

Amaya Casero is an HR and Business professional with more than 20 years working experience in Banco Santander. She has been leading almost 10 years different HR teams as HR Business Partner Director, and previously she was working more than 10 years in the Structured Finance team in SCIB (investment banking). She studied in Madrid, a degree in law and business administration, in Universidad Pontificia Comillas, ICADE E- 3. She speaks Spanish, English, German and basic French. She is married and has five kids.

She has been recently appointed as **Head of HR & Organization of Spain and Europe**.

In October 2021 she became **Head of HR of Europe** double hatting with the role of **Head of HR for SCIB**

In January 2011, she joined the HR team as **HR DIRECTOR of GLOBAL BUSINESSES**. She leads the HR activity for **SCIB** and **WMI**. Main responsibilities include support to the Senior Management providing strategic view and expert advice across all HR related issues; ensure the implementation and execution of global processes (reward, talent, mobility...) and corporate policies across the different geographies. Provide HR cross-vision, interacting with local teams as well as expert areas, in specific projects/strategic initiatives that may have impact in employees.

- Leading SCIB y Wealth Management Insurance HR team includes: direct responsibility on the HR teams of Headquarters, Asia, London Branch, Continental Europe, SBGM, Private Banking Miami and Switzerland, and Santander Asset Management, and the full coordination of the HR teams based in all the different countries in the execution of all global projects in both businesses.
- Talent: Hiring of senior managers through external and internal recruitment processes. Global and local junior programmes. Global performance process. Ad hoc development and training programs for SCIB and WMI. Diversity.
- Reward and Compensation: Global Bonus Process of SCIB and WMI. Design of bonus schemes. Preparation, analysis, follow up and distribution. Coordination with all the countries. Identified Staff definition and execution
- International Mobility: More than 100 movements per year.
- Analysis and execution of different organizational restructurings, projects and corporate transactions.

Before joining HR, she had experience in business roles for more than 10 years, managing local and global teams, which allows providing in her current role a more complete advice to the business needs. In 2010 and 2011, as **HEAD of PROJECT & ACQUISITION FINANCE SPAIN**, she was leading the origination and execution activity in Spain on Project and Leverage Finance transactions. Full responsibility on the coordination of the activity with Commercial Banking Spain: design, implementation and execution of different revenue sharing agreements, and leading the Triana project: Project & Acquisition Finance transactions with Commercial Banking clients.

Previously she was **GLOBAL HEAD REAL ESTATE, RETAIL & INDUSTRY** in the Structured Finance team. Leading the first global Real Estate team, executing advisory and debt finance transactions of different types of assets: commercial center, offices buildings, etc. Responsible also for acquisition Finance transactions of companies and assets, Margin Loans, LBOs and Syndicated Loans.

She was heading the team responsible for debt restructuring of the main Real Estate Companies in Spain: Reyal Urbis, Habitat and Metrovacesa. Coordinating the activity as Agent Bank for more than 40 banks. Representing Grupo Santander in all the different negotiations and transactions linked to the Restructuring.