

## Information for shareholders of Santander Bank Polska S.A.

### Gender Balance Policy; authorisation for the Supervisory Board (item 18 of the agenda)

Legislative work has been started in Poland to transpose the provisions of Directive (EU) 2022/2381 of the European Parliament and of the Council of 23 November 2022 on improving the gender balance among directors of listed companies and related measures (OJ L of the European Union | L 315/44 of 7 December 2022, page 44) ( **Directive**). The Directive should have been implemented not later than 28 December 2024. To this end, a project is currently being developed through the adoption of draft provisions amending the Act on public offering, conditions governing the introduction of financial instruments to organised trading, and on public companies and the Act on the implementation of certain provisions of the European Union on equal treatment ( **Bill**).

The Bill envisages the obligation to adopt by the General Meeting of Santander Bank Polska S.A. ( **Bank**) a gender balance policy ( **Policy**) by 30 June 2025, unless the rules for ensuring the gender balance on the Bank's boards have been included in other regulations adopted by the company.

By the date of the announcement of convening the Annual General Meeting, the Bill has not been adopted whilst its provisions may be still amended.

The rules for ensuring gender balance on the Bank's boards have been included in other regulations, such as: (i) Santander Bank Polska Management Board Diversity Policy; (ii) Policy on selection and suitability assessment of Management Board members and key function holders at Santander Bank Polska S.A.; and (iii) Policy on the suitability assessment of the Supervisory Board members in Santander Bank Polska S.A.;

The Bank's Strategy for 2024-2026 focuses on, among other things, social responsibility, such as fostering of gender balance among employees (also among board directors), which is part of building a sustainable development model. The Bank's activities are based on the principle of equal opportunities and creating a friendly working environment for everyone. The Bank complies with the gender balance requirements on its boards in accordance with the rules ensuing from the Best Practice for GPW Listed Companies 2021.

Therefore, the draft resolution under item 18 with regard to the Gender Balance Policy – authorisation for the Supervisory Board envisages that the Policy will be adopted by the Supervisory Board and that the Supervisory Board will present it at the nearest general meeting of the Bank.