

*To the Management Board
of Santander Bank Polska S.A.*

Independent Limited Assurance Report

Scope of the service

We have been engaged by the Management Board of Santander Bank Polska S.A. (hereinafter “the Bank”) to perform an independent assurance service giving the limited assurance, the subject of which was to assess the compliance of indicators, selected by the Bank and listed in the Appendix No. 1 to this report (hereinafter “indicators subject to verification”), which were presented in the Responsible Business Report of Santander Bank Polska S.A. for the period from January 1, 2019 to December 31, 2019 (hereinafter “Responsible Business Report”) with the GRI Standards guidelines developed by Global Reporting Initiative (hereinafter “GRI Standards guidelines”) in order to implement the Bank’s policy for external assurance on compliance of the selected parts of the Responsible Business Report to the GRI Standards guidelines in accordance with the GRI Standards guideline No 102-56.

Responsibility of the Management Board of the Bank

The Management Board of the Bank is responsible for preparation and reliable presentation of the indicators subject to verification presented in the Responsible Business Report in accordance with the GRI Standards guidelines. This responsibility also includes design, implementation and maintenance of an internal control system enabling the preparation and presentation of indicators subject to verification free from material misstatement, whether due to fraud or error.

Responsibility of the entity performing the assurance service

Our responsibility was to perform the assurance service giving the limited assurance and to present the results of the work performed.

We conducted our service in accordance with the provisions of the International Standard on Assurance Engagements 3000 *Assurance Engagements other than audit or review of historical financial information* issued by the International Auditing and Assurance Standards Board (IAASB). This Standard imposes on us the obligation to plan and perform procedures in a way to obtain limited assurance that the indicators subject to verification included in the Responsible

Business Report were presented, in all material respects, in accordance with the GRI Standards guidelines.

As a firm we apply *Internal quality control principles for audit firms in the wording of the International Standard on Quality Control 1 (IAASB)*, applied by the National Board of Certified Auditors as national quality control standard, which requires us to implement and maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and ethical requirements of the *Code of Ethics for Professional Accountants of the International Federation of Accountants (IFAC)* applied by the National Board of Certified Auditors, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior as well as other requirements regarding ethics and independence applicable for the attestation service in Poland.

Procedures performed

The selection of procedures depends on our judgment and understanding of the matter being the subject of the service, including our assessment of risk of the material misstatement of the indicators subject to verification. In making assessment of this risk, we consider internal control relevant to the preparation of the Responsible Business Report and presentation of the indicators subject to verification, in order to plan appropriate procedures and not to express an opinion on the effectiveness of its operation.

The procedures carried out also included an assessment of whether the subject of the service is adequate and applied criteria appropriate in the given circumstances.

The scope of procedures performed during a service giving limited assurance is more limited than in a case of a service giving reasonable assurance. Accordingly, the level of assurance obtained with a service giving limited assurance is lower than the level of assurance that would be obtained if a service giving reasonable assurance was performed.

The performed procedures concerned the indicators subject to verification presented in the Responsible Business Report and did not relate to other information included in the Responsible Business Report.

Our procedures included in particular:

- Obtaining, through inquiries, an understanding of the internal control system enabling the preparation of the Responsible Business Report and presenting the indicators subject to verification in that Report,
- Obtaining, through inquiries, an understanding of the methods of collecting source data and the assumptions used for the preparation of indicators subject to verification,
- Verifying the completeness of information and assessing the adequacy of the content of indicators subject to verification with the GRI Standards guidelines,

- Comparison of information contained in indicators subject to verification with the Bank's internal documentation,
- Reconciliation of indicators GRI 102-1, 102-3, 102-5, 102-7, 102-18 and 102-45 to financial statements or Management Board reports on the Bank's activities approved by the General Assembly for the financial year ending December 31, 2018, and/ or to the Bank's accounting records,
- Reconciliation of indicators GRI 102-2, 102-4, 102-6, 102-7, 102-8, 102-9, 102-10, 102-11, 102-12, 102-13, 102-14, 102-16, 102-40, 102-41, 102-42, 102-43, 102-44, 102-45, 102-46, 102-47, 102-48, 102-49, 102-50, 102-51, 102-52, 102-53, 205-3, 103-1, 103-2 406-1 and 419-1 to documents, reports or other sources of information presented by the Bank,
- Reconciliation to the source data provided by the Bank and verification of the mathematical correctness of calculating quantitative indicators (i.e.: GRI 102-8, 401-1, 404-1, 404-3, 405-1 and 405-2).

Opinion

The basis for expressing our opinion are the issues described in this statement, therefore our opinion should be read with regard to these issues.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

On the basis of the procedures carried out, we did not find anything that would suggest that the indicators subject to verification presented in the Responsible Business Report were not presented, in all material aspects, in accordance with the GRI Standards guidelines.

Appendix No. 1 – List of indicators subject to verification

Signed on the Polish original

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KPMG Advisory spółka z ograniczoną odpowiedzialnością sp. k.

Warsaw, August 5, 2020

Appendix No 1 – List of indicators subject to verification

#	GRI Indicator	Indicator title
1	102-1	Name of the organization
2	102-2	Activities, brands, products, and services
3	102-3	Location of headquarters
4	102-4	Location of operations
5	102-5	Ownership and legal form
6	102-6	Markets served
7	102-7	Scale of the organization
8	102-8	Information on employees and other workers
9	102-9	Supply chain
10	102-10	Significant changes to the organization and its supply chain
11	102-11	Precautionary Principle or approach
12	102-12	External initiatives
13	102-13	Membership in associations
14	102-14	Statement from senior decision-maker
15	102-16	Values, principles, standards, and norms of behaviour
16	102-18	Governance structure
17	102-40	List of stakeholder groups
18	102-41	Collective bargaining agreements
19	102-42	Identifying and selecting stakeholders
20	102-43	Approach to stakeholder engagement
21	102-44	Key topics and concerns raised
22	102-45	Entities included in the consolidated financial statements
23	102-46	Defining report content and topic Boundaries
24	102-47	List of material topics
25	102-48	Restatements of information
26	102-49	Changes in reporting
27	102-50	Reporting period
28	102-51	Date of most recent report
29	102-52	Reporting cycle
30	102-53	Contact point for questions regarding the report
31	102-55	GRI content index
32	102-56	External assurance
33	103-1	Explanation of the material topic and its Boundary
34	103-2	The management approach and its components
35	205-3	Confirmed incidents of corruption and actions taken
36	401-1	New employee hires and employee turnover
37	404-1	Average hours of training per year per employee

*Translation of document originally issued in Polish.
The binding Polish original should be referred to in matters of interpretation.*

#	GRI Indicator	Indicator title
38	404-3	Percentage of employees receiving regular performance and career development reviews
39	405-1	Diversity of governance bodies and employees
40	405-2	Ratio of basic salary and remuneration of women to men
41	406-1	Incidents of discrimination and corrective actions taken
42	419-1	Non-compliance with laws and regulations in the social and economic area