

Information for shareholders of Santander Bank Polska S.A. regarding item 17 of the agenda

Presentation of the amendments introduced by the Supervisory Board to the Supervisory Board Members of Santander Bank Polska S.A. Suitability Assessment Policy and to the Supervisory Board Members of Santander Bank Polska S.A. Appointing and Succession

On 29 September 2021, the Supervisory Board adopted resolutions concerning amendments to: of the Supervisory Board Members of Santander Bank Polska S.A. suitability assessment Policy and to the Supervisory Board Members of Santander Bank Polska S.A. appointing and succession policy. The amendments were introduced due to KNFS's Recommendation Z related to the internal governance in banks and also the guidelines of the European Banking Authority of 2 July 2021 on the assessment of the suitability of members of the management body and key function holders (EBA/GL/2021/06).

In the Supervisory Board Members suitability assessment policy the process and criteria are described in more details. Also the new ratio of the members of underrepresented gender is set at the minimum level of 40%. Moreover, the criteria related to money laundering prevention and terrorism financing prevention were added.

The Supervisory Board Members appointing and succession policy was supplemented by description of circumstances when a Supervisory Board Member is appointed or removed and by rules of conduct in the event of unexpected absence of the Member and rules ensuring the business continuity of the Supervisory Board.

In line with § 2 of resolution no. 32 of the Annual General Meeting of Shareholders of 16 May 2019, the Supervisory Board informs shareholders about changes made to the Policy at the first AGM meeting thereafter.
