

<i>Board of directors</i>	Executive committee	Audit committee	Appointments committee	Remuneration committee	Risk supervision, regulation and compliance committee	Innovation and technology committee	Responsible Banking, Sustainability and Culture committee	Executive	Non-executive	Date of first appointment	Date of re-election
Executive chairman Ms. Ana Botín-Sanz de Sautuola y O'Shea	C					C				04.02.1989	10.06.1991 09.05.1994 12.05.1997 06.03.1999 04.03.2000 21.06.2003 17.06.2006 17.06.2011 28.03.2014 07.04.2017
Vice-chairman and Chief Executive Officer Mr. José Antonio Álvarez Álvarez										25.11.2014	07.04.2017 12.04.2019
Vice-chairman Mr. Bruce Carnegie-Brown			C	C					I	25.11.2014	18.03.2016 12.04.2019
Members											
Ms. Homaira Akbari									I	27.09.2016	23.03.2018
Mr. Ignacio Benjumea Cabeza de Vaca									E	30.06.2015	23.03.2018
Mr. Javier Botín-Sanz de Sautuola y O'Shea									E	25.07.2004	18.06.2005 11.06.2010 22.03.2013 18.03.2016 12.04.2019
Mr. Álvaro Antonio Cardoso de Souza					C				I	23.03.2018	
Ms. Sol Daurella Comadrán									I	25.11.2014	18.03.2016 23.03.2018
Mr. Henrique de Castro									I	17.07.2019	
Mr. Rodrigo Echenique Gordillo									E	07.10.1988	30.06.1989 08.06.1992 08.05.1995 23.06.1998 06.03.1999 04.03.2000 21.06.2003 17.06.2006 17.06.2011 28.03.2014 07.04.2017
Ms. Esther Giménez-Salinas i Colomer									I	30.03.2012	28.03.2014 07.04.2017
Mr. Ramiro Mato García-Ansorena							C		I	28.11.2017	12.04.2019

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Ms. Belén Romana García		C							I	22.12.2015	07.04.2017 12.04.2019
Ms. Pamela Ann Walkden									I	29.10.2019	-
General secretary and secretary of the board Mr. Jaime Pérez Renovales ⁱ										01.09.2015	-

C: Chairman of the committee I: Independent E: External, neither proprietary nor independent

ⁱ Not director.