



Chief Executive Officer
Onur Genç



Chair
Carlos Torres Vila

Business Units

Global Functions

Transformation

Strategy

Legal and Control



Sustainability ⁽¹⁾
Corporate & Investment Banking
Javier Rodríguez Soler



Country Monitoring ⁽²⁾
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
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



Digital Banks
Murat Kalkan



Country Manager Türkiye
Mahmut Akten



Internal Audit ⁽⁴⁾
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.