Information on Gender Balance within LPP S.A.'s Governing Bodies

Since 18 August 2026, new regulations on gender balance on the governing bodies of listed companies have been in force. These regulations result from the transposition into Polish law of Directive (EU) 2022/2381 (the so-called 'Women on Boards' Directive). LPP S.A. is also subject to these regulations.

Gender balance in the Company's governing bodies

LPP S.A. is obliged to strive to ensure gender balance on the Management Board and the Supervisory Board. This requirement is met if, in total:

- persons belonging to the under-represented gender hold a number of positions as close as possible to 33 per cent of the total number of positions on the Management Board and the Supervisory Board;
- persons of that gender are represented in each of these bodies.

The under-represented gender is defined as the gender whose representatives hold no more than 49 per cent of the total number of seats on both bodies.

Gender Balance Policy

LPP S.A. has adopted a Gender Balance Policy for the governing bodies of LPP S.A., which sets out in particular:

- the rules for nominating candidates for the Management Board and the Supervisory Board, and the criteria for their assessment;
- the rules for monitoring and reporting on the effectiveness of achieving the gender balance objective;
- human resources management measures aimed at ensuring gender balance.

The policy is available on the Company's website together with this notice.

Rules for the selection of candidates

If the required level of gender balance is not achieved, candidates for the governing bodies of LPP S.A. are assessed according to clear, neutral and non-discriminatory criteria, defined prior to the start of the selection process. The qualifications, experience and competences of the candidates are of paramount importance.

In the event of equivalent qualifications, priority is given to a candidate belonging to the under-represented gender, subject to the exceptions provided for by law.

Annual report

LPP S.A. prepares an annual report containing information on:

- the representation of women and men on the Management Board and the Supervisory Board;
- measures taken to ensure gender balance;
- the reasons for failing to achieve the required level and the measures to be taken to achieve it – if this target has not been met.

The report is made available on the Company's website and submitted to the relevant government authority.

Penalties for breach of obligations

The Polish Financial Supervision Authority may impose a fine of up to PLN 500,000 on LPP S.A. for failure to fulfil or improper fulfilment of obligations relating to:

- the process of selecting candidates for the Management Board or the Supervisory Board;
- the preparation of the annual report on gender balance.

Failure to achieve the required level of gender representation does not in itself incur a financial penalty. The Polish Financial Supervision Authority may also request access to information and documents and issue recommendations aimed at rectifying breaches.

Legal basis

- Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (the so-called 'Women on Boards' Directive);
- the Act of 29 July 2005 on public offerings and the conditions for the admission of financial instruments to organised trading and on public companies, in particular the provisions of Chapter 4aa.