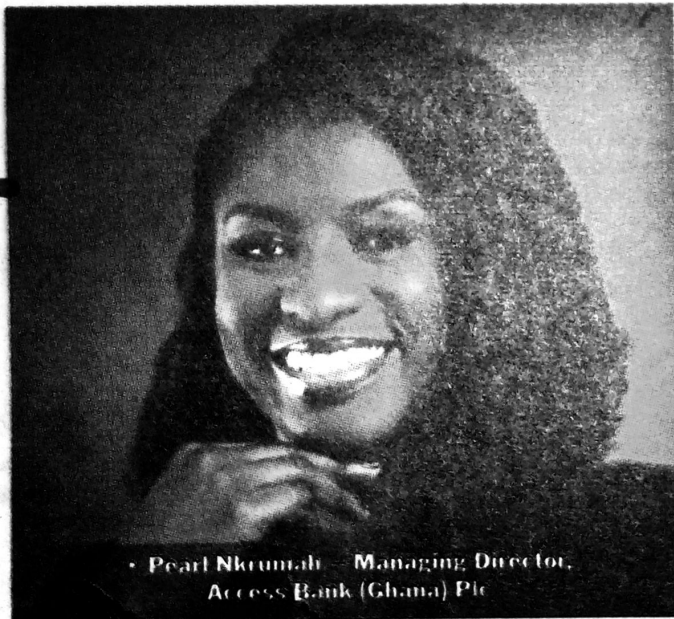


Access Bank Ghana ranked 2nd most gender-diverse board in 2025 index

By Kwame Larweh

ACCESS Bank (Ghana) Plc has secured second place among Ghana's most gender-diverse corporate boards, according to the Ghana Board Diversity Index Report 2025. The bank achieved 44 per cent female representation on its board, far surpassing the national average of 25 per cent across the 36 companies listed on the Ghana Stock Exchange.

The annual report, produced by The Boardroom Africa in partnership with the Ghana Stock Exchange, placed Access Bank firmly in the "Gender Champions" category—reserved for companies with at least 30 per cent women on their boards—a threshold met by only 39 per



Pearl Nkrumah - Managing Director,
Access Bank (Ghana) Plc

cent of listed firms. Notably, 50 per cent of Access Bank Ghana's Non-Executive

Directors are women. The bank also stands out as one of the few listed companies led

by both a female Board Chair, Ms Ama Sarpong Bawuah, and a female Chief Operating Officer. Reacting to the ranking, Board Chair Ama Sarpong Bawuah said: "Our diversity agenda is integral to our culture and our business. We believe organisations that reflect the diversity of their markets are better equipped for innovation, sustainability, and long-term value creation."

Managing Director Pearl Nkrumah added: "Diversity is not just a metric for us; it is a strategic imperative. The presence of women at the highest levels of leadership has strengthened our governance, broadened our perspectives, and enhanced our decision-making." Despite a modest 1 per cent national

increase in women's board representation since 2024, progress remains slow.

Report

The report reveals that 61 per cent of listed companies still fall below the 30 per cent diversity benchmark, while 14 per cent have no women on their boards at all. The Index also found that companies chaired by women are nearly twice as likely to meet or exceed the 30 per cent threshold—a trend

Access Bank Ghana exemplifies. Through targeted recruitment, leadership training, mentorship programmes, and

strategic policies, the bank says it is actively building a strong pipeline of female leaders both within the organisation and in the communities it serves. Access Bank Plc operates as a full-service universal bank with over 700 branches and service outlets across 23 countries, including the UAE, UK, France, Hong Kong, and representative offices in China, India, and Lebanon.

