



04 March 2025

ROYAL LONDON IRELAND WOMEN IN FINANCE CHARTER

ANNUAL UPDATE

Royal London Ireland is proud to have been a founding signatory to the Women in Finance Charter in April 2022.

As a signatory, we committed to improving the number of women in management and board level positions to achieve better gender balance and a more inclusive working environment.

Today, we are pleased to report that, at year end 2024, 40% of our senior level roles were filled by females, with 43% female representation at Board level.

We are optimistic that we are on track to achieve our headline target of 42% females in senior roles by the end of 2025. Furthermore, we will continue to actively champion initiatives which foster a supportive and equitable workplace, including executing actions under an improved Diversity and Inclusion plan for 2025.