



**Chief Executive Officer**  
Onur Genç



**Chair**  
Carlos Torres Vila

*Business Units*

*Global Functions*

*Transformation*

*Strategy*

*Legal and Control*



**Sustainability <sup>(1)</sup>**  
**Corporate & Investment Banking**  
Javier Rodríguez Soler



**Country Monitoring <sup>(2)</sup>**  
Jorge Sáenz-Azcúnaga



**Finance**  
Luisa Gómez Bravo



**Engineering**  
Carlos Casas



**Strategy & M&A**  
Victoria del Castillo



**Legal**  
María Jesús Arribas



**Commercial Client Solutions**  
Jaime Sáenz de Tejada



**Country Manager Spain**  
Peio Belausteguioitia



**Global Risk Management <sup>(3)</sup>**  
José Luis Elechiguerra



**Talent & Culture <sup>(3)</sup>**  
Paul G. Tobin



**Communications**  
Paula Puyoles



**General Secretariat**  
Domingo Armengol



**Retail Client Solutions**  
David Puente



**Country Manager México**  
Eduardo Osuna



**Data**  
Ricardo Martín Manjón



**Senior Advisor to the Chair**  
Juan Asúa



**Regulation & Internal Control <sup>(4)</sup>**  
Ana Fernández Manrique



**Digital Banks**  
Murat Kalkan



**Country Manager Türkiye**  
Mahmut Akten



**Internal Audit <sup>(4)</sup>**  
Joaquín Gortari

(1) Reporting to the CEO and to the Chair (for topics related to strategy and transformation of the Sustainability area).

(2) Reporting to the CEO for Argentina, Colombia, Peru, Venezuela and Uruguay, as well as monitoring of all countries, including Spain, Mexico and Turkey.

(3) Pending regulatory approvals

(4) Reporting to the Board of Directors.