



**Chief Executive Officer**  
Onur Genç



**Group Executive Chairman**  
Carlos Torres Vila

**BUSINESS UNITS**



**Corporate & Investment Banking**  
Luisa Gómez Bravo



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



**Country Manager Spain**  
Cristina de Parias



**Country Manager Mexico**  
Eduardo Osuna



**Country Manager USA**  
Javier Rodríguez Soler



**Country Manager Turkey**  
Fuat Erbil

**GLOBAL FUNCTIONS**



**Client Solutions**  
David Puente



**Finance**  
Jaime Sáenz de Tejada



**Global Risk Management**  
Rafael Salinas

**TRANSFORMATION**



**Engineering & Organization**  
Ricardo Forcano



**Talent & Culture**  
Carlos Casas



**Data**  
Ricardo Martín Manjón

**STRATEGY**



**Global Economics & Public Affairs**  
José Manuel González-Páramo



**Senior Advisor to the Chairman**  
Juan Asúa



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



**Communications &  
Responsible Business**  
Paul G. Tobin

**LEGAL AND CONTROL**



**Legal**  
María Jesús Arribas



**General Secretary**  
Domingo Armengol



**Regulation & Internal Control <sup>(2)</sup>**  
Eduardo Arbizu



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

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

(2) Reporting to the Board of Directors