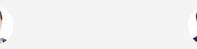


Business Units



Sustainability (1) Corporate & Investment Banking Javier Rodríguez Soler



Country Monitoring (2) Jorge Sáenz-Azcúnaga



Finance Luisa Gómez Bravo

Global Functions



Engineering Carlos Casas

Transformation



Strategy

Strategy & M&A Victoria del Castillo



Legal María Jesús Arribas

Legal and Control



Commercial Client Solutions Jaime Sáenz de Tejada



Country Manager Spain Peio Belausteguigoitia



Global Risk Management (3) José Luis Elechiguerra



Talent & Culture (3) 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 (4) Ana Fernández Manrique



Internal Audit (4) Joaquín Gortari

Digital Banks Murat Kalkan

Country Manager Türkiye Recep Bastug

⁽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.