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
  - Eloisa del Pino Matute
    President of the Spanish National Research Council (CSIC)
    Presidenta del Consejo Superior de Investigaciones Científicas (CSIC)
  - José Alarcón Hernández
    Director of the Public Policy Department, Cabinet of the Presidency of the Government
    Director/a del Departamento de Políticas Públicas del Gabinete de la Presidencia del Gobierno
  - Agustín González González
    Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
    Subdirector 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 Navarra
    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

→ Elected Members
  - Fundación BBVA
    Represented by Rafael Pardo Avellaneda, Director
  - Fundación Bancaria Caixa d’Estalvis i Pensions de Barcelona, “la Caixa”
    Represented by Antonio Vila Bertrán, General Manager
    Alternative Representative: Ignacio López Verdeguer, Director of Relations with Research and Health Institutions

→ Secretary
  - Agustín González González
    Deputy Director General for Networks and Cooperative Research Centres of the National Institute of Health Carlos III
    Subdirector General de Redes y Centros de Investigación Cooperativa del Instituto de Salud Carlos III

→ Legal Advisor
  - Fernando Arenas Escrivano
    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 €293,667 in 2022 (€252,708 in 2021). This amount was received as base salary and position salary supplements: €228,938 (€226,896 in 2021); variable remuneration: €56,716 accrued during 2020 (€23,770 in 2021); 3.5% increase: €8,012.

— 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

- 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 Cell Plasticity in Developmental and Disease Group
  Neuroscience Institute of Alicante (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, MRC Laboratory of Molecular Biology (Cambridge, UK)
  Professor, School of Biological Sciences and School of Chemical and Biomedical Engineering
  Director Emeritus, NTU Institute of Structural Biology
  Nanyang Technological University
  Singapore

- Josep Tabernero, MD PhD
  Director, Vall d’Hebron Institute of Oncology (VHIO)
  Head, Medical Oncology Department of Vall d’Hebron University Hospital
  Co-Director, VHIO’s Research Unit for Molecular Therapy of Cancer (UITM) – CaixaResearch
  Barcelona, Spain

- 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

- 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

- Denise Galloway, PhD
  Scientific Director, Pathogen-Associated Malignancies Integrated Research Center
  Professor, Human Biology & Public Health Sciences Divisions
  Paul Stephansus Memorial Endowed Chair
  Fred Hutchinson Cancer Research Center
  Seattle, USA

- 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 Team Leader of Chromatin Dynamics, Nuclear Dynamics 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

- 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
MANAGEMENT

DIRECTOR

Blasco, Maria A.

VICE-DIRECTOR

Fernández-Capetillo, Óscar

SECRETARIATE

Peláez, Fernando

DEVELOPMENT AND PHILANTHROPY

Rose, Jessica J.

INSTITUTIONAL IMAGE & OUTREACH TO SOCIETY

Garrido, Amparo

COMMUNICATIONS

Salomone, Mónica

INNOVATION

Oruezabal, Roeke I.

SCIENTIFIC MANAGEMENT

Barthelemy, Isabel

PROJECTS & CONSORTIA

Liébana, M. Dolores

EDUCATION & TRAINING PROGRAMMES

Zamora, Helena

SCIENTIFIC EVENTS

More, Mercedes

SCIENTIFIC PUBLISHING

Cerdá, Sonia

LIBRARY & ARCHIVES

López, Victoria

COORDINATION (COMMUNICATIONS, MANAGEMENT, DEVELOPMENT AND PHILANTHROPY)

Rodríguez, M. Carmen

MANAGING DIRECTOR

Arroyo, Juan

SECRETARIATE

Ámez, María del Mar

MANAGING DIRECTOR'S OFFICE

Fernández, José Ignacio

Attached to the Managing Director's Cabinet & Legal Advisor

SAP

Ferrer, Alfonso

Fontaned, Manuela

FINANCE & ADMINISTRATION

Purchasing & Logistics

Hernández, Jesús

Logistics

Álamo, Pedro

Human Resources

Pérez, José Lorenzo

Economic Management

Salido, M. Isabel

Auditor

García-Risco, Silvia

INFRASCTURE MANAGEMENT

de Dios, Luis Javier

MAINTENANCE

Aquíllera, Alejandro

PREVENTION & BIOSECURITY

Cespín, Constantino

INFORMATION TECHNOLOGIES

Fernández, José Luis

EXTRAMURAL CLINICAL RESEARCH

López, Antonio
**FACTS & FIGURES**

**CNIO PERSONNEL 2022**

- **TOTAL CNIO PERSONNEL**: 609
- **RESEARCH**: 516 (85%)
- **ADMINISTRATION**: 93 (15%)

**GENDER DISTRIBUTION**

- **FEMALE**: 389 (64%)
- **MALE**: 220 (36%)

**AGE DISTRIBUTION**

- **< 30**: 189 (31%)
- **31-40**: 153 (25%)
- **41-50**: 156 (26%)
- **> 50**: 111 (18%)

**GENDER DISTRIBUTION IN SENIOR ACADEMIC AND MANAGEMENT POSITIONS**

<table>
<thead>
<tr>
<th>Position</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Group Leaders, Heads of Section</td>
<td>33%</td>
<td>67%</td>
</tr>
<tr>
<td>Scientific Direction, Directors of Area</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Management Directors, Heads of Area</td>
<td>39%</td>
<td>61%</td>
</tr>
</tbody>
</table>

**SCIENTIFIC PERSONNEL 2022**

**TOTAL SCIENTIFIC PERSONNEL**: 516

**DISTRIBUTION BY PROGRAMMES**

- **Molecular Oncology**: 183 (35.5%)
- **Structural Biology**: 54 (10.5%)
- **Human Cancer Genetics**: 47 (9%)
- **Clinical Research**: 115 (22.3%)
- **Biotechnology**: 88 (17%)
- **Experimental Therapeutics**: 22 (4.3%)
- **BioBank**: 14 (2.7%)

**DISTRIBUTION BY PROFESSIONAL CATEGORY**

- **Principal Investigators**: 49 (9.5%)
- **Research Scientists**: 71 (14%)
- **Post-Doctoral Fellows**: 57 (11%)
- **Graduate Students**: 140 (27%)
- **Technicians**: 199 (38.5%)

**GENDER DISTRIBUTION BY PROFESSIONAL CATEGORY**

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators</td>
<td>25%</td>
<td>24%</td>
</tr>
<tr>
<td>Research Scientists</td>
<td>54%</td>
<td>17%</td>
</tr>
<tr>
<td>Post-Doctoral Fellows</td>
<td>39%</td>
<td>18%</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Technicians</td>
<td>53%</td>
<td>22%</td>
</tr>
<tr>
<td>Total Scientific Personnel</td>
<td>155%</td>
<td>105%</td>
</tr>
</tbody>
</table>
### Facts & Figures

**Total Scientific Personnel**: 516

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators (%)</td>
<td>25%</td>
<td>13</td>
</tr>
<tr>
<td>Research Scientists (%)</td>
<td>29%</td>
<td>11</td>
</tr>
<tr>
<td>Post-Doctoral Fellows (%)</td>
<td>37%</td>
<td>23</td>
</tr>
<tr>
<td>Graduate Students (%)</td>
<td>93%</td>
<td>44</td>
</tr>
<tr>
<td>Technicians (%)</td>
<td>53%</td>
<td>26</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>237</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators (%)</td>
<td>10%</td>
<td>6</td>
</tr>
<tr>
<td>Research Scientists (%)</td>
<td>33%</td>
<td>19</td>
</tr>
<tr>
<td>Post-Doctoral Fellows (%)</td>
<td>19%</td>
<td>11</td>
</tr>
<tr>
<td>Graduate Students (%)</td>
<td>46%</td>
<td>27</td>
</tr>
<tr>
<td>Technicians (%)</td>
<td>54%</td>
<td>32</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>162</td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Innovation

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators (%)</td>
<td>13%</td>
<td>8</td>
</tr>
<tr>
<td>Research Scientists (%)</td>
<td>9%</td>
<td>5</td>
</tr>
<tr>
<td>Post-Doctoral Fellows (%)</td>
<td>1%</td>
<td>0</td>
</tr>
<tr>
<td>Graduate Students (%)</td>
<td>1%</td>
<td>0</td>
</tr>
<tr>
<td>Technicians (%)</td>
<td>86%</td>
<td>52</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>110</td>
</tr>
</tbody>
</table>

#### Distribution by Professional Category in: Biobank

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Principal Investigators (%)</td>
<td>14%</td>
<td>7</td>
</tr>
<tr>
<td>Technicians (%)</td>
<td>86%</td>
<td>47</td>
</tr>
<tr>
<td><strong>Total 100%</strong></td>
<td></td>
<td>54</td>
</tr>
</tbody>
</table>

### Scientific Personnel: National Origin

- **Total Scientific Personnel**: 516

#### Distribution of Scientific Personnel by National Origin

- **Spain**: 457 (92.2%)
- **Foreign**: 59 (11.5%)

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

- **Principal Investigators**: 39 (6.6%)
- **Research Scientists**: 45 (7.7%)
- **Post-Doctoral Fellows**: 11 (1.9%)
- **Graduate Students**: 12 (2.3%)
- **Technicians**: 8 (1.5%)

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

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**ANNUAL REPORT 2022**

**SPANISH NATIONAL CANCER RESEARCH CENTRE, CNIO**

**ADMINISTRATION | CNIO PERSONNEL 2022**

**FOREIGN SCIENTIFIC PERSONNEL: DISTRIBUTION BY PROFESSIONAL CATEGORY**

- **Principal Investigators**: 4 (6.7%)
- **Research Scientists**: 4 (6.7%)
- **Post-Doctoral Fellows**: 11 (18.6%)
- **Graduate Students**: 12 (20.3%)
- **Technicians**: 8 (13.3%)

Total foreign scientific personnel 39

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**SCIENTIFIC PERSONNEL: NATIONAL ORIGIN**

- **Spanish**: 477 (93%)
- **Non-Spanish**: 39 (7.8%)

Total scientific personnel: 516

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**DISTRIBUTION OF SCIENTIFIC PERSONNEL BY NATIONAL ORIGIN**

- **Spain**: 457 (89.3%)
- **Rest of Europe**: 20 (3.9%)
- **Africa**: 6 (1.1%)
- **America**: 3 (0.6%)
- **Asia & Australia**: 10 (1.9%)
- **Other**: 2 (0.4%)

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**244**

**245**