**ADMINISTRATION**

**BOARD OF TRUSTEES**

→ Honorary President
   - Diana Morant Ripoli
     Ministry of Science and Innovation
     Ministra de Ciencia e Innovación

→ President
   - Raquel Yotti Álvarez
     Secretary General for Research of the Spanish Ministry of Science and Innovation
     Secretaria General de Investigación del Ministerio de Ciencia e Innovación

→ Vice-President
   - Cristóbal Belda Iniesta
     Director of the National Institute of Health Carlos III
     Director del Instituto de Salud Carlos III

→ Appointed Members
   - Silvia Calzón Fernández
     Secretary of State for Health, Spanish Ministry of Health
     Secretaria de Estado de Sanidad, Ministerio de Sanidad

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

   - José Alarcón Hernández
     Director of the Department of Public Policies of the Government of Cantabria
     Director del Departamento de Políticas Públicas del Gabinete de la Presidencia del Gobierno

→ Elected Members
   - Fundación BBVA
     Representative: Rafael Pardo Avellanedá, Director

   - Fundación Bancaria Caixa d’Estalvis i Pensions de Barcelona, “la Caixa”
     Representative: Antonio Vila Bertrán, General Director Alternate Representative: Ángel Font Vidal, Corporate Director of Research and Health

   - Grupo PRISA
     Representative: Ignacio Polanco Moreno (until October), Honorary Chairman

   - Antonio Fernández-Campa García-Bernardo
     Director of the Galician Health Knowledge Agency - ACIS
     Director de la Agencia Gallega del Conocimiento en Salud - ACIS

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

   - 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

→ Legal Advisor
   - Fernando Arenas Escrivá
     Chief State’s Attorney of the Spanish Ministry of Health
     Abogado del Estado-Jefe en el Ministerio de Sanidad

   - Antonio Fernández-Campa García-Bernardo
     Director of the Galician Health Knowledge Agency - ACIS
     Director de la Agencia Gallega del Conocimiento en Salud - ACIS

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→ Secretary
   - Legal Advisor
   - Fundación Bancaria Caixa d’Estalvis i Pensions de Barcelona, “la Caixa”
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   - Grupo PRISA
     Representative: Ignacio Polanco Moreno (until October), Honorary Chairman

In compliance with the Spanish Transparency Legislation (Spanish Law 19/2013, of December 9), the following information is hereby provided:

— At the close of the financial year, the accumulated remuneration received by the Top Management of the Foundation − the CNIO’s Director plus the Managing Director − amounted to a total of €252,708 in 2021 (€281,950 in 2020). This amount was received as base salary and position salary supplements: €226,896 (€222,447 in 2020); variable remuneration: €23,770 accrued during 2019 (€55,054 accrued in 2020); 0.9% increase: €2,042. Like every year, there is a provisional amount of €113,942 for the variable accrued in 2020 and 2021.

— Members of the CNIO Board of Trustees are not remunerated.
SCIENTIFIC ADVISORY BOARD

- **Mariann Bienz, PhD, FRS, FMedSci (Chair)**
  Deputy Director, MRC Laboratory of Molecular Biology
  Group Leader, LMB Division of Protein and Nucleic Acid Chemistry
  MRC Laboratory of Molecular Biology
  Cambridge, United Kingdom

- **Genevieve Almouzni, PhD**
  Director of Research Exceptional Class, Centre National de la Recherche Scientifique
  Honorary Director of the Curie Institute Research Center Head of the Chromatin Dynamics Team, Nuclear Dynamics Research Unit
  Institut Curie, Paris, France

- **José Costa, MD, FACP**
  Professor Emeritus of Pathology and Senior Research Scientist
  Yale University School of Medicine
  New Haven, USA

- **Sara Courtneidge, PhD, DSc (hc)**
  Professor, Departments of Cell, Developmental and Cancer Biology and Biomedical Engineering, School of Medicine
  Oregon Health & Science University
  Portland, USA

- **John Diffley, PhD**
  Senior Group Leader - Associate Research Director
  The Francis Crick Institute
  London, United Kingdom

- **Rosalind Eeles, FMedSci, PhD, FRCP, FRCR**
  Professor of Oncogenetics, the Institute of Cancer Research
  Honorary Consultant in Clinical Oncology and Oncogenetics
  The Royal Marsden NHS Foundation Trust
  Sutton, United Kingdom

- **Denise Galloway, PhD**
  Scientific Director, Pathogen-Associated Malignancies Integrated Research Center
  Paul Stephans Memorial Endowed Chair
  Fred Hutchinson Cancer Research Center
  Seattle, USA

- **E. Yvonne Jones, FRS, FMedSci**
  Joint Head of the Division of Structural Biology and Deputy Head of the Nuffield Dept. of Medicine
  Head of the Cancer Research UK Receptor Structure Research Group
  Welcome Trust 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 Investigator, Howard Hughes Medical Institute Memorial Sloan-Kettering Cancer Center
  New York, USA

- **Ángela Nieto, PhD**
  Full Professor and Head of Developmental Neurobiology
  Neuroscience Institute CSIC-UMH
  Alicante, Spain

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

- **Daniela Rhodes, PhD, FRS**
  Emeritus Research Leader, LMB Division of Structural Studies
  MRC Laboratory of Molecular Biology
  Cambridge, United Kingdom

- **Josep Tabernero, MD PhD**
  Director, Vall d’Hebron Institute of Oncology (VHIO)
  Head, Medical Oncology Department of Vall d’Hebron University Hospital
  Director of Clinical Research at VHIO
  Barcelona, Spain
MANAGEMENT

DIRECTOR

Blasco, Maria A.

SECRETARIATE

Akami, Maria Jesús Bilbao, Marina (since March)

VICE-DIRECTOR

Fernández-Capetillo, Óscar

MANAGEMENT

Pérez, Fernando Director

Jose, Jessica J. Head Antón, M. Mercedes

INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY

Garrido, Amparo Coordinator Calderón, Paula (since July)

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Noriega, Nuria Head Perez de Pablo, Susana Head

Santamaria, Rebecca Head (since September)
Pombo, Vanessa Head (until April)

INNOVATION

Oruezabal, Roke I. Director (since June)

TECHNOLOGY TRANSFER & Valorisation Office

Herrero, Irene Head Pino de la Riera, Irene Head (since September)

Barthelemy, Isabel Director

Liébana, M. Doñores Head Vergés, Leyre

Zamora, Helena Head Del Codo, Almudena

PROJECTS & CONSORTIA

Moro, Mercedes Head

Cerdá, Sonia

EDUCATION & TRAINING PROGRAMMES

López, Victoria

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

Rodríguez, M. Carmen

SCIENTIFIC EVENTS

SCIENTIFIC PUBLISHING

LIBRARY & ARCHIVES

SECRETARIATE COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT, DEVELOPMENT AND PHILANTHROPY

FINANCE & ADMINISTRATION

MANAGING DIRECTOR

Arroyo, Juan

SECRETARIATE

Ámeci, María del Mar Muñoz, Laura

MANAGING DIRECTOR'S OFFICE

Fernández, José Ignacio

Adjunct & Legal Advisor to the Managing Director's Cabinet

Hernández, Jesús

Director

SAP

Ferrer, Alfonso Head

Millán, Judith Tejedor, Ignacio

Fontaneda, Manuela Director

ADMINISTRATION

Purchasing & Logistics

Álamo, Pedro Head

Barón, María Novillo, Ángel

LOGISTICS

Corredor, Yury Echeverría, Pedro Fernández, M. Carmen

HUMAN RESOURCES

Pérez, José Lorenzo Head

Bardají, Paz Carbonell, David

ECONOMIC MANAGEMENT

Salido, M. Isabel Head

Galindo, José Antonio Rodríguez, M. José

AUDIT

García-Risco, Silvia Head

Moreno, Ana María Head

MAY 2021

INFRASITRUCTURE MANAGEMENT

de Dios, Luis Javier Director

MANTENANCE

Aquileña, Alejandro Alonso, Antonio Alonso, Jesús M Bonilla, Antonio Cupido, José Antonio Cristobal, Herman

PREVENTION & BIOSECURITY

Cespín, Constantino Head

Bertol, Narciso Gímenez, Andrés J. Gómez, Victor

INFORMATION TECHNOLOGIES

Fernández, José Luis Head

de Miguel, Marcos García, José Manuel Hernández, Julio

EXTRAMURAL CLINICAL RESEARCH

López, Antonio Director

2021 ANNUAL REPORT SPANISH NATIONAL CANCER RESEARCH CENTRE
### CNIO Personnel 2021

- **Total CNIO Personnel**: 591
- **Research** 498 (84%)
- **Administration** 93 (16%)

### Gender Distribution in Senior Academic and Management Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Leaders/Heads of Unit/Section</td>
<td>63%</td>
<td>37%</td>
<td>102</td>
</tr>
<tr>
<td>Scientific Directors/Heads of Area</td>
<td>52%</td>
<td>48%</td>
<td>175</td>
</tr>
<tr>
<td>Management Directors/Heads of Area</td>
<td>50%</td>
<td>50%</td>
<td>158</td>
</tr>
</tbody>
</table>

### Age Distribution

- **< 30**: 30% (175)
- **31-40**: 26% (156)
- **41-50**: 27% (158)
- **> 50**: 17% (102)

### Distribution by Programmes

- **Molecular Oncology**: 181 (36%)
- **Structural Biology**: 56 (11%)
- **Human Cancer Genetics**: 48 (10%)
- **Clinical Research**: 94 (19%)
- **Biotechnology**: 83 (17%)
- **Experimental Therapeutics**: 29 (6%)
- **Biodam**: 7 (1%)

### Distribution by Professional Category

- **Principal Investigators**: 46 (9%)
- **Staff Scientists**: 74 (15%)
- **Post-Doctoral Fellows**: 54 (11%)
- **Graduate Students**: 134 (27%)
- **Technicians**: 190 (38%)

### Gender Distribution by Professional Category

- **Principal Investigators**
  - Male 23
  - Female 23

- **Staff Scientists**
  - Male 23
  - Female 23

- **Post-Doctoral Fellows**
  - Male 18
  - Female 36

- **Graduate Students**
  - Male 37
  - Female 77

- **Technicians**
  - Male 44
  - Female 146

- **Total Scientific Personnel**: 498

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**ANNUAL REPORT 2021**

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**SPANISH NATIONAL CANCER RESEARCH CENTRE, CNIO**
### Facts & Figures

#### Total Scientific Personnel: 498

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>24</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>29</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>37</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>95</td>
</tr>
<tr>
<td>Technicians</td>
<td>52</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>237</strong></td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Basic Research

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-Doctoral Fellows</td>
<td>37</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>95</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>29</td>
</tr>
<tr>
<td>Principal Investigators</td>
<td>24</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Translational Research

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Students</td>
<td>37</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>34</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>16</td>
</tr>
<tr>
<td>Technicians</td>
<td>45</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Innovation

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Students</td>
<td>2</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>11</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>1</td>
</tr>
<tr>
<td>Technicians</td>
<td>87</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Biobank

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>1</td>
</tr>
<tr>
<td>Technicians</td>
<td>6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

#### Scientific Personnel: National Origin

<table>
<thead>
<tr>
<th>National Origin</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>457</td>
</tr>
<tr>
<td>Rest of Europe</td>
<td>45</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>498</strong></td>
</tr>
</tbody>
</table>

#### Distribution of Scientific Personnel by National Origin

<table>
<thead>
<tr>
<th>National Origin</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>91.8%</td>
</tr>
<tr>
<td>Rest of Europe</td>
<td>4.02%</td>
</tr>
<tr>
<td>Africa</td>
<td>0.8%</td>
</tr>
<tr>
<td>Other Asia</td>
<td>2.01%</td>
</tr>
<tr>
<td>Asia &amp; Australia</td>
<td>2.07%</td>
</tr>
</tbody>
</table>

#### Foreign Scientific Personnel: Distribution by Professional Category

<table>
<thead>
<tr>
<th>Professional Category</th>
<th>Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Students</td>
<td>16</td>
</tr>
<tr>
<td>Technicians</td>
<td>45</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>10</td>
</tr>
<tr>
<td>Principal Investigators</td>
<td>5</td>
</tr>
<tr>
<td>Staff Scientists</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>498</strong></td>
</tr>
</tbody>
</table>

Percent values represent percentages of foreign employees of the total CNIO personnel within each category.