Vanguard®

2026 Ireland Annual Board Diversity Report

The Board of Vanguard Funds plc (the "Board") recognises that diversity of thought, experience, and background strengthens governance, enhances decision-making, and supports our mission to take a stand for all investors, to treat them fairly, and to give them the best chance for investment success. Given our global footprint, we value differences in thought, experience, skills, culture, and geography, as well as other relevant considerations defined by regulation and best practice.

Our Board Diversity Policy sets out our commitment to inclusive and consistent processes and practices for director appointments and succession planning and to maintain board diversity, gender balance, and a broad mix of skills and experience necessary for an effective board. The Board reviews the Board Diversity Policy annually to ensure it remains effective and aligned with our strategic aims.

As of June 2026, the Board is composed of seven non-executive directors ("NEDs"), three of whom are considered independent. Collectively, the directors bring a balanced mix of professional backgrounds, experience, and global perspectives to provide effective leadership and oversight. All board appointments are conducted with due regard to legal and regulatory requirements, relevant governance guidance, inclusive hiring practices and the strategic needs of the business.

The Board oversees the objectives outlined in the Board Diversity Policy and, as at June 2026, meets the target of at least 40% of non-executive directors being members of the underrepresented gender.

Year	NEDs Gender Representation	Executive Directors Gender Representation
2026	4 Women (57%) : 3 Men (43%) Vanguard Funds plc meets the SI 215 objective	N/A - Entity has no Executive Directors

Note: As at 30 June 2026