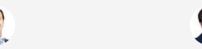




## **Business Units**



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** Paul G. Tobin



Communications Paula Puyoles



**General Secretary** Domingo Armengol



**Retail Client Solutions** David Puente



**Country Manager Mexico** Eduardo Osuna

Country Manager Türkiye

Mahmut Akten



Data (4) Antonio Bravo



Senior Advisor to the Chair Juan Asúa



Regulation & Internal Control (3) Ana Fernández Manrique



Internal Audit (3) (4) Carlos Sanz-Pastor

**Digital Banks** Murat Kalkan

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

<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> Reporting to the Board of Directors.

<sup>(4)</sup> Pending regulatory approvals.