

**World Bank Group (WBG) Governors' Declaration
to Promote Women Representation on the Board of Executive Directors**

In pursuit of the World Bank Group's mission to end poverty and promote shared prosperity on a livable planet, it is essential for the WBG to be an innovative, ambitious, and effective partner to its clients. Achieving this objective requires a Board that reflects a diversity of knowledge, and skills, and critically women's voice and representation.

Governors of the World Bank Group are fully committed to more gender balanced Boards of Executive Directors. As research shows, improving gender representation in boards of international financial institutions enhances capability and expertise in corporate governance oversight and decision-making, with improved efficiency and effectiveness which can lead to greater development impact.

Gender equality, diversity, and inclusion must be priorities at all levels of the World Bank Group. The organization recognizes the importance of taking concrete steps towards gender equality in both its operations and organizational structure. Data shows that progress is being made but more can be done. Today, there is not enough representation of women, at the levels of Executive Directors and Alternate Executive Directors.

Governors of the World Bank Group commend the efforts of the WBG Board of Executive Directors and its working group on Gender aimed at enhancing gender equality and diversity at the WBG Board. To further their commitment to gender equality, Governors commit to more representation of women at the WBG Board. Governors aspire to achieve 40-50 percent of combined Executive Director and Alternate Executive Director positions that are held by women over the next two election cycles, starting with the 2026 regular election.

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Date: 26.02.2025

Signature: [Handwritten Signature]