

Appointment and re-election of directors

In relation to items 3 B through 3 F of the agenda, the curriculum vitae and category of the directors whose re-election is submitted by the board of directors of the Bank, following the proposal of the nomination committee, to the approval of shareholders at the general shareholders' meeting are set out below.



Mr Luis Isasi Fernández de Bobadilla

Item
3 B

Nationality: Spanish. Born in 1956 in Jerez de la Frontera, Spain.

Education: Degree in Economics and Business Administration and an MBA from Columbia Business School.

Experience: Mr Isasi began his career at Abengoa, before holding various executive positions at JP Morgan in New York and First National Bank of Chicago in London. In 1987, he joined Morgan Stanley where he was managing director of investment banking for Europe and Chair and Country Head for Spain (1997-2020) and senior advisor (2020-2023). He has also been director of Madrileña Red de Gas, S.A. and Sociedad Rectora de la Bolsa de Madrid, S.A., as well as an independent director of Grifols, S.A.

Other positions of note: Mr Isasi is non-executive chair (independent) of Logista Integral, S.A. (LOGISTA).

Positions in other Grupo Santander companies: Mr Isasi is the non-executive chair of the board of Santander España business unit.

Category of director: External.



Mr Héctor Blas Grisi Checa

Item
3 C

Nationality: Mexican. Born in 1966 in Mexico City, Mexico.

Education: Degree in Finance from Universidad Iberoamericana (Mexico City).

Experience: He joined the Group in 2015 as executive chair and CEO of Banco Santander México and Grupo Financiero Santander México, S.A. de C.V., and he was also named regional head for North America (2019-2022). Before joining Santander, he worked in Mexico and the United States. He spent 18 years in several leadership roles at Crédit Suisse, including head of investment banking for Mexico, Central America and the Caribbean, and chair and CEO of Crédit Suisse México. He previously held several roles in the corporate and investment banking divisions of Grupo Financiero Invermexico and Casa de Bolsa Inverlat. He was vice chair of *Asociación de Bancos de México* ("Bank Association of Mexico") from 2011 to 2014.

Other positions of note: He is non-executive chair of Cogrimex, S.A. de C.V.

Positions in other Grupo Santander companies: He is a non-executive director of Grupo Financiero Santander México, S.A. de C.V. and PagoNxt, S.L.

Category of director: Executive.



Mr Glenn Hogan Hutchins

Item
3 D

Nationality: American. Born in 1955 in Virginia, United States.

Education: Degree in law and MBA from Harvard University.

Experience: He is the co-founder of Silver Lake, a US technology investment firm, where he was CEO until 2011. He was previously senior managing director at The Blackstone Group (1994-1999) and Thomas H. Lee Co (1985-1994), and a consultant at Boston Consulting Group. He was also chair of SunGard Data Systems (2005-2015), and a director of NASDAQ (2005-2017) and Virtu Financial (2017-2021). He was director and chair of the audit and risk committees of the Federal Reserve Bank of New York from 2011 to 2021. He has also served on the board of institutions such as the Harvard Management Company, which manages Harvard University's endowment. He was also an advisor to President Clinton during his transition to power and special advisor to the White House on economic and healthcare policy.

Other positions of note: He is non-executive chair of the investment firm North Island Ventures, an independent director of AT&T and lead independent director of CoreWeave, Inc. He is also a member of the international advisory board and investment board of Singapore's Government Investment Corporation (GIC), co-chair of the Brookings Institution, chair emeritus of the not-for-profit organisation CARE, and vice chair of the Obama Foundation. In addition, he serves on the executive committee of the Boston Celtics basketball team.

Category of director: Independent.



Mrs Pamela Ann Walkden

Item
3 E

Nationality: British. Born in 1960 in Worcester, England.

Education: Master's degree in Economics from Cambridge University.

Experience: She has served in various senior management positions at Standard Chartered Bank, including as group head of human resources, chief risk officer, group treasurer, group head of asset and liability management and regional markets, group head of internal audit, group head of corporate affairs and group manager of investor relations. In addition, she served as an independent member of the UK Prudential Regulation Authority (PRA) Regulatory Reform Panel, as a member of the European Banking Authority (EBA) Stakeholder Group, and a member of the Welfare and Ethics Committee of the Royal Veterinary College.

Other positions of note: She is a member of the advisory board of JD Haspel Limited.

Positions in other Grupo Santander companies: She is a non-executive director of Santander UK PLC and Santander UK Group Holdings PLC.

Category of director: Independent.



Ms Ana Patricia Botín-Sanz de Sautuola y O'Shea

Item
3 F

Nationality: Spanish. Born in 1960 in Santander, Spain.

Education: Degree in Economics from Bryn Mawr College, Pennsylvania.

Experience: She joined Banco Santander after working at JP Morgan (New York, 1980-1988). She was appointed senior executive vice president in 1992. Between 1992 and 1998, she led Santander's expansion into Latin America. In 2002, she was appointed executive chair of Banesto. Between 2010 and 2014, she was CEO of Santander UK PLC, of which she was a non-executive director until April 2021. In 2014, she was appointed executive chair of Banco Santander. She was also a non-executive director of Santander UK Group Holdings PLC (2014-2021) and chair of the European Banking Federation (2021-2023).

Other positions of note: She is a member of the board of directors of The Coca-Cola Company and chair of the Institute of International Finance (IIF). She is also founder and chair of the CyD Foundation (which supports higher education) and the Empieza por Educar Foundation (the Spanish subsidiary of the international NGO Teach for All), as well as sitting on the advisory board of the Massachusetts Institute of Technology (MIT).

Positions in other Grupo Santander companies: She is non-executive chair of Open Bank, S.A., Santander Consumer Finance, S.A., Open Digital Services, S.L., PagoNxt, S.L., Universia España Red de Universidades, S.A. and Universia Holding, S.L., and a non-executive director of Santander Holdings USA, Inc. and Santander Bank, N.A.

Category of director: Executive.