Act, 1997.

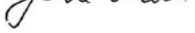
Subsidiary Undertakings

The Company has availed of the exemption permitted by section 315 (a) (i) of the Companies Act 2014 in relation to disclosing related undertaking net assets or profit or loss and will annex a full listing of undertakings to its annual return to the Companies Registration Office.

Independent Auditor

KPMG Chartered Accountants and Statutory Audit Firm was appointed as external auditor at the Group's AGM on 19 May 2023. In accordance with section 383 (2) of the Companies Act 2014, the Auditor, KPMG Chartered Accountants and Statutory Audit Firm, will continue in office.

On behalf of the Board:



Julie O'Neill
Chair

Eamonn Crowley
Chief Executive

Barry D'Arcy
Chief Financial Officer

Conor Ryan
Company Secretary

Corporate Governance Statement
Stakeholder Engagement

"How the Board ensures effective engagement with, and encourages participation from the Company's Stakeholders"

Stakeholder Engagement
In line with our Purpose of working together to build trust with our customers and communities, effective and proactive engagement with key stakeholders is an integral part of the Bank's corporate affairs strategy. The Bank's policy with respect to stakeholder engagement, overseen by the Sustainability & Corporate affairs function, encompasses our overarching approach to stakeholder engagement.

Stakeholder relationship owners across the Group interact with a variety of stakeholders at regular intervals throughout the year and provide regular updates to the Board on same. Key stakeholders for the group include shareholders, customers, colleagues, suppliers, society and the Bank's regulators.

Shareholder Engagement
Transparent and frequent communication with PTSBGH shareholders is a key priority. The Chairperson is available to meet with major shareholders on matters concerning the performance or operations of the Bank. During 2024, the Chairperson met with a number of major shareholders and communicated feedback from these meetings directly to the Board. The Group has a dedicated Investor Relations team, led by the Head of Investor Relations and headed by the CFO. There is a comprehensive schedule of investor engagement which the CEO and CFO participate in, on behalf of the Board, along with the Head of Investor Relations and selected Senior Executives. All engagements are structured in such a way as to ensure market sensitive information is not disclosed. The Group also has an active market engagement programme in place, where it reports financial results live through a webcast twice a year (typically in March and July) and updates the market on trading twice a year, typically in May and October. The Group publishes all results, including the webcasts, to a dedicated Investor Relations section on its website. The Group also reports other relevant information to the market on a timely basis. Following the release of results, the CEO and CFO facilitate a roadshow which provides an opportunity for institutional shareholders to provide feedback directly. Investor conferences are also a valuable tool, and during 2024 executives attended equity conferences in Dublin, London, New York and Boca Raton.

The Head of Investor Relations together with the CEO and the CFO, provide regular updates to the Board on the types of activities mentioned above, along with market reactions, in order to ensure that the members of the Board are aware of the views of the investment community and are considered in their decision making. The CEO, CFO and Chairperson seek regular engagement with major shareholders and report on these engagements to the Board. The Group's shareholder engagement strategy will continue to evolve as the level of free float in PTSBGH increases, and will always apply best practice in this regard.

Customer Engagement
We believe delivering fair customer outcomes is a central tenet to what we do. We are committed to understanding our customers and delivering what matters most to them through every stage of their financial journey. We listen to our customers through our Voice of the Customer programme, focus groups and surveys, and we engage with them on a daily basis in-person through our network of 98 branches nationwide, in addition to our and digital channels (customer contact centres, webchat, social media, mobile app and website).

Workforce Engagement
There are currently a number of ways the Board engages with the Group's workforce and hears the employee 'Voice' on an on-going basis. A summary of these alternate arrangements is outlined in the below table:

Mechanism	Detail
Board and Committee Meetings	During 2024 the Board met in total on 15 occasions and this facilitated regular Board engagement with subject matter experts from across the Bank.
Nomination, Culture and Ethics Committee	Dedicated Board Committee with accountability for culture, behaviour, ethics and reputation management oversight in the Bank. Bi-annual review of employee 'Speak Freely' concerns raised through a Colleague Conduct Report.
Employee Events	Attendance at, and participation in, employee events on an on-going basis. Examples include the Employee Resource Group initiatives Intercultural Competence Event, DiCE 2024, Non-Executive Director branch and call centre visits (Board Meeting and walk-about held in Blackrock Call Centre in October 2024), 'Values in Practice' Awards and Sustainability events.

Mechanism	Detail
Employee Representative Bodies	CFO, CEO and Chief Customer and People Officer engagements with Employee Representative Bodies, to update them on the organisational trading position, the Bank's purpose and strategy, together with opportunities and challenges being faced. Other Executive and Senior Leadership Team members meet the Employee Representative Bodies on an, as needed basis, depending on the agenda and business requirements.
Employee Surveys	The Employee collective voice is shared with the Board Nomination, Culture and Ethics Committee through a variety of employee surveys that are run throughout the year. Examples include the 'Every Voice Counts' annual survey and 'Every Voice Counts' Micro-pulse surveys
Employee Engagement Group	The Company Secretary (Board Nominee) attends the People Experience Council ('PEC') to support the Board and gain a greater understanding of culture / employee sentiment. The Nomination Culture and Ethics Committee met with the Bank's People Experience Council in November 2024.

A People Experience Council was incepted in 2020 to support the embedding of culture with a mandate and a set of accountabilities. Their role is to lead out on Culture across the Bank, provide a collective voice (qualitative data) to the organisation and solicit People Experience Leads across their functions to champion organisational engagements. Leads are made up of colleagues from all areas of the business, representing a diverse group of employees at all levels. The Nomination Culture and Ethics committee identified an opportunity for the Board to engage with this group and to be updated on the employee sentiment and mood on the ground. As part of this group, the Board not only gains a deeper understanding of the drivers behind the employee engagement survey results (PTSB Every Voice Counts survey, IBCB Éist survey), they also gain diverse perspectives on what actions will address the areas for development and any emerging areas of discontent from employees. It is intended that attendance by Non-Executive Directors will continue indefinitely.

All material organisational changes are discussed and consulted on in advance with employee representative bodies. It is important in the context of these discussions that colleagues understand the financial and strategic position of the Bank over its five-year planning period and where appropriate, aligned to engagement protocols, provide member representations. During 2024, the CEO attended engagement sessions with Employee representative bodies to explain and provide context to the Bank's current and medium-term outlook as part of negotiations on reward.

Supplier Engagement

The Bank is supported by a network of suppliers that enable the smooth delivery of services to our customers. In 2024, we established a new, centralised Third-Party Management team with responsibility for managing and overseeing the Third-Party Management process. The team works closely with colleagues across the Bank, including Supplier Relationship Owners, to ensure compliance with standards, processes, procedures and governance requirements, as well as ensuring that new or renewal of critical Outsourcing arrangements are brought to Board for approval.

Societal Engagement

We are committed to being a responsible, sustainable business, supporting our communities by having a positive and meaningful impact. To support us in doing so, we engage with a number of stakeholders across Irish society, including Community Partners and Sponsorship Rights Holders, Media and Government Officials. We also engage at an industry level across a number of forums, including the Banking and Payments Federation of Ireland and Irish Banking Culture Board.

The Nomination Culture and Ethics Committee is updated by the Sustainability & Corporate Affairs function on a quarterly basis on key matters relating to the Bank's corporate and public affairs strategies, including media, political and community engagement.

Regulatory Engagement

Led by the Chief Risk Officer, the Board and Management maintain regular engagements with regulatory authorities, including with the Central Bank of Ireland ('CBI'). These engagements are in the form of; one to one meetings with Board members and Management, onsite inspections and thematic reviews, and regular engagements with the Bank's

Regulatory Affairs Team. Meetings between the CBI, the Board, the Chairperson and Management involve open discussion on a wide range of topics including, business strategy and performance, consumer protection, risk management, capital and liquidity, upstream regulation and challenges facing the banking industry. The Board are also kept up to date on regulatory engagements and correspondence, ensuring the Board are aware of feedback from the CBI along with key areas of focus. The wide-ranging constructive engagement with the CBI is recognised by the Board as an enabler for the Bank in understanding regulatory expectations and meeting regulatory obligations.

Sustainability Double Materiality Assessment

The Bank takes several factors into consideration when assessing where to prioritise resources for its sustainability activity. These include but are not limited to: the Bank's business model and strategy; principal risks; sector issues; public policy and regulation; and the impact of the Bank's activities on wider society.

During 2024, the Bank engaged a sample of stakeholders to complete an exercise in double materiality. The exercise assessed both the stakeholder impact, and the financial materiality, of identified Impacts, Risks and Opportunities ('IROs'), to determine those that were most material to our business, and important to our stakeholders.

Members of the Board took part in the Double Materiality Assessment process and progress made in relation to the disclosure was reported to both the Board and Board Audit Committee.

Board Decision Making

The Board has a clear understanding of the Bank's key stakeholders and how the operations of the Bank effect the environment and communities in which it operates. The Bank's Stakeholder Engagement Programmes facilitate a clear and unfettered information flow to and from the Board. This allows the Board to make informed decisions that are both in the best interest of the Company and facilitate a clear understanding of how decisions impact on the Bank's stakeholders, wider community and environment.

A key focus for the Nomination Culture and Ethics Committee is to ensure that Directors are able to make a positive contribution to the long-term sustainable success of the Company. Directors are more likely to make good decisions and maximise the opportunities for the Company's success if the right skillsets and breadth of perspectives are present on the Board. The Nomination Culture and Ethics Committee, aligned with the Bank's Purpose and Ambition, considers the appropriate skillsets and perspectives and sets them out in a Board-approved Suitability Matrix. Appointments to the Board are recommended in accordance with the Suitability Matrix. The key skillsets and experience that each of the Directors bring to the Board are set out in the Board Biographies section.

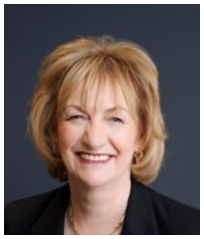
Focus for 2025

The Bank is committed to building on the progress achieved and to continue its established proactive engagements with key stakeholders in 2025. This will enable the Bank to make continued progress in cultivating and strengthening relationships, building trust and further enhancing the reputation of the Bank. Overseen by the Chief Sustainability & Corporate Affairs Officer, the Bank will continue to ensure that feedback from all key stakeholders is monitored and measured effectively in line with the Bank's Purpose and that key insights are brought to the Nomination, Culture and Ethics Committee, or relevant Committee, on a regular basis.

Corporate Governance Statement
Board of Directors

A key focus for the Board is to ensure that directors are able to make a positive contribution to the long term sustainable success of the Company. Directors are more likely to make good decisions and maximise the opportunities for the Company's success if the right skillsets and breadth of perspectives are present on the Board. The Nomination Culture and Ethics Committee, aligned to the Group's Purpose and Ambition, considers the optimal knowledge, experience and skills requirements of the Board and sets them out in a Board approved Suitability Matrix. Appointments to the Board are guided by the Board Assessment and Suitability Policy, Board Diversity Policy and Board Suitability Matrix. The key knowledge and experience that each of the Directors bring to the Board is set out in the Biographies below.

JULIE O'NEILL (69)
INDEPENDENT NON-EXECUTIVE DIRECTOR CHAIR



Appointed to Board:
17 January 2023

Nationality:
Irish

Committee Membership:
Remuneration Committee, Nomination, Culture and Ethics Committee (Chair)

Principal External Appointments:
Director at XL Insurance Company SE and Architas Multi-Manager Europe.

Key Strengths, Skills and Experience
Julie is an accomplished business leader with extensive executive and board experience, having held a number of senior public service positions, including Secretary General of both the Department of Transport and the Department of Marine and Natural Resources and previously held a number of other prominent Non-Executive Director roles, including Chairperson of the Convention Centre Dublin and Non-Executive Director, AXA Life Europe and Ryanair Group plc.

Julie previously served a six-year term on this Board (2014 to 2020) as an Independent Non-Executive Director, the latter 4 years as the Board's Senior Independent Director. During this period she played a significant role as a Board member in guiding positive transformation of the Bank. Julie has extensive business and leadership experience and brings an in-depth knowledge of the Bank and wider banking/insurance industry to the Board.

- Certified Bank Director
- Bachelor of Commerce
- MSc Policy Analysis

EAMONN CROWLEY (55)
CHIEF EXECUTIVE OFFICER

Appointed to Board:
10 May 2017

Nationality:
Irish

Committee Membership:
None

Principal External Appointments:
PTSB nominee director of Banking & Payments Federation Ireland CLG and Irish Banking Culture Board CLG

Key Strengths, Skills and Experience
Eamonn brings to the Board extensive international banking, accounting, corporate treasury and leadership experience with a significant customer focus reflected in the Bank's Purpose, Ambition and Strategy.

Eamonn has 30 years+ banking experience. In addition to his tenure at PTSB since 2017, Eamonn's experience encompasses the management of a significant retail banking growth agenda during his tenure as CFO in Santander Bank in Poland and as a member of the management board there for more than 10 years. Eamonn has extensive relevant stakeholder management experience with particular focus of building effective relationships with colleagues, regulators, government and markets (shareholders, investors, analysts). In addition to his financial management credentials, Eamonn is an accomplished business leader manager who takes a broad perspective and has a deep commitment to both organisational culture and operational transformation for the benefit of key stakeholders such as shareholders, customers, colleagues and the long-term sustainable interests of the Bank.

- MBA Smurfit Business School
- Certified Accountant (FCCA) and Member of Association of Corporate Treasurers
- Certified Bank Director
- Harvard Business School – Advanced Management Programme

BARRY D'ARCY (51)
CHIEF FINANCIAL OFFICER

Appointed to Board:
25 February 2025

Nationality:
Irish

Committee Membership:
None

Principal External Appointments:
None

Key Strengths, Skills and Experience
Barry is a CIMA Fellow and Chartered Global Management Accountant (FCMA, CGMA), a finance and risk professional with significant banking and leadership experience having worked in the Commercial and Retail Banking sector in Ireland for more than 15 years. Barry brings a wealth of financial, risk, commercial, strategic, operational and regulatory knowledge to the Bank together with experience in delivering large complex programmes successfully.

Barry was appointed CFO in February 2025, having joined the Bank as CRO in October 2023. Prior to joining PTSB, Barry was Chief Risk Officer and an Executive Director at KBC Bank (Ireland).

- FCMA, CGMA
- Bachelor of Business Studies
- Certified Bank Director

RONAN O'NEILL (71)
SENIOR INDEPENDENT NON-EXECUTIVE DIRECTOR

Appointed to Board:
26 July 2016

Nationality:
Irish

Committee Membership:
Board Audit Committee (Chair)
Nomination, Culture and Ethics Committee

Principal External Appointments:
None

Key Strengths, Skills and Experience
Ronan, a chartered accountant, brings to the Board extensive banking and leadership experience with a particular competency in finance, risk and treasury. His strong strategic and corporate development insights enable Ronan to provide challenge and support to the development of the Bank's organisational change programmes. His previous experience as a member of the Group Risk Committee at AIB is of particular benefit to the Board Audit Committee which Ronan chairs.

Prior to retiring from AIB in 2013, Ronan was Chief Executive Officer of AIB (UK) plc and a member of the AIB Group Leadership Team. Ronan had responsibility for SME Business in the UK and the retail banking business of First Trust in Northern Ireland. He put in place a strategic plan to revitalise AIB's UK and NI businesses and oversaw its implementation.

- Fellow Chartered Accountants Ireland
- Certified Bank Director
- Bachelor of Commerce from UCD
- Fellow, Institute of Bankers

RUTH WANDHÖFER (49)
INDEPENDENT NON-EXECUTIVE DIRECTOR

Appointed to Board:
30 October 2018

Nationality:
German/British

Committee Membership:
Board Audit Committee
Remuneration Committee

Principal External Appointments:
Director at: RTGS Global Ltd; Aquis Exchange Plc and Leximar Ltd (personal consultancy company).

Key Strengths, Skills and Experience
Ruth has substantial banking and leadership experience with extensive knowledge of both regulatory and market strategy, and together with her insight on regulatory and financial technology innovation provides invaluable insight for the Board as it provides oversight for the Group's digital and payments transformation programmes.

Ruth was MD and Global Head of Regulatory and Market Strategy at Citi from 2007 to 2018 where she drove regulatory and industry dialogue in addition to developing product/market strategy in line with the evolving regulatory and innovation landscape. Prior to joining Citi, Ruth was Policy Advisor for Securities Services and Payments at the European Banking Federation.

- MA in Financial Economics (UK)
- MA in International Politics (FR)
- LLM in International Economic Law (UK)
- PhD Finance
- Certified Bank Director

MARIAN CORCORAN (60)

NON-EXECUTIVE DIRECTOR

Appointed to Board:
24 September 2019

Nationality:
Irish

Committee Membership:
Board Risk and Compliance Committee
Nomination, Culture and Ethics Committee

Principal External Appointments:
Director HP International Bank DAC, Director of IDA Ireland, Chair DCU Educational Support Services DAC, and Director of MC2 Change Limited (personal consultancy company)

Key Strengths, Skills and Experience
Marian has broad executive and non-executive leadership and advisory experience having led strategy development in technology and business transformations. Marian has also played a key role in executive leadership. Marian brings to the Board wide-ranging experience in advising on and leading transformational programmes across multiple industries including banking. Marian's experience in risk management brings invaluable experience to the Board Risk and Compliance Committee. Marian's cross-industry skills in stakeholder management, risk management, corporate governance and technology-enabled transformation benefit the Board as the Group's strategy and change programmes evolve at an ever-increasing pace. Marian has a strong track record in championing inclusion and diversity.

Marian is a former executive director and partner in Accenture Ireland. Marian has extensive experience in strategy delivery, delivery of technology-enabled change and business transformation both locally and internationally. Marian is a member of the Governing Authority in DCU and was also a member of the Irish Public Service Pay Commission.

- Business Sustainability Management, University of Cambridge
- Chartered Director
- Certified Bank Director
- Professional Certificate in Leadership Coaching
- BSc Biotechnology

PAUL DODDRELL (57)

NON-EXECUTIVE DIRECTOR

Appointed to Board:
26 November 2020

Nationality:
British

Committee Membership:
Nomination, Culture and Ethics Committee
Board Risk and Compliance Committee

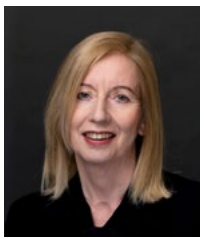
Principal External Appointments:
Director at Cabot Financial (Ireland) Ltd, Coastline Housing Limited. Coastline Services Limited and 3 to 48 Ltd (personal consultancy company)

Key Strengths, Skills and Experience
Paul has significant executive leadership experience spanning finance, asset servicing, lending, operations, sales with specific management expertise in business strategy development and execution; risk management and change management. Paul's strategic insights and experience particularly in the area of mortgage servicing and credit provide core skills which the Board requires.

Paul is a highly experienced financial services executive and Board member who has successfully operated at executive management level in a number of organisations globally. Paul served as Pepper Group's Managing Director for Shared Services and led the successful establishment and growth of Pepper's financial services operations in Ireland. Previously Paul held a number of key executive roles at GE Capital. Paul is currently a Non-executive Director and chair of the Audit and Risk committees at Cabot Financial Ireland.

- Chartered Management Accountant – ACMA, CGMA
- Certified Six Sigma Master
- BA(Hons) Business Studies
- Certified Bank Director

CELINE FITZGERALD (62)
INDEPENDENT NON-EXECUTIVE DIRECTOR



Appointed to Board:
30th March 2021

Nationality:
Irish

Committee Membership:
Nomination, Culture and Ethics Committee
Remuneration Committee (Chair)

Principal External Appointments:
Chair, Pieta House CLG and CEO (interim) Research Ireland

Key Strengths, Skills and Experience
Celine is a former Non-Executive Director at the commercial semi-state company Ervia and has previous senior executive experience in the telecommunications (senior executive at Vodafone 1999 – 2007) and the managed services (CEO of Rigney Dolphin 2007 - 2012) industries. Celine was a Non-Executive Director on the VHI Main Board between 2010 and 2020 and was General Manager at the charity Goal between 2016 and 2018. Celine has also contributed her time to many other charitable foundations including Chair of the charity Pieta House. Celine is the current interim CEO of Research Ireland (an agency under the Department of Education).

Celine is an experienced senior executive and Independent Non-Executive Director and has led culture transformation in challenging environments. Celine has practical experience of handling ethical challenges in the charity sector during her time as Managing Director of Goal. Celine has an in-depth understanding of strategic differentiation to deliver customer value. Celine's knowledge and experience is of significant benefit for the Board in its role to lead on evolving an open ethical, risk aware and inclusive culture which is focussed on building trust with customers, colleagues and communities.

- BA Management
- Chartered Director
- Certified Bank Director

ANNE BRADLEY (65)
INDEPENDENT NON-EXECUTIVE DIRECTOR

Appointed to Board:
30th March 2021

Nationality:
Irish

Committee Membership:
Board Audit Committee
Board Risk and Compliance Committee

Principal External Appointments:
Director at: Northern Trust International Fund Administration Services Ireland Ltd and Pieta House CLG.

Key Strengths, Skills and Experience
Anne's experience is centred on transformation and business change and her cross industry knowledge and experience supports the Board as the Bank evolves its digital transformation strategy while maintaining resilient and reliable technology systems. Anne has extensive experience in technology and has operated at senior levels, leading on IT resilience, emergency response, technology evaluation, crisis management, operational efficiency and IT infrastructure.

Anne worked with Aer Lingus/IAG Group until 2020 where, during a 40 year career she held a number of senior executive roles. Between 2015 and 2018 she was Director of IT with Aer Lingus and thereafter Head of Group IT Delivery/ Digital Development (2018 -2020) with IAG Group. Anne was an Independent Non-Executive Director at Bus Eireann from 2015 to 2018 and in 2020 joined and is a current member of the Board of Northern Trust International Fund Administration Services Ireland Ltd.

- Fellow of the BCS, The Chartered Institute for IT
- Chartered Director, Institute of Directors
- Certified Bank Director

CATHERINE MORONEY (62)
INDEPENDENT NON-EXECUTIVE DIRECTOR

Appointed to Board:
12th December 2023

Nationality:
Irish

Committee Membership:
Board Audit Committee
Board Risk and Compliance Committee

Principal External Appointments:
Director at Cynergy Bank (UK) Limited, and Saburai Consulting Limited (personal consultancy company)

Key Strengths, Skills and Experience
Catherine brings extensive experience in retail, corporate and business banking to the Board as the Bank further develops its business banking proposition. Catherine has deep experience at senior executive level in leading customer-facing businesses with a focus on strategic planning, business growth, innovation, transformation and sustainability. Catherine has also held a number of non-executive board positions across Ireland and the UK, including Chair of the Board and of audit, risk and remuneration committees in the Banking, Insurance, Corporate Finance and Not-For-Profit Sectors.

Catherine is an accomplished business leader who has spent a large portion of her career at senior executive level in the Irish financial services sector (AIB Bank) with a deep involvement in the business community, including in her role as former President and Chair of Dublin Chamber of Commerce

- Bachelor of Commerce, Banking & Finance, UCD
- Chartered Director, Institute of Directors
- Fellow, Institute of Bankers in Ireland
- Certified Bank Director

RICK GILDEA (72)
INDEPENDENT NON-EXECUTIVE DIRECTOR

Appointed to Board:
12th December 2023

Nationality:
American/British

Committee Membership:
Board Risk and Compliance Committee (Chair)
Board Audit Committee
Remuneration Committee

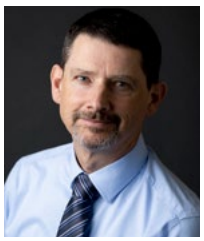
Principal External Appointments:
Trustee at The Shakespeare Globe Trust
Chair of the Finance Committee and member of the Board of Advisors, The Johns Hopkins University School of Advanced International Studies.

Key Strengths, Skills and Experience
Rick Gildea's background in corporate banking (JP Morgan Chase) brings deep experience of client coverage and risk management together with capital markets expertise to the Board.

Rick spent a large portion of his career at senior executive level in investment and corporate banking roles in London and New York, prior to pursuing a non-executive career. Rick was an independent Non-Executive director at Alpha Bank (a domestic and international bank listed on the Stock Exchange in Athens) between 2016 and 2023 where he chaired the remuneration committee and was a member of the risk committee with a particular focus on non-performing loan risk management.

- Certified Bank Director

CONOR RYAN (53)
COMPANY SECRETARY



Conor was appointed Company Secretary in 2017. As Company Secretary and Head of Corporate Governance, Conor is responsible for advising the Board, through the Chairperson, on all governance matters. The role of Company Secretary is to align the interests of different parties around the boardroom table, facilitate dialogue, gather and assimilate relevant information, and support effective decision-making. Conor is a fellow and past president the Chartered Governance Institute in Ireland (ICSA) and a Certified Bank Director.

2024 Board Meeting Attendance and Directorships

Member	Appointed	Ceased	Number of Years on Board	2024 meetings	Number of Directorships held
Current Directors					
Julie O'Neill	17 Jan 2023	-	2.0	15/15	4/3
Ronan O'Neill	26 Jul 2016	-	8.5	14/15	2/1
Ruth Wandhöfer	30 Oct 2018	-	6.3	15/15	7/3
Marian Corcoran	24 Sep 2019	-	5.4	15/15	6/3
Paul Doddrell	26 Nov 2020	-	4.1	15/15	7/2
Anne Bradley	30 Mar 2021	-	3.8	14/15	4/2
Celine Fitzgerald	30 Mar 2021	-	3.8	15/15	5/2
Rick Gildea	12 Dec 2023	-	1.0	12/15	4/1
Catherine Moroney	12 Dec 2023	-	1.0	14/15	4/2
Eamonn Crowley	10 May 2017	-	7.7	15/15	9/1
Former Directors					
Donal Courtney	3 October 2018	1 October 2024	6.0	10/10	5/2
Nicola O'Brien	04 August 2022	29 August 2024	2.0	9/9	2/1

Notes:
PTSB is the sole direct subsidiary of PTSBGH. During 2024, the composition of the Boards of PTSBGH and PTSB were identical. Meetings of the Boards of PTSB and PTSBGH run concurrently. Concurrent Board meetings or consecutive Board meetings of PTSB or PTSBGH held on the same day are counted as a single attendance above.

Number of Directorships: the first number stated is the total number of directorships held and the second number is the number of directorships as counted under Article 91(3) and (4) of Directive 2013/36/EU (for the purposes of calculating these directorships, multiple directorships within a group are counted as a single directorship and directorships in organisations which do not predominantly pursue commercial objectives are also not included). Directorships are those held at 31 December 2024 or at time of cessation from the Board. A full listing of each Board member's external directorships are available in the Group's Pillar 3 Disclosures Report available at https://www.permanenttsbgroup.ie/investors/result-centre/year/2024.

Eamonn Crowley's directorships consist of seven group entity directorships and two companies on which he is a representative for PTSBGH.

Division of Responsibilities

The roles and responsibilities of the Board collectively, the Executive and Non-Executive Directors, the Chairperson, Senior Independent Director and Company Secretary, are clearly laid out and documented in a Board Manual, which is reviewed and updated on a regular basis by the Board and at least annually.

The Chairperson

Julie O'Neill's responsibility as Board Chairperson is to ensure the efficient and effective working of the Board. Her role is to lead and manage the business of the Board, promoting the highest standards of corporate governance, ensuring accurate, timely and clear information for the Board, and to lead the process for the annual performance evaluation of the Board, its Committees and the Non-Executive Directors. The Chair fosters a culture of openness and debate by facilitating the effective contribution of Non-Executive Directors in particular and ensuring constructive relations between Executive and Non-Executive Directors. The Chair has a strong working relationship with the CEO, Eamonn Crowley, and acts as a confidential sounding board for the Directors. Julie O'Neill is also Chair of the Nomination Culture and Ethics Committee.

The Senior Independent Director

Ronan O'Neill is the Board's Senior Independent Director whose primary role is to support the Chairperson on all governance related matters. In addition, he specifically leads the annual appraisal of the Chairperson's performance, acts as an intermediary for other Directors, and ensures that the views of the Non-Executive Directors are heard. He is available to shareholders, should they wish to raise any matter directly.

The CEO

The Board delegates executive responsibility to Eamonn Crowley, the CEO, for the Bank's operations, compliance, and performance. The role of the CEO is to select and lead an effective team to manage the Bank. The executive management team is called the Executive Committee (ExCo), details of which are set out on pages 80 to 81. The CEO is responsible for the formulation of the Group's strategic, operating and financial plans, for review and presentation to the Board, and for the implementation of these plans. The CEO is also required to provide information and insight to the Board that is reliable, relevant, timely, clear and balanced, in order to assist the Board in monitoring the performance of the Group and in making well-informed and sound decisions.

The Company Secretary

Conor Ryan, Company Secretary and Head of Corporate Governance, assists the Chairperson in promoting the highest standards of corporate governance. The Company Secretary supports the Chairperson in ensuring Directors receive timely and clear information so they are appropriately equipped for constructive debate and informed decision making. The Company Secretary is a central source of guidance and advice on Board policy, procedure and governance. All Directors have access to the advice and services of the Company Secretary and Head of Corporate Governance.

Executive Committee[1]

EAMONN CROWLEY
CHIEF EXECUTIVE

BARRY D'ARCY
CHIEF FINANCIAL OFFICER

GER MITCHELL
CHIEF CUSTOMER & PEOPLE OFFICER

Ger has been a member of the Executive Committee since 2012. Ger is a commercial leader who has held a number of roles at Executive level including HR, Products, Corporate Affairs, Sustainability, and Marketing. In 2024, Ger's role was expanded to include 'Products & Pricing Strategy' which brings the Colleague and Customer Experience together alongside the Marketing and Products Strategy.

Ger is a purposeful commercial executive, with extensive experience in Acquisitions, Sustainable & Responsible Business, Brand Positioning, Retail Banking, Product Marketing & Management, Consumer Marketing, Business Transformation, Customer Remediation and Human Resources. A culture champion and leader in Diversity, Equity, and Inclusion, who nurtures and develops top talent.

ANDREW WALSH
CHIEF LEGAL COUNSEL

Andrew has extensive legal advisory experience, in both private practice and in-house roles. Andrew joined the Bank in 2014 and became a member of the Executive Committee in 2015. Prior to joining the Bank, Andrew was a partner in a leading corporate Irish law firm, where he worked for over 10 years. While in private practice, Andrew advised a number of Irish and international banks and financial services institutions.

In his role as Legal Counsel, Andrew leads the Bank's Legal function. The Legal function is responsible for overseeing all legal aspects of the Bank's business, as well as contributing to the Bank's strategic decisions and identified growth opportunities. The Legal function also provides support to ensure that the Bank's operations, products and service strategies are designed to consistently adhere to legislative/regulatory requirements and best practices.

CLAIRE HEELEY
HEAD OF INTERNAL AUDIT

Claire, a Chartered Accountant with over 20 years' experience, joined the Bank in 2021 as the Bank's Head of Group Internal Audit from KPMG, where her most recent role was Managing Director, Risk & Regulatory Consulting. In this role Claire led major risk transformation projects and the delivery of internal audit services to a portfolio of financial services clients for over six years. Prior to her role as Managing Director, Risk & Regulatory Consulting, Claire held a number of senior roles including: Retail Division Audit Partner in the Group Internal Audit division of Bank of Ireland and Deputy Group Secretary of Bank of Ireland.

Internal Audit provides independent assurance to the Board over the adequacy and effectiveness of the governance, risk management and control processes in operation across the Bank. Claire is a regular attendee at Group Executive Committee meetings but, in accordance with good governance practices, has no voting rights. Claire has a direct reporting line to the Chairperson of the Board Audit Committee.

1 Following the appointment of Barry D'Arcy (previously the Bank's Chief Risk Officer) as Chief Financial Officer, a recruitment and selection process is underway to fill the vacancy for Chief Risk Officer. Pending that appointment, the Bank has put in place arrangements to maintain the effective oversight and management of the Bank's Risk function.

TOM HAYES
CHIEF TECHNOLOGY OFFICER

Tom is an experienced business transformation and technology leader with deep experience in leading Digital change and operational resilience. Tom joined the Bank in 2017 from AIB where he had most recently held the role of Head of Digital Transformation Delivery. Tom had held various senior technology leadership roles at AIB including: Head of Customer Engagement Technology, AIB Digital and Group Head of IT Infrastructure & Operations.

PTSB Group Technology has responsibility for the development and implementation of the Bank's Technology strategy, the implementation of the Digital Transformation roadmap and the full portfolio of IT Change Delivery. This involves close collaboration across the Bank and especially with the Retail Banking and Group Operations teams to design and implement on the Bank's Digital Transformation. The Division also has responsibility for the day-to-day critical technology operations, resilience and protection of technology-enabled customer services.

PATRICK FARRELL
CHIEF RETAIL BANKING OFFICER

Patrick has over 25 years' experience across the banking industry. Patrick joined the Bank in December 2018 as Retail Banking Director, moving to his new role as Chief Retail Banking Officer in August 2024. Patrick has previously held senior management roles in Strategy, Product and Proposition Development, Marketing, Private Banking and, Retail Sales and Service Distribution.

The Retail Banking Division is responsible for all sales and service channels and delivery of the Bank's commercial performance. The Function has multi-channel oversight across sales and service with a focus on improving customer experience, meeting customer needs and wants, enabling income growth and delivery. The division closely collaborates with the Customer and People Team on customer propositions and experience.

PETER VANCE
CHIEF OPERATING OFFICER

Peter joined the Bank as Chief Operating Officer (COO) in 2021 with 25 years' of experience in financial services. As COO, Peter is responsible for Group Change & Transformation, Enterprise Service Delivery including Payments, Financial Crime, Collections & Recoveries as well as other key functions.

Prior to joining PTSB, Peter held senior positions as Head of Group Operations and Executive Head of Direct Sales & Service Channels in AIB. In this role, Peter was responsible for leading multiple activities in both Ireland and the UK including; Payments, Treasury services, Financial Crime, SME Lending and the Customer Service Centre.

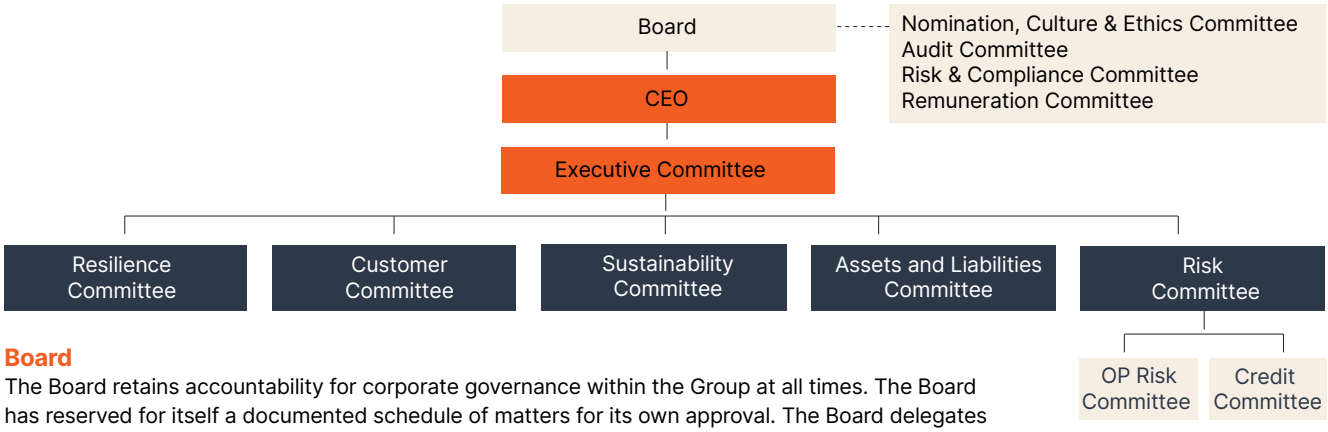
LEONTIA FANNIN
CHIEF SUSTAINABILITY & CORPORATE AFFAIRS OFFICER

Leontia joined the Bank's Executive Committee in August 2024 and is responsible for leading the Bank's Sustainability and Corporate Affairs Strategies. The role of Chief Sustainability & Corporate Affairs Officer was created to reflect the Bank's commitment to sustainability as a key driver of its corporate strategy and the value it places on corporate affairs as an enabler of internal and external stakeholder engagement.

Leontia joined the Bank in 2018 as Head of Corporate Affairs and Communications and has led out on a number of the Bank's key strategic initiatives, including PTSB's Reputation Management, Sponsorship and Sustainability Programmes. Leontia has over twenty years' experience in Corporate Affairs, Reputation Management, Colleague Communications, Sponsorships, Corporate Social Responsibility and Sustainability.

Corporate Governance Statement

Governance Structure, Roles and Responsibilities



Board

The Board retains accountability for corporate governance within the Group at all times. The Board has reserved for itself a documented schedule of matters for its own approval. The Board delegates executive responsibility to the CEO for the Group's operations, compliance, and performance. The CEO is the principal executive accountable to the Board for the day to day management of the Group. The CEO has established the Executive Committee whose terms of reference are approved by the Board.

Without prejudice to the powers delegated to it, the Board, directly or through its Committees, has exclusive powers regarding a number of matters including acting on behalf of the shareholders to oversee the day-to-day affairs of the business, ensuring the Group's sustainability by collectively directing the company's affairs, whilst meeting the appropriate interests of its shareholders, customers, colleagues and other key stakeholders. In addition to business and financial issues, the Board determines the business strategies and plans that underpin corporate strategy, whilst ensuring the Group's organisational structure and capability are appropriate for implementing the chosen strategies. The Board deals with challenges and issues relating to corporate governance, sustainability and corporate ethics.

Board

- Sets and oversees performance against strategy.
- Sets and oversees delivery of the Group's Sustainability strategy (and drives integration with business strategy).
- Ensures business activity aligns with the Company's stated Purpose, Ambition, Values, and Culture.
- Sets and oversees all risk, financial, compliance and performance standards.
- Demonstrates leadership (sets the tone from the top).

In line with its legal and regulatory obligations, the Board has established Audit, Risk, Remuneration, and Nomination committees as described below. Being composed of the same members and in managing a common agenda, Board Committee meetings of the Company and PTSBGH run concurrently.

Nomination, Culture and Ethics Committee

Julie O'Neill (C)
Marian Corcoran
Celine Fitzgerald
Ronan O'Neill
Paul Doddrell

- Reviews structure, effectiveness, and composition of the Board.
- Reviews all new Director and senior management appointments.
- Oversees succession planning and performance for directors and senior management.
- Review/monitors the design, implementation and effectiveness of the Company's Purpose, Ambition, and Values.
- Oversees the Company's Culture, Ethics, Diversity, Workforce Engagement and Reputation.

Audit Committee

Ronan O'Neill (C)
Anne Bradley
Ruth Wandhöfer
Catherine Moroney
Rick Gildea

- Oversees internal financial controls.
- Reviews and recommends approval of the Annual Report and Financial Statements to the Board.
- Oversees all relevant matters pertaining to the external auditors.
- Monitors the output of internal audit findings.
- Monitors the effectiveness of the Internal Audit Function.
- Reviews discoveries of fraud and violations of laws and regulations as raised by the head of GIA.

Risk and Compliance Committee

Rick Gildea (C)
Marian Corcoran
Paul Doddrell
Anne Bradley
Catherine Moroney

- Oversees financial and non-financial risks.
- Monitors and makes recommendations to the Board on the Company's appetite for risk.
- Oversees credit, funding and liquidity policies.
- Reviews the Company's regulatory obligations and treatment of customers.
- Review and provide guidance to the Board on the Company's capital and liquidity position for use in strategic decision making.
- Oversight and guidance to the Board on Recovery and Resolution Planning.
- Assesses the impact of Climate and Environmental Risk on the Group's overall Risk Profile.

Remuneration Committee

Celine Fitzgerald (C)
Julie O'Neill
Ruth Wandhöfer
Rick Gildea

- Oversees remuneration and reward strategies.
- Ensures remuneration strategy is aligned with the Company's appetite for risk.
- Oversees senior management reward.
- Monitoring relevant external benchmarks for posts within the scope of Committee.

Upon Donal Courtney's retirement from the Board on 1 October 2024, Rick Gildea was appointed Chair of Board Risk and Compliance Committee and joined the Board Audit Committee. Rick Gildea will step down from Remuneration Committee when two planned Board appointments are completed in early 2025.

Executive Committee

The Executive Committee reports through the CEO to the Board. The Executive Committee advises the Board on matters ranging from business performance, strategy, planning, policy, people and culture, investment and risk. The Executive Committee is accountable for the operations, compliance and performance of the Group. It is responsible for delivery of all delegated governance commitments. The terms of reference of the Executive Committee are approved by the Board.

The Executive Committee has established a number of sub-committees made up of senior management with relevant expertise to address the delegated functions of each sub-committee. The duties of these sub-committees are based on providing organisational direction on behalf of the Executive Committee. Each Executive Committee member provides relevant leadership to the sub-committees, making sure objectives are met. The relevant Executive Committee member ensures the Executive Committee is updated on all material matters considered by the sub-committees. The Group Risk Committee has responsibility for oversight of bank-wide risk management and internal control issues and all members of the Executive Committee are members of the Group Risk Committee.

Executive Committee

- Developing and implementing (as approved by the Board) the Group's Integrated Strategic Plan (ISP).
- Allocating the Group's resources (financial and people) to ensure that ISP commitments are executed and delivered.
- Accountable for the Group's operations, compliance and performance.
- Oversees day-to-day management of the Group.
- Forum for Group-wide functional issues.
- Oversight and leadership of the implementation of the Bank's Sustainability Strategy.

Risk Committee

- Oversight of Group wide Risk Management and internal control issues
- Developing the structure and content of the Group's Risk Management Architecture
- Maintains, monitors and enforces adherence to risk policies and frameworks
- Recommends changes to risk appetite and internal capital and liquidity levels
- Measure and monitor the total risk position of the Group and to maintain a Risk Register of the top risks facing the Group, along with an assessment of the probability and severity of those risks

Assets and Liabilities Committee

- Manages assets and liabilities, treasury investments, capital management and asset allocation
- Manages risks, hedging, and ALM systems
- Refresh and recommend to Risk and Compliance Committee for approval of a number of Treasury and Liquidity related Policies
- Reviews the ongoing capital adequacy for the Group
- Reviews the output from internal capital stress testing programmes
- Oversees the Capital Risk related activities and supporting Policies

Credit Committee

- Recommends relevant Portfolio Credit Risk elements of the Group's RAS for approval by the Board
- Monitors adherence to the Group's Credit Policy and Framework
- Monitors the portfolio Credit risks to which the Group is exposed
- Escalation point for customer lending decisions
- Maintains and assesses the portfolio Credit Risk profile against set limits and approves (within governance) remediation plans to restore Risk Appetite where required
- Reports any breaches of approved limits in accordance with the agreed protocol

Operational Risk Management Committee

- Monitors the Operational and IT Risks to which the Company is exposed
- Oversees risk mitigation, performance and prioritisation related to the management and control of risk
- Reviews and discusses the outputs and results of control testing
- Creates awareness of commonly experienced operational & IT Risk matters, to share learnings and enhance the control environment across the Company
- Review and monitor KRIs and the operational and IT Risk Appetite Statement
- Review emerging risks and other relevant operational and IT Risk metrics

Customer Committee

- Prioritise opportunities, resources and capabilities to deliver sustainable commercial growth
- Oversight of significant business propositions and strategies that have a material customer impact
- Approval body for product governance arrangements
- Review body for all high impact customer events, issues and complaints
- Monitor and report on customer performance indicators aligned to the Group's strategic pillars
- Monitor and report on conduct risk indicators against the Board approved risk appetite and conduct risk principles
- Serve as the central oversight body for all significant customer matters ensuring fair treatment of customers

Sustainability Committee

- Oversight of the development and implementation of the Group's Sustainability Strategy and related KPIs
- Oversee Sustainability-related programming and provide guidance and support to sustainability activities across the Group
- Engage stakeholders as needed to ensure organisational alignment on key risks and issues, while maintaining awareness and linkages to other strategic programmes
- Monitor and report progress to the Board and Executive Committee at regular intervals throughout the year

Resilience Committee

- Monitor and report on Operational Resilience, Digital Operational Resilience and Third Party resilience activities and risk profile
- Oversees the development and implementation of the Bank's Resilience strategy and Digital Operational Resilience Strategy and related activities
- Oversight of Group third party and outsourcing relationships, including performance, issues management and risks

"The Board has overall governance responsibility for the operations of the Group"

Board Role and Responsibilities

The Board as a whole is collectively responsible for the leadership, strategic direction and policy, operational performance, financial matters, risk management and compliance of the Group. The Board exercises leadership, integrity and judgement in directing the Group, based on transparency, accountability and responsibility. The Board is also the focal point for the implementation of best practice corporate governance within the Group. All Directors must take decisions objectively in the interests of the Company. The key responsibilities of the Board as a whole are to:

Key Responsibilities of the Board	
Customers	Ensure the Bank's culture, systems and practices build trust and promotes the fair and transparent treatment of customers, both existing and new.
	Deliver a positive customer-focused culture that is both embedded through adherence to the Bank's purpose, ambition and values and can be effectively demonstrated through regular updates from Management.
Culture and Diversity	Setting the Bank's purpose, ambition and values, and monitoring culture and alignment to the Bank's purpose and values.
	Embedding the Bank's Organisational Culture and Diversity, Equity and Inclusion Programmes.
Strategy	Question, challenge, assist in the development of, and approve the strategic, financial and operating plans proposed for the Bank by Management. Ensure that an appropriate level of balance exists between its strategic contribution and that of its monitoring and policing activity.
	Oversight of the ESG factors considered material to the business and ensuring they are monitored and managed as part of the Bank's strategic formulation.
Stakeholders	Ensuring regular engagement and effective communication with stakeholders in order to understand their views on governance and performance against strategy.
Shareholders	Ensuring directors develop a clear understanding on the views of shareholders.
Sustainability	Ensuring the Bank enables support for customers, colleagues and communities while it conducts and manages all areas of its business in a responsible way through integrating sustainability within strategic planning.
Risk Appetite and Risk Management	Define the strategy for the ongoing management of material risks and ensure that the Board is sufficiently briefed on major risk factors (both current and emerging) by ensuring there is a robust and effective internal control framework that includes well-functioning risk management, compliance and internal audit functions as well as an appropriate financial reporting and accounting framework.
	Provide leadership for the Bank within a framework of prudent, ethical and effective controls which enable risk and compliance to be assessed and managed.
Capital Structure	Set and oversee the amounts, types and distribution of both internal capital and own funds adequate to cover the risks of the Bank.
	Be accountable, particularly to those who provide the Bank's capital.
People and Reward Strategy	Ensure there is a remuneration framework that is in line with the risk strategies of the Bank.
	Ensure there is a robust and transparent organisational structure with effective communication and reporting channels.
	Ensure that Management create and develop a performance culture that drives sustainable value creation and not expose the Bank to excessive risk of value destruction.
	Ensure that workforce policies and practices are consistent with the Company's values and support its long-term sustainable success and that the workforce is able to raise any matters of concern.
Oversight	Make well informed and high quality decisions based on a clear line of sight into the business.
	Ensure that the Bank has a robust finance function responsible for accounting and financial data.
Governance Arrangements	Review regularly the appropriateness of its own governance arrangements and conduct internal as well as external evaluation of the Board's effectiveness.
	Review corporate governance matters such as Group Frameworks, terms of reference and succession plans.

Directors must act in a way they consider, in good faith, would promote the success of the Company for the benefit of shareholders as a whole and, in doing so, have regard (amongst other matters) to the likely consequences of any decision in the long-term; the need to foster the Bank's business relationships with customers, suppliers and others; interests of the Bank's employees; impact of the Bank's operations on the community, environment and tax payer; and desirability of the Bank maintaining a reputation for high standards of business conduct.

Board Decisions

There is an effective Board to lead and control the Bank with members who have diverse expertise in various aspects of the Bank's business. The Board has reserved to itself for decision, a formal schedule of matters pertaining to the Bank and its future direction, such as the Bank's business strategy, major acquisitions and disposals, Board membership, the appointment and removal of senior executives, executive remuneration, trading and capital budgets, risk management and compliance frameworks. This schedule is updated on a regular basis and at least annually. On an annual basis, the Board approves a Risk Appetite Statement (RAS) together with its strategic, operating and financial plans (Integrated Strategic Plan). The RAS is a description of the level and types of risk the Bank is willing to accept or to avoid, in order to achieve its business objectives.

The Board delegates day-to-day management of the Bank to the CEO. The Board relies on the Risk Appetite and the delivery of the Integrated Strategic Plan to be implemented by the CEO, the Bank's Executive Management Committee and their Management sub-committees. All strategic decisions are referred to the Board. Documented rules on management authority levels and on matters to be notified to the Board are in place, supported by an organisational structure with clearly defined authority levels and reporting responsibilities.

Board Focus Areas and Priorities

As in previous years, the Board has adopted a set of objectives closely aligned with the Bank's purpose, ambition, and strategic objectives. Following a transformative period in 2023, the Board focused on leveraging the Bank's strengthened position in the Irish retail banking market, driving sustainable growth, and delivering long-term value. This involved providing enhanced oversight of the Bank's continued business growth and diversification strategy. Particular attention was given to enhancing the Bank's position in the personal and business banking market, and growing the SME and Asset Finance portfolios, while also strengthening customer retention and acquisition in the mortgage market through competitive fixed-rate and green mortgage products. Furthermore, the Board ensured the effective use of the Bank's strengthened capital position, supported by the sale of the "Glas III" Non-Performing Loan portfolio.

Aligned with the Bank's "Altogether More Human" brand promise, the Board prioritised delivering exceptional customer experiences by overseeing the next phase of the Bank's digital transformation programme. This included enhancing customer-facing and back-end banking systems and monitoring the development of innovative digital features such as the "PTSB Protect" fraud prevention tool. Investments in customer service capabilities aimed to enhance accessibility and inclusivity, complemented by initiatives to expand sustainability-focused offerings, including green lending products and participation in government-backed schemes like the SBCI Growth & Sustainability Loan Scheme. The Board also focused on building stronger connections with the community through programmes that support inclusivity, such as the autism-friendly accreditation achieved in partnership with AsIAm.

The Board remained committed to advancing the Bank's sustainability agenda, which continued to be a core strategic priority. Significant attention was given to monitoring the Bank's progress in setting Science-Based Targets and in connection with preparing the first disclosure for PTSBGH under CSR regulations. Expanding the Bank's green loan offerings and climate-focused initiatives will be central to helping customers transition to a low-carbon. At the same time, the Board continues to oversee initiatives to embed sustainability into the Bank's operations, ensuring alignment with the expectations of regulators, shareholders, and the broader community.

Maintaining financial and operational resilience was a key focus for the Board in 2024. The Board provided oversight on delivering cost management initiatives designed to achieve operational efficiencies and offset rising costs associated with inflation and strategic investments. The Board monitored the Bank's capital and liquidity position to ensure compliance with regulatory requirements while maintaining flexibility for growth. A strong focus was placed on asset quality and risk management, supported by the reduction of the Non-Performing Loan ratio to 1.8% following the completion of the "Glas III" transaction.

Following the significant transformation of the Bank in recent years, the Board focused on executing the forward-looking improvement plan developed in 2023 which is described in further detail as part of the Chairperson's introduction to governance on page 74 of the PTSBGH annual report. This plan aimed to enhance governance, operational resilience, and core capabilities across the Bank. Regular reviews of strategic assumptions and risk frameworks ensured alignment with regulatory, economic, and societal expectations. The Board has also supported the Bank in anticipating and adapting to long-term changes, including technological advancements, evolving market conditions, and climate-related risks.

The Board remains committed to maintaining the momentum of the Bank's

brand repositioning and increasing engagement with stakeholders. The Board will ensure alignment between the Bank's strategic goals and stakeholder expectations, including transparent communication of its shareholder distribution policy and long-term investment plans. Through these actions, the Board aims to deliver a sustainable and resilient business model, strongly underpinned by its financial, technological, and human resource capabilities, ensuring the Bank is well-positioned to meet future opportunities and challenges.

In 2025, the Board will focus on several critical areas to ensure the continued success and sustainability of the Bank. A key priority will be managing the induction and onboarding of new directors while overseeing a smooth transition following the planned retirements of two Independent Non-Executive Directors. This process will be carefully managed to maintain the continuity and effectiveness of the Board. The Board will also provide oversight of the implementation of a Voluntary Severance Scheme (VSS), which has been announced as part of efforts to right size the Bank's workforce, ensuring the scheme is executed in alignment with strategic, operational and financial goals. In addition, the Board will continue to explore inorganic growth opportunities, building on the success of the Ulster Bank transaction, to enhance the Bank's scale and competitive position.

The diversification of income streams will remain a strategic priority, with a particular focus on expanding the Asset Finance and SME business lines to strengthen the Bank's revenue base and market position. The Board will also focus on embedding sustainability across the Bank and will continue to prioritize its role in managing the Bank for the benefit of all stakeholders, ensuring strategic decisions balance the needs of customers, colleagues, shareholders, and the wider community.

Building resilience in the Bank's operations, systems, processes, and technology will remain a cornerstone of the Board's focus. This will include ensuring that investments in technology and operational improvements enhance the Bank's ability to adapt to future challenges and opportunities. Through these actions, the Board aims to deliver sustainable value, ensuring that the Bank is well-positioned to meet the evolving needs of its stakeholders and the wider market in the years ahead.

Strategy Development

The Board is responsible for setting the strategic direction of the Bank. In the first half of 2024, the Board approved a refreshed business strategy for the Bank following significant engagement with the Executive Team that included all-day strategy review sessions. Following approval of a refreshed business strategy the Board approved an Integrated Strategic Plan, which was developed and agreed in the second half of 2024. The plan sets out the specific initiatives that will be undertaken and the human, financial and technical resources that will be allocated to each. The annual strategic planning process integrates strategic, financial, workforce, sustainability and change delivery plans and aligns with the Bank's Risk Appetite, ICAAP, ILAAP, Recovery Plan and Resolution Plan.

The role of the Non-Executive Directors is to help Management develop, constructively challenge and critically review proposals on strategy, oversee and monitor strategy implementation and address any weaknesses identified regarding its implementation. While there is a formalised strategy development and approval process, there is also regular and ongoing discussion and challenge of strategy development and execution at Board meetings. The effectiveness of the strategy development process is a key element of the annual Board review where feedback is sought on the process' effectiveness during the year in review.

The Board is responsible for overseeing the implementation of the Integrated Strategic Plan and has agreed a set of Key Performance Indicators to monitor achievement of the plan and to enable corrective action to be taken where required. On an ongoing basis throughout the year, the Board receives management updates on key strategic programmes of work and on progress against Key Performance Indicators.

Independence

The independence status of each Director on appointment is considered by the Board. In addition, the independence status of each Director is reviewed on an annual basis to ensure that the determination regarding independence remains appropriate. In determining independence, the Board will consider guidance on independence provided within the CBI Code.

The Board has carried out its annual evaluation of the independence of each of its Non-Executive Directors, taking account of the relevant provisions of the CBI Code, namely whether the Directors are independent in character and judgment and free from relationships or circumstances which are likely to affect, or could appear to affect the Directors' judgment.

With the exception of Marian Corcoran and Paul Doddrell, who were each nominated for appointment to the Board under the terms of a Relationship Framework with the Minister for Finance of Ireland, the Board is satisfied that each of the current Non-Executive Directors fulfil the independence requirements of the CBI Code. The Chairperson meets the CBI Code requirement to be independent.

Each of the Chairperson and all of the Non-Executive Directors bring independent challenge and judgement to the deliberations of the Board through their character, objectivity and integrity.

Board Size and Composition

The composition of the Board and its Committees is reviewed by the Nomination, Culture and Ethics Committee and the Board annually to ensure there is an appropriate mix of knowledge, experience and skills. This detailed assessment considers tenure, succession planning, Board diversity and assessment of the continued collective suitability of the Board. The Board has a target size

of 12 Directors with 2 appointments expected in 2025 to achieve this level. In addition to having Directors with a broad range of knowledge, experience and skills, a principal consideration used to determine the size of the Board is the ability to resource all of the Board's Committees with at five Non-Executive Directors and without need for over reliance on any one Director or small group of Directors.

Save where a Director is nominated for appointment by the Minister for Finance under the Relationship Framework, the Board requires that all Non-Executive Directors are Independent Non-Executive Directors. The Board believes there is an appropriate combination of Executive and Non-Executive Directors such there is sufficient independent challenge and oversight of management and that no individual or small group of individuals can dominate Board decision making.

At 31 December 2024, the Board comprised ten Directors: the Chairperson, who was independent on appointment, the CEO and eight Non-Executive Directors, six of whom have been determined by the Board to be independent Non-Executive Directors. On 25 February 2025, Barry D'Arcy was appointed as an Executive Director and Chief Financial Officer bringing the Board size to eleven. Changes to the Board during 2024 are set out in the Directors' Report on page 66 of the annual report. Biographies of each of the Directors are set out in the Board of Directors section on pages 73 to 77. The wide range of knowledge, experience and skills encapsulated in the biographies are harnessed to the maximum possible effect in the deliberations of the Board. Having Directors with diverse backgrounds in areas such as risk management, banking, change management, digital/IT, strategy, finance, culture evolution, change management and auditing provides both subject matter expertise and facilitates a broad spectrum of review and challenge at Board meetings, particularly when addressing major issues affecting the Bank.

Decisions on Board membership are taken by the Board with recommendations coming from the Nomination, Culture and Ethics Committee.

Term of Office

The term of office of Non-Executive Directors is three years, (with an option for a further three years) and is subject to satisfactory performance that is reviewed annually. In accordance with the UK Code, all Directors in situ at the time of publication of the AGM notice are required to seek re-appointment by election at the AGM. Non-Executive Directors will automatically retire from the Board after six years. It is always at the discretion of the Board to invite a Non-Executive Director to continue for a further 3 year period and any term beyond this will only be exercised in exceptional circumstances.

The Chair is proposed for re-appointment by the Directors on an annual basis. The term of office of the Chair is six years. Julie O'Neill joined the Board on 17 January 2023.

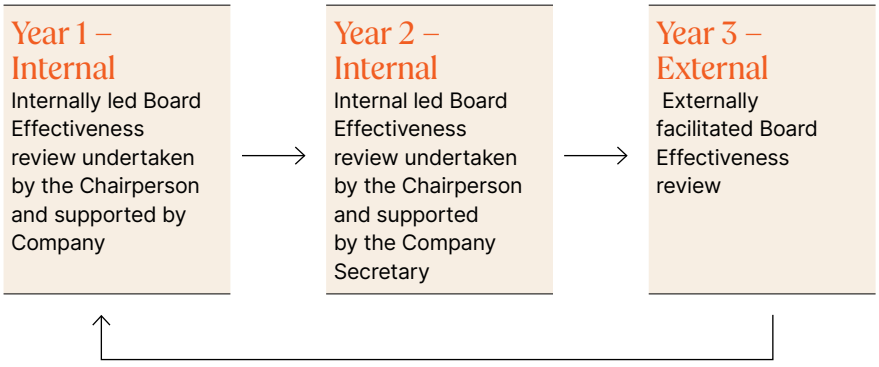
Executive Directors' service contracts are reviewed by the Remuneration Committee and approved by the Board. Executive Directors' contracts provide for a 6 month notice-period for all appointments made after 2020. Holders of Executive office in the Company will vacate the office of Director on notice (given or received) of ceasing to hold Executive office, though it is at the discretion of the Board to extend Board membership until such time as the Executive office has ceased. Directors who hold any directorship in a subsidiary of the Company will vacate said directorship on ceasing to be a Director of the Company and no Director will receive compensation for loss of office as a Director of a subsidiary of the Company.

2024 Board Performance Evaluation

The Board is committed to enhancing its performance and the effectiveness of its activities on an ongoing basis. Regular Board and Committee assessments play a vital role in fostering continuous improvement and ensuring effective governance. These assessments provide valuable insights into how the Board operates, how directors collaborate, and areas for development.

In compliance with the CBI Corporate Governance Code the Bank conducts annual evaluations of Board performance, with an externally facilitated evaluation required every three years. The last externally facilitated evaluation was conducted in 2021 by the Promontory Group, and accordingly, the 2024 evaluation was externally facilitated by Korn Ferry. Korn Ferry provides no additional services to the Bank, aside from leadership coaching for the Executive team in 2024 and maintains no other connections with the Bank or individual directors.

The 2024 evaluation assessed the balance of skills, experience, independence, and knowledge within the Board, as well as its diversity, including gender balance, and how effectively the Board functions as a cohesive unit. It also evaluated whether Board committees possess the expertise necessary to discharge their responsibilities effectively. These evaluations are a cornerstone of the Bank's commitment to maintaining high standards of governance and accountability.



2024 Board Performance Process

The Board evaluation, externally facilitated by Korn Ferry, commenced in September 2024 and concluded in February 2025. It comprised a number of activities supported by internal actions set out in the table below:

Stage 1. Approach agreed with the Chairperson and endorsed by the Nomination, Culture and Ethics Committee.	• A review of the existing board evaluation process (qualitative and quantitative) was carried out by the Company Secretary and amendments proposed to the Chairperson. • Korn Ferry were selected as the external facilitator for the Board Evaluation. A key determinant in the selection of Korn Ferry was their knowledge of the Bank's key issues and governance arrangements following a series of leadership coaching sessions for the Executive team in 2024. • Korn Ferry met with the Chairperson and Company Secretary to discuss and agree the scope and objectives of the review.
Stage 2. Korn Ferry undertake a review of the Board.	• Korn Ferry observed the 1 October 2024 Board meeting. • Korn Ferry facilitated a full day Board performance reflection session on 15 October 2024.
Stage 3. Gather information and insights from internal questionnaires and interviews.	• A self-assessment governance questionnaire was issued by the Company Secretary to the Board/Board Committees and a more focussed questionnaire to ExCo (on ExCo perception of Board Governance). • 1 to 1 performance meetings were held between the Chairperson and Non-Executive Directors. These meetings also assessed the training requirements for individual directors and collectively for the Board. • The Senior Independent Director (SID) engaged with Directors to seek feedback on the Chairperson's Performance. • The Chairperson completed the annual performance evaluation of the CEO and reported on same to Nomination, Culture and Ethics Committee. • An internal review of governance obligations was undertaken incorporating a review of Director Independence; Board and Committee tenure; attendance schedule for 2024 Board and Board Committee meetings; assessment of external directorships and time commitments; review of conflicts of interest and, certification of director fitness and probity requirements.
Stage 4. Individual Board Committees reviewed the results of their Committee questionnaire.	• During December 2024, each Board Committee held a meeting and discussed the results of the individual committee assessments. Feedback and actions from these meetings informed the overall Board Evaluation and actions to improve Board and Board Committee effectiveness.
Stage 5. At the February 2025 Nomination, Culture and Ethics Committee and Board meetings, outputs from Korn Ferry and all the internal assessments were considered.	• Korn Ferry report prepared based on their observations and having been provided with all feedback and data from Stage 3. • All feedback from Stage 3 and 4 together with the Korn Ferry Report analysed and assessed. • A series of reviewed based on Korn Ferry Report and Stage 3 and 4 findings.

Outcomes and Actions of 2024 Board Performance Evaluation

During a meeting held on 4 February 2025, the Nomination Culture and Ethics Committee considered reports from Korn Ferry and the Company Secretary which provided both internal and external perspectives on Board performance. The Korn Ferry report focussed on the following areas:

1. Definition of Board Mandate: demonstrating there was clear, common understanding of purpose and accountabilities with a focus on Board Culture.
2. Delivery of Mandate: Ensuring there was focus on delivery of Board objectives with tracked realisation of expected outcomes.
3. Board Composition: Ensuring the right mix of knowledge experience and skills on the Board to support management in delivery of the Bank's strategy.
4. Director Contribution: Ensuring Directors show and speak up appropriately and demonstrate a clear understanding of their responsibilities.
5. Team Dynamics: Exploring how Directors worked together, and with management. How the Chairperson led and created the right balance between support and constructive challenge of the Executive team.

Overall, the report acknowledged the Board had been effective in its mandate and had played its role in successfully steering the bank through the unpredictable and turbulent events of recent years and now faced into a future that was certain to be equally challenging. It was noted the Chairperson was overseeing an evolution of Board composition to ensure the right knowledge, experience and skills existed to fully understand and appraise the multiple opportunities and challenges the Bank would face over the coming years. It was noted Board meetings operated with efficiency; agenda items were clear, board members were prepared, proceedings for the most part ran to time, and scheduled business got done.

Arising from the evaluation process, a number of focus areas were accepted by the Board with actions to be agreed and implemented throughout 2025.

2024 Board Performance Themes and 2025 Focus Areas

Theme	Focus Area
Stakeholder Engagement	In recognising the Bank has multiple stakeholders who will often have differing views on the Bank, ensure careful consideration is given to managing the expectations of stakeholders and providing clear and constructive messaging for Board actions.
Efficiency of Governance	Ensure the Bank's governance architecture and management committee structure is appropriate to the size and business model of the Bank. Ensure the governance process is thorough but efficient and customer focussed.
Decision Making	Greater consideration of stakeholders in the decision making of the Board through embedding of the Bank's 'Decision Yes Checks' (an approach to ensure that all material decisions are informed by consideration of our customers, colleagues, sustainability, risk while delivering value for our shareholders).
Strategy	Ensuring execution of the Bank's Integrated Strategic plan drives the Board agenda with simple and clear KPIs (business performance and capability) to support Board oversight and challenge. Ensure the Bank's Strategic Planning process continues to evolve to the challenges of the external environment.
Sustainability	Ensuring that the Bank's Sustainability agenda is getting the right level of management and Board oversight and the Bank continues to integrate sustainability within strategic decision making.
Risk	Continue to prioritise oversight on the effectiveness of the Bank's risk management framework with focus on ensuring the effective utilisation of the three lines of defence model.
Board Knowledge and Experience	Continue to ensure the knowledge, experience and skills for Board and the Executive Committee are understood, are aligned to the Bank's risk profile and designed to the ensure delivery of the Bank's Integrated Strategic Plan.

Director Induction and On-Going Business Awareness

On appointment to the Board, all Directors receive a comprehensive induction training schedule tailored to their individual requirements. The induction, which is designed and arranged by the Company Secretary in consultation with the Chairperson (and approved by the Board Nomination, Culture and Ethics Committee), will include meetings with Directors, Senior Management and key external advisors, to assist Directors in building a detailed understanding of the Group's operations, management and governance structures, including the functioning of the Board and the role of Board Committees and key issues facing the Group. Directors will also be encouraged, where appropriate, to make site visits to see the Group's operations first hand. Where appropriate, additional business awareness briefing sessions and updates on particular issues identified in consultation with the Chairperson and Non-Executive Directors will be arranged by the Company Secretary. These will be held regularly to ensure that Non-Executive Directors have the knowledge and understanding of the business to enable them to contribute effectively at Board meetings. The business awareness and development needs of each Non-Executive Director will be reviewed annually as part of the performance evaluation process.

2024 Board Training and On-Going Business Awareness

Board Training Sessions
A number of Board training sessions were facilitated during 2024 to support on-going business awareness and Director development. Topics for Board training sessions are recommended by the Board Nomination, Culture and Ethics Committee and include a balance of technical, governance and professional development. Training delivered during 2024 included: Cyber Security; Capital Models; Operational Resilience; Individual Accountability Framework including SEAR; AML/CTF training; and Sustainability, incorporating Science Based Targets and briefings on CSRD.

Board Briefings
In addition to formal Board training sessions, a number of Board briefings were presented to the Board during 2024. The purpose of these briefings is to ensure Directors have the knowledge and understanding of the business to enable them to contribute effectively to meetings, by providing insight into impending changes which may impact on the Board's responsibilities, the Bank's progress in implementing such changes, or to present industry updates. Board briefings presented during 2024 included: macro-economic outlook; capital and liquidity planning; recovery planning simulation exercise; market abuse update; legal and regulatory developments; geopolitical developments; Investor/Shareholder perspectives, customer behaviour analysis; and, technology developments and innovation.

Individual Director Development
An individual training plan is developed for each Director on appointment. The purpose of individual training plans is to support individual Director development. Each Director is required to undertake the Institute of Banking in Ireland Certified Bank Director programme. Directors are also offered the option of attending suitable external educational courses, events or conferences designed to provide an overview of current issues of relevance to their work on the Board.

Board Meetings

The table on page 78 shows Board membership and directors' meeting attendance during 2024. There were 15 scheduled meetings in 2024 (which included 3 all day strategy sessions). All scheduled Board meetings were held in-person. In addition to scheduled meetings, additional meetings of the Board, and some of its Committees (detailed in each Committee report) were held throughout the year to receive updates and deal with time-critical matters. There were 2 such additional Board meetings held in 2024.

Agendas and papers are circulated to Directors electronically via a secure online Board portal in sufficient time to facilitate review by the Directors.

At each of the scheduled Board meetings, the directors received reports from the Chairperson, Board Committee Chairpersons, the Chief Executive Officer, the Chief Financial Officer, the Chief Risk Officer and other members of the executive management team, as appropriate. Other senior executives attended Board meetings throughout the year to present reports to the Board. This provided the Board with an opportunity to engage directly with management on key issues. The Board is particularly focussed on strategy, customer outcomes, sustainability, commercial/financial performance and risk/compliance matters at each of its meetings. The minutes of Board committees are made available to all Directors through a designated reading room in the Board portal. The Board portal also contains an extensive document repository and is the primary method of communication with Directors.

The Board, Board Committees and the Bank's Executive Committee operating rhythm supports a proactive and focused agenda planning and paper preparation process. This process includes pre-meetings of the Board between the Chairperson, CEO and Company Secretary to ensure the Board and Executive Management are aligned on Board agendas.

Board Committees

The Board has established four permanent Committees to assist in the execution of its responsibilities. These Committees are:

- Audit
- Risk & Compliance
- Nomination, Culture & Ethics
- Remuneration

During 2024, the Board Audit and Remuneration committees were composed of Independent Non-Executive Directors. The Board Risk and Compliance and Nomination Culture and Ethics committees were composed of a majority of Independent Non-Executive Directors. The Membership and the Chairpersonship of each committee are reviewed annually.

Each of the Board Committees has a Terms of Reference, under which authority is delegated by the Board, and which are reviewed annually. The Terms of Reference of each Committee are available on the Bank's website https://www.permanenttsbgroup.ie/document-centre. The Board Committee Chairpersons are expected to attend the AGM and be available to answer questions from shareholders.

Corporate Governance Statement
Risk Management and Internal Control

Board Responsibilities

The Board has overall responsibility for maintaining a system of risk management and internal control which provides reasonable assurance of effective and efficient operations, internal financial and operational control, and compliance with laws and regulations.

The Group's business involves the acceptance and management of a range of risks, consistent with its corporate purpose. The Group's system of risk management and internal control is designed to ensure the delegation of responsibility for risk oversight and management is appropriate to the nature and type of risk faced by the Group.

Provision 29 of the UK Code requires the Board to review annually the effectiveness of the Group's system of risk management and internal control. This requires a review to cover all material controls including financial, operational and compliance controls.

The Board confirms it has conducted a robust assessment of the Group's emerging and principal risks. This assessment is integrated into the Group's systems of risk management and internal control ensuring that risks are continuously identified, monitored, and mitigated effectively.

The Group has a well-established internal control framework underpinned by an enterprise risk management framework, divisional operational frameworks and has risk frameworks and policies in place for each of the Group's material risk categories. The Group has a well-defined approach to setting and monitoring its appetite for risk, operates a 'Three Lines of Defence' model and has the required resources and governance structures in place to support this model.

Monitoring of risk management and internal control is an ongoing part of the governance process at Board Audit and Board Risk and Compliance Committee meetings. The Board Audit Committee reviews a control environment report on a regular basis which provides a holistic perspective of the control environment within the Group. The Board Audit Committee also receives reporting at each meeting from the Head of Group Internal Audit ('GIA'), on the effectiveness of the control environment through reporting on findings that arise from internal audit activity. On a bi-annual basis, the Board Audit Committee reviews the interim and final Audit Opinion prepared by the Head of GIA. The Audit Opinion considers the adequacy and effectiveness of the governance, risk and control environment within the Group and specifically, how they relate to individual business areas, it also takes into account the strategies, objectives and risks of the organisation. The Board Audit Committee reviews the internal controls in place over financial reporting in order to provide reasonable assurance the half-year and full-year accounts materially present a true and fair view of the Group's financial position and performance. The Board Risk and Compliance Committee receive updates at each meeting from the Bank's Chief Risk Officer and Head of Compliance concerning the Bank's operational and compliance controls.

The Chairs of the Board Audit Committee and Board Risk and Compliance Committee report on all material risk and control related matters to the Board at each scheduled meeting, as does the Chief Risk Officer who attends a material portion of each Board meeting.

The Board has a particular focus on ensuring that appropriate governance structures are in place to address issues raised through internal review and through feedback from stakeholders, including regulators. There was no significant failure of the Group's system of risk management and internal control during 2024 leading to a material financial loss.

Internal Control Procedures

The Group's internal control procedures are designed to safeguard the Group's net assets, support effective management of the Group's resources, and provide reliable and timely financial and operational reporting both internally, to Management and those charged with governance, and externally to other stakeholders. They include the following:

- An organisational structure with formally defined lines of responsibility and delegation of authority;
- As set out in the Risk Management Section, a 'Three Lines of Defence' model has been adopted by the Group for the effective oversight and management of risks across the Group, with GIA being the Third Line of Defence;
- A corporate governance structure has been defined showing the key governance and decision making bodies of the Group; each governance body has a terms of references to set out its key areas of responsibility;
- The preparation and issue of financial reports, including the consolidated Annual Report, is managed by Group Finance with oversight from the Board Audit Committee. The Group's financial reporting process is controlled using documented accounting policies and reporting formats issued by Group Finance to all reporting entities (including subsidiaries) within the Group in advance of each reporting period end. Group Finance supports all reporting entities in the preparation of financial information. Its quality is underpinned by arrangements for segregation of duties to facilitate independent checks on the integrity of financial data. The financial information for each entity is subject to review at reporting entity and Group level by Senior Management. In addition to reviewing and approving the full year Annual Report, the Interim and Annual Report are also reviewed by the Board Audit Committee in advance of being presented to the Board for their review and approval;
- Comprehensive budgeting systems are in place, with annual financial budgets and a five year medium term financial plan prepared and considered by the Board. Actual results are monitored and there is monthly consideration by the Board of progress against budgets and forecasts;
- Clearly defined capital investment control guidelines and procedures set by the Board;
- Responsibilities for the management of credit, investment and treasury activities which are delegated within limits to line management. In addition, Group and Divisional Management have been given responsibility to set operational procedures and standards in the areas of finance, tax, legal and regulatory compliance, human resources and information technology systems and operations;
- GIA's responsibility for the independent assessment of the Group's corporate governance, risk management and internal control processes. The Head of GIA reports directly to the Chairperson of the BAC;

- The reviews completed by the Board Audit Committee on the scope, nature and independence of the work of undertaken by GIA;
- The reviews completed by the Board Audit Committee of progress with the internal audit programme of work. The Head of GIA reports regularly to the BAC in private session. The BAC also reviews the Interim and Annual Report and the nature and extent of the external audit. There are formal procedures in place for the external auditors to report findings and recommendations to the Audit Committee. Any significant findings or identified risks are examined so that appropriate action can be taken;
- Under the Group's Internal Control Framework, there are divisional control frameworks in place within each business unit under which Executive Management reviews and monitors, on an on-going basis, the controls in place, both financial and non-financial, to manage the risks facing that business;
- The monitoring of regulatory compliance within the Group by the Head of Regulatory Compliance who reports to the CRO and who also provides regular updates to the Board Risk and Compliance Committee; and,
- Established systems and procedures to identify, control and report on key risks. Exposure to these risks is monitored at Board level by the Board Risk and Compliance Committee. As a standing item on both Board Risk and Compliance Committee and Board agendas, the CRO regularly reports on all material issues related to activity within the Group's risk and control environment. The CRO is a member of ExCo, Chairs the Group Risk Committee and has reporting lines to the CEO and Chairperson of Board Risk and Compliance Committee.

The Board Risk and Compliance Committee reviews the compliance and risk management programmes and monitors the risk profile of the Group. The Board Risk and Compliance Committee supports the Board in carrying out its responsibilities for ensuring that risks are properly identified, reported, assessed and controlled, and that the Group's strategy is consistent with the Group's Risk Appetite.

The Remuneration Committee is responsible for oversight of the Group's remuneration and reward strategies. It ensures the remuneration strategy is aligned with the Group's appetite for risk, business strategy, values, culture and ambitions, and oversees Senior Management reward.

The Nomination, Culture and Ethics Committee is responsible for the culture, behaviour, ethics and reputation management oversight in the Group.

The Board is committed to nurturing a 'Speak Freely' culture where it is safe and acceptable for all to raise any concerns that they may have about practices, processes or behaviours that do not meet these standards or align with the Group's Ambition, Purpose and Values. The Group's 'Speak Freely' Procedure protects colleagues who wish to raise a concern, or to make a protected disclosure, relating to an actual or potential wrongdoing in the workplace. 'Speak Freely' focuses on encouraging colleagues to raise a concern via a number of different channels by creating a psychologically safe environment in which to do so. In addition, the Group also has in place a Colleague Conduct Policy, which outlines the standards of responsibility and ethical behaviour to be observed by all the Group's employees. The Board Nomination, Culture and Ethics Committee receives regulator reporting on key themes and issues reported through the 'Speak Freely' process.

Internal Control over Financial Reporting

The Group operates a Group Finance Divisional Control Framework (a divisional framework of the Group's Internal Control Framework) over financial reporting to support the preparation of the consolidated financial statements. The effectiveness of the Group's systems of control over financial reporting is reported on to the Board Audit Committee on an annual basis. The main features are as follows:

- A comprehensive set of accounting policies are in place relating to the preparation of the interim and annual financial statements in line with IFRS, as adopted by the EU;
- A control process is followed as part of the interim and annual financial statements preparation, involving the appropriate level of Management review of the significant account line items, and where judgments and estimates are made, they are independently reviewed to ensure that they are reasonable and appropriate. This ensures that the consolidated financial information required for the interim and annual financial statements is presented fairly and disclosed appropriately;
- The Interim and Annual Report are subject to detailed review and approval through a process involving Senior and Executive finance personnel;
- Summary and detailed papers are prepared for review and approval by the BAC covering all significant judgmental and technical accounting issues together with any significant presentation and disclosure matters; and
- A GIA function with responsibility for providing independent, reasonable assurance to key internal committees and Senior Management, and to external stakeholders (regulators and external auditors), on the effectiveness of the Group's risk management and Internal Control Framework.

Corporate Governance Statement
Board Diversity Report

PTSB recognises the importance of having a diverse and inclusive Board that fosters innovation, engagement and collaboration to deliver on the Bank's strategic objectives.

Diversity

A diverse and inclusive culture is essential to the long-term success of PTSB and enables the Group to respond to diverse customer and wider stakeholder needs and to deliver long-term sustainable growth. The Group embraces diversity at all levels of the organisation and appreciates the different perspectives and unique value each Board member and employee brings to the role and the value that creates for the business, colleagues, community and wider stakeholders. Further details on the Group's Organisational Culture, Diversity, Inclusion and Equal Opportunity Programmes are set out on page 206 of the PTSBGH annual report.

Board Diversity Policy

The Board has a Diversity Policy which is reviewed annually. The Board Diversity Policy sets the target for gender diversity and also sets guidance on the appropriate mix of financial versus non-financial knowledge and experience on the Board as well as the geographic location/background of Directors. The Policy also describes how the Board will consider other key metrics when carrying out succession planning activities or Board recruitment/refreshment. The Board Diversity policy is published on the Group's website: https://www.permanenttsbgroup.ie/document-centre.

The Group recognises the benefits of having a diverse and inclusive Board whose members reflect a wide range of relevant knowledge, skills and experience with differences in educational and professional background, ethnicity, gender, age, cognitive and personal strengths, and other qualities, in order for the Board to be able to discharge its duties and responsibilities effectively, in addition to having a diverse senior leadership and executive management succession pipeline. The Group sees diversity at Board level as an important element in delivering on the Bank's strategic objectives.

The Board also recognises how diversity of thought serves as a catalyst for richer discussions, enhanced collective decision-making, fostering talent and building trust among colleagues, customers and shareholders. A diverse Board includes and makes good use of differences in the knowledge, experience and skills (in particular those identified as relevant to the business and culture of PTSB) as set out in the Board Suitability Matrix (desired mix of knowledge, experience and skills), including regional and industry experience, education and professional experience, together with other diversity aspects of Directors. These differences are considered in determining the optimum composition of the Board, and where possible, balanced appropriately.

In November 2024, the Board Diversity Policy was reviewed and updated to reflect a broader range of relevant skills, knowledge and experience required for the Board in line with the Board Suitability Matrix and reflects the following target and guidance principles for 2025:

Area of Diversity	Rationale	Guidance or Target
Knowledge Experience and Skills	The Board aims to engage a broad set of qualities and competencies when recruiting Board members to achieve a variety of views and experiences and to facilitate independent opinions and sound decision-making within the Board.	**Target:** A majority of Non-Executive Directors, the Board Chairperson together with the Chairpersons of the Audit and Risk and Compliance Committee should have core relevant banking and/or financial services knowledge and experience (obtained working for a financial institution or through the provision of services to a financial institution).
Board Suitability Matrix	The Board regularly reviews the knowledge, experience and skills of the Board to ensure they are aligned with the current, emerging and future needs of the Bank. Note: Knowledge examines achievement in education, training and practice. Experience looks at the practical and professional experience gained. Skills focus on personal attributes, how the person is capable of behaving and acting.	**Knowledge and Experience:** • Retail Personal and/or Business Banking • Culture and Ethics • ESG/Sustainability/Climate • Customer Advocacy/Experience • Accounting/Auditing and Model Governance • Risk Management • Governance and Oversight • Technology (including Cyber/Resilience/Artificial Intelligence/Digital Evolution/Fintech) • Organisational Change • Strategy Development/Execution • Legal and Regulatory (Ireland and EU) • Capital Markets/Treasury/Investor Relations • Data and Analytics • Workforce capability and strategy • AML/CTF	**Skills:** • Authenticity • Decisiveness • Communication • Judgement • Customer and Quality Orientated • Leadership • Loyalty • External Awareness • Persuasive • Teamwork • Sense of Responsibility • Integrity • Independence of Mind • Innovative • Neurodiversity

Area of Diversity	Rationale	Guidance or Target
Gender	The Board understands that gender is an essential component of Board diversity facilitating a more independent mindset at Board bringing together richer more informed debate and challenge. Cognisant of its role model ambitions for the rest of the Bank, the Board ensures that gender diversity is extended to Senior Board positions within the Bank.	**Target 1:** The Board will be gender balanced (50% between Directors identifying as male or as female). Where the Board has an uneven number of Directors, a rounding down of the majority gender is deemed to have achieved balance. **Target 2:** At least one of the Chairperson, Chief Executive Officer, Senior Independent Director or Chief Financial Officer positions will be held by a female (including those self-identifying as a female).
Geographic Location	The Board should be comprised of directors who understand the social, economic, business and cultural environment in which the Group operates. However, the Board also understands the benefit of having an 'external' perspective, to draw learnings and insights from other jurisdictions and cultures to support independent and effective decision making.	**Target:** Between 20% - 30% of the Non-Executive Directors should be in a position to draw on current or recent knowledge and experience obtained from having lived or worked outside of Ireland.
Age and Ethnicity	The Board recognises that in addition to tenure of knowledge and experience, value should also be placed on the timing of when knowledge and experience is acquired. This is ever more relevant where rapidly evolving developments in technology, innovation and customer behaviour will play an ever-greater role in delivering the Group's Ambition. The Board also recognises the importance that diversity on the Board brings particularly given the diverse age and ethnic profile of the Group's customer and colleague base.	**Guidance:** For each Director appointment, the Board will consider age, ethnicity and other demographics of the Group's customer and colleague base together with relevant Board composition benchmarking data to inform the design of any role profiles. In doing so, the Board will have regard to the requirements under the UK Listing Rules and the Parker Review in respect of non-white ethnic minority representation on the Board. Consideration will also include latest Irish census data on non-white ethnic minorities.

Objective of Board Diversity Policy

The Board is mindful of its commitment to having a diverse and inclusive Board and recognises the importance of age, ethnicity and other demographics of the Group's customer and colleague base which inform the design of the role profile for each Director appointment, in addition to gender, relevant knowledge, experience and skills. The Nomination, Culture and Ethics Committee discuss and agree annually all measurable objectives for achieving diversity on the Board and recommends them to the Board for adoption. When setting diversity objectives, the Nomination, Culture and Ethics Committee considers relevant Board diversity benchmarking data published by competent authorities including the Central Bank of Ireland and the European Banking Authority, national census data and other relevant international bodies and organisations. At any given time, the Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

How the Board Diversity Policy was implemented during 2024

All Board appointments are made on merit and objective criteria, in the context of the relevant knowledge, experience and skills that the Board as a whole requires to be effective and having regard to the Diversity Policy. The balance and mix of appropriate and relevant knowledge, experience and skills of Non-Executive Directors are taken into account when considering a proposed appointment and is reviewed at least annually by the Board.

The Board Nomination Culture and Ethics Committee carries out a review of Board performance annually. A part of that review considers the succession planning, composition and diversity needs of the Board. In 2024, the Committee carried out a detailed analysis of Board and Committee composition, Board Independence levels, Board diversity analysis, review of the Board Suitability Matrix and potential retirements over the following two-year period in light of planned departures from the Board in 2024 and 2025. This comprehensive assessment allows the Board to recognise strengths and address weaknesses, plan for relevant knowledge, experience, skills and other diversity needs of the enlarged Group for the future in line with its strategic priorities and evolving risk profile, in addition to developing a diverse pipeline and effective succession planning for departures from the Board.

The behaviours likely to be demonstrated by potential Non-Executive Directors are also considered when interviewing for new appointments to ensure an environment in which a range of perspective, insight and challenge which enhances collective decision-making and reflects positive conduct and culture of the Board is expected, achieved and maintained in the Boardroom and beyond. In reviewing Board composition, the Nomination, Culture and Ethics Committee considers the benefits of diversity, including gender and other characteristics, and looks to ensure there is appropriate representation from other industry sectors. In addition to core financial services knowledge and experience, the Board also can draw from expertise in technology, change and risk management, customer advocacy, aviation, healthcare, ESG/sustainability and climate risk, capital markets, workforce planning and remuneration, communications and charities sector strategy development and governance.

The Board considers the skills, experience and expertise, including education and professional background, in areas relevant to the operation of the Board. All candidates for appointment need to demonstrate the financial literacy required for a proper understanding of the Group's activities and associated risks. The Nomination, Culture and Ethics Committee seeks to ensure a proportion of the Board has a deep understanding of financial products and has established guidelines to ensure Board candidates are selected on merit and objective criteria, based on their relevant skills, competencies, qualifications and ability to commit sufficient time to the role, and in line with the Board Diversity Policy.

2024 Board Diversity Progress

At 31 December 2024 the Board female/male stood at 60:40 (67:33 for Non-Executive Directors) against a gender diversity target of 50:50.

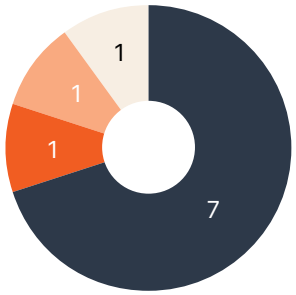
The Board has also met its diversity target of having at least one senior Board position held by a female, being the Chairperson position, throughout the full year which is also in line with the role model ambitions of the Board in increasing diversity and inclusion across the rest of the Group. The Board continues to review and monitor progress on diversity of the Executive Committee, the Senior Leadership team and throughout the wider Group as part of its commitment to improve gender diversity and other wider diversity aspects of the workforce.

The Board broadly achieved gender balance with regard to its Committee composition and has regard to wider diversity aspects among the members of the Board Committees.

The Board has not set a target for having at least one member of the Board from a non-white ethnic minority background in its Diversity Policy as the Board recognises the challenges in setting diversity targets that it may not be in a position to achieve in the medium term. The Board will keep this position under review having regard to ensuring the Board has the appropriate balance of relevant knowledge, experience and skills to deliver the Group's strategic objectives, and having regard to the latest benchmarking data on non-white ethnic minorities in Ireland being the geographical provenance of the Group's customer and colleague base. Furthermore, when considering Board appointments, the Board will have regard to the requirements under the UK Listing Rules, and the Parker Review in respect of non-white ethnic minority representation on the Board. The Group is committed to having a diverse Board, to achieving the targets and guidance set out in its Diversity Policy and to ensuring an open and fair recruitment and selection process that reflects relevant metrics of diversity for each Director appointment in the best interests of the Group and its stakeholders.

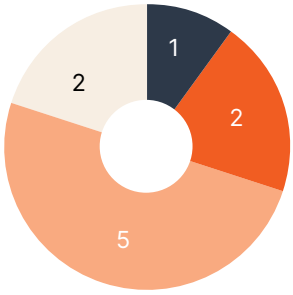
The Board exceeded its objective of requiring a majority of Non-Executive Directors, the Board Chairperson together with the Chairpersons of the Audit and Risk and Compliance Committees to have relevant banking and/or financial experience and is satisfied that all Directors have attained the required financial literacy threshold. The Board diversity ratio of Non-Executive Directors with experience gained from living or working outside of Ireland to bring an external perspective and insights from other jurisdictions and cultures stood at 25% in line with its target range of between 20-30%. The other diversity aspects including age, nationality and independence are displayed in line with the guidance for Board appointments as set out in the Board Diversity Policy.

Nationality



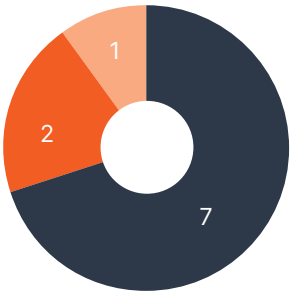
- Irish
- British
- German
- US

Age Profile



- 40-49
- 50-59
- 60-69
- 70+

Independence



- Independent Non-Executive Directors
- Non-Executive Directors
- Executive Directors

2025 Board Diversity Priorities

Area of Diversity	Board Objective	2025 Board Action
Gender	The Board remains committed to maintaining gender diversity on the Board.	• Board Gender Diversity Target maintained at least 50% female; and, • Encourage initiatives that promote broader inclusive gender diversity across the Group, in line with the Organisational Culture, Diversity, Inclusion and Equal Opportunity Programmes.
Alignment to customer and colleague base	The Board acknowledges the Group has a diverse customer and colleague base and should take account of same in considering the diversity requirements of the Board.	• The Board Diversity Policy recognises the importance of ensuring the Board has a clear line of sight on the diverse makeup of the Group's colleague and customer base when considering appointments to the Board; • Customer diversity metrics such as age, ethnicity and gender will influence how the Board thinks about its own construct; and, • Receive reports on actions taken by the Bank to foster a more inclusive, equitable and diverse organisation including colleague surveys and customer experiences.
Board Diversity Policy	The Board recognises there are many aspects of diversity such as age, social and ethnic backgrounds, gender, cognitive and personal strength, skills and experience, and the importance of ensuring wider diversity is considered for Board appointments.	• Consider the aspects of diversity relevant to the operation of the Group, such as gender, age, cognitive, social/ethnic background, personal strengths, education and professional background; • Ongoing review of the Board Diversity Policy to ensure all relevant aspects of diversity are included in the Policy; • Ongoing review the Board Suitability Matrix to ensure that the diverse range of relevant knowledge, skills and experience required by the Group is represented at Board level; and • Encourage initiatives that promote broader inclusive gender diversity at Board level, in addition to ensuring a diverse Senior Leadership and Executive Management succession pipeline.

Area of Diversity	Board Objective	2025 Board Action
Board Recruitment and Selection and Suitability	The Board remains committed to having a diverse range of relevant knowledge, experience and skills, including education and professional background, in areas relevant to the operation of the Board, while ensuring that the recruitment and selection process for members of the Board is an open and fair process.	• Maintain a majority of Non-Executive Directors, including the Board Chairperson, together with the Chairpersons of the Audit and Risk Committees, to have banking and/or financial experience and this will also be taken into account when recommending appointments; • Between 20% - 30% of the Non-Executive Directors should be in a position to draw on current or recent knowledge and experience obtained from having lived or worked outside of Ireland given the Bank's strategic priorities and evolving risk profile; • Retain the requirement that all candidates for appointment need to demonstrate the financial competency required for a proper understanding of the Group's activities and associated risks; • Ensure that a proportion of the Board has a deep understanding of financial products; • Review Board recruitment and selection procedures, to ensure Board candidates are selected on merit and objective criteria, based on their relevant knowledge, experience and skills, and have the ability to commit sufficient time to the role, with due regard to relevant aspects of diversity; and • Undertake an assessment of individual and collective suitability, taking into account relevant aspects of diversity to determine the continued individual and collective suitability of members of the Board.
Board Succession Planning	The Board is responsible for overseeing succession plans for the Board and Senior Executives.	• Review Succession Plans of the Board and Senior Executives ensuring they are sufficiently robust; that talent management and development plans remain in place with live talent maps to ensure a diverse pipeline of successors at Senior Leadership team level; • Ensure the Group pipeline of successors takes account of the Group's diversity and inclusion measures and ambitions; and, • Ensure the results of the Board Performance Review inform the Board appointment and succession planning process, and that it continues to reflect the requisite time for the selection, recruitment and appointment process. • Where the requisite skills and expertise are not available on the Board, ensure that it has access to such expertise and skills.

Corporate Governance Statement
Board Audit Committee

The Audit Committee ensures that the financial and internal control policies, practices and decisions of the Group are carried out appropriately and are properly aligned to strategy and the interests of its Shareholders.

Dear Reader,

I am pleased to present my report as Chairperson of the Board Audit Committee (the 'Committee' or 'BAC'). The Committee, as defined in its Terms of Reference primarily ensures the proper implementation of the Group's financial and internal control policies, practices and decisions. It aims to align these with Group strategies and shareholder interests, while operating within applicable regulatory and legal requirements.

As this marks my final report as Chairperson before I retire from the Board on the 30 July 2025, I want to express my gratitude to my fellow Committee members, the executive team, and all stakeholders for their collaboration and support during my tenure. The process for appointing my successor is at an advanced stage and I am confident the transition will ensure continued effective oversight of the Committee's responsibilities.

2024 saw KPMG's second audit as the Group's External Auditors. I am pleased with the thoroughness and challenge they brought to the audit process, which reflects their commitment to providing a fresh perspective on the Group's control environment. Their detailed reviews continue to enhance the integrity of the Group's financial reporting.

During the year, Nicola O'Brien stepped down as Chief Financial Officer. Nicola played an important role in supporting the Bank on its journey to grow and diversify its business and I would like to acknowledge the commitment shown to the Bank throughout her tenure. I am also delighted to welcome Barry D'Arcy as her successor. Barry D'Arcy is an experienced finance leader and Board Executive Director. Looking ahead, ensuring that both the Finance Function and Group Internal Audit ('GIA') continue to have the necessary skills and resources remains a key priority for 2025. The Committee will continue to work closely with management to support recruitment, development, and capacity building within these critical functions.

The design and implementation of the Internal Audit Plan are critical to the Committee's oversight. A notable development in 2024 was the introduction of rapid review audits, which provided timely insights into issues of material importance to the Committee. Additionally, there has been a marked increase in First-Line attendance at BAC meetings to discuss audit findings, reflecting a deeper engagement with the Committee's work.

The Committee maintained a strong focus on the effectiveness of the Bank's control environment, with significant progress made on evolving a 'Three Lines of Defence' combined assurance process. This effort has included close review of the Bank's internal audit opinion (provided by the Head of Group Internal Audit) and an ongoing assessment of key performance measures tracking the status of the Bank's control environment. Linked to this point, the Committee closely monitored all key controls over financial reporting to ensure the Bank's published accounts provide a true and fair view on the financial position of the Group.

During 2024, I have also supported enhanced collaboration with the Board Risk and Compliance Committee ('BRCC') to align on key priorities and to ensure each Committee's time is utilised to maximum effect while aligned to its own legal and regulatory obligations.

In 2024, the Committee conducted a comprehensive review of the Group's compliance with the provisions of the CBI Corporate Governance Code. This review reaffirmed the Bank's commitment to maintaining the highest standards of governance and accountability.

As the Committee looks to the future, a key area of focus will be working closely with the BRCC on the Group's capital model programme. Ensuring these models are robust, compliant, and aligned with regulatory expectations will be critical to supporting the Group's growth and resilience.

In closing, I want to reiterate my thanks to the BAC members, management, and staff for their hard work and dedication. I am confident the Committee's continued focus on governance, assurance, and oversight will position the Bank for ongoing success.

Ronan O'Neill
Chairperson, Board Audit Committee

Composition and Operation

The Board Audit Committee ('BAC') comprises five Independent Non-Executive Directors, each bringing significant expertise and experience to their role. Detailed biographical information for each member is provided on pages 73 to 77 of this report. Neither the Board Chairperson nor the CEO is a member of the BAC, ensuring the Committee's independence and objectivity.

To enhance the Committee's effectiveness, the Board mandates that the Chairperson of the BAC must possess recent and relevant financial experience, ensuring robust oversight of the Group's financial reporting and internal controls. The Chairperson is responsible for providing strong leadership to the Committee, setting meeting agendas, facilitating open and productive discussions, and ensuring the Committee operates efficiently and in alignment with its Terms of Reference. Collectively, the members of the BAC bring a diverse and complementary range of skills, including financial expertise, risk management, corporate governance, and industry-specific knowledge, all of which contribute to the effectiveness of the Committee and the overall governance of the Group.

The BAC meets at least six times a year with additional meetings convened as necessary. Each scheduled meeting begins with a private session attended exclusively by Committee members, fostering candid discussions and an opportunity to review key matters on the agenda. Following this, the head of GIA is invited to join the meeting, allowing the Committee to engage directly on the scope, findings, and progress of internal audit activities while ensuring independence from senior management. Senior management, External Auditors, and other invitees participate only by invitation. This structured approach safeguards the independence and integrity of the BAC's deliberations and decisions.

To promote cross-committee collaboration and alignment, the Board requires that at least one member of the BAC also serves on the Board Risk and Compliance Committee. This ensures a seamless flow of information between the Committees, enhancing the organization's overall risk management and governance framework. Richard Gildea, Catherine Moroney and Anne Bradley are members of both Committees.

2024 Committee Meeting Attendance

Member	Appointed	Ceased	Number of Years on the Committee	2024 Meeting Attendance
Ronan O'Neill*	02 Nov 2021	-	3.2	9/9
Donal Courtney	03 Oct 2018	1 Oct 2024	6.0	5/6
Anne Bradley	30 Mar 2021	-	3.8	9/9
Ruth Wandhöfer	31 Dec 2023	-	1.0	8/9
Catherine Moroney	12 Dec 2023	-	1.1	8/9
Richard Gildea	1 Oct 2024		0.3	2/2

* Chairperson

Role and Responsibilities

The BAC monitors the effectiveness and adequacy of internal control, internal audit and IT systems and reviews the effectiveness of risk management procedures, in addition to reviewing the integrity of the Company's internal financial controls. The BAC monitors and reviews the effectiveness of the Group's Internal Audit ('GIA') function and also considers the External Auditor's independence and objectivity and the effectiveness of the audit process. The BAC also reviews discoveries of fraud and violations of laws and regulations as raised by the head of GIA.

The BAC monitors the integrity of the Financial Statements of the Company, reviewing significant financial reporting judgements contained therein, to ensure that they give a 'true and fair' view of the financial status of the Group and to recommend to the Board whether to approve the Annual and Interim Reports and also to recommend to the Board that it believes that the Annual Report, taken as a whole, is fair, balanced and understandable and provides the necessary information for shareholders to assess the Group's position, performance, business model and strategy.

In considering whether the Annual Report is fair, balanced and understandable, the Committee reviewed the Annual Report and considered whether the Financial Statements were consistent with the financial review elsewhere herein. The Committee also reviewed governance and approval processes in place within the Group as they were relevant to the Financial Statements. These included the completion by Management of disclosure checklists to ensure all required disclosures required by applicable company law, listing requirements and accounting standards are included in the draft Annual Report which was reviewed by various Executives and Management of the Group.

The Committee also had regard to the significant judgements relating to the Financial Statements that are set out in this report. Each of these significant issues were addressed in papers received by the Committee from Management and in the report received by the Committee from the External Auditors and were discussed in the Committee's meeting with the External Auditors.

The BAC also had regard to the assessment of internal control over financial reporting, details of which are outlined in the Risk Management and Internal Control section of the Corporate Governance Statement.

Matters considered by the Committee in 2024

During 2024, the Committee spent a significant amount of time considering those issues set out in the Significant Financial Reporting Judgments and Disclosures and recommending for approval to the Board, the Annual Report and Interim Report.

During 2024, the Committee also:

- Reviewed GIA activity throughout the year, including a review of performance against the 2024 internal audit plan;
- Prepared for and considered disclosures under CSR Regulations;

- Reviewed the Group's Pillar 3 policy and associated disclosures;
- Approved the GIA Charter, resourcing model and considered the effectiveness of the function;
- Reviewed External Auditor independence and effectiveness;
- Approved the TCFD Report included in the 2024 Annual Report;
- Reviewed the continued recognition of a Deferred Tax Asset ('DTA') on tax losses carried forward;
- Approved changes in accordance with International Financial Reporting Standards ('IFRS') and International Accounting Standards ('IAS');
- Reviewed impairment provisions;
- Reviewed control environment reports;
- Reviewed Technology updates with focus on IT incidents impacting customers;
- Reviewed the effectiveness of internal control over financial reporting;
- Approved the Internal Audit Plan for 2025;
- Reviewed the governance and approval arrangements underlying the fair, balanced and understandable assessment of the Annual Report;
- Assessed the Longer Term Viability and Going Concern Statements;
- Reviewed the disclosures on compliance with the CBI Corporate Governance Code;
- Reviewed and approved changes to the Committee's Terms of Reference with updates to align with the UK Corporate Governance Code 2024, a new Irish Corporate Governance Code, (effective from 1 January 2025 and against which the Group will comply or explain), and against The Chartered Institute of Internal Auditors- Internal Audit Code of Practice;
- Reviewed non-impairment provisions including legacy, legal and compliance liabilities; and
- Reviewed the basis, background and level of Non-Audit fees paid to KPMG.

Financial Reporting and Significant Financial Judgments and Disclosures

During the year, the BAC reviewed the External Auditors' findings, and the following significant financial judgments made, the related disclosures for the 2024 Financial Statements as set out on the current and the following page.

Expected Credit Loss Provisions
The Committee considered the Group's methodology including assumptions and parameters for generating the Group's allowance for Expected Credit Loss ('ECL') for its portfolios. The Committee discussed with Management in detail any changes and revisions made to the Group's IFRS 9 ECL models, macro-economic scenarios, significant increase in credit risk, and Management judgement.

Multiple scenarios
The Committee reviewed and approved the macro-economic scenarios for use in IFRS 9 ECL estimation, which included the central scenario used for financial planning purposes, a more favourable scenario, and an adverse scenario.

Expert credit judgements
At 31 December 2024, the impairment provisions included €136m of Management's judgement in impairment model parameters (€44m) and overlay adjustments to modelled ECL outcomes (€92m), see note 2 for further information. A key focus of the Committee during the year was an assessment of the level and rationale for such adjustments.

The Committee concluded that a robust governance framework existed to monitor provisioning adequacy and that the assumptions and judgements applied by Management were appropriate. The Committee was satisfied that the provision and related disclosures in the financial statements were appropriate.

Recognition and Recoverability of Deferred Tax Assets
The Committee considered the extent of DTAs recognised by the Group in respect of unutilised tax losses, and in particular, the future profits of PTSB against which losses may be utilised in future years. The Committee noted that the Group's performance and strategic outlook had improved.

Accordingly, in line with the requirements of IAS 12 "Income Taxes," Management have formed the view that the carried forward tax losses within PTSB could be utilised against future profits which will be generated by PTSB. This requires significant judgments to be made about the projection of long-term profitability because of the period over which recovery extends.

Having considered the above, the Committee agreed with Management's assessment that it was probable that the level of DTAs recognised in the Financial Statements at 31 December 2024 would be recovered. The Committee noted that IFRS does not allow for the DTA recognised to be discounted notwithstanding that it will likely take a significant number of years to be fully recovered.

IT Access
Certain matters relating to IT access controls were communicated to the Committee through the external audit process. The Committee reviewed these matters and was satisfied sufficient mitigating controls were in place from a financial reporting perspective.

Going Concern

Note 1 of the financial statements includes details of the going concern of the Group and Company, which outlines the Directors' view that the Group will continue as a going concern for a period of 12 months following the signing of this report.

In making the judgement, the Committee was provided with detailed papers containing Management's considerations of the risks and uncertainties as they may pertain to going concern. The Committee reviewed these judgements and agree with Management's view that the Group continues on a going concern basis and that there are no material uncertainties.

Longer Term Viability

In accordance with the requirements of the UK Corporate Governance Code, the Directors are required to issue a viability statement of the prospects of the Groups taking in account Group's current and projected financial position taking in account the principal risks facing the Group.

The period over which we consider longer-term viability
The Directors have assessed the viability of the Group over the three-year term which falls within the time horizons considered for the Group's strategic planning and the regulatory stress testing frameworks employed by the Group. The Directors are satisfied that this is an appropriate period of assessment.

Assessing the governance and prospects of the Company and Group
In making this assessment, the Directors have assessed the key factors that are likely to affect the Group's business model and medium term plan which have been stress tested and sensitised for a downside scenario to reflect the challenges that the Group is facing, primarily on the Group's capital, solvency and liquidity position while taking into account other principal and emerging risks.

The Board has reviewed the Medium Term Plan ('MTP') and the outputs from stress testing of capital and liquidity positions both pre and post management actions. The Directors have carried out a robust assessment of the emerging and principal risks facing the Group, including those that would threaten its business model, future performance, solvency or liquidity.

The stress testing is designed to explore the resilience of the Group to the potential impact of principal risks set out in the Annual Report, including in particular funding and liquidity, capital adequacy, the economic environment, regulatory risks and or a combination of these risks. A description of the Group and Company's principal risks together with the approach to risk identification and control are set out in the Risk Management section.

The Medium Term Plan is reviewed annually and with increased frequency when necessitated by significant changes in the external environment and is approved by the Board each year.

The Medium Term Plan closely aligns to Group's Risk Appetite Statement and Risk Management Framework and details the Group's future profitability, cash flow projections, capital requirements and the Group's key performance measures. Management's performance against the medium term plan is reviewed on an ongoing basis by the Board.

The Group made a profit for the 2024 financial year. While the Group remains strongly capitalised and has significant liquidity at the year-end, the future projections in the medium term plan, which were sensitised for a downside scenario, indicate no breaches in either regulatory capital or liquidity positions in the viability period of assessment to December 2027 after management intervention.

The assumptions underpinning the stress testing to determine the resilience of the Group's balance sheet, profitability and robustness of the business model were significantly conservative.

There are certain key assumptions that are critical to the viability of the Group and these are outlined below:

Funding & Liquidity
The Group continued to have sufficient liquidity throughout 2024, and its liquidity position remains strong at 31 December 2024 with the Group holding a significant liquidity buffer. The Group has no reliance on ECB funding and is 92% deposit funded with plans to diversify its funding profile over the horizon of the next three years.

A key assumption in determining the longer-term viability is that the Group will continue to be able to access the required liquidity and funding across all channels during the period of assessment.

The Group continues to undertake a number of initiatives to improve its liquidity position in the areas of deposits, collateral optimisation, and wholesale markets activity.

The Directors and Management are aware that the Group's ability to monetise its contingent counterbalancing capacity is dependent on the underlying collateral remaining eligible.

Our funding plans assume, based on our interaction with wholesale markets and deposit trends, that the required liquidity and funding will be available to the Group over the medium term.

Capital Adequacy
The Group made a profit for the year ended 31 December 2024. Directors and Management have reviewed the MTP and based on this, the Directors and Management are satisfied that the Group is well positioned to continue to deliver profits in future years.

Directors and Management have considered the forecast sufficiency of this capital base, and its ability to withstand additional stress scenarios such as the economic environment in Ireland deteriorating. The Group is confident that all regulatory requirements will be met over the period to 2027.

Reasonable Expectation of longer-term viability
Based upon the above assessment, the Directors have a reasonable expectation that the Group and Company will be able to continue in operation and meet its liabilities as they fall due over the three-year period of their assessment to 31 December 2027.

Provisions for Liabilities

The Committee considered the provisions made in the Financial Statements in order to assess the appropriateness of the underlying liabilities.

Management presented a paper outlining the requirements of IAS 37 and the basis of the provisions proposed. The Committee is satisfied that the provisions represent the best estimate of the potential liabilities at 31 December 2024.

Relationship with External Auditors

The Group's External Auditors are KPMG who were appointed by shareholders in 2023. The BAC provides a link between the Board and the External Auditors, independent of the Company's Management. The External Auditors regularly attend BAC meetings and the Committee meets with the External Auditors at least once a year without Management present to discuss their remit and any issues arising from the audit.

The BAC reviewed the external audit plan prior to the commencement of the 2024 audit. The BAC met with the External Auditor to review the findings from the audit of the Group financial statements. The BAC has an approved policy on the provision on non-audit services by the External Auditor. The policy seeks to ensure that processes are in place to make sure that the independence and objectivity of the external audit process is not compromised. This includes monitoring the nature and extent of the services provided by the External Auditor through its quarterly review of fees paid to the External Auditor for audit and non-audit work, seeking confirmation from the external auditor that they are in compliance with relevant ethical and professional guidance and that, in their professional judgment, they are independent of the Group.

The BAC reviews all fee arrangements with the External Auditor. Fees paid

in respect of audit, other assurance services, tax advisory services and non-audit services are outlined in note 7 to the financial statements.

Other assurance services are services carried out by the auditors by virtue of their role as auditors and include assurance related work, reporting to the regulator and other assurance services. In line with best practice, the auditors do not provide services such as system design and valuation work which could be considered inconsistent with the audit role.

The amount of fees payable to External Auditors for their audit services for the year 2024 was €2.0m (excluding VAT) payable to KPMG Ireland. €0.28m (excluding VAT) was paid in respect of non-audit services, which relate to various assurance works. The Company's External Auditor generally performs these services.

The External Auditor is required to rotate audit partner every five years. The current audit partner is Frank Gannon who was appointed in 2023. The Committee also reviews the effectiveness, independence, and objectivity of the External Auditor. The Committee also considered a paper by Management regarding auditor's efficiency and effectiveness.

The BAC reviews the effectiveness of the External Auditor through discussion and assessment of its performance. The BAC has concluded that it was satisfied with the External Auditor's performance.

Review of Group Internal Audit

As set out in the Risk Management Section a 'Three Lines of Defence' model has been adopted by the Group for the effective oversight and management of risks across the Group, with Group Internal Audit ('GIA') being the Third Line of Defence. GIA's purpose is to strengthen the organisation's ability to create, protect, and sustain value by providing the board and management with independent, risk-based, and objective reasonable assurance, advice, insight, and foresight.

The Head of Internal Audit has a direct reporting line to the Chairperson of the BAC and the BAC meets with the Head of Internal Audit on a regular basis without the presence of Management. The BAC receives regular reports from GIA, which include summaries of the key findings of each audit in the period. The BAC ensures co-ordination between GIA and the External Auditor.

GIA's mandate allows for full and unrestricted access to all functions, records, and personnel. The GIA authority, roles, and responsibilities are set out in the GIA Charter which is approved by the BAC annually. The primary role of GIA is to develop an annual risk-based audit plan that assesses independently, the effectiveness and efficiency of internal controls, risk management and governance systems and processes and provides assurance on these systems and processes, including the reporting of overall findings and any areas of concern resulting from such assurance activities.

GIA provide the BAC with an annual resourcing assessment. The 2024 resourcing assessment included a review of the current GIA resource model and skills, with an emphasis on ensuring adequate resources and skills are in place to provide assurance in relation to the current and emerging risk profile of the Group. The BAC is satisfied that the quality, experience, and expertise of the function is appropriate to the needs of the Group.

In line with the Global Internal Audit Standards, the Head of GIA is required to develop and maintain a quality assurance and improvement programme that covers all aspects of internal audit activity. An internal quality assessment must be completed on an annual basis, with an independent external assessment undertaken every five years to evaluate the Internal Audit Function's conformance with Global Internal Audit Standards. The results of the latest internal quality assessment, completed by the Chartered Institute of Internal Auditors ('CIIA'), with an overall rating of 'Generally Conforms' was presented to the BAC in Q1 2024. The last external quality assessment was completed by the CIIA in 2021 and was rated as 'Generally Conforms' against the CIIA Standards. The Audit Committee was satisfied that during 2024, GIA demonstrated flexibility and responsiveness to enable the function to focus on current and emerging risks, inclusive of audit requirements driven by both legislation and regulation, auditable processes within the Group and alignment with the Global Internal Audit Standards. Through these measures the Audit Committee has assessed the effectiveness of the internal audit function and is satisfied that the function is appropriate to the needs of the Group.

Corporate Governance Statement

Nomination, Culture and Ethics Committee

The Board Nomination, Culture and Ethics Committee evaluate the skills and characteristics required of Board members and to ensure the tone on culture and leadership is set from the top.

Dear Reader,

As Chairperson of the Board Nomination, Culture and Ethics Committee (the "Committee"), I am pleased to present the report of the Committee for the year ended 31 December 2024. This report has been prepared by the Committee and approved by the Board. The report provides further context and insight into the role and responsibilities of the Committee together with a description of the work undertaken during 2024 as set out below.

A key focus area for the Committee is effective refreshment of Board composition to ensure Directors have the collective knowledge experience and skills to oversee delivery of the Group's strategic objectives. Arising from the retirement of Donal Courtney in October 2024 and planned retirement of Ronan O'Neill on 30 July 2025, in 2024 the Committee carried out a collective suitability assessment of the Board with a view to aligning the Board skills with the strategic direction and risk profile of the Group. This assessment demonstrated the need to identify candidates with deep financial and accounting experience who could chair the Board Risk and Compliance Committee following the departure of Donal Courtney and chair the Board Audit Committee with the planned departure of Ronan O'Neill. Following the appointment of Rick Gildea (an existing Board member) as Chairperson of the Board Risk and Compliance Committee in October 2024, a further need was identified to appoint an Independent Non-Executive Director with deep financial and capital markets experience. The selection and recruitment process for each of these board positions is at an advanced stage.

The Committee also oversaw the process to identify and select a successor for Nicola O'Brien, the Group's Chief Financial Officer (CFO) and Board Executive Director who resigned from the Bank in August 2024. I am very pleased that, following a robust selection process involving internal and external candidates, Barry D'Arcy, the Bank's Chief Risk Officer has been appointed CFO and Board Executive Director. I was also very pleased with how the systems put in place under implementation of the Individual Accountability Framework worked well facilitating the timely re-allocation of the Prescribed Responsibilities for the CFO at the time of her departure. Further details on the selection and recruitment process for the CFO is set out later in this Committee report.

During 2024, a key area focus for the Committee was the refreshment of succession planning arrangements for the Executive Committee (ExCo) and Senior Leadership team. This included a comprehensive review of the arrangements for the Chief Executive Officer (CEO), CFO and other Executive Committee roles which included live talent maps, stress testing of potential internal candidates and aligning training and development plans accordingly. The Committee was assured by the robustness of the process following the resignation of the CFO in August 2024 when the succession planning arrangements were invoked which led to a more efficient recruitment and selection process to fill the vacancy. Further detail on these succession planning arrangements implemented during the year are set out in this report.

The Committee also undertook a review of business-critical roles which are particularly required to maintain resilience in certain areas of the Bank and to safeguard delivery of strategic priorities. The Committee oversaw the development and implementation of succession plans for all business-critical roles together with the integration of succession planning into Strategic Workforce Planning to incrementally grow talent within the organisation and ensure robustness of mitigation plans in place for unplanned vacancies.

A key programme for the Bank during 2024 and continuing into 2025 is the Central Bank (Individual Accountability Framework) Act 2023 (IAF) which the Group has seen as a positive development in supporting the building of trust with customers and colleagues through enhanced governance, performance and accountability and which reflects the culture, purpose and values of the Group. The Committee oversaw the successful implementation of the IAF through an extensive programme of work to embed new Conduct Standards requirements from the end of 2023, enhancements to the Fitness and Probity regime, extensive mapping of roles and responsibilities to implement the Senior Executive Accountability Regime (SEAR) requirements by 1 July 2024 and embedding the IAF Target Operating Model into business-as usual across the Bank. Further work to prepare for the implementation of SEAR for the Non-Executive Directors by 1 July 2025 is underway.

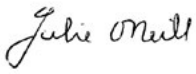
The Committee oversaw the enhancements to individual and collective Board induction, training and development plans which were refreshed to reflect a more holistic approach to the required skills on the Board with a focus on enhanced effectiveness to adapt to the evolving nature and pace of change in the Group's operating environment. Enhancements to handover arrangements in line with the IAF reflected positively on incoming role holders and the Committee received regular updates throughout the year on the implementation of such plans which provided assurance as to the robustness of the arrangements and transition of roles on the Board, in particular new Board Committee Chair appointees.

The Committee recognises the importance of looking after the Bank's customers at all stages of their journey with PTSB and oversaw the introduction of the Bank's "Decision Yes Checks" as a key element of the Bank's decision-making and approval process; these assessments help in the making of informed decisions, enabling comprehensive consideration of potential customer impact and ensuring fair outcomes for customers and other

stakeholders which is a key priority for the Bank. Both approaches support diversity of thought and ultimately enhance decision-making.

The Committee continues to engage in meaningful manner to support the Group's espoused culture. In this regard the Committee considered the results of the 2024 'Every Voice Counts' colleague engagement survey. This survey explored the behaviours and activities across the Bank measuring critical success factors for delivering a strong customer centric risk culture with both qualitative and quantitative results. The Committee also met with colleagues from the People Experience Council (employee representative group on culture evolution and colleague wellbeing) during the year and received updates on actions identified to address feedback from the Every Voice Counts survey and overall measures to enhance the colleague and customer experience. This included enhancements to learning and development, employee value proposition, communication and engagement with colleagues, focus on further reducing the gender pay gap and alignment of gender balance aspirations.

The Committee also considered the output from the 2024 Board Evaluation approach externally facilitated by Korn Ferry further details of which are set out on page 88 of the annual report.



Julie O'Neill
Chairperson, Board Nomination, Culture and Ethics Committee

Composition and Operation

The Committee is composed of a majority of Independent Non-Executive Directors. The Board requires that the Board Chairperson and the Senior Independent Director (SID) are members of the Committee. The Committee holds a member only session at the start of each meeting following which the Committee may invite members of the executive team to join, this may include the Chief Executive Officer, Chief Customer and People Officer and Head of Talent.

2024 Committee Meeting Attendance

Member	Appointed	Ceased	Number of Years on the Committee	2024 Meeting Attendance
Julie O'Neill*	17 Jan 2023	-	2.0	9/9
Ronan O'Neill	26 Jul 2016	-	8.4	9/9
Marian Corcoran	30 Mar 2021	-	3.8	9/9
Celine Fitzgerald	30 Mar 2021	-	3.8	9/9
Paul Doddrell	31 Dec 2023	-	1.0	9/9

* Chairperson from 31 March 2023

Responsibilities of the Committee

The Board Nomination, Culture and Ethics Committee is responsible for bringing recommendations to the Board regarding the appointment of new Directors and of a new Board Chairperson. The Board Chairperson does not attend the Committee when it is dealing with the appointment of a successor to the Board Chairperson. Decisions on Board appointments are taken by the full Board. All Directors are subject to re-appointment by election by the shareholders at the first practical opportunity following appointment. The Committee keeps under review the leadership needs of the Group, both Executive and Non-Executive, with a view to ensuring the continued ability of the Group to compete effectively in the marketplace. The Committee is also responsible for reviewing the effectiveness of the Board's operations and composition of Board Committees. The Committee also has responsibilities for supporting the Board on oversight on culture, ethics, reputation management and employee engagement.

Succession Planning

The Committee undertakes regular reviews of both Board and Board Committee composition and ensures there is a comprehensive approach to ensuring regular and planned refreshment of Board and Board Committee membership. Arising from such succession planning reviews, the Committee agreed the need to identify replacements for Non-Executive Directors Donal Courtney and Ronan O'Neill for which a recruitment process is at an advanced stage.

The Committee maintained its focus on the Executive Committee (ExCo) and Senior Leadership talent pipeline and succession plans reflecting the Board's responsibility to ensure appropriate plans are in place. The Committee oversaw development of robust talent management and succession plans for ExCo members which included the development of a diverse pipeline of successors at senior leadership team level in line with the talent management, development and succession planning programmes within the Group which reflect the DE&I ambitions. This included talent mapping individuals to identify strengths, development needs (both experiential and formal training programmes) and future potential of identified successors internally together with talent maps for potential external successors identified for certain ExCo and Senior Leadership roles.

Executive Committee Composition

During 2024, the Committee oversaw the assessment of existing leadership capabilities at Executive Committee and SLT level (ExCo minus 1) which resulted in ExCo changes to support the CEO in the delivery of the Group's strategic objectives and to further strengthen the talent management and succession planning pipeline in line with the DE&I

ambitions across this Group. Following this assessment, the need to strengthen the strategic focus in the Group's current customer proposition, channel strategy and sustainability and corporate affairs agenda was identified.

Arising from these assessments, Leontia Fannin was appointed Chief Sustainability and Corporate Affairs Officer on 1 August 2024 reflecting the Group's commitment to sustainability as a key driver of its corporate strategy and the value it places on corporate affairs as a driver of internal and external stakeholder engagement. Ms Fannin brings a wealth of experience in corporate affairs, reputation management, colleague communications, sponsorships, corporate social responsibility and sustainability. Ms Fannin is responsible for building and proactively managing the Bank's Corporate Affairs Strategy alongside responsibility for PTSB's Corporate Social Responsibility and Sustainability strategies.

Patrick Farrell was appointed Chief Retail Banking Officer on 1 August 2024 with responsibility for leading the Bank's retail distribution channels (Branch, Digital, Broker, Mobile Mortgages, Private Banking, Business Banking and Asset Finance) in recognition of the importance of the increased nationwide branch footprint, significant growth and diversification of the business through business banking and asset finance. A member of the Bank's Executive Committee since 2018, Mr Farrell brings over 25 years' experience in the banking industry to this role and is responsible for the commercial performance of the personal and business banking business including sales strategy and service provision to PTSB customers through all channels.

Ger Mitchell was appointed as Chief Customer and People Officer on 1 August 2024 with responsibility for the development and implementation of all aspects of the Bank's Customer and People Strategy, including the Bank's Commercial strategy, Customer Enablement strategy, Product strategy, Marketing, Brand and Sponsorships strategy, as well as the Bank's People and Culture strategies. A member of the Bank's Executive Committee since 2012, Mr Mitchell has successfully led a number of strategic programmes of work for the Bank throughout his time and his experience will be central to the Bank's delivery of its customer focused Altogether More Human brand promise.

Board Composition

A key function of the Committee is succession planning for the Board. There were no appointments to the Board in 2024. Following the retirement of Donal Courtney, the planned retirement of Ronan O'Neill and the resignation of Nicola O'Brien, the Board Nomination Culture and Ethics Committee oversaw the recruitment and selection processes for a total of three new Board appointments as set out below.

Chief Financial Officer

Following the resignation of the CFO in August 2024, the Committee invoked succession planning arrangements and, with the support of recruitment specialists Odgers Berndtson (Odgers) oversaw the selection and recruitment process which led to the appointment of Barry D'Arcy as CFO and Executive Board Director on the 25 February 2025. Barry D'Arcy was selected as the preferred candidate following a competitive selection process involving both internal and external candidates. A comprehensive handover, training and development plan for Barry was approved by the Committee who will provide oversight of the implementation thereof. In his new role, Barry is responsible for leading, managing and overseeing all Finance related matters of the Group and growing the Bank's financial planning and analysis function to enhance the commercial and operational value, build a culture of transparency and accountability, and support the CEO in directing the business of Bank and delivering upon its strategic objectives.

Independent Non-Executive Directors

A collective suitability assessment of the Board was undertaken in light of the planned departure of Donal Courtney from the board in October 2024 and Ronan O'Neill in July 2025 leaving vacant the Chairs of Board Risk & Compliance Committee and Board Audit Committee respectively. Assisted by Odgers, the Committee approved role profiles for each of these positions with initial focus on filling the Board Risk and Compliance Committee Chair position. Following a competitive selection process involving both internal and external candidates, Rick Gildea, an existing Board member, was selected as the preferred candidate for the Chair of the Board Risk and Compliance Committee and appointed to the role in October 2024. Mr Gildea's identification as preferred candidate required the Committee to approve a new role profile to fill the Independent-Non-Executive Director position vacated by Mr Courtney. Being mindful of the Bank's business model and strategic priorities, it was agreed the Board could be further strengthened through the addition of a candidate with deep capital markets and investor relations experience. Assisted by Odgers, both internal and external candidates were identified and interviewed for the two remaining Board positions, Audit Committee Chair and Independent-Non-Executive Director.

Arising from the selection process, two preferred candidates have been identified who have fully met the requirements of the respective role profiles and, at the date of publication of this Annual Report are at an advanced stage in the approval and appointment process.

Note: Neither the Company nor any of the Directors have any commercial relationship with Odgers outside of recruitment services that are provided from time to time to fill designated Board and Senior Management positions.

Committee Composition

During 2024 the Committee undertook a review of Committee composition in light of planned changes to the Board and the need to refresh the knowledge and experience of the Board's Committees following the planned departures of Donal Courtney in 2024 and Ronan O'Neill in 2025. The Board will carry out a further review of committee composition upon the appointment of two new Non-Executive Directors.

Induction, Training and Professional Development

The Board recognises the high calibre and the varied level of knowledge, skills and experience of the Board. The Committee reviewed and enhanced the approach to induction, training and professional development of the Board members with a view to aligning the Board skills with the strategic direction and risk profile of the Group thereby enhancing the collective knowledge of the Board. It aims to achieve this by prioritising training topics around the risks and opportunities from emerging themes, tailoring individual training and development plans for

Board members to enhance the core skills identified following the Collective Suitability Assessment by building on the education and professional development opportunities through externally facilitated professional programmes. It will also seek to deepen the Board's knowledge of the business through increased exposure to subject-matter experts both internally and externally through the Board approved training programme. The Committee also oversaw the comprehensive induction, training and development plans for new Board members and Executive Committee appointments, in addition to induction and handover arrangements for transition of Committee chair roles to existing Board members.

Board Performance Evaluations

In 2024, led by the Chairperson, the Committee oversaw the annual performance evaluation of the Board, its Committees and individual Directors. Enhancements have been made to the process undertaken for the 2024 annual Board performance evaluation reflecting actions identified to enhance Board and Board Committee effectiveness and the resulting recommendations are set out in page 87 of this report. In accordance with the UK Corporate Governance Code, the 2024 Board review was externally facilitated by Korn Ferry.

Other Matters considered by the Committee in 2024

- Review of the work undertaken throughout the year to implement actions identified to strengthen the foundations, capabilities and build resilience within the enlarged Group following the acquisition of certain parts of the Ulster Bank businesses;
- Review of its own performance and effectiveness, including a review of its Terms of Reference;
- Reviewed the Annual Gender Gap and Gender Pay Gap Research Report;
- Approval of the recruitment process and appointment of a number of Senior Management positions;
- Review and oversight of the evolution of the Group's culture throughout the year together with the approval of the Culture Compendium (Charter);
- Review and approval of Board Policies (Diversity, Conflict of Interest, Assessment and Suitability, Induction, Training and Professional Development, Succession Planning);
- Review and approval of the Group's Fitness and Probity Policy;
- Review of updates to the Group's Speak Freely Procedure, and Protected Disclosure Procedure;
- Review and approval of updates to the Group Colleague and Conduct Policies and Procedures including the Code of Ethics Policy; Colleague Conduct Policy, Conflict of Interest Policy, Colleague Disciplinary Procedures, and IAF Conduct Standards Policy;
- Review of Colleague Conduct related activity within the Group;
- Review of the Board Training and Professional Development Plan together with oversight of the implementation of individual Directors (including Board Committee Chairs) handover/induction, training and professional development plans;
- Consideration of workforce engagement mechanisms;
- Review of Diversity, Equity and Inclusion, Learning and Talent, and Employee Survey updates;
- Reviewed the enhanced Learning & Development Programme and Policy which improved the colleague experience and learning outcomes with strong focus on business skills training;
- Reviewed progress on the Group's Diversity, Equity and Inclusion and Organisation Culture programmes of work including the DEI Strategy for the period 2023-2025 which focused on an enduring model for continuous improvement, aligned to the Irish Centre for Diversity Gold Accreditation which the Bank received in 2023;
- Reviewed and approved gender balance aspirations for the Group;
- Review of Corporate Affairs, Reputation Management and Communication (including Stakeholder Engagement) updates;
- Review of the Corporate Sponsorship programmes (including reflection and analysis); and
- Review and oversight of the implementation of the Bank's 'Decision Yes Checks' to support decision-making in the Bank;

Corporate Governance Statement

Risk and Compliance Committee

The Committee supports the Board in ensuring risks are properly identified, reported, assessed, and controlled, and that the Bank's strategy is consistent with risk appetite.

Dear Reader,

As Chairperson of the Board Risk and Compliance Committee (the "Committee" or "BRCC"), I am pleased to report on the Committee's activities for the year ended 31 December 2024.

While I have been a member of the Committee since December 2023, I was appointed as Chairperson in October 2024. I would like to thank my predecessor, Donal Courtney who retired from the Board in October 2024 for his valuable contribution over the past six years during which time, the Committee played a key role in supporting the Board to manage risk during what was a transformational time for the Bank. I would also like to report on the appointment of Catherine Moroney to the Committee in December 2023 and who, during 2024 brought extensive business banking and commercial credit experience to the Committee. Catherine's knowledge and experience of different SME sectors and her understanding of the potential opportunities and challenges in the market have greatly benefited the Committee in what is a key growth area for the Bank.

A key area of focus for BRCC is the role of the Committee in assisting and providing assurance to the Board on the Bank's appetite for risk (Risk Appetite Statement or RAS), capital and liquidity management (ICAAP/ILAAP), Resolution and Recovery Planning. In particular, the Committee has ensured that these assessments inform and underpin strategic decision making.

The Committee has overseen a redeveloped RAS approach which has provided greater integration of risk appetite setting with the Bank's key risk assessment, planning and strategy processes. The redeveloped RAS includes measures for long-term Risk Appetite Ambition as well as Risk Appetite and seeks to articulate both the actual and current risk position of the Bank. In addition to this, over the past 12-18 months, the ICAAP and ILAAP have evolved, with increased emphasis on the Bank's own view of risks as calculated by the Bank's internal models (the Economic perspective), which enhances how ICAAP and ILAAP can input into decision making on strategic planning and on optimising use of the Bank's capital resources. The Committee is also focussed on developing the appropriate quantitative and qualitative Risk Appetite metrics for Climate Related and Environmental Risk and continues to be proactively involved in monitoring how the Group delivers its Climate Risk Strategy, ensuring it is underpinned by a robust Data Strategy.

The Committee recognises the importance of looking after the Bank's customers at all stages of their journey with PTSB and welcomed the introduction of the "Decision Yes Checks" as a key element of the Committee's decision-making and approval process; these assessments assisted in the making of informed decisions, enabling comprehensive consideration of potential customer impact and ensuring fair outcomes for customers which is a key priority for the Bank. The Committee also monitored the risk and incidence of fraud both from the customer and Bank perspective and has oversight on the initiatives being undertaken to mitigate these risks while acknowledging the growth of fraud is a particular challenge for all banks.

A key programme for the Bank during 2024 and continuing into 2025 was the Bank's Capital Models Programme which seeks to achieve Regulatory approval to utilise a suite of redeveloped Internal Ratings Based (IRB) models underpinning the Risk Weighted Asset calculation for the Bank's Capital (CET1). The Committee provided support and challenge to Management and is actively involved in overseeing progress with this programme.

Advising and supporting the Board in ensuring there is effective risk management and risk governance across the Group is a key priority for the Committee. Following a period of reflection and engagement with key stakeholders in 2023, the Committee supported oversight on delivery of an enhanced control environment through a number of key initiatives. Key outcomes are the embedding of a revised approach to the Risk Control Self-Assessment process including mapping of regulatory regulations, development of a combined assurance model with enhanced alignment and collaboration across the three lines of defence. Furthermore, there has been roll out of first-line risk committees in each functional area with cross functional collaboration on risk management. While positive progress has been made in implementing the Central Bank Guidelines on Operational Resilience and Outsourcing and the Digital Operational Resilience Act (DORA), maintaining the robust approach to Operational Resilience and Third Party Management will be a key focus in 2025.

During 2023, the Committee supported the Board in overseeing the risks associated with what was a transformational transaction for the Bank to acquire certain parts of the Ulster Bank business from Nat West Bank; throughout 2024, the Committee maintained oversight of the residual risks that remained to be addressed post integration of the Ulster Bank business. One example is how the Committee oversaw the risks associated with the newly acquired Asset Finance business reviewing RWA calculation approach, AML/CTF compliance and conduct risk matters such as early identification of the need to update the unit's discretionary commission arrangements for Irish motor dealers.

I look forward to working with my fellow committee members and continuing to support the Board in 2025 with particular focus on overseeing and managing the risk associated with execution of the Bank's Integrated Strategic Plan.

Rick Gildea
Chairperson, Board Risk & Compliance Committee

Corporate Governance Statement
Risk and Compliance Committee (continued)

Composition and Operation
The BRCC is composed of a majority of Independent Non-Executive Directors. Neither the Board Chairperson nor the CEO is a member of the BRCC. The Board ensures that the Chairperson of the Committee has relevant risk management and/or compliance experience. The Board requires that at least one member of the Committee is common to each of the Board Audit (Anne Bradley, Catherine Moroney, Rick Gildea) and the Board Remuneration Committees (Rick Gildea). The Committee holds a member only session at the start of each meeting following which the Committee invites the CRO for a private session with the Committee if required. Thereafter other members of Senior Management are invited to attend, as required.

2024 Committee Meeting Attendance

Member	Appointed	Ceased	Number of Years on the Committee	2024 Meeting Attendance
Donal Courtney**	3 Oct 2018	1 Oct 2024	6.0	10/10
Catherine Moroney	12 Dec 2023	-	1.1	11/12
Rick Gildea*	12 Dec 2023	-	1.1	9/12
Marian Corcoran	29 Oct 2019	-	5.2	12/12
Paul Doddrell	26 Nov 2020	-	4.1	11/12
Anne Bradley	30 Mar 2021	-	3.8	11/12

* Chairperson from October 2024
** Chairperson until October 2024

Responsibilities of the Committee
The Committee is responsible for monitoring adherence to the RAS. Where exposures exceed levels established in the RAS, the Committee is responsible for ensuring that appropriate remediation plans are developed. This is facilitated by the periodic review of a key risk indicators report calibrated to the RAS.

The Committee is responsible for monitoring compliance with relevant laws, regulatory obligations and codes of conduct. This is facilitated by regular reporting on compliance risks to the Committee. The Committee reviews the regulatory agenda and receives updates on activities to implement new and updated regulation together with monitoring engagement with the Group's Regulators.

The Committee is responsible for oversight and advice to the Board on risk governance, current risk exposures, future risk strategy, including strategy for capital and liquidity management, setting of compliance policies and principles and the embedding of a supportive culture in relation to the management of risk and compliance. BRCC supports the Board in carrying out its responsibilities for ensuring risks are properly identified, reported, assessed and controlled, and that the Group's strategy is consistent with the Group's Risk Appetite. The Committee seeks to review key aspects of the Group's risk profile and provide appropriate challenge on the adequacy of their management. The Committee continues to focus on the operational resilience of the Group, the incidence and management of material risk events and the importance of having automated processes, where practical and of effective controls.

The Committee independently monitors the extent to which the Group complies with relevant rules and procedures. This includes raising and maintaining awareness of, for example, financial regulations, compliance procedures and fraud and anti-corruption measures. The Company has internal policies, rules and procedures which provide assurance that Management complies with relevant laws and regulations regarding customers and business partners. The Committee remain focused with on its oversight responsibilities for Anti-Money Laundering and Counter-Terrorist Finance activities.

In addition to meeting legal requirements, the Committee reviews its own Terms of Reference annually and its own effectiveness, recommending any changes considered necessary to the Board.

Matters considered by the Committee in 2024
During 2024, the Committee continued to focus considerable attention on the Group's systems of risk management and internal control and supported work undertaken by the Three Lines of Defence to further embed the Group's Internal Control Framework. The Committee undertook regular reviews of the Group's systems of risk management and internal control during the year. In addition to the monthly reporting from the CRO, Head of Regulatory Compliance and Head of GIA, the Committee also considered a wide range of risk related frameworks and reports. Among the matters considered by the Committee during 2024 were:

- Operational Resilience and related matters (Critical Business Services reviews);
- Review of risk appetite to capture the evolving impact of climate risk;
- Review of data strategy needed to support evolution of the Bank's climate risk assessment and measurement;
- Review of Third Party Business Case and Risk Assessments;

- Review of Outsourcing Strategy and Third Party Management Framework;
- Key divisional and business frameworks under the Internal Control Framework;
- Review of OSII Prudential Compliance Obligations;
- Review of IRRBB Strategy;
- Monitoring of conduct risk and vulnerable customers;
- Reviews of the Bank's Resolution Planning work programme;
- Oversight for the remediation of SREP related Risk Mitigation Plans;
- Spotlights on key product portfolios (e.g. Home Loans, Asset Finance);
- Reporting on Compliance Monitoring and Assurance;
- MLRO Reports (AML/CFT and Anti Bribery and Corruption);
- Monitoring of upstream Regulatory developments;
- Oversight and approval of the Bank's Non-Performing Asset Strategy;
- Recovery Planning Preparedness and Scenario Planning;
- Spotlights on Fraud, Cyber Security and Digital resilience;
- Climate and Environment Risk Management;
- Complaints Framework and regular updates on complaint levels/plans to address;
- Reviews on Material Risk Events, Customer Impacting Errors and Fraud;
- ICAAP and ILAAP approach, design and recommendation of approval to the Board;
- ICAAP and ILAAP utilisation in strategy formulation and decision making;
- Reviews of the Bank's provision models and expected credit loss outcomes;
- Updates on embedding of the Bank's Risk and Control Self-Assessment process;
- Addressing Risk Appetite breaches and approving remediation plans;
- Operational and IT Risk Monitoring Reports;
- Consideration of Data Protection Officer's Reporting;
- Reviews of obligations and activity under the Central Bank of Ireland Code on Lending to Related Parties;
- Recommending approval of the Bank's Internal Control Framework (to Board) and approval of the Bank's Enterprise Risk Management Framework and key divisional and business risk Frameworks therein; and,
- Approval of the Bank's Credit Risk Framework.

Governance in Action: Payments Issue November 2024

The importance of Operational Resilience and Third-Party Management was brought into sharp focus in November 2024, when PTSB experienced a significant disruption to SEPA payment processing due to a hardware failure at a Citibank Third-Party provider and a consequential issue with PTSB's Open 24 service causing disruption for our customers during a high-demand period. As part of its role in overseeing Third Party Management and Operational Resilience, throughout 2024 BRCC had assisted with the development of a new Third-Party Management Framework (providing guidance on the Third-Party Management Lifecycle) and supported key changes to the Bank's Third Party Management Policy, to reflect enhanced internal governance and oversight arrangements put in place and to align with DORA requirements. The Committee has and will continue to be heavily involved in the process to ensure that lessons are learned from these incidents and will track actions taken to mitigate the risk of re-occurrence.

Corporate Governance Statement
Remuneration Committee

The Board Remuneration Committee ensures that PTSB's remuneration policies, practices and decisions serve to align the interests of its employees with those of its shareholders; operate within the applicable regulatory and legal requirements; and are free from any form of bias relating to gender, age or social or ethnic background.

Dear Shareholder,

On behalf of the Remuneration Committee, I am pleased to present the Directors' Remuneration Report for the year ended 31 December 2024, which has been prepared by the Committee and approved by the Board.

The Committee's report contains certain regulatory information required under the applicable legislation in respect of the Bank's status as a listed company and credit institution, as well as under the EBA Guidelines on Internal Governance, the amended EU Directive on the encouragement of long-term shareholder engagement, as transposed in Ireland (the "Shareholder Rights Regulation`s", or the "Regulations"), the UK Corporate Governance Code (the "UK Code") and Irish Annex. For financial year 2025 the Bank will also be subject to the Irish Corporate Governance Code.

Our Directors' Remuneration Report also provides further detail on the composition of the Committee and its role and responsibilities and a description of the work undertaken by the Committee during the year. We also include details of the Remuneration Policy criteria and the components of the Bank's reward offering, with a focus on the Bank's Directors (Executive and Non-Executive).

In 2024, the Committee continued to oversee the way in which our Remuneration policy, and its implementation serve to reward individual performance (what our colleagues achieve but also the manner in which they achieve their objectives). As a Committee, we also reviewed how our approach to pay and benefits contributes to the strengthening of our culture, including our risk culture. We also considered how we reward the delivery of the long-term sustainability of our business by aligning remuneration with the long-term interests of shareholders, investors and other interested parties, and with the public interest, as well ensuring fulfilment of our regulatory obligations.

In line with its responsibilities under the terms of the Shareholder Rights Regulations, the Bank publishes its Directors' Remuneration Policy (the "Policy"), as applicable to the Board of Directors. The Policy is published in full on the Bank's website: www.permanenttsbgroup.ie. During 2024, our Directors' remuneration was implemented in accordance with the approved Policy, and no derogations from the Policy were availed of during the year.

It remains the policy of the Bank to reward our colleagues appropriately as we work together to build a valuable and sustainable business, operating within the Bank's Risk Appetite and underpinned by a strong culture which manifests itself in responsible and accountable behaviours in our day-to-day interactions and decision-making with our customers and each other.

Amendments to the restrictions on variable pay present the opportunity for PTSB to introduce an all-colleague, Enterprise-wide Variable Pay Scheme involving potential awards of up to €19,999. Subject to consultation with our Staff Representative Bodies, the new scheme is intended to enable us to reward colleagues at all levels, including Senior Management for their contribution to the achievement of our long-term strategic goals, the sustainability of our business and delivery for our customers. The scheme design will take account of the need to comply fully with all appropriate regulation and legislation and State Agreements on remuneration. The structure of the scheme is intended to ensure that the determination of variable pay at the group and individual level will link to the Bank's financial and strategic performance, encourage the embedding of a culture of strong prudential and conduct risk management and reward colleagues appropriately for their contribution.

Beyond the Variable Pay matters, 2024 was a year of considerable change for PTSB, and one in which we sought to build on the momentum gained as a result of the expansion of our customer, product and colleague base following the Ulster Bank transaction.

In May 2024, following robust but productive discussions with Staff Representative Bodies, supported by the Workplace Relations Conciliation Services, the Bank reached agreement with two of our three Union partners on our 2024 annual Pay Review. That review involved an average increase of 4.7% for eligible colleagues, with individual award increases of up to 5% based on performance and relative salary positioning. The Bank was unable to secure agreement from our third Union partner. At the date of writing, issues relating to pay remain unresolved with the Bank's third Union and the Bank continues to engage on these matters with the intention of reaching a suitable outcome as soon as possible.

As part of the Bank-wide review of 2024 pay, Mr Eamonn Crowley's (CEO) salary remained unchanged in order to comply with State Agreements on remuneration, and specifically the 'Pay Cap' which restricts Executive Pay to €500,000 per annum. In 2024, Ms Nicola O'Brien (CFO) received a base salary increase of 4.5%. That increase was below the average 4.7% payout across the wider colleague population. The level of increase was approved by the Committee based on an assessment informed by the use of independently sourced market benchmarks for equivalent roles in comparable organisations in the Republic of Ireland. In the context of Executive Pay, it is of note that the market information used to inform pay decisions included data relating to organisations which – unlike the Bank - operated variable pay arrangements. In August 2024, Ms O'Brien announced her intention to resign as CFO. Full details of Directors remuneration arrangements are provided over the following pages.

The fee structure for Non-Executive Directors remained unchanged in 2024. The 2025 review for Non-Executive Director fees has not yet concluded and further details will be included within next year's report.

The Committee also approved the implementation of a Voluntary Redundancy scheme in line with the terms of the Bank's Remuneration Policy. Initially involving members of our Senior Management community, in December 2024 the scheme was subsequently expanded to gauge the level of interest amongst colleagues at all levels. The scheme is one of a number of important strategic business transformation change initiatives designed to support our strategy and to improve organisational effectiveness and efficiency, and has been designed in a manner which provides optionality to colleagues who after a period of significant change, may now wish to seek opportunities outside of PTSB. The window for receipt of expressions of interest closed in January 2025 with management making decisions on VSS recipients in February/March 2025, and colleague exits scheduled to take place throughout the year.

Finally, throughout 2024, the Committee was also involved in the overseeing aspects of PTSB's response to emerging legislation that will impact how we remunerate our colleagues and in particular changes to Pay Transparency legislation and the roll-out of Pension Auto Enrolment, which will be known as "My Future Fund" upon implementation. More details will be provided in the 2025 Annual Report.

On behalf of the Board Remuneration Committee:

Celine Fitzgerald
Chair of the Remuneration Committee.

Annual Report on Remuneration - 2024

Remuneration Committee Composition and Operation
The members of the Board Remuneration Committee are experienced in the management and oversight of large organisations where the remuneration and motivation of staff and executives is of crucial importance.

The Committee had eight meetings during 2024.

2024 Committee Meeting Attendance

Member	Appointed	Ceased	Number of Full Years on the Committee	2024 Meeting Attendance (of which eligible to attend)
Celine Fitzgerald	30-Mar-21	-	3.8	8/8
Julie O'Neill	01-Feb-23	-	1.0	8/8
Ruth Wandhöfer	01-Feb-19	-	5.9	8/8
Richard Gildea	12-Dec-23	-	1.1	6/8

Remuneration Committee Role and Responsibilities

The purpose, duties and membership of the Committee are set out in the Committee's Terms of Reference, which can be found on the Bank's website www.permanenttsbgroup.ie. The Terms of Reference are reviewed by the Committee on an annual basis. No material changes were enacted following a review of the Committee's Terms of Reference in 2024.

The main roles and responsibilities of the Committee include:

- Recommending the Bank's remuneration policies, including that applicable to the Board of Directors, to the Board for approval on an annual basis and ensuring they comply with applicable regulatory and legal requirements and remain free from any form of bias relating to gender, age or social or ethnic background;
- Supporting the Board in overseeing remuneration policies, practices and processes and compliance with the Bank's Remuneration Policy (both as applicable to the Directors and the wider population);
- Ensuring the remuneration policies and procedures do not promote excessive risk taking and are aligned with the Company's overall corporate governance framework, corporate culture, risk culture and attitude to and appetite for risk and related governance processes, and takes into account the need to maintain all capital and liquidity ratios including buffer requirements;
- Recommending the design, eligibility and performance measures for any incentive schemes to the Board for approval;
- Setting and assessing performance targets for any incentive schemes;
- Recommending remuneration proposals (including joining and termination arrangements) in respect of the Chairperson, CEO, Executive Directors, Company Secretary, Executive Committee, Group Treasurer, Chief Credit Officer, and Heads of Control Functions for approval by the Board;
- Overseeing remuneration proposals in respect of any other identified staff (Material Risk Takers) as defined under the fifth Capital Requirements Directive (CRD V); and,
- Overseeing the annual review of the implementation of the Remuneration Policy applicable across the Bank.

Remuneration Committee Advisers

During 2024, the Committee used the services of its external consultant, Deloitte LLP, for advice on remuneration trends in the external market and for perspective on remuneration regulatory compliance matters. During the year, Deloitte also provided advisory services to the Bank in the technology area as well as certain risk related topics.

During 2024, the Committee also employed the services of Willis Towers Watson who provided market benchmarking data and remuneration trend analysis.

In addition to the use of external advice, in designing its approach to remuneration the Committee also takes account of appropriate input from the Bank's HR, Risk, Compliance, Finance and Internal Audit functions to ensure that the decision-making process is aligned with the Bank's financial performance, risk appetite, regulatory guidelines and stakeholder interests.

Matters considered by the Committee in 2024

The Committee performed an annual review of its own Terms of Reference, as well as reviewing its own effectiveness, and recommended the output of that review to the Board.

During 2024, and within the terms of State agreements, the Remuneration Committee kept the impact of the Bank's Remuneration Policy (including that applicable to the Directors), and movements in the external market, under review. As part of this process, the Committee reviewed the Bank's Remuneration Policy and strategy to assess the appropriateness of the approach to reward and the competitiveness of current arrangements, and future direction, to take account of market developments including amongst the Bank's peer group.

The Committee also considered whether the Directors' Remuneration Policy operated as intended in terms of company performance and quantum. The Committee also kept under review all aspects of remuneration for the Board Chairperson, CEO, Executive Directors, members of the Executive Committee and the wider employee population.

In determining remuneration arrangements for Executive Directors, the Committee takes account of the pay and employment conditions of the wider workforce to ensure consistency. Wider workforce engagement on pay arrangements at the Bank took place with the Bank's Staff Representative Bodies during 2024.

It remains the policy of the Bank to reward our colleagues appropriately as we work together to build a valuable and sustainable business, operating within the Bank's Risk Appetite and underpinned by a strong culture which manifests itself in responsible and accountable behaviours in our day-to-day interactions and decision-making with our customers and each other. To this end, the Policy has been designed to ensure that the Bank's offering is sufficiently competitive so as to attract and retain the required talent and skills to deliver the return of value to the Company's shareholders.

In 2024, the Committee reviewed the Bank's approach to remuneration from the perspective of ensuring that all employees, regardless of gender, age or social or ethnic background are remunerated fairly. In that regard, it is of note that 2024 was the fifth year in which the Bank published details of its gender pay gap; and the third year in which the Bank reported in line with Irish legislation introduced in 2022. The Bank's gender pay gap stood at 16.9% at our chosen snapshot date of 30th June 2024, which represented an increase in the gap of 16.3% reported in 2023. The gap persists primarily as a result of a gender imbalance at senior levels and we continue to design and implement strategies designed to eliminate the gap over time. Further details of the gap and our commitment to reducing same are provided in the separate section of the Bank's Annual Report which details the Bank's Diversity, Equality and Inclusion strategy.

In May 2024, following robust but productive discussions with Staff Representative Bodies, supported by the Workplace Relations Conciliation Services, the Bank reached agreement with two of our three Union partners on our 2024 annual Pay Review. That review involved an average increase of 4.7% for eligible colleagues, with individual award increases of up to 5% based on performance and relative salary positioning. At the date of writing, issues relating to pay remain unresolved with the Bank's third Union and the Bank continues to keep these matters under review with the intention of reaching a suitable outcome as soon as possible.

In 2024, the Bank also launched a Voluntary Redundancy scheme in line with the terms of the Bank's Remuneration Policy. That scheme was initially opened up to members of our Senior Management. In December 2024, the scheme was expanded to colleagues at all levels and individual expressions of interest will continue to be accepted up to mid-January 2025.

During the year, the Committee also maintained significant oversight to ensure compliance with the UK Corporate Governance Code and Irish Annex, CRD V related regulations and guidelines, including focusing on reviewing the remuneration arrangements in place for Material Risk Takers. The Committee re-approved the process and approach for the identification of Material Risk Takers in line with these requirements.

The Committee also reviewed the Bank's established variable commission scheme referred to as the 'Branch Based Commission Scheme', as well as principles and practices to ensure full alignment with regulatory requirements. In particular, we considered the requirements of CRD V, the EBA's Guidelines on sound remuneration policies and practices related to the sale and provision of retail banking products and services, the Central Bank of Ireland's Guidelines on Variable Remuneration Arrangements for Sales Staff, and relevant market practice. On the basis of this review, it was agreed to extend the operation of the scheme for a further year, subject to management maintaining strong control over customer and conduct management and robust governance of scheme-related performance data.

The Committee also reviewed the design of a new all-colleague, enterprise-wide Variable Pay Scheme which is subject to consultation with Staff Representative Bodies. The scheme is intended to incorporate appropriate metrics, weightings and targets to assess the Bank's performance (including its ability to pay variable remuneration) and individual performance and also, risk adjustment methodology including the use of clawbacks.

The Remuneration Committee, supported by management, continued to monitor closely ongoing engagements with key stakeholders including shareholders and employee representative bodies and the insights gained were used to inform decision-making relating to remuneration throughout 2024.

The Bank's Directors' Remuneration Policy was approved by our shareholders on an advisory basis at our 2024 AGM. The Committee is satisfied that in 2024 the Bank has continued to operate within its Remuneration Policy (both as applicable to the Directors and the wider population) and in line with the remuneration requirements of the framework agreement between the Minister for Finance and the Bank, and that the Directors' Remuneration Policy operated as intended in terms of company performance and quantum.

Other than as set out elsewhere in the Annual Report, the Committee is satisfied that the Bank is in compliance with the provisions of the Companies Act 2014, the, UK Corporate Governance Code and Irish Annex and the Shareholder Rights Regulations. With specific reference to the UK Code, the table below sets out how the Remuneration Committee has addressed the principles set out in the UK Code. Additional regulatory disclosures in relation to Remuneration Policy and strategy are set out in the Bank's Pillar 3 Report.

The following section sets out how the Remuneration Committee addresses the principles set out in the UK Corporate Governance Code in respect of the Directors' Remuneration Policy.

Provision	Approach
Clarity Remuneration arrangements should be transparent and promote effective engagement with shareholders and the workforce.	The Committee regularly engages and consults with key stakeholders to take feedback into account and to ensure that our approach to Executive Remuneration is as transparent, simple and clear as is possible. Our employees are informed about our approach to remuneration. Our Remuneration Policy, applicable throughout the Bank and which includes details of the approach to Director remuneration, is published internally for all staff to view and our approved Directors' Remuneration Policy is published in full on the Bank's website www.permanenttsbgroup.ie. Further details on the engagement model in place with Representative Bodies is included in the Workforce Engagement Section of the Corporate Governance Statement that forms part of this report.
Simplicity and predictability Remuneration structures should avoid complexity and their rationale and operation should be easy to understand. The range of possible values of rewards to individual directors and any other limits or discretions should be identified and explained at the time of approving the Policy.	Linked to certain agreements and commitments in place with the Irish State, the Bank currently only operates fixed remuneration among Executive Directors, consisting of basic salary, pension and benefits. As a result, the Committee's ability to apply discretion with respect to outcomes for this population was limited. However, the simplicity of our approach enhances its predictability. Our future approach to variable remuneration will involve a review of Executive Director remuneration arrangements from the perspective of ensuring that our approach continues to avoid complexity, and is predictable in its nature, as well as providing the Remuneration Committee with discretion over remuneration outcomes.
Risk Remuneration arrangements should ensure reputational and other risks from excessive rewards, and behavioural risks that can arise from target-based incentive plans, are identified and mitigated.	Remuneration arrangements are designed to align pay with the Bank's risk culture, attitude to and appetite for risk and our governance and regulatory framework. The launch of future variable remuneration schemes will factor in robust linkages between pay and performance with controls to be put in place to ensure variable pay outcomes are appropriate, including the use of risk adjustments as appropriate. The Committee will be assigned the discretion to adjust formulaic outcomes for Executive Directors and members of the Executive Committee to ensure appropriate consideration of risk factors when determining variable pay outcomes.
Proportionality and alignment to culture The link between individual awards, the delivery of strategy and the long-term performance of the company should be clear. Outcomes should not reward poor performance. Incentive schemes should drive behaviours consistent with company purpose, values and strategy.	While the Bank currently only operates fixed remuneration among the Executive Directors, it is committed to ensuring the ongoing alignment of remuneration with strategy and long-term sustainable performance and the recognition of positive behaviours. In future years, where variable remuneration is likely to form a component of our reward proposition, the Committee will have the ability to adjust formulaic outcomes to ensure they remain proportionate in the context of the Bank's achievement of its financial or non-financial performance objectives and to promote the achievement of our long-term strategic ambitions while driving behaviours consistent with our purpose, values and strategy including our commitment to our Sustainability agenda.

Components of Executive Director Remuneration - 2024

Basic salary

As in previous years, pay increases to eligible staff in our wider workforce were based on each individual staff member's performance and salary position versus the relevant market median. The increases ranged from 0% up to 5% with an average increase of 4.7% and all increases were effective from 1 January 2024. As part of the 2024 review of pay arrangements, the CEO's salary remained unchanged in order to comply with State Agreements on remuneration, while the CFO received a 4.5% base pay increase, with the size of that increase influenced by the results of a comprehensive market benchmarking exercise. In the context of Executive Pay, it is of note that the market information used to inform pay decisions included data relating to organisations which – unlike the Bank - operated variable pay arrangements The fee structure for Non-Executive Directors remained unchanged in 2024. The 2025 review for Non-Executive Director fees has not yet concluded and further details of that review will be included within next year's report.

Pensions

The current Executive Directors are members of the PTSB Defined Contribution Pension Scheme. During 2024, the Bank contributed up to 20% of basic salary in the case of the CEO and 16% in the case of the CFO.

For context, since 2019, the Board has approved certain enhancements to staff defined contribution pension schemes where, based on market benchmarking, the maximum employer contributions were increased up to 16% linked to increases in each employee's own contributions and subject to certain age-based eligibility criteria. While the CFO has been aligned to this maximum, given the particular challenges faced in attracting and recruiting the most senior talent, in 2022, the Board approved an exceptional maximum pension contribution of 20% in the case of the CEO. Given the difficulties experienced in respect of senior talent acquisition, and aligned with the current approach for members of the Bank's Executive Committee, it was also agreed to exempt the Executive Directors, including the CEO, from the age-related eligibility criteria.

Other than basic salary, there are no other elements of Director's remuneration which are pensionable.

Benefits

During 2024, Executive Directors received benefits in line with the Policy. This included an allowance of €20,000 in lieu of a company car and eligibility for subsidised house purchase loans provided on the same terms and conditions as loans to other eligible PTSB employees.

Bonus and Long-term Incentive Plans

No bonus schemes were in place for Executive Directors and no bonus payments were made to Executive Directors during 2024 or 2023. Neither were there any long-term incentive arrangements in place for Executive Directors in 2024 or 2023.

In 2024, the Remuneration Committee and the Board reviewed the design of a new Variable Pay Scheme. All variable remuneration arrangements will be designed in a way that promotes the interests of our stakeholders and fully complies with applicable regulatory requirements and State Agreements on remuneration. The Variable Pay Scheme will be based on company and individual performance. For Executive Directors, future variable awards will be based on a performance period of one financial year. Awards will be assessed with reference to both financial and non-financial performance metrics. Awards will be payable following the end of the performance period in cash or – where practical – in shares or a combination of shares and cash. The Remuneration Committee will hold the discretion to review the level of awards and adjust the formulaic outcomes, including down to zero, to take account of risk adjustments where appropriate. Variable Pay awards will be subject to malus and clawback (where applicable).

Further information on our future approach to variable pay will be provided in the 2025 annual report and accounts.

Share option schemes

No share options were granted in 2024 or 2023. There were no share options in existence at the end of the period and the Bank's sole remaining share option scheme is now closed.

PTSB is reviewing options to implement an Approved Profit Sharing Scheme as part of its plans to implement a new Variable Pay scheme and more details will be disclosed in a future annual report.

Loss of Office Payments

The Remuneration Policy requires that any payments on termination of employment are made in accordance with the provisions of CRD V and applicable Irish legislation. Any payments in relation to termination reflect performance achieved over time and will not reward failure or misconduct. Leavers will receive any payments required under the terms of their contract.

Ms. O'Brien stepped down from the Board effective 28th August 2024, and remained in receipt of her salary, benefits and pension until 28th February 2025, in line with the six month notice period as agreed in the 2023 Director's Remuneration Policy. The amounts she received for the period 29th August 2024 to 28th February 2025 are as follows:

Salary:	€209,000
Benefits:	€10,000
Pensions:	€33,440
Total Loss of Office Payments due:	€252,440

Payments to Former Directors

Other than in respect of the Loss of Office payments described above, no such payments were made to former Executive Directors during 2024.

Directors' Fees from another Company

The Bank operates established polices, practices and procedures that are designed to identify, document and manage conflicts of interest. It is the policy of the Bank that where an Executive Director of the Bank is remunerated for service as a Non-Executive Director of a non-Bank company and retains such remuneration, the amount of this remuneration is disclosed. No Executive Director was in receipt of fees from external appointments during the period.

Directors' Remuneration Policy

In this section, we set out our Directors' Remuneration Policy ("Policy") for our Executive Directors and Non-Executive Directors as reviewed by the Remuneration Committee and approved by the Board of Directors.

The Directors' Remuneration Policy was most recently approved by our shareholders at the 2024 AGM and incorporated certain amendments to the Policy to support the launch of a Variable Pay scheme at an appropriate future date, and subject to consultation with our Staff Representative Bodies. The current version of policy is intended to apply until the AGM in 2027. However, we may seek shareholders' approval for a new Policy during the period depending on regulatory developments, changes to our strategy or competitive pressures.

The Policy is published in full on the Bank's website: www.permanenttsbgroup.ie and is outlined in full below.

The Policy, in alignment with the Remuneration Policy applicable across the Bank, is based on a set of agreed basic principles which are applied to all employees:

- Aligning remuneration with the Bank's risk appetite, approaches and governance framework;
- Ensuring our approach is in compliance with all applicable regulatory requirements;
- Aligning remuneration with our business strategy, objectives, purpose and values, and promoting the achievement of long-term Bank and stakeholder objectives and interests;
- Focusing on the attraction, engagement and retention of key talent of the calibre required;
- Ensuring that our Policy and each element of Directors' remuneration is as transparent, simple and clear as is possible.

Remuneration Components

Executive Director Remuneration:
The following are the key components of the Bank's reward proposition as it relates to the Executive Directors:

Remuneration Component	Remuneration Policy
Basic Salary	Basic salaries are set so as to attract and retain key talent of the calibre required to develop, lead and deliver the Bank's long-term strategy. Basic salaries are normally reviewed by the Remuneration Committee annually, taking into consideration: • the individual's skills, responsibilities and experience; • the scope of the role; • pay and employment conditions of colleagues elsewhere in the Group; • overall business performance and affordability; and • market competitiveness by reference to relevant comparator groups. Increases to basic salary may not necessarily be provided at each review. Whilst there is no maximum base salary (other than that specified by the terms of State Agreements), any increases for Executive Directors will normally be in line with the range of increases for other employees in the wider Group.
Benefits	Benefits are provided to ensure the overall package is competitive and in accordance with local market practice. The Committee's policy is to provide Executive Directors with a market competitive level of benefits, taking into consideration benefits offered to other employees in the Group, the individual's circumstances and market practice at similar companies. Benefits may include, but are not limited to, the provision of a car (or cash allowance in lieu) and subsidised house purchase loans provided on the same terms and conditions as loans to other eligible PTSB employees. Taxable or other expenses incurred in performing the role may also be reimbursed, as well as any related tax cost on such reimbursement.

Remuneration Component	Remuneration Policy
Pensions	Pension arrangements are intended to provide competitive post-retirement benefits aligned with market practice. Executive Directors are eligible to participate in the PTSB Defined Contribution Pension Scheme. Executive Directors may receive a maximum allowance of 16% of basic salary, or 20% of basic salary in the case of the Chief Executive Officer. Maximum contribution rates are generally consistent across the Bank. However, in recognition of the remuneration restrictions remaining in place as a result of the agreements and commitments in place with the Irish State, in order to ensure a competitive overall package, Executive Directors are not subject to certain age-related eligible criteria which apply to the availability of the maximum contribution rate for the wider workforce.
Short Term Incentive Plans	In 2023, the Remuneration Committee approved changes to the remuneration policy to support the introduction of variable remuneration at an appropriate future date. Variable pay subject to the criteria included in the remuneration policy will help support the further development of PTSB's high performance culture and will do so in way that promotes sustainable outcomes for our stakeholders. The scheme criteria will support full compliance with applicable regulatory requirements and State Agreements on remuneration. A maximum limit of €20,000 per annum on any award or combination of awards per individual colleague will apply. For Executive Directors, awards will be based on a performance period of one financial year. Awards will be assessed with reference to a suite of financial and non-financial performance metrics and will be paid in cash, shares (where practical) or a combination of both. Variable pay awards will be subject to malus and clawback (i.e., repayment or recoupment of paid/ vested awards) for a period of three years from the date of award. Malus and clawback may be applied in circumstances including: • Evidence of misconduct or serious error by the individual (e.g., breach of conduct standards and other internal rules, especially concerning risks); • Whether PTSB and/or the business unit subsequently suffers a significant downturn in its financial performance; • Whether PTSB and/or the business unit in which the identified staff member works suffers a significant failure of risk management; • Significant increases in PTSB's or the business unit's economic or regulatory capital base; or • Any regulatory sanctions where the conduct of the individual contributed to the sanction. Also, if the individual: • i. Participated in or was responsible for conduct which resulted in significant losses to PTSB; or • ii. Failed to meet appropriate standards of fitness and propriety; PTSB intends to implement an APSS to facilitate the delivery of shares under the scheme.

Recruitment approach for new Executive Directors

In determining the remuneration arrangements of a new Executive Director recruited or appointed to the Board, the Remuneration Committee's approach is to pay no more than is necessary to attract the best candidates to the role, and the following principles will be applied:

- The Remuneration Committee will take into account all relevant factors including the calibre of the individual and local market practice;
- Remuneration packages must meet any applicable local regulatory requirements;
- Remuneration arrangements for new recruits will be appropriately competitive and aligned with the remuneration policy table set out above; and
- In the case of an internal appointment, any existing commitments will be honoured.
- The Policy does not, other than by exception, allow for buy-out of remuneration terms forfeited by new recruits on leaving a previous employer. Any such award would be structured in line with applicable regulatory requirements, be subject to the terms of agreements in place with the Minister for Finance and will be structured in order that the terms and amount of any replacement award will not be more generous than the award forfeited on departure from the former employer. Any such buy-outs will be minimised wherever possible.

Non-Executive Director Remuneration

Non-Executive members of the Board of Directors receive a base fee. Additional fees may be paid for those individuals that perform additional duties; including, but not limited to, the role of Senior Independent Director and for chairing or being a member of specific Board Committees. The Chairperson receives an inclusive fee for the role.

Taxable or other expenses incurred in performing the role may also be reimbursed, as well as any related tax cost on such reimbursement.

The Chairperson's and Non-Executive Directors' fees are reviewed regularly to ensure they are consistent with market practice and are market competitive, reflective of the time commitment and responsibilities of the role (subject to any limits set by the Bank's shareholders).

The Remuneration Committee recommends the Chairperson's fee to the Board for approval. In respect of the review of remuneration decisions relating to Non-Executive Directors, a forum consisting of the Chairperson, Company Secretary and CEO has been authorised by the Board to review Non-Executive Director remuneration and to approve any changes thereto. No individual is involved in decisions in respect of their own remuneration.

Newly appointed Non-Executive Directors are remunerated in line with the principles above, on a time-apportioned basis in the first year as necessary.

For the avoidance of doubt, Non-Executive Board members are not eligible to participate in variable remuneration schemes or receive any pension benefits. Buy-out awards are not offered to Non-Executive Board members.

Relative proportion of fixed and variable remuneration

PTSB does not currently operate any variable remuneration arrangements for its Executive Directors. Remuneration for this population is therefore presently entirely fixed in nature.

In line with the amendments to the State Agreement, the Committee has decided to introduce variable pay to our Executive Directors to enable us to provide an element of pay for performance within our overall reward framework, albeit on a very limited basis. Any awards paid will be in line with the framework agreement between the Minister for Finance and the Bank, which currently permits annual bonuses in any 12-month period not exceeding €20,000 in the aggregate per individual.

Service contracts and letters of appointment and payments for loss of office

Executive Directors

Executive Directors' service contracts are reviewed by the Remuneration Committee and approved by the Board.

Executive Directors' contracts provide for a rolling 6 month notice period for all Executive Director Board appointments since 2020. The contractual arrangements in place with Executive Directors do not typically contain a predetermined contract end date, other than that date as set with reference to the Bank's retirement policy age criterion (i.e., age 65). The Bank reserves the right to require an Executive Director to take any remaining leave entitlement they may have during notice period.

Executive Directors may be required to work during the notice period, take a period of 'garden leave' or may be provided with pay in lieu of notice if not required to work the full notice period.

Executive Director contracts will not normally contain any provisions for predetermined compensation on termination which exceeds basic salary, pension and benefits payable in respect of the applicable notice period. Accrued but untaken holiday entitlement may also be paid. Any statutory requirements will be observed.

If an Executive Director ceases employment due to ill-health, retirement or death, the individual or his/her estate may be eligible for a payment under the scheme. The HR Director may approve any payments pro-rated for the period worked by the individual, provided it is aligned with performance during that time and subject to RemCo oversight. Any payment made in these circumstances will only be paid on the date on which a payment becomes due under the rules of the scheme, apart from the death of the employee when a payment to the estate of the deceased employee may be made earlier, subject to the assessment of performance.

If an Executive Director ceases employment for any other reason, the default position is that the individual is not eligible for a payment under the scheme. However, in exceptional circumstances, the HR Director may approve a payment pro-rated for the period worked by the individual, provided it is aligned with performance during that time and subject to RemCo oversight. Any payment made in these circumstances will only be paid on the date on which a payment ordinarily becomes due under the rules of the scheme.

Any payments in relation to termination of employment are made in accordance with the provisions of all applicable regulatory requirements and Irish legislation and will reflect performance achieved over time and will not reward failure or misconduct.

Non-Executive Directors
The term of appointment of Non-Executive Directors is three years and is subject to satisfactory performance that is reviewed annually. Non-executive Directors do not have service contracts, but are bound by letters of appointment.

All Directors are required to seek reappointment by election at the Annual General Meeting. Non-Executive Directors will automatically retire from the Board after six years. It is always at the discretion of the Board to invite a Non-Executive Director to continue for a further period but this discretion will only be exercised in exceptional circumstances.

The Chairperson is proposed for reappointment by the Directors on an annual basis. The term of office of the Chairperson is normally six years.

The Non-Executive Directors' letter of appointment specify a one-month notice period. There are no additional obligations in the Non-Executive Directors' letters of appointment that could give rise to remuneration payments or payments for loss of office.

Statement of consideration of employment conditions elsewhere in the Bank

The Committee takes account of the pay and employment conditions of the wider PTSB employee base when it considers the remuneration of the Executive Directors. As stated above, the Policy is in alignment with the Remuneration Policy applicable across the Group and which is made available to all staff members on the Group's internal communications website, and is based on a set of agreed basic principles which are applied to all employees.

In determining remuneration arrangements for the Executive Directors, the Committee is presented with information in relation to the remuneration of the wider workforce, including aggregate pay outcomes in order to ensure decisions are made in the context of a detailed understanding of remuneration for the wider employee base and to ensure consistency throughout the Group.

Decision-making process for Policy determination, review and implementation

The Board of Directors is responsible for (i) designing the Directors' Remuneration Policy and proposing the Policy for shareholder approval at the Annual General Meeting; and (ii) implementing and evaluating the adopted Policy, including determining the remuneration and other terms and conditions of appointment of the Executive Directors.

The Remuneration Committee is responsible for annually reviewing the Policy and submitting a clear and understandable proposal to the Board concerning the Policy. In the performance of this task the Remuneration Committee receives input and support from the other Board committees and control functions as appropriate.

Non-Executive members of the Board act independently of the Executive Directors, and therefore no conflicts of interest should arise. No Director is involved in deciding their own remuneration outcome.

Derogation

Minor changes
The Board may make minor amendments to the Directors' Remuneration Policy set out above for regulatory, exchange control, tax or administrative purposes or to take account of a change in legislation without obtaining shareholder approval for that amendment. In the performance of this task the Committee may receive input and support from the other Board committees.

Exceptional circumstances
In exceptional circumstances, and to facilitate recruitment and termination, the Committee may, with approval from the Board, award minor additional benefits as appropriate. Any such award would be structured in line with applicable regulatory requirements, and be subject to the terms of agreements in place with the Minister for Finance. Any such awards will be minimised wherever possible.

Grandfathering
Executive Directors may be eligible to receive any payments from any remuneration arrangements in effect prior to the approval of this Remuneration Policy. Details of any such payments will be set out in the applicable annual remuneration report as they arise.

Director's Report on Remuneration

Executive Directors' Remuneration and Pension Benefits

Directors' remuneration for 2024 was implemented in accordance with the Bank's Directors' Remuneration Policy, as approved by shareholders at the 2024 AGM. No derogations from the Policy were availed of during the year. The Policy was designed – to the extent possible given the remuneration restrictions in place as a result of the agreements and commitments in place with the Irish State – to ensure alignment between our approach to reward and our business strategy and to promote long-term sustainable success.

In line with certain agreements and commitments in place with the Irish State, during 2024 all Bank employees were subject to a salary cap of €500,000 per annum. In addition, the Bank did not operate any variable remuneration arrangements for its Executive Directors. No bonus payments and long term incentive arrangements were made to Executive Directors during 2023 or 2024.

It is the policy of the Bank that any future bonus schemes and long term incentive plans, for which the Executive Directors may prove eligible, will adhere to the terms of the State Agreements, relevant regulatory requirements on variable pay and applicable Irish legislation, and will be subject to approval by shareholders. However, there were no such payments relating to the 2024 financial year.

Executive Directors' Remuneration and Pension Benefits

2024 remuneration for Executive Directors who held office for any part of the 2024 financial year was entirely fixed in nature, consisting of basic salary, certain benefits and defined contribution pension entitlements as follows:

		2024									
		1. Fixed Remuneration				2. Variable Remuneration					
Name of Executive Director, Position	Note	Base Salary	Fees	Fringe Benefits	Loss of Office Payments	One-year variable	Multi-year variable	3. Extraordinary items	4. Pension Expense	5. Total Remuneration	6. Proportion of Fixed and Variable Remuneration
Eamonn Crowley, CEO	1	€480,000	€0	€20,000	€0	€0	€0	€0	€96,000	€596,000	100% Fixed
Nicola O'Brien, CFO	2	€275,296	€0	€13,497	€172,365	€0	€0	€0	€44,047	€505,205	100% Fixed

Notes:
1. Fringe Benefits consist of Car Allowance Benefit.
2. On the 28th of August 2024, Ms. O'Brien announced her intention to resign her role. She stepped down from the Board effective 29th August 2024 and will remain in receipt of her salary, benefit and pension until February 2025. The remuneration disclosed above includes Loss of Office Payments related to Ms. O'Brien's employment as CFO and relates only to that period as an Executive Director. Fringe Benefits consist of Car Allowance and Benefit in Kind relating to the payment of professional body subscriptions.

For comparison, 2023 Remuneration for Executive Directors who held office for any part of the 2023 financial year was entirely fixed in nature, consisting of basic salary, certain benefits and defined contribution pension entitlements as follows:

		2023								
		1. Fixed Remuneration			2. Variable Remuneration					
Name of Executive Director, Position	Note	Base Salary	Fees	Fringe Benefits	One-year variable	Multi-year variable	3. Extraordinary items	4. Pension Expense	5. Total Remuneration	6. Proportion of Fixed and Variable Remuneration
Eamonn Crowley, CEO	1	€480,000	€0	€20,000	€0	€0	€0	€96,000	€596,000	100% Fixed
Nicola O'Brien, CFO	2	€400,000	€0	€20,892	€0	€0	€0	€61,667	€482,559	100% Fixed

Notes:
1. Fringe Benefits consist of Car Allowance Benefit.
2. Fringe Benefits consist of Car Allowance and Benefit in Kind relating to the payment of professional body subscriptions.

Aggregate Executive Director Compensation stood at €928,840 in 2024 compared to €1,078,559 in 2023.

No Executive Director was in receipt of any remuneration from any undertaking within the Group other than PTSB Group Holdings plc.

Director's Report on Remuneration
(continued)

Non-Executive Director Remuneration

The basic fee structure in place for the Chairperson and Non-Executive Directors in 2024 remained unchanged versus the prior year and is outlined in the table below.
Aggregate fees paid to Non-Executive Directors decreased from €1,061,840 (2023) to €1,038,445 in 2024.

		2024									
		1. Fixed Remuneration				2. Variable Remuneration					
Name of Director, Position	Note	Base Salary	Basic Fees	Fees Paid	Fringe Benefits	One-year variable	Multi-year variable	3. Extraordinary items	4. Pension Expense	5. Total Remuneration	6. Proportion of Fixed and Variable Remuneration
Julie O'Neill	1	€0	€320,000	€320,000	€420	€0	€0	€0	€0	€320,420	100% Fixed
Ronan O'Neill	2	€0	€60,000	€115,000	€375	€0	€0	€0	€0	€115,375	100% Fixed
Donal Courtney	3	€0	€60,000	€72,070	€590	€0	€0	€0	€0	€72,660	100% Fixed
Ruth Wandhöfer	4	€0	€60,000	€73,750	€110	€0	€0	€0	€0	€73,860	100% Fixed
Marian Corcoran	5	€0	€60,000	€73,750	€465	€0	€0	€0	€0	€74,215	100% Fixed
Paul Doddrell	6	€0	€60,000	€73,750	€543	€0	€0	€0	€0	€74,293	100% Fixed
Celine Fitzgerald	7	€0	€60,000	€76,500	€465	€0	€0	€0	€0	€76,965	100% Fixed
Anne Bradley	8	€0	€60,000	€76,500	€110	€0	€0	€0	€0	€76,610	100% Fixed
Catherine Moroney	9	€0	€60,000	€76,500	€0	€0	€0	€0	€0	€76,500	100% Fixed
Richard Gildea	10	€0	€60,000	€80,625	€0	€0	€0	€0	€0	€80,625	100% Fixed

Notes:
1. Ms O'Neill was appointed as a member of the Board on 17 January 2023 and on the 1 February 2023 became a member of the Remuneration Committee and Board Nomination, Culture and Ethics Committee. She does not receive additional fees in these roles. Ms O'Neill was appointed as Board Chairperson on 31 March 2023. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions and expenses.
2. Additional fees paid as Chairperson of the Board Audit Committee, member of the Board Nomination, Culture and Ethics Committee and Senior Independent Director. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
3. Ceased as Non-Executive Director on 1 October 2024. Additional fees paid as Chairperson of the Board Risk and Compliance Committee, and member of Board Audit Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
4. Additional fees paid as member of the Board Audit Committee and the Remuneration Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
5. Additional fees paid as member of the Board Risk and Compliance Committee and the Board Nomination, Culture and Ethics Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
6. Additional fees paid as member of the Board Risk and Compliance Committee and the Board Nomination, Culture and Ethics Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions and expenses.
7. Additional fees paid as Chair of the Remuneration Committee and member of the Nomination, Culture and Ethics Committee. Fringe benefits comprise of Benefit in Kind relating to the payment of professional body subscriptions.
8. Additional fees paid as member of the Board Audit Committee and Board Risk and Compliance Committee. Fringe benefits comprise of Benefit in Kind relating to the payment of professional body subscriptions.
9. Additional Fees paid as member of the Board Risk and Compliance Committee and the Board Audit Committee.
10. Additional Fees paid as Chair of the Board Risk and Compliance Committee and member of the Remuneration and Board Audit Committees.

Non-Executive Director Remuneration

For comparison, the level of fees paid to the Chairperson and Non-Executive Directors in 2023 is outlined in the table below.

		2023									
		1. Fixed Remuneration				2. Variable Remuneration					
Name of Director, Position	Note	Base Salary	Basic Fees	Fees Paid	Fringe Benefits	One-year variable	Multi-year variable	3. Extraordinary items	4. Pension Expense	5. Total Remuneration	6. Proportion of Fixed and Variable Remuneration
Robert Elliott	1	€0	€320,000	€80,000	€0	€0	€0	€0	€0	€80,000	100% Fixed
Julie O'Neill	2	€0	€320,000	€256,275	€11	€0	€0	€0	€0	€256,286	100% Fixed
Ken Slattery	3	€0	€60,000	€72,593	€375	€0	€0	€0	€0	€72,968	100% Fixed
Andrew Power	4	€0	€60,000	€28,350	€0	€0	€0	€0	€0	€28,350	100% Fixed
Ronan O'Neill	5	€0	€60,000	€121,187	€375	€0	€0	€0	€0	€121,562	100% Fixed
Donal Courtney	6	€0	€60,000	€101,938	€90	€0	€0	€0	€0	€102,028	100% Fixed
Ruth Wandhöfer	7	€0	€60,000	€73,750	€445	€0	€0	€0	€0	€74,195	100% Fixed
Marian Corcoran	8	€0	€60,000	€79,937	€445	€0	€0	€0	€0	€80,382	100% Fixed
Paul Doddrell	9	€0	€60,000	€82,688	€445	€0	€0	€0	€0	€83,133	100% Fixed
Celine Fitzgerald	10	€0	€60,000	€71,281	€445	€0	€0	€0	€0	€71,726	100% Fixed
Anne Bradley	11	€0	€60,000	€82,688	€445	€0	€0	€0	€0	€83,133	100% Fixed
Catherine Moroney	12	€0	€60,000	€4,113	€0	€0	€0	€0	€0	€4,113	100% Fixed
Richard Gildea	13	€0	€60,000	€3,965	€0	€0	€0	€0	€0	€3,965	100% Fixed

Notes:

1. Mr Elliott resigned from the Board on 30 March 2023.
2. Ms O'Neill was appointed as a member of the Board on 17 January 2023 and on the 1 February 2023 became a member of the Remuneration Committee, Board Nomination, Culture and Ethics Committee and Project Sun (Ulster Bank transaction) Oversight Committee. Ms O'Neill was appointed as Board Chairperson on 31 March 2023. Fringe benefits relate to the payment of expenses.
3. Additional fees paid as Chairperson of the Remuneration Committee, and member of the Nomination, Culture and Ethics Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions. Mr Slattery resigned from the Board on 12 December 2023.
4. Additional fees paid as member of the Board Audit Committee and member of the Remuneration Committee. Mr Power resigned from the Board on 19 May 2023.
5. Additional fees paid as Chairperson of the Board Audit Committee, member of the Board Nomination, Culture and Ethics Committee, Project Sun Oversight Committee and Senior Independent Director. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
6. Additional fees paid as Chairperson of the Board Risk and Compliance Committee, and member of Board Audit Committee and the Project Sun Oversight Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
7. Additional fees paid as member of the Board Risk and Compliance Committee, Board Audit Committee and the Remuneration Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
8. Additional fees paid as member of the Board Risk and Compliance Committee, the Board Nomination, Culture and Ethics Committee and Project Sun Oversight Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
9. Additional Fees paid as member of the Board Risk and Compliance Committee, Project Sun Oversight Committee and the Board Audit Committee. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
10. Additional fees paid as member of the Remuneration Committee and Nomination, Culture and Ethics Committee. Fringe benefits comprise of Benefit in Kind relating to the payment of professional body subscriptions.
11. Additional fees paid as member of the Board Audit Committee, Project Sun Oversight Committee and Board Risk and Compliance Committees. Fringe benefits comprise Benefit in Kind relating to the payment of professional body subscriptions.
12. Additional Fees paid as member of the Board Risk and Compliance Committee and the Board Audit Committee. Ms Moroney was appointed to the Board on 12 December 2023.
13. Additional Fees paid as member of the Board Risk and Compliance Committee and the Remuneration Committee. Mr Gildea was appointed to the Board on 12 December 2023.

Director's Report on Remuneration
(continued)

The table below outlines the level of fees paid to the Chairperson and Non-Executive Directors, including base fees and further fees for additional Board duties such as chairpersonship or membership of a committee. The fee structure remained unchanged in 2024. The 2025 review for Non-Executive Director fees has not yet concluded and further details of the outcome of this review will be included within next year's report.

Position:		2023 Fees	2024 Fees
Board Chairperson		€320,000	€320,000
Non-Executive Director (Base Fee)		€60,000	€60,000
Senior Independent Director		€22,000	€22,000
Board Audit Committee and Board Risk & Compliance Committee	Chairperson	€27,500	€27,500
	Member	€8,250	€8,250
Remuneration Committee	Chairperson	€11,000	€11,000
Remuneration Committee and Nomination, Culture & Ethics Committee	Member	€5,500	€5,500
Project Sun (Ulster Bank Transaction) Oversight Committee (Committee was dissolved on 30/09/2023)	Member	€8,250	N/A

Comparison of Directors' and Employees' pay

The following table provides information regarding the annual change in the total remuneration of members of the Bank's Board of Directors, as well the average change in remuneration, on a full-time equivalent basis, of our employees as compared with our Company performance between 2019 and 2024.

Changes in Remuneration	Note	Percentage change between 2019 and 2020	Percentage change between 2020 and 2021	Percentage change between 2021 and 2022	Percentage change between 2022 and 2023	Percentage change between 2023 and 2024
Directors' Remuneration – Executive Directors						
Eamonn Crowley, CEO	1	6.60%	5.10%	0.00%	4.20%	0.00%
Nicola O'Brien, CFO	2	N/A	N/A	N/A	12.70%	4.7%
Michael Frawley, CRO	3	0.7%	0.00%	0.00%	N/A	N/A
Directors' Remuneration – Non-Executive Directors (NEDs)						
Robert Elliot, Chairperson	4	0.00%	0.00%	5.20%	0.00%	N/A
Julie O'Neill, Chairperson	5	N/A	N/A	N/A	N/A	23.0%
Ken Slattery, Independent NED	6	4.6%	2.30%	1.70%	4.10%	N/A
Andrew Power, Independent NED	7	0.00%	0.00%	4.90%	4.70%	N/A
Ronan O'Neill, Independent NED	8	6.50%	21.30%	7.60%	2.90%	-5.1%
Donal Courtney, Independent NED	9	0.00%	1.10%	6.60%	2.70%	-5.6%
Ruth Wandhöfer, Independent NED	10	0.00%	0.60%	4.20%	4.70%	-0.5%
Marian Corcoran, NED	11	0.00%	7.00%	8.90%	2.00%	-7.7%
Paul Doddrell, NED	12	N/A	1.80%	14.20%	2.10%	-10.6%
Celine Fitzgerald, Independent NED	13	N/A	N/A	4.10%	5.70%	7.3%
Anne Bradley, Independent NED	14	N/A	N/A	6.50%	2.70%	-7.8%
Catherine Moroney, Independent NED	15	N/A	N/A	N/A	N/A	0.0%
Richard Gildea, Independent NED	16	N/A	N/A	N/A	N/A	9.3%

Changes in Remuneration	Note	Percentage change between 2019 and 2020	Percentage change between 2020 and 2021	Percentage change between 2021 and 2022	Percentage change between 2022 and 2023	Percentage change between 2023 and 2024
Average remuneration on full-time equivalent basis						
Employees of the company	17	2.60%	1.70%	-0.80%	2.80%	3.0%
Underlying profit/loss	18	(€109m)	€17m	€45m	€166m	€180m
Adjusted Cost to Income Ratio	19	75%	82%	83%	64%	74%

Notes:
1. Mr Crowley served as CFO up to 1st July 2020 at which point he was appointed as CEO. The year on year increase in 2021 reflects this appointment to CEO. The increase in 2023 results from certain changes to pension arrangements.
2. Ms. O'Brien was appointed to the Board on 4 August 2022 and therefore no pre-2022 data is available for comparative purposes. Ms. O'Brien resigned from the Board on 29th August 2024. The year on year increase in 2024 reflects an annual performance related salary increase.
3. Mr. Frawley was appointed to the Board on 29th October 2019. Remuneration for 2019 has been annualised for the purpose of the above. He resigned from the Board on 30 March 2022.
4. Mr Elliott resigned from the Board on 31st March 2023. Mr. Elliot's increase in 2022 is reflective of the increase in board remuneration fees which were approved in July 2022.
5. Ms O'Neill was appointed as member of the Board on 17th January 2023, and as Chairperson to the Board on 31st March 2023 and therefore no data is available for comparative purposes prior to this. The year on year increase in 2024 reflects her appointment as Chairperson during 2023.
6. Mr. Slattery resigned from the Board on the 14 December 2023. Mr Slattery was appointed as Chair of Remuneration Committee on 8th September 2020. The year on year increase in 2021 reflects this appointment and the payment of fringe benefits during 2021. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022.
7. Mr Power resigned from the Board on 19th May 2023. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022 and which have been annualised for the purposes of the 2023 analysis.
8. Mr O'Neill was appointed as Senior Independent Director on 6th August 2020. The year on year increase in 2021 reflects this appointment, and other committee membership changes during 2021. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of the windup of the Project Sun Oversight Committee at the end of 2023, of which Mr O'Neill was a member.
9. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of the windup of the Project Sun Oversight Committee at the end of 2023, of which Mr Courtney was a member.
10. Ms Wandhöfer was appointed as a member of the Board on 1st February 2019. Remuneration for 2019 was annualised for the purposes of the above. Her year on year increase in 2021 reflects payment of fringe benefits during 2021. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of committee changes.
11. Ms Corcoran was appointed as a member of the Board on 24th September 2019. Remuneration for 2019 was annualised for the purposes of the above. Her year on year increase in 2021 reflects committee membership changes during 2021. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of the windup of the Project Sun Oversight Committee at the end of 2023, of which Ms Corcoran was a member.
12. Mr Doddrell was appointed as a member of the Board on 26th November 2020 and therefore no pre-2020 data is available for comparative purposes. Remuneration for 2020 was annualised for the purposes of the above. The year on year increase in 2021 reflects committee membership changes during 2021. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of the windup of the Project Sun Oversight Committee at the end of 2023, of which Mr Doddrell was a member.
13. Ms. Fitzgerald was appointed as a member of the Board on 30th March 2021 and therefore no pre-2021 data is available for comparative purposes. Remuneration for 2021 was annualised for the purposes of the above. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year increases in 2024 is reflective of committee membership changes during the year.
14. Ms. Bradley was appointed as a member of the Board on 30th March 2021 and therefore no pre-2021 data is available for comparative purposes. Remuneration for 2021 was annualised for the purposes of the above. The year on year increases in 2022 and 2023 respectively are reflective of the increase in board remuneration fees which were approved in July 2022. The year on year decrease in 2024 is reflective of the windup of the Project Sun Oversight Committee at the end of 2023, of which Ms Bradley was a member.
15. Ms Moroney was appointed as a member of the Board on 12th December 2023 and therefore no data is available for comparative purposes prior to that. Remuneration for 2023 was annualised for the purposes of the comparison to 2024.
16. Mr Gildea was appointed as a member of the Board on 12th December 2023 and therefore no data is available for comparative purposes prior to that. The year on year increases in 2024 is reflective of committee membership changes during the year. Remuneration for 2023 was annualised for the purposes of the comparison to 2024.
17. The change in average remuneration is based on the annual employee costs (excluding social welfare and directors' remuneration) divided by the average number of employees.
18. Operating profit/loss before exceptional items. See page 19 for a reconciliation of underlying profit to operating profit on an IFRS basis.
19. Defined as total operating expenses (excluding exceptional, other non-recurring items, bank levy and regulatory charges) divided by total operating income.

Voting Results from the Annual General Meeting

At the 2024 AGM, held on 15 May 2024, shareholder approval on an advisory basis was sought for the 2024 Directors' Report on Remuneration. At the AGM in 2024, 99.7% of votes cast were in favour of the resolution.

Also, in accordance with the Shareholder Rights Directive, every four years, shareholder approval on an advisory basis is sought on the Directors' Remuneration Policy. Shareholder approval for the Directors' Remuneration Policy was last granted at the AGM in 2024 which was approved by 99.7% of shareholders at that time.

The Bank takes the views of shareholders on our approach to remuneration into account on an ongoing basis and welcomed the strong support received for both resolutions.

Statement of Directors' Responsibilities

The Directors are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law they have elected to prepare the Group and Company financial statements in accordance with International Financial Reporting Standards (IFRS) as adopted by the EU and applicable law.

Under company law the Directors must not approve the Group and Company financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the Group and Company and of the Group's profit or loss for that year.

In preparing the Group and Company financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the Group and Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the Group or Company or to cease operations, or have no realistic alternative but to do so.

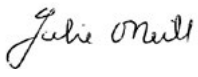
The Directors are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the assets, liabilities, financial position and profit or loss of the Company and which enable them to ensure that the financial statements are prepared in accordance with the applicable accounting framework and comply with the provision of the Companies Act 2014. They are responsible for such internal controls as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking all reasonable steps to ensure such records are kept by its subsidiaries which enable them to ensure that the financial statements of the Group comply with the provisions of the Companies Act 2014. They are also responsible for safeguarding the assets of the Group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Directors are also responsible for preparing a Directors' report that complies with the requirements of the Companies Act 2014.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Group's and Company's website (www.permanenttsb.ie). Legislation in the Republic of Ireland concerning the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Directors have decided to prepare voluntarily a Corporate Governance Statement. Each of the Directors, whose names and functions are listed on pages 73 to 77 of this Annual Report, confirm that, to the best of each person's knowledge and belief:

- The Group financial statements, prepared in accordance with IFRS as adopted by the European Union and the Company financial statements prepared in accordance with IFRS as adopted by the European Union as applied in accordance with the provisions of Companies Act 2014, give a true and fair view of the assets, liabilities, and financial position of the Group and Company at 31 December 2024 and of the profit or loss of the Group for the year then ended;
- The Directors' report contained in the annual report includes a fair review of the development and performance of the business and the position of the Group and Company, together with a description of the principal risk and uncertainties that they face; and
- The Annual Report and financial statements, taken as a whole, provides the information necessary to assess the Group's performance, business model and strategy and is fair, balanced and understandable and provides the information necessary for shareholders to assess the Company's position and performance, business model and strategy.

On behalf of the Board



Julie O'Neill
Chairperson

Eamonn Crowley
Chief Executive

Barry D'Arcy
Chief Financial Officer

Conor Ryan
Company Secretary

3 March 2025

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Independent Auditor's Report to the Members of Permanent TSB plc

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Permanent TSB plc ('the Company') and its consolidated undertakings ('the Group') for the year ended 31 December 2024 set out on pages 132 to 280, which comprise the consolidated income statement, consolidated statement of comprehensive income, consolidated statement of financial position, consolidated statement of changes in equity, consolidated statement of cash flows, company statement of financial position, company statement of changes in equity, company statement of cash flows and related notes, including the material accounting policies set out in note 1. Certain required disclosures have been presented elsewhere in the Annual Report, rather than in the notes to the financial statements. These are incorporated in the financial statements by cross-reference and are identified as audited.

The financial reporting framework that has been applied in their preparation is Irish Law and International Financial Reporting Standards (IFRS) as adopted by the European Union and, as regards the Company financial statements, as applied in accordance with the provisions of the Companies Act 2014.

In our opinion:

- the financial statements give a true and fair view of the assets, liabilities and financial position of the Group and Company as at 31 December 2024 and of the Group's profit for the year then ended;
- the Group financial statements have been properly prepared in accordance with IFRS as adopted by the European Union;
- the Company financial statements have been properly prepared in accordance with IFRS as adopted by the European Union, as applied in accordance with the provisions of the Companies Act 2014; and
- the Group and Company financial statements have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities section of our report. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion. Our audit opinion is consistent with our report to the Board Audit Committee ('BAC').

We were appointed as auditor by the Board of Directors on 19 May 2023. The period of total uninterrupted engagement is therefore two years ended 31 December 2024. We have fulfilled our ethical responsibilities under, and we remained independent of the Group in accordance with, ethical requirements applicable in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA) as applied to public interest entities. No non-audit services prohibited by that standard were provided.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the director's use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our evaluation of the director's assessment of the Group's and Company's ability to continue to adopt the going concern basis of accounting included:

- Evaluating management's assessment of the Group's and the Company's ability to continue to adopt the going concern basis of accounting. In our evaluation of management's conclusions, we considered the inherent risks to the Group's and Company's business model and analysed how those risks might affect the Group's and Company's financial resources or ability to continue operations over the going concern period. The risks that we considered most likely to adversely affect the Group and Company's available financial resources over this period were:
  i. the availability of funding and liquidity in the event of a market wide stress scenario; and
  ii. the impact on regulatory capital requirements in the event of an economic slowdown or recession.
- we also considered whether these risks could plausibly affect the availability of financial resources in the going concern period by comparing severe, but plausible, downside scenarios that could arise from these risks individually and collectively against the level of available financial resources indicated by the Group's financial forecasts.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group or the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.
In relation to the Group and the Company's reporting on how they have applied the UK Corporate Governance Code, we have nothing material to add or draw attention to in relation to the directors' statement in the financial statements about whether the Directors considered it appropriate to adopt the going concern basis of accounting.

Detecting irregularities including fraud

We identified the areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements and risks of material misstatement due to fraud, using our understanding of the Groups' industry, regulatory environment and other external factors and inquiry with the directors. In addition, our risk assessment procedures included:

- Inquiring with management as to the Group's policies and procedures regarding compliance with laws and regulations, identifying, evaluating and accounting for litigation and claims, as well as whether they have knowledge of non-compliance or instances of litigation or claims.

- Inquiring of directors, Group Internal Audit ("GIA") and inspection of policy documentation as to the Group's high-level policies and procedures to prevent and detect fraud and the Group's channel for "whistleblowing", as well as whether they have knowledge of any actual, suspected or alleged fraud.
- Inquiring of directors and GIA regarding their assessment of the risk that the financial statements may be materially misstated due to irregularities, including fraud.
- Inspecting the Group's regulatory and legal correspondence.
- Reading Board Audit Committee and where relevant, sub-Committee minutes.
- Considering remuneration incentive schemes and performance targets for management and executive directors.
- Performing planning analytical procedures to identify any usual or unexpected relationships.

We discussed identified laws and regulations, fraud risk factors and the need to remain alert among the audit team.

Firstly, the Group is subject to laws and regulations that directly affect the financial statements including companies and financial reporting legislation. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items, including assessing the financial statement disclosures and agreeing said disclosures to supporting documentation when necessary.

Secondly, the Group is subject to many other laws and regulations where the consequences of non-compliance could have a material effect on amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such an effect: regulatory capital and liquidity, other banking laws and regulations and certain aspects of company legislation recognising the financial and regulated nature of the Company's activities.

Auditing standards limit the required audit procedures to identify non-compliance with these non-direct laws and regulations to inquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. These limited procedures did not identify actual or suspected non-compliance.

We assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. As required by auditing standards, we performed procedures to address the risk of management override of controls. On this audit we do not believe there is a fraud risk related to revenue recognition. We identified a fraud risk in respect of model adjustments involving management judgement relating to the Group's impairment loss allowances on loans and advances to customers.

Further detail in respect of model adjustments related to the Group's impairment loss allowance is set out in the key audit matter disclosures in this report. In response to the fraud risks, we also performed procedures including:

- Based on risk criteria, identifying journal entries and other adjustments to test and comparing the identified entries to supporting documentation;
- Assessing significant accounting estimates for bias; and
- Assessing the disclosures in the financial statements.

As the Company is regulated, our assessment of risks involved obtaining an understanding of the legal and regulatory framework that the Company operates within and gaining an understanding of the control environment including the Company's procedures for complying with regulatory requirements.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify such irregularities.

In addition, as with any audit, there remains a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Key audit matters: our assessment of risks of material misstatement

Key audit matters are those matters that, in our professional judgement, were of most significance in the audit of the financial statements and include the most significant assessed risks of material misstatement (whether or not due to fraud) identified by us, including those which had the greatest effect on: the overall audit strategy; the allocation of resources in the audit; and directing the efforts of the engagement team. This matter was addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on this matter.

In arriving at our audit opinion above, the key audit matter, was as follows:

Group key audit matter
Impairment allowances on loans and advances to customers at amortised cost, including off- balance sheet elements (€392m (2023: €570m))

Refer to pages 146 to 148 (accounting policy) and pages 178 to 182 (financial disclosures)

Independent Auditor's Report to the Members of Permanent TSB Group Holdings plc
(continued)

The key audit matter	How the matter was addressed in our audit
The calculation of expected credit losses ("ECLs") requires a high degree of judgement to reflect recent developments in credit quality, arrears experience and/or emerging macroeconomic risks. The key areas where we identified significant management judgement and therefore increased levels of audit focus in the Group's estimation of ECLs include but are not limited to: **1. Impairment loss allowance under IFRS 9 - accuracy of modelled ECL estimate:** The calculation of expected credit losses uses complex and inherently judgemental modelling techniques. ECLs may be inappropriate if certain models or underlying assumptions do not accurately predict defaults or recoveries over time, become out of line with wider industry experience, or fail to reflect the credit risk of financial assets. As a result of these factors, we have identified a significant risk of error arising from complexity, estimation uncertainty in certain models and underlying assumptions. Furthermore, these models are one of the key drivers of the complexity and estimation uncertainty in the ECL estimate and resulted in an enhanced audit effort.	1. Impairment loss allowance under IFRS 9 - accuracy of modelled ECL estimate: We performed end-to-end process walkthroughs to identify the key systems, applications and key controls used in the impairment loss allowance modelling processes. In conjunction with our credit modelling specialists, we tested the design, implementation and operating effectiveness of key controls, including controls over model validation, model monitoring and controls over significant model inputs and outputs. In conjunction with our credit modelling specialists, we challenged the model development, validation and impairment teams through inquiry and inspection of the Company's policies and standards of these functions, to assess the appropriateness of the models used by the Company. We tested the completeness and accuracy of identified critical data elements used within the ECL models. • In conjunction with our credit modelling specialists, we independently re-performed testing over key aspects of the models underlying the calculation of ECLs, including: • Re-performance of ECL execution for a selection of ECL models using the Company's statistical analysis system (SAS); • Independent rebuild and replication testing of the IFRS 9 secured PD model, and • Inspected model validation and model monitoring reports to assess whether the findings have been appropriately considered, addressed by management and included in the model adjustments involving management judgement as relevant.
2. Impairment loss allowance under IFRS 9 - model adjustments involving management judgement: Model adjustments involving management judgement ("Model adjustments") are raised by management to address known impairment model limitations or emerging trends. We identified a significant risk of error and fraud associated with the valuation of those model adjustments with the greatest degree of management judgement. Model adjustments represent approximately 35% of the ECL. These adjustments are inherently uncertain and significant management judgement is involved in estimating certain model adjustments and management overlays.	**2. Impairment loss allowance under IFRS 9 - model adjustments involving management judgement:** We performed end-to-end process walkthroughs and tested the design, implementation and operating effectiveness of the key controls over the identification, calculation, review and authorisation of model adjustments. In conjunction with our credit modelling specialists, we evaluated the conceptual soundness of certain model adjustments by critically assessing management's methodology, including the limitation and/or risk that those model adjustments are seeking to address, and the model adjustments' compliance with the requirements of IFRS 9. We inspected the model adjustments calculation methodology and tested the completeness and accuracy of key relevant data inputs into the model adjustment calculation. We tested the completeness and accuracy of the model adjustments having regard for the risk profile of the loan books, as well as known model limitations, and by challenging management on their significant assumptions relating to the credit risk impact of prevailing macroeconomic uncertainty such as unemployment and inflation. We challenged the overall reasonableness of the model adjustments by comparing the model adjustments recognised by management to the model limitations and/or data limitations that we consider to exist in the portfolio. We performed benchmarking analysis with peer banks over ECL coverage levels and we assessed whether any model adjustments identified for testing are indicative of fraud, management bias or other deficiencies.

The key audit matter	How the matter was addressed in our audit
3. Impairment loss allowance under IFRS 9 - economic scenarios: Economic scenarios have a direct impact on the loan staging classification and the resultant ECL. Significant management judgement is applied to the determination of the economic scenarios and the weightings applied to them. We have identified a significant risk of error with respect to management judgement relating to the selection of scenarios, the associated scenario probabilities and the material economic variables which drive the scenarios and the related weightings. For the reasons outlined above the engagement team determine this matter to be a key audit matter.	**3. Impairment loss allowance under IFRS 9 - economic scenarios:** We performed end-to-end process walkthroughs and tested the design, implementation and operating effectiveness of the key controls related to the estimation of macroeconomic forecasts used in measuring ECL including the economic scenarios and probability weightings applied to them. In conjunction with our economics specialist, we challenged management and management's specialists and inspected related documentation to assess whether the basis for significant management assumptions and judgements are reasonable and consistent with independent consensus forecasts. In conjunction with our economics specialist, we challenged and assessed the plausibility of the significant assumptions underpinning the Company's economic scenarios which have been identified as GDP, unemployment, House Price Index ('HPI'), Consumer Price Index ('CPI') and ECB rates by comparing to independent and observable economic forecasts, leveraging a number of external data points. We involved our economic specialist to assist in assessing the appropriateness of the Bank's methodology for determining the economic scenarios used and the probability weightings applied to them. We challenged whether management's forward-looking information incorporated within the Company's upside and downside scenarios were reasonable, having regard to all available information at year-end. We assessed whether the disclosures appropriately disclose and address the uncertainty which exists when determining the ECL. In addition, we assessed whether the disclosure of the significant judgements and assumptions was sufficiently clear. **Our results:** We found the significant judgements used by management in determining the impairment loss allowance and current year release, including the accuracy of modelled ECL estimates, application of model adjustments and economic scenarios to be reasonable.

Our application of materiality and an overview of the scope of our audit

Materiality for the Group financial statements and Company financial statements as a whole was set at €19.7m (2023: €12m), determined with reference to benchmark of net assets (of which it represents 0.8% (2023: 0.5%)).

We consider net assets to be the most appropriate benchmark given the volatility in profit or loss arising over recent years driven by certain exceptional activities and recent instability in the economic environment. Moreover, we believe that net assets, rather than profitability, provides us with a more appropriate and consistent year on year basis for determining materiality. In applying our judgement in determining materiality, we considered a number of factors which had the most significant impact were: the ownership structure of the Group and Company, Debt arrangements, our understanding of the Group and Company and its environment; and earnings sensitivities.

Performance materiality for the Group financial statements and Company financial statements as a whole was set at €14.7m (2023: €9m), determined with reference to benchmark of net assets (of which it represents 75% of materiality (2023: 75%)). We use performance materiality to reduce to an appropriately low level the probability that the aggregate of uncorrected and undetected misstatements exceeds overall materiality. In applying our judgement in determining performance materiality, we considered a number of factors, including the number and value of misstatements detected and the number and severity of deficiencies in control activities identified in the prior year financial statements audit.

We reported to the Board Audit Committee any corrected or uncorrected identified misstatements exceeding €985k (2023: €600k), in addition to other identified misstatements that warranted reporting on qualitative grounds.

Independent Auditor's Report to the Members of Permanent TSB Group Holdings plc
(continued)

We applied materiality in planning and performing the audit to assist us in the following:

- Determining the overall audit strategy, including identifying the significant risks and procedures to be performed.
- Evaluating the effect of identified misstatements on the audit and in forming our audit opinion.

Our audit was undertaken to the materiality and performance materiality level specified above and was all performed by a single engagement team in Dublin.

Other information
The directors are responsible for the preparation of the other information presented in the Annual Report together with the financial statements. The other information comprises the information included in the Directors' report and the non-financial statement included on the Company's website at www.permanenttsb.ie and the Strategic Report set out on pages 2 to 30, the unaudited sections of the Risk Management Report set out on pages 31 to 64, the Directors' report set out on pages 66 to 69, the Corporate Governance Statement set out on pages 70 to 118 and the parts of "Other Information" on pages 282 to 285 labelled "unaudited".

The financial statements and our auditor's report thereon do not comprise part of the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work we have not identified material misstatements in the other information.

Based solely on our work on the other information undertaken during the course of the audit we report that, in those parts of the directors' report specified for our consideration, which does not include the information required by the European Union (Disclosure of Non-Financial and Diversity Information by certain large undertakings and groups) Regulations 2017:

- we have not identified material misstatements in the Directors' report;
- in our opinion, the information given in the Directors' report is consistent with the financial statements; and
- in our opinion, the Directors' report has been prepared in accordance with the Companies Act 2014, excluding the sustainability reporting in accordance with Part 28 of Companies Act 2014 when required by that Act.

Corporate governance statement
Based on the work undertaken as part of our audit, we have concluded that each of the following elements of the Corporate Governance Statement is materially consistent with the financial statements and our knowledge obtained during the audit:

- Directors' statement with regards the appropriateness of adopting the going concern basis of accounting and any material uncertainties identified set out on page 66;
- Directors' explanation as to their assessment of the Group's prospects, the period this assessment covers and why the period is appropriate set out on page 66;
- Director's statement on whether it has a reasonable expectation that the Group will be able to continue in operation and meets its liabilities set out on page 66;
- Directors' statement on fair, balanced and understandable and the information necessary for shareholders to assess the Group's position and performance, business model and strategy set out on page 124;
- Board's confirmation that it has carried out a robust assessment of the emerging and principal risks and the disclosures in the annual report that describe the principal risks and the procedures in place to identify emerging risks and explain how they are being managed or mitigated set out on page 66;
- Section of the annual report that describes the review of effectiveness of risk management and internal control systems set out on pages 91 and 92; and;
- Section describing the work of the Board Audit Committee set out on page 99.

Our opinions on other matters prescribed by the Companies Act 2014 are unmodified
We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the Company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

We have nothing to report on other matters on which we are required to report by exception
The Companies Act 2014 requires us to report to you if, in our opinion:

- the disclosures of directors' remuneration and transactions required by Sections 305 to 312 of the Act are not made;
- the Company has not provided the information required by Section 1110N in relation to its remuneration report for the financial year 31 December 2023;
- the Company has not provided the information required by section 5(2) to (7) of the European Union (Disclosure of Non-Financial and Diversity Information by certain large undertakings and groups) Regulations 2017 for the year ended 31 December 2023 as required by the European Union (Disclosure of Non-Financial and Diversity Information by certain large undertakings and groups) (amendment) Regulations 2018.

We have nothing to report in this regard.

Respective responsibilities and restrictions on use

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement set out on page 124, the directors are responsible for: the preparation of the financial statements including being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Group and Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Group or the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A fuller description of our responsibilities is provided on IAASA's website at https://iaasa.ie/publications/description-of-the-auditors-responsibilities-for-the-audit-of-the-financial-statements/.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the Company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Company and the Company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Frank Gannon
for and on behalf of KPMG
Chartered Accountants, Statutory Audit Firm
1 Harbourmaster Place
IFSC
Dublin 1 D01 F6F5

4 March 2025

Consolidated Income Statement
For the year ended 31 December 2024

	Note	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Interest income calculated using the effective interest rate method	4	**870**	766
Other interest income	4	**29**	12
Interest income		**899**	778
Interest expense	4	**(289)**	(160)
Net interest income		**610**	618
Fee and commission income	5	**98**	86
Fee and commission expense	5	**(43)**	(44)
Net fee and commission income		**55**	42
Net trading income	6	**2**	3
Net other operating income		**3**	4
Total operating income		**670**	667
Administrative, staff and other expenses (excluding exceptional items)	7	**(419)**	(379)
Bank levy and other regulatory charges	8	**(33)**	(60)
Depreciation of property and equipment	22	**(29)**	(27)
Amortisation of intangible assets	23	**(62)**	(40)
Exceptional items			
Restructuring and other costs	9	**(2)**	(2)
Costs incurred in relation to the Ulster Bank transaction	9	**-**	(31)
Total operating expenses		**(545)**	(539)
Operating profit before credit impairment and taxation		**125**	128
Credit Impairment			
Loans and advances to customers	20	**30**	(56)
Exceptional impairment arising from deleveraging of loans	9	**2**	5
Total credit impairment write-back/(charge)		**32**	(51)
Operating profit before taxation		**157**	77
Taxation	10	**3**	(11)
Profit for the year		**160**	66
Attributable to:			
Equity holders of the parent		**117**	23
Other equity holders*		**43**	43

* Profits attributable to Other equity holders reflects the coupons paid on the Group's AT1 instruments in the calendar year.

Consolidated Statement of Comprehensive Income

For the year ended 31 December 2024

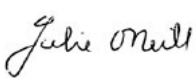
	Note	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Profit for the year		**160**	66
Items that will not be reclassified to the income statement in subsequent periods			
Fair value reserve (equity instruments)			
Change in fair value of equity instruments	17	**4**	5
Tax relating to fair value of equity instruments	10	**(1)**	(2)
Revaluation of property	22	**(11)**	(12)
Tax relating to revaluation of property	10	**4**	5
Other comprehensive (expense), net of tax		**(4)**	(4)
Total comprehensive income for the year, net of tax		**156**	62
Attributable to:			
Equity holders of the parent		**113**	19
Other equity holders*		**43**	43

* Profits attributable to Other equity holders reflects the coupons paid on the Group's AT1 instruments in the calendar year.

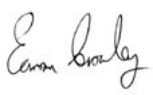
Consolidated Statement of Financial Position
As at 31 December 2024

	Note	31 December 2024 €m	31 December 2023 €m
Assets			
Cash at bank	11	**72**	71
Items in the course of collection	11	**23**	40
Loans and advances to banks	12	**2,202**	2,051
Derivative financial instruments	13	**59**	36
Other assets	14	**7**	60
Assets classified as held for sale	15	**12**	12
Debt securities	16	**4,327**	3,256
Equity securities	17	**9**	5
Prepayments and contract assets	18	**65**	81
Loans and advances to customers	19	**21,423**	21,427
Interest in associated undertakings	21	**21**	16
Property and equipment	22	**183**	205
Intangible assets	23	**213**	187
Deferred taxation	24	**316**	309
Current tax asset		**2**	-
Total assets		**28,934**	27,756
Liabilities			
Deposits by banks	25	**111**	402
Customer accounts	26	**24,120**	22,966
Derivative financial instruments	13	**-**	1
Other liabilities	27	**129**	147
Accruals		**12**	14
Current tax liability		**-**	1
Provisions	28	**46**	40
Subordinated liabilities	29	**1,990**	1,770
Total liabilities		**26,408**	25,341
Equity			
Share capital	31	**89**	89
Share premium	31	**533**	533
Other reserves	31	**3,196**	3,200
Retained earnings	31	**(1,660)**	(1,775)
Shareholders' equity		**2,158**	2,047
Other equity instruments	31	**368**	368
Total equity		**2,526**	2,415
Total liabilities and equity		**28,934**	27,756

On behalf of the Board:



Julie O'Neill
Chairperson



Eamonn Crowley
Chief Executive

Barry D'Arcy
Chief Financial Officer

Conor Ryan
Company Secretary

Consolidated Statement of Changes in Equity

For the year ended 31 December 2024

	Share capital	Share premium	Capital contribution reserve*	Revaluation reserve*	Fair value reserve*	Other capital reserve*	Retained earnings	Attributable to equity holders of the parent	Other equity instrument	Total
	€m	€m	€m	€m	€m	€m	€m	€m	€m	€m
Balance at 1 January 2023	89	533	3,147	49	16	7	(1,813)	2,028	368	2,396
Profit for the year	-	-	-	-	-	-	23	23	43	66
Other comprehensive income, net of tax (note 32)	-	-	-	(7)	3	-	-	(4)	-	(4)
Total comprehensive income/(expense) for the period	-	-	-	(7)	3	-	23	19	43	62
Transactions with owners, recorded directly in equity:										
Contributions by and distributions to owners										
AT1 coupon paid (note 31)	-	-	-	-	-	-	-	-	(43)	(43)
Reclassification of cumulative gain (net of tax) of equity instruments on disposal	-	-	-	-	(15)	-	15	-	-	-
Total contributions by and distributions to owners	-	-	-	-	(15)	-	15	-	(43)	(43)
Balance as at 31 December 2023	89	533	3,147	42	4	7	(1,775)	2,047	368	2,415
Balance at 1 January 2024	**89**	**533**	**3,147**	**42**	**4**	**7**	**(1,775)**	**2,047**	**368**	**2,415**
Profit for the year	**-**	**-**	**-**	**-**	**-**	**-**	**117**	**117**	**43**	**160**
Other comprehensive income, net of tax (note 32)	**-**	**-**	**-**	**(7)**	**3**	**-**	**-**	**(4)**	**-**	**(4)**
Total comprehensive income/(expense) for the period	**-**	**-**	**-**	**(7)**	**3**	**-**	**117**	**113**	**43**	**156**
Transactions with owners, recorded directly in equity:										
Contributions by and distributions to owners										
AT1 coupon paid (note 31)	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(43)**	**(43)**
Dividend paid (note 31)	**-**	**-**	**-**	**-**	**-**	**-**	**(2)**	**(2)**	**-**	**(2)**
Reclassification of cumulative gain (net of tax) of equity instruments on disposal	**-**	**-**	**-**	**-**	-	**-**	-	**-**	**-**	**-**
Total contributions by and distributions to owners	**-**	**-**	**-**	**-**	**-**	**-**	**(2)**	**(2)**	**(43)**	**(45)**
Balance as at 31 December 2024	**89**	**533**	**3,147**	**35**	**7**	**7**	**(1,660)**	**2,158**	**368**	**2,526**

* All are included in other reserves in the statement of financial position

Consolidated Statement of Cash Flows
For the year ended 31 December 2024

	31 December 2024 €m	31 December 2023 €m
Cash flows from operating activities		
Operating profit before taxation	**157**	77
Adjusted for non-cash items and other adjustments:		
Depreciation, amortisation and impairment of property, equipment and intangibles	**91**	67
Impairment (write-back)/charge on:		
- Loans and advances to customers	**(32)**	45
Other income	**(1)**	(3)
Other mortgage related adjustments	**70**	67
Other provisions	**10**	6
Net interest income*	**224**	117
Other non-cash items*	**(63)**	(34)
	456	342
(Increase)/decrease in operating assets:		
Derivative financial instruments	**(13)**	(15)
Other assets	**67**	10
Debt securities	**35**	57
Prepayments and contract assets	**13**	131
Loans and advances to customers	**(26)**	(372)
Increase/(decrease) in operating liabilities:		
Deposits by banks (including central bank)	**(314)**	(249)
Customer accounts	**1,011**	1,137
Derivative financial instruments	**(1)**	-
Other liabilities and accruals	**(30)**	13
Provisions	**(8)**	(41)
Subordinated liabilities	**97**	769
	831	1,440
Net cash inflow from operating activities before tax	**1,287**	1,782
Tax paid	**(4)**	(7)
Net cash inflow from operating activities	**1,283**	1,775
Cash flows from investing activities		
Maturities of debt securities - HTC	**170**	728
Purchase of debt securities - HTC	**(1,212)**	(828)
Purchase of property and equipment	**(15)**	(24)
Purchase of intangible assets	**(26)**	(37)
Cash transferred for business combinations	**-**	(41)
Forward contract derivatives	**-**	(1,595)
Investment in associated undertakings	**(3)**	(7)
Sale of Visa shares	**-**	30
Net cash flows from investing activities	**(1,086)**	(1,774)

Consolidated Statement of Cash Flows (continued)
For the year ended 31 December 2024

	31 December 2024 €m	31 December 2023 €m
Cash flows from financing activities		
Dividends paid	**(2)**	-
Payment of lease liabilities	**(7)**	(7)
AT1 coupon payment	**(44)**	(44)
Interest paid on T2 capital notes	**(8)**	(8)
Interest paid on T2 hedging derivative	**(1)**	(1)
Net cash flows from financing activities	**(62)**	(60)
Increase/(decrease) in cash and cash equivalents	**135**	(59)
Analysis of changes in cash and cash equivalents		
Cash and cash equivalents as at 1 January	**2,162**	2,221
Increase/(decrease) in cash and cash equivalents	**135**	(59)
Cash and cash equivalents at the end of the year	**2,297**	2,162

* For the year ended 31 December 2024 the Other non-cash items line item has been disaggregated

The net increase/(decrease) in cash and cash equivalents includes interest received of €965m (2023: €857m) and interest paid of €247m (2023: €116m) and dividends paid of €46m (2023: €44m).

Reconciliation of liabilities arising from financing activities

	Subordinated liabilities €m	Lease liabilities €m	Tier 2 hedging derivatives €m	Total €m
1 January 2024	257	35	(6)	286
Financing Cashflows:				
Lease liability	-	(7)	-	(7)
Interest paid on Tier 2 capital notes	(8)	-	-	(8)
Interest paid on Tier 2 hedging derivatives	-	-	(1)	(1)
Non-cash movements:				
Additions to lease liabilities	-	7	-	7
Interest accrued on Tier 2 capital notes	8	-	-	8
Interest accrued on Tier 2 hedging instrument	-	-	1	1
31 December 2024	**257**	**35**	**(6)**	**286**
1 January 2023	252	38	-	290
Financing Cashflows:				
Lease liability	-	(7)	-	(7)
Interest paid on Tier 2 capital notes	(8)	-	-	(8)
Interest paid on Tier 2 hedging derivatives	-	-	(1)	(1)
Non-cash movements:				
Additions to lease liabilities	-	4	-	4
Interest accrued on Tier 2 capital notes	8	-	-	8
Hedge adjustment on Tier 2 capital notes	5	-	(5)	-
31 December 2023	257	35	(6)	286

Notes to the Consolidated Financial Statements

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1. Corporate information, basis of preparation and material accounting policies

1.1 Corporate information

Permanent TSB plc (the 'Company' or 'PTSB') is a company domiciled in Ireland (registration number 222332). Its registered office is situated at 56 - 59, St. Stephen's Green, Dublin 2, Ireland.

The consolidated financial statements include the financial statements of the Company and its subsidiaries (together referred to as the Group) and are prepared up to the end of the financial year, 31 December 2024.

PTSB is a 100% owned subsidiary of Permanent TSB Group Holdings plc (the 'ultimate holding Company' or 'PTSBGH') and is the main trading entity of the Group which is involved in retail banking under Permanent TSB brand. The shares of the Holding Company, PTSBGH, are listed on the main markets of the London and Irish Stock Exchange.

These consolidated financial statements for the year ended 31 December 2024 were approved by the Board and authorised for issue by the Directors on 3 March 2025.

The material accounting policies applied in the preparation of the financial statements for the year ended 31 December 2024 are set out below.

1.2 Basis of preparation

Statement of compliance

These consolidated financial statements comprise of the consolidated income statement, the consolidated statement of comprehensive income (SOCI), the consolidated statement of financial position (SOFP), the consolidated statement of changes in equity (SOCE), the consolidated statement of cash flows (SOCF), and the notes to the consolidated financial statements. The company financial statements comprise of the Company SOFP, the Company SOCE, the Company SOCF and the notes to the Company financial statements. All of these have been prepared in accordance with IFRS and interpretations issued by the IFRS Interpretations Committee (IFRIC) as adopted by the EU and those parts of the Companies Act 2014 applicable to companies reporting under IFRS and EU (Credit Institutions: Financial Statements) Regulations 2015.

In accordance with section 304(2) of the Companies Act 2014, the Company is availing of the exemption from presenting its individual income statement and related notes to the AGM and from filing it with the Registrar of Companies. See note 42 for further information. The Company's profit after tax for the year ended 31 December 2024 was €159m (31 December 2023: profit €67m). For further information, see the Company financial statements on pages 232 to 280.

The accounting policies have been consistently applied by the Group entities and are consistent with the previous year.

The financial statements include the information that is described as being an integral part of the audited financial statements contained in the in Risk Management section. Certain tables and related information in the notes to the financial statements, included in boxes and clearly identified as unaudited do not form part of the audited financial statements.

Basis of measurement

The consolidated and Company financial statements have been prepared on the historical cost basis as modified to include the fair valuation of certain financial instruments such as equity securities classified as FVOCI, derivative financial instruments, assets classified as held for sale, financial assets and liabilities designated as hedged items in qualifying fair value hedge relationships, and land and buildings accounted for using the revaluation model.

Functional and presentation currency

These financial statements are presented in Euro, which is the Company's functional currency. Except where otherwise indicated, financial information presented in Euro has been rounded to the nearest million (m).

Use of estimates and judgements

The preparation of these consolidated and individual financial statements, in conformity with IFRS, requires Management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and related disclosures.

While the actual results may differ from the estimates made, the Directors believe that they are reasonable in the current circumstances based on the best available information at the date of the approval of these consolidated and individual financial statements.

1. Corporate information, basis of preparation and material accounting policies (continued)

Additional information about key assumptions and judgements are disclosed in the relevant notes for the following areas including significant estimation uncertainty:

- Allowance for credit impairment losses (note 20);
- Deferred taxation (notes 10 and 24);
- Fair value of financial instruments (note 33);

The estimates and assumptions are reviewed on an on-going basis and where necessary are revised to reflect current conditions. The principal estimates and assumptions made by Management relate to impairment of loans and advances to customers, deferred taxation, and financial instruments.

Judgements made by Management that have a significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are discussed in note 2.

1.3 Going Concern

In considering Management's assessment of the Group's and Company's ability to continue as a going concern, Management considered the principal risks and uncertainties as they might pertain to the going concern assumption, particularly the liquidity, profitability, and capital position. Management considered these items in their current status, and over future projections. In doing so, Management considered each risk in turn, and the likelihood of the risk precipitating in the going concern assumptions becoming invalid over the period of assessment, being twelve months from the date of the approval of the financial statements for the year ended 31 December 2024. Management considered realistic alternatives, including downside scenarios applied by the Group and Company to test assumptions and potential outcomes.

Assessment Basis

The time that the Directors and Management have considered in evaluating the appropriateness of the going concern basis in preparing the Company consolidated financial statements for the twelve months ended 31 December 2024 is a period of twelve months from the date of approval of these financial statements (3 March 2026).

In making this assessment, the Directors and Management have considered the Group's and Company's 2025-2029 MTP, profitability forecasts, funding and capital resource projections. These projections include both base and stress scenarios applied by the Group and Company together with a number of factors such as the Irish Economy, Government fiscal policies, the availability of collateral to access funding through third parties and the euro-system, and on-going changes in the regulatory environment.

Economic and political environment

The Irish economy grew at a steady pace in 2024 and is expected to continue to grow into 2025. This is supported by a strong labour market, increased Government investment and increasing real wages. Consumer price inflation eased in the second half of 2024 as the ECB began to cut interest rates in June 2024 when inflation began to fall, and it is expected to continue easing in the medium term.

Further to this, the Group and Company continues to be materially reliant on Government and EU policy, and impacted by geopolitical events; such as proposed policy changes arising from the new US administration which could impact trade, FDI and public finances, uncertainty around the future trading relationship between Ireland/Eurozone and the UK and US, ongoing global conflicts, and the introduction of the global minimum corporation tax rate to a sector of the Irish market.

The Group and Company reassessed the financial impacts of the economic and political environment through the Group's and Company's integrated planning process and believes it is reasonably well positioned to withstand any volatility from economic events through continued management of its financial position through capital management.

Funding & Liquidity

The Group and Company continued to have sufficient liquidity throughout 2024,and continues to undertake initiatives to improve its liquidity position in the areas of deposits, collateral optimisation, and wholesale markets activity. The Directors and Management have also considered forecasts of the liquidity position over the going concern period, under a range of stress scenarios.

The Group and Company continues to hold a significant liquidity buffer at 31 December 2024 that can be easily and readily monetised in a period of stress. The Directors and Management are aware that the Group's and Company's ability to effectively utilise its contingent counterbalancing capacity is dependent on the underlying collateral remaining eligible. However, the Directors and Management are satisfied, based on a review of funding plans, interaction with wholesale markets and deposit trends that the required liquidity and funding will be available to the Group and Company during the period of assessment.

There are no material uncertainties, which would cast significant doubt on the ability of the Group to continue on a going concern basis over the period of assessment.

1. Corporate information, basis of preparation and material accounting policies (continued)

Profitability and Capital Adequacy

The Group and Company made a profit for the year ended 31 December 2024. Directors and Management have reviewed the Medium Term Plan and based on this, the near-term macro-economic conditions of the country, the Directors and Management are satisfied that the Group and Company are well positioned to continue to deliver profits in future years.

The Directors and Management have also considered the Group's and Company's forecast capital position, and a deterioration in economic conditions as might arise from an uncertainty from the Group's and Company's principal risks. Based on the above considerations, the Directors and Management have assessed and concluded that this does not give rise to a material uncertainty, which would cast significant doubt on the ability of the Group and Company to continue on a going concern basis for the period of assessment.

Conclusion

As required by IFRS as adopted by the EU, the Directors and Management have considered the principal risks and uncertainties facing the Group and Company as outlined above. Based on the latest and projected financial performance and position, and the options available to the Group and Company, the Directors have concluded that the Group and Company have no material uncertainties, which would cast significant doubt on the going concern assumption and have considered it appropriate to prepare the financial statements on a going concern basis.

1.4 Comparative information

The comparative information for 2023 has been prepared on a consistent basis with 2024.

1.5 Summary of material accounting policies

(i) Basis of consolidation

Subsidiaries

Subsidiaries are those entities (including special purpose entities) controlled by the Group. Control exists when the Group has:

- the power, directly or indirectly, over the relevant activities of the investee, for example through voting or other rights;
- exposure to, or rights to, variable returns through involvement with the investee; and
- the ability to use its power over the investee to affect the Group's return from the entity.

The financial statements of subsidiaries are included in the consolidated financial statements from the date that control commences until the date that control ceases. Financial statements of subsidiaries are prepared up to the financial position date. Intercompany transaction balances and unrealised gains/losses on transactions between the Group's companies are eliminated on consolidation.

The Company carries its investment in its subsidiary undertaking at cost in the Company financial statements and reviews whether there is any indication of impairment at each reporting date. Impairment testing involves comparing the carrying value of the investment to its recoverable amount. The recoverable amount is the higher of the investment's fair value or its VIU. If impairment occurs, this loss is recognised in the income statement.

Details of principal subsidiaries are included in note 42.

Interest in associated undertakings

Interest in associated undertakings encompass investments in entities wherein the Group has significant influence over the financial and operating policy decisions of the entity but does not have control. It is presumed that significant influence exists if the Group holds more than 20% of the voting rights in the entity unless it can be demonstrated otherwise. Conversely the Group may hold less than 20% of the voting rights but could be demonstrated to have significant influence.

Interest in associated undertakings are initially recognised at cost and subsequently accounted for using the equity method whereby the investment is increased or decreased each year by the Group's share of the post-acquisition profit or loss of the associate. The Group's share of the post-acquisition profit or loss of the associate is recognised in profit or loss and OCI.

The Group continues to decrease the carrying amount of the investment for its share of post-acquisition losses until the carrying amount is zero, unless the Group has incurred a legal or constructive obligation to make payments on behalf of the associate, in which case, these additional losses are provided for and a liability is recognised in this instance.

(ii) Business combinations and goodwill

(a) Business combinations

The Group accounts for business combinations, other than those under common control, using the acquisition method when the acquired set of activities and assets meets the definition of a business and control is transferred to the Group (see 1.5(i)).

In determining whether a particular set of activities and assets is a business, the Group assesses whether the set of assets and activities acquired includes, at a minimum, an input and substantive process and whether the acquired set has the ability to produce outputs.

1. Corporate information, basis of preparation and material accounting policies (continued)

The consideration transferred in the acquisition is generally measured at the fair value of the assets transferred, the liabilities incurred to the former owners and equity interest issued by the Group. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date. Transaction costs are expensed as incurred, except if related to the issue of debt or equity securities (see (vii) and (a)). The consideration transferred does not include amounts related to the settlement of pre-existing relationships. Such amounts are generally recognised in the income statement. Any contingent consideration is measured at fair value at the date of acquisition. If an obligation to pay contingent consideration that meets the definition of a financial instrument is classified as equity, then it is not re-measured and settlement is accounted for within equity. Otherwise, other contingent consideration is re-measured at fair value at each reporting date and subsequent changes in the fair value of the contingent consideration are recognised in the income statement.

(b) Goodwill

The Group measures goodwill as the excess of (i) the consideration transferred; (ii) the amount of any non-controlling interest in the acquired entity; and (iii) acquisition date fair value of any previous equity interest in the acquired entity over the fair value of the net identifiable assets acquired. If those amounts are less than the fair value of the net identifiable assets of the business acquired, the difference is recognised directly in profit or loss as a bargain purchase.

Goodwill is subject to an impairment review at least annually, and, if events or changes in circumstances indicate that the carrying amount may not be recoverable, it is written down through the income statement by the amount of any impairment loss identified in the year.

(iii) Foreign currencies

Foreign currency transactions are translated into the functional currency of each entity, being the currency of the primary environment in which the entity operates at the exchange rate prevailing at the date of the transaction or valuation where items are remeasured. Monetary assets and liabilities denominated in foreign currency are translated at the exchange rates prevailing at the reporting date. Exchange movements are recognised in the income statement. However, exchange movements arising from the translation of equity investments in respect of which an election has been made to present subsequent changes in fair value in Other Comprehensive Income (OCI) are recognised in OCI.

Non-monetary assets and liabilities that are measured at fair value in a foreign currency are translated into the functional currency at the spot exchange rate at the date on which the fair value is determined. Non-monetary items that are measured based on historical cost in a foreign currency are translated using the spot exchange rate at the date of the transaction.

The results and financial position of the Group's subsidiaries which have a functional currency different from Euro are translated into Euro as follows:

- Assets and liabilities, including goodwill and fair value adjustments, are translated at the rates of exchange ruling at the reporting date;
- Income and expenses are translated at the average exchange rates for the year; and
- All resulting exchange differences are recognised in OCI and as a separate component of equity.

(iv) Recognition of income and expenses

(a) Interest and similar income and expenses

For all interest-bearing financial instruments, interest income or expense is recorded using the EIR method.

The EIR is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument to:

- the gross carrying amount of the financial asset; or
- the amortised cost of the financial liability.

The effective interest rate of a financial asset or financial liability is calculated on initial recognition of a financial asset or a financial liability. In calculating interest income and expense, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired) or to the amortised cost of the liability. The effective interest rate is also revised for fair value hedge adjustments at the date on which amortisation of the hedge adjustment begins. The calculation of the EIR includes transaction costs, premiums or discounts, and fees paid or received that are an integral part of the EIR. Transaction costs include incremental costs that are directly attributable to the acquisition or issue of a financial asset or financial liability.

1. Corporate information, basis of preparation and material accounting policies (continued)

Interest income is calculated by applying the EIR to the gross carrying amount of financial assets, except for:

1. POCI financial assets, for which the original credit-adjusted EIR is applied to the amortised cost of the financial asset (the calculation of interest income does not revert to a gross basis, even if the credit risk of the asset improves); and,

2. Financial assets that are not 'POCI' but have subsequently become credit-impaired (or 'Stage 3'), for which interest revenue is calculated by applying the EIR to their amortised cost (i.e. net of ECL provision). If the asset is no longer credit-impaired, then the calculation of interest income reverts to the gross basis.

Interest income and expense calculated using the effective interest method presented in the consolidated income statement includes:

- interest on financial assets and financial liabilities measured at amortised cost;
- the effective portion of fair value changes in qualifying hedging derivatives designated in fair value hedges of interest rate risk;
- negative interest on financial liabilities measured at amortised cost;
- negative interest on financial assets measured at amortised cost; and
- interest expense on lease liabilities.

Other interest income presented in the consolidated income statement includes interest income on lease receivables.

(b) Fee and commission income and expense

As outlined above, fee and commission income and expense that are integral to the EIR on a financial asset or liability are included in the measurement of the EIR.

Other fees and commission income are recognised as the related services are performed. Fee and commission expenses relate mainly to transaction and service fees, which are expensed as the services are received.

(c) Net trading income/(expense)

Net trading income/(expense) comprises gains and losses relating to trading assets and trading liabilities and includes all realised and unrealised fair value changes on derivatives that do not qualify for hedge accounting, dividends and FX differences.

Dividend income is recognised when the right to receive income is established.

(d) Exceptional items

Certain items, by virtue of their nature and amount are disclosed separately in order for the user to obtain appropriate understanding of the financial information. These items would not ordinarily occur while carrying out normal business activities.

Exceptional items include gains and losses on the disposal of businesses, gain on bargain purchase in respect of business combinations, material restructuring costs and material transaction, integration and restructuring costs associated with acquisitions (including potential acquisitions).

The definition of exceptional items was refined to exclude gains and losses on material loan deleveraging post 31 December 2021. However, releases on those transactions which occurred prior to this refinement continue to be included in exceptional items is consistent with the treatment of the losses on deleveraging of loans in prior years.

(e) Bank levy and other regulatory charges

Bank levy and other regulatory charges consist of DGS fees, Central Bank Industry Funding levy, Single Resolution Fund levy, ECB fees and a bank levy.

A bank levy payable to the Government, is provided for on the occurrence of the event identified by the legislation that triggers the obligation to pay the levy.

(v) Employee Benefits

(a) Defined contribution pension plan

The Group operates a number of defined contribution pension schemes, under which the Group pays fixed contributions to a separate entity.

The contribution payable to a defined contribution plan is recorded as an expense under administration, staff and other expenses. Unpaid contributions are recorded as a liability.

1. Corporate information, basis of preparation and material accounting policies (continued)

(b) Short term employee benefits

Short term employee benefits, such as salaries and other benefits, are accounted for on an accruals basis over the period in which the employee's service is rendered. Bonuses are recognised where the Group has a legal or constructive obligation to employees that can be reliably measured.

(c) Termination payments

Termination benefits may be payable when employment is terminated by the Group before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits at the earlier of the following dates: (a) when the Group can no longer withdraw the offer of those benefits; and (b) when the entity recognises costs for a restructuring that is within the scope of IAS 37 and involves the payment of termination benefits. In the case of an offer made to encourage voluntary redundancy, the termination benefits are measured based on the number of employees where the offer is irrevocable. Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

(vi) Current and deferred taxation

Taxation comprises both current and deferred tax. Taxation is recognised as income or expense and included in the income statement except to the extent it relates to a business combination, or items recognised in either OCI or equity. In the former case, taxation is recognised in OCI while in the latter case, taxation is recognised directly in equity. In a business combination the tax amounts are recognised as identifiable assets or liabilities at the acquisition date.

Current tax is the expected tax payable or receivable on the taxable income or loss for the year, using tax rates enacted or substantively enacted at the reporting date and any adjustment to tax payable in respect of previous years (ROI: 12.5%).

Deferred tax is provided using the liability method on all temporary differences except those arising on goodwill not deductible for tax purposes, or on initial recognition of an asset or liability in a transaction that is not a business combination and which at the time of the transaction (i) affects neither accounting nor taxable profit or loss and (ii) does not give rise to equal taxable and deductible temporary differences.

Deferred tax is measured at the tax rates enacted or substantively enacted by the reporting date that are expected to be applied to the temporary differences when they reverse.

Deferred tax liabilities and assets are offset only when they arise in the same tax reporting group and where there is the intention to settle on a net basis, or to realise the asset and settle the liability simultaneously.

DTAs and liabilities shall be offset if, and only if:

- there is a legally enforceable right to set off current tax assets and liabilities; and
- the DTAs and liabilities relate to income taxes levied by the same taxation authority on either:
  - the same taxable entity; or
  - different taxable entities which intend to settle current tax liabilities and assets on a net basis, or to realise the assets and settle the liabilities simultaneously, in each future period in which significant amounts of deferred tax liabilities or assets are expected to be settled or recovered.

A DTA is recognised for unused tax losses, tax credits and deductible temporary differences, to the extent that it is probable that future taxable profits will be available against which they can be utilised. DTAs are reviewed at each reporting date and are recognised only to the extent that it is probable that the related tax benefit will be realised. Deferred tax assets and liabilities are not discounted in accordance with IAS 12.

Unrecognised DTAs are reassessed at each reporting date and recognised to the extent that it has become probable that future taxable profits will be available against which they can be used.

(vii) Financial instruments

(a) Classification of financial assets

Financial assets of the Group currently are recorded at fair value and are classified, on initial recognition, as amortised cost designated as fair value hedges, or elected at FVOCI. Purchases and sales of financial assets are recognised on the trade date, being the date on which the Group commits to purchase or sell the asset.

With the exception of assets classified as FVTPL, the initial fair value of a financial asset includes direct and incremental transaction costs. The fair value of assets traded on an active market will be the price that would be received if an asset were to be sold in an orderly transaction between market participants at the measurement date. In the absence of an active market, the Group establishes a fair value using various valuation techniques that use observable and unobservable inputs. These include recent transactions in similar items, discounted cash flow projections, option pricing models and other valuation techniques used by market participants.

1. Corporate information, basis of preparation and material accounting policies (continued)

The classification requirements for debt and equity instruments are described below.

Debt instruments

Debt instruments, including loans and debt securities, are currently classified as amortised cost

Classification and subsequent measurement of debt instruments depend on:

(i) The Group's business model for managing the asset; and

(ii) The cash flow characteristics of the asset.

(i) Business model assessment

The business model reflects how the Group manages the assets in order to generate cash flows. That is, whether the Group's objective is solely to collect the contractual cash flows from the assets (HTC) or is to collect both the contractual cash flows and cash flows arising from the sale of assets (HTC&S). If neither of these is applicable, then the financial assets are classified as part of 'other' business model and measured at FVTPL.

The Group assesses its business model at a portfolio level based on how it manages groups of financial assets to achieve its business objectives. The observable factors considered include:

- How the performance of the business model and the financial assets held within that business model are evaluated and reported to ExCo;
- How risks that affect the performance of the business model are managed;
- How business managers are compensated; and
- The timing, frequency and volume of sales.

(ii) Cash flow characteristics assessment

The Group carries out the cash flow characteristics assessment using the contractual features of an instrument to determine if they give rise to cash flows that are consistent with a basic lending arrangement. Contractual cash flows are consistent with a basic lending arrangement if they represent cash flows that are solely payments of principal and interest (the 'SPPI' test). Principal, for the purpose of this test, is defined as the fair value of the financial asset at initial recognition and may change over the life of the financial asset, for example, due to repayments or amortisation of the premium/discount. Interest is defined as the consideration for the time value of money and credit risk, which are the most significant elements of interest within a lending arrangement. If the Group identifies any contractual features that could significantly modify the cash flows of the instrument such that they introduce exposures to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at FVTPL.

The Group carries out the SPPI test based on an assessment of the contractual features of each product on origination and subsequently at every reporting period. Derivative instruments and equity instruments are not covered by this assessment as they are held at FVTPL (except when equities have been elected to be accounted for at FVOCI).

Based on the above assessments, the Group currently classifies its debt instruments into one category as per below:

Debt instruments measured at amortised cost

Debt instruments are measured at amortised cost if they are held within a business model whose objective is to hold the assets to collect contractual cash flows, where those cash flows represent solely payments of principal and interest. After initial measurement, debt instruments in this category are measured at amortised cost. Interest income on these instruments is recognised in interest income using the EIR method.

The EIR is the rate that discounts estimated future cash payments or receipts through the expected life of a financial asset to the gross carrying amount of a financial asset. Amortised cost is calculated by taking into account any discount or premium on acquisition, transaction costs and fees that are an integral part of the EIR.

Impairment on debt instruments measured at amortised cost is calculated using the ECL approach. Loans and debt securities measured at amortised cost are presented net of allowance for ECL in the SOFP within Loans and advances to customers and Debt securities and interest income is recognised in net interest income.

Equity instruments

Equity instruments are measured at FVTPL, unless an election is made to designate them at FVOCI upon purchase. For equity instruments measured at FVTPL, changes in fair value are recognised as part of other operating income in the income statement. The Group can elect to classify non-trading equity instruments at FVOCI. The FVOCI election is made upon initial recognition, on an instrument-by-instrument basis and once made is irrevocable. Gains and losses on these instruments including when derecognised/ sold are recorded in OCI and are not subsequently reclassified to the income statement. The Group has classified certain equity instruments as FVOCI on initial recognition as per above. Dividends received are recorded in the income statement.

1. Corporate information, basis of preparation and material accounting policies (continued)

Reclassifications

Financial assets are not reclassified subsequent to their initial recognition, except in the period after the Group changes its business model for managing financial assets.

(b) Impairment of financial assets

The Group recognises loss allowances for ECL for the following financial instruments that are not measured at FVTPL:

- financial assets at amortised cost;
- lease receivables;
- loan commitments; and
- guarantees.

Measurement

ECL is measured by the Group in a way that reflects:

- an unbiased probability weighted amount that is determined by evaluating a range of possible outcomes;
- the time value of money; and
- reasonable and supportable information that is available without undue cost or effort at the reporting date and past events, current conditions and forecast of future economic conditions.

The amount of ECL recognised as a loss allowance depends on the change in credit risk of the financial instrument since origination and whether the credit risk on those financial instruments has increased significantly since initial recognition. In order to determine the appropriate ECL, a financial instrument is allocated to a stage dependent on the credit risk relative to when the financial instrument was originated:

- **Stage 1** – includes financial instruments that have not had a Significant increase in Credit Risk (SICR) since initial recognition. For these assets, 12-month ECL is recognised. 12-month ECL is the ECL that results from default events that are possible within 12 months of the reporting date. It is not the expected cash shortfalls over the 12-month period but the entire credit loss on an asset weighted by the probability that the loss will occur in the next 12 months. Therefore, all financial assets in scope will have an impairment provision equal to at least 12-month ECL;
- **Stage 2** – includes financial instruments that have had a SICR since initial recognition but that does not have objective evidence of impairment. For these assets, lifetime ECL is recognised, being the ECL that results from all possible default events over the expected life of the financial instrument;
- **Stage 3** – includes financial assets that have objective evidence of impairment at the reporting date, i.e. are credit-impaired. For these assets, lifetime ECL is recognised.

The Group has adopted an ECL framework that reflects a component approach using PD, EAD and LGD components calibrated for IFRS 9 purposes. To adequately capture life-time expected losses, the Group also models early redemptions as a separate component within the ECL calculation.

The expected cash flows included in the ECL calculation are derived from a) the loan contract b) on the disposal of collateral or c) sale of loans arising from deleveraging of NPLs which are included in the ECL calculation from the point that they meet the following three conditions:

- Selling the loans becomes a recovery method that the Group expects to pursue in a default scenario;
- The Group is neither legally nor practically prevented from realising the loans using the recovery method; and
- The Group has reasonable and supportable information upon which to base its expectations and assumptions.

Credit loss is the difference between all contractual cash flows that are due to an entity in accordance with the contract and all the cash flows that the entity expects to receive (i.e. all cash shortfalls), discounted at the original EIR.

Purchased or originated credit-impaired assets (POCI)

POCI are excluded from the general 3 stage impairment model in IFRS 9. POCI assets are financial assets that are credit-impaired on initial recognition. POCI assets are recorded at fair value at original recognition and interest income is subsequently recognised on a credit-adjusted EIR basis. ECL are only recognised or released to the extent that there is a subsequent change in ECL.

Expected life

When measuring ECL, the Group must consider the maximum contractual period over which the Group is exposed to credit risk. All contractual terms should be considered when determining the expected life, including prepayment options, extension and rollover options. For most instruments, the expected life is limited to the remaining contractual life, adjusted as applicable for expected prepayments.

1. Corporate information, basis of preparation and material accounting policies (continued)

For certain revolving credit facilities that do not have a fixed maturity (e.g. credit cards and overdrafts), the expected life is estimated based on the period over which the Group is exposed to credit risk and where the credit losses would not be mitigated by Management actions.

For instruments in Stage 2 or Stage 3, loss allowances will cover ECL over the expected remaining life of the instrument.

Expert Credit Judgement

The Group's ECL accounting framework methodology, in line with the requirements of the standard, requires the Group to use its experienced credit judgement to incorporate the estimated impact of factors not captured in the modelled ECL results, in all reporting periods.

Effective Interest Rate

The discount rate used by the Group in measuring ECL is the EIR (or 'credit-adjusted effective interest rate' for POCI financial assets) or an approximation thereof.

For undrawn commitments, the EIR, or an approximation thereof, is applied when recognising the financial assets resulting from the loan commitment.

Low credit risk exemption

The Group applied the low credit risk exemption to sovereign debt securities, reverse repurchase agreements, loans and advances to banks and certain intercompany positions in scope for impairment under IFRS 9.

The Group considers credit risk on a financial instrument low if it meets the following conditions:

- Strong capacity by borrower to meet its contractual cash flow obligations in the near term.
- Adverse changes in economic business conditions in the longer term may, but will not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.
- External rating of investment grade or an internal credit rating equivalent.

These exposures are in Stage 1 with a very low credit risk requiring 12-month ECL and contributing minimally to overall ECL.

Modification Policy for Financial Assets

The Group sometimes renegotiates or otherwise modifies the contractual cash flows of loans to customers. When this happens, the Group assesses whether or not the new items are substantially different to the original terms. The Group does this by considering, among others, the following factors:

- If the borrower is in financial difficulty, whether the modification merely reduces the contractual cash flows to amounts the borrower is expected to be able to pay;
- Whether any substantial new items are introduced such as a profit share/equity-based return that substantially affects the risk profile of the loan;
- Significant extension of the loan term when the borrower is not in financial difficulty;
- Significant change in the interest rate;
- Change in the currency the loan is denominated in; and
- Insertion of collateral, other security or credit enhancements that significantly affect the credit risk associated with the loan.

If the terms are substantially different, the Group derecognises the original financial asset and recognises a new asset at fair value and recalculates a new EIR for the asset. The date of renegotiation of the new financial asset is consequently considered to be the date of initial recognition for impairment calculation purposes, including for the purpose of determining whether a SICR has occurred. However, the Group also assesses whether the new financial asset recognised is deemed to be credit-impaired at initial recognition, especially in circumstances where the renegotiation was driven by the debtor being unable to make the originally agreed payments. Differences in the carrying amount are also recognised in profit or loss as a gain or loss on derecognition.

If the terms are not substantially different, the renegotiation or modification does not result in derecognition, and the Group calculates the gross carrying amount based on the revised cash flows of the financial asset and recognises a modification gain or loss in profit or loss. The new gross carrying amount is recalculated by discounting the modified cash flows at the original EIR (or credit-adjusted EIR for POCI financial assets).

Write-off policy

The Group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery or on foot of a negotiated settlement. Indicators that there is no prospect of recovery include the borrower being deemed unable to pay due to their financial circumstances or the cost to be incurred in seeking recovery is likely to exceed the amount of the write-off. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation. Write-off on those financial assets subject to enforcement activity will take place on conclusion of the enforcement process.

1. Corporate information, basis of preparation and material accounting policies (continued)

In subsequent periods, any recoveries of amounts previously written off are credited to the provision for credit losses in the income statement.

Presentation of ECL allowance in the statement of financial position

The ECL on financial assets measured at amortised cost is presented as a deduction from the gross carrying amount.

Credit losses on items not recognised in the statement of financial position such as undrawn lending commitments (where the loan commitment relates to a loan already recognised as a financial asset), letters of credit and guarantees (other than financial guarantee contracts) are reported under loans and advances to customers. Credit losses on loan commitments where there is no recognised financial asset are reported under Provisions.

(c) Financial liabilities and equity

Financial liabilities are currently classified at amortised cost unless mandatorily required to be classified at FVTPL, for example derivatives. Derivative liabilities are dealt with under separate accounting policies. All of the Group's financial liabilities, other than derivative liabilities, are classified at amortised cost.

The classification of instruments as a financial liability or an equity instrument is dependent upon the substance of the contractual arrangement. Instruments which carry a contractual obligation to deliver cash or another financial asset to another entity are classified as financial liabilities. The coupons on these instruments are recognised in the income statement as interest expense using the EIR method. Where the Group has absolute discretion in relation to the payment of coupons and repayment of principal, the instrument is classified as equity and any coupon payments are classified as distributions in the period in which they are made. If the Group purchases its own debt, it is removed from the balance sheet and the difference between the carrying amount of the liability and the consideration paid is included in other operating income, net of any costs or fees incurred.

Financial liabilities measured at amortised cost

Financial liabilities include deposits by banks (including Central Banks), customer accounts, debt securities in issue and subordinated debt. The related interest expense is recognised in net interest income.

Debt securities issued and subordinated debt issued are initially recognised on the date that they originated, while all other financial liabilities are recognised initially on the trade date. Both the date of origination and the trade date is the date the Group becomes a party to the contractual provisions of the instrument.

All financial liabilities are recognised initially at fair value, less any directly attributable transaction costs and are subsequently measured at amortised cost and the related interest expense is recognised in the income statement using the EIR method.

Equity

Financial instruments classified as equity are accounted for directly in equity less any transaction costs deducted directly from equity. Transaction costs are incremented costs directly attributable to the equity transaction that otherwise would have been avoided. Equity instruments are not subsequently re-measured. Any coupon payments on the instrument are treated as dividends and accounted for, when declared and paid as a distribution out of retained earnings. Equity instruments are issued at arm's length.

(d) Derecognition of Financial instruments

Financial assets

The Group derecognises a financial asset when the contractual right to the cash flow from the financial asset expires, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset. Control over the assets is represented by the practical ability to sell the transferred asset.

On derecognition of a financial asset, the difference between the carrying amount of the asset (or the carrying amount allocated to the portion of the asset derecognised) and the sum of (i) the consideration received (including any new asset obtained less any new liability assumed) and (ii) any cumulative gain or loss that had been recognised in OCI is recognised in profit or loss.

Any cumulative gain/loss recognised in OCI in respect of equity investment securities designated as at FVOCI is not recognised in profit or loss on derecognition of such securities. Any interest in transferred financial assets that qualify for derecognition that is created or retained by the Group is recognised as a separate asset or liability.

The Group enters into transactions whereby it transfers assets recognised on its SOFP, but retains either all or substantially all of the risks and rewards of the transferred assets or a portion of them. In such cases, the transferred assets are not derecognised. Examples of such transactions are securities lending and sale-and-repurchase transactions.

1. Corporate information, basis of preparation and material accounting policies (continued)

In certain transactions, the Group retains the obligation to service the transferred financial asset for a fee. The transferred asset is derecognised if it meets the derecognition criteria. An asset or liability is recognised for the servicing contract if the servicing fee is more than adequate (asset) or is less than adequate (liability) for performing the servicing.

The Group sells loans and advances to customers to Structured Entities (SEs) that in turn issue notes to investors which are collateralised by the purchased assets. For the purpose of disclosure, a transfer of such financial assets may arise if the Group sells assets to a consolidated SE, the transfer of financial assets is from the Group (that includes the consolidated SE) to investors in the notes issued by the SE. The transfer is in the form of the Group assuming an obligation to pass cash flows from the underlying assets to investors in the notes. The securitisation is generally retained in the form of senior or subordinated tranches, or other residual interests (retained interests) however, these securitisations may also occur with entities external to the Group. Retained interests are recognised as debt securities in issue. The Group sells loans and advances to customers to SEs that are not consolidated SEs and the Group retains no interest in these assets and they are derecognised in their entirety.

Financial liabilities

The Group derecognises a financial liability when its contractual obligations are discharged, cancelled, or expired. This may happen when payment is made to the lender; the borrower legally is released from primary responsibility for the financial liability; or if there is an exchange of debt instruments with substantially different terms or a substantial modification of the terms of an existing debt instrument. Derecognition conditions are also satisfied when an entity repurchases its own debt instruments issued previously. When a financial liability is extinguished, any difference between the carrying amount of the financial liability and the consideration paid is recognised in the income statement.

(e) Determination of fair value of financial instruments and other assets

Fair value is the price that would be received to sell an asset,or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset, or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability which is accessible to the Group.

The Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy based on the lowest level input that is significant to the fair value measurement as a whole and is described as follows:

- Level 1: Quoted market prices in active markets for identical assets or liabilities (unadjusted);
- Level 2: Valuation techniques such as discounted cash flow method, comparison with similar instruments for which market observable prices exist, options pricing models, credit models and other relevant valuation models for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable; or
- Level 3: Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Group determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period. The Group recognises transfers between levels of the fair value hierarchy as of the end of the reporting period during which the change has occurred.

An analysis of the fair values of financial instruments, and further details as to how they are measured, are provided in note 33.

(viii) Derivative instruments and hedging

The Group follows the IFRS 9 model for hedge accounting.

Derivative instruments used by the Group primarily comprise interest rate swaps and currency forward rate contracts. Such derivative financial instruments are initially recognised at fair value on the date on which a derivative contract is entered into and are subsequently remeasured at fair value. Derivatives are carried as financial assets when the fair value is positive and as financial liabilities when the fair value is negative.

For the purpose of hedge accounting, the Group engages in fair value hedges which is hedging the exposure to changes in the fair value of a recognised asset or liability in relation to interest rate risk.

1. Corporate information, basis of preparation and material accounting policies (continued)

At the inception of a hedge relationship, the Group formally designates and documents the hedge relationship to which it wishes to apply hedge accounting and the risk management objective and strategy for undertaking the hedge. The documentation includes identification of the hedging instrument, the hedged item, the nature of the risk being hedged and how the Group will assess whether the hedging relationship meets the hedge effectiveness requirements (including the analysis of sources of hedge ineffectiveness and how the hedge ratio is determined). A hedging relationship qualifies for hedge accounting if it meets all of the following effectiveness requirements:

- There is 'an economic relationship' between the hedged item and the hedging instrument;
- The effect of credit risk does not 'dominate the value changes' that result from that economic relationship; and
- The hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the Group actually hedges and the quantity of the hedging instrument that the Group actually uses to hedge that quantity of hedged item.

Certain derivative instruments do not fulfil the hedge accounting criteria under IFRS 9 and are consequently classified as held for trading. The fair value movement and any interest income/(expense) are included in Net trading income/(expense).

Hedges that meet all the qualifying criteria for hedge accounting are accounted for, as described below:

(a) Fair value hedges

The Group uses interest rate swaps to hedge its exposure to changes in the fair value of fixed-rate euro notes issued in respect of the EURIBOR benchmark interest rate. The Group hedges interest rate risk only to the extent of the benchmark interest rate because the changes in the fair value of a fixed-rate note issued are significantly influenced by changes in the benchmark interest rate.

Before fair value hedge accounting is applied the Group determines whether an economic relationship between the hedged item and the hedging instrument exists. This is performed by comparing the critical terms of each of the instruments and also regression analysis to assess whether the hedging instrument is expected to be highly effective in offsetting changes in the fair value of the hedged item i.e. that the fair value of the hedged item and the fair value of the hedging instrument move in opposite directions and therefore offset. The Group establishes a hedge ratio by aligning the par amount of the fixed-rate note and the notional amount of the interest rate swap designated as a hedging instrument. The Group then performs regression analysis to ensure that the hedge relationship is highly effective as per above. This analysis is also performed at reporting periods to ensure that the hedge relationship remains highly effective.

The main sources of ineffectiveness will include differences in maturities of the instruments and different interest basis calculations.

The effective portion of fair value gains on hedging derivatives and the gain or loss on the hedged item are recognised in net interest income.

For fair value hedges relating to items carried at amortised cost, any adjustment to carrying value is amortised through profit or loss over the remaining term of the hedge using the EIR method. The EIR amortisation may begin as soon as an adjustment exists and no later than when the hedged item ceases to be adjusted for changes in its fair value attributable to the risk being hedged. If the hedged item is derecognised, the unamortised fair value is recognised immediately in profit or loss.

(b) Credit valuation adjustment

The Group is engaged in over the counter (OTC) derivative transactions and considers whether a fair value adjustment for credit risk is required. CVA is considered to reflect the counterparty's default risk and debit valuation adjustment (DVA) to reflect own credit risk. There is no specific guidance on the methods used to calculate CVA or DVA which creates challenges in estimation.

As a result, IFRS 13 requires entities to consider the effects of credit risk when determining a fair value measurement.

The Group mitigates its derivative positions through the use of netting and Credit Support Annex collateral arrangements. The Group do not operationally net positions. The netting and collateral arrangements may be called upon in the event of a default. This allows a counterparty to net all assets and liabilities outstanding with the defaulting counterparty, subject to the agreement when the default event occurs. The collateral arrangements in place require the counterparty in a liability position to place collateral to cover that shortfall. The Group considers and discounts the necessity for any amendments to the valuations to reflect the CVA when calculating the fair value of the derivative positions.

The Group monitors this position at every reporting period and assesses if material CVAs become appropriate to be recognised.

(ix) Cash and cash equivalents

Cash comprises cash on hand and demand deposits and cash equivalents include liquid investments that are readily convertible to known amounts of cash which are subject to an insignificant risk of change in value and with an original maturity of less than three months.

1. Corporate information, basis of preparation and material accounting policies (continued)

(x) Leases

(a) Classification of Leases

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Group assesses whether:

- the contract involves the use of an identified asset; this may be specified explicitly or implicitly, and should be physically distinct or represent substantially all of the capacity of a physically distinct asset. If the supplier has a substantive substitution right, then the asset is not identified;
- the Group has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- the Group has the right to direct the use of the asset. The Group has this right when it has the decision-making rights that are most relevant to changing how and for what purpose the asset is used. In rare cases where the decision about how and for what purpose the asset is used is predetermined, the Group has the right to direct the use of the asset if either:
  - the Group has the right to operate the asset; or
  - the Group designed the asset in a way that predetermines how and for what purpose it will be used.

Unless the lease is of short-term and of low-value assets, where the Group has the right to obtain substantially all of the economic benefits from use of identified assets and has the right to direct the use of the identified asset, a right-of-use asset is recognised in property and equipment and a lease liability is recognised in other liabilities.

If a lease is assumed as part of a business combination the Group, subject to not meeting the recognition exemptions as detailed below, will recognise a right-of-use asset and a lease liability as if the lease were a new lease at the acquisition date. The right-of-use assets and lease liability are then measured consistently with the Group's accounting policy as detailed above with the lease commencement date being the acquisition date.

As a lessee

The Group recognises a right-of-use asset (Property Plant and Equipment) and a lease liability (Other liabilities) at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The estimated useful lives of right-of-use assets are determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is measured at the present value of the lease payments that are not paid at the commencement date, discounted using the incremental borrowing rate. Incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right of use asset in a similar economic environment. For its incremental borrowing rate, the Group uses its FTP, which comprises its base cost of funds with add-ons related to regulatory requirements, and term liquidity premium based on the slope of swap curve as a proxy of time value of money. The Group FTP is fully reflective of its funding profile and therefore considers it an appropriate reflection of the Group's borrowing cost. For retail properties, property yield is added as a lease specific adjustment.

Lease payments included in the measurement of the lease liability comprise fixed payments, including in-substance fixed payments.

The lease liability is remeasured, if there is a change in future lease payments arising from a change in index-linked considerations, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, or if the Group changes its assessment of whether it will exercise a purchase, extension or termination option.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Short-term leases and leases of low-value assets

The Group has elected not to recognise right-of-use assets and lease liabilities for short-term leases of vehicles that have a lease term of twelve months or less and leases of low-value assets, including office equipment. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

As a lessor

When the Group acts as a lessor, it determines at lease inception, whether each lease is a finance lease or an operating lease.

1. Corporate information, basis of preparation and material accounting policies (continued)

To classify each lease, the Group makes an overall assessment of whether the lease transfers substantially all of the risks and rewards incidental to ownership of the underlying asset. If this is the case, then the lease is a finance lease; if not, then it is an operating lease. As part of this assessment, the Group considers certain indicators such as, whether the lease is for the major part of the economic life of the asset.

When assets are held under a finance lease, the present value of the lease payments is recognised as a receivable at an amount equal to the net investment in the lease. The difference between the gross receivable and the present value of the receivable is recognised as unearned finance income. Lease income is included within net interest income and is recognised over the term of the lease reflecting a constant periodic rate of return on the net investment in the lease. Finance lease receivables are recognised within Loans and Advances to Customers and the related interest income within net interest income.

The Group applies the derecognition and impairment requirements in IFRS 9 to the net investments in the lease.

When the Group is an intermediate lessor, it accounts for its interests in the head lease and the sub-lease separately. It assesses the lease classification of a sub-lease with reference to the right-of-use asset arising from the head lease, not with reference to the underlying asset. If a head lease is a short-term lease to which the Group applies the exemption described above, then it classifies the sub-lease as an operating lease.

If an arrangement contains lease and non-lease components, the Group applies IFRS 15 to allocate the consideration in the contract.

The Group recognises lease payments received under operating leases as income, on a straight-line basis, over the lease term, as part of other income.

(xi) Property and equipment

Leasehold premises with initial lease terms of less than 50 years and all other equipment are stated at cost less accumulated depreciation and impairment losses. Depreciation is calculated on a straight-line basis to write off the costs of such assets to their residual value over their estimated useful lives, which are assessed annually.

Freehold premises (including land) are revalued at least annually by external professional valuers. Any accumulated depreciation (on freehold premises excluding land) at the date of revaluation is eliminated against the gross carrying amount of the asset, and the net amount is restated to the revalued amount of the asset. Any resulting increase in value is credited to OCI and shown as revaluation reserves in shareholders' equity. Any decrease in value that offsets previous increases of the same asset are charged in OCI and debited against the revaluation reserves directly in equity while all other decreases are charged to the income statement. The revalued premises, excluding the land element, are depreciated to their residual values over their estimated useful lives.

Subsequent costs are included in the asset's carrying amount, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. Property and equipment are assessed for impairment where there is an indication of impairment. Where impairment exists, the carrying amount of the asset is reduced to its recoverable amount and the impairment loss is recognised against the revaluation reserve to the extent it is available and any remainder is recognised in the income statement. The depreciation charge for the asset is then adjusted to reflect the asset's revised carrying amount.

If an item of property, plant and equipment is disposed of, any gains or losses are recognised in the profit or loss before tax. If the asset being disposed of had previously been revalued then any amount in OCI relating to that asset is reclassified directly to retained earnings on disposal rather than the income statement.

1. Corporate information, basis of preparation and material accounting policies (continued)

The estimated useful lives are as follows:

Freehold Buildings	50 years
Leasehold Buildings	50 years or term of lease if less than 50 years
Office Equipment	5 – 7 years
Computer Hardware	3 – 7 years
Motor Vehicles	3 – 5 years
Fixtures and fittings	7 – 10 years

(xii) Intangible assets (other than goodwill)

Acquired computer software is stated at cost, less amortisation and provision for impairment, if any. The external costs and directly attributable internal costs of bringing to use the computer software are capitalised where it is probable that future economic benefits that exceed its cost will flow from its use over more than one year.

Capitalised computer software has a finite life and is amortised on a straight-line basis over a period of between three to seven years.

Expenditure on internally developed software is recognised as an asset when the Group is able to demonstrate: that the product is technically and commercially feasible, its intention and ability to complete the development and use the software in a manner that will generate future economic benefits, and that it can reliably measure the costs to complete the development. The capitalised costs of internally developed software include all costs directly attributable to developing the software and capitalised borrowing costs, and are amortised over its useful life. Internally developed software is stated at capitalised cost less accumulated amortisation and any accumulated impairment losses.

Software is reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An asset's carrying value is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. The estimated recoverable amount is the higher of the asset's fair value less costs to sell or VIU.

Costs associated with research activities or maintaining computer software programmes are recognised as an expense as incurred.

(xiii) Collateral in possession

In certain circumstances, property is repossessed following foreclosure on loans that are in default. When a property is repossessed, the associated loan relating to that property is derecognised and any provision on that loan is reversed. On initial recognition the collateral in possession is valued at its fair value.

Subsequent to initial recognition, the property is carried at the lower of its cost and net realisable value.

(xiv) Assets and liabilities classified as held for sale

An asset or a disposal group is classified as held for sale if the following criteria are met:

- Its carrying value will be recovered principally through sale rather than continuing use;
- It is available for immediate sale; and
- The sale is highly probable within the next 12 months.

When assets (or disposal groups), other than financial assets as classified under IFRS 9, or rights under an insurance contract, are initially classified as held for sale, they are measured at the lower of the carrying amount or fair value less costs to sell at the date of reclassification.

Impairment losses subsequent to classification of such assets (or disposal groups) are recognised in the income statement. Increases in fair value less costs to sell of such assets (or disposal groups) that have been classified as held for sale are recognised in the income statement to the extent that the increase is not in excess of any cumulative loss previously recognised in respect of the asset (or disposal group).

Where the above conditions cease to be met, the assets (or disposal group) are reclassified out of held for sale and included under the appropriate SOFP classifications.

Financial assets within the scope of IFRS 9, DTAs and income taxes within the scope of IAS 12 continue to be measured in accordance with these standards.

1. Corporate information, basis of preparation and material accounting policies (continued)

(xv) Provisions

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

A restructuring provision is recognised when there is an approved detailed and formal Restructuring Plan, and the restructuring either has commenced or has been publicly announced. Future operating losses are not permitted to be recognised.

Present obligations arising under onerous contracts are recognised and measured as provisions at the present value of the lower of the expected cost of terminating the contract and the expected net cost of continuing with the contract. An onerous contract is a contract in which the unavoidable cost of meeting the obligation under the contract exceeds the economic benefits expected to be received under it.

Contingent liabilities are either possible obligations that arise from past events whose existence is dependent on whether some uncertain future events occur which are not wholly within the control of the entity or are a present obligation that arises from a past event but is not recognised because:

- It is not probable that an outflow of resources embodying economic benefits will be required to settle the obligation; or
- The amount of the obligation cannot be measured with sufficient reliability.

Contingent liabilities are not recognised but are disclosed unless the probability of their occurrence is remote.

Financial guarantees are contracts that require the Group to make specified payments to reimburse the holder for a loss that it incurs because a specified debtor fails to make payment when it is due in accordance with the terms of a debt instrument.

Loan commitments are firm commitments to provide credit under pre-specified terms and conditions.

The maximum exposure to credit loss under commitments is the contractual amount of the instrument in the event of non-performance by the other party where all counter claims, collateral or security prove worthless. The transfer of economic resources is uncertain and cannot be reasonably measured to be recognised on the SOFP.

ECL held against loan commitments are recognised in Provisions except where the loan commitment relates to a loan already recognised as a financial asset. In this case the ECL is recognised in Loans and advances to customers.

Financial guarantees issued or commitments to provide a loan at a below-market interest rate are initially measured at fair value. Subsequently, they are measured at the higher of the loss allowance determined in accordance with IFRS 9 and the amount initially recognised less, when appropriate, the cumulative amount of income recognised in accordance with the principles of IFRS 15.

Other loan commitments issued are measured at the sum of (i) the loss allowance determined in accordance with IFRS 9 and (ii) the amount of any fees received, less, if the commitment is unlikely to result in a specific lending arrangement, the cumulative amount of income recognised. Derecognition policies in section (vii) (d) above are applied to loan commitments issued and held.

The Group has issued no loan commitments that are measured at FVTPL.

(xvi) Dividends

Final dividends on ordinary shares are recognised in equity in the period in which they are approved by the Company's shareholders. Interim dividends are recognised in equity in the period in which they are paid.

(xvii) Operating segments

An operating segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components, whose operating results are reviewed regularly by the Group Executive Committee (being the chief operating decision maker (CODM)) to make decisions about resources allocated to each segment and assess its performance, and for which discrete financial information is available.

1. Corporate information, basis of preparation and material accounting policies (continued)

(xviii) Sales and repurchase agreements

Financial assets may be lent for a fee or sold subject to a commitment to repurchase them ('repos'). Such assets are retained on the SOFP when substantially all the risks and rewards of ownership remain with the Group. The assets are reclassified when the transferee has the right by contract to sell or repledge the collateral. The liability to the counterparty is included separately on the SOFP as appropriate in either Deposits by banks or Customer accounts depending on whether the counterparty is a bank or not.

Similarly, where financial assets are purchased with a commitment to resell ('reverse repos'), or where the Group borrows financial assets but does not acquire the risks and rewards of ownership, the transactions are treated as collateralised loans, and the financial assets are not included in the SOFP. The collateralised loan asset is included separately on the SOFP as appropriate in either Loans and advances to banks or Loans and advances to customers.

The difference between the sale and repurchase price is recognised in net interest income over the life of the agreements using the EIR.

In certain circumstances, the Group pledges collateral in respect of liabilities or borrowings. Collateral pledged in the form of securities or loans and advances continues to be recorded on the SOFP. Collateral placed in the form of cash is recorded in loans and advances to banks or customers. Any interest receivable arising is recorded as interest income.

(xix) Collateral

The Group enters into master agreements with counterparties to ensure that in the event of a default, all amounts outstanding with those counterparties will be settled on a net basis. The Group obtains collateral in respect of customer liabilities where this is considered appropriate. The collateral normally takes the form of a lien over the customers' assets and gives the Group a claim on these assets for both existing and future liabilities. The collateral is not recorded on the Group's SOFP.

The Group also receives collateral in the form of cash or securities in respect of other credit instruments, such as sale-and-repurchase contracts and derivative contracts, in order to reduce credit risk. Collateral received in the form of securities is not recorded on the SOFP. Collateral received in the form of cash is recorded on the SOFP, with a corresponding liability recognised within deposits from banks or deposits from customers. Any interest payable arising is recorded as interest expense.

(xx) Offsetting

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is currently a legally enforceable right of set off and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously. No impairment loss allowance for ECL is recognised on a financial asset, or portion thereof, which has been offset.

1. Corporate information, basis of preparation and material accounting policies (continued)

1.6 Application of new and revised IFRS

In 2024, the Group assessed the impact of new and revised pronouncement of IFRSs which took effect during the year. The changes to IFRSs during 2024 did not have material impact on the Group's financial statements. The Group has not early adopted any of the changes described below.

1.7 Impact of other accounting standards with effective periods beginning on or after 1 January 2024.

The following table outlines the new pronouncements coming into effect for accounting periods on or after 1 January 2024 and did not have a significant impact on the financial statements.

Accounting Standard Update	Description of Change	Key impacts for PTSB	Effective Date
IAS 1 – Classification of Liabilities as Current or Non-current	Clarifies that the classification of liabilities as current or non-current should be based on rights that exist at the end of the reporting period.	This amendment has had no material impact on current or future reporting.	Annual periods beginning on or after 1 January 2024.
Lease Liability in a Sale and Leaseback (Amendments to IFRS 16)	Clarifies how to measure sales in a sale and lease back agreement. The aim is to ensure it meets the requirements of IFRS15 revenue recognition.	This amendment has had no material impact on current or future reporting.	Annual periods beginning on or after 1 January 2024.
Non-current Liabilities with Covenants (Amendments to IAS 1)	Clarifies how conditions with which an entity must comply within twelve months after the reporting period affect the classification of a liability.	This amendment has had no material impact on current or future reporting.	Annual periods beginning on or after 1 January 2024.
Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7)	Provides disclosure requirements, and 'signposts' within existing disclosure requirements, that ask entities to provide qualitative and quantitative information about supplier finance arrangements.	This amendment has had no material impact on current or future reporting.	Annual periods beginning on or after 1 January 2024.

1.8 Impact of other accounting standards with effective periods beginning on or after 1 January 2025.

The following table outlines the new pronouncements coming into effect for accounting periods on or after 1 January 2025 and are not deemed to have a significant impact on the financial statements with the exception of IFRS 18 impacts detailed below.

Accounting Standard Update	Description of Change	Key impacts for PTSB	Effective Date
Lack of Exchangeability (Amendments to IAS 21)	Provides guidance to specify when a currency is exchangeable and how to determine the exchange rate when it is not.	This amendment is expected to have no material impact on current or future reporting.	Annual periods beginning on or after 1 January 2025. Not yet endorsed by the EU.

1. Corporate information, basis of preparation and material accounting policies (continued)

Accounting Standard Update	Description of Change	Key impacts for PTSB	Effective Date
Amendments IFRS 9 and IFRS 7 regarding the classification and measurement of financial instruments	The amendments address matters identified during the post-implementation review of the classification and measurement requirements of IFRS 9 Financial Instruments.	The potential impact on future reporting is expected to be minor. Further consideration will be given to the amendment closer to the first applicable reporting period if it is adopted by the EU.	Annual reporting periods beginning on or after 1 January 2026. Not yet endorsed by the EU.
IFRS 18 Presentation and Disclosures in Financial Statements	IFRS 18 includes requirements for all entities applying IFRS for the presentation and disclosure of information in financial statements.	This amendment is likely to have a material impact on future reporting and we have begun analysing its potential impact.	Applicable to annual reporting periods beginning on or after 1 January 2027. Not yet endorsed for use in the EU. Known impacts of IFRS 18 i) results of associates to be shown outside operating profit ii) cash flow statement to start with operating profit iii)management defined performance measures to be disclosed in a single note to the financial statements. Enhanced guidance is provided on how to group items in the financial statements and the impact of this and other changes are still being considered.
IFRS 19 Subsidiaries without Public Accountability: Disclosures	IFRS 19 specifies the disclosure requirements an eligible subsidiary is permitted to apply instead of the disclosure requirements in other IFRS Accounting Standards.	This amendment is expected to have no material impact on current or future reporting.	Applicable to annual reporting periods beginning on or after 1 January 2027. Not yet endorsed for use in the EU.
Annual Improvements to IFRS Accounting Standards — Volume 11	The pronouncement comprises the following amendments: IFRS 1: Hedge accounting by a first-time adopter IFRS 7: Gain or loss on derecognition IFRS 7: Disclosure of deferred difference between fair value and transaction price IFRS 7: Introduction and credit risk disclosures IFRS 9: Lessee derecognition of lease liabilities IFRS 9: Transaction price IFRS 10: Determination of a 'de facto agent' IAS 7: Cost method	The potential impact on future reporting is expected to be minor. Further consideration will be given to the amendment closer to the first applicable reporting period if it is adopted by the EU.	Applicable to annual reporting periods beginning on or after 1 January 2026. Not yet endorsed for use in the EU.

2. Critical accounting estimates and judgements

The preparation of these consolidated financial statements, in conformity with IFRS, requires Management to make assumptions, estimates and judgements that affect the reported amounts of income, expenses, assets and liabilities and the accompanying disclosures. Uncertainty about these assumptions and estimates could result in outcomes that may require a material adjustment to the carrying amount of the assets or liabilities affected in future periods.

The current economic climate, with interest rates remaining high and continued cost inflation, elevates the uncertainty associated with judgements, estimates and assumptions made by Management. The Irish economy demonstrated resilience in the current economic climate in 2024. The results of the actions taken by the Government, EBA and CBI point toward a positive trajectory. The Directors and Management, however, remain cautious and risk remains in the medium to long-term that the Irish Banking sector will continue to face challenges, particularly due to higher capital requirements and new and emerging risks.

While the actual results may differ from the estimates made, the Directors believe that they are reasonable in the current circumstances based on the best available information at the date of the approval of these consolidated financial statements.

Assumptions, estimates and judgements are revised on an ongoing basis and where necessary are revised to reflect current conditions and updated information.

Critical accounting estimates and judgements made by Management in applying accounting policies are set out below.

(a) Allowance for credit losses under IFRS 9

IFRS 9 requires an impairment allowance to be recorded for ECL on financial assets regardless of whether there has been an actual loss event. There is a requirement to track and assess changes in credit risk on financial instruments since origination and determine whether the credit risk on those financial instruments has increased significantly since initial recognition.

The following concepts introduce significant judgement within impairment and have a significant impact on the level of ECL allowances.

Determination of significant increase in credit risk (SICR)

The Group's criteria for assessing whether there has been a significant increase in credit risk can cause some volatility in the classification of performing exposures and amount of the recognised ECL allowances in any accounting period. This is because in line with IFRS 9, Stage 1 loans require a 12-month ECL whereas a lifetime ECL is recognised for Stage 2 loans.

Criteria to determine whether a significant increase in credit risk has occurred at the reporting date are set out in section 3.1, Risk management.

Forward Looking Information (FLI)

The Group has adopted an ECL framework that reflects a component approach using PD, EAD and LGD components calibrated for IFRS 9 purposes. To adequately capture lifetime ECL, the Group also modelled early redemptions as a separate component within the ECL calculation.

Judgement is combined with statistical evidence in determining which forward-looking variables are relevant for the Group's loan portfolios and in determining the extent by which through-the-cycle parameters should be adjusted for FLI to determine point-in-time parameters.

Changes in FLI variables applied to convert through-the-cycle PD and LGD into point-in-time parameters can either increase or decrease ECL impairment allowances in a particular accounting period. On update, increases in the level of optimism in the FLI variables will cause a decrease in ECL while increases in the level of pessimism in the FLI variables will cause an increase in ECL. These movements could be significant in the accounting period of update.

In its calculation of ECL allowance, the Group considers multiple scenarios and possible outcomes together with their probability of occurrence. Scenarios are designed to capture a range of outcomes. Each macroeconomic scenario in the Group's ECL calculation includes a projection of all relevant macroeconomic variables applied in the models for a five-year period, subsequently reverting to long-run averages.

The Group's approach applies extreme-but-plausible economic scenarios (i.e., underpinned by historical evidence) to estimate the distribution of ECL to which the Group is exposed. Using statistical techniques combined with expert credit judgement the Group then formulates an unbiased probability weighted estimate of ECL at the reporting date. The Group's approach to economic scenario development and application will be reviewed during the redevelopment of the Group's IFRS 9 model suite over the course of the next 12 - 18 months.

2. Critical accounting estimates and judgements (continued)

Three scenarios are considered in the Group's calculation of ECL allowance at the reporting date. The base scenario is used for financial planning purposes. The Group considers one scenario that represents a macroeconomic environment that is more favourable to the central scenario and one scenario that represents a macroeconomic environment that is less favourable to the central scenario. Macroeconomic scenarios and associated weights are reviewed by the Asset and Liability Committee ('ALCo') before approval for use by the Board Risk and Compliance committee.

The table below compares the key macroeconomic variables and probability weightings used for the year-end ECL process to those used at December 2023. Macroeconomic input parameters were last updated in December 2024.

The updated Base Case scenario reflects marginally higher unemployment forecasts and a worsening GDP outlook vs previous year, due to headwinds in the global economy as a result of geopolitical pressures. The Upside and Downside scenarios are updated to present extreme '1-in-20' scenarios relative to the updated Base scenario. Given the severity of these scenarios (5th Percentile upside and 95th Percentile downside), their combination captures the macroeconomic uncertainty arising from the current economic environment.

	31 December 2024				31 December 2023			
		Base Case	Upside Scenario	Downside Scenario		Base Case	Upside Scenario	Downside Scenario
	Average value over Year 1	Average value over the forecast period	Average value for the forecast period	Average value over the forecast period	Average value over Year 1	Average value over the forecast period	Average value over the forecast period	Average value over the forecast period
Percentile		**50th**	**5th**	**95th**		50th	5th	95th
Scenario Probability Weighting		**54%**	**23%**	**23%**		54%	23%	23%
Irish Residential House Prices	**3%**	**2%**	**12%**	**-10%**	2%	2%	12%	-10%
Irish Unemployment	**6%**	**6%**	**4%**	**12%**	6%	5%	4%	11%
Irish GDP	**1%**	**2%**	**5%**	**-2%**	3%	3%	6%	-2%
Consumer Price Index	**2%**	**2%**	**2%**	**4%**	3%	2%	2%	4%
ECB Base Rate	**2%**	**2%**	**1%**	**4%**	4%	3%	1%	4%

The macroeconomic scenarios used at the reporting date are described below.

Base scenario

Global inflationary forces have continued to ease through 2024, freeing all major monetary authorities to cut interest rates in the second half of the year. A soft landing in the global economy, with unemployment and default rates remaining subdued compared to previous cycles, and a steady recovery in growth, provided a more attractive backdrop for the global economy in 2024. However, the change in the political leadership of the world's largest economy, and a radically different approach to international trade agreements presents a new and significant threat to the global macro-economic outlook.

A more benign interest rate environment and the increased number of high wage earners in the economy means that house prices are expected to see upward pressure, albeit at a much more modest rate. Underlying driving forces, such as a) decade of under supply of housing, b) strong population growth through inward migration and population dynamics, c) record rental values and d) exceptionally strong construction price inflation, are expected to support property prices in the medium term.

Unemployment is expected to increase over the forecast period due to a weakened outlook in global trade. Average GDP growth over the forecast period reflects the uptick in unemployment.

Upside scenario

The upside scenario reflects a much stronger outcome for the Irish economy than in the base scenario. While there is both historical context and statistical backing to the key forecasts it is a positive extremity.

Consistent with the longer-term nominal house price average gain of 9.3% since 1970 and 6.4% globally during that period, the HPI forecast for the extreme positive scenario, puts average HPI increases at 12% per annum. Average GDP growth over the forecast period is 5%, which is higher than the average of 3.9% for the Irish economy since 1950. The outlook reflects an extreme positive of effective full employment. Substantially below trend CPI growth returns in the Irish economy over the forecast horizon, with inflation trends remaining highly supportive of economic growth.

2. Critical accounting estimates and judgements (continued)

Downside scenario

The Downside scenario is an extreme negative scenario backed by Irish historical context and international comparatives. The scenario captures a statistical extreme in unemployment, GDP and HPI, while maintaining credibility as a single scenario. In this scenario, there is a prolonged period of unemployment, averaging at 12% per annum over the forecast period. Five years of sub normal growth across the forecast horizon shows a sharp reversal from current expected growth levels and is significantly below the 3.9% average GDP growth seen in the Irish economy since 1950. The threat of CPI moving ahead at a much faster pace than expected, is a key feature of this 1 in 20 scenario for this period, acknowledging the more fragmented global supply chain and the larger scale deglobalisation impact. House price decline reflects worsened conditions.

Scenario application

Determining probability weightings of the scenarios and forecasting FLI in respect of those scenarios requires a significant degree of Management judgement. The reported ECL allowance is impacted by the probability weighting attributed to each macroeconomic scenario.

If the Group were to only use its Base Case Scenario for the measurement of ECL for the secured mortgage portfolio, excluding overlay adjustments to modelled ECL outcomes, the ECL impairment allowance would be €95m less than reported at 31 December 2024.

Similarly, excluding overlay adjustments to modelled ECL outcomes, if the Group were to only apply its Upside Scenario for the measurement of ECL for the secured mortgage portfolio, the ECL impairment allowance would be €107m less than reported at 31 December 2024. Whereas, if the Group were to only use its Downside Scenario, the ECL impairment allowance would be €309m greater than reported at 31 December 2024.

The BAC review the adequacy of ECL allowance on a half-yearly basis. Given the relative sizes of the portfolios, the key judgemental area for the Group is in relation to the level of ECL calculated for the residential mortgage portfolio.

Management judgement has been incorporated into the Group's impairment measurement process for the period and includes:

- Criteria applied to determine significant increase in credit risk;
- Management judgement in impairment model parameters; and
- Overlay adjustments to modelled ECL outcomes.

Criteria applied to determine significant increase in credit risk

The Group considers both quantitative and qualitative measures, including other reasonable and supportable information that would not otherwise be considered, in the assessment of whether a significant increase in credit risk (SICR) has arisen. Further details on the Group's approach to assessing SICR are set out in section 3.1, Risk management; Loan impairment.

At December 2024, a collective risk assessment has been conducted on a cohort of customers who could be disproportionately impacted by headwinds at the reporting date. This assessment has resulted in a management decision to classify €225 million of stage 1 residential mortgage loans as stage 2, with a corresponding €2 million uplift to modelled expected credit loss allowances. This does not form part of management's judgement in impairment model parameters or overlay adjustments.

Management judgement applied to impairment model parameters

At December 2024, the residential mortgage LGD parameter utilised in the ECL calculation was updated to reflect management judgement in respect of the future resolution profile of the non-performing loans and observed model sensitivity to intense house price growth during the year (+€44m). Changes in individual exposures' LGD does not impact staging classification. The secured LGD model is scheduled for redevelopment in 2025.

Overlay adjustments to modelled ECL outcomes

Overlay adjustments approved for 31 December 2024 (with 2023 comparison where applicable), are set out below and categorised as follows:

- Non-performing exposures: Overlay to recognise risk of elevated loss outcomes for aged default cohorts.
- Model to be built: Application of minimum provision coverage floors where appropriate models are not yet available.
- Model Limitations: Overlay to recognise limitations associated with the Group's current IFRS 9 models.
- Forward-Looking Outlook: ECL adjustments required due to emerging risks or headwinds not captured in modelled results.

2. Critical accounting estimates and judgements (continued)

Overlay adjustments to modelled ECL outcomes

	31 December 2024 €m	31 December 2023 €m
Non-performing exposures	**35**	50
Model to be built	**10**	13
Model limitations	**26**	29
Forward-looking outlook	**21**	44
Total	**92**	136

Non-performing Exposures (NPE)
An overlay of €35m is in place in respect of Stage 3 residential mortgage loans that are in default for a prolonged period and for which Management consider the modelled impairment to be insufficient to cover resolution. The overlay is based on the Group's assumptions around collateral realisation on defaulted assets in respect of coverage levels on non-performing loans based on years in default. Given the nature of this overlay, there is no impact on the Group's SICR assessment and assessment is determined by level of non-performing loans within loans and advances to customers at 31 December 2024. This overlay has reduced from December 2023 due to the Glas III portfolio loan sale and paydown during the year. The requirement for this overlay will be removed upon the implementation of a redeveloped residential mortgage LGD model, which will consider the impact of NPE vintage on loss outcomes, scheduled for H2 2025.

Model to be Built
A €10m overlay has been applied in respect of portfolios which were acquired from Ulster Bank in 2023. This overlay incorporates minimum provision coverage floors, based on pre-determined benchmarks. Given the nature of these acquisitions, the overlay is applied at portfolio level which does not give rise to a staging adjustment. The development of specific impairment models for these portfolios, planned for H1 2026, is expected to remove the requirement for this overlay.

Model Limitations
Construction of the Group's IFRS9 models was based on a single economic cycle covering a period of low and stable inflation rates. Management is of the view that the modelled impairment allowance may not fully reflect expected credit losses for certain cohorts of borrowers. At the reporting date, a €26m management overlay is held for this risk. The requirement for this overlay is expected to reduce throughout 2025 and 2026 as key milestones in the IFRS 9 Provision Models Programme are met.

Forward-Looking Outlook
The bank is forward-looking in its risk identification process to ensure emerging risks are identified. It acknowledges that not all forward-looking adjustments can be considered in IFRS9 models and as a result will require reassessment on a regular basis.

A €21m overlay to reflect the uncertainty associated with the current economic headwinds comprises of:

- €15m in respect of specific commercial sectors where management consider heighted default risk associated with emerging risks not captured within modelled results (31 December 2023: €17m) with impacted obligations and associated overlay reported as Stage 2;
- €3m in respect of performing consumer accounts to reflect recent default and recovery experience not yet captured within modelled ECL (31 December 2023: €10m). The ongoing requirement for this overlay will be assessed as part of the unsecured model redevelopment scheduled for 2026; and
- €3m in respect of Stage 1 residential mortgage accounts to reflect the potential for geopolitical headwinds to further stress less seasoned mortgage exposures.
- An overlay of €17m held at December 2023 to reflect cost of living challenges associated with the increased interest rate environment, is no longer deemed necessary based on observed performance and current point in the interest rate cycle.

2. Critical accounting estimates and judgements (continued)

(b) Deferred taxation

At 31 December 2024, the Group had a net deferred tax asset of €316m (31 December 2023: €309m), see note 24 for further details. Deferred tax assets are recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised. The recognition of a deferred tax asset relies on Management's judgements surrounding the probability and adequacy of future taxable profits and the reversals of existing taxable temporary differences.

The most important judgement relates to Management's assessment of the recoverability of the deferred tax asset relating to carried forward tax losses, being €323m at 31 December 2024. It should be noted that the full deferred tax asset on tax losses relates to tax losses generated in the PTSB legal entity (i.e. no deferred tax asset is being recognised on tax losses carried forward in any other Group company).

The assessment of recoverability of this asset requires significant judgements to be made about the projection of long-term profitability because of the period over which recovery extends. In addition, given PTSB's history of recent losses, in accordance with IAS 12, there must be convincing other evidence to underpin this assessment.

In making the assessment, the Board considered the following factors:

- The current macroeconomic environment and external forecasts for the Irish economy particularly in light of the geopolitical environment, the forecast interest rate movements and inflationary risks;
- The current expected trajectory of the Group's financial performance;
- The impairment performance;
- The Group's projected liquidity and capital position;
- The absolute level of deferred tax assets on tax losses compared to the Group's equity;
- The quantum of profits required to be generated to utilise the tax losses and the extended period of time over which these profits are projected to be generated;
- The challenge of forecasting over an extended period and in particular taking account of external factors such as global political uncertainty, the level of competition and disruptors to the market and market size;
- Consideration of the assumptions underpinning the Group's financial projections (on which analysis of the recoverability of the deferred tax asset on tax losses are based). The key relevant assumptions considered being:
  - No material change to the Group's business activities in the medium term;
  - Further progress in addressing the Group's non-performing assets;
  - Net Interest Margin, is also expected to be positively impacted by the evolution of the Group's lending book as new lending volumes are added and lower yielding tracker mortgages pay down; however, further material reductions in cost of funds are considered unlikely;
  - Continued focus on cost management; and;
  - The cost of risk will continue its return to normalised levels reflecting the Group's assessment of the medium to long term average; and
- Consideration of forecasting risks, including sensitivity analysis on the financial projections, such sensitivity analysis including the effect of higher than expected impairments, cost of funds or operating expenditure, and lower than expected asset yields, new lending or ECB rates.

Taking the above factors into account, and in the absence of any expiry date for the utilisation of carried forward tax losses in Ireland, the Board have concluded that it is more likely than not that there will be sufficient taxable profits against which the losses can be utilised and on the basis of the assessment above, continue to recognise €323m of a deferred tax asset on tax losses on the statement of financial position as at 31 December 2024.

In this regard, the Group has carried out an exercise to determine the likely number of years required to utilise the deferred tax asset arising on tax losses carried forward. Based on the Group's latest forecast plans to 2029 and assuming a level of profitability growth consistent with GDP growth of approximately 2.5%, it will take c. 12 years for the deferred tax asset on tax losses of €323m to be utilised by 2026. A level of profitability consistent with GDP growth continues to be considered by Management to be appropriate given the Group's primarily domestic retail focus and the expectation arising therefrom that, over the long-term, the Group's performance would be expected to broadly track the performance of the Irish economy, with modest GDP growth expected over the medium term. Management are of the view that a long-term assumed growth rate of 2.5% is not unreasonable in this context.

IFRS does not allow for the deferred tax asset recognised to be discounted notwithstanding that it is likely to take a number of years for it to be recovered.

2. Critical accounting estimates and judgements (continued)

The expected period of time to full utilisation of the deferred tax asset is broadly in line with that at 31 December 2023 where the DTA was expected to be utilised by 2034. Assumptions underpinning the deferred tax asset recoverability analysis are broadly in line with prior periods.

It should be noted that Management make certain judgements in the process of applying the Group's accounting policies which may impact on amounts recognised in the financial statements and consequently on taxable profits and the utilisation of tax losses. As set out in note 24, analysis carried out demonstrates that were certain adverse events to arise (see below for further detail of the adverse events considered) it continues to be Management's view that there would be sufficient future taxable profits against which the full quantum of tax losses carried forward could be utilised, albeit that the period of time over which such utilisation would occur would be extended.

It should be further noted that the analysis of the estimated utilisation of the deferred tax asset arising on tax losses carried forward in PTSB is based on the current business model of the Group.

The recognition of this asset is dependent on the Group earning sufficient profits to utilise the tax losses. The quantum of and timing of these profits is a source of significant estimation uncertainty. However, as a principle, the Group is expecting to be profitable in the medium term. Consequently, the key uncertainty relates principally to the time period over which these profits will be earned. Whilst the Group may be more or less profitable in certain periods owing to various factors such as the interest rate environment, loan loss provisions, operating costs and the regulatory environment, Management expect that, notwithstanding these, the Group will be profitable over the long term. Consequently, any change to these factors which would ultimately impact on profitability, are highly subjective, but will only impact on the time period over which this asset is recovered.

As set out above, in assessing the appropriateness of recognising a deferred tax asset on tax losses carried forward, Management has considered the impact of various stress case scenarios on the period of recoverability. The three scenarios identified as having potentially significant implications for the deferred tax asset recoverability are (i) adverse changes in the interest rate environment, (ii) increased impairment charges and (iii) increases in operating costs. These stress case scenarios are intended to simulate a situation where there is an economic downturn. If any one of the stress case scenarios were to occur, within a reasonably possible range, it is our expectation that the time period over which these assets might be recovered could extend by 1 year. If all adverse assumptions were to arise the period of recoverability would be extended by 5 years (i.e. full utilisation by 2041). However, Management consider this scenario unlikely. Changes in these assumptions are most impacted by changes to house prices and unemployment, which represent the majority of any expected stress loss which could occur. This position will continue to be reviewed for each reporting period; however, much of this estimation uncertainty may not be resolved for a number of years. However, as noted, based on the Group's latest forecast plan, it is Management estimate that the expected time period for recovery of the deferred tax asset on tax losses to be 12 years, i.e. full utilisation is expected by 2036.

(c) Fair Value of Financial instruments

The Group's accounting policy for the determination of fair value of financial instruments is set out in note 1(vii)(e). The best evidence of fair value is quoted prices in an active market. The absence of quoted prices increases reliance on valuation techniques and requires the use of judgement in the estimation of fair value. This judgement includes evaluating available market data, determining the expected cash flows for the instruments, as well as identifying and applying an appropriate discount rate and credit spread.

Valuation techniques that rely on non-observable data require a higher level of Management judgement in estimating the fair value compared to those based on observable data.

The quality of market data, valuation techniques and other inputs into the valuation models used are subject to internal review and approval.

The Group carries certain financial assets at fair value. In estimating the fair value of these assets and derivatives, the Group seeks to use quoted market prices (level 1). Where quoted market prices are not available, the Group uses valuation techniques which use observable inputs including quoted prices of financial instruments themselves or quoted prices of similar instruments – in either active or inactive markets (level 2) but where this is not possible, a degree of judgement is used (level 3). Such judgement considerations typically include items such as interest rate yield curves, equity prices, option volatilities and currency rates.

Further details of the fair value of financial assets and liabilities are set out in note 33.

3. Operating segments

The Group reports one operating segment which reflects the internal management reporting structure of the Group and how the Chief Operating Decision Maker (CODM) assesses performance and allocates resources. The ExCo as the CODM is responsible for implementing the strategic management of the Group as guided by the Board. The ExCo reviews key performance indicators and internal management reports on a monthly basis.

In line with IFRS 8, the Group also reports revenue from external customers for each major group of products and services. The amount of revenue reported is based on the financial information used to produce the Group's financial statements.

The Group has assessed its operating segments and continues to be satisfied that there is only one operating segment based on reporting to the CODM, in accordance with IFRS 8.5. The requirements of IFRS 8 will continue to be assessed on an ongoing basis as the Group's business develops.

3.1 Revenue from external customers split by products and services

The sources from which the Group earns external revenue are: interest income, fee and commission income, net trading income, and other operating income. Total revenue from external customers was €1,002m (2023: €871m). The main products from which the Group earns external revenue include: mortgages; consumer finance; treasury assets; and wholesale funding. The interest income from these products is set out in the table below. Interest income from external customers split by product:

	31 December 2024 €m	31 December 2023 €m
Mortgages	**673**	611
Consumer finance*	**74**	50
Treasury assets	**65**	36
Wholesale funding**	**87**	81
Total	**899**	778

*Consumer finance comprises income from term loans, credit cards, overdrafts and asset financing.
**Wholesale funding comprises loans and advances to other banks.

3.2 Profit for the year based on geographical location

During the year ended 31 December 2024 the Group's profit was solely incurred in Ireland. During the year ended 31 December 2023, the majority of the Group's profit was incurred in Ireland. During 2023, an immaterial loss (less than €1m) was incurred outside of Ireland in the Group's IOM subsidiary PBI Ltd, which entered liquidation on 20 December 2023.

3.3 Assets and liabilities based on geographical location

All assets and liabilities were held in Ireland at 31 December 2024 and 31 December 2023.

4. Net interest income

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Interest income		
Loans and advances to customers (excluding lease receivables)	**718**	649
Loans and advances to banks	**87**	81
Debt securities and other fixed-income securities	**65**	36
Interest income calculated using the effective interest rate method	**870**	766
Other interest income*	**29**	12
Interest income	**899**	778
Interest expense		
Deposits from banks	**(23)**	(35)
Due to customers	**(139)**	(43)
Loans and advances to banks	**(1)**	-
Subordinated liabilities	**(125)**	(81)
Lease liabilities	**(1)**	(1)
Interest expense	**(289)**	(160)
Net interest income	**610**	618

*Other interest income consists of interest income on lease receivables

Loans and advances to customers interest income includes a charge of €32m (31 December 2023: €29m) in respect of deferred acquisition costs and €22m (31 December 2023: €24m) amortisation on the business combination related fair value adjustments. Other interest income includes a charge of €2m (31 December 2023: €Nilm) in respect of deferred acquisition costs and €2m (31 December 2023: €1m) amortisation on the business combination related fair value adjustments.

Subordinated liabilities contains €13m net interest expense on derivatives that are in hedge relationships (31 December 2023: €2m).

5. Net fee and commission income

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Fee and commission income		
Retail banking and credit card fees	**86**	76
Brokerage and insurance commission	**11**	9
Other fees and commission income	**1**	1
Fee and commission income	**98**	86
Fee and commission expense*	**(43)**	(44)
Net fee and commission income	**55**	42

*Fee and commission expenses primarily comprises retail banking and credit cards fees.

6. Net trading Income

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Held-for-trading		
Foreign exchange gains	**2**	3
Net trading income	**2**	3

7. Administrative, staff and other expenses (excluding exceptional items)

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Staff costs (as detailed below)	**233**	201
Other general and administrative expenses	**186**	177
Administrative, staff and other expenses (excluding exceptional items)	**419**	378

Administrative, staff and other expenses (excluding exceptional items) includes costs of €3m in relation to legacy cases (31 December 2023: €2m).

Fees paid to the Group's auditors for services outlined below

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Statutory auditor's remuneration (including expenses and excluding VAT)		
- Audit of the individual and the Group financial statements	**2.0**	1.8
- Other assurance services*	**0.6**	0.2
- Other non-audit services**	**0.2**	1.4

* Other assurance services in 2024 relate to interim financial statement review, CSR Regulations and Country by Country Reporting. In 2023, other assurance services included ESG related costs and interim financial statement review related costs.
** Other non-audit services in 2024 include AI compliance and ID&V vendor assessment and March Euro Note Programme. In 2023, other non-audit services costs included fees and interim fees for professional services in relation to Project Sun, DTR Claim, and costs in relation to the Lombard KYC processes.

Staff costs

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Wages and salaries (including commission payable to sales staff)	**205**	183
Social insurance	**22**	20
Pension costs (payments to defined contribution pension schemes)	**21**	17
Total staff costs	**248**	220
Staff costs capitalised	**(15)**	(16)
Staff costs charged to exceptional items	**-**	(3)
Total staff costs included in the Income Statement	**233**	201

Staff costs of €15m (31 December 2023: €16m), have been capitalised to Intangible assets (see note 23), as the cost incurred was directly related to developing software and it is probable that future economic benefits that exceed its cost will flow from its use over more than one year. Therefore these costs are not included in this note.

7. Administrative, staff and other expenses (excluding exceptional items) (continued)

Staff numbers

Closing and average number of staff (including Executive Directors) employed during the year are as follows:

	Closing staff numbers*		Average staff numbers	
	2024	2023	2024	2023
Customer facing	**1,198**	1,116	**1,194**	1,024
Non-customer facing	**2,161**	2,214	**2,155**	2,031
Total number of staff	**3,359**	3,330	**3,349**	3,055

*Closing staff numbers are calculated on a full time equivalent (FTE) basis.

8. Bank levy and other regulatory charges

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Bank levy	**23**	22
Other regulatory charges	**10**	38
Bank levy and other regulatory charges	**33**	60

Other regulatory charges include €4m for the Central Bank Industry Funding Levy (31 December 2023: €4m), €nil for the Deposit Guarantee Scheme (31 December 2023: €28m), €nil related to Single Resolution Fund (31 December 2023: €4m) and €2m related to other regulatory charges (31 December 2023: €2m).

9. Exceptional items

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Costs incurred in relation to the Ulster Bank transaction (a)	**-**	(31)
Other (b)	**(2)**	(2)
Impairment write-back from deleveraging of loans (c)	**2**	5
Exceptional items	**-**	(28)

(a) During 2024, no costs were incurred in relation to the Ulster Bank transaction (31 December 2023: €31m) as migration completed in 2023.

(b) Other costs of €2m (31 December 2023: €2m) relate to additional costs arising in respect of a previous disposal of a business, offset by a provision release.

(c) The definition of exceptional items was refined to exclude profit or loss on material loan deleveraging post 31 December 2021 (including any increase in impairment arising solely as a result of the sale of loans) due to the sale of loans becoming part of the Group's normal recovery strategy.

During 2024, warranty provisions and accruals of €2m (31 December 2023: €5m) were released in relation to loan deleveraging transactions that the Group executed pre-31 December 2021.

The Group considers these releases as exceptional as the warranty and indemnity provisions were previously recorded through exceptional impairment. This treatment is consistent with the treatment of losses on deleveraging of loans in prior years.

10. Taxation

(a) Analysis of taxation charge

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Current taxation		
Charge for current year	**1**	1
	1	1
Deferred taxation		
Origination and reversal of temporary differences	**(4)**	10
Deferred taxation recognised in the income statement (note 24)	**(4)**	10
Taxation (credited)/charged to income statement	**(3)**	11
Effective tax rate	**(2%)**	14%

The Group taxation for the year ended 31 December 2024 was €3m credit (31 December 2023: €11m charge). The current tax charge of €1m (31 December 2023: €1m) arises on trading income and certain non trading transactions, subject to the chargeable gains regime. Please refer to note 24 'Deferred taxation' for details of the components of deferred taxation.

(b) Reconciliation of standard to effective tax rate

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Profit on the Group activities before tax	**157**	77
Tax calculated at standard ROI corporation tax rate of 12.5% (2023: 12.5%)	**20**	10
Tax effect of non-deductible expenses and non-trading income	**-**	1
Previously unrecognised tax losses	**(16)**	-
Adjustments of tax for prior periods	**(6)**	-
Other	**(1)**	-
Taxation (credited)/charged to income statement	**(3)**	11

(c) Tax effects of each component of other comprehensive income

	Year ended 31 December 2024		
	Gross €m	Tax €m	Net €m
Revaluation of property	**(11)**	**4**	**(7)**
Fair value reserve:			
- Change in fair value of equity instruments	**4**	**(1)**	**3**
- Current tax on equity instrument disposal	-	-	-
- Deferred tax on equity instrument disposal	-	-	-
31 December 2024	**(7)**	**3**	**(4)**

10. Taxation (continued)

	Year ended 31 December 2023		
	Gross	Tax	Net
	€m	€m	€m
Revaluation of property	(12)	5	(7)
Fair value reserve:			
- Change in fair value of equity instruments	5	(2)	3
- Current tax on equity instrument disposal	21	(6)	15
- Deferred tax on equity instrument disposal	(21)	6	(15)
31 December 2023	(7)	3	(4)

11. Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents comprise the following:

	31 December 2024	31 December 2023
	€m	€m
Cash at bank	**72**	71
Items in the course of collection	**23**	40
Loans and advances to banks repayable on demand (maturity of less than 3 months) (note 12)	**2,202**	2,051
Cash and cash equivalents as per statement of cash flows	**2,297**	2,162

At 31 December 2024, restricted cash of €181m (31 December 2023: €217m) (which is within loans and advances to banks repayable on demand) consists of cash of €180m (31 December 2023: €217m) held by the Group's securitisation entities and €1m (31 December 2023: €nil) which relates to cash collateral placed with counterparties in relation to derivative positions and repurchase agreements.

The following contractual restrictions apply to our securitisation vehicles cash balances:

- each vehicle must hold an amount equal to a percentage of the outstanding notes in a reserve account on demand as part of the credit enhancement and liquidity support rules;
- these funds can only be used to fund any revenue shortfall for contractual payments and must be replenished as soon as additional funds are available; and
- when the notes are fully repaid these reserve funds can be used to pay outstanding principal on the subordinated loan.

12. Loans and advances to banks

	31 December 2024	31 December 2023
	€m	€m
Held at amortised cost		
Placed with central banks	**1,887**	1,688
Placed with other banks	**315**	363
Loans and advances to banks	**2,202**	2,051

Placements with other banks includes restricted cash of €181m (31 December 2023: €217m) of which €180m (31 December 2023: €217m) is held by the Group's securitisation entities and €1m (31 December 2023: €nil) which relates to cash collateral placed with counterparties in relation to derivative positions and repurchase agreements. The fair value of collateral pledged by counterparties in relation to reverse repurchase agreements at 31 December 2024 is €341m (31 December 2023: €nil).

Loans and advances to banks amounting to €2,202m (31 December 2023: €2,051m) have a maturity of less than three months and therefore have been treated as cash and cash equivalents.

13. Derivative financial instruments

Derivative instruments are used by the Group, for risk management purposes, to hedge against interest rate risk and foreign currency risk.

Certain derivative instruments, while being economic hedges, do not fulfil the hedge accounting criteria under IFRS 9 and are consequently classified as held for trading (HFT). All derivatives are carried at fair value.

The derivative instruments used by the Group include:

- Currency forward rate contracts, which are commitments to purchase and sell currencies, including undelivered spot transactions; and
- Interest rate swaps which involve the exchange of fixed and variable rate interest payments between two parties at specified times based on a common nominal amount and maturity date.

Further details on the Group's risk management policies in connection with Derivatives and the policy surrounding Hedge Accounting are set out in section 3.3 of the Risk Management Report.

The notional amounts and fair values of derivative instruments held by the Group are set out in the table below:

	31 December 2024			31 December 2023		
	Contract/ notional amount	Fair value asset	Fair value liability	Contract/ notional amount	Fair value asset	Fair value liability
	€m	€m	€m	€m	€m	€m
Derivatives held for hedging						
Interest rate swaps	**1,900**	**59**	**-**	1,200	36	-
	1,900	**59**	**-**	1,200	36	-
Derivatives held for trading						
Currency Forwards	**51**	**-**	**-**	57	-	1
	51	**-**	**-**	57	-	1
Derivative financial instruments as per the statement of financial position	**1,951**	**59**	**-**	1,257	36	1

Fair value hedges of interest rate risk

The Group uses fair value hedge accounting for hedge relationships to protect against changes in the fair value of financial assets and financial liabilities due to movements in interest rates. The Group uses interest rate swaps to hedge fair value interest rate risk. The financial instruments that are currently hedged for interest rate risk are fixed rate debt securities in issue and subordinated debt. All hedging instruments are included within derivative financial instruments on the balance sheet and hedge ineffectiveness is included within net trading income on the income statement (31 December 2024 €nil, 31 December 2023 €nil).

The Group held the following interest rate swaps as hedging instruments in fair value hedges of interest rate risk at 31 December 2024 and 31 December 2023.

Fair value hedges - Interest rate swaps*

31 December 2024	Less than 1 month	1 to 3 months	3 months to 1 year	1 to 5 years	5 years +
Liabilities:					
Hedges of subordinated debt					
Nominal principal amount (€m)	**-**	**-**	**-**	**1,900**	**-**
Average interest rate (%)	**-**	**-**	**-**	**2.94%**	**-**

13. Derivative financial instruments (continued)

31 December 2023	Less than 1 month	1 to 3 months	3 months to 1 year	1 to 5 years	5 years +
Liabilities:					
Hedges of subordinated debt					
Nominal principal amount (€m)	-	-	300	900	-
Average interest rate (%)	-	-	3.89%	3.26%	-

*The fixed rate on the interest rate swaps detailed above are swapped out for variable 3 month Euribor. The swaps pay 3 month EURIBOR on a quarterly basis and receive fixed on an annual basis.

The tables below set out the amounts relating to items designated as (a) hedging instruments and (b) hedged items in fair value hedges of interest rate risk together with the related hedge ineffectiveness at 31 December 2024 and 31 December 2023.

(a) Hedging Instruments

31 December 2024	Nominal €m	Assets €m	Liabilities €m	Line item in SOFP where the hedging instrument is included	Change in fair value used for calculating hedge ineffectiveness for the year €m	Hedge ineffectiveness recognised in the income statement €m	Line item in the income statement that included hedge ineffectiveness
Interest rate swaps hedging:							
Subordinated debt	**1,900**	**59**	**-**	**Derivative assets**	**19**	**-**	**Net trading income**

31 December 2023	Nominal €m	Assets €m	Liabilities €m	Line item in SOFP where the hedging instrument is included	Change in fair value used for calculating hedge ineffectiveness for the year €m	Hedge ineffectiveness recognised in the income statement €m	Line item in the income statement that included hedge ineffectiveness
Interest rate swaps hedging:							
Subordinated debt	1,200	36	-	Derivative assets	19	-	Net trading income

13. Derivative financial instruments (continued)

(b) Hedged Items

31 December 2024	Carrying amount of hedged items recognised in the SOFP		Accumulated amount of fair value hedge adjustments on the hedged items included in the carrying amount of the hedged item		Line item in the SOFP where hedged item is included	Change in fair value of hedged items used for calculating hedge ineffectiveness for the year	Accumulated amount of fair value hedge adjustments remaining in the SOFP for any hedged items that have ceased to be adjusted for hedging
	Assets	Liabilities	Assets	Liabilities			
	€m	€m	€m	€m		€m	€m
Subordinated debt	-	**(1,990)**	-	**(38)**	**Subordinated liabilities**	**(19)**	-

31 December 2023	Carrying amount of hedged items recognised in the SOFP		Accumulated amount of fair value hedge adjustments on the hedged items included in the carrying amount of the hedged item		Line item in the SOFP where hedged item is included	Change in fair value of hedged items used for calculating hedge ineffectiveness for the year	Accumulated amount of fair value hedge adjustments remaining in the SOFP for any hedged items that have ceased to be adjusted for hedging
	Assets	Liabilities	Assets	Liabilities			
	€m	€m	€m	€m		€m	€m
Subordinated debt	-	(1,254)	-	(19)	Subordinated liabilities	(19)	-

14. Other assets

	31 December 2024	31 December 2023
	€m	€m
Receivables	**-**	57
Other	**7**	3
	7	60

Other assets include €6m relating to our Interest First deposit product at 31 December 2024 (31 December 2023: €nil).

Receivables of €57m at 31 December 2023 relates to amounts due to the Group on completion of the liquidation of PBI Ltd which entered liquidation on 15 December 2023. This was received during 2024.

15. Assets classified as held for sale

At 31 December 2024, assets classified as held for sale of €12m (31 December 2023: €12m) consists of:

- €7m (31 December 2023: €11m) which relates to collateral in possession, these properties are expected to be sold within the next 12 months; and
- €5m (31 December 2023: €1m) which relates to three branch properties (31 December 2023: two branch properties) that are no longer occupied by the Group, the sales of these properties are expected to complete within the next 12 months.

16. Debt securities

	31 December 2024 Total HTC €m	31 December 2023 Total HTC €m
Government bonds	**4,259**	3,256
Covered bonds	**68**	-
Gross debt securities	**4,327**	3,256

As at 31 December 2024, all unpledged debt securities are available to be used and are eligible as collateral (though eligibility will depend on the criteria of the counterparty) in sale and repurchase agreements.

Debt securities that are managed on a Hold to Collect (HTC) business model basis are accounted for at amortised cost.

Government bonds of €4.3bn (31 December 2023: €3.3bn) comprise of Irish, Spanish, Portuguese, French, Italian, Belgian, Austrian and EU government bonds which are classified as HTC.

Covered bonds of €0.1bn (31 December 2023: €nil) comprise of French corporate bonds which are classified as HTC.

The HTC securities represent a portfolio of securities structured for the purpose of collecting contractual cashflows to maturity. The Group has no HTC&S debt securities as at 31 December 2024 and 31 December 2023.

At 31 December 2024, debt securities at amortised cost with a fair value of €371m (31 December 2023: €529m) had been pledged to third parties in sale and repurchase agreements. The Group has not derecognised any securities delivered in such sale and repurchase agreements on the statement of financial position.

All debt securities at 31 December 2024 are stage 1 for ECL purposes.

(a) HTC
The movement in HTC securities is classified as follows:

	31 December 2024 HTC €m	31 December 2023 HTC €m
As at 1 January	**3,256**	3,177
Additions	**1,212**	828
Maturities	**(170)**	(728)
Interest net of cash receipts	**7**	(14)
Amortisation of premium/(discount)	**22**	(7)
Total	**4,327**	3,256

(b) Amounts arising from impairment provisioning on debt securities:

Held at amortised cost
As at 31 December 2024, the amount arising from ECL on debt securities measured at amortised cost is €0.6m (31 December 2023: €0.6m). The ECL on debt instruments measured at amortised cost is offset against the carrying amount of the assets in the statement of financial position.

17. Equity securities

	31 December 2024 €m	31 December 2023 €m
As at 1 January	**5**	30
Revaluation	**4**	5
Disposal	**-**	(30)
Total equity securities	**9**	5

The carrying value of equity securities can be analysed as follows:

	31 December 2024 €m	31 December 2023 €m
Unlisted	**9**	5
Gross equity securities	**9**	5

The Group holds Series A and Series B preferred stock in Visa Inc. at 31 December 2024 with a value of €9m (31 December 2023 €5m). The Series A preferred stock was issued from Visa Inc during 2024 upon the conversion of Series B preferred stock by Visa Inc. These were fair valued at Series A €7m and Series B €2m at 31 December 2024 (31 December 2023: €nil and €5m) and are recognised in the Statement of Financial Position at FVOCI.

During 2023 the Group disposed of its previous holding of Visa A shares for €30m. These Series A preferred stock were initially issued upon the conversion of Series B preferred stock by Visa Inc in 2020.

The fair value of the preferred stock Series A is classified as Level 1 and the fair value of the preferred stock Series B is classified as Level 3, as the valuation of these preferred stock includes inputs that are based on unobservable data (refer to note 33 for details).

18. Prepayments and contract assets

	31 December 2024 €m	31 December 2023 €m
Visa prepayments	**30**	43
Other prepayments	**35**	38
	65	81

19. Loans and advances to customers

Loans and advances by category are set out below:

	31 December 2024 €m	31 December 2023 €m
Residential mortgages		
- Held through special purpose entities	**5,342**	5,664
- Held directly	**14,661**	14,642
Total residential mortgages	**20,003**	20,306
Commercial mortgage loans	**493**	437
Consumer finance	**553**	499
Finance leases and hire purchase receivables	**466**	446
Gross loans and advances to customers	**21,515**	21,688
Less: provision for impairment (note 20)	**(392)**	(570)
Deferred fees, discounts and business combination related fair value adjustments	**300**	309
Net loans and advances to customers	**21,423**	21,427

Loans and advances can be analysed into tracker, fixed and variable rate loans as follows:

	Gross loans and advances to customers		Net loans and advances to customers	
	31 December 2024 €m	31 December 2023 €m	31 December 2024 €m	31 December 2023 €m
Tracker rate	**2,692**	3,453	**2,563**	3,186
Variable rate	**4,669**	3,788	**4,525**	3,632
Fixed rate	**14,154**	14,447	**14,035**	14,300
Gross loans and advances to customers	**21,515**	21,688	**21,123**	21,118
Deferred fees, discounts and business combination related fair value adjustments	**300**	309	**300**	309
Gross loans and advances to customers and deferred fees	**21,815**	21,997	**21,423**	21,427

The Group has established a number of securitisation entities. This involved transferring the Group's interest in pools of residential mortgages to a number of special purpose entities which issued mortgage-backed floating-rate notes to fund the purchase of the interest in the mortgage pools. The notes are secured by a first fixed charge over the residential mortgages in each pool and may be sold to investors or held by the Group and used as collateral for borrowings.

Details of the residential mortgage pools sold to special purpose entities and the notes issued by the special purpose entities are included below:

	31 December 2024 €m	31 December 2023 €m
Residential mortgages held through special purpose entities	**5,342**	5,664
Notes issued by special purpose entities		
- rated	**5,164**	4,911
- unrated	**262**	806

19. Loans and advances to customers (continued)

The notes issued by these special purpose entities comprise the following:

	31 December 2024 €m	31 December 2023 €
Held by other banks and institutions as part of collateralised lending or sale and repurchase agreements (note 25)	-	287
Rated notes, available for collateral *	**4,265**	3,725
Rated notes, unavailable for collateral	**899**	899
Unrated notes	**262**	806
	5,426	5,717

* The eligibility of available collateral will depend on the criteria of the counterparty.

Loans and advances balance movement for the year ended 31 December 2024 and the year ended 31 December 2023 is set out in the following tables:

	Non-credit impaired		Credit impaired		Total
	Stage 1	Stage 2	Stage 3	POCI	
	€m	€m	€m	€m	€m
Balance as at 1 January 2024	**19,057**	**1,913**	**718**	**-**	**21,688**
New assets originated*	**2,228**	**212**	**2**	**-**	**2,442**
Loans acquired	**-**	**-**	**-**	**-**	**-**
Stage Transfers:					
Transfers from Stage 1 to Stage 2	**(711)**	**711**	**-**	**-**	**-**
Transfers to Stage 3	**(36)**	**(96)**	**132**	**-**	**-**
Transfers from Stage 2 to Stage 1	**465**	**(465)**	**-**	**-**	**-**
Transfers from Stage 3	**4**	**57**	**(61)**	**-**	**-**
Net movement arising from transfer of Stage	**(278)**	**207**	**71**	**-**	**-**
Redemptions and repayments	**(1,906)**	**(297)**	**(49)**	**-**	**(2,252)**
Decrease due to write offs	**(1)**	**(2)**	**(19)**	**-**	**(22)**
Disposals	**-**	**-**	**(341)**	**-**	**(341)**
Other movements	**-**	**-**	**-**	**-**	**-**
Balance as at 31 December 2024	**19,100**	**2,033**	**382**	**-**	**21,515**

*Loan originations are net of repayments in the year

19. Loans and advances to customers (continued)

	Non-credit impaired		Credit impaired		Total
	Stage 1	Stage 2	Stage 3	POCI	
	€m	€m	€m	€m	€m
Balance as at 1 January 2023	17,455	1,699	649	1	19,804
New assets originated*	2,205	122	10	-	2,337
Loans acquired**	1,308	127	55	-	1,490
Stage Transfers:					
Transfers from Stage 1 to Stage 2	(432)	432	-	-	-
Transfers to Stage 3	(43)	(136)	179	-	-
Transfers from Stage 2 to Stage 1	195	(195)	-	-	-
Transfers from Stage 3	-	95	(95)	-	-
Net movement arising from transfer of Stage	(280)	196	84	-	-
Redemptions and repayments	(1,631)	(230)	(62)	-	(1,923)
Decrease due to write offs	-	(1)	(18)	-	(19)
Disposals	-	-	-	-	-
Other movements	-	-	-	(1)	(1)
Balance as at 31 December 2023	19,057	1,913	718	-	21,688

*Loan originations are net of repayments in the year
**Net of repayments

Amounts receivable under finance leases and hire purchase receivables
The following balances principally comprise of leasing arrangements and hire purchase agreements of vehicles, plant, machinery and equipment:

	31 December 2024	31 December 2023
	€m	€m
Gross receivables		
Not later than 1 year	**184**	172
Later than 1 year and not later than 2 years	**146**	138
Later than 2 years and not later than 3 years	**99**	97
Later than 3 years and not later than 4 years	**60**	59
Later than 4 years and not later than 5 years	**26**	26
Later than 5 years	**7**	8
Total	**522**	500
Unearned future finance income	**(56)**	(54)
Deferred costs incurred on origination	**6**	5
Present value of minimum payments	**472**	451
ECL allowance for uncollectible minimum payments receivable	**(19)**	(20)

20. Impairment provisions

Loans and advances to customers

The following tables reflects non-performing loans for which ECL provisions are held and an analysis of Stage 1, Stage 2 and Stage 3 ECL provisions across the loans and advances to customers portfolio.

The non-performing loan balance as at 31 December 2024 was €382m (31 December 2023: €718m). Refer to note 34 for further details.

31 December 2024	Loans and advances to customers	of which NPLs	NPL % of total loans	ECL provisions				Total ECL provisions as % of total loans
				Stage 1	Stage 2	Stage 3	Total	
	€m	€m	%	€m	€m	€m	€m	%
Residential:								
- Home loans	**19,539**	**259**	**1.3%**	**98**	**38**	**73**	**209**	**1.1%**
- Buy-to-let	**464**	**71**	**15.3%**	**2**	**43**	**31**	**76**	**16.4%**
Commercial	**493**	**24**	**4.9%**	**5**	**36**	**9**	**50**	**10.1%**
Consumer finance	**553**	**20**	**3.6%**	**8**	**14**	**16**	**38**	**6.9%**
Finance leases and hire purchase receivables	**466**	**8**	**1.7%**	**10**	**3**	**6**	**19**	**4.1%**
Total gross loans	**21,515**	**382**	**1.8%**	**123**	**134**	**135**	**392**	**1.8%**
Impairment provision	**(392)**							
Deferred fees, discounts and business combination related fair value adjustments	**300**							
Balance as at 31 December 2024	**21,423**							

31 December 2023	Loans and advances to customers	of which NPLs	NPL % of total loans	ECL provisions				Total ECL provisions as % of total loans
				Stage 1	Stage 2	Stage 3	Total	
	€m	€m	%	€m	€m	€m	€m	%
Residential:								
- Home loans	19,557	403	2.1%	131	51	110	292	1.5%
- Buy-to-let	749	267	35.6%	2	58	99	159	21.2%
Commercial	437	20	4.6%	8	47	11	66	15.1%
Consumer finance	499	16	3.2%	12	8	13	33	6.6%
Finance leases and hire purchase receivables	446	12	2.7%	12	-	8	20	4.5%
Total gross loans	21,688	718	3.3%	165	164	241	570	2.6%
Impairment provision	(570)							
Deferred fees, discounts and business combination related fair value adjustments	309							
Balance as at 31 December 2023	21,427							

20. Impairment provisions (continued)

A reconciliation of the provision for impairment losses for loans and advances to customers is as follows:

2024	Residential mortgages	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m
Total by portfolio					
ECL as at 1 January 2024	**451**	**66**	**33**	**20**	**570**
Redemptions and repayments	**(28)**	**-**	**-**	**-**	**(28)**
Net remeasurement of loss allowance	**(35)**	**(20)**	**3**	**(8)**	**(60)**
Loan originations	**28**	**14**	**5**	**8**	**55**
Loans acquired	**-**	**-**	**-**	**-**	**-**
Net movement excluding derecognition	**(35)**	**(6)**	**8**	**-**	**(33)**
Derecognition-disposals	**(124)**	**(9)**	**-**	**-**	**(133)**
Derecognition-repossessions	**-**	**-**	**-**		**-**
Derecognition-write offs*	**(7)**	**(1)**	**(3)**	**(1)**	**(12)**
Derecognition	**(131)**	**(10)**	**(3)**	**(1)**	**(145)**
ECL as at 31 December 2024**	**285**	**50**	**38**	**19**	**392**

Net movement excluding derecognition (from above)	**(33)**
Interest income booked but not recognised	**(11)**
Other movements***	**13**
Write offs net of recoveries	**1**
Impairment write-back on loans and advances to customers for the year ended 31 December 2024	**(30)**

* The Group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation.
** Closing ECL incorporates ECL of €12m on loan commitments.
*** Includes impairment charge on deleveraging (€9m) and provisions on loan commitments where there is no recognised financial asset (€4m).

20. Impairment provisions (continued)

2023	Residential mortgages	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m
Total by portfolio					
ECL as at 1 January 2023	447	40	34	-	521
Redemptions and repayments	(22)	(1)	-	-	(23)
Net remeasurement of loss allowance	(8)	2	(5)	-	(11)
Loan originations	29	16	3	-	48
Loans acquired	12	10	4	20	46
Net movement excluding derecognition	11	27	2	20	60
Derecognition-disposals	-	-	-	-	-
Derecognition-repossessions	-	-	-	-	-
Derecognition-write offs*	(7)	(1)	(3)	-	(11)
Derecognition	(7)	(1)	(3)	-	(11)
ECL as at 31 December 2023**	451	66	33	20	570
Net movement excluding derecognition (from above)					60
Interest income booked but not recognised					(12)
Other movements***					6
Write offs net of recoveries					2
Impairment charge on loans and advances to customers for the year ended 31 December 2023					56

* The Group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation.
** Closing ECL incorporates ECL of €8m on loan commitments.
*** Includes costs in respect of deleveraging (€2m) and impairment of interest in associated undertakings (€4m).

20. Impairment provisions (continued)

2024	Stage 1 €m	Stage 2 €m	Stage 3 €m	Total €m
Total by stage				
ECL as at 1 January 2024	**165**	**164**	**241**	**570**
Transfer to Stage 1	**23**	**(22)**	**(1)**	**-**
Transfer to Stage 2	**(13)**	**22**	**(9)**	**-**
Transfer to Stage 3	**(1)**	**(10)**	**11**	**-**
Stage transfers	**9**	**(10)**	**1**	**-**
Redemptions and repayments	**(6)**	**(15)**	**(7)**	**(28)**
Net remeasurement of loss allowance	**(79)**	**(24)**	**43**	**(60)**
Loan originations	**34**	**20**	**1**	**55**
Loans Acquired	**-**	**-**	**-**	**-**
Net movement excluding derecognition	**(51)**	**(19)**	**37**	**(33)**
Derecognition-disposals	**-**	**-**	**(133)**	**(133)**
Derecognition-repossessions	**-**	**-**	**-**	**-**
Derecognition-write offs*	**-**	**(1)**	**(11)**	**(12)**
Derecognition	**-**	**(1)**	**(144)**	**(145)**
ECL as at 31 December 2024**	**123**	**134**	**135**	**392**
Net movement excluding derecognition (from above)				**(33)**
Interest income booked but not recognised				**(11)**
Other movements***				**13**
Write offs net of recoveries				**1**
Impairment write-back on loans and advances to customers for the year ended 31 December 2024				**(30)**

* The group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write off may be earlier than collateral realisation.
** Closing ECL incorporates ECL of €12m on loan commitments.
*** Includes impairment charge on deleveraging (€9m) and provisions on loan commitments where there is no recognised financial asset (€4m).

20. Impairment provisions (continued)

2023	Stage 1 €m	Stage 2 €m	Stage 3 €m	Total €m
Total by stage				
ECL as at 1 January 2023	136	163	222	521
Transfer to Stage 1	31	(30)	(1)	-
Transfer to Stage 2	(6)	21	(15)	-
Transfer to Stage 3	-	(21)	21	-
Stage transfers	25	(30)	5	-
Redemptions and repayments	(5)	(11)	(7)	(23)
Net remeasurement of loss allowance	(38)	12	15	(11)
Loan originations	18	27	3	48
Loans Acquired	29	3	14	46
Net movement excluding derecognition	4	31	25	60
Derecognition-disposals	-	-	-	-
Derecognition-repossessions	-	-	-	-
Derecognition-write offs*	-	-	(11)	(11)
Derecognition	-	-	(11)	(11)
ECL as at 31 December 2023**	165	164	241	570
Net movement excluding derecognition (from above)				60
Interest income booked but not recognised				(12)
Other movements***				6
Write offs net of recoveries				2
Impairment charge on loans and advances to customers for the year ended 31 December 2023				56

* The group writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery or on foot of a negotiated settlement. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write off may be earlier than collateral realisation.
** Closing ECL incorporates ECL of €8m on loan commitments.
*** Includes costs in respect of deleveraging (€2m) and impairment of interest in associated undertakings (€4m).

Modified Financial Assets

There have been no significant modified financial assets for which the loss allowance has changed from lifetime to 12-month ECL at 31 December 2024 and 31 December 2023.

21. Interest in associated undertakings

	31 December 2024 €m	31 December 2023 €m
Clearpay	**1**	1
First Home Scheme Ireland	**20**	15
	21	16

The Group owns a non-controlling interest in Clearpay DAC (33%) as at 31 December 2024. This investment is accounted for under the equity method in the consolidated financial statements and has a carrying value of €1m at 31 December 2024 (31 December 2023: €1m). This investment will be increased or decreased by the Group's share of the profit or loss which will be assessed annually.

On 15 November 2023 Synch Payments DAC announced that it would cease operations and an impairment of €3.5m was recognised in 2023. In 2024, the Group ceased recognising its investment in Synch Payments DAC as it was liquidated on 26 February 2024.

On 1 July 2022, the Group invested in First Home Scheme Ireland DAC along with the Irish Government, AIB and Bank of Ireland. First Home Scheme Ireland DAC is incorporated and operates in the Republic of Ireland providing equity support to future homeowners by taking a beneficial interest in residential dwellings which enables customers to purchase these residential dwellings. The participants fund these purchases, as well as costs, through a loan facility. The Group owns a non-controlling interest of 25% as 31 December 2024. This investment in associate is accounted for under the equity method in the consolidated financial statements and was initially recognised at €11m being the Group's agreed 13.5% contribution rate.

The Group has presented summarised financial information of the First Home Scheme Ireland DAC in line with IFRS 12 below as well as a reconciliation of the summarised financial information to the carrying value above.

	31 December 2024 €m	31 December 2023 €m
Summarised Statement of financial position		
Current assets	**41**	58
Cash and cash equivalents	**41**	58
Non-current assets	**226**	89
Current liabilities	**(1)**	(1)
Non-current liabilities	**(266)**	(146)
Non-current financial liabilities	**(266)**	(146)
Summarised Income statement		
Other operating income	**13**	9
Operating expenses	**(7)**	(6)
Finance expense	**(6)**	(3)
Reconciliation of summarised financial information to carrying value		
1 January	**15**	10
Share of loan facility*	**2**	-
Drawdowns of loan facility**	**3**	5
31 December	**20**	15

* The Group's share of the loan facility is based on the finance expense amount disclosed above and the share of the remaining profit from the Revenue less Operating expenses above.
** The total drawdowns on the loan facility are disclosed in the notes to the First Home Scheme Ireland DAC financial statements. The amount above is the Group's contributions.

In presenting details of the associates of the Group, the exemption permitted by Section 316 of the Companies Act 2014 has been availed of and the Group will annex a full listing of associates to its annual return to the Companies Registration Office.

22. Property and equipment

2024	Held at fair value land and buildings €m	Fixtures and fittings €m	Held at cost office and computer equipment €m	Right-of-use assets* Leased buildings €m	Right-of-use assets* Leased motor vehicles €m	Total €m
Cost or valuation						
At 1 January	**86**	**147**	**118**	**65**	**3**	**419**
Additions	**-**	**12**	**2**	**5**	**2**	**21**
Revaluations	**(11)**	**-**	**-**	**-**	**-**	**(11)**
Depreciation write-back on revaluation	**(1)**	**-**	**-**	**-**	**-**	**(1)**
Disposals or cancellations	**(3)**	**-**	**-**	**-**	**-**	**(3)**
At 31 December	**71**	**159**	**120**	**70**	**5**	**425**
Accumulated depreciation						
At 1 January	**-**	**(93)**	**(87)**	**(31)**	**(3)**	**(214)**
Provided in the year	**(1)**	**(10)**	**(11)**	**(6)**	**(1)**	**(29)**
Eliminate on revaluation	**1**	**-**	**-**	**-**	**-**	**1**
At 31 December	**-**	**(103)**	**(98)**	**(37)**	**(4)**	**(242)**
Net book value at 31 December	**71**	**56**	**22**	**33**	**1**	**183**

*For further details on right-of-use assets refer to note 30.

Of the €11m net revaluation loss, €11m is included in the revaluation reserve in the statement of comprehensive income and no impairment write-back is recognised on land and buildings in the income statement.

2023	Held at fair value land and buildings €m	Fixtures and fittings €m	Held at cost office and computer equipment €m	Right-of-use assets* Leased buildings €m	Right-of-use assets* Leased motor vehicles €m	Total €m
Cost or valuation						
At 1 January	91	128	109	61	3	392
Additions	-	19	9	1	-	29
Additions from Business Combinations	9	-	-	3	-	12
Revaluations	(12)	-	-	-	-	(12)
Depreciation write-back on revaluation	(1)	-	-	-	-	(1)
Disposals or cancellations	(1)	-	-	-	-	(1)
At 31 December	86	147	118	65	3	419
Accumulated depreciation						
At 1 January	-	(84)	(77)	(25)	(2)	(188)
Provided in the year	(1)	(9)	(10)	(6)	(1)	(27)
Eliminate on revaluation	1	-	-	-	-	1
At 31 December	-	(93)	(87)	(31)	(3)	(214)
Net book value at 31 December	86	54	31	34	-	205

*For further details on right-of-use assets refer to note 30.

22. Property and equipment (continued)

Of the €12m revaluation loss, €12m is included in the revaluation reserve in the statement of comprehensive income and no impairment write-back is recognised on land and buildings in the income statement.

The net book value of land and buildings includes the following:

	31 December 2024 €m	31 December 2023 €m
Land	**24**	26
Buildings - freehold fair value	**47**	60
Buildings - fixtures and fittings	**45**	42
Buildings - leasehold	**44**	46
	160	174

Buildings – leasehold includes €11m (31 December 2023: €12m) of fixtures and fittings within leased buildings.

Land and buildings as at 31 December 2024 held at fair value was €71m (31 December 2023: €86m). The historic cost of land and buildings under the cost model is €43m (31 December 2023: €44m).

Fair value measurement of Group's land and buildings

The Group's freehold land and buildings are stated at their revalued amounts, being the fair value at the date of revaluation less any accumulated depreciation recognised from the date of the latest revaluation. On the date of revaluation any accumulated depreciation is eliminated. The fair value measurements of the Group's freehold land and buildings as at 31 December 2024 and 31 December 2023 were performed by independent professional valuers having appropriate qualifications and recent experience in the fair value measurement of properties in the locations and categories being valued. The effective date of revaluation is 31 October 2024 and 30 November 2023.

The fair value of the freehold land and buildings was determined based on a market comparable approach that reflects recent transaction prices for similar properties using capitalisation yields ranging from 6.64% to 10.50%. There has been no change to the valuation techniques during the year.

Details of the freehold land and buildings and information about the fair value hierarchy as defined in the Group's accounting policy as at 31 December 2024 and 31 December 2023 are as follows:

31 December 2024	Level 1 €m	Level 2 €m	Level 3 €m	Total fair value €m
Land	**-**	**-**	**24**	**24**
Buildings - freehold	**-**	**-**	**47**	**47**
	-	**-**	**71**	**71**

31 December 2023	Level 1 €m	Level 2 €m	Level 3 €m	Total fair value €m
Land	-	-	26	26
Buildings - freehold	-	-	60	60
	-	-	86	86

22. Property and equipment (continued)

Key unobservable inputs

The following table summarises the valuation techniques and inputs used in the determination of freehold land and building values:

31 December 2024	Cap Yield %			Rent per sqm €		
	Low	High	weighted average	Low	High	weighted average
Freehold land and buildings						
Urban centres	**6.64%**	**8.50%**	**6.87%**	**237**	**1,700**	**626**
Urban other	**7.50%**	**9.75%**	**8.15%**	**210**	**770**	**351**
Rural	**8.00%**	**10.50%**	**8.99%**	**108**	**269**	**202**

31 December 2023	Cap Yield %			Rent per sqm €		
	Low	High	weighted average	Low	High	weighted average
Freehold land and buildings						
Urban centres	5.35%	9.65%	9.03%	237	4,252	657
Urban other	7.50%	9.50%	8.23%	194	770	348
Rural	8.00%	10.75%	9.07%	108	266	196

Interrelationship between key unobservable inputs and fair value measurement

The estimated fair value would increase/(decrease) if:

- capital yield were higher (lower)
- the rent per square metre were higher (lower)

23. Intangible assets

Software	31 December 2024 €m	31 December 2023 €m
Cost		
At 1 January	**360**	293
Additions	**88**	67
At 31 December	**448**	360
Accumulated amortisation		
At 1 January	**(173)**	(133)
Provided in the year	**(62)**	(40)
At 31 December	**(235)**	(173)
Net book value at 31 December	**213**	187

Research and development expenditure in the period to 31 December 2024 was €27m (31 December 2023: €28m) and is included in note 7: Administrative, staff and other expenses (excluding exceptional items).

24. Deferred taxation

	31 December 2024 €m	31 December 2023 €m
Deferred tax liabilities	**(15)**	(18)
Deferred tax assets	**331**	327
Net deferred tax assets	**316**	309

Net deferred tax assets are attributable to the following:

2024	At 1 January €m	Recognised in income statement €m	Recognised in other comprehensive income €m	At 31 December €m
Property and equipment (including right of use assets)	**(17)**	**-**	**4**	**(13)**
Unrealised gains/(losses) on assets/liabilities	**(1)**	**-**	**(1)**	**(2)**
Losses carried forward, movements comprised of	**323**	**-**	**-**	**323**
- Losses generated/(utilised) in the period	**-**	**(16)**	**-**	**(16)**
- Losses previously unrecognised tax losses	**-**	**16**	**-**	**16**
Other temporary differences	**-**	**4**	**-**	**4**
Other Liabilities (including lease liabilities)	**4**	**-**	**-**	**4**
	309	**4**	**3**	**316**

2023	At 1 January €m	Recognised in income statement €m	Recognised in other comprehensive income €m	At 31 December €m
Property and equipment (including right of use assets)	(18)	(4)	5	(17)
Unrealised gains/(losses) on assets/liabilities	(7)	-	6	(1)
Losses carried forward	334	(11)	-	323
Other temporary differences	-	1	(1)	-
Other Liabilities (including lease liabilities)	-	4	-	4
	309	(10)	10	309

24. Deferred taxation (continued)

The Group applied Deferred Tax related to Assets and Liabilities arising from a Single Transaction (Amendments to IAS 12) from 1 January 2023. Following the amendments, the Group has recognised a separate deferred tax asset in relation to its lease liabilities and a deferred tax liability in relation to its right-of-use assets.

In line with the requirements of IAS 12 "Deferred Tax Assets", Management and Directors formed the view that there should be sufficient future taxable profits within the PTSB legal entity against which PTSB tax losses carried forward can be used. Management and Directors have reviewed this position as at 31 December 2024 and remain of the view that it is appropriate to continue to recognise a deferred tax asset on the full quantum of tax losses carried forward in PTSB. This information is based on the following supporting evidence: (i) A review of the quantum of tax losses carried forward in PTSB in conjunction with forecasted profitability (the projections used having been approved by the Board of Directors). This review demonstrated that it is probable that there will be sufficient future taxable profits within PTSB against which the full quantum of tax losses carried forward can be utilised; (ii) The consideration of forecasting risks, including sensitivity analysis on the financial projections used (including an analysis of the effects of higher than expected impairment levels and lower than expected net interest margin). This analysis demonstrated, were certain adverse events to occur, it would remain probable that there would be sufficient future taxable profits within PTSB against which the full quantum of tax losses carried forward could be utilised, albeit that the period of time over which such utilisation would occur would be extended; and (iii) The consideration of a number of other factors which may impact the utilisation of the tax losses including the macroeconomic environment, progress made on the Group's NPL strategy and the Group's financial position. These factors are set out in further details in note 2, Critical accounting estimates and judgements.

It should also be noted that under current Irish tax legislation there is no time restriction on the utilisation of trading losses. Therefore, the tax losses carried forward in PTSB are available for utilisation against profits of the same trade in any future period. Also, the Directors are satisfied that taxable future profits should be available to recover the remaining deferred tax assets.

The total unrecognised deferred tax assets on carried forward tax losses at 31 December 2024 amounted to €20m (31 December 2023: €36m).

In accordance with IFRS these balances are recognised on an undiscounted basis.

Pillar Two – minimum effective tax rate

In 2021 the Organisation for Economic Co-operation and Development (OECD) released the 15% minimum effective tax rate ("Pillar Two") Model Rules. Pillar Two legislation has been enacted in Ireland, effective 1 January 2024. The Group has performed an assessment of the Group's potential exposure to Pillar Two income taxes. Based on the assessment performed, the Group will be in scope of the Pillar Two legislation for the Group's financial year beginning 1 January 2025. The Group will continue to assess the application of Pillar Two legislation for future reporting periods. The Group has applied the IAS 12 temporary exception to the accounting for deferred taxes arising from the implementation of the Pillar Two rules.

25. Deposits by banks

	31 December 2024 €m	31 December 2023 €m
Placed by other banks and institutions on repurchase agreements	**65**	380
Other deposits	**46**	22
Deposits by banks	**111**	402

Securities which are sold under agreements to repurchase are secured by Irish and other eligible bonds. These agreements are completed under market standard Global Master Repurchase Agreements. The fair value of the financial assets pledged under existing agreement to repurchase is €371m at 31 December 2024 (31 December 2023: €529m). Other deposits include €46m (31 December 2023: €22m) of cash collateral placed with PTSB in relation to derivative positions and repurchase agreements.

26. Customer accounts

	31 December 2024 €m	31 December 2023 €m
Term deposits	**5,104**	3,028
Demand deposits	**7,520**	8,451
Current accounts	**9,187**	9,329
Notice and other accounts	**2,309**	2,158
Customer accounts	**24,120**	22,966

All customer accounts above are held at amortised cost.

At 31 December 2024, the Group held corporate deposits of €1,468m (31 December 2023: €1,316m).

An analysis of the contractual maturity profile of customer accounts is set out in the liquidity risk section of note 34 of the consolidated financial statements.

27. Other liabilities

	31 December 2024 €m	31 December 2023 €m
Amounts falling due within one year		
PAYE and social insurance	**6**	6
Other taxation including deposit interest retention tax (DIRT)	**12**	4
Creditor accruals	**67**	94
Other*	**9**	8
Lease liability (see note 30 for further information on lease liabilities)	**6**	6
Total amounts falling due within one year	**100**	118
Amounts falling due greater than one year		
Lease liability (see note 30 for further information on lease liabilities)	**29**	29
Total amounts falling due greater than one year	**29**	29
Total other liabilities	**129**	147

* Other includes liability of €8m for Visa balances at 31 December 2024 (31 December 2023: €8m).

28. Provisions

	2024				2023			
	Restructuring costs	Provision for legacy, legal and compliance liabilities	Other	Total	Restructuring costs	Provision for legacy, legal and compliance liabilities	Other	Total
	€m	€m	€m	€m	€m	€m	€m	€m
As at 1 January	**2**	**13**	**25**	**40**	4	23	53	80
Provisions made during the year	**-**	**13**	**5**	**18**	-	2	6	8
Write-back of provisions during the year	**-**	**(3)**	**(2)**	**(5)**	-	(1)	(6)	(7)
Provisions used during the year	**(1)**	**(6)**	**-**	**(7)**	(2)	(11)	(28)	(41)
As at 31 December	**1**	**17**	**28**	**46**	2	13	25	40

The provision at 31 December 2024 is €46m (31 December 2023: €40m) which is comprised of the following:

Restructuring costs
During 2020, the Group announced an Enterprise Transformation program. At 31 December 2020, a provision for restructuring of €27m was recognised based on the estimate of the costs of this program. From 2021, additional provisions of €10m were made and amounts of €36m were utilised. The remaining provision of €0.4m is included in the Restructuring provision. This program is expected to conclude in 2025.

The Group remains a lessee on a number of non-cancellable leases over properties that it no longer occupies following a restructure in 2013. A provision of €0.6m relates to dilapidation costs associated with these properties.

Provision for legacy, legal and compliance liabilities
As at 31 December 2024, the Group has provisions of €17m relating to legal, compliance and other costs of ongoing disputes in relation to legacy business issues (31 December 2023: €13m).

A provision of €13m was made during 2024 relating to legal, compliance and other costs of ongoing disputes in relation to legacy business issues. €4m of this relates to ECL (31 December 2023: €nil) held against loan commitments (see note 39 for further detail) (where the loan commitment relates to a loan already recognised as a financial asset, the ECL is recognised in Loans and advances to customers).

Management has exercised judgement in arriving at the estimated provision in respect of the potential liabilities.

Other
As at 31 December 2024, Other provisions of €28m (31 December 2023: €25m) primarily relates to indemnities and guarantees provided by the Group, along with warranties relating to the deleveraging of various asset portfolios.

29. Subordinated liabilities

	31 December 2024	31 December 2023
	€m	€m
At amortised cost:		
€300 million Subordinated load due June 2025, Callable 2024	**-**	308
€650 million Subordinated loan due April 2028, Callable 2027	**692**	690
€500 million Subordinated loan due June 2029, Callable 2028	**523**	515
€500 million Subordinated loan due April 2030, Callable 2029	**518**	-
Subordinated Tier 2 loans - PTSBGH		
€250 million Subordinated Tier 2 loan due August 2031, Callable 2026	**257**	257
	1,990	1,770

29. Subordinated liabilities(continued)

	31 December 2024 €m	31 December 2023 €m
Maturity date		
Repayable in less than 1 year	**61**	58
Repayable in greater than 1 year but less than 5 years	**1,168**	960
Repayable in greater than 5 years	**761**	752
	1,990	1,770

PTSB plc's subordinated liabilities were €2bn as at 31 December 2024 (31 December 2023: €1.8bn).

Subordinated Liabilities - loan with PTSB Group Holdings plc (PTSBGH)
The Company borrowed an additional €500m from PTSBGH in April 2024. This was borrowed as a loan at a base rate of 4.25% plus a margin of 0.180% per annum. The loan matures on 10 July 2030 with a call date of 10 July 2029. The loan is Senior, non-preference with interest paid annually in arrears on 10 July.

The Company borrowed an additional €500m from PTSBGH in June 2023. This was borrowed as a loan at a base rate of 6.625% plus a margin of 0.180% per annum. The loan matures on 30 June 2029 with a call date of 30 June 2028. The loan is Senior, non-preference with interest paid annually in arrears on 30 June.

The Company borrowed an additional €650m from PTSBGH in April 2023. This was borrowed as a loan at a base rate of 6.625% plus a margin of 0.155% per annum. The loan matures on 25 April 2028 with a call date of 25 April 2027. The loan is Senior, non-preference with interest paid annually in arrears on 25 April.

A loan from PTSBGH of €300m with a maturity date of 30 June 2025 was called on the first callable date of 01 July 2024.

A loan from PTSBGH of €350m with a maturity date of 26 September 2024 was called on the first callable date of 26 September 2023.

In the event of PTSB plc winding up, the subordinated loans with PTSBGH will be:

- junior in right of payment to all Senior Claims;
- pari passu with all other Senior Non-Preferred Claims; and
- in priority to all Own Funds and all other subordinated claims against PTSB plc.

Subordinated Tier 2 loans - PTSBGH
In May 2021, PTSB plc borrowed €250m from PTSBGH at a base rate of 3% plus a margin of 0.181% per annum. The loan matures on 19 August 2031 with a call date of any date from and including 19 May 2026 to and including 19 August 2026 with the call subject to approval of the regulatory authorities, with approval conditional on meeting the requirements of the Capital Requirements Regulation.

The interest rate will be reset on 19 August 2026 to Euro 5 year Mid Swap rate plus a margin of 3.402% per annum. The loan is subordinated and ranks as Tier 2 capital with interest paid annually in arrears on 19 August. The loan may be subject to the exercise of Irish Statutory loss absorption powers by the relevant resolution authority.

In the event of winding up of PTSBGH, the Tier 2 capital notes will be:

- junior in right of payment to all Senior Claims;
- pari passu with all other subordinated claims against PTSBGH which constitute, or would but for any applicable limitation on the amount of such capital constitute, Tier 2 capital notes or that rank or are expressed to rank pari passu with the obligations of PTSBGH under Tier 2 capital notes; and
- in priority to PTSBGH ordinary shares, preference shares and junior subordinated obligations or other securities of PTSBGH which by law rank, or by their terms are expressed to rank, junior to the Tier 2 capital notes.

30. Leases

Right-of-use assets*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2024	**34**	**-**	**34**
Additions	**5**	**2**	**7**
Lease exits and cancellations	**-**	**-**	**-**
Depreciation of right-of-use assets	**(6)**	**(1)**	**(7)**
Balance as at 31 December 2024	**33**	**1**	**34**

Right-of-use assets*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2023	36	1	37
Additions	4	-	4
Lease exits and cancellations	-	-	-
Depreciation of right-of-use assets	(6)	(1)	(7)
Balance as at 31 December 2023	34	-	34

Lease liabilities*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2024	**35**	**-**	**35**
Additions	**5**	**2**	**7**
Lease exits or cancellations	**-**	**-**	**-**
Repayment of lease liabilities	**(6)**	**(1)**	**(7)**
Balance as at 31 December 2024	**34**	**1**	**35**

Lease liabilities*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2023	37	1	38
Additions	4	-	4
Lease exits or cancellations	-	-	-
Repayment of lease liabilities	(6)	(1)	(7)
Balance as at 31 December 2023	35	-	35

*Right-of-use assets are included in Property and equipment and lease liabilities are included in Other liabilities.

30. Leases (continued)

Lease liabilities	31 December 2024 €m	31 December 2023 €m
Maturity analysis - contractual undiscounted cash flows*		
Less than one year	**6**	7
One to five years	**19**	18
More than five years	**12**	12
Total undiscounted lease liabilities	**37**	37
Lease liabilities included in the statement of financial position	**35**	35
Current lease liability	**6**	6
Non-current lease liability	**29**	29

* The maturity analysis of undiscounted lease liabilities are disclosed in note 34.

Amounts recognised in income statement

	31 December 2024 €m	31 December 2023 €m
Interest on lease liabilities*	**(1)**	(1)
Expenses relating to short-term leases	**(1)**	-
Depreciation of right-of-use assets	**(7)**	(7)
Total charge in income statement	**(9)**	(8)

* Interest expense on the lease liabilities amounted to €0.6m (31 December 2023: €0.9m) whereas expenses relating to short-term leases amounted to €0.8m (31 December 2023: €0.5m) and is included in Administrative, staff and other expenses (excluding exceptional items).

Amounts recognised in statement of cash flow

	31 December 2024 €m	31 December 2023 €m
Operating cashflows:		
Short-term leases	**(1)**	**-**
Financing cash flows:		
Cash outflow for leases	**(7)**	(7)
Total	**(8)**	(7)

As a lessee

(i) Real estate

The Group leases retail properties for its branch operations. The lease term of retail properties typically run for a period of 10-35 years. The Group does not have variable lease payments and its leases do not contain extension options.

(ii) Vehicles

The Group leases vehicles with lease terms of three to five years. The Group has no option to purchase the assets at the end of the contract term and it does not guarantee the residual value of the leased assets at the end of the contract term.

(iii) Sub-leases

The Group has no sub-leases as at 31 December 2024 (31 December 2023: no sub-leases). Further details on 'leases as a lessor' are included in note 1 of the financial statements.

31. Share capital, reserves and other equity instruments

Share capital

Share capital is the funds raised as a result of a share issue and comprises the ordinary shares of the holding company.

The holders of ordinary shares are entitled to receive dividends as declared from time to time, and are entitled to one vote per share at meetings of the Bank. All ordinary shares rank equally with regard to the Bank's residual assets.

Authorised share capital

31 December 2024	Number of shares	31 December 2024 €m
Ordinary shares of €0.50 each	**750,000,000**	**€375**
Preference Shares of €1 each	**300,000,000**	**€300**
Preference shares of US $1 each	**200,000,000**	**$200**
Preference shares of Stg £1 each	**100,000,000**	**£100**

31 December 2023	Number of shares	31 December 2023 €m
Ordinary shares of €0.50 each	750,000,000	€375
Preference Shares of €1 each	300,000,000	€300
Preference shares of US $1 each	200,000,000	$200
Preference shares of Stg £1 each	100,000,000	£100

Issued share capital

The number of paid up ordinary shares at €0.32 cent is as follows:

	31 December 2024	31 December 2023
Issued share capital (Number of shares)	**276,782,351**	276,782,351
Issued share capital (€'m)	**89**	89

31. Share capital, reserves and other equity instruments (continued)

Share Premium

The share premium reserve represents the excess of amounts received for share issues less associated issue costs over the par value of those shares of the Company.

Other Reserves

Revaluation reserve (Non-distributable)

The revaluation reserve is a non-distributable reserve comprising unrealised gains or losses, net of tax, on the revaluation of owner occupied properties.

Fair value reserve (Non-distributable) 1

The fair value reserve comprises:

- the cumulative net change in the fair value of equity securities measured at FVOCI; and

Other capital reserves (Non-distributable)

Other capital reserves includes €7m capital redemption reserve arising from the repurchase and cancellation of shares.

Retained earnings

Retained earnings include distributable and non-distributable earnings. This reserve represents the retained earnings of the holding Company and subsidiaries after consolidation adjustments.

In October 2024, Permanent TSB plc made a distribution of €2m to its sole shareholder Permanent TSB Group Holdings plc. The distribution related to the share buyback of Permanent TSB Group Holdings plc shares in October 2024.

€43m (31 December 2023: €43m) coupon interest on the AT1 securities was paid from this reserve during 2024.

Other equity instruments (Non-distributable)

Additional Tier 1 securities

	31 December 2024 €m	31 December 2023 €m
As at 1 January	**368**	368
Profit	**43**	43
AT1 coupon paid	**(43)**	(43)
Additional Tier 1 securities	**368**	368

On 26 October 2022, PTSBGH issued additional €250m AT1 Fixed Rate Reset Perpetual Temporary Write Down Securities. The transaction costs incurred were €5m. The first reset date for the fixed rate is 26 April 2028. The AT1 securities are perpetual and redeemable financial instruments with a semi-annual coupon of 13.25% paid in arrears on 26 April and 26 October of each year, commencing on 26 April 2023. The Company may, at its sole discretion, redeem the AT1 securities in full on any day falling in the period commencing 26 October 2027 and the first reset date above and on every interest payment date thereafter (subject to the approval of the Supervisory Authority) at the prevailing principal amount together with accrued but unpaid interest. In addition, the securities are redeemable at the option of the Company for certain regulatory or tax reasons, subject to regulatory approval. On the first reset date on 26 April 2028, in the event the securities are not redeemed, interest will be reset to Euro 5 year Mid Swap rate plus a margin of 10.546% (converted from an annual to a semi-annual rate). The Company may elect at its full discretion at any time to cancel permanently (in whole or in part) the interest amount otherwise scheduled to be paid on an interest payment date.

On 25 November 2020, PTSBGH issued €125m nominal value of AT1 Perpetual Temporary Write Down Securities as part of a capital raise. The transaction costs incurred were €2m. The first reset date for the fixed rate is 25 May 2026. The AT1 securities are perpetual and redeemable financial instruments with a semi-annual coupon of 7.875% paid in arrears on 25 May and 25 November of each year. The Company may, at its sole discretion, redeem the AT1 securities in full on any day falling in the period commencing 25 November 2025 and the first reset date above and on every interest payment date thereafter (subject to the approval of the Supervisory Authority) at the prevailing principal amount together with accrued but unpaid interest. In addition, the securities are redeemable at the option of the Company for certain regulatory or tax reasons, subject to regulatory approval. On the first reset date on 25 May 2026, in the event the securities are not redeemed, interest will be reset to Euro 5 year Mid Swap rate plus a margin of 8.468% (converted from an annual to a semi-annual rate). The Company may elect at its full discretion at any time to cancel permanently (in whole or in part) the interest amount otherwise scheduled to be paid on an interest payment date.

31. Share capital, reserves and other equity instruments (continued)

The Company may use such cancelled payments without restriction, including to make distributions or any other payments to the holders of its shares or any other securities issued by the Company. Any cancellation of interest payments will be permanent and on a non-cumulative basis and such cancellation will not give rise to or impose any restriction on the Company.

Under the EU (Bank Recovery and Resolution) Regulations 2015, these securities are loss absorbing at the point of non-viability.

On the occurrence of a trigger event, at any time, any accrued and unpaid interest up to (but excluding) the write down date shall be automatically and irrevocably cancelled, and the then Prevailing Principal Amount of each Security shall be automatically and irrevocably reduced by the write down amount. This will occur if the CET1 Capital Ratio of PTSB or the Group at any time falls below 7%. Subsequent to any write-down event the Company may, at its sole discretion, write-up some or all of the written-down principal amount of the AT1 instrument provided regulatory capital requirements and the securities rank behind the claims against the Group of all other subordinated and unsubordinated creditors.

32. Analysis of other comprehensive income

The analysis of other comprehensive income below provides additional analysis to the information provided in the primary statements and should be read in conjunction with the consolidated statement of changes in equity.

31 December 2024	Revaluation reserve	Fair value reserve	Total
	€m	€m	€m
Other comprehensive income/(expense) net of tax			
Revaluation of property	**(7)**	**-**	**(7)**
Fair value reserve (equity instruments)			
Change in fair value of equity instruments	**-**	**3**	**3**
Total other comprehensive income/(expense), net of tax	**(7)**	**3**	**(4)**

31 December 2023	Revaluation reserve	Fair value reserve	Total
	€m	€m	€m
Other comprehensive income/(expense) net of tax			
Revaluation of property	(7)	-	(7)
Fair value reserve (equity instruments)			
Change in fair value of equity instruments	-	3	3
Total other comprehensive income/(expense), net of tax	(7)	3	(4)

33. Measurement basis and fair values of financial instruments

The Group's accounting policy on valuation of financial instruments is described in note 1. The table below sets out an overview of financial instruments held by the Group and their fair values.

(a) Measurement basis and fair value of financial instruments

31 December 2024	Note	Held at amortised cost	At fair value through OCI	At fair value through profit or loss	Designated as fair value hedges	Total carrying value	Fair value
		€m	€m	€m	€m	€m	€m
Financial assets							
Cash at bank	11	**72**	**-**	**-**	**-**	**72**	**72**
Items in course of collection	11	**23**	**-**	**-**	**-**	**23**	**23**
Loans and advances to banks	12	**2,202**	**-**	**-**	**-**	**2,202**	**2,202**
Derivative financial instruments	13	**-**	**-**	**-**	**59**	**59**	**59**
Other assets	14	**7**	**-**	**-**	**-**	**7**	**7**
Debt securities	16	**4,327**	**-**	**-**	**-**	**4,327**	**4,253**
Equity securities	17	**-**	**9**	**-**	**-**	**9**	**9**
Loans and advances to customers	19	**21,423**	**-**	**-**	**-**	**21,423**	**21,456**
Financial liabilities							
Deposits by banks	25	**111**	**-**	**-**	**-**	**111**	**111**
Customer accounts	26	**24,120**	**-**	**-**	**-**	**24,120**	**24,062**
Derivative financial instruments	13	**-**	**-**	**-**	**-**	**-**	**-**
Other financial liabilities	27	**129**	**-**	**-**	**-**	**129**	**129**
Subordinated liabilities	29	**1,952**	**-**	**-**	**38**	**1,990**	**2,124**

31 December 2023	Note	Held at amortised cost	At fair value through OCI	At fair value through profit or loss	Designated as fair value hedges	Total carrying value	Fair value
		€m	€m	€m	€m	€m	€m
Financial assets							
Cash at bank	11	71	-	-	-	71	71
Items in course of collection	11	40	-	-	-	40	40
Loans and advances to banks	12	2,051	-	-	-	2,051	2,051
Derivative financial instruments	13	-	-	-	36	36	36
Other assets	14	60	-	-	-	60	60
Debt securities	16	3,256	-	-	-	3,256	3,137
Equity securities	17	-	5	-	-	5	5
Loans and advances to customers	19	21,427	-	-	-	21,427	21,343
Financial liabilities							
Deposits by banks	25	402	-	-	-	402	402
Customer accounts	26	22,966	-	-	-	22,966	22,907
Derivative financial instruments	13	-	-	1	-	1	1
Other financial liabilities	27	147	-	-	-	147	147
Subordinated liabilities	29	1,765	-	-	5	1,770	1,886

33. Measurement basis and fair values of financial instruments (continued)

The following table sets out the fair value of financial instruments that the Group holds at 31 December 2024. It categorises these financial instruments into the relevant level on the fair value hierarchy.

The fair values of financial instruments are measured according to the following fair value hierarchy:

- Level 1 – financial assets and liabilities measured using quoted market prices (unadjusted).
- Level 2 – financial assets and liabilities measured using valuation techniques which use observable inputs including quoted prices of financial instruments themselves or quoted prices of similar instruments – in either active or inactive markets.
- Level 3 – financial assets and liabilities measured using valuation techniques which use unobservable market data inputs.

Basis and fair values of financial instruments

31 December 2024	Note	Total carrying value	Level 1	Level 2	Level 3	Total fair value
		€m	€m	€m	€m	€m
Financial assets						
Cash at bank	11	**72**	**72**	**-**	**-**	**72**
Items in course of collection	11	**23**	**-**	**23**	**-**	**23**
Loans and advances to banks	12	**2,202**	**-**	**2,202**	**-**	**2,202**
Derivative financial instruments	13	**59**	**-**	**59**	**-**	**59**
Debt securities	16	**4,327**	**4,145**	**108**	**-**	**4,253**
Equity securities	17	**9**	**7**	**-**	**2**	**9**
Loans and advances to customers	19	**21,423**	**-**	**-**	**21,456**	**21,456**
Financial liabilities						
Deposits by banks	25	**111**	**-**	**111**	**-**	**111**
Customer accounts	26	**24,120**	**-**	**24,062**	**-**	**24,062**
Derivative financial instruments	13	**-**	**-**	**-**	**-**	**-**
Other financial liabilities	27	**129**	**-**	**129**	**-**	**129**
Subordinated liabilities	29	**1,990**	**-**	**2,124**	**-**	**2,124**

31 December 2023	Note	Total carrying value	Level 1	Level 2	Level 3	Total fair value
		€m	€m		€m	€m
Financial assets						
Cash at bank	11	71	71	-	-	71
Items in course of collection	11	40	-	40	-	40
Loans and advances to banks	12	2,051	-	2,051	-	2,051
Derivative financial instruments	13	36	-	36	-	36
Debt securities	16	3,256	3,137	-	-	3,137
Equity securities	17	5	-	-	5	5
Loans and advances to customers	19	21,427	-	-	21,343	21,343
Financial liabilities						
Deposits by banks	25	402	-	402	-	402
Customer accounts	26	22,966	-	22,907	-	22,907
Derivative financial instruments	13	1	-	1	-	1
Other financial liabilities	27	147	-	147	-	147
Subordinated liabilities	29	1,770	-	1,886	-	1,886

33. Measurement basis and fair values of financial instruments (continued)

(b) Fair value measurement principles

The Group's accounting policy on valuation of financial instruments is described in note 1 and note 2 and contains details on the critical accounting estimates and judgements made by management in relation to the fair value measurement of financial instruments. The fair value of a financial instrument is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Where possible, the Group calculates fair value using observable market prices in an active market. Where market prices are not available, fair values are determined using valuation techniques. These techniques are subjective in nature and may involve assumptions which are based upon management's view of market conditions at year end, which may not necessarily be indicative of any subsequent fair value. Any minor changes in the assumptions used could have a significant impact on the resulting estimated fair values and, as a result, it may be difficult for the users to make a reasonable comparison of the fair value information disclosed in this note, against that disclosed by other financial institutions or to evaluate the Group's financial position and, therefore, are advised to exercise caution in interpreting these fair values. Also, the fair values disclosed above do not represent, nor should it be interpreted to represent, the underlying value of the Group as a going concern at the reporting date.

Financial assets and financial liabilities not subsequently measured at fair value

Other than derivative financial instruments and equity securities, all other financial assets and liabilities are not measured at fair value at the reporting date. A description of the methods and assumptions used to calculate fair values of these assets and liabilities is set out below.

Cash at bank

The fair value of these financial instruments is equal to their carrying value due to these instruments being repayable on demand and short-term in nature in an active market.

Items in course of collection

The fair value of these financial instruments is equal to their carrying value due to these instruments being repayable on demand and short-term in nature.

Loans and advances to banks

For the purposes of fair value valuation, loans and advances to banks have been treated as cash and cash equivalents. These loans and advances are repayable on demand and short-term in nature; hence, the fair value of each financial instrument is equal to their carrying value.

Loans and advances to customers

Loans and advances to customers are carried net of impairments. The Group uses a discounted cash flow valuation model to estimate the fair value for the ROI residential and commercial mortgages. Cash flows are discounted using the current weighted average interest rate based on the specific portfolio. The fair value calculation also takes into account loan impairment provisions at the balance sheet date. The carrying value of the consumer finance portfolio is considered equal to its fair value due to its short duration.

Debt securities (HTC securities)

Debt securities at 31 December 2024 are €4,327m (31 December 2023: €3,256m) and consist of HTC securities. HTC securities are derived from observable inputs through independent pricing sources such as Bloomberg.

Deposits by banks/customer accounts

The estimated fair value of deposit liabilities and current accounts with no stated maturity which are repayable on demand (including non-interest bearing deposits), approximates to their carrying value. The estimated fair value of fixed-interest bearing deposits and other borrowings is based on discounted cash flows using interest rates for new deposits with similar remaining maturities.

Subordinated liabilities

The fair values of subordinated liabilities are estimated using market prices of instruments that are substantially the same as those issued by the Group. Where a readily available market price is unavailable in relation to the instrument, an estimated price is calculated using observable market data for similar instruments. If observable market data is not available, an appropriate credit spread linked to similar instruments, is used within the valuation technique. All instruments are hedged for interest rate risk. Further details on hedging are included in note 13 of the financial statements. Since 2023, due to changes in market conditions, quoted prices in active markets are no longer available for these instruments. However, there is sufficient information available to measure the fair value of these instruments based on observable market inputs. Therefore subordinated liabilities are now classified as Level 2 in the fair value hierarchy.

33. Measurement basis and fair values of financial instruments (continued)

Financial assets and financial liabilities subsequently measured at fair value

On initial recognition, all financial instruments are measured at fair value. Derivative financial instruments are fair valued through profit or loss.

Derivative financial instruments

The fair values of derivatives are determined using valuation techniques such as discounted cash flow and pricing models which are commonly used by market participants. These valuations are provided by third party sources and the models used incorporate observable market inputs such as current interest rate, time to maturity, forward foreign exchange rates, yield curves and volatility measures.

Equity securities

PTSB Group holds Series A and Series B preferred stock in Visa Inc. at 31 December 2024. The Series A preferred stock was issued from Visa Inc during 2024 upon the conversion of Series B preferred stock. At 31 December 2024, PTSB Group holds Series A preferred stock with a value of €7m and Series B preferred stock with a value of €2m in Visa Inc (31 December 2023: €5m Series B preferred stock). This is recognised in the statement of financial position at FVOCI.

The fair values of the Series A preferred stock in Visa Inc. is classified as Level 1 and the fair value of the Series B preferred stock is classified as Level 3, as the valuation of these preferred stock includes inputs that are based on unobservable data.

Fair value measurements recognised in the Statement of financial position

31 December 2024	Note	Level 1 €m	Level 2 €m	Level 3 €m	Total €m
Financial assets measured at fair value					
Derivative financial instrument	**13**	**-**	**59**	**-**	**59**
Equity instruments	**17**	**7**	**-**	**2**	**9**
Financial liabilities measured at fair value					
Derivative financial instrument	**13**	**-**	**-**	**-**	**-**

31 December 2023	Note	Level 1 €m	Level 2 €m	Level 3 €m	Total €m
Financial assets measured at fair value					
Derivative financial instrument	13	-	36	-	36
Equity instruments	17	-	-	5	5
Financial liabilities measured at fair value					
Derivative financial instrument	13	-	1	-	1

Reconciliation of level 3 fair value measurements of financial assets

	2024 €m	2023 €m
Equity Instruments		
As at 1 January	**5**	4
Revaluation movement in OCI – Fair value reserve (equity instruments)	**4**	1
Conversion of Series B preferred stock to Series A preferred stock	**(7)**	-
As at 31 December	**2**	5

There were no transfers between level 1, level 2 or level 3 of the fair value hierarchy during 2024 or 2023 for financial assets except for the conversion of Series B preferred stock to Series A preferred stock.

33. Measurement basis and fair values of financial instruments (continued)

Level 3 fair value measurements of financial liabilities

There were no transfers between level 1, level 2 or level 3 of the fair value hierarchy during 2024 or 2023 for financial liabilities.

Level 3 sensitivity analysis

The table below sets out information about significant unobservable inputs used in measuring financial instruments categorized as Level 3 in the fair value hierarchy.

Financial instruments

31 December 2024	Valuation technique	Significant unobservable inputs	Range of estimates for unobservable inputs	Fair value €m	Ranges of estimates changes in the fair value
Visa Inc. Series B Preferred Stock	**Quoted market price (Discounted)***	**Final share conversion rate**	**0 - 90%**	**2**	**0 – 90%**

* Discount has been applied for illiquidity and the conversion rate variability of the Visa Inc. Series B Preferred stock.

31 December 2023	Valuation technique	Significant unobservable inputs	Range of estimates for unobservable inputs	Fair value €m	Ranges of estimates changes in the fair value
Visa Inc. Series B Preferred Stock	Quoted market price (Discounted)*	Final share conversion rate	0 – 90%	5	0 – 90%

* Discount has been applied for illiquidity and the conversion rate variability of the Visa Inc. Series B Preferred stock.

Significant unobservable inputs

Visa Inc. Series B preferred stock

The Series B preferred stock was fair valued at €2m at 31 December 2024 (31 December 2023: €5m) and is recognised in the statement of financial position at FVOCI.

Valuation Methodology: The Visa Inc. Class A Common stock price and conversion ratios were applied to the PTSB shareholding of Visa Inc. Series B preferred shares at 31 December 2024 and 31 December 2023. Future conversions are calculated using discounted cash follows. The stock was revalued at the year-end exchange rate.

Unobservable input: The unobservable inputs are the discount factor used to discount the future conversions of Series B preferred stock.

The Visa Inc. Series B preferred stock is denominated in US dollars and is exposed to FX risk.

34. Financial risk management

Maximum exposure to credit risk before collateral held or other credit enhancements

The following table outlines the maximum exposure to credit risk before collateral held or other credit enhancements in respect of the Group's financial assets as at the statement of financial position date.

	Note	31 December 2024 €m	31 December 2023 €m
Cash at bank	11	**72**	71
Items in course of collection	11	**23**	40
Loans and advances to banks (iii)	12	**2,202**	2,051
Derivative financial instruments (ii)	13	**59**	36
Other assets	14	**7**	60
Debt securities (i)	16	**4,327**	3,256
Loans and advances to customers (iv)	19	**21,423**	21,427
		28,113	26,941
Commitments	39	**1,618**	1,380
		29,731	28,321

The following tables outline the Group's exposure to credit risk by asset class

(i) Debt securities

The Group is exposed to the credit risk on third parties where the Group holds debt securities (primarily sovereign debt). These exposures are subject to the limitations contained within Board approved policies, with sovereign debt restricted to those countries that have an External Credit Assessment Institution (ECAI) rating of investment grade.

The following table gives an indication of the level of creditworthiness of the Group's debt securities and is based on the ratings prescribed by Moody's Investor Services Limited and Standard and Poor's for the EU. There are no impaired debt securities as at 31 December 2024 or at 31 December 2023, with the exception of the corporate bond.

	31 December 2024 €m	31 December 2023 €m
Rating		
Aaa	**726**	309
Aa1	**292**	30
Aa2	**-**	356
Aa3	**2,116**	1,578
A3	**439**	448
Baa1	**599**	432
Baa3	**155**	103
Total	**4,327**	3,256

34. Financial risk management (continued)

The following table discloses, by country, the Group's exposure to sovereign debt and corporate debt as at:

	31 December 2024 €m	31 December 2023 €m
Country		
Ireland	**1,524**	1,559
EU	**658**	309
Spain	**599**	432
France	**578**	356
Portugal	**439**	448
Austria	**292**	30
Italy	**155**	103
Belgium	**82**	19
Total	**4,327**	3,256

(ii) Derivative financial instruments

The Group has executed standard ISDA agreements with all of its counterparties. The Group has also executed CSAs with all of its counterparties in respect of all derivative instruments to mitigate its credit risk. As part of these agreements, the Group exchanges collateral in line with movements in the market values of derivative positions daily. FX forward derivatives are settled gross. The Group manages its collateral derivative positions with counterparties on a net basis. The uncollateralised derivative positions are held with investment grade counterparties. The cumulative positive market value of derivative assets at 31 December 2024 was €59m (31 December 2023: €36m) which relates to fair value hedge interest rate swaps used to hedge interest rate risk on fixed rate debt securities in issue. See note 13 for further detail.

(iii) Loans and advances to banks

The Group has a policy to ensure that, where possible, loans and advances to banks are held with investment grade counterparties with any exceptions subject to prior approval by the BRCC. The following table gives an indication of the level of creditworthiness of the Group's loans and advances to banks and is based on the ratings prescribed by Moody's Investor Services Limited and Standard and Poor's for the CBI.

	31 December 2024 €m	31 December 2023 €m
Rating		
AAA	**1,887**	1,687
Aa1	**23**	-
Aa2	**6**	75
Aa3	**125**	231
A1	**90**	2
A2	**71**	56
Total	**2,202**	2,051

34. Financial risk management (continued)

The following sections detail additional disclosures on asset quality.

(iv) Loans and advances to customers

Gross customer loans and advances

The tables below outline total loans and advances to customers for the Group analysed by home loan, buy-to-let, commercial, consumer finance and finance leases and hire purchase receivables.

Measured at amortised cost	31 December 2024 €m	31 December 2023 €m
Residential mortgages:		
Home loan	**19,539**	19,557
Buy-to-let	**464**	749
Total residential mortgages	**20,003**	20,306
Commercial	**493**	437
Consumer finance	**553**	499
Finance leases and hire purchase receivables	**466**	446
Total measured at amortised cost	**21,515**	21,688
Analysed by ECL staging:		
Stage 1	**19,100**	19,057
Stage 2	**2,033**	1,913
Stage 3	**382**	718
POCI	**-**	-
Total measured at amortised cost	**21,515**	21,688
Of which at the reporting date		
Neither past due nor Stage 3	**21,081**	20,909
Past due but not Stage 3	**52**	61
Stage 3	**382**	718
Total measured at amortised cost	**21,515**	21,688
Of which are reported as non-performing loans	**382**	718
Deferred fees, discounts and business combination related fair value adjustments	**300**	309

The following tables provide an aged analysis of home loan, buy-to-let and commercial mortgages which are past due but not Stage 3.

31 December 2024	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	**24**	**1**	**2**	**27**
31-60 days	**4**	**-**	**-**	**4**
61-90 days	**7**	**-**	**-**	**7**
Total past due not Stage 3	**35**	**1**	**2**	**38**
Fair value of collateral held	**35**	**1**	**2**	**38**

34. Financial risk management (continued)

Fair value of collateral held	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	**24**	**1**	**2**	**27**
31-60 days	**4**	**-**	**-**	**4**
61-90 days	**7**	**-**	**-**	**7**
Total past due not Stage 3	**35**	**1**	**2**	**38**

31 December 2023	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	29	3	1	33
31-60 days	7	3	1	11
61-90 days	6	-	-	6
Total past due not Stage 3	42	6	2	50
Fair value of collateral held	42	6	2	50

Fair value of collateral held	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	29	3	1	33
31-60 days	7	3	1	11
61-90 days	6	-	-	6
Total past due not Stage 3	42	6	2	50

Collateral held against residential mortgages is principally comprised of residential properties; their fair value has been estimated based upon the last actual valuation, adjusted to take into account subsequent movement in house prices and is capped at the lower of the loan balance or the valuation amount.

Non-performing loans

Non-performing loans (NPLs) are loans which are credit impaired or loans which are classified as defaulted in accordance with the Group's definition of default. The Group's definition of default considers objective indicators of default including the 90 days past due criterion, evidence of exercise of concessions or modifications to terms and conditions is designed to be consistent with European Banking Authority (EBA) guidance on the definition of forbearance.

Foreclosed assets are assets held on the balance sheet which are obtained by taking possession of collateral or by calling on similar credit enhancements.

34. Financial risk management (continued)

Non-performing assets are defined as NPLs plus foreclosed assets.

31 December 2024	Stage 3					
	Home loans	Buy-to-let	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m	€m
NPL is < 90 days	**113**	**29**	**17**	**6**	**4**	**169**
NPL is > 90 days and < 1 year past due	**55**	**10**	**-**	**4**	**2**	**71**
NPL is 1-2 years past due	**34**	**11**	**2**	**2**	**1**	**50**
NPL is 2-5 years past due	**30**	**12**	**1**	**3**	**1**	**47**
NPL is > 5 years past due	**27**	**9**	**4**	**5**	**-**	**45**
POCI	**-**	**-**	**-**	**-**	**-**	**-**
Non-performing loans	**259**	**71**	**24**	**20**	**8**	**382**
Foreclosed assets	**2**	**5**	-	-	-	7
Non-performing assets	**261**	**76**	**24**	**20**	**8**	**389**
NPLs as % of gross loans	**1.3%**	**15.3%**	**4.9%**	**3.6%**	**1.7%**	**1.8%**

31 December 2023	Stage 3					
	Home loans	Buy-to-let	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m	€m
NPL is < 90 days	167	86	11	4	6	274
NPL is > 90 days and < 1 year past due	77	51	2	4	4	138
NPL is 1-2 years past due	44	16	1	2	1	64
NPL is 2-5 years past due	60	86	1	2	1	150
NPL is > 5 years past due	55	28	5	4	-	92
POCI	-	-	-	-	-	-
Non-performing loans	403	267	20	16	12	718
Foreclosed assets	2	9	-	-	-	11
Non-performing assets	405	276	20	16	12	729
NPLs as % of gross loans	2.1%	35.6%	4.6%	3.2%	2.7%	3.3%

Non-performing loans as a percentage of total loans and advances was 1.8% at 31 December 2024, down from 3.3% at 31 December 2023, primarily attributed to the Glas III loan sale.

Total portfolio loss allowance: statement of financial position

The tables below outline the ECL loss allowance total at 31 December 2024 in respect of total customer loans and advances. The impairment write-back in respect of the total loans and advances for year ended 31 December 2024 was €30m, compared to €56m charge for the year ended 31 December 2023.

	31 December 2024	31 December 2023
	€m	€m
Loss allowance - statement of financial position		
Stage 1	**123**	165
Stage 2	**134**	164
Stage 3	**135**	241
Total loss allowance	**392**	570

34. Financial risk management (continued)

	31 December 2024	31 December 2023
	%	%
Provision coverage ratio*		
Stage 1	**0.6%**	0.9%
Stage 2	**6.6%**	8.6%
Stage 3	**35.4%**	33.5%
Total provisions/total loans	**1.8%**	2.6%

* Provision coverage ratio is calculated as loss allowance/impairment provision as a percentage of gross loan balance.

Origination profile
Loan origination profile of the residential mortgage loan portfolio before provision for impairment:

The table below illustrates that €2bn or 8% (31 December 2023: 9%) of the residential mortgage portfolio originated before 2006. Between 2006 and 2008 origination was €3bn or 17% (31 December 2023: 21%) of the residential mortgages. The remaining 75% (31 December 2023: 70%) of residential mortgages were originated between 2009 and 2024.

31 December 2024	Residential mortgages portfolio		Stage 3 residential mortgages portfolio	
	Number	Balance	Number	Balance
		€m		€m
2001 and before	**4,110**	**91**	**251**	**7**
2002	**2,549**	**93**	**112**	**5**
2003	**4,077**	**191**	**149**	**11**
2004	**6,125**	**386**	**173**	**13**
2005	**10,033**	**793**	**332**	**34**
2006	**12,520**	**1,326**	**496**	**76**
2007	**10,755**	**1,276**	**452**	**79**
2008	**6,776**	**779**	**279**	**42**
2009	**2,056**	**190**	**61**	**6**
2010	**852**	**58**	**14**	**1**
2011	**731**	**58**	**7**	**1**
2012	**1,143**	**98**	**13**	**1**
2013	**1,549**	**143**	**17**	**2**
2014	**2,646**	**263**	**14**	**2**
2015	**3,709**	**397**	**38**	**3**
2016	**4,362**	**557**	**38**	**5**
2017	**5,348**	**763**	**42**	**7**
2018	**6,911**	**1,116**	**56**	**8**
2019	**8,863**	**1,564**	**60**	**10**
2020	**7,394**	**1,475**	**47**	**6**
2021	**8,349**	**1,859**	**31**	**5**
2022	**9,415**	**2,416**	**14**	**3**
2023	**8,291**	**2,173**	**9**	**2**
2024	**7,047**	**1,938**	**4**	**1**
Total	**135,611**	**20,003**	**2,709**	**330**

34. Financial risk management (continued)

31 December 2023	Residential mortgages portfolio		Stage 3 residential mortgages portfolio	
	Number	Balance	Number	Balance
		€m		€m
2000 and before	3,055	64	253	8
2001	2,004	60	114	4
2002	2,811	116	139	8
2003	4,443	232	219	16
2004	7,579	471	278	25
2005	11,015	943	454	61
2006	13,837	1,624	753	174
2007	11,944	1,591	773	209
2008	7,407	925	452	97
2009	2,311	212	73	8
2010	914	66	22	2
2011	789	65	9	1
2012	1,225	108	18	1
2013	1,638	158	17	2
2014	2,877	294	26	4
2015	3,949	442	52	4
2016	4,665	617	46	7
2017	5,642	843	49	6
2018	7,352	1,239	71	11
2019	9,408	1,735	64	12
2020	7,820	1,624	39	5
2021	9,065	2,135	20	3
2022	9,618	2,539	8	1
2023	8,394	2,203	4	1
Total	139,762	20,306	3,953	670

Loan-to-value profile

Loan-to-value (LTV) of mortgage lending (index linked):

The LTV ratio is calculated at a property level and is the average of indexed property values in proportion to the outstanding loan balance. LTV is a key input to the impairment provisioning process. The tables below outline the composition of this ratio for the residential loan portfolio.

34. Financial risk management (continued)

Actual and average LTVs across principal mortgage portfolios:

The tables below outline the weighted average LTVs for the total residential mortgage portfolios analysed across home loan and buy-to-let facilities by value. The weighted average LTV on the residential mortgage portfolios is 48% at 31 December 2024 compared to 52% at 31 December 2023.

31 December 2024	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	**54%**	**51%**	**54%**
50% to 70%	**33%**	**26%**	**33%**
71% to 90%	**13%**	**11%**	**12%**
91% to 100%	**-**	**4%**	**1%**
Subtotal	**100%**	**92%**	**100%**
101% to 110%	**-**	**2%**	**-**
111% to 120%	**-**	**2%**	**-**
121% to 130%	**-**	**1%**	**-**
131% to 140%	**-**	**-**	**-**
141% to 150%	**-**	**1%**	**-**
151% to 160%	**-**	**-**	**-**
161% to 170%	**-**	**-**	**-**
171% to 180%	**-**	**-**	**-**
Greater than 180%	**-**	**2%**	**-**
Subtotal	**-**	**8%**	**-**
Total	**100%**	**100%**	**100%**
Weighted average LTV:			
Stock of residential mortgages at year end	**48%**	**56%**	**48%**
Residential mortgages originated in the year	**68%**	**51%**	**68%**
Acquired residential mortgages	**-**	**-**	**-**
Stage 3 mortgages	**53%**	**106%**	**64%**

34. Financial risk management (continued)

31 December 2023	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	45%	33%	45%
50% to 70%	38%	23%	37%
71% to 90%	16%	18%	16%
91% to 100%	-	8%	1%
Subtotal	99%	82%	99%
101% to 110%	1%	6%	1%
111% to 120%	-	2%	-
121% to 130%	-	3%	-
131% to 140%	-	2%	-
141% to 150%	-	1%	-
151% to 160%	-	1%	-
161% to 170%	-	1%	-
171% to 180%	-	-	-
Greater than 180%	-	2%	-
Subtotal	1%	18%	1%
Total	100%	100%	100%
Weighted average LTV:			
Stock of existing residential mortgages	52%	70%	52%
Residential mortgages originated in the year	69%	55%	69%
Acquired residential mortgages	47%	41%	47%
Stage 3 mortgages	68%	100%	81%

Analysis by LTV of the Group's residential mortgage lending which is neither past due nor Stage 3:
The tables below illustrate that 100% of residential home loan mortgages (31 December 2023: 100%) and 97% of residential buy-to-let mortgages (31 December 2023: 95%) that are neither past due nor stage 3 are in positive equity as at 31 December 2024.

31 December 2024	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	**54%**	**58%**	**54%**
50% to 70%	**33%**	**28%**	**33%**
71% to 90%	**13%**	**9%**	**13%**
91% to 100%	**-**	**2%**	**-**
Subtotal	**100%**	**97%**	**100%**
101% to 110%	**-**	**2%**	**-**
111% to 120%	**-**	**1%**	**-**
121% to 130%	**-**	**-**	**-**
131% to 140%	**-**	**-**	**-**
141% to 150%	**-**	**-**	**-**
151% to 160%	**-**	**-**	**-**
161% to 170%	**-**	**-**	**-**
171% to 180%	**-**	**-**	**-**
Greater than 180%	**-**	**-**	**-**
Subtotal	**-**	**3%**	**-**
Total	**100%**	**100%**	**100%**

34. Financial risk management (continued)

31 December 2023	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	46%	48%	46%
50% to 70%	38%	29%	38%
71% to 90%	16%	14%	16%
91% to 100%	-	4%	-
Subtotal	100%	95%	100%
101% to 110%	-	2%	-
111% to 120%	-	1%	-
121% to 130%	-	-	-
131% to 140%	-	1%	-
141% to 150%	-	-	-
151% to 160%	-	-	-
161% to 170%	-	-	-
171% to 180%	-	-	-
Greater than 180%	-	1%	-
Subtotal	-	5%	-
Total	100%	100%	100%
	€m	€m	€m
Stage 3	**259**	**71**	**330**

Analysis by LTV of the Group's residential mortgage lending which are classified as Stage 3:
The tables below illustrate that 92% of residential home loan mortgages (31 December 2023: 83%) and 68% of residential buy-to-let mortgages (31 December 2023: 60%) that are classified as Stage 3 are in positive equity as at 31 December 2024.

31 December 2024	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	**54%**	**12%**	**45%**
50% to 70%	**26%**	**18%**	**24%**
71% to 90%	**10%**	**21%**	**12%**
91% to 100%	**2%**	**17%**	**6%**
Subtotal	**92%**	**68%**	**87%**
101% to 110%	**2%**	**6%**	**3%**
111% to 120%	**2%**	**8%**	**3%**
121% to 130%	**1%**	**3%**	**1%**
131% to 140%	**-**	**1%**	**1%**
141% to 150%	**1%**	**1%**	**1%**
151% to 160%	**-**	**1%**	**-**
161% to 170%	**-**	**1%**	**-**
171% to 180%	**-**	**1%**	**-**
Greater than 180%	**2%**	**10%**	**4%**
Subtotal	**8%**	**32%**	**13%**
Total	**100%**	**100%**	**100%**
	€m	€m	€m
Stage 3	**403**	**267**	**670**

34. Financial risk management (continued)

31 December 2023	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	38%	7%	26%
50% to 70%	24%	11%	19%
71% to 90%	15%	26%	19%
91% to 100%	6%	16%	10%
Subtotal	83%	60%	74%
101% to 110%	3%	13%	7%
111% to 120%	3%	6%	4%
121% to 130%	2%	8%	4%
131% to 140%	1%	2%	2%
141% to 150%	2%	2%	2%
151% to 160%	2%	2%	2%
161% to 170%	1%	2%	1%
171% to 180%	-	1%	1%
Greater than 180%	3%	4%	3%
Subtotal	17%	40%	26%
Total	100%	100%	100%

(v) Group portfolios: Collateral in possession

Collateral in possession occurs where the obligor either (i) voluntarily surrenders the property or (ii) the Group takes legal ownership due to the non-repayment of the loan facility. The following tables outline the main movements in this category during the year.

Stock of collateral in possession

	31 December 2024		31 December 2023	
Residential collateral in possession	Number	Balance outstanding at transfer of ownership €m	Number	Balance outstanding at transfer of ownership €m
Home loans	**8**	**5**	10	6
Buy-to-let	**30**	**7**	52	13
Total	**38**	**12**	62	19

Collateral in possession assets are sold as soon as practicable. These assets which total €7m as at 31 December 2024 (31 December 2023: €11m) are included in assets held for sale (see note 15 for further details).

During the year no ownership of properties were transferred to the Group.

31 December 2024	Number of disposals	Balance outstanding at transfer of ownership €m	Gross sales proceeds €m	Costs to sell €m	Pre provisioning loss on sale* €m
Collateral in possession					
Home loans	**2**	**1**	**1**	**-**	**-**
Buy-to-let	**22**	**6**	**4**	**-**	**2**
Year ended 31 December 2024	**24**	**7**	**5**	**-**	**2**

* Calculated as gross sales proceeds less balance outstanding at transfer of ownership less costs to sell. These losses are provided for as part of the impairment provisioning process.

34. Financial risk management (continued)

31 December 2023	Number of disposals	Balance outstanding at transfer of ownership €m	Gross sales proceeds €m	Costs to sell €m	Pre provisioning loss on sale* €m
Collateral in possession					
Home loans	4	1	2	1	-
Buy-to-let	57	16	10	-	6
Year ended 31 December 2023	61	17	12	1	6

* Calculated as gross sales proceeds less balance outstanding at transfer of ownership less costs to sell. These losses are provided for as part of the impairment provisioning process.

(vi) Additional disclosures on forborne loans

The Group operates a number of mechanisms which are designed to assist borrowers experiencing credit and loan repayment difficulties, which have been developed in accordance with the current Code of Conduct on Mortgages Arrears (CCMA).

The tables below analyse loans for which the Group has entered formal temporary and permanent forbearance arrangements with customers for the years ended 31 December 2024 and 2023.

(a) Weighted Average - LTV

LTV on total residential mortgages in forbearance

The tables below illustrate that 94% of residential home loan mortgages (31 December 2023: 89%) and 75% of residential buy-to-let mortgages (31 December 2023: 73%) that are in forbearance are in positive equity as at 31 December 2024.

31 December 2024	Home loans %	Buy-to-let %	Total %
Less than 50%	**54%**	**16%**	**49%**
50% to 70%	**27%**	**18%**	**26%**
71% to 90%	**10%**	**26%**	**12%**
91% to 100%	**3%**	**15%**	**4%**
Subtotal	**94%**	**75%**	**91%**
101% to 110%	**1%**	**3%**	**2%**
111% to 120%	**2%**	**9%**	**2%**
121% to 130%	**1%**	**3%**	**1%**
131% to 140%	**-**	**1%**	**1%**
141% to 150%	**1%**	**1%**	**1%**
151% to 160%	**-**	**2%**	**-**
161% to 170%	**-**	**1%**	**-**
171% to 180%	**-**	**-**	**-**
Greater than 180%	**1%**	**5%**	**2%**
Subtotal	**6%**	**25%**	**9%**
Total	**100%**	**100%**	**100%**
Weighted average LTV:			
Stock of residential mortgages	**52%**	**85%**	**57%**
Residential mortgages originated in the year	**72%**	**-**	**72%**
Stage 3 mortgages	**58%**	**94%**	**64%**

34. Financial risk management (continued)

31 December 2023	Home loans	Buy-to-let	Total
	%	%	%
Less than 50%	42%	10%	37%
50% to 70%	29%	13%	26%
71% to 90%	13%	36%	17%
91% to 100%	5%	14%	6%
Subtotal	89%	73%	86%
101% to 110%	2%	10%	3%
111% to 120%	2%	3%	2%
121% to 130%	1%	3%	2%
131% to 140%	1%	2%	2%
141% to 150%	1%	2%	1%
151% to 160%	1%	1%	1%
161% to 170%	1%	1%	1%
171% to 180%	-	1%	-
Greater than 180%	2%	4%	2%
Subtotal	11%	27%	14%
Total	100%	100%	100%
Weighted average LTV:			
Stock of residential mortgages	61%	91%	66%
Residential mortgages originated in the year	66%	-	66%
Stage 3 mortgages	71%	99%	76%

(b) Forbearance arrangements - mortgages
The tables below set out the volume of loans for which the Group has entered formal temporary and permanent forbearance arrangements with customers as at 31 December 2024 and 31 December 2023.

(i) Residential home loan mortgages:
The incidence of the main type of forbearance arrangements for owner occupied residential mortgages are analysed below:

31 December 2024	All loans		Stage 3	
	Number	Balances	Number	Balances
		€m		€m
Interest only	**8**	**1**	**6**	**1**
Reduced payment (less than interest only)	**32**	**6**	**26**	**4**
Reduced payment (greater than interest only)	**842**	**117**	**416**	**61**
Payment moratorium	**65**	**9**	**45**	**6**
Arrears capitalisation	**550**	**59**	**348**	**38**
Term extension	**355**	**25**	**178**	**13**
Hybrid*	**150**	**15**	**118**	**12**
Split mortgages**	**74**	**10**	**74**	**10**
Total	**2,076**	**242**	**1,211**	**145**

* Hybrid is a combination of two or more forbearance arrangements.
** Split mortgage is where a portion of outstanding debt is deferred until financial ability or circumstances improve.

34. Financial risk management (continued)

31 December 2023	All loans		Stage 3	
	Number	Balances €m	Number	Balances €m
Interest only	19	4	17	3
Reduced payment (less than interest only)	47	8	32	6
Reduced payment (greater than interest only)	1,362	193	672	105
Payment moratorium	48	7	33	4
Arrears capitalisation	821	88	419	49
Term extension	481	34	232	19
Hybrid*	238	33	178	24
Split mortgages**	158	26	158	26
Total	3,174	393	1,741	236

* Hybrid is a combination of two or more forbearance arrangements.
** Split mortgage is where a portion of outstanding debt is deferred until financial ability or circumstances improve.

The tables above reflect a decrease of 1,098 cases in the year to 31 December 2024 for the Group in the number of residential home loan mortgages in forbearance arrangements, a decrease of €151m in balances. The average balance of forborne loans is €0.117m at 31 December 2024 (31 December 2023: €0.124m).

(ii) Residential buy-to-let mortgages:
The incidence of the main type of forbearance arrangements for residential buy-to-let mortgages are analysed below:

31 December 2024	All loans		Stage 3	
	Number	Balances €m	Number	Balances €m
Interest only	**6**	**3**	**5**	**3**
Reduced payment (less than interest only)	**2**	**1**	**2**	**1**
Reduced payment (greater than interest only)	**46**	**11**	**34**	**9**
Payment moratorium	**4**	**1**	**4**	**1**
Arrears capitalisation	**10**	**3**	**7**	**2**
Term extension	**16**	**3**	**10**	**2**
Hybrid*	**34**	**11**	**24**	**7**
Split mortgages**	**4**	**1**	**4**	**1**
Total	**122**	**34**	**90**	**26**

* Hybrid is a combination of two or more forbearance arrangements.
** Split mortgage is where a portion of outstanding debt is deferred until financial ability or circumstances improve.

34. Financial risk management (continued)

31 December 2023	All loans		Stage 3	
	Number	Balances €m	Number	Balances €m
Interest only	16	6	14	6
Reduced payment (less than interest only)	2	2	2	2
Reduced payment (greater than interest only)	82	25	61	21
Payment moratorium	3	1	1	-
Arrears capitalisation	24	6	10	3
Term extension	16	4	12	3
Hybrid*	61	28	46	19
Split mortgages**	22	7	22	7
Total	226	79	168	61

* Hybrid is a combination of two or more forbearance arrangements.
** Split mortgage is where a portion of outstanding debt is deferred until financial ability or circumstances improve.

The tables above reflect a decrease of 104 cases in the year to 31 December 2024 for the Group in the number of residential buy-to-let in forbearance arrangements, a decrease of €45m in balances. The average balance of forborne loans is €0.279m at 31 December 2024 (31 December 2023: €0.350m).

(iii) Commercial mortgages
The incidence of the main type of forbearance arrangements for commercial mortgages are analysed below:

	31 December 2024		31 December 2023	
	Number	Balances €m	Number	Balances €m
Commercial mortgages				
Interest only	**1**	**-**	-	-
Reduced payment (greater than interest only)	**4**	**1**	7	3
Payment moratorium	**-**	**-**	-	-
Arrears capitalisation	**11**	**1**	24	2
Term extension	**5**	**1**	7	1
Hybrid*	**2**	**1**	4	1
Split mortgages	**-**	**-**	-	-
Total	**23**	**4**	42	7

* Hybrid is a combination of two or more forbearance arrangements.

The table above reflects a decrease of 19 cases in the year to 31 December 2024 for the Group in the number of commercial mortgages in forbearance arrangements, a decrease of €3m in balances.

(c) Reconciliation of movement in forborne loans for all classes
The tables below provide an analysis of the movement of total forborne loans and Stage 3 forborne loans during the year. It outlines the number and balances of forbearance treatments offered, expired and loans paid down during the year.

34. Financial risk management (continued)

(i) Reconciliation of movement of total forborne loans

	Residential mortgages							
31 December 2024	Home loans cases	Home loans balances €m	Buy -to-let cases	Buy-to-let balances €m	Commercial cases	Commercial balances €m	Total cases	Total balances €m
Opening balance 1 January 2024	**3,174**	**393**	**226**	**79**	**42**	**7**	**3,442**	**479**
New forbearance extended during the year*	**310**	**37**	**17**	**3**	**2**	**1**	**329**	**41**
Deleveraged loans	**(543)**	**(83)**	**(81)**	**(33)**	**(4)**	**(1)**	**(628)**	**(117)**
Exited forbearance								
- re-classified to Stage 3 non-forborne	**(5)**	**(1)**	**(1)**	**-**	**-**	**-**	**(6)**	**(1)**
- expired forbearance treatment	**(749)**	**(77)**	**(23)**	**(5)**	**(12)**	**(1)**	**(784)**	**(83)**
- expired loan paid down	**(111)**	**(17)**	**(16)**	**(9)**	**(5)**	**(2)**	**(132)**	**(28)**
Balance shift**	**-**	**(10)**	**-**	**(1)**	**-**	**-**	**-**	**(11)**
Closing balance of loans in forbearance as at 31 December 2024	**2,076**	**242**	**122**	**34**	**23**	**4**	**2,221**	**280**

* Balance movements are stated net of portfolio re-classification.
** Balance movements in respect of loans which are in forbearance at the start and end of the year.

	Residential mortgages							
31 December 2023	Home loans cases	Home loans balances €m	Buy -to-let cases	Buy-to-let balances €m	Commercial cases	Commercial balances €m	Total cases	Total balances €m
Opening balance 1 January 2023	2,747	358	256	99	25	8	3,028	465
New forbearance extended during the year*	1,133	118	35	7	23	1	1,191	126
Deleveraged loans	-	-	-	-	-	-	-	-
Exited forbearance								
- re-classified to Stage 3 non-forborne	(24)	(3)	(4)	(3)	(1)	-	(29)	(6)
- expired forbearance treatment	(450)	(52)	(30)	(15)	(2)	(1)	(482)	(68)
- expired loan paid down	(232)	(18)	(31)	(6)	(3)	-	(266)	(24)
Balance shift**	-	(10)	-	(3)	-	(1)	-	(14)
Closing balance of loans in forbearance as at 31 December 2023	3,174	393	226	79	42	7	3,442	479

* Balance movements are stated net of portfolio re-classification.
** Balance movements in respect of loans which are in forbearance at the start and end of the year.

34. Financial risk management (continued)

(ii) Reconciliation of movement in forborne loans Stage 3

31 December 2024	Home loan cases	Home loan balances €m	Buy-to-let cases	Buy-to-let balances €m	Commercial cases	Commercial balances €m	Total cases	Total balances €m
Opening balance 1 January 2024	**1,741**	**236**	**168**	**61**	**27**	**6**	**1,936**	**303**
New Stage 3 forborne extended during the year*	**319**	**38**	**18**	**5**	**2**	**1**	**339**	**44**
Deleveraged loans	**(542)**	**(83)**	**(81)**	**(33)**	**(4)**	**(1)**	**(627)**	**(117)**
Exited forborne Stage 3, now performing forborne	**(272)**	**(30)**	**(9)**	**(2)**	**(3)**	**-**	**(284)**	**(32)**
Exited forbearance								
- exited forborne Stage 3, now Stage 3 non-forborne	**(3)**	**(1)**	**-**	**-**	**-**	**-**	**(3)**	**(1)**
- expired forbearance treatment	**(11)**	**-**	**-**	**-**	**-**	**-**	**(11)**	**-**
- expired loan paid down	**(21)**	**(11)**	**(6)**	**(5)**	**(4)**	**(2)**	**(31)**	**(18)**
Balance shift**	**-**	**(4)**	**-**	**-**	**-**	**-**	**-**	**(4)**
Closing balance of loans in forbearance as at 31 December 2024	**1,211**	**145**	**90**	**26**	**18**	**4**	**1,319**	**175**

* Balance movements are stated net of portfolio re-classification
** Balance movements in respect of loans which are in forbearance at the start and end of the year.

31 December 2023	Home loan cases	Home loan balances €m	Buy-to-let cases	Buy-to-let balances €m	Commercial cases	Commercial balances €m	Total cases	Total balances €m
Opening balance 1 January 2023	1,634	228	188	68	19	6	1,841	302
New Stage 3 forborne extended during the year*	615	69	30	11	12	-	657	80
Deleveraged loans	-	-	-	-	-	-	-	-
Exited forborne Stage 3, now performing forborne	(352)	(43)	(21)	(11)	-	-	(373)	(54)
Exited forbearance								
- exited forborne Stage 3, now Stage 3 non-forborne	(12)	(1)	-	-	(1)	-	(13)	(1)
- expired forbearance treatment	(13)	(3)	(4)	(2)	(1)	-	(18)	(5)
- expired loan paid down	(131)	(12)	(25)	(5)	(2)	-	(158)	(17)
Balance shift**	-	(2)	-	-	-	-	-	(2)
Closing balance of loans in forbearance as at 31 December 2023	1,741	236	168	61	27	6	1,936	303

* Balance movements are stated net of portfolio re-classification.
** Balance movements in respect of loans which are in forbearance at the start and end of the year.

34. Financial risk management (continued)

(vii) Funding profile

The below amounts for non-derivative financial liabilities is calculated using undiscounted cash flows which include an estimate of future interest payments. Derivative liabilities include contractual undiscounted cash flows on a gross basis if the instrument is settled gross and on a net basis if settled net.

The ALCo monitors sources of funding and their respective maturities with a focus on establishing a stable and cost effective funding profile. Excluding equity, the Group's funding profile as at the 31 December 2024 can be broken down into the below component parts:

	31 December 2024 %	31 December 2023 %
Customer accounts	**91**	91
Long-term debt	**8**	7
Short-term debt	**1**	2
	100	100

Long-term debt refers to debt with a maturity greater than 12 months from year-end and short-term debt is that which has a maturity of less than 12 months from year-end.

In accordance with IFRS 7, Financial Instruments: Disclosures, the following tables present the maturity analysis of financial liabilities on an undiscounted basis, by remaining contractual maturity at the statement of financial position date. These will not agree directly with the balances on the consolidated statement of financial position due to the inclusion of future interest payments.

31 December 2024	Up to 1 month €m	1-3 months €m	3-6 months €m	6-12 months €m	1-2 years €m	Over 2 years €m	Total €m
Liabilities							
Deposits by banks	**111**	**-**	**-**	**-**	**-**	**-**	**111**
Customer accounts	**18,063**	**1,593**	**949**	**2,031**	**967**	**631**	**24,234**
Derivative financial instruments	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Subordinated liabilities	**9**	**18**	**27**	**54**	**693**	**1,573**	**2,374**
Other financial liabilities	**95**	**-**	**2**	**3**	**6**	**25**	**131**
Total liabilities	**18,278**	**1,611**	**978**	**2,088**	**1,666**	**2,229**	**26,850**

31 December 2023	Up to 1 month €m	1-3 months €m	3-6 months €m	6-12 months €m	1-2 years €m	Over 2 years €m	Total €m
Liabilities							
Deposits by banks	402	-	-	-	-	-	402
Customer accounts	19,643	664	415	864	671	764	23,021
Derivative financial instruments	1	-	-	-	-	-	1
Subordinated liabilities	9	17	26	51	394	1,666	2,163
Other financial liabilities	115	-	2	3	5	25	150
Total liabilities	20,170	681	443	918	1,070	2,455	25,737

34. Financial risk management (continued)

The maturity analysis for credit commitments and guarantees are presented in Note 39.

When managing the Group's liquidity and funding profile, for products where the contractual maturity date may be different from actual behaviour, the Group uses statistical methodologies to manage liquidity on an expected or behaviourally adjusted basis.

The following table details the Group's liquidity analysis for derivative instruments that do not qualify as hedging instruments. The table has been drawn up based on the undiscounted contractual net cash inflows and outflows on derivative instruments that settle on a net basis and the undiscounted gross inflows and outflows on those derivatives that require gross settlement. When the amount payable or receivable is not fixed, the amount disclosed has been determined by reference to the projected interest rates from the yield curves at the end of the reporting year.

31 December 2024	Up to 1 month €m	1-3 months €m	3-6 months €m	6-12 months €m	1-2 years €m	Over 2 years €m	Total €m
Gross settled:							
FX forwards							
- inflow	**52**	**-**	**-**	**-**	**-**	**-**	**52**
- outflow	**(52)**	**-**	**-**	**-**	**-**	**-**	**(52)**
Balance at 31 December 2024	**-**	**-**	**-**	**-**	**-**	**-**	**-**

31 December 2023	Up to 1 month €m	1-3 months €m	3-6 months €m	6-12 months €m	1-2 years €m	Over 2 years €m	Total €m
Gross settled:							
FX forwards							
- inflow	58	-	-	-	-	-	58
- outflow	(59)	-	-	-	-	-	(59)
Balance at 31 December 2023	(1)	-	-	-	-	-	(1)

(viii) Interest rate gap position

Gap analysis is a technique for measuring the Group's interest rate risk exposure beginning with a maturity/re-pricing schedule that distributes interest sensitive assets, liabilities, and derivative positions into "time bands" according to their maturity (if fixed rate), time remaining to their next re-pricing (if floating rate) or behavioural convention in order to identify any sources of significant mismatches. The below December 2024 IRRBB (Interest Rate Risk in the Banking Book) profile also includes interest cash flows based on the next re-price date i.e. one month's interest included for variable rate products and interest until the end of the fixed rate period for fixed rate products. The Non-maturity Deposits are assumed to have a maximum behavioural maturity of 7 years.

A summary of the Group's interest rate gap position is as follows:
Interest rate re-pricing

31 December 2024	Not more than 3 months €m	Over 3 months but not more than 6 months €m	Over 6 months but not more than 1 year €m	Over 1 year but not more than 5 years €m	Over 5 years €m	Total €m
Assets	**10,261**	**1,156**	**2,494**	**13,437**	**2,314**	**29,662**
Liabilities	**(6,347)**	**(1,657)**	**(3,650)**	**(13,491)**	**(4,367)**	**(29,512)**
Derivatives	**(1,843)**	**51**	**-**	**2,049**	**-**	**257**
Interest rate re-pricing gap	**2,071**	**(450)**	**(1,156)**	**1,995**	**(2,053)**	**407**
Cumulative interest rate re-pricing gap	**2,071**	**1,621**	**465**	**2,460**	**407**	

34. Financial risk management (continued)

31 December 2023	Not more than 3 months €m	Over 3 months but not more than 6 months €m	Over 6 months but not more than 1 year €m	Over 1 year but not more than 5 years €m	Over 5 years €m	Total €m
Assets	9,806	999	2,224	13,574	2,018	28,621
Liabilities	(6,438)	(1,152)	(2,434)	(13,420)	(4,570)	(28,014)
Derivatives	(1,155)	343	-	978	-	166
Interest rate re-pricing gap	2,213	190	(210)	1,132	(2,552)	773
Cumulative interest rate re-pricing gap	2,213	2,403	2,193	3,325	773	

Sensitivity analysis

The following table outlines the sensitivity of the Bank's NII to a change in interest rates. The NII sensitivity is calculated on a constant balance sheet basis in line with the EBA Guidelines on Interest Rate Risk in the Banking Book (EBA 2022/03).

31 December 2024	100bps m	200bps m
Upwards	**19**	**38**
Downwards	**(14)**	**(29)**

31 December 2023	100bps m	200bps m
Upwards	32	65
Downwards	(31)	(62)

35. Capital management

The core objective of the Group's capital management policy is to ensure that the Group complies with its regulatory capital requirements and maintains sufficient capital to cover its business risks and support its strategy. The Group has an established Internal Capital Adequacy Assessment Process (ICAAP) to ensure that it is adequately capitalised against the inherent risks to which its business operations are exposed and to maintain an appropriate level of capital to meet the minimum capital requirements. The Board has overall responsibility for the completeness and implementation of the ICAAP. The ICAAP is subject to review and evaluation by the Regulator.

The management of capital within the Group is monitored on an ongoing basis by the Board and various Executive Committees in accordance with Board approved policy.

The Group's regulatory capital comprises of three Tiers:

- CET1 Capital, consisting of ordinary share capital, share premium, retained earnings and other regulatory adjustments relating to items that are included in equity but are treated differently for capital adequacy purposes;
- Tier 1 Capital, consisting of CET1 capital and qualifying convertible perpetual financial instruments with discretionary coupons; and
- Total Capital, consisting of Additional Tier 1 capital and qualifying subordinated liabilities, revaluation reserves and other regulatory capital adjustments.

The Group's 31 December 2024 regulatory Pillar 2 Requirement (P2R) remains at 3.25% (31 December 2023: 3.25%).

35. Capital management (continued)

The Group's 31 December 2024 regulatory CET1 capital requirement is 10.33% (31 December 2023: 9.83%). The CET1 ratio requirement of 10.33% consists of Pillar 1 minimum requirement of 4.50% (31 December 2023: 4.50%), P2R of 1.83%* (31 December 2023: 1.83%), Capital Conservation Buffer (CCB) of 2.50% (31 December 2023: 2.50%) and Countercyclical Buffer (CCyB) of 1.5% (31 December 2023: 1.0%).

The Group's Total Capital requirement of 15.25% at 31 December 2024 (31 December 2023: 14.75%) consists of Pillar 1 minimum requirement of 8% (31 December 2023: 8%), P2R* of 3.25% (31 December 2023: 3.25%), CCB of 2.50% (31 December 2023: 2.50%) and CCyB of 1.50% (31 December 2023: 1.0%).

An Other Systemically Important Institution (O-SII) buffer of 0.5% is effective 1 January 2025, increasing CET1 and Total Capital regulatory requirements to 10.83% and 15.75% respectively.

These requirements exclude Pillar 2 Guidance (P2G) which is not publicly disclosed.

* 56.25% of P2R must be made up of CET1

36. Current/non-current assets and liabilities

The following table provides an analysis of certain asset and liability line items as at 31 December 2024 and 31 December 2023. The analysis includes amounts expected to be recovered or settled no more than 12 months after the statement of financial position date (current) and more than 12 months after the statement of financial position date (non-current).

		31 December 2024			31 December 2023		
	Note	Current	Non-current	Total	Current	Non-current	Total
		€m	€m	€m	€m	€m	€m
Assets							
Cash and balances at central banks	11	**72**	**-**	**72**	71	-	71
Items in the course of collection	11	**23**	**-**	**23**	40	-	40
Loans and advances to banks	12	**2,202**	**-**	**2,202**	2,051	-	2,051
Derivative financial instruments	13	**-**	**59**	**59**	6	30	36
Other assets	14	**7**	**-**	**7**	60	-	60
Assets classified as held for sale	15	**12**	**-**	**12**	12	-	12
Debt securities	16	**138**	**4,189**	**4,327**	190	3,066	3,256
Equity securities	17	**-**	**9**	**9**	-	5	5
Prepayments and contract assets	18	**65**	**-**	**65**	81	-	81
Loans and advance to customers	19	**2,685**	**18,738**	**21,423**	2,775	18,652	21,427
Liabilities							
Deposits by banks including central banks	25	**111**	**-**	**111**	402	-	402
Customer accounts	26	**22,557**	**1,563**	**24,120**	21,558	1,408	22,966
Derivative financial instruments	13	**-**	**-**	**-**	1	-	1
Other liabilities	27	**100**	**29**	**129**	118	29	147
Accruals		**12**	**-**	**12**	14	-	14
Provisions	28	**13**	**33**	**46**	13	27	40
Subordinated liabilities	29	**61**	**1,929**	**1,990**	58	1,711	1,769

37. Transfer of financial assets

In the ordinary course of business, the Group enters into transactions that result in the transfer of financial assets of loans and advances to customers and debt securities. In accordance with note 1.5 (vii), the transferred financial assets continue to be either recognised in their entirety or to the extent of the Group's continuing involvement or are derecognised in their entirety.

The Group transfers financial assets primarily through the following transactions:
1. sale and repurchase of securities; and
2. securitisation activities in which loans and advances to customers are sold to Structured Entities (SEs) that in turn issue notes to investors which are collateralised by purchased assets.

37. Transfer of financial assets (continued)

(a) Transferred financial assets that are not derecognised in their entirety

Sale and repurchase agreements

Sale and repurchase agreements are transactions in which the Group sells a security and simultaneously agrees to repurchase it (or an asset that is substantially the same) at a fixed price on a future date. The Group continues to recognise the securities in their entirety in the statement of financial position as loans and advances to customers (note 19) and debt securities (note 16) because it retains substantially all the risks and rewards of ownership. The cash consideration received is recognised as a financial asset and a financial liability is recognised for the obligation to pay the repurchase price. As the Group sells the contractual rights to the cash flows of the securities it does not have the ability to use or pledge as collateral the transferred assets during the term of the arrangement. The carrying value of repurchase agreements at 31 December 2024 is €65m (31 December 2023: €380m).

Securitisations

The Group sells loans and advances to customers to SEs that in turn issue notes to investors which are collateralised by the purchased assets. For the purpose of disclosure in this note, a transfer of such financial assets may arise if the Group sells assets to a consolidated SE, the transfer of financial assets is from the Group (that includes the consolidated SE) to investors in the notes issued by the SE. The transfer is in the form of the Group assuming an obligation to pass cash flows from the underlying assets to investors in the notes.

Although the Group does not own more than half of the voting power of the Fastnet entities, it has the power to control the relevant activities of the SE and the ability to affect the variable returns of the investee and hence these SEs are consolidated. In these cases, the consideration received from the investors in the notes in the form of cash is recognised as a financial asset and a corresponding financial liability is recognised. Therefore, the Group is exposed to substantially all the risks and rewards of ownership including credit and market risk of the transferred assets.

When the Group transfers assets as part of the securitisation transactions it does not have the ability to use or pledge as collateral the transferred assets during the term of the arrangement.

The table below sets out an overview of carrying amounts and fair values related to transferred financial assets that are not derecognised in their entirety and associated liabilities.

	31 December 2024		31 December 2023	
	Sale and repurchase agreements	Securitisations	Sale and repurchase agreements	Securitisations
	€m	€m	€m	€m
Carrying amount of assets	**377**	**-**	530	-
Carrying amount of associated liabilities	**365**	**-**	382	-
Liabilities that have recourse only to the transferred financial assets				
Fair value of assets	**371**	**-**	529	-
Fair value of associated liabilities	**365**	**-**	382	-
Net position	**6**	**-**	147	-

(b) Transferred financial assets that are derecognised in their entirety

The Group has not transferred any financial assets that were derecognised in their entirety where the Group has continuing involvement in a transferred asset.

38. Offsetting financial assets and financial liabilities

In accordance with IAS 32, Financial Instruments: Presentation, the Group reports financial assets and financial liabilities on a net basis on the statement of financial position only if there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis, or to realise the asset and settle the liability simultaneously. This is disclosed in the table below in the "Effect of offsetting on the statement of financial position" section.

The gross amounts of derivative assets and liabilities and their net amounts disclosed in the below tables have been measured in the statement of financial position at fair value.

The tables below also disclose (in the "Related amounts not offset in the statement of financial position" section) the impact of master netting agreements and other similar agreements on all derivative financial instruments and similar financial instruments that are subject to master netting agreements or similar agreements, but do not qualify for netting on the balance sheet. The similar financial instruments include securitisations and sale and repurchase agreements. The similar agreements include global master repurchase agreements. It highlights the amounts that could be potentially offset on the statement of financial position and those amounts covered by collateral placed with or by counterparties to these trades.

The tables highlight the amounts that have been offset on the statement of financial position and those amounts covered by collateral placed with or by counterparties to these trades. It does not highlight where right of offset is available in the event of a default, as allowed under ISDA master agreements.

The tables below also provide analysis of derivative financial assets and liabilities and repurchase and reverse repurchase agreements subject to offsetting, enforceable master netting agreements and global master repurchase agreements:

	31 December 2024					
	Effect of offsetting on the Statement of financial position			Related amounts not offset in the statement of financial position		
	Gross financial assets/ (liabilities) recognised	Gross financial (liabilities)/ assets offset	Net amounts reported on the statement of financial position	Financial instruments	Cash collateral	Net amount
	€m	€m	€m	€m	€m	€m
Assets						
Derivative financial instruments	**59**	**-**	**59**	**-**	**(39)**	**20**
Reverse Repurchase Agreements	**300**	**(300)**	**-**	**-**	**(1)**	**(1)**
	359	**(300)**	**59**	**-**	**(40)**	**19**
Liabilities						
Derivative financial instruments	**-**	**-**	**-**	**-**	**-**	**-**
Repurchase Agreements	**365**	**(300)**	**65**	**(65)**	**-**	**-**
	365	**(300)**	**65**	**(65)**	**-**	**-**

	31 December 2023					
	Effect of offsetting on the statement of financial position			Related amounts not offset in the statement of financial position		
	Gross financial assets/ (liabilities) recognised	Gross financial (liabilities)/ assets offset	Net amounts reported on the statement of financial position	Financial instruments	Cash collateral	Net amount
	€m	€m	€m	€m	€m	€m
Assets						
Derivative financial instruments	36	-	36	-	(16)	20
	36	-	36	-	(16)	20
Liabilities						
Derivative financial instruments	(1)	-	(1)	-	-	(1)
Repurchase Agreements	380	-	380	(126)	2	256
	379	-	379	(126)	2	255

39. Commitments and Contingencies

The table below gives the contractual amounts of irrevocable capital commitments. Even though these obligations are not recognised in statement of financial position they do involve credit risk. The maximum exposure to credit loss under commitments is the contractual amount of the instrument in the event of non-performance by the other party where all counter claims, collateral or security prove worthless. The transfer of economic resources is uncertain and cannot be reasonably measured to be recognised on the SOFP.

Credit commitments	31 December 2024 €m	31 December 2023 €m
Guarantees and irrevocable letters of credit	**2**	2
Commitments to extend credit		
- less than 1 year	**1,573**	1,333
- 1 year and over	**43**	45
Total commitments to extend credit	**1,616**	1,378
Total credit commitments	**1,618**	1,380

Other contingencies

The Group, like all other banks, is subject to litigation in the normal course of its business. Based on legal advice, other than matters referred to in note 28, the Group does not believe that any such litigation will have a material effect on its income statement or SOFP.

A number of different statutory and regulatory bodies, including the CBI, commenced investigations into a series of transactions involving deposits placed by Irish Life Assurance plc with Irish Bank Resolution Corporation (formerly Anglo Irish Bank) (on 31 March 2008, 26 September 2008, 29 September 2008 and 30 September 2008). While these investigations commenced a number of years ago, they were put on hold pending the determination of criminal proceedings against a number of individuals in respect of the same transactions. The Bank understands that those criminal proceedings have concluded and so the Bank is waiting to see if the investigations, which, from the Bank's perspective, have been dormant for some time will now be re-commenced.

As part of the agreement in August 2011 to dispose of Irish Life International Limited, the Group provided certain indemnities and warranties to the purchaser under a number of identified scenarios. If the Bank is required to make any reimbursements under these identified scenarios, the impact on the financial statements could be material. Based on the facts currently known, it is not practicable at this time to predict the final outcome this could have, nor the timing and possible impact on the Bank.

Like other banks, in the normal course of business, customers bring complaints to the Financial Services and Pensions Ombudsman (FSPO) in relation to a variety of issues. The Bank considers the applicability of FSPO decisions and findings to other customers in similar circumstances. The Bank provides for these cases, where, based on legal advice, the directors believe that it is more likely than not that an outflow of resources embodying economic benefits, will be required to settle a present obligation arising from a past event. The Bank is involved in High Court appeals against two FSPO decisions in tracker mortgage related complaints and, while the timing and outcome of the appeals is uncertain, based on legal advice received, no provision has been made for these cases. However, if the Bank is unsuccessful in the appeals, the impact on the financial statements could be material. Based on the facts currently known and the current stages that the legal process is at, it is not practicable at this time to predict the final outcome of this litigation/FSPO complaints, nor the timing and possible impact on the Bank. The Bank is aware that there are other legal proceedings on-going in which decisions of the FSPO, upholding customers' claims to a tracker interest rate on their mortgage, are being challenged. While the facts of each case differ, the Bank is keeping other cases under review to see whether any issues raised in these other proceedings could have implications for the Bank's on-going appeals and its position in respect of whether there could be a liability to customers who have accounts which are similar to the accounts which are the subject of the Bank's appeals.

As at 31 December 2024 ECL of €4m (31 December 2023: €nil) held against loan commitments are recognised in Provisions (Note 28), except where the loan commitment relates to a loan already recognised as a financial asset. In this case the ECL is recognised in Loans and advances to customers.

On 1 July 2022, the Group invested in First Home Scheme Ireland DAC, along with the State, AIB and Bank of Ireland. The Group committed €54m in funding to the First Home Scheme Ireland DAC. €20m was recognised in the Statement of Financial Position in respect of the scheme as at 31 December 2024 (31 December 2023: €15m).

In late 2024, the Group announced the opening of a limited voluntary severance scheme. The applications have now closed and are currently being evaluated. The estimated cost of the scheme is €25m. At 31 December 2024, the Group did not have a present obligation as applications were still open, and therefore it has not met the recognition criteria for a provision under IAS 37 and is not recognised on the SOFP.

40. Related Parties

Related parties include individuals and entities that can exercise significant influence on operational and financial policies of the Group.

The Group has a related party relationship with its Directors, Senior Executives, the Group's pension schemes, the Minister for Finance and with the Irish Government and Irish Government related entities on the basis that the Irish Government is deemed to have control over the Group.

(a) Directors' and Secretary's interest

The interests of the Directors and the Company Secretary, including interests of their close family members in the share capital of PTSBGH are as follows:

Number of beneficial ordinary shares held	Position	31 December 2024 Ordinary shares	31 December 2023 Ordinary shares
Julie O'Neill	Chairperson	**20,000**	10,000
Eamonn Crowley	Chief Executive Officer	**50,000**	50,000
Nicola O'Brien (retired 29 August 2024)	Chief Financial Officer	**-**	-
Conor Ryan	Company Secretary	**10**	10
Ronan O'Neill	Non-Executive Director	**-**	4
Donal Courtney (retired 01 October 2024)	Non-Executive Director	**-**	-
Ruth Wandhöfer	Non-Executive Director	**-**	-
Marian Corcoran	Non-Executive Director	**4,500**	-
Paul Doddrell	Non-Executive Director	**4,046**	-
Celine Fitzgerald	Non-Executive Director	**6,227**	-
Anne Bradley	Non-Executive Director	**6,227**	-
Catherine Moroney	Non-Executive Director	**7,462**	-
Rick Gildea	Non-Executive Director	**-**	-

Conor Ryan, as trustee of the employee benefit trust set up under the terms of the long-term incentive plan, has non-beneficial interest in 4,580 shares held in the plan (31 December 2023: 4,580).

There were no transactions in the above Directors' and Secretary's interests between 31 December 2024 and 3 March 2025.

Details of the Directors' remuneration is included in the Directors' Remuneration Report on pages 119 to 123.

(b) Transactions with key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Group. Key management personnel include Non-Executive Directors, Executive Directors and members of the Executive Committee (ExCo). The Executive Directors and members of the ExCo are listed below:

40. Related Parties (continued)

Members of the ExCo at 31 December 2024

Eamonn Crowley	Chief Executive
Barry D'Arcy	Chief Risk Officer
Patrick Farrell	Chief Retail Banking Officer
Tom Hayes	Chief Technology Officer
Ger Mitchell	Chief Customer and People Officer
Andrew Walsh	Chief Legal Counsel
Peter Vance	Chief Operations Officer
Leontia Fannin	Chief Sustainability and Corporate Affairs Officer

During the year ended 31 December 2024, the following key management personnel changes occurred;

Nicola O'Brien resigned as a member of ExCo and the Board on 29 August 2024 and Leontia Fannin was appointed Chief Sustainability and Corporate Affairs Officer on 1 August 2024.

Non-Executive Directors are compensated by way of fees. In certain circumstances, expenses incurred by Non-Executive Directors during the normal course of business are paid by the Group and are included in taxable benefits. The compensation of Executive Directors and members of the ExCo comprises salary and other benefits together with pension benefits. Previously they also participated in the Group's profit sharing, share option schemes and long-term incentive plans. No awards have been issued under these schemes and plans since 2008.

Number of key management personnel as at year end is as follows:

	31 December 2024	31 December 2023
Non-Executive Directors	**9**	10
Executive Directors and Senior Management	**8**	8
	17	18

(b) (i) Total compensation to Executive and Non-Executive Directors is as follows:

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Fees	**1,038**	1,063
Taxable benefits	**3**	4
Salary and other benefits	**789**	920
Loss of office payments*	**172**	-
Pension benefits		
- defined contribution	**140**	158
Total	**2,142**	2,145

* Relates to payments to former CFO

40. Related Parties (continued)

Total compensation to other key management personnel is as follows:

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Taxable benefits	**4**	9
Salary and other benefits	**2,709**	2,852
Pension benefits		
- defined contribution	**397**	365
Total	**3,110**	3,226

There were no connected persons to key management personnel employed by the group during 2024 or 2023.

(b) (ii) Balances and transactions with key management personnel:
In the normal course of its business, the Group had loan balances and transactions with key management personnel and their connected persons. The loans are granted on normal commercial terms and conditions with the exception of certain home loans where Executive Directors and Senior Managers may avail of subsidised loans on the same terms as other eligible management of the Group. All of the loans in the scope of the related party guidelines as outlined under the Companies Act 2014, the Central Bank Related Party lending code 2013 and IAS 24 Related party disclosures are secured, and all interest and principal due at the statement of financial position date has been repaid on schedule and therefore, no provision for loan impairment is required. Total outstanding balances of loans, credit cards, overdrafts and deposits are as follows:

	31 December 2024 €'000	31 December 2023 €'000
Balances		
Loans	**1,734**	1,147
Unsecured credit card balances and overdrafts	**48**	8
Deposits	**1,209**	4,139

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Transactions during the year		
Loan advances	**56**	-
Loan repayments	**302**	56
Interest received on loans	**46**	45
Interest paid on deposits	**(7)**	(2)

40. Related Parties (continued)

Loans to Directors

31 December 2024	Balance as at 1 Jan €'000	Advances during the year €'000	Principal repaid €'000	Balance as at 31 Dec €'000	Interest paid €'000	Maximum balance €'000
Ronan O'Neill*	**629**	**250**	**13**	**866**	**27**	**879**
Eamonn Crowley**	**2**	**40**	**2**	**40**	**-**	**42**
Catherine Moroney*	**-**	**17**	**4**	**13**	**1**	**17**
	631	**307**	**19**	**919**	**28**	**938**

31 December 2023	Balance as at 1 Jan €'000	Advances during the year €'000	Principal repaid €'000	Balance as at 31 Dec €'000	Interest paid €'000	Maximum balance €'000
Ronan O'Neill*	640	-	11	629	20	640
	640	-	11	629	20	640

*Represents a loan for a person connected with this Director in accordance with section 307(3) of the Companies Act 2014.
** Includes a loan for a person connected with this Director in accordance with section 307(3) of the Companies Act 2014.

(c) Irish Government and Irish Government related entities

The Minister for Finance continues to be the majority shareholder of the Group (and the ultimate controlling party per IAS 24). The Irish Government is recognised as a related party as the Government is deemed to have control over the Group as defined by IAS 24. The Group has applied the amended IAS 24 which exempts an entity from the related party disclosure requirements in respect of the Government and Government related entities unless transactions are individually or collectively significant. In the normal course of business, the Group has entered into transactions with the Government and Government related entities involving deposits and senior debt.

The following are transactions and balances between the Group and the Government and Government related entities that are collectively significant:

- The Group holds securities issued by the Government of €1,524m (31 December 2023: €1,559m).
- The Group had an investment in associated undertakings of €20m for the year ended 31 December 2024 involving participants that are deemed related parties due to the common ownership by the Government. The amount and nature is referenced in note 21.
- The Group entered into banking transactions in the normal course of business with local Government and Semi-State Institutions such as local authorities and county councils. These transactions principally include the granting of loans, the acceptance of deposits and clearing transactions.
- A bank levy imposed by the Government through the Finance Bill 2014 is payable in the second half of each calendar year. A bank levy payable to government, is provided for on the occurrence of the event identified by the legislation that triggers the obligation to pay the levy. In 2024, the amount recognised in the income statement was €23m (31 December 2023: €22m).
- During 2024, the Group also paid €nil DGS fees to the CBI (2023: €28m) as part of the Deposit Guarantee Scheme.
- During 2013, following the Transfer Order requested by the Central Bank and issued by the High Court dated 10 November 2013, the Group acquired certain assets, liabilities, books and records of Newbridge Credit Union (NCU) and all its employees transferred to the Group. As part of this transaction, along with the assets and liabilities of NCU, a cash financial incentive of €23m was paid from the Credit Institutions Resolution Fund, which forms part of the Financial Incentives Agreement (FIA) signed between the Central Bank and the Group dated 10 November 2013. It was also agreed in the FIA that the Central Bank will use the Credit Institution Resolution Fund to compensate the Group for 50% of any future impairment losses incurred on NCU loans and advances to customers. Similarly, it was also agreed that if any provision write-backs or future recoveries of previously written off NCU loans and advances to customers occurs, the Group will pay a cash amount equivalent to 50% of the provision write-back or the recoveries to the Credit Institutions Resolution Fund. As per the FIA, this arrangement will continue for ten years from the transfer date. During 2024 the FIA concluded, at 31 December 2024 the Group recorded a payable of €nil due under the FIA (31 December 2023: €2.4m).

40. Related Parties (continued)

(d) Other related party transactions

- At the 31 December 2024 the Company had an intercompany balance of €1,731m (31 December 2023: €1,512m) with its parent PTSBGH relating to the MREL issuance.
- In November 2020, PTSBGH made an investment of €123m in PTSB. This investment was through the issuance of AT1 securities by PTSBGH. In October 2022, PTSBGH made an additional investment of €245m in PTSB through the issuance of AT1 securities by PTSBGH.
- In May 2021, PTSB plc borrowed €250m from the PTSBGH at a fixed rate of 3% per annum plus a margin of 0.181% per annum which mature on 19 August 2031. The loan is subordinated and ranks as Tier 2 capital notes with interest paid annually in arrears on 19 August.

41. Sale of loans and advances to customers

Project Glas III

In July 2024, the Group agreed the sale of a non-performing portfolio (Glas III). The portfolio's gross balance on the Statement of Financial Position as at the date of derecognition was €341m with a carrying amount of €208m.

In line with IFRS 9, the assets have been derecognised from the Statement of Financial Position.

As a result of the transaction, a €9m loss was recorded through the impairment line of the income statement. On 01 November 2024, the deal completed with the receipt of the sale proceeds.

42. Principal subsidiary undertakings and interest in subsidiaries and structured entities

A subsidiary is considered material if the value of the consolidated total assets at the end of the financial year of the subsidiary and the entities it controls (if any) is more than 1% of the total assets of the Group. The Company has no material subsidiaries.

The Company has availed of the exemption permitted by section 315 (a) (i) of the Companies Act 2014 in relation to disclosing related undertaking net assets or profit or loss and will annex a full listing of undertakings to its annual return to the Companies Registration Office.

The reporting date for each of the Companies undertakings is 31 December.

The principal country of operation of each company is the country in which it is incorporated.

The registered office of Permanent TSB plc is 56-59 St. Stephen's Green, Dublin 2.

Structured entities (SEs)

A structured entity is an entity in which voting or similar rights are not the dominant factor in deciding control. SEs are generally created to achieve a narrow and well-defined objective with restrictions around their on-going activities. Depending on the Group's power to direct the relevant activities of the investee and its exposure or rights to variable returns from its involvement in the investee and the ability to use its power over the investee to affect the amount of the investor's return, it may consolidate the entity.

Control and voting rights

The Directors of the individual SEs are independent of the Group and neither the Group nor any of its subsidiaries have voting rights in the share capital of these entities. The Group initiated the setup of these SEs and, as architect dictated the terms relating to the operation of these SEs. The Group, as administrator, provides services to the individual SEs. The Group, as administrator, has power to:

- exercise rights, powers and discretions of the issuers in relation to the mortgage loans and their related security and to perform its duties in relation to the mortgage loans and their related securities: and
- to do or cause to be done any and all other things which it reasonably considers necessary, convenient or incidental to the administrator of the mortgage loans and their related security or the exercise of such rights, powers and discretions.

The key activities performed by the Group's subsidiaries as administrator is:

- to manage the credit risk associated with the mortgages contained in the individual SEs; and
- to determine and set rates of interest applicable to loans on each rate setting date in accordance with the terms of the loans and negotiate the cost of funds associated with these mortgages which may result in a variable return in the entity.

These two items highlight the power the Group has to direct the relevant activities of these entities that significantly affect the investee returns and the ability to use its power to affect variable returns of investors.

The Group provides funding to each of these vehicles by way of a subordinated loan and has an entitlement to deferred consideration. The Group is exposed to the variable returns of the SE's through the subordinated loan and the deferred consideration.

42. Principal subsidiary undertakings and interest in subsidiaries and structured entities (continued)

The Group currently has four SEs in issue in the ROI the details of which are outlined below. During 2024, Fastnet Securities 14 DAC and Fastnet 15 DAC collapsed and will be going into liquidation during 2025 and Fastnet 19 was incorporated:

	Sub loan provided
SEs setup with Residential Mortgages	
- Fastnet Securities 16 DAC	√
- Fastnet Securities 17 DAC	√
- Fastnet Securities 18 DAC	√
- Fastnet Securities 19 DAC	√

Although the Group does not own more than half of the voting power, it has the power to control the relevant activities of the SE and the ability to affect the variable returns of the investee and hence these SEs are consolidated. In these cases, the consideration received from the investors in the notes in the form of cash is recognised as a financial asset and a corresponding financial liability is recognised.

At 31 December 2024, restricted cash of €180m (31 December 2023: €217m) relates to cash held by the Group's securitisation.

43. Reporting currency and exchange rates

The consolidated financial statements are presented in millions of Euro.

The following table shows the closing and average rates used by the Group for the current year-end and prior year-end:

	31 December 2024	31 December 2023
€ / £ exchange rate		
Closing	0.8292	0.8691
Average	0.8450	0.8688
€ / US$ exchange rate		
Closing	1.0389	1.1050
Average	1.0808	1.0830

44. Events after the reporting period

In late 2024, the Group announced the opening of a limited voluntary severance scheme. The applications have now closed and are currently being evaluated. The estimated cost of the scheme is €25m. At 31 December 2024, the Group did not have a present obligation as applications were still open and therefore it has not met the recognition criteria for a provision under IAS 37 and is not recognised on the SOFP.

No other items, transactions or events that would materially impact the consolidated financial statements and require adjustment or disclosure to these consolidated financial statements have occurred between the reporting date of 31 December 2024 and the date of the approval of these financial statements by the Board of Directors on 3 March 2025.

Company Financial Statements

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Company Statement of Financial Position
As at 31 December 2024

	Notes	31 December 2024 €m	31 December 2023 €m
Assets			
Cash at bank	C	**72**	71
Items in the course of collection	C	**23**	40
Loans and advances to banks	D	**2,211**	2,051
Derivative financial instruments	E	**59**	36
Other assets	F	**7**	60
Assets classified as held for sale	G	**12**	12
Debt securities	H	**4,327**	3,256
Equity securities	I	**9**	5
Prepayments and contract assets	J	**65**	83
Loans and advances to customers	K, L	**21,423**	21,427
Interest in associated undertakings	M	**21**	16
Property and equipment	N	**183**	205
Intangible assets	O	**213**	187
Deferred taxation	P	**316**	309
Current tax asset		**2**	-
Total assets		**28,943**	27,758
Liabilities			
Deposits by banks	Q	**111**	402
Customer accounts	R	**24,133**	22,969
Other liabilities	S	**129**	147
Accruals		**11**	14
Current tax liability		**-**	1
Derivative liabilities	E	**-**	1
Provisions	T	**46**	40
Subordinated liabilities	U	**1,990**	1,770
Total liabilities		**26,420**	25,344
Equity			
Share capital	W	**89**	89
Share premium	W	**533**	533
Other reserves	W	**3,190**	3,195
Retained earnings	W	**(1,657)**	(1,771)
Shareholders' equity		**2,155**	2,046
Other equity instruments	W	**368**	368
Total equity		**2,523**	2,414
Total liabilities and equity		**28,943**	27,758

Company Statement of Changes in Equity

For the year ended 31 December 2024

	Attributable to owners of the company										
	Share capital	Share premium	Capital contribution reserve*	Revaluation reserve*	Fair value reserve*	Currency translation adjustment reserve*	Other capital reserves*	Retained earnings	Attributable to owners of the company	Other equity instrument	Total
	€m	€m	€m	€m	€m	€m	€m	€m	€m	€m	€m
Balance at 1 January 2023	89	533	3,147	43	17	(1)	8	(1,810)	2,026	368	2,394
Profit for the year	-	-	-	-	-	-	-	24	24	43	67
Other comprehensive expense, net of tax	-	-	-	(7)	3	-	-	-	(4)	-	(4)
Total comprehensive income for the year	-	-	-	(7)	3	-	-	24	20	43	63
Transactions with owners, recorded directly in equity:											
Contributions by and distributions to owners											
ATI coupon paid	-	-	-	-	-	-	-	-	-	(43)	(43)
Reclassification of cumulative gain (net of tax) of equity instruments on disposal	-	-	-	-	(15)	-	-	15	-	-	-
Total contributions by and distributions to owners	-	-	-	-	(15)	-	-	15	-	(43)	(43)
Balance as at 31 December 2023	**89**	**533**	**3,147**	**36**	**5**	**(1)**	**8**	**(1,771)**	**2,046**	**368**	**2,414**
Balance as at 1 January 2024	**89**	**533**	**3,147**	**36**	**5**	**(1)**	**8**	**(1,771)**	**2,046**	**368**	**2,414**
Profit for the year	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**116**	**116**	**43**	**159**
Other comprehensive income/(expense), net of tax	**-**	**-**	**-**	**(7)**	**2**	**-**	**-**	**-**	**(5)**	**-**	**(5)**
Total comprehensive income for the year	**-**	**-**	**-**	**(7)**	**2**	**-**	**-**	**116**	**111**	**43**	**154**
Transactions with owners, recorded directly in equity:											
Contributions by and distributions to owners											
ATI coupon paid	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(43)**	**(43)**
Dividend paid	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(2)**	**(2)**	**-**	**(2)**
Reclassification of cumulative gain (net of tax) of equity instruments on disposal	**-**	**-**	**-**	**-**		**-**	**-**		**-**		
Total contributions by and distributions to owners	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**(2)**	**(2)**	**(43)**	**(45)**
Balance as at 31 December 2024	**89**	**533**	**3,147**	**29**	**7**	**(1)**	**8**	**(1,657)**	**2,155**	**368**	**2,523**

* All are included in other reserves in the statement of financial position.

Company Statement of Cash Flows
For the year ended 31 December 2024

	31 December 2024 €m	31 December 2023 €m
Cash flows from operating activities		
Operating profit before taxation	**156**	78
Adjusted for non-cash items and other adjustments:		
Depreciation, amortisation and impairment of property, equipment and intangibles	**91**	67
(Gain)/Loss on revaluation of property	**-**	-
Impairment (release)/charge on:		
- Loans and advances to customers	**(32)**	45
Unrealised (gains)/losses on financial assets	**-**	1
Other income	**(1)**	(3)
Other mortgage related adjustments	**70**	67
Other provisions	**10**	6
Net interest income*	**224**	117
Other non-cash items*	**(63)**	(35)
	455	343
(Increase)/decrease in operating assets		
Derivative financial instruments	**(13)**	(15)
Other assets	**66**	10
Debt securities	**35**	57
Prepayments and contract assets	**14**	131
Loans and advances to customers	**(26)**	(372)
Increase/(decrease) in operating liabilities		
Deposits by banks	**(314)**	(249)
Customer accounts	**1,020**	1,137
Debt securities in issue	**-**	-
Derivative liabilities	**(1)**	-
Other liabilities and accruals	**(29)**	13
Provisions	**(8)**	(41)
Subordinated liabilities	**97**	769
	841	1,440
Net cash inflow from operating activities before tax	**1,296**	1,783
Tax paid	**(4)**	(7)
Net cash inflow from operating activities	**1,292**	1,776

* For the year ended 31 December 2024 the Other non-cash items line item has been disaggregated.

Company Statement of Cash Flows (continued)
For the year ended 31 December 2024

	31 December 2024 €m	31 December 2023 €m
Cash flows from investing activities		
Maturities of debt securities - HTC&S	**170**	728
Purchase of debt securities - HTC	**(1,212)**	(828)
Purchase of property and equipment	**(15)**	(24)
Purchase of intangible assets	**(26)**	(37)
Cash transferred for business combinations	**-**	(41)
Forward contract derivatives	**-**	(1,595)
Investment in associated undertakings	**(3)**	(7)
Sale of Visa shares	**-**	30
Net cash flows from investing activities	**(1,086)**	(1,774)
Cash flows from financing activities		
Dividends paid	**(2)**	-
Payment of lease liabilities	**(7)**	(7)
AT1 coupon payment	**(44)**	(44)
Interest paid on T2 capital notes	**(8)**	(8)
Interest paid on T2 hedging derivatives	**(1)**	(1)
Net cash flows from financing activities	**(62)**	(60)
Increase/(decrease) in cash and cash equivalents	**144**	(58)
Analysis of changes in cash and cash equivalents		
Cash and cash equivalents as at 1 January	**2,162**	2,220
Increase/(decrease) in cash and cash equivalents	**144**	(58)
Cash and cash equivalents as at 31 December	**2,306**	2,162

The net increase/(decrease) in cash and cash equivalents includes interest received of €980m (2023: €857m), interest paid of €262m (2023: €116m) and dividends paid of €45m (2023: €44m).

Reconciliation of liabilities arising from financing activities

	Subordinated liabilities €m	Lease liabilities €m	Tier 2 hedging Derivative €m	Total €m
1 January	257	35	(6)	286
Financing cash flows				
Lease liability	-	(7)	-	(7)
Interest paid on Tier 2 capital notes	(8)	-	-	(8)
Interest paid on Tier 2 hedging derivative	-	-	(1)	(1)
Non-cash movements				
Additions to lease liabilities	-	7	-	7
Interest accrued on Tier 2 capital notes	8	-	-	8
Interest accrued on Tier 2 hedging instrument	-	-	1	1
31 December	**257**	**35**	**(6)**	**286**

Notes to the Company Financial Statements

A. Accounting policies

The accounting policies adopted by Permanent TSB plc (the Company) are the same as those of the Group as set out in note 1 where applicable. These financial statements reflect the financial position of the Company only and do not consolidate the results of any subsidiaries.

The individual financial statements of the ultimate holding company, Permanent TSB Group Holdings plc have also been prepared in accordance with IFRS as adopted by the EU and comply with those parts of the Companies Act 2014. In accordance with section 315(a) (i) of the Companies Act 2014, the Company is availing of the exemption from presenting its individual income statement to the AGM and from filing it with the Registrar of Companies. The Company's profit for the financial year determined in accordance with IFRS was €159m (2023: €67m).

B. Administrative, staff and other expenses

Administrative, staff and other expenses (excluding exceptional items) includes costs of €3m relating to legacy legal cases in 2024 (31 December 2023: €2m).

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Staff costs (as detailed below)	**233**	201
Other general and administrative expenses	**186**	177
Administrative, staff and other expenses (excluding exceptional items)	**419**	378

Fees paid to the Group's auditors for services outlined below

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Statutory auditor's remuneration (including expenses and excluding VAT)		
- Audit of the individual and the Group financial statements	**2.0**	1.8
- Other assurance services*	**0.6**	0.2
- Other non-audit services**	**0.2**	1.4

* Other assurance services in 2024 relate to interim financial statement review, CSRD Regulations and Country by Country Reporting. In 2023, other assurance services included ESG related costs and interim financial statement review related costs.
** Other non-audit services in 2024 include AI compliance and ID&V vendor assessment and March Euro Note Programme. In 2023, other non-audit services costs included fees and interim fees for professional services in relation to Project Sun, DTR Claim, and costs in relation to the Lombard KYC processes.

B. Administrative, staff and other expenses (continued)

Staff costs

	Year ended 31 December 2024 €m	Year ended 31 December 2023 €m
Wages and salaries (including commission payable to sales staff)	**205**	183
Social insurance	**22**	20
Pension costs (payments to defined contribution pension schemes)	**21**	17
Total staff costs	**248**	220
Staff costs capitalised	**(15)**	(16)
Staff costs charged to exceptional items	**-**	(3)
Total staff costs included in the Income Statement	**233**	201

Staff costs of €15m (31 December 2023: €16m), have been capitalised to Intangible assets (see note O), as the cost incurred was directly related to developing software and it is probable that future economic benefits that exceed its cost will flow from its use over more than one year. Therefore these costs are not included in this note.

Staff numbers

Closing and average number of staff (including Executive Directors) employed during the year are as follows:

	Closing staff numbers*		Average staff numbers	
	2024	2023	2024	2023
Customer facing	**1,198**	1,116	**1,194**	1,024
Non-customer facing	**2,161**	2,214	**2,155**	2,031
Total number of staff	**3,359**	3,330	**3,349**	3,055

*Closing staff numbers are calculated on a full time equivalent (FTE) basis.

C. Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents comprise the following:

	31 December 2024 €m	31 December 2023 €m
Cash at bank	**72**	71
Items in the course of collection	**23**	40
Loans and advances to banks repayable on demand (original maturities of less than 3 months) (note D)	**2,211**	2,051
	2,306	2,162

At 31 December 2024, restricted cash of €181m (31 December 2023: €217m) (which is within loans and advances to banks repayable on demand) consists of cash of €180m (31 December 2023: €217m) held by the Group's securitisation entities and €1m (31 December 2023: €nil) which relates to cash collateral placed with counterparties in relation to derivative positions and repurchase agreements.

The following contractual restrictions apply to our securitisation vehicles cash balances:

- each vehicle must hold an amount equal to a percentage of the outstanding notes in a reserve account on demand as part of the credit enhancement and liquidity support rules;
- these funds can only be used to fund any revenue shortfall for contractual payments and must be replenished as soon as additional funds are available; and
- when the notes are fully repaid these reserve funds can be used to pay outstanding principal on the subordinated loan.

D. Loans and advances to banks

	31 December 2024 €m	31 December 2023 €m
Held at amortised cost		
Placed with central banks	**1,887**	1,688
Placed with other banks	**324**	363
Total loans and advances to banks	**2,211**	2,051

Placements with other banks includes restricted cash of €181m (31 December 2023: €217m) of which €180m (31 December 2023: €217m) is held by the Group's securitisation entities and €1m (31 December 2023: €nil) which relates to cash collateral placed with counterparties in relation to derivative positions and repurchase agreements. The fair value of collateral pledged by counterparties in relation to reverse repurchase agreements at 31 December 2024 is €341m (31 December 2023: €nil).

Loans and advances to banks amounting to €2,211m (31 December 2023: €2,051m) have a maturity of less than three months and therefore have been treated as cash and cash equivalents.

E. Derivative financial instruments

All of the Company's derivative exposures are held by the Company. Details of derivative transactions entered into and their purpose are described in note 13 of the consolidated financial statements. The Company may also enter into derivative transactions with subsidiaries. The notional and fair value of derivative instruments held by the Company are as follows:

	31 December 2024			31 December 2023		
	Contract/ notional amount	Fair value asset	Fair value liability	Contract/ notional amount	Fair value asset	Fair value liability
	€m	€m	€m	€m	€m	€m
Derivatives held for trading						
Interest rate swaps	**1,900**	**59**	**-**	1,200	36	-
	1,900	**59**	**-**	1,200	36	-
Derivatives held for trading						
Currency forwards	**51**	**-**		57	-	1
	51	**-**	**-**	57	-	1
Derivative financial instruments as per the statement of financial position	**1,951**	**59**	**-**	1,257	36	1

F. Other Assets

	31 December 2024	31 December 2023
	€m	€m
Loan sale receivables	**-**	57
Other	**7**	3
	7	60

Other assets include €6m relating to our Interest First deposit product at 31 December 2024 (31 December 2023: €nil). Receivables of €57m at 31 December 2023 relates to amounts due to the Company on completion of the liquidation of PBI Ltd which entered liquidation on 15 December 2023. This was received during 2024.

G. Assets classified as held for sale

At 31 December 2024, assets classified as held for sale of €12m (31 December 2023: €12m) consists of:

1. €7m (31 December 2023: €11m) which relates to collateral in possession, these properties are expected to be sold within the next 12 months; and
2. €5m (31 December 2023: €1m) which relates to three branch properties (31 December 2023: two branch properties) that are no longer occupied by the Company, the sales of these properties are expected to complete within the next 12 months.

H. Debt securities

	31 December 2024 Total HTC €m	31 December 2023 Total HTC €m
Government bonds	**4,259**	3,256
Covered bonds	**68**	-
Gross debt securities	**4,327**	3,256

As at 31 December 2024, all unpledged debt securities are available to be used and are eligible as collateral (though eligibility will depend on the criteria of the counterparty) in sale and repurchase agreements.

Debt securities that are managed on a Hold to Collect (HTC) business model basis are accounted for at amortised cost.

Government bonds of €4.3bn (31 December 2023: €3.3bn) comprise Irish, Spanish, Portuguese, French, Italian, Belgian, Austrian and EU government bonds which are designated as HTC.

Covered bonds of €0.1bn (31 December 2023: €nil) comprise of French corporate bonds which are designated as HTC.

The HTC securities represent a portfolio of securities structured for the purpose of collecting contractual cashflows to maturity. The Company has no HTC&S debt securities as at 31 December 2024 and 31 December 2023.

At 31 December 2024, debt securities at amortised cost with a fair value of €371m (31 December 2023: €529m) had been pledged to third parties in sale and repurchase agreements. The Company has not derecognised any securities delivered in such sale and repurchase agreements on the statement of financial position.

All debt securities at 31 December 2024 are stage 1 for ECL purposes.

(a) HTC
The movement in HTC securities is classified as follows:

	31 December 2024 HTC €m	31 December 2023 HTC €m
As at 1 January	**3,256**	3,177
Additions	**1,212**	828
Maturities	**(170)**	(728)
Interest net of cash receipts	**7**	(14)
Amortisation of premium / (discount)	**22**	(7)
Total	**4,327**	3,256

(b) Amounts arising from impairment provisioning on debt securities:
Held at amortised cost
As at 31 December 2024, the amount arising from ECL on debt securities measured at amortised cost is €0.6m (31 December 2023: €0.6m). The ECL on debt instruments measured at amortised cost is offset against the carrying amount of the assets in the statement of financial position.

I. Equity securities

	31 December 2024 €m	31 December 2023 €m
As at 1 January	**5**	30
Revaluation	**4**	5
Disposal	**-**	(30)
Total equity investments	**9**	5

The carrying value of equity securities can be analysed as follows:

	31 December 2024 €m	31 December 2023 €m
Unlisted	**9**	5
Gross equity investments	**9**	5

The Company holds Series A and Series B preferred stock in Visa Inc. at 31 December 2024 with a value of €9m (31 December 2023: €5m). The Series A preferred stock was issued from Visa Inc during 2024 upon the conversion of Series B preferred stock. These were fair valued at Series A €7m and Series B €2m at 31 December 2024 (31 December 2023: €nil and €5m) and are recognised in the Statement of Financial Position at FVOCI.

During 2023 PTSB disposed of its previous holding of Visa A shares for €30m. These Series A preferred stock were issued by Visa Inc during 2020 upon the conversion of Series B preferred stock.

The fair value of the preferred stock Series A is classified as Level 1 and the fair value of the preferred stock Series B is classified as Level 3, as the valuation of these preferred stock includes inputs that are based on unobservable data (refer to note 33 of the consolidated financial statements for details).

J. Prepayments and contract assets

	31 December 2024 €m	31 December 2023 €m
Visa prepayments	**30**	43
Other prepayments	**35**	40
	65	83

K. Loans and advances to customers

Loans and advances to customers by category are set out below:

	31 December 2024 €m	31 December 2023 €m
Residential mortgages		
- Held through special purpose vehicles	**5,342**	5,664
- Held directly	**14,661**	14,642
	20,003	20,306
Commercial mortgage loans	**493**	437
Consumer finance (term loans/other)	**553**	499
Finance leases and hire purchase receivables	**466**	446
Gross loans and advances to customers	**21,515**	21,688
Less: provision for impairment (note L)	**(392)**	(570)
Deferred fees, discounts and business combination related fair value adjustments	**300**	309
Net loans and advances to customers	**21,423**	21,427

Loans and advances can be analysed into tracker, fixed and variable rate loans as follows:

	Gross loans and advances to customers		Net loans and advances to customers	
	31 December 2024 €m	31 December 2023 €m	31 December 2024 €m	31 December 2023 €m
Tracker rate	**2,692**	3,453	**2,563**	3,186
Variable rate	**4,669**	3,788	**4,525**	3,632
Fixed rate	**14,154**	14,447	**14,035**	14,300
	21,515	21,688	**21,123**	21,118
Deferred fees, discounts and business combination related fair value adjustments	**300**	309	**300**	309
Total	**21,815**	21,997	**21,423**	21,427

The Copmany has established a number of securitisation entities. This involved transferring the Company's interest in pools of residential mortgages to a number of special purpose entities which issued mortgage-backed floating-rate notes to fund the purchase of the interest in the mortgage pools. The notes are secured by a first fixed charge over the residential mortgages in each pool and may be sold to investors or held by the Company and used as collateral for borrowings.

Details of the residential mortgage pools sold to special purpose entities and the notes issued by the special purpose entities are included below:

	31 December 2024 €m	31 December 2023 €m
Residential mortgages held through special purpose entities	**5,342**	5,664
Notes issued by special purpose entities		
- rated	**5,164**	4,911
- unrated	**262**	806

K. Loans and advances to customers (continued)

The notes issued by these special purpose entities comprise the following:

	31 December 2024 €m	31 December 2023 €
Held by other banks and institutions as part of collateralised lending or sale and repurchase agreements (note Q)	-	287
Available collateral*	**4,265**	3,725
Rated notes, unavailable for collateral	**899**	899
Unrated notes	**262**	806
	5,426	5,717

* The eligibility of available collateral will depend on the criteria of the counterparty.

Loans and advances balance movement for the year ended 31 December 2024 and the year ended 31 December 2023 is set out in the following tables:

	Non-credit impaired		Credit impaired		
	Stage 1 €m	Stage 2 €m	Stage 3 €m	POCI €m	Total €m
Balance as at 1 January 2024	**19,057**	**1,913**	**718**	**-**	**21,688**
New assets originated*	**2,228**	**212**	**2**	**-**	**2,442**
Loans acquired	**-**	**-**	**-**	**-**	**-**
Stage Transfers:					
Transfers from Stage 1 to Stage 2	**(711)**	**711**	**-**	**-**	**-**
Transfers to Stage 3	**(36)**	**(96)**	**132**	**-**	**-**
Transfers from Stage 2 to Stage 1	**465**	**(465)**	**-**	**-**	**-**
Transfers from Stage 3	**4**	**57**	**(61)**	**-**	**-**
Net movement arising from transfer of Stage	**(278)**	**207**	**71**	**-**	**-**
Redemptions and repayments	**(1,906)**	**(297)**	**(49)**	**-**	**(2,252)**
Decrease due to write offs	**(1)**	**(2)**	**(19)**	**-**	**(22)**
Disposals	**-**	**-**	**(341)**	**-**	**(341)**
Other movements	**-**	**-**	**-**	**-**	**-**
Balance as at 31 December 2024	**19,100**	**2,033**	**382**	**-**	**21,515**

* Loan originations are net of repayments in the year

K. Loans and advances to customers (continued)

	Non-credit impaired		Credit impaired		
	Stage 1	Stage 2	Stage 3	POCI	Total
	€m	€m	€m	€m	€m
Balance as at 1 January 2023	17,455	1,699	649	1	19,804
New assets originated*	2,205	122	10	-	2,337
Loans acquired**	1,308	127	55	-	1,490
Stage Transfers:					
Transfers from Stage 1 to Stage 2	(432)	432	-	-	-
Transfers to Stage 3	(43)	(136)	179	-	-
Transfers from Stage 2 to Stage 1	195	(195)	-	-	-
Transfers from Stage 3	-	95	(95)	-	-
Net movement arising from transfer of Stage	(280)	196	84	-	-
Redemptions and repayments	(1,631)	(230)	(62)	-	(1,923)
Decrease due to write offs	-	(1)	(18)	-	(19)
Disposals	-	-	-	-	-
Other movements	-	-	-	(1)	(1)
Balance as at 31 December 2023	19,057	1,913	718	-	21,688

* Loan originations are net of repayments in the year
** Net of repayments

Amounts receivable under finance leases and hire purchase receivables
The following balances principally comprise of leasing arrangements and hire purchase agreements of vehicles, plant, machinery and equipment:

	31 December 2024	31 December 2023
	€m	€m
Gross receivables		
Not later than 1 year	**184**	172
Later than 1 year and not later than 2 years	**146**	138
Later than 2 years and not later than 3 years	**99**	97
Later than 3 years and not later than 4 years	**60**	59
Later than 4 years and not later than 5 years	**26**	26
Later than 5 years	**7**	8
Total	**522**	500
Unearned future finance income	**(56)**	(54)
Deferred costs incurred on origination	**6**	5
Present value of minimum payments	**472**	451
ECL allowance for uncollectible minimum payments receivable	**(19)**	(20)

L. Impairment provisions

Loans and advances to customers

The following table reflects non-performing loans for which ECL provisions are held and an analysis of Stage 1, Stage 2 and Stage 3 ECL provisions across the loans and advances to customer's portfolio.

The non-performing loan balance as at 31 December 2024 was €382m (31 December 2023: €718m). Refer to note Y for further details.

31 December 2024	Loans and advances to customers	of which NPLs	NPL % of total loans	ECL provisions				Total ECL provisions as % of total loans
				Stage 1	Stage 2	Stage 3	Total	
	€m	€m	%	€m	€m	€m	€m	%
Residential:								
-Home loans	**19,539**	**259**	**1.3%**	**98**	**38**	**73**	**209**	**1.1%**
-Buy-to-let	**464**	**71**	**15.3%**	**2**	**43**	**31**	**76**	**16.4%**
Commercial	**493**	**24**	**4.9%**	**5**	**36**	**9**	**50**	**10.1%**
Consumer Finance:								
-Term loans/other	**553**	**20**	**3.6%**	**8**	**14**	**16**	**38**	**6.9%**
Finance leases and hire purchase receivables	**466**	**8**	**1.7%**	**10**	**3**	**6**	**19**	**4.1%**
Total gross loans	**21,515**	**382**	**1.8%**	**123**	**134**	**135**	**392**	**1.8%**
Impairment provision	**(392)**							
Deferred fees, discounts and business combination related fair value adjustments	**300**							
Balance as at 31 December 2024	**21,423**							

31 December 2023	Loans and advances to customers	of which NPLs	NPL % of total loans	ECL provisions				Total ECL provisions as % of total loans
				Stage 1	Stage 2	Stage 3	Total	
	€m	€m	%	€m	€m	€m	€m	%
Residential:								
-Home loans	19,557	403	2.1%	131	51	110	292	1.5%
-Buy-to-let	749	267	35.6%	2	58	99	159	21.2%
Commercial	437	20	4.6%	8	47	11	66	15.1%
Consumer Finance:								
-Term loans/other	499	16	3.2%	12	8	13	33	6.6%
Finance leases and hire purchase receivables	446	12	2.7%	12	-	8	20	4.5%
Total gross loans	21,688	718	3.3%	165	164	241	570	2.6%
Impairment provision	(570)							
Deferred fees, discounts and business combination related fair value adjustments	309							
Balance as at 31 December 2023	21,427							

L. Impairment provisions (continued)

A reconciliation of the provision for impairment losses for loans and advances to customers is as follows:

2024	Residential mortgages	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m
Total by portfolio					
ECL as at 1 January 2024	**451**	**66**	**33**	**20**	**570**
Redemptions and repayments	**(28)**	**-**	**-**	**-**	**(28)**
Net remeasurement of loss allowance	**(35)**	**(20)**	**3**	**(8)**	**(60)**
Loan originations	**28**	**14**	**5**	**8**	**55**
Loans acquired	**-**	**-**	**-**	**-**	**-**
Net movement excluding derecognition	**(35)**	**(6)**	**8**	**-**	**(33)**
Derecognition-disposals	**(124)**	**(9)**	**-**	**-**	**(133)**
Derecognition-repossessions	**-**	**-**	**-**		**-**
Derecognition-write offs*	**(7)**	**(1)**	**(3)**	**(1)**	**(12)**
Derecognition	**(131)**	**(10)**	**(3)**	**(1)**	**(145)**
ECL as at 31 December 2024**	**285**	**50**	**38**	**19**	**392**

Net movement excluding derecognition (from above)	**(33)**
Interest income booked but not recognised	**(11)**
Other Movements***	**13**
Write offs net of recoveries	**1**
Impairment write-back on customer loans and advances to customers for the year ended 31 December 2024	**(30)**

* The Company writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation.

** Closing ECL incorporates ECL of €12m on loan commitments

*** Includes impairment charge on deleveraging (€9m) and provisions on loan commitments where there is no recognised financial asset (€4m).

L. Impairment provisions (continued)

2023	Residential mortgages	Commercial	Consumer finance	Finance leases and hire purchase receivables	Total
	€m	€m	€m	€m	€m
Total by portfolio					
ECL as at 1 January 2023	447	40	34	-	521
Redemptions and repayments	(22)	(1)	-	-	(23)
Net remeasurement of loss allowance	(8)	2	(5)	-	(11)
Loan originations	29	16	3	-	48
Loans acquired	12	10	4	20	46
Net movement excluding derecognition	11	27	2	20	60
Derecognition-disposals	-	-	-	-	-
Derecognition-repossessions	-	-	-	-	-
Derecognition-write offs*	(7)	(1)	(3)	-	(11)
Derecognition	(7)	(1)	(3)	-	(11)
ECL as at 31 December 2023**	451	66	33	20	570
Net movement excluding derecognition (from above)					60
Interest income booked but not recognised					(12)
Other movements***					6
Write offs net of recoveries					2
Impairment charge on loans and advances to customers for the year ended 31 December 2023					56

* The Company writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances -where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write-off may be earlier than collateral realisation.

** Closing ECL incorporates ECL of €8m on loan commitments

*** Includes costs in respect of deleveraging (€2m).

L. Impairment provisions (continued)

	Stage 1 €m	Stage 2 €m	Stage 3 €m	Total €m
Total by stage				
ECL as at 1 January 2024	**165**	**164**	**241**	**570**
Transfer to Stage 1	**23**	**(22)**	**(1)**	**-**
Transfer to Stage 2	**(13)**	**22**	**(9)**	**-**
Transfer to Stage 3	**(1)**	**(10)**	**11**	**-**
Stage transfers	**9**	**(10)**	**1**	**-**
Redemptions and repayments	**(6)**	**(15)**	**(7)**	**(28)**
Net remeasurement of loss allowance	**(79)**	**(24)**	**43**	**(60)**
Loan originations	**34**	**20**	**1**	**55**
Loans acquired	**-**	**-**	**-**	**-**
Net movement excluding derecognition	**(51)**	**(19)**	**37**	**(33)**
Derecognition-disposals	**-**	**-**	**(133)**	**(133)**
Derecognition-repossessions	**-**	**-**	**-**	**-**
Derecognition-write offs*	**-**	**(1)**	**(11)**	**(12)**
Derecognition	**-**	**(1)**	**(144)**	**(145)**
ECL as at 31 December 2024**	**123**	**134**	**135**	**392**

Net movement excluding derecognition (from above)	**(33)**
Interest income booked but not recognised	
Write offs net of recoveries	
Interest income booked but not recognised	**(11)**
Other movements***	**13**
Write offs net of recoveries	**1**
Impairment write-back on loans and advances to customers for the year ended 31 December 2024	**(30)**

* The Company writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write off may be earlier than collateral realisation.

** Closing ECL incorporates ECL of €12m on loan commitments

*** Includes impairment charge on deleveraging (€9m) and provisions on loan commitments where there is no recognised financial asset (€4m).

L. Impairment provisions (continued)

	Stage 1 €m	Stage 2 €m	Stage 3 €m	Total €m
Total by stage				
ECL as at 1 January 2023	136	163	222	521
Transfer to Stage 1	31	(30)	(1)	-
Transfer to Stage 2	(6)	21	(15)	-
Transfer to Stage 3	-	(21)	21	-
Stage transfers	25	(30)	5	-
Redemptions and repayments	(5)	(11)	(7)	(23)
Net remeasurement of loss allowance	(38)	12	15	(11)
Loan originations	18	27	3	48
Loans acquired	29	3	14	46
Net movement excluding derecognition	4	31	25	60
Derecognition-disposals	-	-	-	-
Derecognition-repossessions	-	-	-	-
Derecognition-write offs*	-	-	(11)	(11)
Derecognition	-	-	(11)	(11)
ECL as at 31 December 2023**	165	164	241	570
Net movement excluding derecognition (from above)				60
Interest income booked but not recognised				(12)
Other movements***				6
Write offs net of recoveries				2
Impairment charge on loans and advances to customers for the year ended 31 December 2023				56

* The Company writes off an impaired financial asset (and the related impairment allowance), either partially or in full, when there is no realistic prospect of recovery or on foot of a negotiated settlement. In circumstances where the net realisable value of any collateral has been determined and there is no reasonable expectation of further recovery, write off may be earlier than collateral realisation.

** Closing ECL incorporates ECL of €8m on loan commitments

*** Includes costs in respect of deleveraging (€2m) and impairment of interest in associated undertakings (€4m).

Modified Financial Assets

There have been no significant modified financial assets for which the loss allowance has changed from lifetime to 12-month ECL at 31 December 2024 and 31 December 2023.

M. Interest in associated undertakings

	31 December 2024 €m	31 December 2023 €m
Clearpay	**1**	1
First Home Scheme Ireland	**20**	15
	21	16

The Company owns a non-controlling interest in Clearpay DAC (33%) as at 31 December 2024. This investment is accounted for under the equity method in the consolidated financial statements and has a carrying value of €1m at 31 December 2024 (31 December 2023: €1m). This investment will be increased or decreased by the Company's share of the profit or loss which will be assessed annually.

On 15 November 2023 Synch Payments DAC announced that it would cease operations. In 2024, the Company ceased recognising its investment in Synch Payments DAC as it was liquidated on 26 February 2024.

On 1 July 2022, the Company invested in First Home Scheme Ireland DAC along with the Irish Government, AIB and Bank of Ireland. First Home Scheme Ireland DAC is incorporated and operates in the Republic of Ireland providing equity support to future homeowners by taking a beneficial interest in residential dwellings which enables customers to purchase these residential dwellings. The participants fund these purchases, as well as costs, through a loan facility. The Company owns a non-controlling interest of 25% as 31 December 2024. This investment in associate is accounted for under the equity method in the consolidated financial statements and was initially recognised at €11m being the Company's agreed 13.5% contribution rate.

The Company has presented summarised financial information of the First Home Scheme Ireland DAC in line with IFRS 12 below as well as a reconciliation of the summarised financial information to the carrying value above.

	31 December 2024 €m	31 December 2023 €m
Summarised Statement of financial position		
Current assets	**41**	58
Cash and cash equivalents	**41**	58
Non-current assets	**226**	89
Current liabilities	**(1)**	(1)
Non-current liabilities	**(266)**	(146)
Non-current financial liabilities	**(266)**	(146)
Summarised Income statement		
Other operating income	**13**	9
Operating expenses	**(7)**	(6)
Finance expense	**(6)**	(3)
Reconciliation of summarised financial information to carrying value		
1 January	**15**	10
Share of loan facility*	**2**	-
Drawdowns of loan facility**	**3**	5
31 December	**20**	15

* The Company's share of the loan facility is based on the finance expense amount disclosed above and the share of the remaining profit from the Revenue less Operating expenses above.

** The total drawdowns on the loan facility are disclosed in the notes to the First Home Scheme Ireland DAC financial statements. The amount above is the Company's contributions.

In presenting details of the associates of the Company, the exemption permitted by Section 316 of the Companies Act 2014 has been availed of and the Company will annex a full listing of associates to its annual return to the Companies Registration Office.

N. Property and equipment

2024	Held at fair value land and buildings	Fixtures and fittings	Held at cost office and computer equipment	Right-of-use assets*		Total
				Leased buildings	Leased motor vehicles	
	€m	€m	€m	€m	€m	€m
Cost or valuation						
At 1 January	**86**	**147**	**118**	**65**	**3**	**419**
Additions	**-**	**12**	**2**	**5**	**2**	**21**
Additions from Business Combinations	**-**	**-**	**-**	**-**	**-**	**-**
Revaluations	**(11)**	**-**	**-**	**-**	**-**	**(11)**
Depreciation write-back on revaluation	**(1)**	**-**	**-**	**-**	**-**	**(1)**
Disposals or cancellations	**(3)**	**-**	**-**	**-**	**-**	**(3)**
As at 31 December	**71**	**159**	**120**	**70**	**5**	**425**
Accumulated depreciation						
At 1 January	**-**	**(93)**	**(87)**	**(31)**	**(3)**	**(214)**
Provided in the year	**(1)**	**(10)**	**(11)**	**(6)**	**(1)**	**(29)**
Eliminate on revaluation	**1**	**-**	**-**	**-**	**-**	**1**
As at 31 December	**-**	**(103)**	**(98)**	**(37)**	**(4)**	**(242)**
Net book value as at 31 December	**71**	**56**	**22**	**33**	**1**	**183**

* For further details on right-of-use assets refer to Note V.

Of the €11m net revaluation loss, €11m is included in the revaluation reserve in the statement of comprehensive income and no impairment write-back is recognised on land and buildings in the income statement.

N. Property and equipment (continued)

2023	Held at fair value land and buildings	Fixtures and fittings	Held at cost office and computer equipment	Right-of-use assets*		Total
				Leased buildings	Leased motor vehicles	
	€m	€m	€m	€m	€m	€m
Cost or valuation						
At 1 January	91	128	109	61	3	392
Additions	-	19	9	1	-	29
Additions from Business Combinations	9	-	-	3	-	12
Revaluations	(12)	-	-	-	-	(12)
Depreciation write-back on revaluation	(1)	-	-	-	-	(1)
Disposals or cancellations	(1)	-	-	-	-	(1)
As at 31 December	86	147	118	65	3	419
Accumulated depreciation						
At 1 January	-	(84)	(77)	(25)	(2)	(188)
Provided in the year	(1)	(9)	(10)	(6)	(1)	(27)
Eliminate on revaluation	1	-	-	-		1
As at 31 December	-	(93)	(87)	(31)	(3)	(214)
Net book value as at 31 December	86	54	31	34	-	205

* For further details on right-of-use assets refer to note V.

Of the €12m net revaluation loss, €12m is included in the revaluation reserve in the statement of comprehensive income and no impairment write-back is recognised on land and buildings in the income statement.

The net book value of land and buildings include the following:

	31 December 2024	31 December 2023
	€m	€m
Land	**24**	26
Buildings - freehold fair value	**47**	60
Buildings - fixtures and fittings	**45**	42
Buildings - leasehold	**44**	46
	160	174

Buildings – leasehold includes €11m (31 December 2023: €12m) of fixtures and fittings within leased buildings.

Land and buildings at 31 December 2024 held at fair value was €71m (31 December 2023: €86m). The historic cost of land and buildings under the cost model is €43m (31 December 2023: €44m).

Fair value measurement of Company's land and buildings
The Company's freehold land and buildings are stated at their revalued amounts, being the fair value at the date of revaluation less any accumulated depreciation recognised from the date of the latest revaluation. On the date of revaluation any accumulated depreciation is eliminated. The fair value measurements of the Company's freehold land and buildings as at 31 December 2024 and 31 December 2023 were performed by independent professional valuers having appropriate qualifications and recent experience in the fair value measurement of properties in the locations and categories being valued. The effective dates of revaluation are 31 October 2024 and 30 November 2023.

N. Property and equipment (continued)

The fair value of the freehold land and buildings was determined based on a market comparable approach that reflects recent transaction prices for similar properties using capitalisation yields ranging from 6.64% to 10.50%. There has been no change to the valuation techniques during the year.

Details of the freehold land and buildings and information about the fair value hierarchy as defined in the Company's accounting policy as at 31 December 2024 are as follows:

31 December 2024	Level 1	Level 2	Level 3	Total fair value
	€m	€m	€m	€m
Land	-	-	**24**	**24**
Buildings - freehold	-	-	**47**	**47**
	-	-	**71**	**71**

31 December 2023	Level 1	Level 2	Level 3	Total fair value
	€m	€m	€m	€m
Land	-	-	26	26
Buildings - freehold	-	-	60	60
	-	-	86	86

Key unobservable inputs

The following table summarises the valuation techniques and inputs used in the determination of Freehold land and building values:

31 December 2024	Cap Yield			Rent per sqm		
	%			€		
	Low	High	weighted average	Low	High	weighted average
Freehold land and buildings						
Urban centres	**6.64%**	**8.50%**	**6.87%**	**237**	**1,700**	**626**
Urban other	**7.50%**	**9.75%**	**8.15%**	**210**	**770**	**351**
Rural	**8.00%**	**10.50%**	**8.99%**	**108**	**269**	**202**

31 December 2023	Cap Yield			Rent per sqm		
	%			€		
	Low	High	weighted average	Low	High	weighted average
Freehold land and buildings						
Urban centres	5.35%	9.65%	9.03%	237	4,252	657
Urban other	7.50%	9.50%	8.23%	194	770	348
Rural	8.00%	10.75%	9.07%	108	266	196

Interrelationship between key unobservable inputs and fair value measurement

The estimated fair value would increase (decrease) if:

- capital yield were higher (lower)
- the rent per square metre were higher (lower)

O. Intangible assets

	31 December 2024 €m	31 December 2023 €m
Software		
Cost		
At 1 January	**360**	293
Additions	**88**	67
At 31 December	**448**	360
Accumulated amortisation		
At 1 January	**(173)**	(133)
Provided in the year	**(62)**	(40)
At 31 December	**(235)**	(173)
Net book value at 31 December	**213**	187

Research and development expenditure in the period to 31 December 2024 was €28m (31 December 2023: €28m) and is included in note B: Administrative, staff and other expenses (excluding exceptional items).

P. Deferred Taxation

	31 December 2024 €m	31 December 2023 €m
Deferred tax liabilities	**(15)**	(14)
Deferred tax assets	**331**	323
Net Deferred tax assets	**316**	309

Net deferred tax assets are attributable to the following:

2024	At 1 January €m	Recognised in income statement €m	Recognised in other comprehensive income €m	At 31 December €m
Property and equipment (including right of use assets)	**(17)**	**-**	**4**	**(13)**
Unrealised gains/(losses) on assets/liabilities	**(1)**	**-**	**(1)**	**(2)**
Losses carried forward, movements comprise of	**323**	**-**	**-**	**323**
- Losses generated/(utilised) in the period	**-**	**(16)**	**-**	**(16)**
- Losses previously unrecognised tax losses	**-**	**16**	**-**	**16**
Other temporary differences	**-**	**4**	**-**	**4**
Other liabilities (including lease liabilities)	**4**	**-**	**-**	**4**
	309	**4**	**3**	**316**

P. Deferred Taxation (continued)

2023	At 1 January €m	Recognised in income statement €m	Recognised in other comprehensive income €m	At 31 December €m
Property and equipment (including right of use assets)	(18)	(4)	5	(17)
Unrealised gains/(losses) on assets/liabilities	(7)	-	6	(1)
Losses carried forward	334	(11)	-	323
Other temporary differences	-	1	(1)	-
Other liabilities (including lease liabilities)	-	4	-	4
	309	(10)	10	309

The Company applied Deferred Tax related to Assets and Liabilities arising from a Single Transaction (Amendments to IAS 12) from 1 January 2023. Following the amendments, the Company has recognised a separate deferred tax asset in relation to its lease liabilities and a deferred tax liability in relation to its right-of-use assets.

In line with the requirements of IAS 12 "Deferred Tax Assets", Management and Directors formed the view that there should be sufficient future taxable profits within the PTSB legal entity against which PTSB tax losses carried forward can be used. Management and Directors have reviewed this position as at 31 December 2024 and remain of the view that it is appropriate to continue to recognise a deferred tax asset on the full quantum of tax losses carried forward in PTSB. This information is based on the following supporting evidence: (i) A review of the quantum of tax losses carried forward in PTSB in conjunction with forecasted profitability (the projections used having been approved by the Board of Directors). This review demonstrated that it is probable that there will be sufficient future taxable profits within PTSB against which the full quantum of tax losses carried forward can be utilised; (ii) The consideration of forecasting risks, including sensitivity analysis on the financial projections used (including an analysis of the effects of higher than expected impairment levels and lower than expected net interest margin). This analysis demonstrated, were certain adverse events to occur, it would remain probable that there would be sufficient future taxable profits within PTSB against which the full quantum of tax losses carried forward could be utilised, albeit that the period of time over which such utilisation would occur would be extended; and (iii) The consideration of a number of other factors which may impact the utilisation of the tax losses including the macroeconomic environment, progress made on the Company's NPL strategy and the Company's financial position. These factors are set out in further details in note 2, Critical accounting estimates and judgements, of the consolidated financial statements.

It should also be noted that under current Irish tax legislation there is no time restriction on the utilisation of trading losses. Therefore, the tax losses carried forward in PTSB are available for utilisation against profits of the same trade in any future period. Also, the Directors are satisfied that taxable future profits should be available to recover the remaining deferred tax assets.

The total unrecognised deferred tax assets on carried forward tax losses at 31 December 2024 amounted to €nil (31 December 2023: €16m).

In accordance with IFRS these balances are recognised on an undiscounted basis.

Pillar Two – minimum effective tax rate
In 2021 the Organisation for Economic Co-operation and Development (OECD) released the 15% minimum effective tax rate ("Pillar Two") Model Rules. Pillar Two legislation has been enacted in Ireland, effective 1 January 2024. The Group has performed an assessment of the Group's potential exposure to Pillar Two income taxes. Based on the assessment performed, the Group will be in scope of the Pillar Two legislation for the Group's financial year beginning 1 January 2025. The Group will continue to assess the application of Pillar Two legislation for future reporting periods. The Group has applied the IAS 12 temporary exception to the accounting for deferred taxes arising from the implementation of the Pillar Two rules.

Q. Deposits by banks

	31 December 2024 €m	31 December 2023 €m
Placed by other banks and institutions on repurchase agreements	**65**	380
Other deposits	**46**	22
Deposits by banks	**111**	402

Securities which are sold under agreements to repurchase are secured by Irish and other eligible bonds. These agreements are completed under market standard Global Master Repurchase Agreements. The fair value of the financial assets pledged under existing agreement to repurchase is €371m at 31 December 2024 (31 December 2023: €529m). Other deposits include €46m at 31 December 2024 (31 December 2023: €22m) of cash collateral placed with PTSB in relation to derivative positions and repurchase agreements.

R. Customer Accounts

	31 December 2024 €m	31 December 2023 €m
Term deposits	**5,104**	3,028
Demand deposits	**7,520**	8,451
Current accounts	**9,187**	9,329
Notice and other accounts	**2,309**	2,158
Due to subsidiaries undertakings	**13**	3
Customer accounts	**24,133**	22,969

At 31 December 2024, the Company held corporate deposits of €1,468m (31 December 2023: €1,316m).

An analysis of the contractual maturity profile of customer accounts is set out in the liquidity risk section of note 34 of the consolidated financial statements.

S. Other Liabilities

	31 December 2024 €m	31 December 2023 €m
Amounts falling due within one year		
PAYE and social insurance	**6**	6
Other taxation including deposit interest retention tax (DIRT)	**12**	4
Creditor accruals	**67**	94
Other*	**9**	8
Lease liability (see note V for further information on lease liabilities)	**6**	6
Total amounts falling due within one year	**100**	118
Amounts falling due greater than one year		
Lease liability (see note V for further information on lease liabilities)	**29**	29
Total amounts falling due greater than one year	**29**	29
Total other liabilities	**129**	147

* Other includes liability of €8m for Visa balances at 31 December 2024 (31 December 2023: €8m).

T. Provisions

	2024				2023			
	Restructuring costs	Provision for legacy, legal and compliance liabilities	Other	Total	Restructuring costs	Provision for legacy, legal and compliance liabilities	Other	Total
	€m	€m	€m	€m	€m	€m	€m	€m
As at 1 January	**2**	**13**	**25**	**40**	4	23	53	80
Provisions made during the year	**-**	**13**	**5**	**18**	-	2	6	8
Write-back of provisions during the year	**-**	**(3)**	**(2)**	**(5)**	-	(1)	(6)	(7)
Provisions used during the year	**(1)**	**(6)**	**-**	**(7)**	(2)	(11)	(28)	(41)
As at 31 December	**1**	**17**	**28**	**46**	2	13	25	40

The provision at 31 December 2024 is €46m (31 December 2023: €40m) which is comprised of the following:

Restructuring costs
During 2020, the Company announced an Enterprise Transformation program. At 31 December 2020, a provision for restructuring of €27m was recognised based on the estimate of the costs of this program. From 2021, additional provisions of €10m were made and amounts of €36m were utilised. The remaining provision of €0.4m is included in the Restructuring provision. This program is expected to conclude in 2025.

The Company remains a lessee on a number of non-cancellable leases over properties that it no longer occupies following a restructure in 2013. A provision of €0.6 relates to dilapidation costs associated with these properties.

Provision for legacy, legal and compliance liabilities
As at 31 December 2024, the Company has provisions of €17m relating to legal, compliance and other costs of ongoing disputes in relation to legacy business issues (31 December 2023: €13m).

A provision of €13m was made during 2024 relating to legal, compliance and other costs of ongoing disputes in relation to legacy business issues. €4m of this relates to ECL (31 December 2023: €nil) held against loan commitments (where the loan commitment relates to a loan already recognised as a financial asset, the ECL is recognised in Loans and advances to customers).

Management has exercised judgment in arriving at the estimated provision in respect of the potential liabilities.

Other
As at 31 December 2024, the provision of €28m (31 December 2023: €25m) primarily relates to indemnities and guarantees provided by the Company, together with further costs relating to the purchasing and deleveraging of various asset portfolios.

U. Subordinated Liabilities

	31 December 2024	31 December 2023
	€m	€m
Subordinated loans - PTSBGH		
€300 million Subordinated load due June 2025, Callable 2024	**-**	308
€650 million Subordinated loan due April 2028, Callable 2027	**692**	690
€500 million Subordinated loan due June 2029, Callable 2028	**523**	515
€500 million Subordinated loan due April 2030, Callable 2029	**518**	-
Subordinated Tier 2 loans - PTSBGH		
€250 million Subordinated Tier 2 loan due August 2031, Callable 2026	**257**	257
Total	**1,990**	1,770

U. Subordinated Liabilities (continued)

	31 December 2024 €m	31 December 2023 €m
Maturity Date		
Repayable in less than 1 year	**61**	58
Repayable in greater than 1 year but less than 5 years	**1,168**	960
Repayable in greater than 5 years	**761**	752
Total	**1,990**	1,770

PTSB plc's subordinated liabilities were €2bn as at 31 December 2024 (31 December 2023: €1.8bn).

Subordinated Liabilities - loan with PTSB Group Holdings plc (PTSBGH)
The Company borrowed an additional €500m from PTSBGH in April 2024. This was borrowed as a loan at a base rate of 4.25% plus a margin of 0.180% per annum. The loan matures on 10 July 2030 with a call date of 10 July 2029. The loan is Senior, non-preference with interest paid annually in arrears on 10 July.

The Company borrowed an additional €500m from PTSBGH in June 2023. This was borrowed as a loan at a base rate of 6.625% plus a margin of 0.180% per annum. The loan matures on 30 June 2029 with a call date of 30 June 2028. The loan is Senior, non-preference with interest paid annually in arrears on 30 June.

The Company borrowed an additional €650m from PTSBGH in April 2023. This was borrowed as a loan at a base rate of 6.625% plus a margin of 0.155% per annum. The loan matures on 25 April 2028 with a call date of 25 April 2027. The loan is Senior, non-preference with interest paid annually in arrears on 25 April.

A loan from PTSBGH of €300m with a maturity date of 30 June 2025 was called on the first callable date of 01 July 2024.

A loan from PTSBGH of €350m with a maturity date of 26 September 2024 was called on the first callable date of 26 September 2023.

In the event of PTSB plc winding up, the subordinated loans with PTSBGH will be:

- junior in right of payment to all Senior Claims;
- pari passu with all other Senior Non-Preferred Claims; and
- in priority to all Own Funds and all other subordinated claims against PTSB plc.

Subordinated Tier 2 loans - PTSBGH
In May 2021, PTSB plc borrowed €250m from PTSBGH at a base rate of 3% plus a margin of 0.181% per annum. The loan matures on 19 August 2031 with a call date of any date from and including 19 May 2026 to and including 19 August 2026 with the call subject to approval of the regulatory authorities, with approval conditional on meeting the requirements of the Capital Requirements Regulation.

The interest rate will be reset on 19 August 2026 to Euro 5 year Mid Swap rate plus a margin of 3.402% per annum. The loan is subordinated and ranks as Tier 2 capital with interest paid annually in arrears on 19 August. The loan may be subject to the exercise of Irish Statutory loss absorption powers by the relevant resolution authority.

In the event of winding up of PTSBGH, the Tier 2 capital notes will be:

- junior in right of payment to all Senior Claims;
- pari passu with all other subordinated claims against PTSBGH which constitute, or would but for any applicable limitation on the amount of such capital constitute, Tier 2 capital notes or that rank or are expressed to rank pari passu with the obligations of PTSBGH under Tier 2 capital notes; and
- in priority to PTSBGH ordinary shares, preference shares and junior subordinated obligations or other securities of PTSBGH which by law rank, or by their terms are expressed to rank, junior to the Tier 2 capital notes.

V. Leases

Right-of-use assets*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2024	**34**	**-**	**34**
Additions	**5**	**2**	**7**
Lease exits or cancellations	**-**	**-**	**-**
Depreciation of right-of-use assets	**(6)**	**(1)**	**(7)**
Balance as at 31 December 2024	**33**	**1**	**34**

Right-of-use assets*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2023	36	1	37
Additions	4	-	4
Lease exits or cancellations	-	-	-
Depreciation of right-of-use assets	(6)	(1)	(7)
Balance as at 31 December 2023	34	-	34

Lease liabilities*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2024	**35**	**-**	**35**
Additions	**5**	**2**	**7**
Lease exits or cancellations	**-**	**-**	**-**
Repayment of lease liabilities	**(6)**	**(1)**	**(7)**
Balance as at 31 December 2024	**34**	**1**	**35**

Lease liabilities*	Land and buildings €m	Motor vehicles €m	Total €m
As at 1 January 2023	37	1	38
Additions	4	-	4
Lease exits or cancellations	-	-	-
Repayment of lease liabilities	(6)	(1)	(7)
Balance as at 31 December 2023	35	-	35

* Right-of-use assets are included in property and equipment and lease liabilities are included in Other liabilities.

Lease liabilities	31 December 2024 €m	31 December 2023 €m
Maturity analysis - contractual undiscounted cash flows		
Less than one year	**6**	7
One to five years	**19**	18
More than five years	**12**	12
Total undiscounted lease liabilities	**37**	37
Lease liabilities included in the statement of financial position	**35**	35
Current lease liability	**6**	6
Non-current lease liability	**29**	29

* The maturity analysis of undiscounted lease liabilities are disclosed in note 34 in the consolidated financial statements.

V. Leases (continued)

Amounts recognised in income statement*

	31 December 2024 €m	31 December 2023 €m
Interest on lease liabilities	**(1)**	(1)
Expenses relating to short-term leases	**(1)**	-
Depreciation of right-of-use assets	**(7)**	(7)
Total charge in profit or loss	**(9)**	(8)

* Interest expense on the lease liabilities amounted to €0.6m (31 December 2023: €0.9m) whereas expenses relating to short-term leases amounted to €0.8m (31 December 2023: €0.5m) and is included in Administrative, staff and other expenses (excluding exceptional items).

Amounts recognised in statement of cash flow

	31 December 2024 €m	31 December 2023 €m
Operating cashflows:		
Short-term leases	**(1)**	-
Financing cash flows:		
Cash outflow for leases principal and interest	**(7)**	(7)
Total	**(8)**	(7)

As a lessee

i. Real estate

The Company leases retail properties for its branch operations. The lease term of retail properties typically run for a period of 10-35 years. The Company does not have variable lease payments and its leases do not contain extension options.

ii. Vehicles

The Company leases vehicles with lease terms of three to five years. The Company has no option to purchase the assets at the end of the contract term and it does not guarantee the residual value of the leased assets at the end of the contract term.

iii. Sub-leases

The Company has no sub leases as at 31 December 2024 (31 December 2023: no sub leases).

W. Share capital, reserves and other equity instruments

Share Capital

Share capital is the funds raised as a result of a share issue and comprises the ordinary shares of the Company.

Share Premium

The share premium reserve represents the excess of amounts received for share issues over the par value of those shares for the Company.

Authorised and Issued share capital

The authorised and issued share capital and share premium of PTSB plc, are detailed in note 31 to the consolidated financial statements, all of which relates to PTSB plc.

W. Share capital, reserves and other equity instruments (continued)

Other Reserves

Revaluation reserve (Non-distributable)

The revaluation reserve is a non-distributable reserve comprising unrealised gains or losses, net of tax, on the revaluation of owner occupied properties.

Fair value reserve (Non-distributable)

The fair value reserve comprises unrealised gains or losses, net of tax and hedge accounting, on equity instruments measured at the cumulative net change in the fair value of equity securities measured at FVOCI. This amount is increased by the amount of loss allowance.

Other capital reserves (Non-distributable)

Other capital reserves includes €7m capital redemption reserve arising from the repurchase and cancellation of shares.

Currency translation adjustment reserve (Non-distributable)

The currency translation adjustment reserve represents the cumulative gains and losses, net of hedging on the re-translation of the Company's net investment in foreign operations, at the rate of exchange at the reporting date.

Retained earnings

Retained earnings include distributable and non-distributable earnings. This reserve represents the retained earnings of the holding company and subsidiaries after consolidation adjustments.

In October 2024, Permanent TSB plc made a distribution of €2m to its sole shareholder Permanent TSB Group Holdings plc. The distribution related to the share buyback of Permanent TSB Group Holdings plc shares in October 2024.

Other equity instruments - Non-distributable

	31 December 2024 €m	31 December 2023 €m
As at 1 January	**368**	368
Profit	**43**	43
AT1 coupon paid	**(43)**	(43)
Additional Tier 1 securities	**368**	368

On 26 October 2022, PTSBGH issued additional €250m AT1 Fixed Rate Reset Perpetual Temporary Write Down Securities. The transaction costs incurred were €5m. The first reset date for the fixed rate is 26 April 2028. The AT1 securities are perpetual and redeemable financial instruments with a semi-annual coupon of 13.25% paid in arrears on 26 April and 26 October of each year, commencing on 26 April 2023. On the first reset date on 26 April 2028, in the event the securities are not redeemed, interest will be reset to Euro 5 year Mid Swap rate plus a margin of 10.546% (converted from an annual to a semi-annual rate). The Company may elect at its full discretion at any time to cancel permanently (in whole or in part) the interest amount otherwise scheduled to be paid on an interest payment date.

On 25 November 2020, PTSBGH issued €125m nominal value of AT1 Perpetual Temporary Write Down Securities as part of capital raise. The transaction costs incurred were €2m. The first reset date for the fixed rate is 25 May 2026.

The AT1 securities are perpetual and redeemable financial instruments with a semi-annual coupon of 7.875% paid in arrears on 25 May and 25 November. The Company may, in its sole discretion, redeem the AT1 securities in full on any day falling in the period commencing 25 November 2025 and the first reset date above and on every interest payment date thereafter (subject to the approval of the Supervisory Authority) at the prevailing principal amount together with accrued but unpaid interest. In addition, the securities are redeemable at the option of the Company for certain regulatory or tax reasons, subject to regulatory approval. On the first reset date on 25 May 2026, in the event the securities are not redeemed, interest will be reset to Euro 5 year Mid Swap rate plus a margin of 8.468% (converted from an annual to a semi-annual rate). The Company may elect at its full discretion at any time to cancel permanently (in whole or in part) the interest amount otherwise scheduled to be paid on an interest payment date.

The Company may use such cancelled payments without restriction, including to make distributions or any other payments to the holders of its shares or any other securities issued by the Company. Any cancellation of interest payments will be permanent and on a non-cumulative basis and such cancellation will not give rise to or impose any restriction on the Company.

W. Share capital, reserves and other equity instruments (continued)

Under the EU (Bank Recovery and Resolution) Regulations 2015, these securities are loss absorbing at the point of non-viability.

On the occurrence of a trigger event, at any time, any accrued and unpaid interest up to (but excluding) the write down date shall be automatically and irrevocably cancelled, and the then Prevailing Principal Amount of each Security shall be automatically and irrevocably reduced by the write down amount. This will occur if the CET1 Capital Ratio of PTSB or the Group at any time falls below 7%. Subsequent to any write-down event the Company may, at its sole discretion, write-up some or all of the written-down principal amount of the AT1 instrument provided regulatory capital requirements and the securities rank behind the claims against the Group of all other subordinated and unsubordinated creditors.

X. Measurement basis and fair values of financial instruments

(a) Measurement basis and fair value of financial instruments

31 December 2024	Notes	Held at amortised cost	At fair value through equity	At fair value through profit or loss	Total carrying value	Fair Value
		€m	€m	€m	€m	€m
Financial assets						
Cash at bank	C	**72**	**-**	**-**	**72**	**72**
Items in course of collection	C	**23**	**-**	**-**	**23**	**23**
Loans and advances to banks	D	**2,211**	**-**	**-**	**2,211**	**2,211**
Derivative financial instruments	E	**-**	**-**	**59**	**59**	**59**
Other assets	F	**7**	**-**	**-**	**7**	**7**
Debt securities	H	**4,327**	**-**	**-**	**4,327**	**4,253**
Equity securities	I	**-**	**9**	**-**	**9**	**9**
Loans and advances to customers	K, L	**21,423**	**-**	**-**	**21,423**	**21,456**
Financial liabilities						
Deposits by banks	Q	**111**	**-**	**-**	**111**	**111**
Customer accounts	R	**24,133**	**-**	**-**	**24,133**	**24,074**
Subordinated liabilities	U	**1,990**	**-**	**-**	**1,990**	**2,124**
Other financial Liabilities	S	**129**	**-**	**-**	**129**	**129**

31 December 2023	Notes	Held at amortised cost	At fair value through equity	At fair value through profit or loss	Total carrying value	Fair Value
		€m	€m	€m	€m	€m
Financial assets						
Cash at bank	C	71	-	-	71	71
Items in course of collection	C	40	-	-	40	40
Loans and advances to banks	D	2,051	-	-	2,051	2,051
Derivative financial instruments	E	-	-	36	36	36
Other assets	F	60	-	-	60	60
Debt securities	H	3,256	-	-	3,256	3,137
Equity securities	I	-	5	-	5	5
Loans and advances to customers	K,L	21,427	-	-	21,427	21,343
Financial liabilities						
Deposits by banks	Q	402	-	-	402	402
Customer accounts	R	22,969			22,969	22,911
Derivative financial instruments	E	-	-	1	1	1
Other financial liabilities	S	112	-	35	147	147
Subordinated liabilities	U	1,770	-	-	1,770	1,886

X. Measurement basis and fair values of financial instruments (continued)

The following table sets out the fair value of financial instruments that the Company holds at 31 December 2024. It categorises these financial instruments into the relevant level on the fair value hierarchy.

The fair values of financial instruments are measured according to the following fair value hierarchy:

- Level 1 – financial assets and liabilities measured using quoted market prices (unadjusted).
- Level 2 – financial assets and liabilities measured using valuation techniques which use observable inputs including quoted prices of financial instruments themselves or quoted prices of similar instruments – in either active or inactive markets.
- Level 3 – financial assets and liabilities measured using valuation techniques which use unobservable market data inputs.

31 December 2024	Notes	Total carrying value	Level 1	Level 2	Level 3	Total fair value
		€m	€m	€m	€m	€m
Financial assets						
Cash at bank	C	**72**	**72**	**-**	**-**	**72**
Items in course of collection	C	**23**	**-**	**23**	**-**	**23**
Loans and advances to banks	D	**2,211**	**-**	**2,211**	**-**	**2,211**
Derivative financial instruments	E	**59**	**-**	**59**	**-**	**59**
Debt securities	H	**4,327**	**4,145**	**108**	**-**	**4,253**
Equity securities	I	**9**	**7**	**-**	**2**	**9**
Loans and advances to customers	K, L	**21,423**	**-**	**-**	**21,456**	**21,456**
Financial liabilities						
Deposits by banks	Q	**111**	**-**	**111**	**-**	**111**
Customer accounts	R	**24,133**	**-**	**24,074**	**-**	**24,074**
Other financial liabilities	S	**129**	**-**	**129**	**-**	**129**
Subordinated liabilities	U	**1,990**	**-**	**2,124**	**-**	**2,124**

31 December 2023	Notes	Total carrying value	Level 1	Level 2	Level 3	Total fair value
		€m	€m	€m	€m	€m
Financial assets						
Cash at bank	C	71	71	-	-	71
Items in course of collection	C	40	-	40	-	40
Loans and advances to banks	D	2,051	-	2,051	-	2,051
Derivative financial instruments	E	36	-	36	-	36
Debt securities	H	3,256	3,137	-	-	3,137
Equity securities	I	5	-	-	5	5
Loans and advances to customers	K, L	21,427	-	-	21,343	21,343
Financial liabilities						
Deposits by banks	Q	402	-	402	-	402
Customer accounts	R	22,969	-	22,911	-	22,911
Derivative financial instruments	E	1	-	1	-	1
Subordinated liabilities	U	1,770	-	1,886	-	1,886
Other financial liabilities	S	147	-	147	-	147

X. Measurement basis and fair values of financial instruments (continued)

Fair value measurements recognised in the statement of financial position

The fair values of financial instruments are measured according to the following fair value hierarchy is:

- Level 1 – financial assets and liabilities measured using quoted market prices (unadjusted).
- Level 2 – financial assets and liabilities measured using valuation techniques which use observable market data.
- Level 3 – financial assets and liabilities measured using valuation techniques which use unobservable market data.

31 December 2024	Notes	Level 1 €m	Level 2 €m	Level 3 €m	Total €m
Financial assets measured at fair value					
Derivative financial instrument	E	**-**	**59**	**-**	**59**
Equity securities	I	**7**	**-**	**2**	**9**
Financial liabilities measured at fair value					
Derivative financial instrument	E	**-**	**-**	**-**	**-**

31 December 2023	Notes	Level 1 €m	Level 2 €m	Level 3 €m	Total €m
Financial assets measured at fair value					
Derivative financial instrument	E	-	36	-	36
Equity securities	I	-	-	5	5
Financial liabilities measured at fair value					
Derivative financial instrument	E	-	1	-	1

Reconciliation of level 3 fair value measurements of financial assets

	2024 €m	2023 €m
Equity instruments		
As at 1 January	**5**	4
Revaluation movement in OCI – Fair value reserve (equity instruments)	**4**	1
Conversion of Series B preferred stock to Series A preferred stock	**(7)**	-
As at 31 December	**2**	5

There were no transfers between level 1, level 2 or level 3 of the fair value hierarchy during 2024 or 2023 for financial assets except for the conversion of Series B preferred stock to Series A preferred stock.

Level 3 fair value measurements of financial liabilities

There were no transfers between level 1, level 2 or level 3 of the fair value hierarchy during 2024 or 2023 for financial liabilities.

X. Measurement basis and fair values of financial instruments (continued)

Level 3 sensitivity analysis

The table below sets out information about significant unobservable inputs used in measuring financial instruments categorised as Level 3 in the fair value hierarchy:

Financial instruments	Valuation technique	Significant unobservable inputs	Range of estimates for unobservable inputs	Fair Value €m	Ranges of estimates Changes in the fair value
31 December 2024					
Visa Inc. Series B Preferred Stock	**Quoted market price (Discounted)***	**Final share conversion rate**	**0 - 90%**	**9**	**0 - 90%**

* Discount has been applied for illiquidity and the conversion rate variability of the Visa Inc. Series B Preferred stock.

Financial instruments	Valuation technique	Significant unobservable inputs	Range of estimates for unobservable inputs	Fair Value €m	Ranges of estimates Changes in the fair value
31 December 2023					
Visa Inc. Series B Preferred Stock	Quoted market price (Discounted)*	Final share conversion rate	0 - 90%	5	0 - 90%

* Discount has been applied for illiquidity and the conversion rate variability of the Visa Inc. Series B Preferred stock.

Significant unobservable inputs

Visa Inc. Series B preferred stock

The Series B preferred stock was fair valued at €2m at 31 December 2024 (31 December 2023: €5m) and is recognised in the statement of financial position at FVOCI.

Valuation Methodology: The Visa Inc. Class A Common stock price and conversion ratios were applied to the PTSB shareholding of Visa Inc. Series B preferred shares at 31 December 2024 and 31 December 2023. Future conversions are calculated using discounted cash follows. The stock was revalued at the year-end exchange rate.

Unobservable input: The unobservable inputs are the discount factor used to discount the future conversions of Series B preferred stock.

The Visa Inc. Series A and Series B preferred stock is denominated in US dollars and is exposed to FX risk.

Y. Financial risk management

Maximum exposure to credit risk before collateral held or other credit enhancements:

The following table outlines the maximum exposure to credit risk before collateral held or other credit enhancements in respect of the Company's financial assets as at the statement of financial position date.

	Notes	31 December 2024 €m	31 December 2023 €m
Cash at bank	C	**72**	71
Items in the course of collection	C	**23**	40
Loans and advances to banks (iii)	D	**2,211**	2,051
Derivative financial instruments (ii)	E	**59**	36
Other assets	F	**7**	60
Debt securities (i)	H	**4,327**	3,256
Loans and advances to customers (iv)	K	**21,423**	21,427
		28,122	26,941
Commitments and contingencies	AD	**1,618**	1,380
		29,740	28,321

Y. Financial risk management (continued)

The following tables outline the Company's exposure to credit risk by asset class.

(i) Debt securities

The Company is exposed to the credit risk on third parties where the Company holds debt securities (primarily sovereign debt). These exposures are subject to the limitations contained within Board approved policies, with sovereign debt restricted to those countries that have an External Credit Assessment Institution (ECAI) rating of investment grade.

The following table gives an indication of the level of creditworthiness of the Company's debt securities and is based on the ratings prescribed by Moody's Investor Services Limited and Standard and Poor's for the EU. There are no impaired debt securities as at 31 December 2024 or at 31 December 2023, with the exception of the corporate bond.

	31 December 2024 €m	31 December 2023 €m
Rating		
Aaa	**726**	309
Aa1	**292**	30
Aa2	**-**	356
Aa3	**2,116**	1,578
A3	**439**	448
Baa1	**599**	432
Baa3	**155**	103
Total	**4,327**	3,256

The following table discloses, by country, the Company's exposure to sovereign debt and corporate debt as at:

	31 December 2024 €m	31 December 2023 €m
Country		
Ireland	**1,524**	1,559
EU	**658**	309
Spain	**599**	432
France	**578**	356
Portugal	**439**	448
Austria	**292**	30
Italy	**155**	103
Belgium	**82**	19
Total	**4,327**	3,256

(ii) Derivative assets

The Company has executed standard ISDA agreements with all of its counterparties. The Company has also executed CSAs with all of its counterparties in respect of all derivative instruments to mitigate its credit risk. As part of these agreements, the Company exchanges collateral in line with movements in the market values of derivative positions daily. FX forward derivatives are settled gross. The Company manages its collateral derivative positions with counterparties on a net basis. The uncollateralised derivative positions are held with investment grade counterparties. The cumulative positive market value of derivative assets at 31 December 2024 was €59m (31 December 2023: €36m) which relates to fair value hedge interest rate swaps used to hedge interest rate risk on fixed rate debt securities in issue. See note E for further detail.

Y. Financial risk management (continued)

(iii) Loans and advances to banks

The Company has a policy to ensure that, where possible, loans and advances to banks are held with investment grade counterparties with any exceptions subject to prior approval by the BRCC. The following table gives an indication of the level of creditworthiness of the Company's loans and advances to banks and is based on the ratings prescribed by Moody's Investor Services Limited and Standard and Poor's for the CBI.

	31 December 2024 €m	31 December 2023 €m
Rating		
AAA	**1,887**	1,687
Aa1	**23**	-
Aa2	**6**	75
Aa3	**125**	231
A1	**90**	2
A2	**80**	56
Total	**2,211**	2,051

(iv) Gross Loans and Advances

The tables below outline total loans and advances to customers for the Company analysed by home loans, buy-to-let, commercial, consumer finance and subsidiaries.

	31 December 2024 €m	31 December 2023 €m
Measured at amortised cost		
Residential mortgages:		
Home loan	**19,539**	19,557
Buy-to-let	**464**	749
Total residential mortgages	**20,003**	20,306
Commercial	**493**	437
Consumer Finance	**553**	499
Finance leases and hire purchase receivables	**466**	446
Total measured at amortised cost	**21,515**	21,688
Stage 1	**19,100**	19,057
Stage 2	**2,033**	1,913
Stage 3	**382**	718
POCI	**-**	-
Total measured at amortised cost	**21,515**	21,688
Of which at the reporting date		
Neither past due nor Stage 3	**21,081**	20,909
Past due but not Stage 3	**52**	61
Stage 3	**382**	718
Total measured at amortised cost	**21,515**	21,688
Of which are reported as non-performing loans	382	718
Deferred fees, discounts & business combination related fair value adjustments	**300**	309

Y. Financial risk management (continued)

The following table provides an aged analysis of home loan, buy-to-let and commercial mortgages which are past due but not Stage 3.

31 December 2024

	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	**24**	**1**	**2**	**27**
31-60 days	**4**	**-**	**-**	**4**
61-90 days	**7**	**-**	**-**	**7**
Total past due not Stage 3	**35**	**1**	**2**	**38**
Fair value of collateral held	**35**	**1**	**2**	**38**

	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	**24**	**1**	**2**	**27**
31-60 days	**4**	**-**	**-**	**4**
61-90 days	**7**	**-**	**-**	**7**
Total past due not Stage 3	**35**	**1**	**2**	**38**

31 December 2023

	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	29	3	1	33
31-60 days	7	3	1	11
61-90 days	6	-	-	6
Total past due not Stage 3	42	6	2	50
Fair value of collateral held	42	6	2	50

Fair value of collateral held

	Home loans €m	Buy-to-let €m	Commercial €m	Total €m
0-30 days	29	3	1	33
31-60 days	7	3	1	11
61-90 days	6	-	-	6
Total past due not Stage 3	42	6	2	50

Collateral held against residential mortgages is principally comprised of residential properties; their fair value has been estimated based upon the last actual valuation, adjusted to take into account subsequent movement in house prices and is capped at the lower of the loan balance or the valuation amount.

Y. Financial risk management (continued)

Non-performing loans:

NPLs are loans which are credit impaired or loans which are classified as defaulted in accordance with the Company's definition of default. The Company's definition of default considers objective indicators of default including the 90 days past due criterion, evidence of exercise of concessions or modifications to terms and conditions is designed to be consistent with EBA guidance on the definition of forbearance.

Foreclosed assets are defined as assets held on the balance sheet and obtained by taking possession of collateral or by calling on similar credit enhancements.

Non-performing assets are defined as NPLs plus foreclosed assets.

	Stage 3					
31 December 2024	**Home loans**	**Buy-to-let**	**Commercial**	**Consumer finance**	**Finance leases and hire purchase receivables**	**Total**
	€m	**€m**	**€m**	**€m**	**€m**	**€m**
NPL is < 90 days	**113**	**29**	**17**	**6**	**4**	**169**
NPL is > 90 days and < 1 year past due	**55**	**10**	**-**	**4**	**2**	**71**
NPL is 1-2 years past due	**34**	**11**	**2**	**2**	**1**	**50**
NPL is 2-5 years past due	**30**	**12**	**1**	**3**	**1**	**47**
NPL is >5 years past due	**27**	**9**	**4**	**5**	**-**	**45**
Non-performing loans	**259**	**71**	**24**	**20**	**8**	**382**
Foreclosed assets	**2**	**5**				**7**
Non-performing assets	**261**	**76**	**24**	**20**	**8**	**389**
NPLs as % of gross loans	**1.3%**	**15.3%**	**4.9%**	**3.6%**	**1.7%**	**1.8%**

	Stage 3					
31 December 2023	**Home loans**	**Buy-to-let**	**Commercial**	**Consumer finance**	**Finance leases and hire receivables**	**Total**
	€m	**€m**	**€m**	**€m**	**€m**	**€m**
NPL is < 90 days	167	86	11	4	6	274
NPL is > 90 days and < 1 year past due	77	51	2	4	4	138
NPL is 1-2 years past due	44	16	1	2	1	64
NPL is 2-5 years past due	60	86	1	2	1	150
NPL is >5 years past due	55	28	5	4	-	92
Non-performing loans	403	267	20	16	12	718
Foreclosed assets	2	9	-	-	-	11
Non-performing assets	405	276	20	16	12	729
NPLs as % of gross loans	2.1%	35.6%	4.6%	3.2%	2.7%	3.3%

Non-performing loans as a percentage of total loans and advances was 1.8% at 31 December 2024, down from 3.3% at 31 December 2023.

See note 34 of the Group's consolidated financial statements for further financial risk management disclosures.

Z. Capital management

The core objective of the Company's capital management policy is to ensure that the Company complies with its regulatory capital requirements and maintains sufficient capital to cover its business risks and support its strategy. The Company has an established Internal Capital Adequacy Assessment Process (ICAAP) to ensure that it is adequately capitalised against the inherent risks to which its business operations are exposed and to maintain an appropriate level of capital to meet the minimum capital requirements. The Board has overall responsibility for the completeness and implementation of the ICAAP. The ICAAP is subject to review and evaluation by the Regulator.

The management of capital within the Company is monitored on an ongoing basis by the Board and various Executive Committees in accordance with Board approved policy.

The Company's regulatory capital comprises of three Tiers:

- CET1 Capital, consisting of ordinary share capital, share premium, retained earnings and other regulatory adjustments relating to items that are included in equity but are treated differently for capital adequacy purposes;
- Tier 1 Capital, consisting of CET1 capital and qualifying convertible perpetual financial instruments with discretionary coupons; and
- Total Capital, consisting of Additional Tier 1 capital and qualifying subordinated liabilities, revaluation reserves and other regulatory capital adjustments.

The Company's 31 December 2024 regulatory Pillar 2 Requirement (P2R) remains at 3.25% (31 December 2023: 3.25%).

The Company's 31 December 2024 regulatory CET1 capital requirement is 10.33% (31 December 2023: 9.83%). The CET1 ratio requirement of 10.33% consists of Pillar 1 minimum requirement of 4.50% (31 December 2023: 4.50%), P2R of 1.83%* (31 December 2023: 1.83%), Capital Conservation Buffer (CCB) of 2.50% (31 December 2023: 2.50%) and Countercyclical Buffer (CCyB) of 1.5% (31 December 2023: 1.0%).

The Company's Total Capital requirement of 15.25% at 31 December 2024 (31 December 2023: 14.75%) consists of Pillar 1 minimum requirement of 8% (31 December 2023: 8%), P2R* of 3.25% (31 December 2023: 3.25%), CCB of 2.50% (31 December 2023: 2.50%) and CCyB of 1.50% (31 December 2023: 1.0%).

An Other Systemically Important Institution (O-SII) buffer of 0.5% is effective 1 January 2025, increasing CET1 and Total Capital regulatory requirements to 10.83% and 15.75% respectively.

These requirements exclude Pillar 2 Guidance (P2G) which is not publicly disclosed.

* 56.25% of P2R must be made up of CET1

AA. Current/non-current assets and liabilities

The following table provides an analysis of certain asset and liability line items as at 31 December 2024 and 31 December 2023. The analysis includes amounts expected to be recovered or settled no more than 12 months after the statement of financial position date (current) and more than 12 months after the statement of financial position date (non-current).

		31 December 2024			31 December 2023		
	Notes	Current	Non-current	Total	Current	Non-current	Total
		€m	€m	€m	€m	€m	€m
Assets							
Cash at bank	C	**72**	**-**	**72**	**71**	**-**	**71**
Items in the course of collection	C	**23**	**-**	**23**	**40**	**-**	**40**
Loans and advances to banks	D	**2,211**	**-**	**2,211**	**2,051**	**-**	**2,051**
Derivative financial instruments	E	**-**	**59**	**59**	**6**	**30**	**36**
Other assets	F	**7**	**-**	**7**	**60**	**-**	**60**
Assets classified as held for sale	G	**12**	**-**	**12**	**12**	**-**	**12**
Debt securities	H	**138**	**4,189**	**4,327**	**16**	**3,240**	**3,256**
Equity securities	I	**-**	**9**	**9**	**-**	**5**	**5**
Prepayments and contract assets	J	**65**	**-**	**65**	**83**	**-**	**83**
Loans and advances to customers	K, L	**2,685**	**18,738**	**21,423**	**2,833**	**18,594**	**21,427**
Liabilities							
Deposits by banks	Q	**111**	**-**	**111**	**402**	**-**	**402**
Customer accounts	R	**22,569**	**1,564**	**24,133**	**21,561**	**1,408**	**22,969**
Derivative financial instruments	E	**-**	**-**	**-**	**1**	**-**	**1**
Other liabilities	S	**100**	**29**	**129**	**118**	**29**	**147**
Accruals		**11**	**-**	**11**	**14**	**-**	**14**
Provisions	T	**13**	**33**	**46**	**13**	**27**	**40**
Subordinated liabilities	U	**61**	**1,929**	**1,990**	**58**	**1,712**	**1,770**

AB. Transfer of financial assets

In the ordinary course of business, the Company enters into transactions that result in the transfer of financial assets of loans and advances to customers. In accordance with note 1.5 (vii) of the consolidated financial statements, the transferred financial assets continue either to be recognised in their entirety or to the extent of the Company's continuing involvement, or are derecognised in their entirety.

The Company transfers financial assets primarily through the following transactions:

1. sale and repurchase of securities; and
2. securitisation activities in which loans and advances to customers are sold to Structured Entities (SEs) that in turn issue notes to investors which are collateralised by purchased assets.

(a) Transferred financial assets that are not derecognised in their entirety

The table below sets out an overview of carrying amounts and fair values related to transferred financial assets that are not derecognised in their entirety and their associated liabilities (i.e. the external securitisation positions retained by the Company).

	31 December 2024		31 December 2023	
	Sale and repurchase agreements	Securitisations	Sale and repurchase agreements	Securitisations
	€m	€m	€m	€m
Carrying amount of assets	**377**	**5,282**	530	5,585
Carrying amount of associated liabilities	**365**	**5,433**	382	5,722
Liabilities that have recourse only to the transferred financial assets				
Fair value of assets	**371**	**5,332**	529	5,623
Fair value of associated liabilities	**365**	**5,310**	382	5,429
Net position	**6**	**22**	147	194

(b) Transferred financial assets that are derecognised in their entirety

The Company has not transferred any financial assets that were derecognised in their entirety where the Company has continuing involvement in a transferred asset.

AC. Offsetting financial assets and financial liabilities

In accordance with IAS 32, Financial Instruments: Presentation, the Company reports financial assets and financial liabilities on a net basis on the statement of financial position only if there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis, or to realise the asset and settle the liability simultaneously. This is disclosed in the table below in the "Effect of offsetting on the statement of financial position" section.

The gross amounts of derivative assets and liabilities and their net amounts disclosed in the below tables have been measured in the statement of financial position at fair value.

The tables below also disclose (in the "Related amounts not offset in the statement of financial position" section) the impact of master netting agreements and other similar agreements on all derivative financial instruments and similar financial instruments that are subject to master netting agreements or similar agreements, but do not qualify for netting on the balance sheet. The similar financial instruments include securitisations and sale and repurchase agreements. The similar agreements include global master repurchase agreements. It highlights the amounts that could be potentially offset on the statement of financial position and those amounts covered by collateral placed with or by counterparties to these trades.

The tables highlight the amounts that have been offset on the statement of financial position and those amounts covered by collateral placed with or by counterparties to these trades. It does not highlight where right of offset is available in the event of a default, as allowed under ISDA master agreements.

AC. Offsetting financial assets and financial liabilities (continued)

The tables below also provide analysis of derivative financial assets and liabilities and repurchase and reverse repurchase agreements subject to offsetting, enforceable master netting agreements and global master repurchase agreements:

31 December 2024	Effect of offsetting on the statement of financial position			Related amounts not offset in the statement of financial position		
	Gross financial assets/ (liabilities) recognised	Gross financial (liabilities)/ assets offset	Net amounts reported on the statement of financial position	Financial instruments	Cash collateral	Net amount
	€m	€m	€m	€m	€m	€m
Assets						
Derivative financial instruments	**59**	**-**	**59**	**-**	**(39)**	**20**
Reverse repurchase agreements	**300**	**(300)**	**-**	**-**	**(1)**	**(1)**
	359	**(300)**	**59**	**-**	**(40)**	**19**
Liabilities						
Derivative financial instruments	**-**	**-**	**-**	**-**	**-**	**-**
Repurchase agreements	**365**	**(300)**	**65**	**(65)**	**-**	**-**
	365	**(300)**	**65**	**(65)**	**-**	**-**

31 December 2023	Effect of offsetting on the statement of financial position			Related amounts not offset in the statement of financial position		
	Gross financial assets/ (liabilities) recognised	Gross financial (liabilities) / assets offset	Net amounts reported on the statement of financial position	Financial instruments	Cash collateral	Net amount
	€m	€m	€m	€m	€m	€m
Assets						
Derivative financial instruments	36	-	36	-	(16)	20
	36	-	36	-	(16)	20
Liabilities						
Derivative financial instruments	(1)	-	(1)	-	-	(1)
Repurchase agreements	380	-	380	(126)	2	256
	379	-	379	(126)	2	255

AD. Commitments and contingencies

The table below gives the contractual amounts of irrevocable credit commitments. Even though these obligations are not recognised in statement of financial position they do involve credit risk. The maximum exposure to credit loss under commitments is the contractual amount of the instrument in the event of non-performance by the other party where all counter claims, collateral or security prove worthless. The transfer of economic resources is uncertain and cannot be reasonably measured to be recognised on the SOFP.

Credit commitments	31 December 2024 €m	31 December 2023 €m
Guarantees and irrevocable letters of credit	**2**	2
Commitments to extend credit		
- less than 1 year	**1,573**	1,333
- 1 year and over	**43**	45
Total commitments to extend credit	**1,616**	1,378
Total credit commitments	**1,618**	1,380

Other contingencies

The Company, like all other banks, is subject to litigation in the normal course of its business. Based on legal advice, other than matters referred to in note T, the Company does not believe that any such litigation will have a material effect on its income statement or SOFP.

A number of different statutory and regulatory bodies, including the CBI, commenced investigations into a series of transactions involving deposits placed by Irish Life Assurance plc with Irish Bank Resolution Corporation (formerly Anglo Irish Bank) (on 31 March 2008, 26 September 2008, 29 September 2008 and 30 September 2008). While these investigations commenced a number of years ago, they were put on hold pending the determination of criminal proceedings against a number of individuals in respect of the same transactions. The Bank understands that those criminal proceedings have concluded and so the Bank is waiting to see if the investigations, which, from the Bank's perspective, have been dormant for some time will now be re-commenced.

As part of the agreement in August 2011 to dispose of Irish Life International Limited, the Company provided certain indemnities and warranties to the purchaser under a number of identified scenarios. If the Bank is required to make any reimbursements under these identified scenarios, the impact on the financial statements could be material. Based on the facts currently known, it is not practicable at this time to predict the final outcome this could have, nor the timing and possible impact on the Bank.

Like other banks, in the normal course of business, customers bring complaints to the Financial Services and Pensions Ombudsman (FSPO) in relation to a variety of issues. The Bank considers the applicability of FSPO decisions and findings to other customers in similar circumstances. The Bank provides for these cases, where, based on legal advice, the directors believe that it is more likely than not that an outflow of resources embodying economic benefits, will be required to settle a present obligation arising from a past event. The Bank is involved in High Court appeals against two FSPO decisions in tracker mortgage related complaints and, while the timing and outcome of the appeals is uncertain, based on legal advice received, no provision has been made for these cases. However, if the Bank is unsuccessful in the appeals, the impact on the financial statements could be material. Based on the facts currently known and the current stages that the legal process is at, it is not practicable at this time to predict the final outcome of this litigation/FSPO complaints, nor the timing and possible impact on the Bank. The Bank is aware that there are other legal proceedings on-going in which decisions of the FSPO, upholding customers' claims to a tracker interest rate on their mortgage, are being challenged. While the facts of each case differ, the Bank is keeping other cases under review to see whether any issues raised in these other proceedings could have implications for the Bank's on-going appeals and its position in respect of whether there could be a liability to customers who have accounts which are similar to the accounts which are the subject of the Bank's appeals.

As at 31 December 2024 ECL of €4m (31 December 2023: €nil) held against loan commitments are recognised in Provisions (note 28), except where the loan commitment relates to a loan already recognised as a financial asset. In this case the ECL is recognised in Loans and advances to customers.

On 1 July 2022, the Company entered into a joint venture with First Home Scheme Ireland DAC, along with the State, AIB and Bank of Ireland. The Company committed €54m in funding to the Joint venture. €20m was recognised in the Statement of Financial Position in respect of the scheme as at 31 December 2024 (31 December 2023: €15m).

In late 2024, the Company announced the opening of a limited Voluntary Severance Scheme. The applications have now closed and are currently being evaluated. The estimated cost of the scheme is €25m. At 31 December 2024, the Company did not have a present obligation as applications were still open, and therefore it has not met the recognition criteria for a provision under IAS 37 and is not recognised on the SOFP.

AE. Related parties

Related parties include individuals and entities that can exercise significant influence on operational and financial policies of the Company.

The Company has a related party relationship with its Directors, Senior Executives, the Group's pension schemes, the Minister for Finance and with the Irish Government and Irish Government related entities on the basis that the Irish Government is deemed to have control over the Company.

(a) Directors' and Secretary's interest

The interests of the Directors and the Company Secretary, including interests of their close family members in the share capital of PTSBGH are as follows:

Number of beneficial ordinary shares held	Position	31 December 2024 Ordinary shares	31 December 2023 Ordinary shares
Julie O'Neill	Chairperson	**20,000**	10,000
Eamonn Crowley	Chief Executive Officer	**50,000**	50,000
Nicola O'Brien (retired 29 August 2024)	Chief Financial Officer	**-**	-
Conor Ryan	Company Secretary	**10**	10
Ronan O'Neill	Non-Executive Director	**-**	4
Donal Courtney (retired 01 October 2024)	Non-Executive Director	**-**	-
Ruth Wandhöfer	Non-Executive Director	**-**	-
Marian Corcoran	Non-Executive Director	**4,500**	-
Paul Doddrell	Non-Executive Director	**4,046**	-
Celine Fitzgerald	Non-Executive Director	**6,227**	-
Anne Bradley	Non-Executive Director	**6,227**	-
Catherine Moroney	Non-Executive Director	**7,462**	-
Rick Gildea	Non-Executive Director	**-**	-

Conor Ryan, as trustee of the employee benefit trust set up under the terms of the long-term incentive plan, has non-beneficial interest in 4,580 shares held in the plan (31 December 2023: 4,580).

There were no transactions in the above Directors' and Secretary's interests between 31 December 2024 and 3 March 2025.

Details of the Directors' remuneration is included in the Directors' Remuneration Report on pages 119 to 123.

(b) Transactions with key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Company. Key management personnel include Non-Executive Directors, Executive Directors and members of the Executive Committee (ExCo). The Executive Directors and members of the ExCo are listed below:

Members of the ExCo at 31 December 2024

Eamonn Crowley	Chief Executive
Barry D'Arcy	Chief Risk Officer
Patrick Farrell	Chief Retail Banking Officer
Tom Hayes	Chief Technology Officer
Ger Mitchell	Chief Customer and People Officer
Andrew Walsh	Chief Legal Counsel
Peter Vance	Chief Operations Officer
Leontia Fannin	Chief Sustainability & Corporate Affairs Officer

AE. Related Parties (continued)

During the year ended 31 December 2024, the following key management personnel changes occurred;

Nicola O'Brien resigned as a member of ExCo and the Board on 29 August 2024 and Leontia Fannin was appointed Chief Sustainability and Corporate Affairs Officer on 1 August 2024.

Non-Executive Directors are compensated by way of fees. In certain circumstances, expenses incurred by Non-Executive Directors during the normal course of business are paid by the Company and are included in taxable benefits. The compensation of Executive Directors and members of the ExCo comprises salary and other benefits together with pension benefits. Previously they also participated in the Company's profit sharing, share option schemes and long-term incentive plans. No awards have been issued under these schemes and plans since 2008.

Number of key management personnel as at year end is as follows:

	31 December 2024	31 December 2023
Non-Executive Directors	**9**	10
Executive Directors and Senior Management	**8**	8
	17	18

(b) (i) Total compensation to Executive and Non-Executive Directors is as follows:

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Fees	**1,038**	1,063
Taxable benefits	**3**	4
Salary and other benefits	**789**	920
Loss of office payments*	**172**	-
Pension benefits		
- defined contribution	**140**	158
Total	**2,142**	2,145

* Relates to payments to former CFO

Total compensation to other key management personnel is as follows:

	Year ended 31 December 2024 €'000	Year ended 31 December 2023 €'000
Taxable benefits	**4**	9
Salary and other benefits	**2,709**	2,852
Pension benefits		
- defined contribution	**397**	365
Total	**3,110**	3,226

There were no connected persons to key management personnel employed by the Company during 2024 or 2023.

AE. Related Parties (continued)

(b) (ii) Balances and transactions with key management personnel:

In the normal course of its business, the Company had loan balances and transactions with key management personnel and their connected persons. The loans are granted on normal commercial terms and conditions with the exception of certain home loans where Executive Directors and Senior Managers may avail of subsidised loans on the same terms as other eligible management of the Company. All of the loans in the scope of the related party guidelines as outlined under the Companies Act 2014, the Central Bank Related Party lending code 2013 and IAS 24 Related party disclosures are secured, and all interest and principal due at the statement of financial position date has been repaid on schedule and therefore, no provision for loan impairment is required. Total outstanding balances of loans, credit cards, overdrafts and deposits are as follows:

	31 December 2024	31 December 2023
	€'000	€'000
Balances		
Loans	**1,734**	1,147
Unsecured credit card balances and overdrafts	**48**	8
Deposits	**1,209**	4,139

	Year ended 31 December 2024	Year ended 31 December 2023
	€'000	€'000
Transactions during the year		
Loan advances	**56**	-
Loan repayments	**302**	56
Interest received on loans	**46**	45
Interest paid on deposits	**(7)**	(2)

Loans to Directors

31 December 2024	Balance as at 1 Jan	Advances during the year	Principal repaid	Balance as at 31 Dec	Interest paid	Maximum balance
	€'000	€'000	€'000	€'000	€'000	€'000
Ronan O'Neill*	**629**	**250**	**13**	**866**	**27**	**879**
Eamonn Crowley**	**2**	**40**	**2**	**40**	**-**	**42**
Catherine Moroney*	**-**	**17**	**4**	**13**	**1**	**17**
	631	**307**	**19**	**919**	**28**	**938**

31 December 2023	Balance as at 1 Jan	Advances during the year	Principal repaid	Balance as at 31 Dec	Interest paid	Maximum balance
	€'000	€'000	€'000	€'000	€'000	€'000
Ronan O'Neill*	640	-	11	629	20	640
	640	-	11	629	20	640

*Represents a loan for a person connected with this Director in accordance with section 307(3) of the Companies Act 2014.
**Includes a loan for a person connected with this Director in accordance with section 307(3) of the Companies Act 2014.

AE. Related Parties (continued)

(c) Transactions with other banking subsidiaries of the Group

The Company in the normal course of its banking business enters into transactions with other banking subsidiaries of the Group including special purpose entities established in respect of securitised assets. These transactions which may be collateralised are eliminated in the consolidated Group financial statements and are all priced on an arm's length basis. The following amounts were included in the Company statement of financial position in respect of transactions with related parties:

	31 December 2024 €m	31 December 2023 €m
Loans and advances to credit institutions	**180**	217
Loans and receivables to customers		
- Non-interest bearing	**1**	-
Liabilities		
Subordinated liabilities	**1,990**	1,751

At 31 December 2024, the Company held pools of mortgages amounting to €5,342m (31 December 2023: €5,664m) with special purpose entities of the Group. These special purpose entities issued mortgage backed floating rate notes to fund the purchase of these mortgage pools. At 31 December 2024, the Company holds €4,265m of these notes (31 December 2023: €3,275m) to use as collateral against borrowings. Details of this collateral are included in note K.

The Company's statement of financial position (in accordance with IAS 32) continues to show the loans and receivables that were transferred to the special purpose entities and which form the security for the notes issued which do not qualify for derecognition. Consequently the Company continues to show the loans and receivables and not the notes issued by the special purpose entities. Further details are provided in note Y Transfer of fixed assets section. The Holding Company's statement of financial position is shown net of the debt securities purchased from the special purpose entities, the related derivative contracts, customer account balances, and the funds to the special purpose entities which were used to acquire the mortgage pools.

(d) Transactions with the Parent Company

At 31 December 2024, the amount receivable from the Holding Company amounted to €nil (31 December 2023: €nil).

At 31 December 2024, the Company had an intercompany balance of €1,990m (31 December 2023: €1,751m) with its Parent PTSBGH relating to the MREL issuances and Tier 2 capital notes.

On 26 October 2022, the Company issued €250m AT1 securities to the Parent PTSBGH as part of a capital raise. The first reset date for the fixed rate is 26 April 2028.

On 25 November 2020, PTSBGH issued additional €125m AT1 securities as part of capital raise. The first reset date for the fixed rate is 25 May 2026.

PTSB plc borrowed €252m from PTSBGH plc in May 2021 at a base rate of 3% plus a margin of 0.181% per annum.

AF. Sale of loans and advances to customers

Project Glas III

In July 2024, the Company agreed the sale of a non-performing portfolio (Glas III). The portfolio's gross balance on the Statement of Financial Position as at the date of derecognition was €341m with a carrying amount of €208m.

In line with IFRS 9, the assets have been derecognised from the Statement of Financial Position.

As a result of the transaction, a €9m loss was recorded through the impairment line of the income statement. On 1 November 2024, the deal completed with the receipt of the sale proceeds.

AG. Interest in structured entities

Structured entities (SEs)

A structured entity is an entity in which voting or similar rights are not the dominant factor in deciding control. SEs are generally created to achieve a narrow and well-defined objective with restrictions around their on-going activities. Depending on the Company's power to direct the relevant activities of the investee and its exposure or rights to variable returns from its involvement in the investee and the ability to use its power over the investee to affect the amount of the investor's return, it may consolidate the entity.

Control and voting rights

The Directors of the individual SEs are independent of the Company and and the Company does not have voting rights in the share capital of these entities. The Company initiated the setup of these SEs and, as architect dictated the terms relating to the operation of these SEs. The Company, as administrator, provides services to the individual SEs. The Company, as administrator, has power to:

- exercise rights, powers and discretions of the issuers in relation to the mortgage loans and their related security and to perform its duties in relation to the mortgage loans and their related securities: and
- to do or cause to be done any and all other things which it reasonably considers necessary, convenient or incidental to the administrator of the mortgage loans and their related security or the exercise of such rights, powers and discretions.

The key activities performed by the Company as administrator is:

- to manage the credit risk associated with the mortgages contained in the individual SEs; and
- to determine and set rates of interest applicable to loans on each rate setting date in accordance with the terms of the loans and negotiate the cost of funds associated with these mortgages which may result in a variable return in the entity.

These two items highlight the power the Company has to direct the relevant activities of these entities that significantly affect the investee returns and the ability to use its power to affect variable returns of investors.

The Company provides funding to each of these vehicles by way of a subordinated loan and has an entitlement to deferred consideration. The Company is exposed to the variable returns of the SE's through the subordinated loan and the deferred consideration.

The Company currently has four SEs in issue in the ROI the details of which are outlined below. During 2024, Fastnet Securities 14 DAC and Fastnet 15 DAC collapsed and will be going into liquidation during 2025 and Fastnet 19 was incorporated:

	Sub loan provided
SEs setup with Residential Mortgages	
- Fastnet Securities 16 DAC	√
- Fastnet Securities 17 DAC	√
- Fastnet Securities 18 DAC	√
- Fastnet Securities 19 DAC	√

Although the Company does not own more than half of the voting power, it has the power to control the relevant activities of the SE and the ability to affect the variable returns of the investee and hence these SEs are consolidated. In these cases, the consideration received from the investors in the notes in the form of cash is recognised as a financial asset and a corresponding financial liability is recognised.

At 31 December 2024, restricted cash of €180m (31 December 2023: €217m) relates to cash held by the Company's securitisation entities.

AH. Events after the reporting period

In late 2024 the company announced the opening of a limited Voluntary Severance Scheme. The applications have now closed and are currently being evaluated. The estimated cost of the scheme is €25m. At 31 December 2024, the Company did not have a present obligation as applications were still open, and therefore it has not met the recognition criteria for a provision under IAS 37 and is not recognised on the SOFP.

No other items, transactions or events that would materially impact the financial statements and require adjustment or disclosure to these financial statements have occurred between the reporting date of 31 December 2024 and the date of the approval of these financial statements by the Board of Directors of 3 March 2025.

General Information

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Abbreviations

The following information has not been subject to audit by the Group's Independent Auditor.

ALCo Asset and Liability Committee
AGM Annual General Meeting
AIMRO Association of Irish Market Research Organisations
ALM Asset Liability Management
API Application Programming Interfaces
ASAI Advertising Standards Association of Ireland
AT1 Additional Tier 1
BAC Board Audit Committee
BCM Business Continuity Management
BITCI Business in the Community Ireland
BRCC Board Risk and Compliance Committee
BRRD Banking Recovery and Resolution Directive
BTL Buy-to-let
C&M Classification & Measurement
CAC Capital Adequacy Committee
CBI Central Bank of Ireland
CCB Capital Conservation Buffer
CCMA Code of Conduct on Mortgage Arrears
CCyB Counter Cyclical Buffer
CDF Career Development Framework
CEO Chief Executive
CFO Chief Financial Officer
CET 1 Common Equity Tier 1
CFP Contingency Funding Plan
CODM Chief Operating Decision Maker
CPI Consumer Price Index
CRD IV Capital Requirements Directive IV
CRE Commercial Real Estate
CRO Chief Risk Officer
CRR Capital Requirements Regulation
CSAs Credit Support Annex
CSO Central Statistics Office
CSR Corporate Social Responsibility
CVA Credit Valuation Adjustment
DDI Debt to Disposable Income
DGS Deposit Guarantee Scheme
DIRT Deposit Interest Retention Tax
DoF Department of Finance
DTA Deferred Tax Asset
DVA Debit Valuation Adjustment
EAR Earnings at Risk
EBA European Banking Authority
EC European Commission
ECAI External Credit Assessment Institution
ECB European Central Bank
ECL Expected Credit Loss
EIR Effective Interest Rate
ELG Eligible Liabilities Guarantee
ESG Environmental Social Governance
ESMA European Securities and Markets Authority
ESRI Economic & Social Research Institute
EU European Union
EV Economic Valuation
EWI Early Warning Indicator
ExCo Executive Committee
FIA Financial Incentives Agreement
FLI Forward looking information
FSPO Financial Services and Pensions Ombudsman Bureau of Ireland
FTE Full Time Equivalent
FVOCI Fair value through other comprehensive income
FVTPL Fair value through profit or loss
FX Foreign Exchange
GCC Group Credit Committee
GDP Gross Domestic Product
GIA Group Internal Audit
GPPC Global Public Policy Committee
GRC Group Risk Committee
GRMA Group Risk Management Architecture
GRMF Group Risk Management Framework
HFT Held for Trading
HICP Harmonised Index of Consumer Prices
HPI House Price Index
HTC Hold to Collect
HTC&S Hold to Collect and Sell
HQLA High Quality Liquid Assets
IAS International Accounting Standards
IASB International Accounting Standards Board
IBCB Irish Banking Culture Board
IBNR Incurred But Not Reported
ICAAP Internal Capital Adequacy Assessment Process
IFRIC International Financial Reporting Standards Interpretations Committee
IFRS International Financial Reporting Standards
IIA Institute of Internal Auditors
ILAAP Internal Liquidity Adequacy Assessment Process
IMF International Monetary Fund
IOB Institute of Banking
IOM Isle of Man
IPP Integrated Planning Process
IRB Internal rating based approach
IRRBB Interest Rate Risk in the Banking Book
ISA International Standards on Auditing
ISDA International Swaps and Derivatives Association
LCR Liquidity Coverage Ratio
LDR Loan to Deposit Ratio
LGD Loss Given Default
L&R Loans and Receivables
LSI Less Significant Institution
LTIP Long Term Incentive Plan
LTV Loan to value
MCO Maximum Cumulative Outflow
MGC Model Governance Committee
MREL Minimum Requirement for own funds and Eligible Liabilities
MRP Mortgage Redress Programme
MTN Medium Term Note
MTP Medium Term Plan
NCU Newbridge Credit Union
NII Net Interest Income
NIM Net Interest Margin
NPL Non Performing Loan
NPS Net Promoter Score
NSFR Net Stable Funding Ratio
OCI Other Comprehensive Income
OTC Over the counter
P2G Pillar 2 Guidance
P2R Pillar 2 Requirement
PBI PBI Limited (formerly Permanent Bank International Limited)
PD Probability of Default
PDH Principal Dwelling House
POCI Purchased or Originated Credit Impaired
PSD2 Payment Services Directive 2
PTSB Permanent TSB plc.
PTSBGH Permanent TSB Group Holding plc.
RAF Risk Appetite Framework
RAS Risk Appetite Statement
RCA Root Cause Analysis
RCSA Risk and Control Self Assessment
ROE Return on Shareholder equity
ROTE Return on Tangible Equity
RMBS Residential Mortgage Backed Securities
RNPS Relationship Net Promoter Score
ROI Republic of Ireland
RP Restructuring Plan
RPA Robotic Process Automation
RPPI Residential Property Price Index
RWA Risk Weighted Assets
SBCI Strategic Banking Corporation of Ireland
SE Structured Entities
SEAI Sustainable Energy Authority of Ireland
SEI Social Entrepreneurs Ireland
SFS Standard Financial Statement
SFT Securities Financing Transaction
SICR Significant increase in Credit Risk
SID Senior Independent Director
SME Small and medium sized enterprises
SOFP Statement of Financial Position
SPP Strategic Performance Priorities
SPPI Solely Payments of Principle and Interest
SPV Special Purpose Vehicle
SREP Supervisory Review & Evaluation Process
SSM Single Supervisory Mechanism
TCPID Trinity Centre for People with Intellectual Disabilities
TLTRO Targeted Long-Term Refinancing Operations
TME Tracker Mortgage Examination
TRIM Targeted Review of Internal Models
UK United Kingdom
VIP Values in Practice
VIU Value in Use
WTO World Trade Organisation

Definitions

The following information has not been subject to audit by the Group's Independent Auditor.

ALCo Asset and Liability Committee

Arrears Arrears relates to any interest or principal payment on a loan which has not been received on its due date. When customers are behind in fulfilling their obligations with the result that an outstanding loan is unpaid or overdue, they are said to be in arrears.

Basel III Basel III is a global, voluntary regulatory framework on bank capital adequacy, stress testing and market liquidity risk.

Basis point One hundredth of a per cent (0.01%), so 100 basis points is 1%. It is the common unit of measure for interest rates and bond yields.

Buy-to-let Residential mortgage loan provided to purchase residential investment property to rent it out.

CET 1 ratio Ratio of a bank's core equity capital compared to its total risk-weighted assets.

Company Permanent TSB Group Holdings plc or PTSBGH

Commercial property Commercial property lending focuses primarily on the following property segments:
a) Apartment complexes;
b) Develop to sell;
c) Office projects;
d) Retail projects;
e) Hotels; and
f) Selective mixed-use projects and special purpose properties.

Common Equity Tier 1 Common Equity Tier 1 (CET1) capital is recognised as the highest quality component of capital. It is subordinated to all other elements of funding, absorbs losses as and when they occur, has full flexibility of dividend payments and has no maturity date. It is predominately comprised of common shares; retained earnings; undistributed current year earnings; but may also include non-redeemable, non-cumulative preferred stock.

Concentration risk The risk that any single (direct or indirect) exposure or group of exposures has the potential to produce losses large enough to threaten the institution's health or its ability to maintain its core business.

Contractual Maturity Date on which a scheduled payment is due for settlement and payable in accordance with the terms of a financial instrument.

Cost to income ratio Total operating expense divided by total operating income.

Credit Default Risk The event in which companies or individuals will be unable to make the required payments on their debt obligations.

CRD Capital Requirements Directives (CRD) is statutory law implemented by the European Union for capital adequacy. CRD have introduced a supervisory framework in the European Union which reflects the Basel II and Basel III rules on capital measurement and capital standards.

Credit-related commitments Commitments to extend credit, standby letters of credit, guarantees and acceptances which are designed to meet the requirements of the customers.

Credit risk The risk of loss resulting from a counterparty being unable to meet its contractual obligations to the Group in respect of loans or other financial transactions.

Credit Risk Mitigation Methods to reduce the credit risk associated with an exposure by the application of credit risk mitigants. Examples include: collateral; guarantee; and credit protection.

CVA Credit Valuation Adjustment (CVA) is the difference between the risk-free portfolio value and the true portfolio value that takes into account the possibility of a counterparty's default.

Customer accounts Money deposited with the Group by counterparties other than banks and classified as liabilities. This includes various types of unsecured deposits, credit current and notice accounts.

Debt securities Instruments representing certificates of indebtedness of credit institutions, public bodies and other undertakings. Debt securities can be secured or unsecured.

Debt securities in issue Transferable certificates of indebtedness of the Group to the bearer of the certificates. They include commercial paper, certificates of deposit, bonds and medium-term notes.

Default When a customer fails to make timely payment of interest or principal on a debt security or to otherwise comply with the provisions of a bond indenture. Depending on the materiality of the default, if left unmanaged it can lead to loan impairment.

DVA Debt Valuation Adjustments (DVA) an adjustment made by an entity to the valuation of over-the-counter derivative liabilities to reflect, within fair value, the entity's own credit risk.

Eurozone The Eurozone, is a monetary union of 19 of the 28 European Union (EU) member states which have adopted the euro (€) as their common currency and sole legal tender. The other nine members of the European Union continue to use their own national currencies. The Eurozone consists of Austria, Belgium, Cyprus, Estonia, Finland, France, Germany, Greece, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Portugal, Slovakia, Slovenia and Spain.

Exposure at Default Exposure at default (EAD) is the gross exposure under a facility upon default of an obligor.

Fair value The price that would be received to sell an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date.

Forbearance Forbearance occurs when a borrower is granted a temporary or permanent concession, or agreed change to a loan, for reasons relating to the actual or apparent financial stress or distress of that borrower. Forbearance strategies are employed in order to improve the management of customer relationships, maximise collection opportunities and, if possible, avoid foreclosure or repossession. Such arrangements can include extended payment terms, a temporary reduction in interest or principal repayments, payment moratorium and other modifications.

Definitions (continued)

Foreclosed assets Foreclosed assets are defined as assets held on the balance sheet and obtained by taking possession of collateral or by calling on similar credit enhancements.

Foreign currency exchange risk The risk of volatility in earnings resulting from the retranslation of foreign currency (e.g. Sterling and US dollar) denominated assets and liabilities from mismatched positions.

GDP Gross Domestic Product (GDP) is a monetary measure of the value of all final goods and services produced in a period of time (quarterly or yearly). GDP estimates are commonly used to determine the economic performance and standard of living of a whole country or region, and to make international comparisons.

Group Permanent TSB plc Group Holdings plc and its subsidiary undertakings.

Guarantee A formal pledge by the Group to pay debtor's obligation in case of default.

HTC Hold to Collect (HTC) non derivative financial assets held with the objective to collect contractual cash flows.

HTC&S Hold to Collect and Sell (HTC&S) are non-derivative financial assets held with the objective of both collecting contractual cash flows and selling financial assets.

Home loan A loan provided by a bank, secured by a borrower's primary residence or second home.

Hybrid A combination of two or more forbearance arrangements.

ICAAP Internal Capital Adequacy Assessment Process (ICAAP) is a supervisory review and an evaluation process to assess the Group's own calculations and the adequate capital which Group considers necessary to cover the risks they take and which they are exposed to.

ILAAP Internal Liquidity Adequacy Assessment Process (ILAAP) is a supervisory review and an evaluation process to assess the Group's own calculations and the adequate liquidity which the Group consider necessary to cover the risks they take and which they are exposed to.

IRBA The Internal Ratings Based Approach (IRBA) allows banks to use their own estimated risk parameters for the purpose of calculating regulatory capital for credit risk to estimate probability of default (PD), loss given default (LGD), exposure at default (EAD), maturity (M) and other parameters required to arrive at the total risk weighted assets (RWA).

ISDA Master Agreements A standard agreement used in over-the-counter derivatives transactions. The ISDA Master Agreement, published by the International Swaps and Derivatives Association (ISDA), is a document that outlines the terms applied to a derivatives transaction between two parties. Once the two parties agree to the standard terms, they do not have to renegotiate each time a new transaction is entered into.

Loan to deposit ratio The ratio of loans and receivables compared to customer accounts, as presented in the statement of financial position.

LCR Liquidity Coverage Ratio(LCR) is the ratio to ensure that bank has an adequate amount of high quality liquid assets in order to meet short-term obligations under a stress scenario lasting for 30 days. The LCR will be phased in over a number of years, with credit institutions obliged to hold 60% of their full LCR in 2015, 70% in 2016, 80% in 2017 and 100% in 2018, as per CRD IV.

LGD Loss Given Default (LGD) is the share of an asset that is lost when a borrower defaults on a loan.

Liquidity risk The risk that the Group may experience difficulty in financing its assets and/or meeting its contractual obligations as and when they fall due, without incurring excessive cost.

LTV Loan to Value (LTV) is a lending risk assessment ratio of mortgage amount to value of property.

Market risk The risk of change in fair value of a financial instrument due to adverse movements in equity prices, property prices, interest rates or foreign currency exchange rates.

Medium term notes Medium term notes (MTNs) are debt notes issued by the Group which usually mature in five to ten years. They can be issued on a fixed or floating coupon basis.

NII Net Interest Income (NII) is the difference between interest earned on assets and interest paid on liabilities.

NIM Net Interest Margin (NIM) is a performance metric that measures the difference between interest income generated on lending and the amount of interest paid on borrowings relative to the amount of interest-earning assets.

Non-performing assets Non-performing assets are defined as NPLs plus foreclosed assets.

NPLs Non-performing loans are loans which are credit impaired or loans which are classified as defaulted, in accordance with the Group's definition of default. The Group's definition of default considers objective indicators of default including the 90 days past due criterion, evidence of exercise of concessions or modifications to terms and conditions; and are designed to be consistent with European Banking Authority (EBA) guidance on the definition of forbearance.

NSFR Net Stable Funding Ratio (NSFR) is designed to act as a minimum enforcement mechanism to complement the shorter term focused liquidity coverage ratio.

Operational Risk The risks inherently present in the Group's business, including the risk of direct or indirect loss resulting from inadequate or failed internal and external processes or systems and human error, fraud, or from external events.

PD Probability of Default (PD) is a financial term describing the likelihood that a borrower will be unable to meet its debt obligations.

Repurchase agreement A short term funding agreement that allows a borrower to create a collateralised loan by selling a financial asset to a lender. As part of the agreement, the borrower commits to repurchase the security at a date in the future repaying the proceeds of the loan. For the counterparty to the transaction, it is termed a reverse repurchase agreement or a reverse repo.

ROE Return on Shareholder equity is profit after tax less AT1 coupons paid (before exceptional and non-recurring items) expressed as a percentage of total average equity.

ROTE Return on Tangible Equity is profit after tax less AT1 coupons paid (before exceptional and non-recurring items) expressed as a percentage of targeted CET1 capital.

RMBS Residential Mortgage Backed Securities (RMBS) are debt obligations that represent claims to the cash flows from pools of mortgage loans, most commonly on residential property.

RWAs Risk weighted assets (RWAs) is a measure of amount of bank's assets or off-balance sheet exposures which are weighted according to risk on prescribed rules and formulas as defined in the under Basel Banking Accord.

Securitisation Securitisation is the process of taking an illiquid asset, or group of assets, and through financial engineering, transforming them into a security.

Settlement Risk The risk that the Group delivers a sold asset or cash to a counterparty and then does not receive the corresponding cash or purchased asset as expected.

SSM The Single Supervisory Mechanism (SSM) is a mechanism which has granted the European Central Bank (ECB) a supervisory role to monitor the financial stability of banks based in participating states. The main aims of the SSM are to ensure the safety and soundness of the European banking system and to increase financial integration and stability in Europe.

SPE/SPV Special purpose entity (SPE) is a legal entity which can be a limited company or a limited partnership created to fulfil specific or temporary objectives. SPEs are typically used by companies to isolate the firm from financial risk. This term is used interchangeably with SPV (Special Purpose Vehicle).

Stress testing A technique used to evaluate the potential effects on an institution's financial condition of an exceptional but plausible event and/or movement in a set of financial variables.

Structured securities Structured securities are complex lending arrangements created to meet needs that cannot be met from traditional financial instruments available in the markets, through the structuring of assets or debt issues in accordance with customer and/or market requirements. Structured debt securities have the potential to decrease risk, create liquidity, and increase yield.

Tier 1 capital A term used to describe the capital adequacy of a bank. Tier 1 capital is core capital; this includes equity capital and disclosed reserves.

Tier 2 capital Tier 2 capital is supplementary bank capital that includes items such as revaluation reserves, undisclosed reserves, hybrid instruments and subordinated term debt.

Tracker mortgage A mortgage which follows the base rate of interest set by the European Central Bank and will be fixed at a certain percentage above this rate.