

## **Supervisory Board Members' CVs:**

### – **Gerry Byrne**

Gerry Byrne is a graduate of Harvard Business School, Irish Management Institute and Institute of Bankers in Ireland.

Professional background:

- Head of Europe at Santander Group (since April 2019)
- Santander UK Non-Executive Director with Banco Santander (since December 2017)
- Deputy Chairman of the Supervisory Board of Bank Zachodni WBK S.A. (2001–2011)
- Managing Director of Central Eastern Europe Division, AIB Group (2009–2010)
- Managing Director of AIB Poland Division (2001–2008)
- Managing Director of ARK Life Assurance Company Limited (1997–2000)
- A number of management roles with AIB Group (1973–1997)

Since 2011, Gerry Byrne has been the Chairman of the Supervisory Board of Santander Bank Polska S.A.

Mr. Gerry Byrne does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and he meets the requirements stipulated in Banking Law act dated 29 August 1997.

### – **José Luís de Mora**

José Luis De Mora is ICADE University graduate (degree in law and economics). He also holds an MBA degree from Boston College and is a Chartered Financial Analyst.

Professional background:

- Senior Vice President supervising financial planning and corporate development at Santander Group, responsible for planning an organic growth strategy, corporate acquisitions and the Group's expansion (since 2003)
- Head of Santander Consumer Finance Europe (since January 2020)
- Member of the Board of Sovereign Bank (2012–2015) and the Board of Santander Consumer USA (2012–2013)
- Member of the Board of Santander Consumer (2015–2019)
- Analyst with Merrill Lynch, responsible for Pan-European banks, including Spanish, French and Italian banks (1998–2003)
- Analyst with Kleinwort Benson, responsible for Spain's equity and banking market (1994–1998)
- Between 1992 and 1994, José Luis De Mora worked for Corporate Finance in Daiwa Securities; and before that at the Bank of Spain.

Since April 2011, José Luis De Mora has been the Deputy Chairman of the Supervisory Board, and since May 2017: member of the Nominations Committee and the Remuneration Committee at Santander Bank Polska S.A.

Mr. José Luís de Mora does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and he meets the requirements stipulated in Banking Law act dated 29 August 1997.

### – **Dominika Bettman**

Graduate of Warsaw School of Economics, Foreign Trade Faculty and Advanced Management Program IESE in Barcelona. She has worked for 25 years for Siemens Polska, where prior to taking up the CEO function she was the company's CFO among others.

Actively engaged in the initiatives and work of groups whose activities fit into her key focus areas and values – sustainable development, corporate social responsibility, greater female representation in different fields (such as science and technology), promotion of diversity and inclusive management, e.g. as a member of the Responsible Business Forum, Polish Confederation Lewiatan, the council of Open Eyes Economy Summit and president of the National Chamber of Commerce for Electronics and Communications. She is a member of the Access Board at the Ministry of Investment and Economic Development. In April 2019, she was appointed to the Council of the Warsaw University of Technology.

Professional background:

- Chief Executive Officer in Siemens sp. z o.o. – since April 2018
- Head of Digital Industries in Siemens Polska since April, 2019
- Member of the Supervisory Board of Eurobank S.A. (2015-2019)
- Chief Financial Officer in Siemens sp. z o.o. (2009-2018)
- Member of the Management Board and Chief Financial Officer, Nokia Siemens Networks (2007-2009)
- Financial Director, Siemens Telecommunication Division (2004-2007)
- Financial Director, Siemens IT Division (2002-2004)
- Senior Commercial Manager in Siemens sp. z o.o. (1997-2002)
- Logistics Manager, Siemens Nixdorf Poland (1995-1997)

Ms. Dominika Bettman meets the criteria required for the independent Supervisory Board Members.

Ms. Dominika Bettman does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and she meets the requirements stipulated in Banking Law act dated 29 August 1997.

– **José García Cantera**

José García Cantera holds an MBA degree from IE Business School.

Professional background:

- Senior Vice President and Chief Financial Officer of Banco Santander (since January 2015)
- Head of Global Banking and Markets at Santander Group (2012–2015)
- CEO of Banesto (2006–2012)
- Senior Vice President in charge of the Global Banking and Markets Division of Banesto (2003)
- Chairman of the Board of Santander de Titulizaciones SGFT and Santander Investment S.A.; Director at Santander Spain and SAM Investment Holdings
- Senior executive positions at Salomon Brothers-Citigroup: member of the Management Committee of Citigroup EMEA, and of the Board of Directors of Citigroup Capital Markets UK and Citigroup EMEA
- Latin America stock analyst (1995–2002), awarded the title of the best analyst by e.g. Institutional Investor, Reuters, Extel and Global Investor

Since April 2015, José García Cantera has been a member of the Supervisory Board of Santander Bank Polska S.A.

Mr. José García Cantera does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and he meets the requirements stipulated in Banking Law act dated 29 August 1997.

– **Danuta Dąbrowska**

Danuta Dąbrowska holds an MA degree from the University of Horticulture and Food Industry in Budapest. Since 1999, she has been a member of the Chartered Association of Certified Accountants. She also completed the Advanced Strategic Management Programme at IMD, Switzerland, and “Best-In-Retail” Programme at Harvard Business School. Danuta Dąbrowska is the Founding Member of FINEXA (Polish Association for Financial Directors).

Professional background:

- Member of the Supervisory Board and Chairman of the Audit Committee at Budimex S.A. (since May 2019)
- Member of the Audit Committee at the Polish Council of Shopping Centres (Polska Rada Centrów Handlowych) (since June 2018)
- Member of the Management Board, Vice-President, CFO for Eastern Europe, Pandora Jewelry CEE (2009–2019)
- Member of Management Board, Vice-President, CFO for Middle East and Africa in Panmeas Jewellery LLC (Pandora) (2016–2018)
- Member of the Supervisory Board at Herkules S.A. (2012–2017)
- Member of the Board, CFO (for Eastern Europe and Middle East) ECCO Sko A/S (2004–2008)
- CFO of TP Internet (France Telecom Group) (2002–2003)
- Head of the Financial and Business Control Department of Ericsson, Warsaw and Stockholm (1997–2001)
- Audit Manager at Coopers & Lybrand (1993–1997)
- Financial Assistant at Arthur Andersen & Co. (1991–1993)

Since April 2014, Danuta Dąbrowska has been a member of the Supervisory Board, the Audit and Compliance Committee (Committee Chairman in 2016–2017), the Nominations Committee and the Remuneration Committee (Committee Chairman since May 2017) at Santander Bank Polska S.A.

Ms. Danuta Dąbrowska meets the criteria required for the independent Supervisory Board Members.

Ms. Danuta Dąbrowska does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and she meets the requirements stipulated in Banking Law act dated 29 August 1997.

– **David Hexter**

David Hexter is a graduate of Oxford University (Philosophy, Politics and Economics) and University College of London (Law and Political Theory). He holds an MBA from Cranfield School, an MPhil from Birkbeck, University of London, and a PhD from Queen Mary University of London.

Professional background:

- Independent Director and Consultant of a number of commercial firms, banks and equity funds operating in Russia, Kazakhstan, Denmark, Vietnam and Greece (since 2004)
- European Bank for Reconstruction and Development (1992–2004): Head of the Financial Institutions Department (1992–1996) Deputy Vice President of the Banking Department; Chairman of the Equity Investment Committee, responsible for approval of EBRD loans and projects (1996–2004)
- He has held executive positions at Citibank N.A. in Luxembourg, Belgium, Greece, the UK, the US and Switzerland (1970–1992) He was appointed Senior Credit Officer in 1986. Between 1989 and 1992, he was Citibank’s Division Executive for Central and Eastern Europe, including oversight of its business in Poland

Since February 2013, David R. Hexter has been a member of the Supervisory Board, the Risk Committee and the Audit and Compliance Committee (Committee Chairman since May 2017) at Santander Bank Polska S.A.

Mr. David Hexter meets the criteria required for the independent Supervisory Board Members.

Mr. David Hexter does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and he meets the requirements stipulated in Banking Law act dated 29 August 1997.

– **Isabel Guerreiro**

Isabel Guerreiro has a proven track record in development and management of IT systems and strategic projects in the financial sector. She holds an MSC degree in Computer Science from Instituto Superior Técnico in Lisbon and an MBA degree from INSEAD. She is a graduate of Strategic Finance in Banking at Wharton Business School. She completed a number of specialist courses for senior executives, e.g. Design Thinking BootCamp at Stanford University, and Driving Digital and Social Strategy at Harvard University. Since 2005, she has been employed with Banco Santander Totta S.A., Portugal.

Professional background:

- Board Member, Head of Digital and Transformation at Banco Santander Totta S.A. (since January 2019)
- Deputy Head of Digital Transformation in charge of operational management of traditional and digital channels at Banco Santander Totta S.A. (2014–2018)
- Head of Wholesale Strategy at Banco Santander Totta S.A. (2013–2014)
- Head of Branch Network Dynamics at Banco Santander Totta S.A. (2009–2013)
- Member of the Retail Banking Office at Banco Santander Totta S.A. (2006–2008)
- Sub-Director, Retail Business, Banco Santander Totta S.A. (2005–2006)
- From 1995 to 2003, she worked for Novabase Sistemas de Informação S.A., first as a programmer and system analyst and then as a project manager and senior manager
- Lecturer in Computer Science at Instituto Superior Técnico in Lisbon (1992–1994)

Since September 2019, she has been a member of the Supervisory Board of Santander Bank Polska S.A.

Ms. Isabel Guerreiro does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and she meets the requirements stipulated in Banking Law act dated 29 August 1997.

– **John Power**

John Power is a financial consultant and a senior executive with more than 30 years of experience in financial services.

Professional background:

- Chairman of Lelewela Enterprises Limited, operating the Roche-Bobois franchise network in Ireland
- General Director at Allied Irish Banks p.l.c., key person in the development of the Capital Markets
- Fellow of Institute of Chartered Secretaries and Administrators (since 1998)
- Fellow of Association of Chartered Certified Accountants (since 1997)
- Fellow of Institute of Bankers in Ireland (since 1992)
- Member of the Supervisory Board and Chairman of the Audit Committee at Santander TFI S.A. (March 2016–March 2018)

- Member of the Supervisory Board and Chairman of the Audit Committee of BZ WBK Asset Management S.A. (2009–March 2016)
- Member of the Supervisory Board and Chairman of the Audit Committee at Dom Maklerski BZ WBK S.A. (2009–2014)
- Member of the Board and Chairman of the Audit and Risk Committee of Bulgarian American Credit Bank (October 2008–July 2011)
- Member of the Supervisory Board of Santander Leasing S.A. (since September 2018)
- Chairman of the Supervisory Board of Santander Securities S.A. (November 2018–November 2019)
- Chairman of Touchtech Payments Ltd; Chairman of DCU Commercial DAC

Mr. John Power is a Member of the Supervisory Board of Santander Bank Polska S.A. since 2002.

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#### – **Jerzy Surma**

Jerzy Surma is a graduate of the Wrocław University of Technology (Faculty of Computer Science and Management). He holds a PhD in Economic Sciences from the Wrocław University of Economics. Jerzy Surma also completed the IFP programme at IESE Business School and the Executive Programme at MIT Sloan School of Management.

Professional background:

- An academic at the Warsaw School of Economics (since 2006): currently Associate Professor in the Collegium of Economic Analyses and Head of Post-graduate Business Intelligence and Cybersecurity Management Studies at the Warsaw School of Economics
- Head of the National Cryptologic Centre (Narodowe Centrum Kryptologii) (February 2018–January 2019)
- Visiting Scholar at Harvard Business School and University of Massachusetts (2011–2014)
- Member of the Supervisory Board of Kęty Group (2008–2017)
- Head of Business Consulting in IMG Information Management Polska responsible for the implementation of business intelligence systems, business process re-engineering and IT advisory services for the telecommunications, manufacturing and retail sectors (2002–2006)
- Head of Software Development Department of T-Systems Polska (1999–2002)

Since May 2012, Jerzy Surma has been a member of the Supervisory Board, member of the Audit and Compliance Committee and the Remuneration Committee, and Chairman of the Risk Committee at Santander Bank Polska S.A.

Mr. Jerzy Surma meets the criteria required for the independent Supervisory Board Members.

Mr. Jerzy Surma does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and he meets the requirements stipulated in Banking Law act dated 29 August 1997.

#### – **Marynika Woroszyńska-Sapieha**

Marynika Woroszyńska-Sapieha is a graduate of the Medical University of Warsaw and International Executive Program INSEAD in Fontainebleau.

Professional background:

- Member of the Supervisory Board of Polpharma Group (since April 2017)
- Member of the Council of the University of Warsaw (since June 2019)

- Advisor to the President of the Management Board of Polpharma Group (2016–2017)
- Marynika Woroszyńska-Sapieha started her professional career in the pharmaceutical industry in 1994. Starting from 1998, she worked for Sanofi Group, one of the leaders of the pharmaceutical sector. In 2004–2015, she was the President of the Management Board and the General Manager of the branch in Poland
- For more than a decade, she worked at the Institute of Cardiology in Anin where she was part of a team which was the first in Poland to introduce a number of new techniques in the field of interventional cardiology. She was one of few female experts in the field
- In 2005–2012, she was a member of the Management Board of INFARMA, Employers' Union of Innovative Pharmaceutical Companies. In 2012–2014, she was the President of the Board. As the Management Board member of an industry organisation, Marynika Woroszyńska-Sapieha was responsible for ensuring compliance with the code of ethics and the transparency directive, protection of intellectual rights and promotion of innovation in Poland
- She is a member of INSEAD Alumni Club and was awarded the National Order of the Legion of Honour

Since April 2014, she has been a member of the Supervisory Board, since May 2017: a member of the Nominations Committee (since September 2019 – its Chairperson), the Remuneration Committee and the Audit and Compliance Committee at Santander Bank Polska S.A.

Ms. Marynika Woroszyńska-Sapieha meets the criteria required for the independent Supervisory Board Members.

Ms. Marynika Woroszyńska-Sapieha does not conduct operations competitive against the Bank and is not recorded in the Insolvent Debtors Register run pursuant to the National Court Register Act dated 20 August 1997, and she meets the requirements stipulated in Banking Law act dated 29 August 1997.