BANK BPH S.A. BECOMES EQUAL-SALARY CERTIFIED

Vevey / Gdańsk, 23 November 2026 – The EQUAL-SALARY Foundation is pleased to announce that Bank BPH S.A. has obtained the *Equal Pay and Opportunities certification, by EQUAL-SALARY* certification, a symbol of excellence in terms of equality for all employees of Bank BPH S.A. in Poland. After successfully passing the statistical analysis of its salaries, Bank BPH S.A. underwent an internal audit entrusted to Forvis Mazars, proving that it practices equal pay and equal opportunities for women and men.

The *Equal Pay and Opportunities, by EQUAL-SALARY* certification is valid for three years, during which, the company undergoes two monitoring audits. After 3 years, if the organisation wants to keep its label, it needs to renew the certification process with a new salary analysis and a full on-site audit.

"We warmly congratulate Bank BPH S.A. on this outstanding achievement. By earning certification, the bank has shown real courage and vision, placing equal pay and equal opportunities at the heart of how it is run. In a sector built on trust, being able to prove that every employee is paid and promoted fairly is a remarkable sign of integrity and a real competitive advantage. Bank B.P.H is now a role model for the financial sector, and I hope many more banks will follow its inspiring example. The question is no longer whether to act, but who will lead ", commented Lisa Rubli, CEO of the EQUAL-SALARY Foundation.

"For years, the bank's strategy has focused on building an inclusive workplace based on equal opportunities, transparency, and respect for people. Our key priorities include ensuring equal pay and increasing the representation of women in top management positions. These initiatives include regularly analyzing and eliminating pay gaps, developing transparent remuneration policies, and supporting women in their career development through mentoring, coaching, development programs, and succession planning. This certification validates our efforts and confirms that the bank is a responsible employer that builds a sustainable respect for people culture. We are pleased to join the select group of companies in Poland that have been awarded this certification," says Pawel Bandurski, CEO of Bank BPH S.A.

"Creating a workplace where every team member feels valued and enjoys an equal playing field for growth is a core pillar of our organizational culture. We actively champion inclusive leadership and cultivate full managerial accountability for equal treatment, as we firmly believe that a mature organization derives its strength from diverse perspectives and backgrounds", added Agnieszka Bukowska, HR Director at Bank BPH

About the EQUAL-SALARY Foundation

EQUAL-SALARY is a non-profit foundation established in 2010. It offers certification procedures based on a robust methodology comparable to an ISO standard for salaries and processes. The development of EQUAL-SALARY certification has been financially supported by the Federal Office for Gender Equality (FOGE), and its methodology, developed in collaboration with the University of Geneva, has been recognised by the Swiss Federal Court. It is the only certification for equal pay recognised by the European Commission in a report on the pay gap. EQUAL-SALARY is also a member of EPIC - the International Coalition for Equal Pay, the United Nations Global Compact and, the Alliance for Pay Transparency.

To date, the EQUAL-SALARY Foundation has certified companies in 90 countries, involving more than half a million employees. A number of certified companies have renewed their commitment up to six times, demonstrating a strong desire to promote fairness and strengthen the trust and respect of their employees, customers and, partners. As an EQUAL-SALARY employer, an organisation is in an excellent position to attract and retain talent and to prove that it respects the rules of good governance.

About the *Equal Pay and Opportunities, by EQUAL-SALARY* certification process, a symbol of excellence

Similar to an ISO standard for wages, the *Equal Pay and Opportunities, by EQUAL-SALARY* process includes two phases: First, experts contracted by EQUAL-SALARY run statistical analyses of salary data. Upon concluding phase one successfully, demonstrating an overall pay gap equal to or lower than 5 per cent, phase two is initiated. Phase two consists of an audit conducted by major audit firms such as Forvis Mazars or SGS, who assess both the company's overall commitment to equal pay and equal opportunities, and its implementation in Human Resources processes. To allow a comprehensive approach, top management, HR and employees are involved by means of surveys and interviews during the on-site audit. Only the companies that successfully meet all requirements of all phases are awarded the *Equal Pay and Opportunities, by EQUAL-SALARY* certification, proving their excellence in equal pay and equal opportunities.

The *Equal Pay and Opportunities, by EQUAL-SALARY* certification allows organisations to verify and communicate that they pay their employees fairly and offer equal opportunities across gender, ethnicity, or both. It is a practical and scientific solution to achieve transparency while preserving confidentiality.

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