

**Barcelona Biomedical
Research Park
Consortium**

BARCELONA
JUNE 2026



**Results Report
2025**



Barcelona
Biomedical
Research
Park

PRBB.ORG

Table of contents

INTRODUCTION	3
EDITORIAL	4
2025 HIGHLIGHTS	5
THE PRBB IN FIGURES	6
CONTRIBUTING TO BETTER SCIENCE	7
SCIENTIFIC INFRASTRUCTURES AND RESEARCH SERVICES	12
PRBB COMMUNITY	19
COMMUNICATION AND PUBLIC IMPACT	27
DAILY OPERATIONS, SUSTAINABILITY AND SAFETY	31
GOVERNANCE AND CORPORATE SERVICES	36

Introduction

A year of science, community and shared infrastructure.

2025 was a year of consolidation and future projection for the Barcelona Biomedical Research Park Consortium (PRBB). The roll-out of the PRBB Ciutadella project marked a turning point in the Park's trajectory and opened a new stage to strengthen Barcelona's biomedical research ecosystem.

At the same time, the PRBB continued to provide a shared environment supporting excellent research, with a community of 1.679 residents from 65 countries and an intense programme of training, scientific seminars, research services and infrastructure management.

This report brings together the main actions, results and initiatives developed throughout the year: from the modernisation of the Animal Facility and technical improvements to the building, to the activity of the PRBB Intervals programme, work on good scientific practice, equality, diversity and inclusion, and actions in science culture and public communication. It also reflects the PRBB's commitment to remaining an open, collaborative space connected to society, through initiatives such as OpenPRBB, the PRBB Award, El·lipse, podcasts and its growing presence across digital channels.



The PRBB centres

HOSPITAL DEL MAR RESEARCH INSTITUTE

DEPARTMENT OF MEDICINE AND LIFE SCIENCES, POMPEU FABRA UNIVERSITY (MELIS-UPF)

CENTRE FOR GENOMIC REGULATION (CRG)

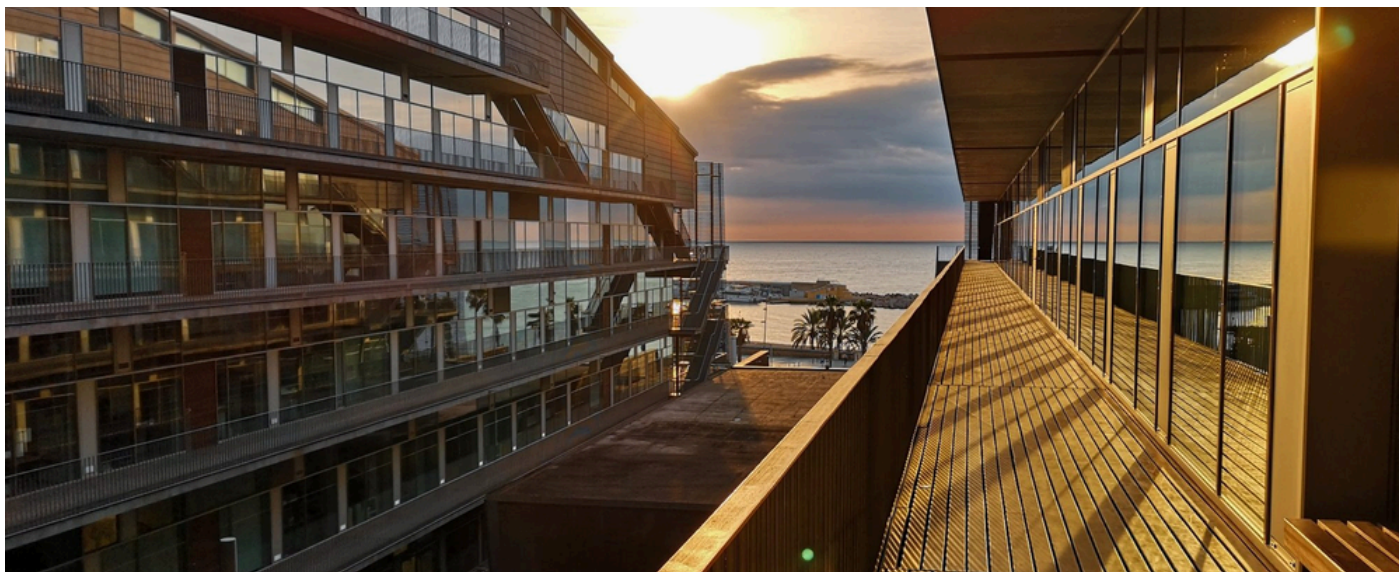
BARCELONA INSTITUTE FOR GLOBAL HEALTH (ISGLOBAL, CAMPUS DEL MAR)

INSTITUTE OF EVOLUTIONARY BIOLOGY (IBE (CSIC-UPF))

EUROPEAN MOLECULAR BIOLOGY LABORATORY (EMBL BARCELONA)

PASQUAL MARAGALL FOUNDATION (FPM)

BARCELONA INSTITUTE OF APPLIED RADIOPHARMACY (IRAB)



Editorial

A new horizon for Catalan biomedical science:
The PRBB Ciutadella project

2025 was a year of intense activity at the Barcelona Biomedical Research Park. A community of more than 1.600 researchers and professionals sustained a dense, open and shared scientific agenda.

The commission from the Government of Catalonia to the Barcelona Biomedical Research Park Consortium (PRBB) to build and manage the new research building on the site of the former Mercat del Peix represents a major challenge and an immense responsibility, which we take on backed by twenty years of experience in managing first-class scientific infrastructures. This country-wide agreement, made possible thanks to the collaboration of the Government of Catalonia, Barcelona City Council and Pompeu Fabra University, allows us to roll out the PRBB Ciutadella project.

The future 24.000-square-metre space, designed by the prestigious Barozzi Veiga studio, will become a new key facility for excellent biomedical research in Catalonia. It will host the whole of IRB, a section of IBEC, laboratories from other leading centres such as ICN2, CRG and ICFO, as well as spaces for the BIST Foundation, the original promoter of the project.

The construction and equipment of PRBB Ciutadella will be made possible thanks to a multi-year investment of €104 million provided by the Government of Catalonia, together with the 75-year surface right and other contributions to the initial investments from Barcelona City Council.

This ambitious initiative is not an isolated project. It will become a fundamental part of the Ciutadella of

Knowledge, a strategic, long-term vision that will transform the Park and its surroundings into a major hub where life sciences, social sciences and the humanities come together. Sharing space with UPF's social wellbeing projects, the Institute of Evolutionary Biology (CSIC-UPF) and the forthcoming expansion of the Pasqual Maragall Foundation, we are shaping a scientific fabric of exceptional density and richness.

The integration of this new node will, we estimate, at least double the PRBB's current critical mass, which already brings together around 1.700 professionals working in life sciences and biomedical research.

The creation of this expanded ecosystem opens up an ideal scenario for cross-fertilisation between disciplines and institutions, multiplying Barcelona's potential as a global scientific benchmark. Far from diluting us, this expansion will strengthen our collective ability to attract the best international talent and secure new competitive resources.

Despite the scale of this growth, the PRBB's fundamental mission will remain unchanged: beyond the rigorous management and preservation of its assets, our purpose will continue to be to support our centres and foster a human and scientific working environment that is highly inspiring for everyone.

Jordi Camí
Director General of the Barcelona Biomedical Research Park (PRBB)

2025 highlights

A year of consolidation and future vision

In 2025, the Barcelona Biomedical Research Park (PRBB) experienced a period marked by the celebration of its trajectory, the continuous improvement of its infrastructures and, above all, the drive behind strategic projects that will define the future of research in the city.

-
- 01** **ANNIVERSARIES AND COMMITMENT TO YOUNG AND FEMALE TALENT**
- The celebration of the community fabric and the promotion of science had a special role this year through two key anniversaries:
- ▶ 20 years of the PRBB Award: The award reached its twentieth anniversary with a special edition in which the white-throated dipper was the protagonist, consolidating its role as a benchmark initiative to encourage research among students.
 - ▶ A decade of 11F: The International Day of Women and Girls in Science celebrated its 10th anniversary with an intergenerational event. This commitment to a gender perspective continued on 21 March, with an event dedicated to highlighting the role of women both in the laboratory and in decision-making spaces.
-
- 02** **STRATEGIC DRIVE: THE PRBB CIUTADELLA PROJECT**
- 2025 will be remembered as a turning point in the Park's expansion. The PRBB Consortium received the Government's commission to develop the PRBB Ciutadella building on the site of the former Mercat del Peix, a node that will be fundamental for the country's scientific ecosystem. The Government has authorised a multi-year investment of €104 million for works, furniture and equipment. Of this amount, €60 million will be channelled as a loan to the PRBB Consortium and €44 million will come directly from the Department of Research and Universities for the period 2025-2029. Barcelona City Council will provide the 75-year surface right and contribute to the initial investments.
-
- 03** **INFRASTRUCTURE IMPROVEMENTS AND WELLBEING**
- The quality of research depends directly on the excellence of the facilities and on the wellbeing of those who work in them:
- ▶ Technological renewal: A comprehensive upgrade of the aquatic facilities in the Animal Facility was launched, ensuring that the Park has state-of-the-art equipment for biomedical research.
 - ▶ Healthy community: PRBB Healthy Week, held in April, once again placed the focus on the physical and mental wellbeing of the people who are part of the Park.
 - ▶ Professional development: Career Month, held in June, offered tools and resources to explore professional pathways beyond the laboratory, strengthening support for the career development of research staff.
-
- 04** **PUBLIC ENGAGEMENT AND DIALOGUE WITH SOCIETY**
- The PRBB reaffirmed its commitment to being an open and transparent space:
- ▶ OpenPRBB: The open day event, held between September and October, once again made it possible to share science directly with the public, opening the doors of knowledge to thousands of people.
 - ▶ Science and humanism: December marked the beginning of the collaboration with Platform Dalí, an initiative that seeks to address the complexity of life by combining scientific knowledge with imagination and creative thinking.
 - ▶ New formats: The second season of the Science With A View podcast was launched, consolidating this format as a modern and accessible communication channel.

The PRBB in figures

PRBB COMMUNITY

1.679

Residents

60/40

Women / men (%)

33%

International residents

65

Countries

SCIENTIFIC ACTIVITY

53

Scientific sessions co-organised by the PRBB

38

PRBB Intervals courses

450

Intervals attendees

SCIENCE CULTURE AND SOCIETY

12

Outreach activities

860+

Participants

316

PRBB Award projects

1.000+

OpenPRBB visitors

230+

volunteers

COMMUNICATION AND IMPACT

53.000

Social media followers

238.000

E-lipse visits

19

Positive media mentions

DAILY OPERATIONS

8,3 M€

Managed by Infrastructure

10.105

Work orders opened

132.991

Lab Café services

1.300

People evacuated in 9 minutes during the annual drill

Contributing to better science

PRBB INTERVALS: TRANSVERSAL TRAINING FOR THE SCIENTIFIC COMMUNITY

The **PRBB Intervals** programme has offered transversal training opportunities to the whole PRBB community since 2008. Its workshops aim to provide essential skills for the professional development of anyone linked to research, regardless of their role or level of experience. From self-management and creativity to science communication, leadership, teamwork and the ability to navigate the research system, Intervals helps train professionals who are better prepared to face the challenges of today's scientific environment. In 2025, Intervals continued to be a key resource for the professional growth of the PRBB community.

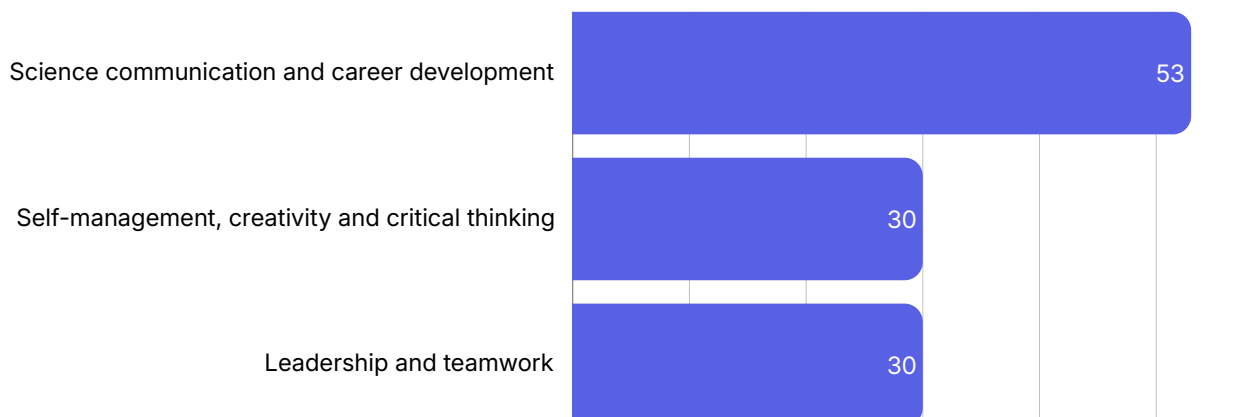
Intervals 2025 in figures

Indicator	2025
Courses organised	38
Places available	479
Attendees	441
People who took more than one course	66
Courses full or with a waiting list	80%

The 2025 training offer was structured around three main areas: oral and written communication and career development; self-management, creativity and critical thinking; and leadership, negotiation, conflict management and teamwork.

Training areas of Intervals participants in 2025

● Percentage of places (%)



PRBB INTERVALS: TRANSVERSAL TRAINING FOR THE SCIENTIFIC COMMUNITY

Who takes part in Intervals?

As in previous years, PhD students represented a significant proportion of participants in 2025, followed by postdoctoral and technical staff. Compared with 2024, there was a slight decrease in postdoc participation and an increase in attendance by technical and support staff.

Profile of Intervals participants in 2025

Participant profile	Percentage of attendance
Predoc	41%
Postdoc	16%
Technical and laboratory staff	16%
Management	9%
Administration and support	7%
Senior researchers	4%
Master's students	4%
Other profiles	3%

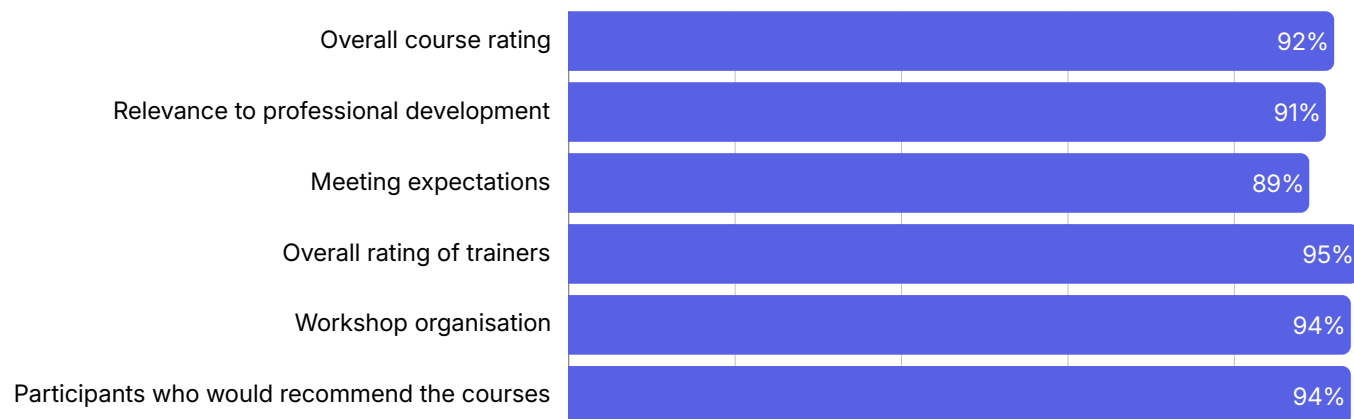
Featured workshops

Among the featured workshops in 2025 were:

- ▶ **Leading for success in science:** an intensive three-day course aimed at group leaders and senior profiles. The course works on essential skills for leading scientific teams, such as giving feedback, managing recruitment processes, addressing conflict and improving communication within groups. Fifteen group leaders and senior managers from PRBB centres took part in this edition.
- ▶ **Rhyme your research:** a workshop that introduces participants to science poetry as a creative tool for approaching research and communicating it in a different way. This activity connects scientific practice with other forms of expression and offers new ways to bring science closer to diverse audiences.
- ▶ **Climate action for all - How to decarbonise science:** Everyone can play a positive role in reducing the environmental impact of their work. This workshop aims to empower PRBB staff to develop an action plan to reduce the greenhouse gas emissions linked to their work-related activities and to inspire others in their professional environment to do the same.
- ▶ **Job hunting in science. What lies beyond academia?:** a new course that complements the existing Intervals offer on careers and aims to help people interested in moving from academia to industry during the job-seeking process.

PRBB INTERVALS: TRANSVERSAL TRAINING FOR THE SCIENTIFIC COMMUNITY

Perceived quality* by Intervals 2025 participants



* Score from 1 (not satisfied) to 100 (very satisfied)

In 2026, Intervals will continue to offer innovative training for junior, research, technical, support, management and senior staff at the PRBB, with the aim of remaining a key resource for the professional development of the Park's community.

[Read the Intervals 2025 annual report](#)

GOOD SCIENTIFIC PRACTICE AND RESEARCH INTEGRITY

The PRBB coordinates the **Good Scientific Practice (GSP) working group** of the Park's centres, which includes members from all centres, together with representatives of the PRBB Consortium. This group works to promote a responsible research culture based on scientific integrity, transparency, mutual respect and the prevention of conflicts in research activity. In 2025, the group held **four meetings** and promoted several actions aimed at the PRBB community.

One of the main lines of work during the year was **doctoral supervision**. In February, a workshop was organised to create a **supervisor-student agreement**, with the aim of helping to align expectations, responsibilities and needs between PhD students, supervisors and other profiles involved in the training process. This initiative continues the group's work to improve supervision relationships and foster clearer, healthier and more responsible research environments.

In April, a **visibility campaign was launched for the PRBB Code of Good Scientific Practice**, with the aim of reminding the community of the shared principles that should guide scientific practice across the Park's centres. The Code acts as a reference tool to strengthen research integrity and promote collective responsibility in maintaining a good scientific culture.

In June, the group organised a **workshop on scientific authorship**, focused on providing tools to prevent and manage possible conflicts related to contributions to papers and other research outputs. Authorship remains one of the most sensitive areas of scientific practice, especially in collaborative and interdisciplinary environments, and this activity made it possible to work on criteria, expectations and good practices to address it in a clearer and more equitable way.

GOOD SCIENTIFIC PRACTICE AND RESEARCH INTEGRITY

In November, Jordi Camí, Director General of the PRBB, gave the talk **"From impact factor to disinformation"**, dedicated to integrity in scientific publications. The session addressed how an evaluation model based on publications and bibliometric indicators is losing credibility in a context marked by fraud, disinformation and the growing use of generative artificial intelligence. The talk opened up a space for reflection on current challenges in scientific communication, research evaluation and public trust in science.

Beyond the PRBB

In addition to the actions aimed at the PRBB community, training in this area was also reinforced in 2025. A **course on good scientific practice** was offered to **PhD students at IRB/VHIO**. At European level, the PRBB continued to have an active presence in key research integrity networks, with Maruxa Martínez as a member of the **core group of ERION**, the **European Research Integrity Officers Network**, and as a member of the **Advisory Board of the European RE4GREEN project**.

SCIENTIFIC CONFERENCES AND SEMINARS

The PRBB maintains an intense and diverse scientific agenda, helping to energise academic life at the Park and connect the research community with leading voices in international research. Conferences, seminars and scientific sessions provide a meeting space between centres, disciplines and generations of researchers, and reinforce the PRBB's role as a collaborative biomedical research ecosystem.

Sessions co-organised by the PRBB in 2025

Type of session	Number
PRBB-CRG Conferences	30
Computational Genomics Seminars	19
PRBB Sustainability Seminars	4
Total co-organised sessions	53

The **PRBB-CRG Conferences** are delivered by internationally recognised researchers in their fields, invited by members of PRBB centres. The 2025 edition included 30 sessions with leading speakers in areas such as genomics, cell biology, neuroscience, synthetic biology, microbiota, gene regulation, cellular mechanics and developmental biology.

363

Scientific sessions at the PRBB

95

Doctoral theses

560

Subscribers to the weekly newsletter Scientific Sessions @PRBB.ORG

SCIENTIFIC CONFERENCES AND SEMINARS

Beyond the sessions directly co-organised by the PRBB, the Park's overall scientific activity was much broader. In total, **363 scientific sessions** were held at the PRBB in 2025, including **95 doctoral theses**. This activity reflects the scientific vitality of the Park and its capacity to host seminars, conferences, thesis defences and other spaces for knowledge exchange throughout the year.

This scientific agenda was disseminated through the weekly **newsletter Scientific Sessions @PRBB.ORG**, which had **560 subscribers** in December 2025. The newsletter keeps the community informed about seminars, conferences, theses and other scientific activities.

Scientific infrastructures and research services

THE PRBB ANIMAL FACILITY

Key milestones and figures in 2025

01	COORDINATION WITH USERS	5 CUA meetings More operational dialogue with resident centres
02	TRAINING	3 training activities Strengthening the 3Rs, regulatory compliance and experimental quality
03	SUPERVISION	2 CEEA-OH inspections Review of occupational risk prevention, biosafety, documentation, animal welfare
04	HEALTH STATUS	3 annual controls in zebrafish Increased health monitoring during the aquatic facility refurbishment
05	CRITICAL INFRASTRUCTURE	Temporary biomodule in operation Safe transfer of all zebrafish lines with no experimental impact
06	STRATEGIC REFURBISHMENT	Aquatic facility under transformation New quarantine, live diet, laboratory and technical rooms
07	EQUIPMENT	4 biosafety cabinets, 7 changing stations and 24 rack ventilation units Renewal of key equipment for biosafety and animal housing
08	EXTERNAL PROJECTION	FELASA, AAALAC Virtual Conference and SECAL Participation in international professional spaces
09	TRANSPARENCY	COSCE report and educational activities Commitment to open communication on research involving animals
10	ACCREDITATION	Annual Report and Program Description submitted to AAALAC Document preparation for the 2026 visit

THE PRBB ANIMAL FACILITY

2025 was a **period of growth, modernisation and consolidation for the PRBB Animal Facility**, a key scientific infrastructure for the development of biomedical research at the Park. The actions promoted during the year strengthened service quality, animal welfare, safety, document management, user relations and the operational resilience of the facilities. This set of improvements placed the Animal Facility in a good position to face the AAALAC International accreditation visit, which took place in the first quarter of 2026.

Coordination with users and improved document management

Communication with users is a key element in ensuring the proper functioning of the Animal Facility, especially in a scientific environment shared by several centres and research groups. In 2025, **five meetings of the Animal Facility Users Committee (CUA)** were held, focused on sharing operational information, reviewing processes related to animal welfare, updating occupational risk prevention criteria and strengthening coordination between resident centres.

In parallel, a comprehensive update of the **PRBB User Portal was completed**, incorporating operating protocols, forms, annexes from the Biosafety Committee (CBS) and revised occupational risk prevention and biosafety documentation. For the first time, secure access was also enabled for external users, facilitating document preparation before entering the facilities and reinforcing the consistency of the management system.

Training and support for research staff

Continuous training for research staff is essential to guarantee high-quality research, regulatory compliance and the application of the **3Rs principles: replacement, reduction and refinement**. In 2025, the Animal Facility offered three main training activities for users: the in-person seminar "**Pain Recognition in Rodents**", the webinar "**Cryopreservation and Reproductive Technologies for Laboratory Animal Strains**" and the in-person training session "**Severity Assessment in Animal Research**".

These activities helped strengthen knowledge of animal welfare, pain recognition, severity assessment, reproductive technologies and cryopreservation of animal lines. They also helped improve the quality of experimental work and consolidate a shared culture of care among research, technical and support staff.

Animal welfare, supervision and health status

In 2025, a new system was implemented so that research staff can carry out welfare **studies in genetically modified lines**. This procedure makes it possible to determine whether these lines can be bred without the need for an experimental project, once the study results have been evaluated by the **CEEA-OH**.

In addition, the CEEA-OH carried out two on-site visits, one to **UBIOMEX** in February and another to the **Barrier** area in November. These visits reviewed aspects related to occupational risk prevention, biosafety, documentation and animal welfare, leading to structural improvements, updates to instructions and the reinforcement of procedures.

In the area of health monitoring, the policy for analysing and validating biological material introduced into the facilities was strengthened throughout the year, with the aim of reducing the risk of introducing infectious agents that could affect animal welfare or interfere with experimental results. In the specific case of **zebrafish**, and in the context of the aquatic facility refurbishment, the frequency of health checks was increased to **three annual reviews**.

Aquatic facility refurbishment and temporary biomodule

One of the most important actions of the year was the launch of the **comprehensive refurbishment of the aquatic facility**, which will make it possible to incorporate new quarantine, live diet, laboratory and technical rooms, as well as redundant life-support systems. This refurbishment will strengthen the PRBB's capacity to support research with aquatic organisms, especially zebrafish, while maintaining high standards of animal welfare, safety and experimental quality.

The most significant milestone in 2025 was the **commissioning of the temporary biomodule**, which received approval from the Government of Catalonia and enabled the safe transfer of all zebrafish lines with no experimental impact. This milestone was key to ensuring research continuity during the works and preserving animal lines of high scientific value.

THE PRBB ANIMAL FACILITY

Modernisation of the facilities

In parallel with the aquatic facility refurbishment, the **cleaning area of the Animal Facility was fully renovated** in 2025. This intervention made it possible to centralise equipment, improve drainage systems, renew horizontal and vertical surfaces and reinforce the separation of flows, without affecting the operation of the Animal Facility at any point.

The replacement of the inductors in the air-conditioning system was also completed, with the aim of improving thermal stability and reducing the risk of flooding within the facilities. These improvements strengthen the safety, operational resilience and proper maintenance of a critical infrastructure for animal welfare.

This resilience was particularly tested during the major power outage on 28 April. The generators were activated correctly and guaranteed the operation of critical services with no impact on animals. Afterwards, further improvements were implemented, such as the renewal of UPS batteries, the update of the SCADA system and the expansion of fuel reserves.

Investments, international projection and transparency

Investments in 2025 made it possible to renew key equipment for the operation of the Animal Facility, with improvements in biosafety, animal housing, internal logistics, material storage and the organisation of spaces. Notable additions included biosafety cabinets, changing stations, ventilation units for racks, cold equipment, containers, area-specific clothing and new furniture for storage areas.

The Animal Facility also maintained an active presence in professional spaces and sector conferences. In 2025, it took part in **FELASA 2025**, the **AAALAC Virtual Conference** and **SECAL 2025**, with contributions on animal behaviour, coordination within the PRBB ecosystem, pharmacological management, occupational risk prevention and the aquatic facility refurbishment.

In the area of transparency, the Animal Facility took part in educational initiatives such as “Science journalists” and offered talks at secondary schools on research involving animals and the 3Rs. It also contributed to the **COSCE Transparency Report** and submitted the **2024 Annual Report and Program Description to AAALAC**, as required ahead of the 2026 visit.

TECHNICAL MODERNISATION PROJECTS

In 2025, the PRBB Infrastructure area promoted **several technical modernisation actions aimed at strengthening the reliability, connectivity, control and operational continuity of the building**. These interventions are part of a gradual renewal process of critical infrastructures that directly support the scientific activity of the Park’s centres: communication networks, air-conditioning control systems, hydraulic installations, laboratory equipment and building technical management systems.

780.000 € +

in key technical modernisation actions, including connectivity, building control, air conditioning, hydraulics and laboratory support

TECHNICAL MODERNISATION PROJECTS

Technical modernisation 2025

01	SCIENTIFIC CONNECTIVITY	Renewal of the fibre network, switches, Wi-Fi and P4 rack on the hospital side	A more reliable, faster and safer connection for scientific and administrative activity
02	INTELLIGENT BUILDING CONTROL	Migration from the TREND 963 system to IQVISION and migration of the cold production control panel	Greater security, better monitoring and reduced risk of service interruptions
03	STABLE AIR CONDITIONING	Replacement of DG controllers with IQECO controllers in 455 fan coils and renewal of valves and actuators	Improved thermal comfort and greater reliability in workspaces and laboratories
04	HYDRAULIC INSTALLATIONS	Replacement of domestic cold water and softened water pressure units	Improved efficiency and fewer breakdowns in essential services
05	DIRECT LABORATORY SUPPORT	Installation of two ultrapure water systems	Improved technical services linked to experimental work

Connectivity and digital network

One of the most relevant interventions was the **renewal of the PRBB's communications infrastructure**. The existing network had become obsolete and no longer adequately met the needs of a scientific building with high connectivity demands. In 2025, new fibre optic links were installed from the RITI to the data processing centre and to all floors of the PRBB, and the building's old fibres were removed.

This action was complemented by the **renewal of switches and Wi-Fi**, which was necessary because some of the equipment had reached the end of its useful life and was no longer supported by manufacturers. The rack on the 4th floor on the hospital side was also renewed, as the patch panels were failing due to cable wear.

Technical control, air conditioning and IQVISION

In 2025, progress was also made in modernising the building control systems. At the end of 2024, the **TREND 963** system had become obsolete and was no longer supported by the manufacturer, increasing the risk of interruptions, security failures and loss of control over the facilities. To ensure security, reliability and operational continuity, migration to the new **IQVISION** system was launched. This system is compatible with the existing infrastructure and designed to modernise the building's technical management without having to replace all equipment.

TECHNICAL MODERNISATION PROJECTS

In parallel, the cold production control panel, also based on obsolete TRENDS technology, was renewed, and the replacement of the old DG controllers in **455 fancoils** with new **TRENDS IQECO controllers was completed**. These units, compatible with the current SCADA system and the future IQVISION platform, improve thermal comfort control and reinforce air-conditioning reliability. Valves and actuators were also renewed to reduce leakage risks and improve system safety.

Hydraulic services and laboratory support

As part of the 2025-2040 Investment Master Plan, priority was also given to the renewal of general installations with a direct impact on the continuity of the centre's activity. The domestic cold water and softened water pressure units, installed in 2006, were already experiencing faults that could affect the functioning of the building. Their full replacement made it possible to incorporate more modern, efficient and reliable equipment, improving the performance of the entire hydraulic installation.

In the area of laboratory support, two new water purification systems were also installed in laboratories 435.02 and 725. This intervention strengthens the technical services linked to experimental work and responds to specific needs in research spaces.

Maintenance improvements and operational continuity

In addition to the major modernisation actions, maintenance improvements were implemented in 2025 to guarantee the daily functioning of the building and reduce operational risks. These interventions included actions to improve climate comfort, update electrical and lighting installations, optimise sanitation and hydraulic installations, reinforce safety and improve the functionality of common spaces, laboratories and special rooms.

SUSTAINABILITY COMMITTEE

The PRBB maintains its commitment to **energy efficiency, building sustainability and the promotion of more responsible research practices**. Since 2022, the **PRBB Sustainability Board**, coordinated by PRBB Consortium staff, has operated as a cross-cutting working group made up of representatives from the centres and research staff, with the aim of promoting actions and improvement processes both in the scientific activity of laboratories and in the overall management of the building.

In 2025, sustainability was addressed from different perspectives: reducing the environmental impact of scientific activity, raising awareness among the community, sharing knowledge, waste management, monitoring consumption and incorporating sustainability criteria into operational and building maintenance decisions.

Sustainability in the Park's scientific culture

Sustainability is approached not only as a technical building issue, but also as a dimension of scientific culture. In 2025, **four PRBB Sustainability Seminars** were held as part of the 53 scientific sessions co-organised by the PRBB. These seminars help place sustainability on the Park's scientific agenda and create spaces for reflection on the environmental impact of research.

In parallel, the Intervals programme included the course **"Climate action for all – how to decarbonise science"**, aimed at helping PRBB staff develop action plans to reduce greenhouse gas emissions associated with their professional activity and inspire change within their teams.

SUSTAINABILITY COMMITTEE

Key milestones and figures

01	CROSS-CUTTING GOVERNANCE	5 follow-up meetings of the Committee with representatives from the centres and research staff Connecting building management with laboratory needs
02	SUSTAINABLE SCIENTIFIC CULTURE	4 PRBB Sustainability Seminars Integrating sustainability into the Park's scientific agenda
03	TRAINING AND RESEARCH PRACTICE	"Climate action for all – how to decarbonise science" course within Intervals Providing concrete tools to reduce the environmental impact of research
04	OUTREACH AND COMMUNITY	"Everyday sustainability" activity at OpenPRBB Bringing sustainability closer to the general public and the PRBB community
05	ENVIRONMENTAL MANAGEMENT OF THE BUILDING	Monitoring consumption and waste Launch of the hard plastic collection project, with 1.400 kg of hard plastic collected from June to December 2025. This makes it possible to identify areas for improvement and make informed decisions.
06	ENERGY	Commissioning of L'Energètica as electricity supplier from 2026 A step towards a public and renewable energy model

Community awareness and participation

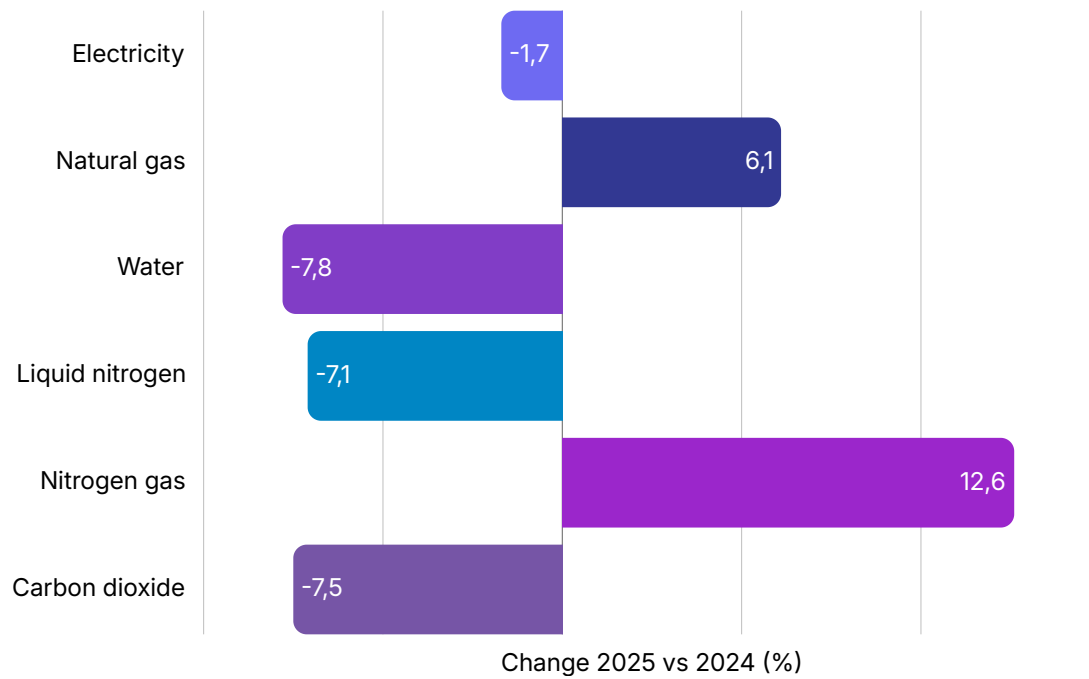
The Sustainability Committee also helps make the impact of everyday decisions visible. During OpenPRBB 2025, the PRBB Sustainability group organised the activity **"Everyday sustainability"**, an outreach proposal to reflect on the origin of food, its impact on ecosystems, consumption habits and the effects of human activity on marine organisms. The activity was carried out in collaboration with the Environmental Education Documentation Service, a member of the Barcelona Network of Environmental Facilities.

SUSTAINABILITY
COMMITTEE

Consumption and environmental management of the building

Monitoring annual consumption remains a key tool for guiding the environmental management of the building. In 2025, electricity, water, liquid nitrogen and carbon dioxide consumption decreased compared with the previous year, while natural gas and nitrogen gas increased.

Evolution of consumption in 2025 compared with 2024



Waste and circular economy

In the area of waste management, **TMA** has been the company awarded the PRBB **waste management contract** since 1 September 2025. It is a company specialised in integrated waste management, with an activity focused on treating and recycling materials to transform them into new products, thereby contributing to the circular economy and reducing the environmental impact derived from waste generation.

Energy and operational transition

At the end of 2025, the commission to **L'Energètica**, Energies Públiques Renovables de Catalunya, was formalised so that, from 1 January 2026, it would become the **PRBB's electricity supplier**.

PRBB Community

THE PEOPLE OF THE PRBB

The PRBB is, above all, a diverse scientific and professional community. The Park brings together independent research centres, very different professional profiles and people of dozens of nationalities who share spaces, services, infrastructures and a culture of collaboration. This human diversity is one of the foundations of the PRBB model: a community that combines research, scientific and technical services, management, maintenance, administration and support for scientific activity.

The latest available demographic data show a community of **1.679 people working at the research centres and the PRBB Consortium**, rising to 1.826 people when staff from external companies are included. This represents a **7% increase** compared with the previous year. The community maintains an overall gender composition of approximately **60% women and 40% men**, and also stands out for its international character: **33% of staff are from outside Spain**, with 552 people from 65 different countries.

PEOPLE

1.679

People at the centres and the PRBB Consortium

1.826

People including external companies

+ 7%

Growth compared with the previous year

DEMOGRAPHICS

60/40

Women / men (%)

33%

International staff

65

Nationalities represented

A diverse community by professional profile

The PRBB community is not made up only of research staff. The data show the growing weight of technical, administrative and support profiles, which are essential to making contemporary biomedical research possible. Within the centres and the PRBB Consortium, the largest group is **technical staff**, with **607 people**, followed by **PhD students with 323**, **administrative staff with 270**, **postdoctoral staff with 238** and **principal investigators with 229**.

Gender and research career

The data also show a majority presence of women in many professional categories. Across the community as a whole, the approximate proportion of **60% women and 40% men** is maintained. In addition, for the first time, women represent 51% of principal investigators, compared with 49% men. This figure consolidates a positive trend: in **2021, women represented 40% of PI staff**, and in **2023** they already accounted for **45%**.

Women also have a strong presence in the other categories: they represent **50% of postdoctoral staff**, **59% of PhD students**, **65% of technical staff** and **69% of administrative staff**.

THE PEOPLE OF THE PRBB

Distribution by centre

The CRG and the Hospital del Mar Research Institute remain the two centres with the largest number of staff at the PRBB, together representing more than half of the Park's workforce. They are followed by Pompeu Fabra University, with MELIS-UPF and the IBE, then ISGlobal and EMBL Barcelona. The data also include IRAB, the PRBB Consortium, external companies and, for the first time in the 2024 report, the Pasqual Maragall Foundation.

EQUALITY, DIVERSITY AND INCLUSION

In 2025, the PRBB continued to advance its shared commitment to a more equal, diverse, inclusive and accessible scientific community. The **PRBB Equality, Diversity and Inclusion Committee (EDI)**, a working group coordinated by PRBB Consortium staff and made up of members from all the Park's centres, met four times during the year.

Main actions of the EDI Committee in 2025:

- | | | |
|-------|-----------------------------------|---|
| 01 | TERMS OF
REFERENCE | <p>Update of the committee's Terms of Reference (objectives and mission), in order to broaden the gender perspective to a more general Diversity, Equality and Inclusion approach.</p> <p>See the Terms of Reference</p> |
| <hr/> | | |
| 02 | EQUALITY
COMMITMENT
CHARTER | <p>Approval of a "Charter of Commitment of the PRBB and its centres to Equality, Diversity and Inclusion", signed by the directors and managers of all the Park's centres.</p> <p>Read the Charter and the El·lipse article.</p> |
| <hr/> | | |
| 03 | DISCRIMINATION
SURVEY | <p>Publication of the results of the perceived discrimination survey carried out at the end of 2023.</p> <p>Read the report and the El·lipse article.</p> |

EQUALITY, DIVERSITY AND INCLUSION

Main actions in 2025:

- | | | |
|-----------|--|---|
| 04 | INTERNATIONAL
DAY OF WOMEN
AND GIRLS IN
SCIENCE | <p>Talks at primary schools to explain what science is and who does it. Around 45 women researchers from the different PRBB centres visited schools across Catalonia and gave talks to more than 1.000 children.</p> <p>Read the El·lipse article.</p> <p>Hybrid Viquimarathon. With around 20 participants, approximately 90.000 bytes of content were generated.</p> <p>Read the report and the El·lipse article.</p> |
| <hr/> | | |
| 05 | INTERNATIONAL
WOMEN'S DAY | <p>Organisation of the round table "Women in science: a world of possibilities", aimed at more than 200 secondary school students.</p> <p>Read the El·lipse article.</p> |
| <hr/> | | |
| 06 | INTERNATIONAL
DAY OF ACTION
FOR WOMEN'S
HEALTH | <p>Round table on gender and racialisation biases in biomedical research and artificial intelligence, organised by ISGlobal in collaboration with the European INCLUDE project, the Bioinfo4Women initiative of the BSC-CNS and PRISMA.</p> <p>Read the El·lipse article.</p> |
| <hr/> | | |
| 07 | LGTBIAQ+
PRIDE | <p>Organisation, together with the CRG GEDI committee, of an LGTBIAQ+ Pride walk.</p> <p>Read the El·lipse article.</p> |
| <hr/> | | |
| 08 | INCLUSIVITY | <p>Two guided visits for specific groups during the open day: one for members of the Fragile X Syndrome Association and another for blind people.</p> <p>Launch of the "Celebrating cultures" initiative to give visibility to the diversity of cultures and origins of PRBB residents, through messages on the screens celebrating different traditions.</p> |

EQUALITY, DIVERSITY AND INCLUSION

Main actions in 2025:

- | | | |
|-------|-------------------------|--|
| 09 | EASY-TO-
READ | <p>Publication of an “Easy-to-read” section on the PRBB corporate website, aimed at people with reading and/or comprehension difficulties.</p> <p>See the page.</p> |
| <hr/> | | |
| 10 | OUTREACH IN
EL·LIPSE | <p>Articles in El·lipse giving visibility to issues related to gender and different forms of diversity.</p> <p>Read the news item on the eradication of violence against women and the news item on neurodiversity.</p> <p>Support in disseminating the activities of the LGTBIAQ+@PRBB and @BeyondAbility groups, such as film forums.</p> |

INTERNAL AND COHESION ACTIVITIES

The mission of the PRBB Consortium is to **“provide the best possible environment for excellent biomedical research”**, and this includes all activities that, by their nature, generate cohesion, retention and a sense of belonging among the Park’s residents. For this reason, the Institutional Relations and Outreach Service of the PRBB Consortium promotes and organises recreational and sports activities throughout the year. Some are permanent and others are one-off activities. They are understood as spaces for meeting and interaction by and for PRBB residents.

In 2025, long-standing PRBB activities continued, such as the **Choir**, the **Orchestra** and **yoga sessions**, which are part of the Park’s everyday life and provide regular spaces for connection beyond laboratories and offices. Initiatives promoted by residents and supported by the PRBB have also been consolidated, such as the **women’s boxing group**, which already has more than 20 registered participants, and the **PRBB Inside Tours**, designed to welcome newcomers and also help long-standing residents get to know the building, services and available initiatives better.

Among the year’s highlights was the **Beach Volleyball Championship**, with 498 participants in 62 teams and a final that brought together more than 500 people in the PRBB inner square. **Musical Lunch Breaks** were also resumed: short lunchtime concerts by groups including at least one PRBB resident. In the area of wellbeing, **PRBB Healthy Week** offered 15 sports and healthy-habit promotion activities, with around 234 attendees.

The solidarity dimension of the community also remained active. The **Incubakers group** organised 10 charity breakfasts during the year, as part of an initiative that has already **raised more than €51.000 for nearly 100 NGOs**. In addition, the **two annual blood donation campaigns** at the PRBB collected 86 donations, 23 of them from first-time blood donors, with a potential impact on more than 258 patients.

INTERNAL AND COHESION ACTIVITIES

BEACH VOLLEYBALL CHAMPIONSHIP

498

Participants

62

Participating teams

OTHER ACTIVITIES

15

Activities during
Healthy Week

234

Attendees in health
and wellbeing activities

10

Incubakers charity
breakfasts

86

Blood donations

[Read the 2025 annual report on internal activities for residents](#)

EDUCATIONAL ACTIVITIES

The PRBB and its research centres share a commitment to fostering scientific culture, bringing biomedical research closer to society and awakening scientific vocations among children and young people. With this aim, in 2025 educational and outreach activities were organised for primary, compulsory secondary, upper secondary and vocational training students, as well as initiatives open to the general public, both inside and outside the PRBB building. These activities are carried out by the PRBB Consortium, with the collaboration of research and technical staff from the centres, and are disseminated through platforms such as Barcelona City Council's Educational Activities Programme and EscoLab. The PRBB is part of the FECYT Network of Scientific Culture and Innovation Units and is a member of Barcelona City Council's Pedagogical Innovation Council.

Science journalists and workshops to learn by doing research

One of the activities aimed at primary schools is "**Periodistes científics**", based on interviewing a researcher working at one of the centres located at the PRBB, to bring pupils closer to the world of research and satisfy their curiosity.

In 2025, **2 sessions** were held: one with **35 year-four pupils** from **Institut Escola Mirades**, who interviewed **Arnau Fabra (EMBL-BCN)**; and one with **40 year-four and year-five pupils** from **Escola Els Horts**, who interviewed **Neus Mestre (CRG)**. In addition to interviewing research staff, the groups took part in the activity "**Look through the microscope**", led by the head of aquatics at the PRBB Animal Facility, Laura Aranda, to learn about zebrafish as an animal model in biomedical research.

EDUCATIONAL ACTIVITIES

In parallel, the PRBB, the Hospital del Mar Research Institute and MELIS-UPF organised the third edition of the **“Biomedical research workshop with animal models”**, aimed at secondary school students. The workshop introduces students to what an animal facility is, which animal models are used in biomedical research, and the ethical questions raised by this field. The activity combines an explanation of current regulations and the 3Rs principle — replacement, reduction and refinement — with contributions from research staff working with mice and zebrafish. It also includes a role-playing game, allowing students to take on the roles of different stakeholders and discuss research involving animals from a critical and informed perspective.

In 2025, two sessions were held: one with **19 students** from **Institut Gorgs in Cerdanyola del Vallès** and another with **23 students** from **Escola Immaculada Concepció in Gavà**.

“Dimarts de ciència”: scientific talks for students

Within the PRBB’s educational offer, the **“Dimarts de ciència”** series brings research from the Park’s centres closer to students in the **4th year of compulsory secondary education (ESO)**, upper secondary education and vocational training. These are one-hour virtual talks, designed to be followed by class groups and to encourage student participation through questions and interactive tools.

In 2025, **5 online sessions** were scheduled, with more than **860 participants** from educational centres across Catalonia. The sessions covered a range of topics in biology, health and biomedical research:

01 EXPLORING THE BIOLOGY OF COCKROACHES: A UNIQUE MODEL

Jorge Escudero, from the IBE, explained how cockroaches can help us understand key biological processes and why they are a study model with much more scientific interest than we often imagine.

02 DECIPHERING ALZHEIMER’S: RESEARCH AND PREVENTION

Nina Gramunt, from the Pasqual Maragall Foundation, introduced students to Alzheimer’s research, the changes that occur in the brain before symptoms appear and the importance of early detection.

03 ETHICS AND INTEGRITY IN BIOMEDICAL RESEARCH

Joana Porcel, from ISGlobal, addressed the importance of conducting research ethically and responsibly, and how these principles are applied in scientific practice.

04 ADDICTIONS: VICE OR ILLNESS?

Francina Fonseca, from the Hospital del Mar Research Institute, explained what scientific evidence says about addictions, how they affect the brain and why they should be understood as a health problem.

05 CELLULAR SYMPHONY: THE BATON OF EPIGENETICS

Sergi Aranda, from the CRG, introduced students to the world of epigenetics and how this discipline is changing the way we understand the human body and diseases such as cancer.

[Read the annual report on educational and outreach activities](#)

XX PRBB AWARD: 20 YEARS PROMOTING YOUNG SCIENTIFIC TALENT

In 2025, the **PRBB Award celebrated its 20th edition**, consolidating its role as a benchmark initiative to recognise the best research projects in life sciences carried out by upper secondary and vocational training students.

The initiative was launched in 2005, when the PRBB building was not yet completed, promoted by the Faculty of Medicine and Life Sciences of Pompeu Fabra University and the Park itself. Since then, the award has aimed to highlight the research project as a key moment for students to develop scientific skills, critical thinking and curiosity about the world around them.

The 20th edition reached **record participation**, with **316 projects** carried out by **337 people**, **80%** of whom were **women**, from more than 200 educational centres. Over these 20 years, the PRBB Award has received more than **3.200 projects carried out by nearly 3.500 students**.

The first prize went to **Jordina Baucells**, from Institut de Taradell, for the project "Study of the white-throated dipper in the Riera Major", focused on the species *Cinclus cinclus*, its population, biometrics, ecological requirements, threats and conservation.

The second prize recognised the work of **Biel Badia**, from Institut La Miquela in Bescanó, on the presence of microplastics in sardines from different locations along the Mediterranean and Atlantic coasts. The third prize went to **Irene Cabré**, from Educem in Granollers, for a study on resistant starch and glycaemic control in people with diabetes. The fourth prize was awarded to **Salma Martínez**, from Institut Corbera, for research on bioengineering and heart transplantation; and the fifth prize went to **Laura Soler and Hasna Bouhlal**, from IES Carles Vallbona, for a project on dystonia and the communication difficulties associated with this rare disease.

During the award ceremony, the finalists defended their projects with a scientific poster and later took part in a guided visit to the PRBB to learn more about the research carried out at the centres and about the building itself.

[Read the El·lipse news item: The PRBB Award celebrates 20 years with the white-throated dipper as the protagonist](#)

OPENPRBB: A DAY TO SHARE SCIENCE

OpenPRBB is the Park's great science celebration. It is the day when the people who work at the PRBB open the doors of the building to share knowledge, explain their work and bring biomedical research closer to the public. Through experiments, workshops, outreach talks and laboratory visits, the event offers the opportunity to discover what is done at the Park and how research is carried out in one of southern Europe's main biomedical research hubs.

On **Saturday 4 October 2025**, more than **1.000 people** visited the PRBB and took part in a new edition of the open day. Guided visits to the laboratories were once again one of the most highly anticipated activities, as they allow the public to come into direct contact with research spaces and with the people who work there. Workshops and outreach activities for all ages were also organised, designed to spark scientific curiosity and encourage dialogue between the research community and society.

The 2025 edition took a step forward in inclusion and accessibility. Thanks to the **BeyondAbility group**, the activity "**Extraordinary abilities in science and beyond**" was organised, to explore how people with disabilities perceive the world, both within and beyond science. In addition, a special route was offered with visits to the laboratories of the Hospital del Mar

OPENPRBB: A DAY TO SHARE SCIENCE

Research Institute and MELIS-UPF, focused on research into intellectual disability, with the participation of guests from the Catalan Fragile X Syndrome Association. One of the reduced-mobility routes was also adapted so that a group of blind people could follow it comfortably.

The event was made possible thanks to the involvement of more than **230 volunteers** from different professional profiles at the PRBB. Research, technical, support and management staff devoted a Saturday to explaining their work and sharing their enthusiasm for research with the public. This community involvement is one of the keys to the success of OpenPRBB and reflects the Park's commitment to maintaining an open and close relationship with the public.

[Read the El-lipse article: OpenPRBB, a day for sharing science](#)

[Read the OpenPRBB 2025 report](#)

VISITS TO THE PARK

In 2025, the PRBB received **29 international delegations and student groups**, with a total of **494 people**.

Below is a selection of notable visits:

- ▶ Hong Kong government delegation, including the Secretary for Innovation, Technology and Industry;
- ▶ Delegation of members from universities in South Korea;
- ▶ Michael Milne, COO of EMBL;
- ▶ Delegation from Roche China;
- ▶ Dr Mashhour Al-Refai, Secretary General of the HCST (Higher Council for Science and Technology) of Jordan, and Mr Omar Amawi, Deputy Director of PRIMA;
- ▶ Johanna Schmidhuber, Fraunhofer Institute for Cognitive Systems IKS in Munich, and members of the German Consulate;
- ▶ INOV+ Network (Business Division – Technology Transfer Office of the University of Coimbra);
- ▶ Delegation from Tianfu New Area Government, Chengdu, Sichuan Province, China;
- ▶ Delegation from MRANTI, a government-owned technology park located in Kuala Lumpur, Malaysia.

Communication and public impact

EL·LIPSE AND NEWSLETTERS

El·lipse (<https://ellipse.prbb.org>) is the PRBB's news and science outreach portal and remains the Park's main digital communication tool for explaining the research carried out at the centres, giving visibility to the scientific community and bringing biomedical knowledge closer to society.

In 2025, **124 stories were published** on El·lipse, available in three languages. Most of the content consisted of news items, but the portal also consolidated its own editorial formats, such as *In depth*, *Photo of the week* and *Our picks*, designed to diversify the way science is explained, provide more context for research and highlight content with a more editorial perspective. By section, research continues to carry the greatest weight, followed by content on community, scientific life and public engagement.

In terms of audience, 2025 saw a decrease in visits and users compared with the previous year. El·lipse recorded around **238.000 visits** — approximately **20.000 page views per month** — and around **168.000 users**, representing a decrease of 37% and 39%, respectively, compared with 2024. This reduction should be interpreted in the context of changes in digital traffic behaviour with the arrival of artificial intelligence tools.

The analysis by format shows that ***In depth* content achieved the best combination of visits and attention time**, while *Our picks* content also performed well in terms of reader retention. By contrast, shorter and more visual formats such as *Photo of the week* have a different function: they are lighter pieces, useful for social media and for maintaining editorial rhythm, but naturally involve shorter reading times.

In terms of languages, overall website traffic remains mainly in Spanish, but the stories published in 2025 show a more balanced distribution between the three languages: English, Spanish and Catalan. This linguistic diversity remains one of El·lipse's distinctive values, allowing it to reach both the local community and an international scientific audience.

El·lipse newsletters

Newsletters remain a key channel for maintaining the connection with the readership and distributing El·lipse content on a regular basis. In 2025, **60 newsletters were sent out**, 20 in each language. The average open rate was 38%, and among those who opened the emails, 25% clicked on at least one link. This figure shows that the newsletter maintains an interested audience.

El·lipse and newsletter statistics 2025

Indicator	2025	Variation	2024	2023	2022
Visits / page views	238.000	-37%	381.000	380.000	414.402
Users	168.000	-39%	275.000	287.000	280.329
Subscribers	3.384	-5%	3.553	2.655	2.227

EL·LIPSE AND NEWSLETTERS

Subscriptions to El·lipse stand at 3.384 subscribers, 4,8% fewer than in 2024. This evolution has not been homogeneous by language: while the Catalan version has decreased, the Spanish and English versions have grown. Despite this overall decrease, the newsletter opening rate has increased, indicating a greater level of interest among active subscribers. It is also worth noting that the vast majority of new PRBB residents continue to accept receiving El·lipse when they join the Park, which reinforces the role of the newsletter as a connection channel with the internal community.

SOCIAL MEDIA

Social media remain a key channel for amplifying PRBB activity, disseminating El·lipse content, giving visibility to the Park's events and initiatives, and strengthening links with the scientific and institutional community. In 2025, the PRBB's overall presence on social media grew to **53.155 followers, 10% more than the previous year**. This growth is mainly explained by the positive evolution of LinkedIn and Instagram, as well as the consolidation of Bluesky as a new channel within the PRBB's digital ecosystem. By contrast, X and Facebook continue to show a slight downward trend, in line with changes in the use and relevance of these platforms.

LinkedIn has become one of the PRBB's main channels and is close to reaching the same number of followers as X. The platform is particularly relevant for institutional reputation, the dissemination of professional opportunities, communication with scientific centres and institutions, and the projection of the PRBB as a research infrastructure. Instagram, meanwhile, continues to play an important role in communicating life at the Park, outreach activities and more visual and community-based formats.

During 2025, specific campaigns were promoted, such as **Science uncovered**, to give visibility to outreach content from the portal, as well as actions linked to the **PRBB podcasts**.

Social media statistics 2025

Indicator	2025	Variation	2024
X	21.986	-2%	22.300
Facebook	3.882	-0,7%	3.909
LinkedIn	20.840	+14%	18.217
Instagram	3.454	+12%	3.084
YouTube	688	+6%	650
Bluesky	2.231	—	—
Mastodon	74	—	—
Total	53.155	+10%	48.160

SOCIAL MEDIA

The analysis of social media shows that native and visual formats have greater potential to improve reach and interaction. On Instagram, reels and carousels have more potential than static posts, while on LinkedIn, institutional content, professional opportunities and reputation-building content perform particularly well.

PRBB WEBSITE

The PRBB corporate website (www.prbb.org) remains the Park's main digital space for institutional information. Unlike El-lipse, which focuses on outreach and editorial content, the PRBB website presents the Park, its centres, available services and spaces, professional opportunities, institutional activity and the scientific agenda.

In 2025, the corporate website recorded **96.000 visits, 3% more** than the previous year, and **34.000 users, 21% more** than in 2024. This growth in users indicates an improvement in the reach of the institutional website, although the volume of visits remained more stable.

PRBB website statistics 2025

Indicator	2025	Variation	2024	2023	2022
Visits / page views	96.000	+3%	93.000	115.000	94.000
Users	34.000	+21%	28.000	36.000	33.000

PRBB PODCAST: SCIENCE TO LISTEN TO

In recent years, the PRBB has consolidated its commitment to new audio formats for science outreach, designed to bring research and the people who make it possible closer to diverse audiences. Since the launch of *La Mare de la Ciència* in 2021, the Park has expanded its offer with podcasts in Catalan, Spanish and English. In 2022, *Absolutos y Relativos* was launched in Spanish, with longer interviews hosted by science journalist Luca Tancredi Barone. And in 2024, *Science With A View* was launched as the PRBB's first podcast in English, hosted by Chris George, with conversations between researchers from different disciplines and a section dedicated to the voice of the PRBB community.

In 2025, the **second season of Science With A View was launched**, with five episodes and ten guests.

PRBB PODCAST: SCIENCE TO LISTEN TO

01 STARTING OUT IN CANCER RESEARCH

Heleen Jungen (EMBL Barcelona) and Júlia Urgel (CRG – MELIS-UPF) take us into the life of PhD students and lung cancer research. The episode also speaks to Park residents to find out whether they see themselves continuing in academia or taking their professional careers in a new direction.

[Listen to the episode](#)

[Read the E-lipse summary](#)

02 CAN DIET AFFECT MENTAL HEALTH?

Camille Lassale (ISGlobal) and Gabriela Lugón (HMRIB) share their research on the relationship between diet and mental health. The community also responds to the question: "What do you have to do to move up to the next step on the academic ladder?"

[Listen to the episode](#)

[Read the E-lipse summary](#)

03 MUTATIONS

Marc de Manuel (IBE) and Donat Waghorn (CRG) explore the world of genetic mutations. They also discuss what is valued when building a scientific career.

[Listen to the episode](#)

04 INSIDE ALZHEIMERS' RESEARCH

Oriol Grau-Rivera (FPM-BBRC-HMRIB) and Laura Forcano (HMRIB) discuss the prevention and treatment of Alzheimer's, including the effect of lifestyle on the disease. To close the episode, they explain what matters when communicating science.

[Listen to the episode](#)

05 FROM ACADEMIA TO STARTUPS

Kristina Haase (EMBL Barcelona) and Marc Talló (nocturNA Therapeutics, a UPF startup) explain their experience of transitioning from research to the industrial and business world. Together, they analyse the importance of teamwork and team structure.

[Listen to the episode](#)

MEDIA IMPACT

Throughout 2025, **more than 11 actions with positive media impact** were recorded, with a selection of 19 prominent appearances in the press, television, radio and digital channels. Much of the coverage was related to the PRBB's future building at the Ciutadella of Knowledge and the Mercat del Peix project.

Daily operations, sustainability and safety

INFRASTRUCTURE AND OCCUPATIONAL RISK PREVENTION

2025 highlights:

-
- 01** The Infrastructure budget managed and executed amounted to approximately **€8,3 million**, including current expenditure and investments made.
-
- 02** Approximately **10.105 work orders were opened** and **9.686 completed** (97%).
- 5.714 were preventive work orders
 - 2.534 corrective work orders
 - 210 regulatory work orders
 - 540 miscellaneous work orders
-
- 03** Approximately **47.230 hours of cleaning** were carried out, including daily cleaning rounds and deep cleaning of laboratories.
-
- 04** The building was monitored 24 hours a day, 365 days a year by a team made up of 5 security guards and 5 service assistants, totalling **20.120 hours of surveillance**.
-
- 05** The **ICT** Department handled **706 work tickets** to respond to users.
-
- 06** The **Lab Café** provided **132.991 services**, of which 18.389 were menus.
-
- 07** In terms of **occupational risk prevention**, the programme planned at the beginning of the year was fully implemented. No accidents affecting PRBB Consortium staff or regular subcontractors occurred during the period.
-
- 08** The annual evacuation drill was held on 10 December 2025 at 12:05, evacuating around **1.300 people from the building in 9 minutes**.
-

INFRASTRUCTURE AND OCCUPATIONAL RISK PREVENTION

Annual consumption 2025

	2025	Variation	2024	2023	
Electricity	12.425.801	-1,7%	12.634.680	13.394.230	kWh
Natural gas	5.373.624	+6,1%	5.064.813	5.068.114	kWh
Water	21.256	-7,8%	23.060	25.153	m3
Liquid nitrogen	334.899	-7,1%	360.476	322.734	litres
Nitrogen gas	92.147	+12,6%	81.847	86.354	litres
Carbon dioxide	33.609	-7,5%	36.346	33.053	kg

WASTE

Summary of waste generation 2025

Waste	kg	Waste	kg
Organic waste	249.427	Batteries	255
Plastic	13.390	Glass	2.000
Biological waste	2.174	Paper	1.740
Chemical waste	920	Toner	500
Animal Facility sawdust	36.160	Rubble (HdM)	95.222
Light packaging	429	Cardboard	29.355
Electronic waste	12.410	Coffee capsules	600
Ice packs	9.000	Hard plastic	504

WASTE

Since 1 September 2025, TMA has been the company awarded the PRBB waste management contract. It is a company firmly committed to the environment and specialised in integrated waste management. Its activity focuses on treating and recycling materials to transform them into new products, thereby contributing to the circular economy and reducing the environmental impact associated with waste generation.

INVESTMENTS

In terms of investment policy, in 2025 investments amounting to €3,5 million were executed, mainly focused on infrastructure modernisation and the start of the strategic PRBB Ciutadella project. In this respect, the beginning of investments linked to this project should be highlighted, with €0,5 million executed during the year.

The PRBB Ciutadella building is funded by the Government of Catalonia through multi-year capital contributions, totalling €44 million for the period 2025-2029, of which €4 million correspond to the 2025 financial year.

Replacement of DGs with IQECOs: €134.800

The centre's 455 fancoils used DG controllers from 2004-2005, which had become obsolete and were experiencing a notable increase in faults. They have been replaced with TREND IQECO controllers, compatible with the current SCADA system and the future IQVISION platform. The new units include modern displays and integrated probes that improve thermal comfort control. Valves and actuators have also been renewed to ensure reliability and safety against possible leaks. Overall, this forms part of a gradual modernisation process to ensure stable air-conditioning operation.

Refurbishment of the Animal Facility cleaning area: €210.673

The Animal Facility is an essential infrastructure, where animal welfare depends directly on the proper cleaning and sterilisation of the material used. Part of the specialised equipment had become obsolete and required urgent renewal. For this reason, civil works and facility refurbishments were carried out to adapt the spaces and allow both the relocation of existing equipment and the incorporation of new, more efficient and up-to-date equipment.

Fibre optics: €136.000

The existing communications network, based on obsolete technology, was insufficient for the PRBB's needs. It has therefore been fully replaced. New fibre optic links were installed from the RITI to the data processing centre and to all PRBB floors. All the old fibre optics in the building were also removed. This intervention renewed the entire communications infrastructure to ensure reliable, high-speed connectivity.

Migration from 963 to IQVISION: €120.800

At the end of 2024, the TREND 963 system became obsolete and was no longer supported by the manufacturer, increasing the risk of outages, security failures and loss of control over the facilities. The end of Windows 10 support also made it unviable. To ensure security, reliability and operational continuity, it was decided to migrate to the new IQVISION system, which is fully compatible with the existing infrastructure. This migration is making it possible to modernise the building management system without replacing equipment, while reducing risks and implementation times.

Replacement of GPAFS: €133.522

As part of the 2025-2040 Investment Master Plan, the renewal of the PRBB's general installations was prioritised to improve their efficiency and reliability. The domestic cold water and softened water pressure units, installed in 2006, were already experiencing faults that affected the centre's activity. For this reason, their full replacement was carried out. The intervention made it possible to incorporate modern, more efficient and reliable equipment, improving the performance of the entire hydraulic installation.

INVESTMENTS

Building access switches, switches and Wi-Fi: €428.962

The PRBB Consortium is renewing its network infrastructure because the current system has reached the end of its useful life. Technological obsolescence and the lack of manufacturer support made it necessary to replace the equipment. The main objective is to guarantee high availability and ensure service continuity.

Upgrade of P4 rack on the hospital side: €36.096

The PRBB communications network is essential for scientific activity, but the racks had reached their capacity limit and the patch panels were failing due to cable wear. In 2025, the rack on the 4th floor on the hospital side was renewed to ensure reliability and safe operation.

Migration of the cold production control panel: €27.400

The air-conditioning chilled water control panel used obsolete TREND technology, which was saturated and had reliability and communication problems between units. The existing configuration prevented modifications and made fault management difficult. The panel was fully renewed and migrated to the IQVISION SCADA system to ensure greater control, regulation and reliability.

Ultrapure water systems: €30.000

Two new water purification systems were installed in laboratories 435.02 and 725, with an investment of €30.000.

Works to renew the SPF Animal Facility air-conditioning system: €252.527

The refurbishment of the air-conditioning installation consisted of replacing 20 water post-heating coils with electric coils (inductors), as well as diverting air-conditioning water pipes. The main objective was to reduce the occasional leaks caused by having hydraulic installations in a restricted-access area.

Biosafety cabinets and changing stations: €135.586

Changing stations and biosafety cabinets make it possible to handle animals under controlled conditions, preventing contamination and protecting both animals and staff.

The acquisition of new Class II biosafety cabinets has made it possible to create new spaces for working under biosafety level 2 conditions, prioritising the use of collective protection and reinforcing the safety and operational capacity of the Animal Facility.

Ventilation units for ventilated racks: €269.772

Ventilated racks house rodents in individually ventilated cages and are key to the Animal Facility's health barrier. A partial renewal of the ventilation units associated with the racks was carried out. This equipment is essential to guarantee a stable filtered airflow to the cages where animals are housed, preserve their health status and improve their welfare, while also ensuring research quality and staff safety.

Aquatic area equipment: €698.292

In the context of the refurbishment of the aquatic area and the implementation of the temporary biomodule, the facility has been equipped with new specialised equipment to guarantee the continuity and quality of activity.

This equipment makes it possible to ensure life-support systems, control environmental conditions and properly maintain aquatic organisms, with a particular focus on zebrafish. This reinforces animal welfare, experimental reliability and the area's operational capacity during the transformation process.

To support the financing of some of these investments, the Government of Catalonia made a contribution of €300.000 in 2025.

IMPLEMENTED IMPROVEMENTS AND BUILDING MAINTENANCE

During 2025, actions were carried out at the PRBB to:

- ▶ Improve climate comfort: humidifiers, air-conditioning units and air ducts;
 - ▶ Update electrical and lighting installations: light fittings, sockets, lighting and fans;
 - ▶ Optimise sanitation and hydraulics: pipes, separators, valves and leaks;
 - ▶ Strengthen safety: public address system, fire protection systems, domestic cold water systems and microswitches;
 - ▶ Improve functionality in common spaces and laboratories: auditorium, Animal Facility and special rooms.
-

Governance and corporate services

HIGHLIGHTS

01	GOVERNING BODIES	6 meetings of the Governing Board and 5 of the Executive Committee, including in-person and virtual meetings, and renewal of 3 members.
02	FUNDING FOR PRBB CIUTADELLA	Approval by the Government of €104 million for the new building: €60 million as a loan and €44 million in multi-year contributions.
03	STRUCTURE AND STAFF	Design of a new cross-cutting organisational structure and expansion of the workforce with 4 new positions to manage the PRBB Ciutadella project.
04	STATUTORY CHANGES	Amendment of the Statutes to give the Consortium the authority to build the new PRBB Ciutadella building.
05	COLLECTIVE AGREEMENT	Entry into force of the 1st Collective Agreement (2025-2027), update of job descriptions and implementation of the productivity supplement.
06	EQUALITY PLAN	Preparation and approval of the 1st Equal Opportunities Plan for Women and Men for the period 2025-2029.
07	PUBLIC PROCUREMENT	Award of 31 contracts — 27 planned and 4 unplanned — and a 50% reduction in minor procurement, mainly thanks to framework agreements and dynamic purchasing systems.
08	TRANSPARENCY PORTAL	Achievement of a 95.86% score in compliance with the organisation's active publicity obligations.
09	TRAINING PLAN	Development of 34 different training activities, covering 97% of the PRBB Consortium workforce.

GOVERNING BODIES: GOVERNING BOARD AND EXECUTIVE COMMITTEE, MANAGER

In 2025, **4 in-person meetings of the Governing Board** were held (7 April, 16 June, 3 November and 10 December) and 3 meetings of the Executive Committee (10 June, 3 November and 10 December), as well as **2 virtual meetings of the Governing Board and 2 of the Executive Committee**, following the procedures established in articles 10.6 and 14.5 of the Consortium Statutes.

On **23 March 2025**, the **position of member of the Governing Board and the Executive Committee representing the Department of Health was renewed**; On 13 June, the **position of member of the Governing Board representing the**

GOVERNING BODIES: GOVERNING BOARD AND EXECUTIVE COMMITTEE, MANAGER

Department of Research and Universities was renewed, corresponding to the Deputy Director General for Sectoral, Scientific and Technological Policies. On 2 September, the position of member of the Governing Board representing the Department of Research and Universities, and Vice-President of the Executive Committee, was renewed and is now held by the Director General for Research.

Among the agreements approved, those relating to the **PRBB Ciutadella** project stand out. These include the second amendment to the Consortium Statutes since it was established in 2005; the expansion of the workforce; acceptance of the surface right over the land on which the building will be constructed, granted by Barcelona City Council in favour of the Consortium; approval of the executive project for the works; the start of the tendering procedure and approval of multi-year expenditure; approval of the debt operation and multi-year expenditure. **The 1st Collective Agreement of the Consortium and the 1st Equal Opportunities Plan for Women and Men**, for the period 2025-2029, were also approved, as was a new organisational structure. Finally, it is worth highlighting the approval of the criteria for awarding Consortium grants and aid, and the delegations to the Manager and the Director General, respectively, to approve the regulatory bases and the call for the XXVI PRBB Award in life sciences and biomedicine for upper secondary and vocational training students. The internal instruction on expenses derived from protocol events, institutional representation, organisation of meetings, conferences and courses, and social attention was also updated.

By Government Agreement of 4 November, the amendment of the Consortium Statutes was approved, together with their full text (DOGC 9536 - 6.11.2025). The position of General Administrator of the Consortium was renamed Manager, while maintaining the functions established for this role in article 17 of the Statutes.

Change in the name of General Administrator

As a result of the change in the Consortium Statutes from the position of General Administrator to Manager, the names of the Area Management positions were changed to Area Directorates, without affecting either their functions or assigned professional group.

ECONOMIC INFORMATION

During the 2025 financial year, the Barcelona Biomedical Research Park Consortium maintained a solid economic position, with a positive economic and equity result of €1.492.011, consolidating the trend of financial stability seen in recent years. Net equity stood at €86,3 million at year-end, with a positive annual variation of more than €1 million.

Ordinary management income amounted to €15,15 million, with a significant contribution from property income associated with the use of the Park's spaces and services, as well as income from service provision (€4,48 million). Ordinary management expenses amounted to €13,41 million, mainly including expenditure on supplies and external services (€7,88 million), infrastructure depreciation (€3,15 million) and staff costs (€2,19 million).

From a budgetary perspective, the Consortium closed the year with a positive budgetary result of €3,84 million, with recognised income of €19,80 million and recognised obligations of €15,96 million, showing balanced implementation and the capacity to generate resources.

Finally, the level of debt remains controlled, with a reduced debt ratio and a debt structure mainly at long term, ensuring the financial sustainability of the Consortium and its capacity to face future strategic challenges.

INTERNAL CONTROL AND FINANCIAL CONTROL

During 2025, the Consortium continued to strengthen its internal control and economic-financial monitoring mechanisms, within the framework of audit and supervision actions coordinated by the Office of the Comptroller General of the Government of Catalonia. The external audit work on the annual accounts was carried out in accordance with public sector standards, with an overall favourable opinion without qualifications.

Concerning income management, emphasis was placed on the need to establish common and homogeneous criteria for determining the fees linked to PRBB spaces, in line with the recommendations of the control bodies. In keeping with this approach, in 2025 progress was made in reviewing and harmonising the economic criteria applied to the Park's services and spaces, with the unification of the fees applicable to resident entities standing out as a key action to strengthen transparency, fairness and coherence in the PRBB's economic model.

The processes for reviewing contributions and grants were also strengthened, especially in relation to their accounting treatment and correct classification under current regulations, as well as the improvement of the economic information included in the notes to the annual accounts.

Overall, these actions are part of an ongoing process to strengthen the PRBB's economic governance and internal control system, aimed at improving the quality of financial information and ensuring regulatory compliance.

PROCUREMENT AND AGREEMENTS

Procurement procedures

With regard to planned procurement for 2025, which included a total of 38 contracts, 27 planned contracts and 4 unplanned contracts were awarded. Thus, during 2025, a total of **16 open procurement procedures** were processed, including 10 service contracts, 3 supply contracts and 3 works contracts. Of these contracts, 9 were subject to harmonised regulation.

In order to continue reducing minor procurement — the amount of which has been reduced by around 50% — continued use was made of framework agreements for the supply of office material, courier and cold transport services, and travel management and assistance services from the Central Supplies Commission. Joint procurement procedures were also used for corporate energy and telecommunications and related services, as well as dynamic purchasing systems for laboratory material, training services and basic associated services from the Catalan University Services Consortium. These resulted in 3 contracts based on framework agreements and 66 specific catalogue purchase contracts with defined conditions.

Since March, an ad hoc regime for minor payments has been used for minor contracts of €5,000 or less, following the approval of Decree Law 3/2025, of 4 March, adopting urgent measures in public procurement. This aims to provide a faster response to low-value operational or unforeseen needs.

A notable agreement was formalised by the **Consortium** with 3 PRBB centres — **UPF, HMRIB and IRAB** — for the joint procurement of the management service for Group III waste, biohazardous healthcare waste, and Group IV waste, hazardous cytotoxic and chemical waste.

At the end of the year, the commission to L'Energètica, **Energies Públiques Renovables de Catalunya, SAU**, was formalised so that, from 1 January 2026, it would become the electricity supplier of the Consortium.

PROCUREMENT AND AGREEMENTS

As a tendering entity, the Consortium was awarded **several tenders for the provision of animal housing services**, processed by the Fundació de Recerca Clínic Barcelona Institut d'Investigacions Biomèdiques August Pi i Suñer (FRCB-IDIBAPS), the Josep Carreras Leukaemia Research Institute Foundation and the Institute for Research in Biomedicine Foundation (IRB Barcelona).

All Consortium staff involved, to a greater or lesser extent, in tendering procedures — promoting areas, legal services, members of the Procurement Board and the contracting body — **received training on conflicts of interest as organisational risks**, organised by the Anti-Fraud Office of Catalonia.

Lease agreements for spaces

On **1 May 2025**, the lease agreement for spaces and service provision with the **Barcelona Institute for Global Health Private Foundation** was extended until 30 April 2026.

In line with the requirement issued by the Office of the Comptroller General and the Governing Board agreement to unify rental fees for all tenant centres at the PRBB as of 1 January 2025, a modification of the agreement with UPF was formalised in May, establishing a rent increase.

Throughout 2025, authorisations were formalised with UPF so that it could extend the sublease of certain spaces to start-up companies, including NoctuRNA Therapeutics, S.L. and BIOINSPIRED MATERIALS, S.L.

Other legal matters

NEW DATA PROTECTION OFFICER

On 1 November 2025, Ms Miriam Lázaro Toimil began her role as Data Protection Officer of the Consortium, following her appointment by the Department of Research and Universities.

CERTIFICATION

Throughout 2025, 2 digital certificates were requested for Consortium staff, and the revocation of one existing digital certificate was processed.

The necessary actions were also carried out following the 2024 compliance audit of the Digital Certification Service (SCD) management by the AOC Consortium to ensure proper compliance with certificate issuance and management procedures, as well as with the security measures applied.

TRANSPARENCY PORTAL

Between June and July, the 2025 self-assessment of active disclosure by the Government of Catalonia and its public sector took place. This process was promoted by the Department of the Presidency, through the Subdirector General for Transparency and Interest Groups, in compliance with Law 19/2014, of 29 December, on transparency, access to public information and good governance, and Decree 8/2021, of 9 February, on transparency and access to public information.

With regard to the Consortium's Transparency Portal, the Technical Office of the Department of Research and Universities assessed compliance with active disclosure obligations at 95.86%.

PROCUREMENT AND AGREEMENTS

DIGITAL REGISTRY

In mid-2025, the Consortium's registry office was created in s@rcat and the people responsible for it were registered. The "generic request" procedure has also been enabled, so that all requests and other procedures addressed to the Consortium by individuals, when no specific procedure exists, can be submitted through this form.

EXEMPTION FROM THE PUBLIC WASTE FEE

After the corresponding procedure had been processed, Barcelona City Council once again granted the Barcelona Biomedical Research Park Consortium exemption from the public fee for the commercial waste collection service for the 2025 financial year.

NEW PRBB CIUTADELLA BUILDING

On **28 October**, the Government of Catalonia authorised funding totalling **€104 million for the construction of the future PRBB Ciutadella**, an advanced research building in precision medicine that will be located in the Ciutadella of Knowledge, on the site of the former Mercat del Peix.

Of the total investment, €60 million will be financed through a loan from the Government of Catalonia to the Barcelona Biomedical Research Park Consortium (PRBB), which will be responsible for managing the future building. The remaining €44 million will come from contributions from the Department of Research and Universities, allocated across the budget years between 2025 and 2029. Barcelona City Council will also provide the 75-year surface right and make other contributions to the initial investments.

This new step advances the completion of the construction project and the start of activity of a hub aimed at strengthening Catalonia's leadership in international biomedical research.

The Director General of the PRBB Consortium, Jordi Camí, and the General Manager, Jordi Medrano Taltavull, sincerely thank the 5 CERCA research centres that will form part of the new PRBB Ciutadella building — **IRB, ICFO, CRG, IBEC and ICN2** — as well as their teams, for their involvement in drafting the executive project. They also acknowledge the efforts of the PRBB Consortium's internal team, especially the Infrastructure, Legal, and Economy and Finance areas. **"In just seven months, together we have managed to move this project forward decisively. In two weeks' time, it will culminate with the tendering of the works"**, says Medrano Taltavull.

Workforce expansion

In compliance with the Government Agreement of 25 March 2025, the PRBB Consortium has taken on the execution and management of a new leading research hub, located on the site of the former Mercat del Peix in Barcelona, under the name PRBB Ciutadella. The development of this project — which includes the construction and equipment of the new building, its launch, and its management and operation — entails new tasks and services and requires the PRBB workforce to be resized. In this regard, by Agreement of the Government of Catalonia, a **first phase of workforce expansion was approved** on 11 November, adding four new positions.

NEW PRBB CIUTADELLA BUILDING

New organisational structure

As a result of taking on the PRBB Ciutadella project, it was considered necessary to review and update the current organisational structure of the PRBB Consortium, given the increase in activity already under way and the expected need to harmonise processes, management criteria and internal workflows between the two centres.

In this context, the reorganisation of the different areas of the PRBB Consortium was submitted to the Consortium's governing bodies, with the main aim of giving the structure greater operational and strategic weight. This change would enable more effective coordination by establishing Area Directorates with cross-cutting management capacity and an overall view of the functions affecting both centres.

EQUALITY PLAN AND INTERNAL MANAGEMENT

In line with the PRBB Consortium's commitment to promoting a fair, respectful and discrimination-free working environment, the **Equal Opportunities Plan for Women and Men** was developed for the period 2025-2029.

The Plan was prepared in accordance with the criteria established by current regulations and following an internal analysis process. This included a detailed diagnosis of the PRBB Consortium's situation in relation to equal opportunities, an assessment of possible inequalities or gaps between women and men, and the participation and consultation of the different stakeholders involved, as well as the Workers' Legal Representation.

The outcome was set out in a document submitted to the Consortium's governing bodies for approval. It brings together the existing measures in a systematic way, complements them with new actions, and establishes a formal framework for scheduling, monitoring and evaluation. This will enable structured progress towards real and effective equality.

OTHER ACTIONS IN HUMAN RESOURCES

In a constantly evolving working environment, the Human Resources service has focused its activity on optimising the organisational structure and ensuring efficient talent management. This included establishing performance indicators and improving key processes such as recruitment, professional development and the working environment. This approach has helped promote organisational development and foster an equitable and inclusive workplace.

OTHER ACTIONS IN HUMAN RESOURCES

Recruitment processes

During 2025, two recruitment processes that had begun in the previous year were completed, ensuring definitive coverage of the positions, reducing temporary employment and supporting the operational continuity of the teams. At the same time, five new recruitment processes were launched. Three have been completed and the remaining two are still being processed.

This activity highlights the Human Resources Service's capacity for planning and implementation in the field of talent recruitment, as well as its contribution to reducing the temporary employment rate in line with the approved replacement rates.

In this regard, progress has continued in improving recruitment mechanisms, increasing objective evaluation criteria and strengthening the quality of the processes. The aim is to support the recruitment of highly qualified professionals whose profiles match organisational needs, while ensuring transparency throughout the process.

Update of salary tables

The salary tables were updated in accordance with Royal Decree-Law 14/2025, of 2 December, and Decree Law 23/2025, of 23 December, with the calculation and payment of the corresponding arrears.

Collective agreement

Once reviewed and approved through a joint report by the Directorate General for Public Function and the Directorate General for Budgets, the **1st Collective Labour Agreement of the Barcelona Biomedical Research Park Consortium**, signed by representatives of the Consortium and the Legal Representation of Workers, was registered and published in the Official Gazette of the Province of Barcelona. The agreement entered into force on 21 May 2025 and covers the period 2025-2027.

Following its approval, **all job descriptions were reviewed and updated** in line with the professional classification system set out in the Agreement.

Likewise, as a result of the approval of the Agreement, a **productivity supplement** was implemented, defined according to the criteria and parameters established by the Government of Catalonia. This measure has made it possible to align remuneration policy with current institutional standards and introduce incentive mechanisms linked to performance and the achievement of objectives.

2025 Training Plan

Following the process to identify the training needs of PRBB Consortium staff, carried out to prepare the 2025 Training Plan, progress has been made towards a more planned and structured medium-term model. Within this framework, **34 different training activities** were organised during 2025, reaching **96,96% of the PRBB Consortium workforce**.

Internal Communication Plan

Following the team-building activity held in December 2025 and based on the results obtained, the need to create an **Internal Communication Plan** for the PRBB Consortium was identified as an area for improvement. The plan will cover different forms of communication: upward vertical, downward vertical and horizontal.

This project was launched in coordination with the Communication and Institutional Relations Area and involves reference people from each area. They will act as links between the team coordinating the Plan and the areas they represent, with the aim of gaining an in-depth understanding of current dynamics and gathering key contributions or proposals so that the Internal Communication Plan truly responds to the needs of the whole organisation.

OTHER ACTIONS IN HUMAN RESOURCES

Internships

Through internships, students acquire the technical and transversal skills that are essential for their development, increasing their employment opportunities and providing experience and professional references, while strengthening the connection between the academic and professional worlds. At the same time, the presence of new talent also contributes to innovation within the PRBB Consortium by bringing in new perspectives. In this regard, during 2025, 1 internship agreement was formalised in the Communication and Institutional Relations Area.

INTER-CENTRE COMMITTEE ON OCCUPATIONAL RISK PREVENTION

The PRBB is made up of several research centres with different organisational systems. For this reason, the **Inter-Centre Committee on Occupational Risk Prevention (CIPRL)** was established in 2008. Its objective is to establish the necessary means of cooperation and collaboration to integrate occupational risk prevention within the PRBB building. The CIPRL is made up of one representative from each of the centres that form part of the PRBB and, in 2025, its composition was expanded with the incorporation of representatives from the Pasqual Maragall Foundation and IRAB - Barcelona Institute of Applied Radiopharmacy.

During 2025, 3 meetings were held and the following actions were carried out:

- | | | |
|-----------|---|---|
| 01 | COLLECTION OF ACCIDENT DATA ASSOCIATED WITH PERSONAL MOBILITY VEHICLES | Following Barcelona City Council's new mobility ordinance on personal mobility vehicles, accident data were collected on commuting accidents, broken down by type of vehicle and with a gender perspective. The aim is to promote an awareness campaign on health and safety in mobility and reduce their incidence. |
| <hr/> | | |
| 02 | INFORMATION ON ANAESTHETICS IN THE ANIMAL FACILITY | The information included in the lists of anaesthetics and analgesics used in the Animal Facility was expanded. In addition to the name, preparation date and concentration, technical data sheet and safety data sheet of the active substance, the lists now also include information on exposure risks once these active substances are metabolised by research animals, and on whether they may become endocrine disruptors. This follows the technical criterion of NTP 855 for the pharmaceutical industry, which addresses the prevention of exposure to active substances. |
-



PRBB Communication
Doctor Aiguader, 88
08003 Barcelona

comunicacio@prbb.org
www.prbb.org



Barcelona
Biomedical
Research
Park