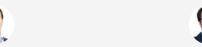
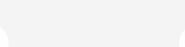


Business Units



Sustainability (1) Corporate & Investment Banking Javier Rodríguez Soler



Commercial Client Solutions Jaime Sáenz de Tejada



Retail Client Solutions David Puente



Country Monitoring (2) Jorge Sáenz-Azcúnaga



Country Manager Spain Peio Belausteguigoitia



Country Manager Mexico Eduardo Osuna



Country Manager Türkiye Mahmut Akten

Global Functions



Finance Luisa Gómez Bravo



Global Risk Management



José Luis Elechiguerra



Talent & Culture Paul G. Tobin

Engineering

Carlos Casas

Transformation



Data (4) Antonio Bravo

Strategy



Strategy & M&A Victoria del Castillo



Communications Paula Puyoles



Senior Advisor to the Chair Juan Asúa

Legal and Control



Legal María Jesús Arribas



General Secretary Domingo Armengol



Regulation & Internal Control (3) Ana Fernández Manrique



Internal Audit (3) 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⁾ Reporting to the Board of Directors.

⁽⁴⁾ Pending regulatory approvals.