

AGENDA FOR 2025 ORDINARY GENERAL SHAREHOLDERS' MEETING

- 1. Approval of annual accounts and corporate management for 2024.**
 - 1 A** Annual accounts and directors' reports of Banco Santander, S.A. and of its consolidated group for 2024.
 - 1 B** Consolidated statement of non-financial information for 2024, which is part of the consolidated directors' report.
 - 1 C** Corporate management for 2024.
- 2. Application of results obtained during 2024.**
- 3. Board of directors: appointment and re-election of directors.**
 - 3 A** Setting 15 as the number of directors.
 - 3 B** Re-election of Mr Luis Isasi Fernández de Bobadilla.
 - 3 C** Re-election of Mr Héctor Blas Grisi Checa.
 - 3 D** Re-election of Mr Glenn Hogan Hutchins.
 - 3 E** Re-election of Mrs Pamela Ann Walkden.
 - 3 F** Re-election of Ms Ana Botín-Sanz de Sautuola y O'Shea.
- 4. Re-election of PricewaterhouseCoopers Auditores, S.L. as the external auditor for financial year 2025.**
- 5. Appointment of PricewaterhouseCoopers Auditores, S.L. as the verifier of sustainability information for financial year 2025.**
- 6. Share capital.**
 - 6 A** Reduction in share capital in the maximum amount of EUR 706,871,648, through the cancellation of a maximum of 1,413,743,296 own shares. Delegation of powers.
 - 6 B** Reduction in share capital in the maximum amount of EUR 757,624,616, through the cancellation of a maximum of 1,515,249,232 own shares. Delegation of powers.
- 7. 7 Remuneration.**
 - 7 A** Directors' remuneration policy.
 - 7 B** Setting of the maximum amount of annual remuneration to be paid to all the directors in their capacity as such.
 - 7 C** Approval of maximum ratio between fixed and variable components of total remuneration of executive directors and other employees belonging to categories with professional activities that have a material impact on the risk profile.
 - 7 D** Deferred Multiyear Objectives Variable Remuneration Plan.
 - 7 E** Application of the Group's buyout regulations.
 - 7 F** Annual directors' remuneration report (consultative vote).
- 8. Authorisation to the board and grant of powers for conversion into public instrument.**