

Information about diversity policy followed by Bank Millennium S.A.

The Bank perceives the fundamental significance of respecting and supporting diversity in all aspects of the Bank's activity. This approach is guided by the conviction that it serves the purpose of materially improving efficiency of operation of the entire organisation and making it more competitive.

Efforts are undertaken to make sure that the implemented practices of ensuring diversity remain consistent with generally accepted standards in this respect, especially such as counteracting discrimination on any grounds (e.g. age, gender) and mobbing; equal treatment of employees (including equality in access to promotion on the career path and access to development procedures).

Among other things the Bank has introduced the *Rodzice na Tak* (Parents say Yes) programme, which enables employees-parents to cope with their new living situation. Employees are informed about rights held by pregnant persons and persons with children. The Bank supports these actions by organising for employees with children a number of recreational events, which support the programme ideas. Moreover the Bank regularly conducts educational activities counteracting the occurrence of discrimination.

Of priority nature is the development and improvement of the diversity policy model with respect to key management. Also composition of the Bank's bodies is determined on the basis of criteria of optimum selection of their members, taking into account desired models and norms in terms of ensuring diversity (in this context it is worth making reference to the appointment in 2015 to the Bank's Supervisory Board of a significant female representation).