

## **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** 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

Country Manager Türkiye

Mahmut Akten



**Data** Ricardo Martín Manjón



Senior Advisor to the Chair Juan Asúa

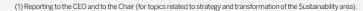


Regulation & Internal Control (4)
Ana Fernández Manrique



Internal Audit (4) Joaquín Gortari





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

<sup>(3)</sup> Pending regulatory approvals

<sup>(4)</sup> Reporting to the Board of Directors.