

**STATEMENT REGARDING THE PLAN TO PROMOTE DIVERSITY AND EQUAL PAY IN  
THE GOVERNANCE BODIES OF BANK MILLENNIUM S.A.**

**INTRODUCTION**

The BM Group has a Policy for the selection and assessment of the suitability of the Members of the Supervisory Board and a Policy for the selection and assessment of the suitability of The Members of the Management Board and key function holders. Their practical application ensures the implementation of the Bank's diversity in terms of its expertise, understood as knowledge, skills and experience, and the personal competence of the members of the bodies individually and collectively.

**ASSESSMENT OF THE DIVERSITY OF THE SUPERVISORY BOARD**

On 24 March 2021, the General Meeting of Shareholders appointed a Supervisory Board for a term of three years. The Board is composed of 12 Members, including 3 women. Two new Members of the Board were elected women. Thus, the participation of women in the Supervisory Board increased by 1. It should also be important to highlight that three nationalities are present in the composition of Supervisory Board. Diversity in terms of backgrounds, professional careers and experiences is widely represented as well.

The General Meeting of Shareholders confirmed the very wide and favourable diversity of competence of the Members of Supervisory Board in terms of the following criteria:

- (a) Competence, understood as knowledge, skills and experience, in the areas of:
- i. Bank management (including knowledge of the financial market, legal requirements and regulatory framework, strategic planning, knowledge of the management system - including risk management, accounting and financial audit, supervision and internal audit, interpretation of financial information)
  - ii. Risk management (including business model risk, credit risk, market risk, organizational risk, liquidity and financing risk, equity risk, management risk, systemic risk)
  - iii. Management of the Bank's business lines,
- b) Personal competence including independence of judgment.

## ASSESSMENT OF THE DIVERSITY OF THE MANAGEMENT BOARD

On 24 March 2021, the Supervisory Board appointed the Management Board for a three-year term. The board consists of 7 men. The management board combines a group of Polish and international executives, with a diverse range of professional experiences, different backgrounds and tenures in the organization. The Supervisory Board confirmed a very wide and favourable diversity of competence of the Members of the Management Board in terms of the following criteria:

(a) Competence, understood as knowledge, skills and experience, in the areas of:

- i. Bank management (including knowledge of the financial market, legal requirements and regulatory framework, strategic planning, knowledge of the management system - including risk management, accounting and financial audit, supervision and internal audit, interpretation of financial information)
- ii. Risk management (including business model risk, credit risk, market risk, organizational risk, liquidity and financing risk, equity risk, management risk, systemic risk)
- iii. Management of the Bank's business lines,

b) Personal competence including independence of judgment.

## OBJECTIVES OF IMPLEMENTING THE PRINCIPLES OF DIVERSITY AND EQUALITY

The Bank reaffirms the principle that the gender criterion should not be used to determine the remuneration of members of the governance bodies and that the remuneration of women and men should be equal.

In terms of the diversity the Bank will seek to ensure greater participation of women in the structure of management bodies of both the Supervisory Board and the Management Board, aiming at reaching minimum 30% level of the underrepresented gender.

The Bank introduces the principle that for each vacant position in the Management Board and the Supervisory Board that appears it will ensure at least 30% of woman among the candidates including the final list of candidates. In case there are no internal woman candidate to the Management Board the Bank will search for external candidate.