



**Chief Executive Officer**  
Onur Genç



**Chair**  
Carlos Torres Vila

*Business Units*



**Corporate & Investment Banking**  
Luisa Gómez Bravo



**Client Solutions**  
David Puente



**Sustainability**  
Javier Rodríguez Soler



**Country Monitoring <sup>(1)</sup>**  
Jorge Sáenz-Azcúnaga



**Country Manager Spain**  
Peio Belausteguioitia



**Country Manager Mexico**  
Eduardo Osuna



**Country Manager Turkey**  
Recep Bastug

*Global Functions*



**Finance**  
Rafael Salinas



**Global Risk Management**  
Jaime Sáenz de Tejada

*Transformation*



**Engineering**  
José Luis Elechiguerra



**Talent & Culture**  
Carlos Casas



**Data**  
Ricardo Martín Manjón

*Strategy*



**Strategy & M&A**  
Victoria del Castillo



**Communications**  
Paul G. Tobin



**Senior Advisor to the Chair**  
Juan Asúa

*Legal and Control*



**Legal**  
María Jesús Arribas



**General Secretariat**  
Domingo Armengol



**Regulation & Internal Control <sup>(2)</sup>**  
Ana Fernández Manrique



**Internal Audit <sup>(2)</sup>**  
Joaquín Gortari

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

(2) Reporting to the Board of Directors.