

Information for shareholders of Santander Bank Polska S.A.

Remuneration Policy for members of the Supervisory Board of Santander Bank Polska S.A. and Remuneration Policy for members of the Management Board of Santander Bank Polska S.A. (item 14 of the agenda)

The Remuneration Policy for members of the Supervisory Board of Santander Bank Polska S.A. and the Remuneration Policy for members of the Management Board of Santander Bank Polska S.A. were updated given the need to reflect the provisions of the remuneration policy of the parent entity and introduce some minor editorial changes, fleshing out specific provisions. One of the changes to the Remuneration policy for members of the Supervisory Board of Santander Bank Polska S.A. consists in differentiating between the notion of the term of office and the mandate, in accordance with the rules arising from the Commercial Companies Code.