



Chief Executive Officer
Onur Genç



Chair
Carlos Torres Vila

Business Units

Global Functions

Transformation

Strategy

Legal and Control



**Sustainability
Corporate & Investment Banking**
Javier Rodríguez Soler



Spain
Peio Belausteguioitia



Finance
Gonzalo Rodríguez*



Engineering
Carlos Casas



Strategy & M&A
Roberto Albaladejo



Legal
Jacobo de Nicolás



Commercial Client Solutions
Jaime Sáenz de Tejada



Mexico
José Luis Elechiguerra



Global Risk Management ⁽¹⁾
Pablo Pastor*



Talent & Culture
Victoria del Castillo



Communications
Paula Puyoles



General Secretariat
Rosario Mirat*



Retail Client Solutions
David Puente



Türkiye
Mahmut Akten



**Compliance &
Internal Control ⁽¹⁾**
Rocío Pérez



AI Transformation
Antonio Bravo



Institutional Engagement
Mario Pardo



Internal Audit ⁽¹⁾
Carlos Sanz-Pastor



Digital Banks
Murat Kalkan



Argentina
Jorge Bledel



Colombia
Gloria Couceiro



Peru
Fernando Eguiluz

⁽¹⁾ Direct access to the Board of Directors.

* Pending regulatory approval.