



Information material on gender diversity in the Bank's bodies for the Annual General Meeting

May 2025

Minimum gender diversity requirements for the Bank's bodies



Bank Polski

Best practices for WSE-listed companies 2021

- at least 30% of gender diversity in each of the Bank's bodies

Deadline: continuous, from the beginning of the bodies' term of office in 2024.

Best practices for WSE-listed companies 2021

"Women on Boards" directive

"Women on Boards" directive

- at least 33%* of overall gender diversity in the Bank's bodies
- or
- at least 40%* of gender diversity in the Supervisory Board

Deadline: 30 June 2026

Bank's strategy for the years 2025 - 2027

Bank's strategy for the years 2025-2027

- 33% of overall gender diversity in the Bank's bodies

Deadline: 31 December 2027

Bill implementing the Directive**

- at least 33%* of diversity in the Bank's bodies, including a representative of the underrepresented gender in each of the Bank's bodies

Deadline: 31 December 2025 (in accordance with the bill)

Bill implementing the Directive

Policies regarding suitability of the Bank's bodies

Policies regarding suitability of the Bank's bodies

achievements so far:

- at least 30% of diversity in each of the Bank's bodies;

Deadline: the Bank's target is to achieve the gender diversity ratio no later than upon appointing a body for a new term of office starting after 31 December 2025.

according to the planned changes:

- at least 33%* in the Supervisory Board, or
- gender diversity in the Bank's Supervisory Board and Management Board consistent with the general provisions of law

Deadline: the Bank's target is to achieve the gender diversity ratio consistent with the general provisions of law no later than upon appointing a body for a new term of office starting after 31 December 2025.

* Percentage closest to 33%

** The bill is still subject to legislative work

The expectations of the Polish Financial Supervision Authority, including those expressed in Recommendation Z (5.4), are that entities should ensure the stability of governance during the term of office of their respective bodies and should limit changes in their composition at short intervals to particularly justified cases .

Possible scenarios for achieving a minimum gender diversity ratio in the Bank's bodies without changing their current composition – “Women on Boards” directive

Total number of members of the Management Board and the Supervisory Board	Minimum total number of women in the bodies (minimum required gender diversity) in line with EU Directive and the bill	Scenarios involving the appointment of women to the Supervisory Board - without changing its current composition	Representation of women on the Supervisory Board (%)	Scenarios involving the appointment of women to the Management Board - without changing its current composition	Representation of women on the Management Board (%)	Number of women in the total number of members of respective bodies
Current statistics on diversity in the Bank's bodies						
16 (current number of members of the Supervisory Board and the Management Board,)	5 (31.3%)	The minimum diversity ratio requirement is not met	25%	The minimum diversity ratio requirement is not met	12.5%	2/8 – Supervisory Board 1/8 – Management Board (total ratio: 18.75%)
Possible scenarios for achieving 33% gender diversity ratio without changing the current compositions						
19	6 (31.6%)	+2	40%	+1	22%	4/10 – Supervisory Board 2/9 – Management Board
		+3	45%	-	12.5%	5/11 – Supervisory Board 1/8 – Management Board
20	7 (35%)	+3	45%	+1	22%	5/11 – Supervisory Board 2/9 – Management Board