



INTERNAL PROCEDURE FOR THE ESTABLISHMENT OF THE EVALUATION COMMITTEE FOR PROFESSIONAL CAREER DEVELOPMENT AT THE FOUNDATION FOR BIOMEDICAL RESEARCH AT GREGORIO MARAÑÓN HOSPITAL (FIBHGM)

The consolidated text of the Workers' Statute Act, approved by Royal Legislative Decree 2/2015 of October 23—the basic law governing labor relations in Spain—expressly recognizes in Article 4 the right of workers to professional development, advancement, and recognition within the workplace. This right is based on the need to guarantee equal opportunities and the objective assessment of merit and professional experience, serving as a strategic tool to strengthen workers' qualifications, professional excellence, and the consolidation of their career paths.

Articles 23, 25.1, and 26.3 of the same law elaborate on these rights in greater detail, establishing collective bargaining as the primary mechanism for determining and specifying the conditions under which these rights are exercised.

Within this framework, the Collective Bargaining Agreement for the group of companies comprising the Biomedical Research Foundations of the Health Institutions of the Madrid Health Service (SERMAS), approved by Resolution dated July 4, 2025, of the General Directorate of Labor of the Regional Ministry of Economy, Finance, and Employment, and published in the Official Gazette of the Community of Madrid on July 26, 2025 (B.O.C.M. No. 177), expressly recognizes in Article 33.4, Third Transitional Provision, and, in particular, in Annex IV, this right through the incorporation of the *“Professional Career System,”* a structured mechanism for recognizing the experience, prestige, competence, and individualized professional responsibility of employees at Biomedical Research Foundations to which the aforementioned Agreement applies, among which the Gregorio Marañón Hospital Foundation for Biomedical Research (FIBHGM) is expressly included in Article 1.

To ensure its proper implementation and recognition, the Agreement provides for the establishment, within each Foundation, of an Evaluation Committee associated with professional career development. This committee, composed of professionals appointed by the Foundation's management and the Works Council, will be responsible for conducting periodic evaluations, overseeing their implementation, and applying the criteria established therein. This ensures a system of professional recognition based on the principles of objectivity, transparency, and fairness, which contributes to the development of research and technical staff, while also reinforcing the excellence and quality of biomedical research.

It is by virtue of this legal and contractual framework that this Internal Procedure for the establishment of the Evaluation Committee associated with professional career development at the FIBHGM is formulated, with the aim of ensuring professional development that is equitable, transparent, and recognized under the Collective Bargaining Agreement applicable to the Foundation's staff.



FIRST

The Evaluation Committee associated with the Professional Career Development Program of the Foundation for Biomedical Research at the Gregorio Marañón University General Hospital (FIBHGM)

Article 1.—Purpose.

1. The purpose of this Internal Procedure is to establish the Evaluation Committee associated with the development of the Professional Career Path at the Gregorio Marañón University General Hospital Biomedical Research Foundation (FIBHGM).

2. The Evaluation Committee shall be the body responsible for supervising and conducting periodic evaluations for the accreditation and recognition of the various levels of the Professional Career Path at the FIBHGM, adhering to the highest standards of objectivity, transparency, and fairness, and rigorously assessing the merit, experience, and professional competence of the Foundation's staff, in accordance with the criteria and scales established in the Collective Bargaining Agreement.

Article 2. Justification and Regulatory Framework.

1. The approval of this document is based on the need to optimize internal processes, enabling the Commission to operate in an orderly and transparent manner and ensuring that its actions are aligned with the Foundation's strategic objectives, in accordance with the objectives and purposes described above.

2. This procedure is based on and governed by the following regulatory framework:

- a) The FIBHGM Bylaws, recorded in Notarial Deed No. 179/2022 by Madrid notary Ms. Carmen Boulet Alonso, which establish the basic purposes and principles governing the organization and operation of the Foundation.
- b) Collective Bargaining Agreement of the group of companies comprising the Biomedical Research Foundations of the SERMAS Health Institutions.
- c) Applicable labor legislation, in particular the Workers' Statute (Articles 4 and 23) and Law 30/2015 of September 9.
- d) Internal regulations regarding staff professional development, which specify the criteria, procedures, and priorities for action.
- e) In matters not covered by this regulation, the provisions regarding collegiate bodies set forth in Section 3 of Chapter II of the Preliminary Title of Law 40/2015, of October 1, on the Legal Regime of the Public Sector, shall apply.

Article 3. Functions of the Evaluation Committee.

The Evaluation Committee is responsible for performing the following functions:

- a) Receiving, registering, and verifying applications for recognition of professional career levels submitted by the Foundation's staff.
- b) Evaluation of each application by verifying and checking compliance with the criteria established in the Collective Bargaining Agreement using the various applicable scales.



- c) Adoption and notification of reasoned provisional decisions, validating or adjusting the score obtained by the applicant based on the evaluation form completed by their line manager, the self-evaluation form, and the documentation provided to substantiate their merits.
- d) Request for correction or supplementation of documentation submitted by applicants, in order to ensure adequate verification of the merits claimed in the application.
- e) Receipt and resolution of objections filed by applicants against provisional decisions and notification of such decisions to the applicants. The Commission may uphold the objection in whole or in part or, as the case may be, dismiss it.
- f) Ratification of provisional decisions regarding the recognition of professional career progression in the absence of objections or appeals by the applicant, in the cases provided for and in accordance with the powers and deadlines established in the Collective Bargaining Agreement.
- g) As many as are recognized in the applicable Collective Bargaining Agreement and in current legislation.

Article 4. Composition of the Evaluation Committee.

1. The Evaluation Committee shall consist of a total of six members appointed equally by the Foundation's Management and the Works Council, ensuring balanced and effective representation of the entity's various areas.

2. The Committee shall have a Chairperson appointed by the Foundation's Management and a Secretary appointed by the Works Council.

Accordingly, the Evaluation Committee shall be composed of:

- a) Three members appointed by the Foundation's Management:
 - Ms. María González Rodríguez (FIBHGM Human Resources Department), who will serve as **Chair** of the Committee.
 - Mr. Constancio Medrano López (Director of the liSGM) or a person to whom he delegates.
 - Ms. Teresa Fernández Alonso (Director of FIBHGM) or a person designated by her.
- b) Three members appointed by the Works Council:
 - Ms. Diana Carolina Hernández Flórez, who will serve as **Secretary** of the Commission
 - Ms. María Isabel Olmedo Andueza
 - Mr. Pedro Rolando Llontop Santisteban

3. The Works Council will formally notify the Foundation's Management of the names of its four appointed members, as well as the member elected as Secretary of the Commission. Likewise, the Foundation's Management will formally notify the



Works Council the names of its four appointed members, including the member appointed as Chair of the Commission. All communications shall be made in writing, via corporate email or another means that provides reliable proof of receipt, ensuring transparency and official record-keeping regarding the Commission's composition and members at all times.

Article 5. *Term of Office, Delegation of Authority, and Termination of Members of the Evaluation Committee.*

1. The members of the Evaluation Committee shall serve a one-year term, which may be renewed for successive terms of equal duration, subject to reappointment during the first half of October by the Foundation's Management or the Works Council, as applicable.

2. Notwithstanding the foregoing, members may be removed from office prior to the end of their term for any of the following reasons:

- a) Express resignation communicated to the Foundation's Management or the Works Council, as applicable.
- b) Termination from the position or role that led to their appointment.
- c) Any other cause that prevents them from performing their duties.

3. In the event of a member's termination prior to the expiration of the term of office, the member shall be replaced through the same procedure followed for their appointment. The new member shall serve for the remainder of the term of the member being replaced. Until the new member joins, the Committee shall continue to perform its duties with its current composition, provided that it maintains the minimum quorum established in this Procedure.

3. Recusal due to conflict of interest: Any member of the Evaluation Committee must recuse themselves from participating in an evaluation process when there is a direct hierarchical relationship or a direct personal interest arising from kinship with the applicant. This circumstance must be brought to the attention, as appropriate, of the Foundation's Management or the Works Council—depending on who made the appointment—who will determine how to proceed in order to ensure the objectivity and impartiality of the process.

Article 6. *Rights of the Members of the Evaluation Committee.*

Members of the Evaluation Committee shall have the right to:

- a) Actively participate in discussions regarding the evaluation of applicants' professional careers within the Commission's purview, applying the criteria and scales set forth in the Collective Bargaining Agreement and the principles of impartiality, fairness, and transparency.
- b) The right and duty to ensure that all information regarding applications, merits, and deliberations is treated with strict confidentiality, in compliance with data protection regulations and professional ethics.



- c) In accordance with the foregoing, have full access to all documentation submitted by applicants, as well as to the reports, merits, and credentials necessary for the objective assessment of each case, in accordance with the criteria and scales established in the Collective Bargaining Agreement.
- d) To receive, in advance, the notice of meeting and the agenda for the Evaluation Committee's meetings, as well as all documentation related to the evaluations and matters to be discussed.
- e) To exercise the right to vote on the approval of resolutions related to professional careers, and, where appropriate, to cast a dissenting vote indicating the position taken and the reasons justifying it.
- f) To exercise the right to vote on the resolution of appeals filed against provisional decisions related to the recognition of professional career progression, and, where appropriate, to cast a dissenting vote indicating the position taken and the reasons justifying it.
- g) Be informed of all instructions, guidelines, circulars, and criteria issued for the general interpretation or application of the Foundation's professional career policy, in accordance with the Collective Bargaining Agreement.
- h) To raise requests and ask questions related to the organization, implementation, and monitoring of evaluation processes and activities linked to professional development.
- i) In the event of technical or specialized doubts, to request the opinion of external experts regarding the assessment of specific merits, always within the limits and criteria of the Collective Bargaining Agreement.

Article 7. Duties of the Committee Chair.

1. The duties of the Commission Chair are as follows:
 - a) To represent the Commission generally within the scope of its authority.
 - b) To serve as the point of contact with the Foundation's Management on behalf of the Commission, ensuring proper communication and the transmission of adopted resolutions.
 - c) To schedule regular and special meetings and set the agenda.
 - d) To preside over meetings, moderate the course of debates, and suspend them for justifiable reasons.
 - e) To approve the minutes and certifications of the Commission's resolutions.
 - f) Approve the Commission's resolutions, as well as resolutions on submitted appeals, obtain the necessary signatures, and ensure their delivery to the applicants.
 - g) Ensure compliance with this internal procedure of the Commission and the provisions set forth in the Collective Bargaining Agreement.
 - h) Any other powers assigned to the Chairperson in this procedure or by agreement of the Commission itself or the Foundation's Management within the scope of their authority.

2. In the event of a justified absence that prevents the Chair from personally performing his or her duties, the Chair may delegate those duties to another member of the Evaluation Committee representing the Foundation's Management, for as long as such circumstances



BIOMEDICAL RESEARCH FOUNDATION
GREGORIO MARAÑÓN HOSPITAL

persist.



Article 8. Functions of the Commission Secretariat.

1. The duties of the Commission's Secretariat are as follows:
 - a) To register the requests submitted by employees, along with the accompanying documentation and any other documents the Commission needs to review.
 - b) To provide Commission members with relevant information, including, among other things, applications submitted by staff and the corresponding statements, along with the accompanying documents.
 - c) To draft notices of regular and special meetings of the Evaluation Commission and to forward them to the Commission members, along with the relevant documentation, well in advance.
 - d) Draft and file the minutes of the Evaluation Committee's meetings.
 - e) Draft certifications of consultations, opinions, and approved resolutions.
 - f) Draft the Commission's resolutions, as well as resolutions regarding submitted appeals and/or ratifications, obtaining the signatures of the Commission members and ensuring their delivery to the applicants.
 - g) Any other duties inherent in the role of secretary.

2. The Secretariat of the Commission may delegate its duties, in the event of a justified absence that prevents it from performing them personally, to another member of the Evaluation Commission representing the Works Council, for as long as such circumstances persist.

Article 9. Guiding Principles of the Evaluation Committee.

1. The Evaluation Committee shall be governed by the following guiding principles, which shall direct all of its actions:
 - a) *Confidentiality*: The Committee shall guarantee the confidentiality of all personal or professional information and data, ensuring that it is handled with the utmost discretion and in accordance with current data protection regulations.
 - b) *Impartiality*: The Committee shall act in a manner that avoids any conflict of interest or undue influence in decision-making, exercising full independence in the assessment of merits and professional performance.
 - c) *Objectivity*: The Commission will make all decisions in accordance with the criteria and standards established in the Collective Bargaining Agreement, evaluating merits and competencies rigorously and consistently.
 - d) *Non-discrimination*: The Committee will ensure fair, equitable, and inclusive treatment of all individuals evaluated, regardless of origin, gender, age, beliefs, sexual orientation, disability, or other personal or professional circumstances.
 - e) *Transparency*: The Committee will conduct evaluation processes in a clear and accessible manner, ensuring that criteria, procedures, and decisions are understandable and verifiable.
 - f) *Integrity and accountability*: The Commission will conduct its work with rigor and professional commitment, ensuring that each evaluation process is carried out



with full respect for the dignity, merits, and rights of workers.

Article 10. Operating Procedures of the Evaluation Committee.

1. The Evaluation Committee shall organize its activities through regular meetings to ensure the proper evaluation of applications, the monitoring of processes, and the adequate management of the Professional Career Path.

The Commission shall hold at least three regular meetings per year:

- a) The first annual regular session will take place in April and will be dedicated to evaluating the applications submitted for the various levels of the Professional Career Track in order to issue a provisional decision within the timeframes set forth in the Collective Bargaining Agreement.
- b) The second annual regular session will take place during the first ten calendar days of July and will be dedicated to analyzing, reviewing, and ruling on any appeals that may have been filed by applicants regarding those provisional decisions. For applications for which no appeals have been filed, the Commission will ratify the content of the provisional decision.
- c) The third annual regular session will take place during the first half of October, during which the members of the Commission will be renewed or confirmed, following their appointment by the Foundation's Management or the Works Council, as applicable.

Extraordinary meetings may be convened on an exceptional basis at any time when urgent or unforeseen circumstances related to the evaluation and recognition of professional career progression so require, upon written request by at least one-third of the Commission's members.

For this purpose, and on an exceptional basis for the year 2026—when the regular Level I evaluation and the special Level II evaluation coincide—two meetings will be held to expedite the provisional decision, given the anticipated high volume of applications to be processed.

2. The Commission may use internal management and collaboration platforms to share working documents, facilitate communication among its members, ensure transparency and access to information, and maintain an up-to-date repository of minutes, reports, and supporting materials.

3. Members of the Commission must maintain due confidentiality regarding any information they become aware of as a result of their membership on the Commission.

4. For the Commission to be validly constituted—for the purposes of holding meetings, deliberating, and adopting resolutions—the attendance of a total of four of its six members is required: the Chair, the Secretary, and at least one additional member



respectively appointed by the FIBHGM Management and the Works Council, or their alternates. When the matters to be discussed so warrant, other representatives of the entity, the Works Council, or experts in the relevant field, requested by either party, may be invited to attend Commission meetings with the right to speak but not to vote.

5. In the event of a member's absence from the Evaluation Committee, that member may delegate their attendance and voting rights to another member of the Committee, provided that such delegation is communicated in advance and in writing to the Secretary, who will forward it to the Chair of the Committee. The delegated member shall represent the delegating member and exercise the right to vote on their behalf during the convened session on all items on the agenda of the meeting, at the discretion of the person to whom the vote is delegated. The delegation shall be valid only for the specific session to which it refers and must be recorded in the corresponding minutes. For the purposes of calculating the quorum and adopting resolutions, the delegation shall be considered valid and equivalent to the actual presence of the delegating member.

6. In matters not provided for in this regulation, the provisions regarding collegiate bodies set forth in Section 3 of Chapter II of the Preliminary Title of Law 40/2015, of October 1, on the Legal Regime of the Public Sector, shall apply.

Article 11. *Notices of Meetings and Agenda.*

1. Ordinary and extraordinary meetings shall be convened by the Commission's Secretariat, in advance and in writing via the email addresses previously provided by the Commission members, at least ten business days prior to the date of the meeting.

2. The notices shall include the agenda, which shall list all matters to be addressed by the Commission and, specifically, the list of applications submitted for recognition of professional career progression and/or arguments raised in this regard, and shall include, where applicable, the documentation necessary for the meeting.

Article 12. *Meetings of the Evaluation Committee.*

1. The Chair of the Committee shall declare the Committee's meetings open once it has been verified that there is a sufficient quorum in accordance with the provisions of this procedure. From that moment on, all deliberations, agreements, and actions carried out during the meeting in accordance with the agenda shall be considered valid.

2. Committee members must speak strictly in accordance with the established order of speaking, respecting the duration and sequence of remarks to ensure an organized and efficient debate. The Chair of the Committee shall be responsible for directing and regulating the order in which all members speak during the sessions, ensuring that remarks are made in an orderly and equitable manner and in accordance with the order in which items are listed on the agenda.



Article 13. Minutes.

1. The content of the sessions will be recorded in the corresponding minutes, which will include the Commission's final decision or ruling on each of the applications submitted by the interested parties regarding the recognition of professional careers and the agenda items, under the terms determined by the parties.

2. The Secretariat will be responsible for drafting the minutes, ensuring that they accurately reflect the terms of the discussions and agreements reached, as well as any additional information deemed relevant for the proper documentation of the meeting.

3. Once drafted, a copy of the minutes will be sent via email to all members of the Commission for their information and review, thereby ensuring transparency and timely communication of the decisions adopted. Any necessary corrections or clarifications may be made at the request of Commission members prior to their approval and signature by all members, as well as by the Chair and the Secretariat, ensuring the integrity and accuracy of the official record.

4. In the event of dissenting votes, these shall be expressly recorded in the minutes, indicating the nature of the vote, the members who cast them, and the reasons justifying them, thereby ensuring transparency and a complete record of the deliberations.

Article 14. Resolutions of the Evaluation Committee.

1. The Evaluation Committee's resolutions shall be adopted by a simple majority of its members. Once all information submitted by the interested parties has been collected and verified, the application shall be analyzed by the Evaluation Committee, which shall validate or, where appropriate, correct the score obtained by the applicant as detailed in the application and issue its provisional resolution in accordance with the criteria established in the Collective Bargaining Agreement.

In the event of a disagreement among the members of the Evaluation Committee regarding the calculation of the applicant's score, the average of the scores assigned by the representatives of the entity and the employee representatives will be taken.

2. The outcome of the application will be initialed by the members of the Committee and countersigned by its Chair, and must be duly notified to the interested parties through the Committee's Secretariat.

If objections to the Evaluation Committee's provisional decision are filed in a timely and proper manner, the Committee shall be responsible for upholding them, in whole or in part, or for ratifying its decision; thereafter, it shall promptly notify the interested parties of its decision through the Committee's Secretariat. If no objections are filed, the Committee shall notify the interested party of the ratification of the provisional decision issued.



3. The Chair of the Commission shall communicate the content of the resolutions adopted to the Foundation's Management, ensuring their timely and effective communication for the purposes of awareness, follow-up, and implementation.

SECOND

Formal Establishment of the Evaluation Committee associated with the Professional Career Development Program of the Foundation for Biomedical Research at the Gregorio Marañón University General Hospital (FIBHGM)

Article 15. Inaugural Meeting.

1. The Evaluation Committee shall be formally established during the first half of October 2025, in strict compliance with the deadline set forth in the Third Transitory Provision of the Collective Bargaining Agreement, which grants a period of three months, beginning on July 27, 2025, for the submission of applications for recognition of "Level I" of the Professional Career Path.

2. Accordingly, the Commission's first meeting shall be a constitutive session, intended to formalize the Commission's establishment and to present its structure, objectives, functions, and the responsibilities of its members. The notice convening this constitutive session shall be issued by the Commission's Secretariat, in accordance with the criteria established in this internal procedure and the deadlines set forth in the Collective Bargaining Agreement.

3. Once the members have been convened and gathered for the first time, the Chair of the Committee will declare the Constitutive Session open, thereby formally establishing the Evaluation Committee. Immediately thereafter, the Secretariat will read aloud the list of members appointed by the Foundation's Management and by the Works Council, as well as the rules regarding the convening of meetings, participation, the adoption of agreements and resolutions, and the recording of minutes, as set forth herein.

During this inaugural session, the following will take place:

- a) The designation of roles and the assignment of specific tasks to each member, ensuring a balanced distribution of responsibilities for the proper functioning of the Commission.
- b) Establishing the work schedule for the analysis and evaluation of submitted applications for Professional Career recognition.
- c) It will consider, on an extraordinary and one-time basis, applications from employees seeking access to Career Level I, who, as of January 1, 2024, will have at least five years of service with the Foundation; such applications will be automatically approved by the Committee, subject to verification, without undergoing evaluation, within the application deadlines set forth in the Collective Bargaining Agreement.

3. Subsequent meetings will follow the regular schedule and functions outlined above, ensuring the orderly and equitable participation of all members and adherence to the deadlines established in the procedure for the application, evaluation, and recognition of



BIOMEDICAL RESEARCH FOUNDATION
GREGORIO MARAÑÓN HOSPITAL

the Professional Career Path as set forth in the Collective Bargaining Agreement.



THIRD

Procedure for Application, Evaluation, and Recognition of the Professional Career

Article 16. Definition and Scope of Professional Career.

1. A professional career in the context of Biomedical Research Foundations is defined as the right of employees to individualized recognition of their seniority and professional development. The career system includes both the recognition of seniority and professional development and, therefore, will be incompatible with the future inclusion of any other model of recognition based on seniority, whether in the form of three-year, five-year, six-year increments, or similar. It thus entails the recognition of experience, prestige, competence, and professional responsibility, accumulated and demonstrated through achieved milestones and the fulfillment of objectives and duties.

2. The professional career path will apply to staff covered by the Collective Bargaining Agreement of the Group of Companies of the Biomedical Research Foundations of the SERMAS IISS, which includes the Gregorio Marañón Hospital Biomedical Research Foundation (FIBHGM).

3. The levels, compensation, requirements, and evaluation criteria associated with the recognition and development of the Professional Career Path—which fall under the purview of the Evaluation Committee—shall at all times be those established in Annex IV of the applicable Collective Bargaining Agreement, which serves as the reference framework that the Committee must apply in its proceedings.

Article 17. Application, Self-Assessment, and Internal Evaluation.

1. The procedure for applying for recognition of the Professional Career Path shall begin with the interested individual voluntarily submitting an application for placement at the appropriate level to the Evaluation Committee.

2. To apply for a specific professional career level, the employee shall submit to the Evaluation Committee the established application form, within the applicable deadline and annual call for applications, accompanied by:

- a) An evaluation form assessing the subjective criteria, completed by the applicant's line manager.
- b) A self-evaluation form, indicating the credits assigned in each of the objective evaluation categories.
- c) Any documents deemed necessary to substantiate the merits justifying those credits (course certificates, list of publications, etc.).

3. Once all the information has been gathered, it will be evaluated by the Evaluation Committee, which will issue a provisional decision. This decision will be communicated to the interested parties, who will have 15 days to file an appeal in the first instance with the entity's own Evaluation Committee.



4. If the applicant disagrees with the Evaluation Committee's decision, they may, in the second instance, file a complaint with the Joint Committee of the Agreement, submitting the arguments and documentation they deem necessary or that are required of them; this committee will issue the final decision.

Article 18. Deadlines.

1. The application period will be open from January 1 through March 15 of each year, with length of service calculated through December 31 of the previous year.

2. The Evaluation Committee will review the applications and issue provisional results no later than May 15, at which time the applicant will have the right to learn the outcome and, if applicable, the details of the evaluation. They will also have a period until May 31 to file an appeal with the Evaluation Committee, which will decide no later than June 20 whether to grant the appeal, in whole or in part, or to uphold its decision, after which it will promptly notify the interested parties of its resolution. No new qualifications may be cited in the appeal, although applicants may correct any incorrect documentation submitted or supplement it to support some of the qualifications cited in the application.

3. Once the Evaluation Committee has completed its evaluation and the appeal period in the first instance has ended, a period will begin, lasting until July 20, to appeal the decision in the second instance before the Joint Committee of the Collective Bargaining Agreement. The Joint Committee will have until September 30 to communicate the final, reasoned proposal for the assignment of a new level, as well as the reasoned denial of the level for those who did not pass.

4. Employees who are placed in a specific professional career level will be entered into an internal registry created for this purpose, which will include the career level and the date on which that level was attained.

5. Two special application processes will be established:

- a) For one-time access to career level I, for all employees who, as of January 1, 2024, have at least five years of service with the Foundation, a three-month application period is established, beginning on the effective date of the agreement, to request extraordinary recognition of level I, which will be automatically approved without undergoing an evaluation. The financial effects are retroactive to January 1, 2024.
- b) For one-time advancement to Career Level II for all employees who, as of January 1, 2026, have ten or more years of service with the Foundation, a three-month application period is established during the first quarter of 2026 to apply for recognition at Level II, for which an evaluation process will be conducted in accordance with the provisions of this career model.

Those who have attained Level I through this extraordinary process may include all merits earned since the start date of their contractual relationship with the Foundation when applying for Level II recognition.



BIOMEDICAL RESEARCH FOUNDATION
GREGORIO MARAÑÓN HOSPITAL

Final Provision. Entry into Force

This Internal Procedure shall enter into force on the day following its approval by the Management of the Gregorio Marañón Hospital Foundation for Biomedical Research.

Madrid, on the date of electronic signature.

17443277P

MARIA TERESA

FERNANDEZ (R:

G83195305)

Digitally signed
by

17443277P MARIA
TERESA FERNANDEZ
(R: G83195305)

Date: April 28, 2026
3:01:37 PM +02:00

THE DIRECTOR OF THE GREGORIO MARAÑÓN HOSPITAL FOUNDATION FOR
BIOMEDICAL RESEARCH,

Teresa Fernández Alonso