

## APPOINTMENT AND RE-ELECTION OF DIRECTORS

In relation to items 3 B through 3 H of the agenda, the curriculum vitae and category of the directors whose appointment, ratification or 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 Héctor Grisi (Item 3 B)

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**Profile description:**

Joined the board in 2023.

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

**Education:** Degree in Finance from the Ibero-American University of Mexico City.

**Experience:** He joined the Group in 2015 as executive chair and chief executive officer of Santander México and Grupo Financiero Santander México, and in 2019, he was additionally named Regional Head for North America, whose primary markets are Mexico and the United States. Before joining Santander, he had spent 18 years at Credit Suisse in several leadership roles, including head of investment banking for Mexico, Central America and the Caribbean, as well as executive chair and chief executive officer of Credit Suisse México. He previously held various positions 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:** Non-executive chair of Cogrimex, S.A. de C.V.

**Positions in other Group companies:** Non-executive director of Grupo Financiero Santander México, S.A. de C.V. and of PagoNxt, S.L.

**Category of director:** Executive

## Mr Glenn Hutchins (Item 3 C)

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### **Profile description:**

Joined the board in 2022.

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

**Education:** JD degree and MBA from Harvard University.

**Experience:** Co-founder of Silver Lake, a US technology investment entity, where he was CEO until 2011. He was previously senior managing director of the Blackstone Group (1994-1999) and of Thomas H. Lee Co (1985-1994), and a consultant at Boston Consulting Group. He was also chairman of SunGard Data Systems (2005-2015) and a director of Nasdaq (2005-2017) and Virtu Financial (2017-2021). He was a director and chairman of the audit and risk committees of the Federal Reserve Bank of New York from 2011 to 2021. He has also been a director of institutions including the Harvard Management Corporation, which manages Harvard University's endowment. Additionally, he was an adviser in President Clinton's transition into office and a special economic policy and healthcare adviser to the White House.

**Other positions of note:** He is the non-executive chairman of the North Island Ventures investment firm and an independent director of AT&T. He is also a member of the international advisory board and investment board of the Singapore sovereign wealth fund (GIC), co-chair of the Brookings Institution, chair of the CARE foundation and vice chair of the Obama Foundation. Additionally, he is a member of the executive committee of the Boston Celtics Basketball team.

**Category of director:** Independent.

## Mrs Pamela Walkden (Item 3 D)

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**Profile description:**

Joined the board in 2019.

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

**Education:** Degree in Economics from Cambridge University.

**Experience:** She has served in a number of senior management positions at Standard Chartered Bank, among them, she has been head of human resources, risk, treasury, asset and liability management and regional markets, internal audit, institutional relations and investor relations. In addition, she was an independent member of the UK Prudential Regulation Authority (PRA) Regulatory Reform Panel and a member of the European Banking Authority (EBA) Stakeholder Group, as well as 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 Group companies:** She is an independent director of Santander UK PLC and of Santander UK Group Holdings PLC.

**Category of director:** Independent.

## Ms Ana Botín (Item 3 E)

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### **Profile description:**

Joined the board in 1989.

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

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

**Experience:** She joined Banco Santander, S.A., after working at JP Morgan (New York, 1980-1988). In 1992 she was appointed senior executive vice president. Between 1992 and 1998 she led the expansion of Santander in Latin America. In 2002 she was appointed executive chair of Banesto. From 2010 to 2014 she was CEO of Santander UK PLC, where she was a non-executive director until April 2021. She was appointed executive chair of Grupo Santander in 2014. She has also been a non-executive director of Santander UK Group Holdings PLC (2014-2021) and President of the European Banking Federation from 2021 to February 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 the founder and chair of CyD Foundation (which supports higher education) and of the Empieza por Educar Foundation (the Spanish subsidiary of the international NGO Teach for All), as well as a member of the advisory board of Massachusetts Institute of Technology (MIT).

**Positions in other Group companies:** She is chair of 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.

## Ms Sol Daurella (Item 3 F)

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### **Profile description:**

Joined the board in 2015.

**Nationality:** Spanish. Born in 1966 in Barcelona, Spain.

**Education:** Degree in Business and MBA from ESADE.

**Experience:** She served on the board of the Círculo de Economía of Barcelona and was an independent non-executive director at Banco Sabadell, S.A., Ebro Foods, S.A. and Acciona, S.A. She was also Consul General of Iceland in Barcelona (1992-2021).

**Other positions of note:** She is chair of Coca-Cola Europacific Partners, PLC. and executive chair of Olive Partners, S.A., and holds several positions at Cobega Group companies. She is also chair of the board of trustees of the FERO Oncology Research Foundation and vice chair of Instituto de la Empresa Familiar.

**Category of director:** Independent.

## Ms Gina Díez Barroso (Item 3 G)

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### **Profile description:**

Joined the board in 2020.

**Nationality:** Mexican. Born in 1955 in Mexico City (Mexico).

**Education:** Degree in Design from Centro de Diseño of Mexico City.

**Experience:** Until April 2020, she was an independent director of Banco Santander México, S.A. and other Grupo Santander companies in Mexico. She has also been a member of the board of directors of Americas Society and Council of the Americas, Laurel Strategies and Qualitas of Life Foundation. She has also been a founder and a trustee of the Pro-Educación Centro and Diarq Foundations.

**Other positions of note:** She is the founder and non-executive chair of Grupo Diarq, S.A. de C.V. and of Centro de Diseño y Comunicación, S.C. (Universidad Centro). In addition, she is a non-executive director of Bolsa Mexicana de Valores (BMV) and of Dalia Women, S.A.P.I. de C.V. (Dalia Empower), a member of Comité de 200 (C200) and a representative of Mexico at the W20, the G20 women's initiative.

**Positions in other Group companies:** She is a non-executive director of Universia México, S.A. de C.V.

**Category of director:** Independent.

## Ms Homaira Akbari (Item 3 H)

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### **Profile description:**

Joined the board in 2016.

**Nationality:** US and French. Born in 1961 in Tehran, Iran.

**Education:** Doctor in Experimental Particle Physics from Tufts University, Massachusetts, and MBA from Carnegie Mellon University.

**Experience:** She was non-executive director of Gemalto NV and of Veolia Environment S.A., chair and CEO of SkyBitz, Inc., managing director of TruePosition Inc. and non-executive director of Covisint Corporation and US Pack Logistics LLC. She has also held various posts at Microsoft Corporation and Thales Group and she was non-executive chair of WorkFusion, Inc.

**Other positions of note:** She is CEO of AKnowledge Partners, LLC and an independent director of Landstar System, Inc. and of Temenos, AG. She is also a trustee of the French Institute Alliance Française.

**Positions in other Group companies:** She is a non-executive director of Santander Consumer USA Holdings, Inc. and of PagoNxt, S.L.

**Category of director:** Independent.