

POLAND

With a score of 0.42, the *Gender Diversity Index* ranks Poland third lowest of the 19 European countries covered by this analysis. This score is 0.19 points below the European average and 0.30 points below the top country⁴².

Poland has the second lowest percentage of women on boards and below-average percentages of women at the executive level, on the board and control committees and in layers two and three.

Despite these results, Poland is the top country looking at the percentage of women acting as the chair of the board of directors / supervisory board. These results should be considered indicative only due to the low number of companies that are part of this analysis (12). It also scores below the average for female CFOs.

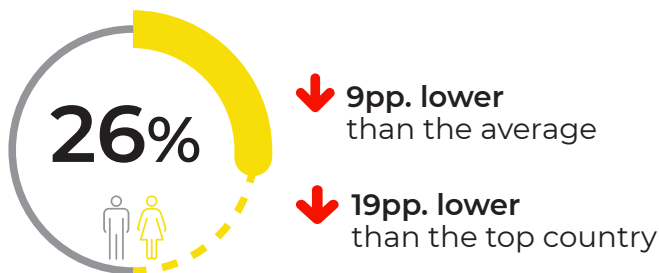
Eight Polish companies are included in both the 2020 and 2021 datasets. Of these:

- > 4 improved their score over the past year;
- > 2 have seen their score decrease since 2020;
- > the biggest improvement was recorded by the company Orange Polska SA.

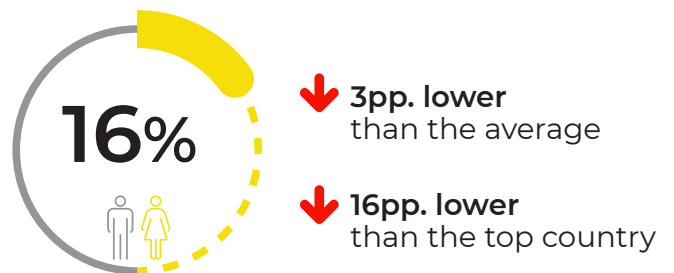
⁴² Norway has the top score in the GDI 2021: 0.72.

Women representation in leadership positions

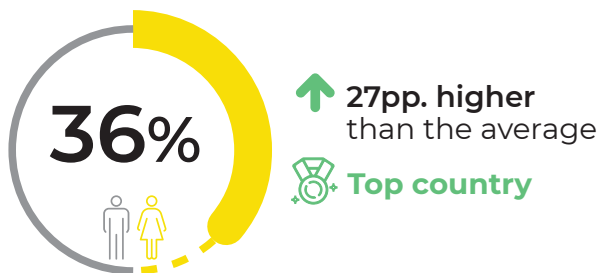
BOARD OF DIRECTORS / SUPERVISORY BOARD



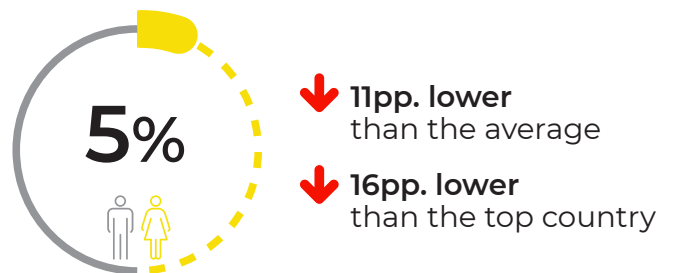
EXECUTIVE LEVEL



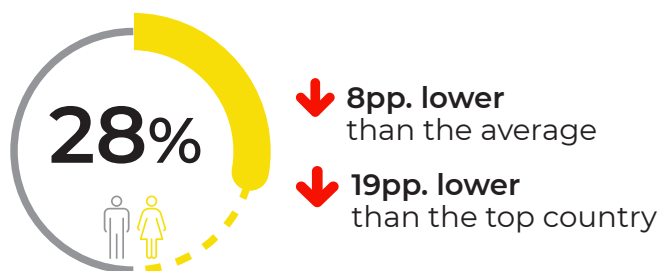
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



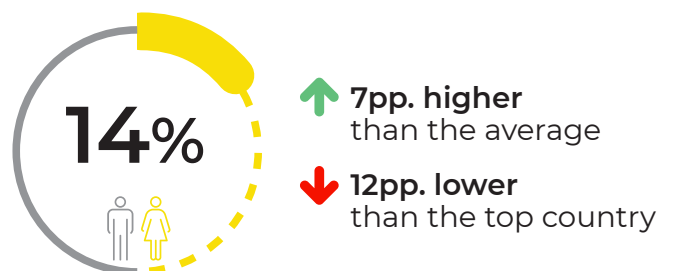
CFO



BOARD AND CONTROL COMMITTEES



CEO



↓ **25%** of companies saw a decrease in GDI since 2020



↑ **50%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

POLAND

Only 15% of Polish companies have a higher GDI than the average. 35% of entities have a GDI score lower than 0.30.

One of the five top-ranked companies in Poland has a lower GDI score than the average GDI: Santander Bank Polska (0.56). Six of the 20 companies (30%) have no women at the executive level, and three companies have no women on their boards⁴³.

COMPANY	RANK	GDI	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
OVERALL AVERAGE		0,59	30	35	19	36		
TOP COMPANY	1	1	50	50	54	43		
Grupa Lotos Sa	135	0,74	33	43	33	50	✓	✓
Bank Polska Kasa Opieki	220	0,66	32	50	9	53	✓	✗
Orange Polska Sa	293	0,61	30	33	20	44	✗	✗
Pkn Orlen	323	0,59	29	44	11	38	✗	✗
Santander Bank Polska Sa	367	0,56	25	40	10	53	✗	✗

List of all companies in Poland including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
135	1	0,74	Grupa Lotos Sa	536	10	0,40	Cyfrowy Polsat Sa
220	2	0,66	Bank Polska Kasa Opieki	536	10	0,40	Pge Sa
293	3	0,61	Orange Polska Spółka Akcyjna	577	12	0,36	Jastrz?bska spółka w?glowa spółka akcyjna
323	4	0,59	Polski Koncern Naftowy Orlen Spółka Akcyjna	596	13	0,31	Asseco Poland Spółka Akcyjna
367	5	0,56	Santander Bank Polska	615	14	0,25	Cd Project Sa
398	6	0,54	Powszechny zak?ad bezpiecze? Spółka akcyjna	615	14	0,25	Kghm
420	7	0,52	Pzu Group	620	16	0,23	Ccc Sa
433	8	0,51	Tauron Polska Energia	623	17	0,22	Lpp
498	9	0,45	Mercator Medical Spółka Akcyjna	625	17	0,22	Pko Bank
				627	19	0,21	Dino Polska
				640	20	0,12	Polskie Górnictwo Naftowe I Gazownictwo Spółka Akcyjna

⁴³ For easier visualisation, the GDI scores are displayed with two digits (from 0.00 to 2.00). Companies that may appear to have the same GDI score may actually show differences when all digits are taken into account.

List of companies in Poland which could not be included in the analysis since information on certain levels of governance was not publicly available, but which are part of the wider database:

COMPANY	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
Allegro.eu	6	25	33	66	