



Bank Polski

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

December 2025

Minimum gender diversity requirements for the Bank's bodies



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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.

Bank's strategy for the years 2025-2027

- 33% of overall gender diversity in the Bank's bodies
- 40% gender diversity in senior management positions (B-1, B-2)

Deadline: 31 December 2027

"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

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 2026 (in accordance with the bill)

Policies regarding suitability of the Bank's bodies

Policies regarding suitability of the Bank's bodies

- 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.

Analogous changes to the Bank's Board Member Policy were implemented in 2025

* The number closest to the indicated value

** 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	Number of women required to be appointed to the Supervisory Board to achieve the diversity ratio	Representation of women on the Supervisory Board (%)	Number of women required to be appointed to the Management Board to achieve the diversity ratio	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						
18 (current number of SB and MB members)	6/18 (33.3% total)		40% (4/10 – Supervisory Board)		12.5% (1/8 – Management Board)	27.7% total (5/18 total in SB and MB)
Possible scenarios for action at the Extraordinary General Meeting to achieve gender diversity at a level close to 33% in total in the Bank's governing bodies						
19 (possible number of SB and MB members)	6/19 (31.6% total)	+1	45.4% (5/11 – Supervisory Board)		12.5% (1/8 – Management Board)	31.6% total (6/19 total in SB and MB)