



**Chief Executive Officer**  
Onur Genç



**Chair**  
Carlos Torres Vila

*Business Units*

*Global Functions*

*Transformation*

*Strategy*

*Legal and Control*



**Sustainability** <sup>(1)</sup>  
**Corporate & Investment Banking**  
Javier Rodríguez Soler



**Country Monitoring** <sup>(2)</sup>  
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 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



**Data** <sup>(4)</sup>  
Antonio Bravo



**Senior Advisor to the Chair**  
Juan Asúa



**Regulation & Internal Control** <sup>(3)</sup>  
Ana Fernández Manrique



**Digital Banks**  
Murat Kalkan



**Country Manager Türkiye**  
Mahmut Akten



**Internal Audit** <sup>(3)</sup> <sup>(4)</sup>  
Carlos Sanz-Pastor

(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.