ADMINISTRATION

BOARD OF TRUSTEES

Honorary President
- Pedro Francisco Duque Duque
  Minister of Science, Innovation and Universities
  Ministro de Ciencia, Innovación y Universidades

President
- Rafael Rodrigo Montero
  Secretary General for Scientific Policy Coordination of the Spanish Ministry of Science, Innovation and Universities
  Secretario General de Coordinación de Política Científica del Ministerio de Ciencia, Innovación y Universidades

Vice-President
- Raquel Yotti Álvarez
  Director of the National Institute of Health Carlos III
  Directora del Instituto de Salud Carlos III

Appointed Members
- Faustino Blanco González
  Secretary General for Health and Consumer Affairs of the Spanish Ministry of Health, Consumer Affairs and Social Welfare
  Secretario General de Sanidad y Consumo del Ministerio de Sanidad, Consumo y Bienestar Social

- Rosa Menéndez López
  President of the Spanish National Research Council (CSIC)
  Presidenta del Consejo Superior de Investigaciones Científicas (CSIC)

- Director of the Department of National Affairs of the Cabinet of the Presidency of the Government (appointment pending)
  Director del Departamento de Asuntos Nacionales del Gabinete de la Presidencia del Gobierno (pendiente de nombramiento)

- Margarita Blázquez Herranz
  Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
  Subdirectora General de Redes y Centros de Investigación Cooperativa del Instituto de Salud Carlos III

- Juan Cruz Cigudosa García
  Advisor of University, Innovation and Digital Transformation of the Government of Navarre
  Consejero de Universidad, Innovación y Transformación Digital del Gobierno de Navarra

- Carlos Pesquera González
  Head of Cabinet of the Healthcare Counsellor of the Government of Cantabria
  Jefe de Gabinete de la Consejera de Sanidad del Gobierno de Cantabria

Elected Members
- BBVA Foundation
  Representative: Rafael Pardo Avellaneda, General Director

- "la Caixa" Banking Foundation Caixa d’Estalvis i Pensions de Barcelona
  Representative: Antonio Vila Bertrán, General Director / Alternate Representative: Angel Pont Vidal, Corporate Director of Research and Strategy

- Grupo PRISA
  Representative: Ignacio Polanco Moreno, Chairman

- Sandra García Armesto
  Managing Director of the Aragon Institute of Health Sciences
  Directora Gerente del Instituto Aragonés de Ciencias de la Salud

- Beatríz Allege Requeijo
  Director of the Galician Health Knowledge Agency - ACIS
  Directora de la Agencia Gallega del Conocimiento en Salud - ACIS

- Representative of the Science, Technology and Innovation Advisory Council appointed by the plenary session of this Council (appointment pending)
  Un representante del Consejo Asesor de Ciencia, Tecnología e Innovación designado por el Pleno de este Consejo (pendiente de nombramiento)

- Secretary
  - Margarita Blázquez Herranz
    Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
    Subdirectora General de Redes y Centros de Investigación Cooperativa, Instituto de Salud Carlos III

- Legal Advisor
  - Fernando Arenas Escrivano
    Chief State’s Attorney of the Spanish Ministry of Health, Consumer Affairs and Social Welfare
    Abogado del Estado-Jefe en el Ministerio de Sanidad, Consumo y Bienestar Social

* In accordance with the Spanish Transparency Legislation (Spanish Royal Decree 451/2012, of March 5), the following information is hereby provided:
  - The amount received by the Top Management of the Foundation − the CNIO’s Director plus the Managing Director – at the end of the financial year amounted to 359,124 euros in 2019 (272,471 euros in 2018). To this amount, the variable remuneration for directors amounting to 135,954 euros accrued during 2016, 2017 and 2018, must be added. Like every year, there is a provisional amount of 55,605 euros for the variable accrued in 2019.
  - Members of the CNIO Board of Trustees are not remunerated.
• Mariann Bienz, PhD, FRS, FMedSci (Chair)
  Joint Divisional Head
  Division of Protein and Nucleic Acid Chemistry
  Medical Research Council Laboratory of Molecular Biology
  Cambridge, United Kingdom

• Genevieve Almouzni, PhD
  Director, Institut Curie Research Centre
  Head of Nuclear Dynamics & Genome Plasticity Unit
  Institut Curie, Paris, France

• José Costa, MD, FACP
  Professor of Pathology and of Orthopaedics and Rehabilitation
  Director of the Translational Diagnostics and the Musculoskeletal Tumor Programs
  Yale University School of Medicine
  New Haven, USA

• Sara Courtneidge, PhD, DSc (hc)
  Associate Director for Translational Sciences, Knight Cancer Institute
  Professor, Departments of Cell, Developmental and Cancer Biology and Biomedical Engineering
  Oregon Health & Science University
  Portland, USA

• John F.X. Diffley, PhD
  Associate Research Director
  The Francis Crick Institute
  London, United Kingdom

• Rosalind Eeles, PhD, FRCR, FRCP, FMedSci
  Honorary Consultant in Clinical Oncology and Oncogenetics
  The Royal Marsden NHS Foundation Trust
  London, United Kingdom

• Denise Galloway, PhD
  Associate Division Director, Human Biology Division at Fred Hutchinson Cancer Research Center
  Research Professor of Microbiology at the University of Washington
  Seattle, USA

• Edith Yvonne Jones, FRSc, FMedSci
  Joint Head Division of Structural Biology, Wellcome Centre for Human Genetics, University of Oxford
  Oxford, United Kingdom

• Scott W. Lowe, PhD
  Chair, Cancer Biology and Genetics Program, SKI
  Chair, Geoffrey Beene Cancer Research Center
  Memorial Sloan-Kettering Cancer Center
  New York, USA

• Josép Tabernero, MD PhD
  Director, Vall d’Hebron Institute of Oncology (VHIO)
  Head, Medical Oncology Department of Vall d’Hebron University Hospital
  Barcelona, Spain

• Ángela Nieto, PhD
  Full Professor and Head of the Developmental Neurobiology Unit
  Neuroscience Institute of Alicante (CSIC-UMH)
  Alicante, Spain

• Andre Nussenzweig, PhD
  NIH Distinguished Investigator, Head of the Molecular Recombination Section
  Laboratory of Genome Integrity
  Center for Cancer Research, National Cancer Institute
  Bethesda, USA

• Daniela Rhodes, PhD, FRS
  Professor, School of Biological Sciences and School of Chemical and Biomedical Engineering
  Director Emeritus, NTU Institute of Structural Biology
  Nanyang Technological University
  Singapore
MANAGEMENT

DIRECTOR

Blasco, María A.

SECRETARY

Alcamí, María Jesús

VICE-DIRECTOR

Fernández-Capetillo, Óscar

DIRECTOR’S OFFICE

Peláez, Fernando

DEVELOPMENT AND PHILANTHROPY

Rose, Jessica Head

Antona, M. Mercedes (since September)

Garrido, Amparo Coordinator

Camacho, Pablo

INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY

Pola, Carolina

COMMUNICATION

Noriega, Nuria Head

Pombo, Vanessa

INNOVATION

Pola, Carolina Director

TECHNOLOGY TRANSFER & VALORIZATION OFFICE

Horreras, Irene Head

Sanz, Ana Isabel Head

March, M. Cruz (until December)

Mendona, Julia (since October)*

SCIENTIFIC MANAGEMENT

Barthelemy, Isabel Director

PROJETS & CONSORTIA

Liébana, M. Dolores Head

Ares, Raquel

Vergés, Leyre

EDUCATION & TRAINING PROGRAMMES

Zamora, Helena Head

Del Codo, Almudena

ECIENTIFIC EVENTS

More, Mercedes

Cerdá, Sonia

SCIENTIFIC PUBLISHING

López, Victoria

LIBRARY & ARCHIVES

Rodríguez, M. Carmen

SECRETARIATES (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT, DEVELOPMENT AND PHILANTHROPY)

* Plan de Empleo Joven (Youth Employment Plan) (since October)

MANAGING DIRECTOR

Arroyo, Juan

SECRETARY

Ámez, María del Mar

SUAP

Fernández, Jose Ignacio

SAP

Ferrer, Alfonso Head

Millán, Judith

Tejedor, Ignacio

FINANCE & ADMINISTRATION

Fontaneda, Manuela

PURCHASING

Álamo, Pedro Head

Larena, Gema

Corredor, Yimy

López, Elena

Díaz, Almudena

Luengo, Victoria Eloína

Echeverría, Pedro

Novillo, Angélica

Ortega, Carlos

HUMAN RESOURCES

Pérez, José Lorenzo Head

Carbonell, David

Bardaji, Pat

Inquerredo, David

ECONOMIC MANAGEMENT

Salido, M. Isabel Head

García, Juan J.

Dols, Pilar

Rodríguez, M. José

Galindo, José Antonio

AUDIT

García-Riso, Silvia Head

Moreno, Ana María Head

de Dios, Luis Javier Director

MAINTENANCE

Aguilera, Alejandro

López, Jesús

Alonso, Antonio

Moreno, José

Cepeda, Antonio

Moreno, José Antonio

Cristóbal, Herman

Serrano, Alberto

Damián, Emilio

Vázquez, Manuel

García, Jorge

Yague del Ejido, Alberto

PREVENTION & BIOSECURITY

Cespón, Constantino Head

Gómez, Víctor

Bertol, Narciso

Martínez, José L.

Blanco, Fran

Oset, Francisco J.

Giménez, Andrés

INFORMATION TECHNOLOGIES

Fernández, José Luis Head

Hernández, Julio

de Miguel, Marcos

Martín, Félix

Barjola, Eva

Martínez, Rubén

García, Jose Manuel

Reviriego, Pablo

EXTRAMURAL CLINICAL RESEARCH

López, Antonio Director

* Plan de Empleo Joven (Youth Employment Plan) (since October)
Facts & Figures

CNIO Personnel 2019

- Total CNIO Personnel: 547
- Research: 457 (84%)
- Administration: 90 (16%)

Gender Distribution

- Female: 356 (65%)
- Male: 191 (35%)

Age Distribution

- 158 (29%) 41-50
- 148 (27%) 31-40
- 165 (30%) 31-40
- 76 (14%) > 50

CNIO Personnel 2019

DISTRIBUTION BY PROGRAMMES

- Molecular Oncology: 150 (33%)
- Structural Biology: 51 (11%)
- Human Cancer Genetics: 46 (10%)
- Clinical Research: 84 (18%)
- Biotechnology: 89 (20%)
- Experimental Therapeutics: 32 (7%)
- Biobank: 5 (1%)

DISTRIBUTION BY PROFESSIONAL CATEGORY

- Principal Investigators: 11% (49)
- Staff Scientists: 16% (74)
- Post-Doctoral Fellows: 10% (45)
- Graduate Students: 21% (98)
- Technicians: 42% (191)

Gender Distribution in Senior Academic and Management Positions

- Group Leaders/Heads of Section: Female 43% (21), Male 57% (28)
- Scientific Directors/Heads of Area: Female 43% (6), Male 57% (6)
- Management Directors/Heads of Area: Female 29% (4), Male 71% (10)
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>12%</td>
<td>24</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>19%</td>
<td>31</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>15%</td>
<td>29</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>32%</td>
<td>65</td>
</tr>
<tr>
<td>Technicians</td>
<td>26%</td>
<td>52</td>
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<td>Total 100%</td>
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DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH

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<tbody>
<tr>
<td>Principal Investigators</td>
<td>9%</td>
<td>11</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>23%</td>
<td>32</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>11%</td>
<td>14</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>24%</td>
<td>31</td>
</tr>
<tr>
<td>Technicians</td>
<td>3%</td>
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<td>Total 100%</td>
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DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION

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</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>11%</td>
<td>13</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>9%</td>
<td>11</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>2%</td>
<td>2</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>2%</td>
<td>2</td>
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<tr>
<td>Technicians</td>
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<td>93</td>
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<tr>
<td>Total 100%</td>
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DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BIOBANK

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>20%</td>
<td>1</td>
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<tr>
<td>Technicians</td>
<td>80%</td>
<td>4</td>
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<tr>
<td>Total 100%</td>
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<td>5</td>
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</tbody>
</table>

SCIENTIFIC PERSONNEL: NATIONAL ORIGIN

- Spanish: 419 (92%)
- Other: 38 (8%)

FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY

- Principal Investigators: 6 (12%)
- Staff Scientists: 6 (12%)
- Post-Doctoral Fellows: 9 (18%)
- Graduate Students: 8 (16%)
- Technicians: 9 (18%)

DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN

- Spain: 419 (91.68%)
- Rest of Europe: 41 (9.53%)
- Other: 7 (1.53%)

Total foreign scientific personnel: 49 (38%)
Percent values represent percentages of foreign employees of the total CNIO personnel in each category.