

Organizational Chart

Group Executive Chairman
Francisco González

CEO
Carlos Torres Vila

Execution and Performance

- ▮ **Corporate & Investment Banking**
Juan Asúa
- ▮ **Country Monitoring¹**
Jorge Sáenz-Azcúnaga
- ▮ **Country Manager Spain**
Cristina de Parias
- ▮ **Country Manager Mexico**
Eduardo Osuna
- ▮ **Country Manager USA**
Onur Genç
- ▮ **Country Manager Turkey**
Fuat Erbil

New Core Competencies

- ▮ **Customer Solutions²**
Derek White
- ▮ **Talent & Culture**
Ricardo Forcano
- ▮ **Engineering**
Ricardo Moreno
- ▮ **Data**
David Puente

Finance and Risk

- ▮ **Finance**
Jaime Sáenz de Tejada
- ▮ **Global Risk Management**
Rafael Salinas

Strategy and Control

- ▮ **Global Economics Regulation & Public Affairs**
José Manuel González-Páramo
- ▮ **Legal & Compliance**
Eduardo Arbizu
- ▮ **Strategy & M&A**
Javier Rodríguez Soler
- ▮ **Accounting & Supervisors**
Ricardo Gómez Barredo
- ▮ **Communications**
Paul G. Tobin
- ▮ **General Secretary**
Domingo Armengol
- ▮ **Internal Audit**
Jose Luis de los Santos

¹ Reporting channel to CEO for Argentina, Colombia, Chile, Peru, Venezuela, Uruguay and Paraguay, as well as monitoring of all countries, including Spain, Mexico, Turkey and USA
² Integrates Global Products & Digital Sales; Design & Marketing; Data & Open Innovation; Business Development in Spain, Mexico, Turkey, USA and South America; Distribution model; Asset Management & Global Wealth and New Digital Businesses