

ADMINISTRATION

BOARD OF TRUSTEES

→ Honorary President

- **Diana Morant Ripoli**
Minister 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 Cabinet of the Presidency of the Government
Director del Departamento de Políticas Públicas del Gabinete de la Presidencia del Gobierno

- **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

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

- **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

→ Elected Members

- **Fundación BBVA**
Representative: Rafael Pardo Avellaneda, Director

- **Fundación Bancaria Caixa d'Estalvis i Pensions de Barcelona, "la Caixa"**
Representative: Antonio Vila Bertrán, General Director
Alternate Representative: Àngel Font Vidal, Corporate Director of Research and Health

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

→ 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 del Instituto de Salud Carlos III

→ Legal Advisor

- **Fernando Arenas Escribano**
Chief State's Attorney of the Spanish Ministry of Health
Abogado del Estado-Jefe en el Ministerio de Sanidad

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 Stephanus 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
Wellcome 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 VHO
Barcelona, Spain

MANAGEMENT

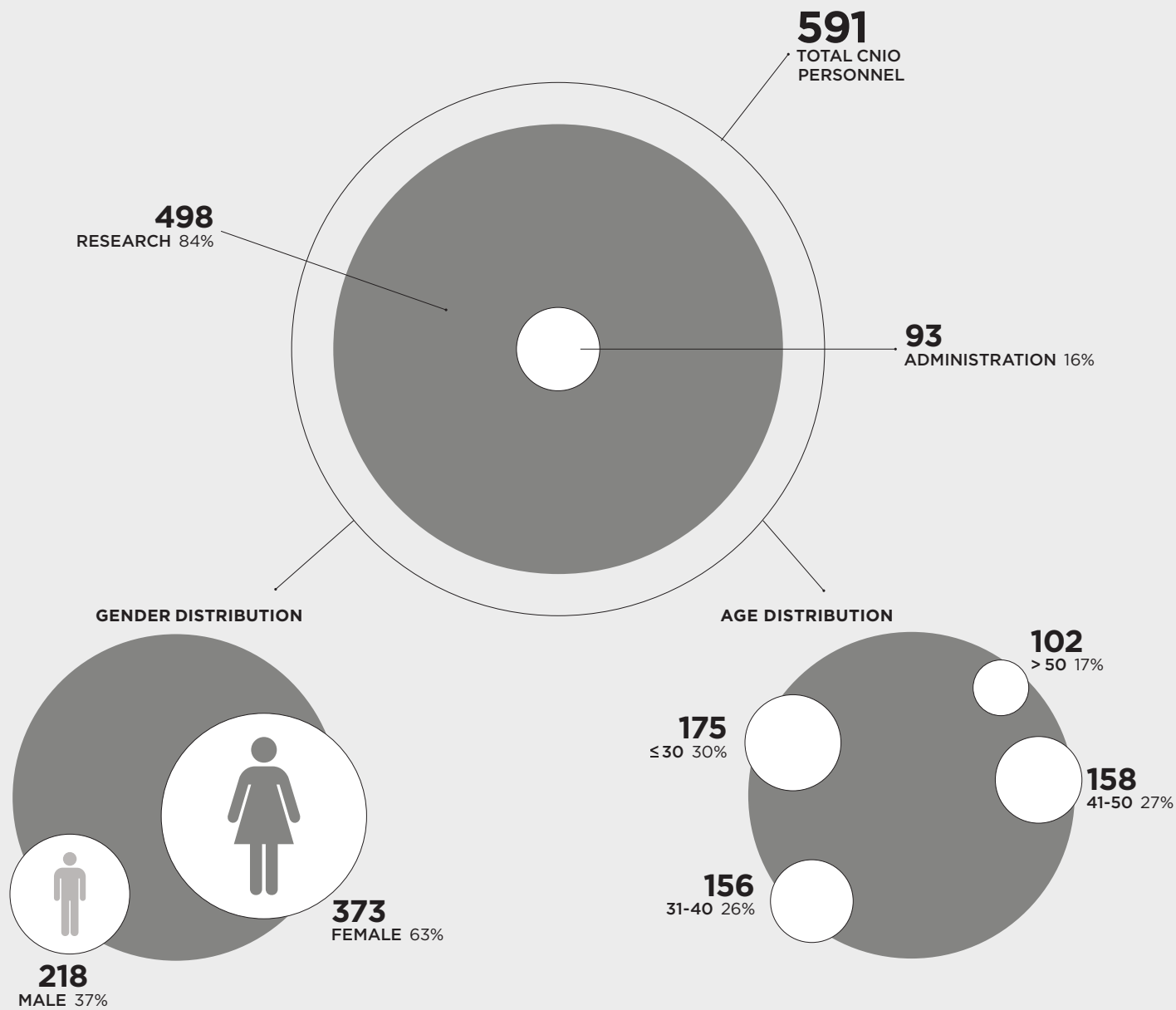
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|---|---|--|------------------------------|
| DIRECTOR | Blasco, Maria A. | | |
| | SECRETARIATE | Alcamí, María Jesús | Bilbao, Marina (since March) |
| VICE-DIRECTOR | Fernández-Capetillo, Óscar | | |
| DIRECTOR'S OFFICE | Peláez, Fernando Director | | |
| DEVELOPMENT AND PHILANTHROPY | Rose, Jessica J. Head | Antona, M. Mercedes | |
| INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY | Garrido, Amparo Coordinator | Calderón, Paula (since July) | |
| COMMUNICATION | Noriega, Nuria Head | Perez de Pablos, Susana Head | |
| | SCIENCE COMMUNICATION AND SOCIAL MEDIA | Santamaría, Rebeca Head (since September) Pombo, Vanessa Head (until April) | |
| INNOVATION | Oruezabal, Roke I. Director (since June) | | |
| | TECHNOLOGY TRANSFER & VALORISATION OFFICE | Herrera, Irene Head Pino de la Huerga, Irene Head (since September) | |
| SCIENTIFIC MANAGEMENT | Barthelemy, Isabel Director | | |
| | PROJECTS & CONSORTIA | Liébanes, M. Dolores Head | Vergés, Leyre |
| | EDUCATION & TRAINING PROGRAMMES | Zamora, Helena Head | Del Codo, Almudena |
| | SCIENTIFIC EVENTS | Moro, Mercedes Head | |
| | SCIENTIFIC PUBLISHING | Cerdá, Sonia | |
| | LIBRARY & ARCHIVES | López, Victoria | |
| | SECRETARIATE (COMMUNICATION, INNOVATION, SCIENTIFIC MANAGEMENT, DEVELOPMENT AND PHILANTHROPY) | Rodríguez, M. Carmen | |

| | | | |
|------------------------------|---|--|---|
| MANAGING DIRECTOR | Arroyo, Juan | | |
| | SECRETARIATE | Ámez, María del Mar | Muñoz, Laura |
| MANAGING DIRECTOR'S OFFICE | Fernández, José Ignacio Adjunct & Legal Advisor to the Managing Director's Cabinet | Hernández, Jesús Adjunct to the Managing Director's Cabinet | |
| SAP | Ferrer, Alfonso Head | Millán, Judith Tejedor, Ignacio | Pérez, Fernando D. Guereca, Javier Ignacio |
| FINANCE & ADMINISTRATION | Fontaneda, Manuela Director | | |
| | PURCHASING & LOGISTICS | Álamo, Pedro Head Baviano, Marta Novillo, Angélica | López, Elena Montoya, Natalia Valero, Emilio Yuste, M. Carmen Zárate, M. Loreto |
| | LOGISTICS | Corredor, Yimy Echeverria, Pedro Fernández, M. Carmen | Larena, Gema Ortega, Carlos Rodríguez, Kryssia Verde, Begoña |
| | HUMAN RESOURCES | Pérez, José Lorenzo Head | Bardají, Paz Carbonel, David Izquierdo, David |
| | ECONOMIC MANAGEMENT | Salido, M. Isabel Head Galindo, José Antonio | García, Juan J. Rodríguez, M. José Dols, Pilar Pérez, M. Mar |
| | AUDIT | García-Risco, Silvia Head | Moreno, Ana María Head Hernando, M. Elena Doyagüez, Laura (until March) Montes, Rocío |
| INFRASTRUCTURE MANAGEMENT | de Dios, Luis Javier Director | | |
| | MAINTENANCE | Aguilera, Alejandro Alonso, Antonio Alonso, Jesús M Bonilla, Antonio Copado, José Antonio Cristobal, Herman | Damián, Emilio López, Jesús Moreno, José Moreno, José Antonio Pop, Andrei Reviejo, Mariano Rivas, José Sánchez, Alejandro Serrano, Alberto Vázquez, Manuel Yague del Ejido, Alberto |
| | PREVENTION & BIOSECURITY | Cespón, Constantino Head | Bertol, Narciso Giménez, Andrés J. Gómez, Víctor Martínez, Jose L. Oset, Francisco J. Tendero, María |
| | INFORMATION TECHNOLOGIES | Fernández, José Luis Head | de Miguel, Marcos García, Jose Manuel Hernández, Julio Martín, Félix Martínez, Rubén Reviriego, Pablo |
| EXTRAMURAL CLINICAL RESEARCH | López, Antonio Director | | |

CNIO PERSONNEL 2021

SCIENTIFIC PERSONNEL 2021

TOTAL SCIENTIFIC PERSONNEL **498**



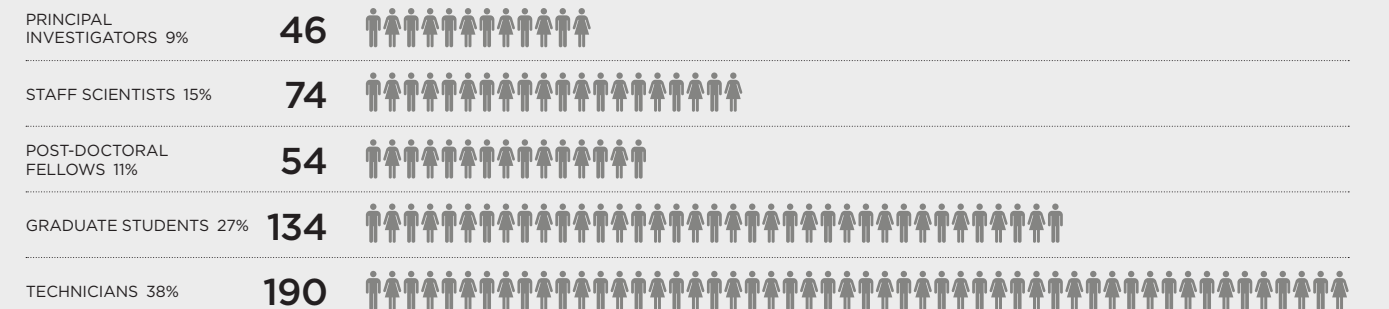
GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS

| Position | Female | Male |
|--|--------|--------|
| GROUP LEADERS, HEADS OF UNIT/SECTION | 52% 23 | 48% 21 |
| SCIENTIFIC DIRECTION: DIRECTORS, HEADS OF AREA | 65% 11 | 35% 6 |
| MANAGEMENT: DIRECTORS, HEADS OF AREA | 29% 4 | 71% 10 |

DISTRIBUTION BY PROGRAMMES



DISTRIBUTION BY PROFESSIONAL CATEGORY

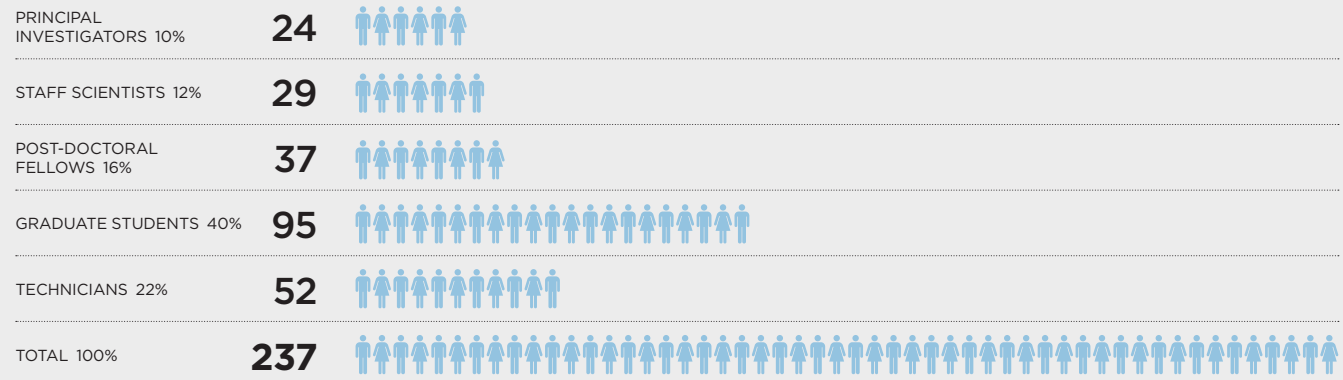


GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY

| | | | | |
|-----------------------------------|-------------------|-----------------|--|--|
| PRINCIPAL INVESTIGATORS | FEMALE 50% 23 | MALE 50% 23 | | |
| STAFF SCIENTISTS | FEMALE 70% 52 | MALE 30% 22 | | |
| POST-DOCTORAL FELLOWS | FEMALE 67% 36 | MALE 33% 18 | | |
| GRADUATE STUDENTS | FEMALE 57% 77 | MALE 43% 57 | | |
| TECHNICIANS | FEMALE 77% 146 | MALE 23% 44 | | |
| TOTAL SCIENTIFIC PERSONNEL | FEMALE 334 | MALE 164 | | |

DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BASIC RESEARCH

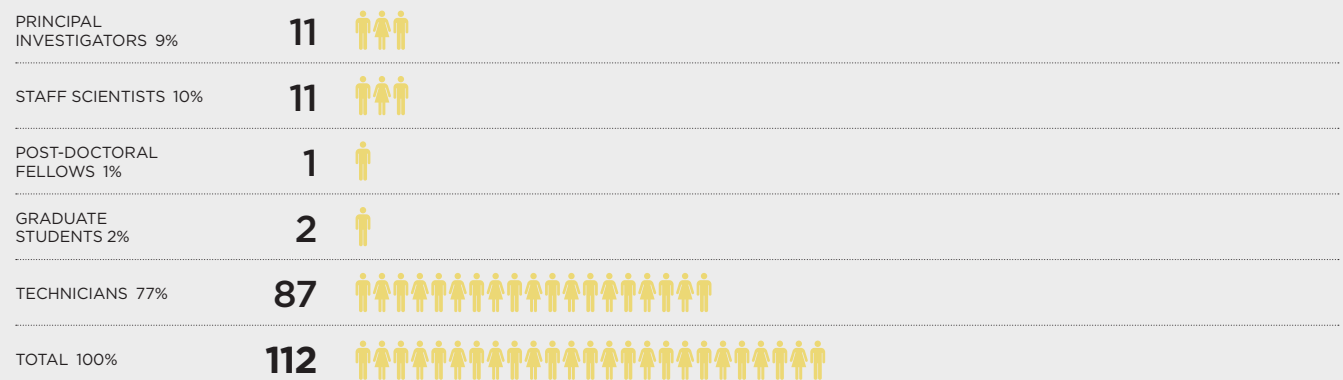
TOTAL SCIENTIFIC PERSONNEL **498**



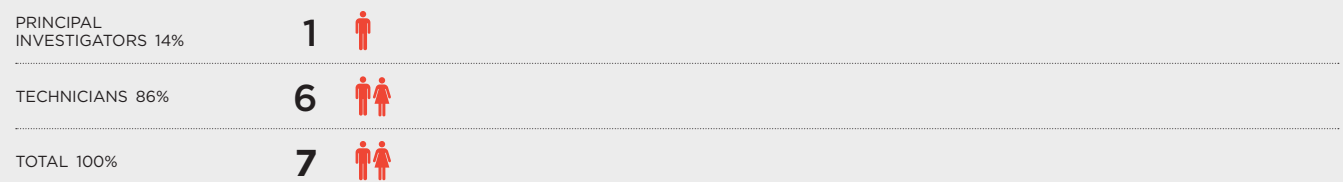
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: TRANSLATIONAL RESEARCH



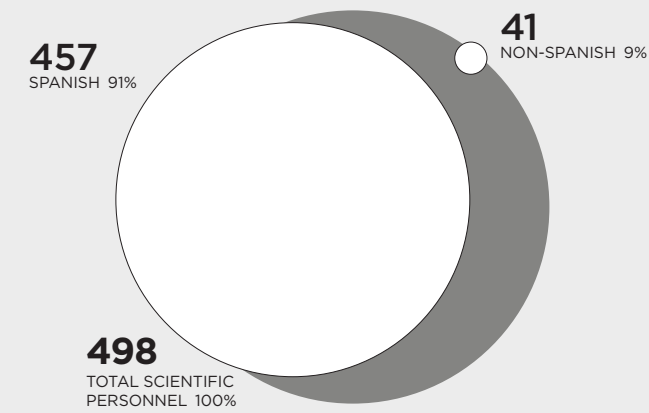
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: INNOVATION



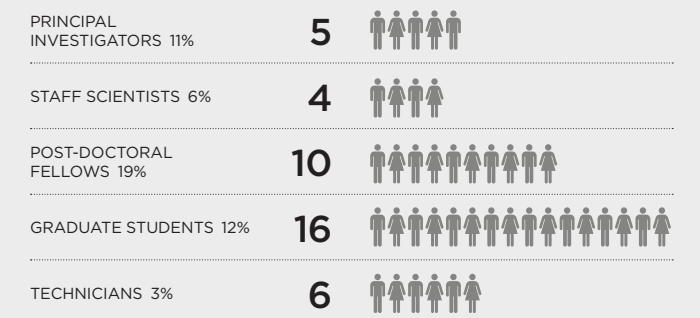
DISTRIBUTION BY PROFESSIONAL CATEGORY IN: BIOBANK



SCIENTIFIC PERSONNEL: NATIONAL ORIGIN



FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY



Total foreign scientific personnel 41
Percent values represent percentages of foreign employees of the total CNIO personnel within each category

DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN

