



Chief Executive Officer
Onur Genç



Chairman
Carlos Torres Vila

Business Units



Corporate & Investment Banking
Luisa Gómez Bravo



Country Monitoring ⁽¹⁾
Jorge Sáenz-Azcúnaga



Country Manager Spain
Peio Belausteguioitia



Country Manager Mexico
Eduardo Osuna



Country Manager USA
Javier Rodríguez Soler



Country Manager Turkey
Recep Bastug

Global Functions



Client Solutions
David Puente



Finance
Jaime Sáenz de Tejada



Global Risk Management
Rafael Salinas

Transformation



Engineering & Organization ⁽²⁾
José Luis Elechiguerra



Talent & Culture
Carlos Casas



Data
Ricardo Martín Manjón

Strategy



Senior Advisor to the Chairman
Juan Asúa



Strategy & M&A
Victoria del Castillo



**Communications &
Responsible Business**
Paul G. Tobin

Legal and Control



Legal
María Jesús Arribas



General Secretary
Domingo Armengol



Regulation & Internal Control ⁽³⁾
Ana Fernández Manrique



Chief Audit Executive ⁽³⁾
Joaquín Gortari

(1) Reporting channel to CEO for Argentina, Colombia, Peru, Venezuela and Uruguay, as well as monitoring of all countries, including Spain, Mexico, USA and Turkey.

(2) The exercise of his duties is subject to his registration with the Bank of Spain's Senior Managers' Registry.

(3) Reporting to the Board of Directors.