

AGENDA FOR 2025 ORDINARY GENERAL SHAREHOLDERS' MEETING

1 Annual accounts and corporate management.

- 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 of 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 the external auditor for financial year 2025.

5 Appointment of 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 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.