



Goodbody Stockbrokers UC Board Diversity Policy

Purpose

This Board Diversity Policy (the "Policy") sets out the approach to diversity on the Board of Directors of Goodbody Stockbrokers UC (the "Goodbody Board").

Scope of Application

The Policy applies to the Goodbody Board. It does not apply to diversity in relation to employees nor to the boards of subsidiaries within the Goodbody Group.

Policy Statement

The Goodbody Board recognises the benefits of having diversity in its composition. Diversity includes and makes use of differences in the skills, geographical and industry experience, background, nationality, ethnicity, gender, age, educational attainment and personal strengths of individual Directors and contributes to the Board's ability to provide effective challenge to Management and leadership and oversight of Goodbody. The skills considered as particularly important to the business of Goodbody include risk management, regulatory engagement, finance, accounting and audit, strategy, governance, leadership, customer and conduct, capital and liquidity, financial services, mergers & acquisitions, culture, information technology and security, sustainability and stakeholder management.

The Goodbody Board is committed to achieving the most appropriate blend and balance of diversity possible over time. All appointments to the Goodbody Board are made on merit, against objective criteria determined and designed to ensure that the overall composition reflects an adequately diverse range of knowledge, skills and experience and at the same time respects the principle of equal opportunities.

Measurable Objectives

The Goodbody Board recognises that diversity in its widest sense is important, is inclusive of all individuals and is focused on ensuring a truly diverse board. At any given time, the Goodbody Board may seek to improve one or more aspects of its diversity and measure progress accordingly.

In order to address the current underrepresented gender on the Goodbody Board, a target has been set to achieve at least 40% female representation on the Board by 2025. The Goodbody Board will continually take opportunities to increase the number of female directors over time where that is consistent with other skills and diversity requirements.

Monitoring and Reporting

This Policy and performance relative to the target will be reviewed annually by the Goodbody Board.



This Policy will be published on Goodbody's website for public information. The objectives of this Policy together with the progress made towards achieving these objectives will also be disclosed in the annual disclosures, required under Article 48 of the Investment Firms Regulations (IFR), which are published on the Goodbody website.

Approved by the Goodbody Board on 28 March 2023.