

Information for shareholders of Santander Bank Polska S.A.

Change of remuneration of the Supervisory Board chair (item 15 of the agenda)

The change in the monthly remuneration of the Chairman of the Supervisory Board is due to the need to keep the remuneration of Supervisory Board members competitive with other banks. (The Chairman's remuneration has not been updated since March 2021). To that end, the Bank analysed the reports on board directors remuneration of the biggest banks in Poland and presented the recommendation of increasing the monthly rate for the Supervisory Board's chair in line with the presented draft resolution. Remuneration of other Supervisory Board members is not changed.