



Your Group of Unions in PTSB

Performance Management Reset

Following representations from our Unions the Bank agreed to conduct an independent review of the Performance Management system. This was supported and participated in by the Unions and by our members. The report had 4 main areas of Recommendations based around Simplification, Consistency and Transparency, Manager Capability and Modernising Systems. The Unions and Bank will now work together on implementing these recommendations with a view to making performance management a better experience for you and your colleagues.



Pay Transparency

Members will be aware of the EU Directive on Pay Transparency which in essence seeks to make pay and reward system more open and transparent for workers. It seeks to end pay secrecy and pay related interview questions at hiring stage, ensure pay ranges are advertised with roles, that roles are graded clearly with defined pay ranges which staff access to and allow for comparator information to be requested by staff. The Directive will gradually come into effect through this year and the Unions are committed to working with the Bank to ensure it is implemented in a progressive way for our members.



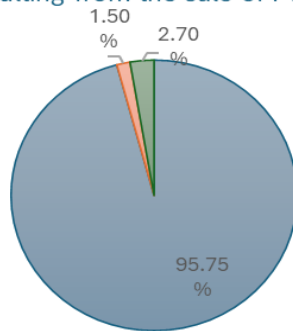
Variable Pay

Our Unions lobbied effectively for the removal of Government restrictions on Variable Pay for Bank staff. This has allowed for the return of agreed profit share plans in both AIB and Bank of Ireland. It is now time for PTSB to do the same. We secured a commitment in our most recent pay talks for a plan to be agreed and introduced. We have highlighted this to the Bank as an absolute priority for the first half of this year.

Survey Results

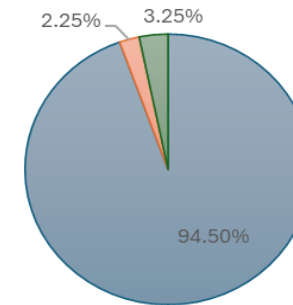
The GOU recently conducted a survey to gather feedback from the membership in relation to the formal sales process, with the Irish government, its majority shareholder (57.4% stake), seeking to exit its remaining investment in the Bank. The survey results are set out below.

How concerned are you about potential job losses resulting from the sale of PTSB?



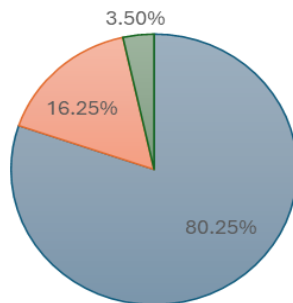
■ Concerned - Extremely Concerned ■ Not concerned ■ Unsure

How concerned are you about potential changes to your existing pension scheme or benefits?



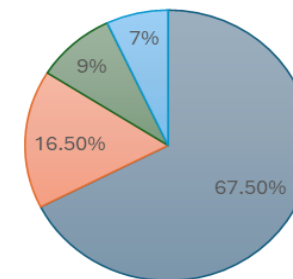
■ Concerned - Extremely Concerned ■ Not Concerned ■ Unsure

How concerned are you about potential branch closures or reduction in the branch network?



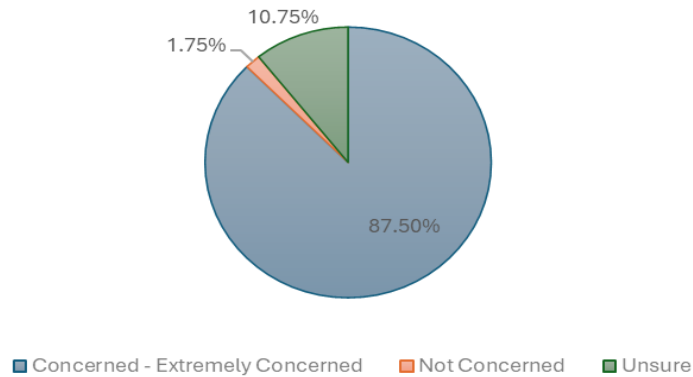
■ Concerned - Extremely Concerned ■ Not concerned ■ Unsure

Do you believe the current branch network is essential for the bank's long-term success?

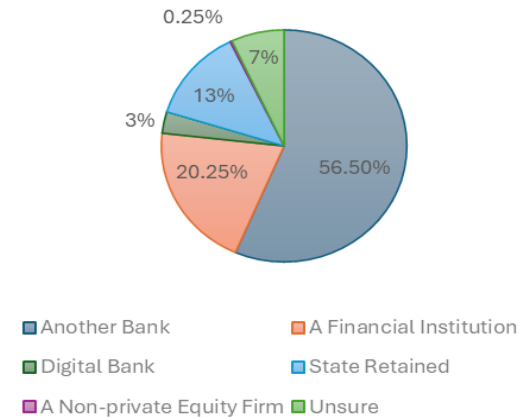


■ Yes ■ No ■ Partially ■ Don't Know

How concerned are you about the potential sale of the bank to a private equity firm?



What type of buyer would you prefer?



Thanks to all who participated in this survey, the purpose of the survey is to ensure that employees' views are presented to shareholders and the public during a takeover bid, giving them sufficient time and information to reach an informed decision, consistent with the general principles of the Takeover Rules. This data will now form part of the GOU's joint report to the shareholders.

Strengthen your Unions

In 2025 all three of staff Unions at PTSB grew their membership. This is really important to providing an effective collective voice to staff. We work together to ensure PTSB staff get the best possible representation and outcomes. Please continue to encourage colleagues to join one of the trade Unions especially with the potential challenges that a sale will no doubt bring about. We are currently working on a joint report on this sale process and our demands.

