



**Chief Executive Officer**  
Onur Genç



**Chair**  
Carlos Torres Vila

*Business Units*



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



**Client Solutions**  
David Puente



**Country Monitoring <sup>(2)</sup>**  
Jorge Sáenz-Azcúnaga



**Country Manager Spain**  
Peio Belausteguioitia



**Country Manager Mexico**  
Eduardo Osuna



**Country Manager Türkiye**  
Recep Bastug

*Global Functions*



**Finance**  
Luisa Gómez Bravo



**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>(3)</sup>**  
Ana Fernández Manrique



**Internal Audit <sup>(3)</sup>**  
Joaquín Gortari

(1) Reporting to the CEO and to the Chair (for issues 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 Türkiye.

(3) Reporting to the Board of Directors.