



Barcelona
Biomedical
Research
Park



2024

Performance Report of the
Barcelona Biomedical Research Park
Consortium

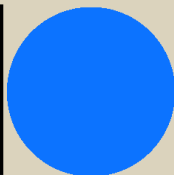
PRBB.ORG

May 2025



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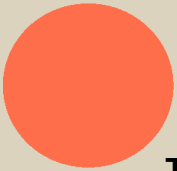
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Introduction

Welcome to the **2024** Performance Report of the Barcelona Biomedical Research Park Consortium (PRBB). This year, we are once again celebrating the successes and advancements of our ecosystem of support for research excellence. We have continued to work, maintaining our commitment to excellence, collaboration and social impact. We invite you to explore the stories and initiatives that have defined our journey throughout this year.



The PRBB centres

Hospital del Mar Research Institute

Department of Medicine and Life Sciences at 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)

Institute of Applied Radiopharmacy of Barcelona (IRAB)



In March 2025, as part of the global project of the Ciutadella del Coneixement, the Government of Catalonia has commissioned the Barcelona Biomedical Research Park to develop one of the most important initiatives in the UPF's Old Fish Market. The PRBB will build, equip and manage a new building of about 24,000 square meters, in order to deploy the scientific project designed and promoted by the BIST (Barcelona Institute of Science and Technology).


The new PRBB-Ciutadella building will house leading centres in research and innovation in biomedicine and precision medicine, more specifically, the Institute for Research in Biomedicine (IRB) and a section of the Institute for Bioengineering of Catalonia (IBEC), both now in the Barcelona Science Park (PCB); there will also be spaces for the Centre for Genomic Regulation (CRG), the Catalan Institute of Nanoscience and Nanotechnology (ICN2) and the Institute of Photonic Sciences (ICFO).


The area where we are located will end up being one of the most important biomedical research clusters in metropolitan Barcelona, in the whole country and in southern Europe. The PRBB, inaugurated in 2006, is an infrastructure that currently houses seven centres with 1,700 people from 70 different countries, including technicians, researchers, doctoral students, technicians and administrative staff. The aggregate budget of the centres adds up to more than 120 million per year. With the different initiatives in the Old Fish Market we estimate that this critical mass will be doubled.

More critical mass means more opportunities for cooperation and cross-fertilization, more capacity to attract the best talent in the world and more possibilities to attract external resources. The addition of the other scientific buildings in the area of the Old Fish Market (UPF, IBE-CSIC, Pasqual Maragall-BBRC Foundation) will multiply the potential of the city of Barcelona as a scientific centre of excellence in biomedical research. The building that will be managed by the PRBB will be one more piece of the Ciutadella del Coneixement, a long-term vision for a park and its surroundings promoted by the Barcelona City Council, a shared commitment to the life sciences, social sciences and humanities.

The entire PRBB Consortium team enthusiastically welcomes the challenge of the future building in the Old Fish Market. We will contribute our experience of almost 20 years in cooperative management and support to the centres and their scientific staff. And we accept this challenge being fully aware of the responsibility that comes with commissioning.

Jordi Medrano, new general administrator of the PRBB Consortium



In April 2024, Jordi Medrano was appointed General Manager of the Barcelona Biomedical Research Park Consortium. Coming from the management of the Reus City Council, he has more than 20 years of experience in the field of management, both in the public sector – as Director of Services and Head of Legal Services at the Generalitat de Catalunya – and in the private sector – as Managing Director at MediaPro.  [Read more](#)




New institutional video of the PRBB

To demonstrate the essence of the Barcelona Biomedical Research Park, the new institutional video "What defines a place?" is published in September 2024.

 bit.ly/PRBBvideo

The first part of the video highlights this very special atmosphere of the PRBB, defined not only by its physical space, but by the vibrant community that brings our ecosystem to life.

The second part is an interview with Jordi Camí, general director and promoter of the PRBB who collects the history of the Park since its beginnings, as well as his point of view on its current position as a reference center for biomedical research and its indisputable future projection.  [Read more](#)



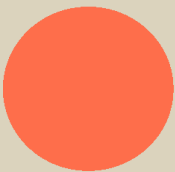
The 37th America's Cup at the PRBB

Barcelona City Council chose the PRBB as one of the "hospitality" centres in order to officially welcome and receive companies and institutions during the course of the America's Cup. The terrace of the PRBB Auditorium was one of the locations where, from Thursday to Sunday, meetings were held with the invited groups during this competition, one of the most important nautical sports competitions in the world, during the months of August to October.

Creu de Sant Jordi 2024 for Jordi Camí

Our general director receives the Creu de Sant Jordi 2024 from the President of the Generalitat, Salvador Illa, and the Minister of Culture, Sònia Hernández, at the award ceremony that took place on December 23 at the Teatre Nacional de Catalunya.

Jordi Camí, doctor and professor of Pharmacology, has been chosen "for his relevant scientific and social work, for his contributions to improving our quality of life and for his involvement in the creation and management of scientific facilities of international scope, which have contributed to the leadership and excellence of Catalonia in biomedical research". [Read more](#)



IMPROVING RESEARCH

The PRBB Intervals Programme

The Intervals programme has provided learning opportunities to the entire PRBB community since 2008, offering workshops that aim to provide essential knowledge about creativity, communication, leadership, and critical thinking, for anyone involved in research. Over the years, the programme has evolved and consolidated, becoming a recognized and very valuable initiative at the PRBB and beyond.

2024 ended with more than 400 attendees participating in the 42 courses that were organized throughout the year. The distribution of attendees by centre and position is, in general, similar to that of previous years, with a slight decrease in the participation of researchers and senior technicians, and an increase in the attendance of administrative and managerial positions.

The feedback was excellent, with 91% of participants rating the courses as very good and excellent, and 94% saying they would recommend the workshops to their colleagues.

The most popular Intervals courses are repeated annually, not only to give PRBB staff more opportunities to attend, but also to give them the opportunity to plan their training according to their availability and needs. However, every year Intervals offers new training on innovative topics, for example, in 2024, there were 5 new workshops in 3 key areas.



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IMPROVING RESEARCH

New Intervals courses

To complement the existing offer in this area, two new courses were taught: Mediation: how to deal with conflicts in scientific teams and The art of negotiation in science. The objectives of these courses were for participants to understand the importance of creating an environment of trust where everyone's interests are taken into account when negotiating, and to learn to avoid and manage misunderstandings that may arise in teams.

Mental health issues in academia have been raised by numerous voices in recent years. To continue doing our bit to improve well-being in the research environment, two new courses were offered: Dealing with burnout, the XXI century epidemic in science and beyond and Impostor Syndrome in the research environment, don't let it limit you! Both aimed to help prevent and manage two phenomena that, unfortunately, many researchers and support staff experience: feeling overwhelmed and exhausted at work and feeling as if they were a fraud, doubting their own achievements and skills.

The research community is calling for a change in the way researchers and research institutions are evaluated, calling for more indicators to be considered and not just publication records and funding. In line with this, in 2024 Intervals offered for the first time the course Building your story: how to write a narrative scientific CV. In this workshop, participants became familiar with a new CV format that allows researchers to reflect on a wider range of contributions and achievements in addition to publications and funding obtained.

IMPROVING
RESEARCH

Strength in unity

With its 7 centers and 1,700 residents, the PRBB has a critical mass that has been instrumental in consolidating the Intervals program in the PRBB community. Since its launch, the Intervals team has worked closely with the centres to offer their staff a wide range of training opportunities without duplicating efforts. In those cases, in which the Intervals places are not enough to meet the demand of a center, specific editions or joint editions are organized with them, in order to guarantee that they have the places they need. An example of these collaborations is the course Leadership for junior women in science that Intervals offers together with ISGlobal and MELIS-UPF.

Intervals meets regularly with representatives of the centres in the PRBB training group, a space to share information and good practices in training and professional development. The group also organises two professional events annually: a Career Month, with career-related workshops and talks with professionals working inside and outside academia; and Meet the companies, an event where the community has the opportunity to talk to companies from different science-related sectors that come to the PRBB for an afternoon.

■ Read the Intervals Annual Report 2024

INTERVALS.PRBB.ORG

	2024	2023	2022
Total number of courses	42	44	43
Online	10	15	17
Face-to-face	32	28	25
Number of places	498	491	515
Registered people	444	447	450
Number of participants	423	430	433

IMPROVING RESEARCH

Good scientific practices

The PRBB coordinates the Good Scientific Practices (GSP) Working Group of the Park's centres, in which members of all the centres participate. In 2024, four meetings have been held.

The main topics that are being worked on this year are:

Workshop focused on discussing the Challenges of Doctoral Supervision (Feb 14), with the participation of about 40 residents of the Park.

Internal workshop (aimed at members of the PRBB GSP group and staff from other centres involved in integrity management) on authorship conflicts, by Stefanie van der Burght, Research Integrity Advisor at Ghent University (June 11)

European Meeting on Ethics and Artificial Intelligence. Co-organized in the PRBB auditorium together with ISGlobal and ERION-ARMA (Oct 30)

Pilot course on the Use of artificial intelligence in the creation of scientific texts, by Thiago Carvalho and David del Álamo Rodríguez from Fellowsherpa. Offered to twenty residents (Oct 31)

- Read the Scientific Affairs Report 2024 (cat)
- Web Good practices
- PRBB Code of Good Scientific Practice

IMPROVING
RESEARCH



Scientific conferences

Throughout the year 2024, 51 scientific sessions co-organized by the PRBB have been held (43 PRBB CRG Conferences, 5 PRBB Neuroscience Seminars and 3 PRBB Sustainability Seminars).

The "PRBB CRG Conferences" are a series of seminars by internationally recognized scientists in their area of research, who have been invited by researchers from the PRBB centers.

■ List of the PRBB CRG Conferences 2024

	2024	2023	2022	2021
Total	302	295	240	242
PRBB CRG Conferences*	43	37	33	24
Neuroscience Seminars*	5	6	10	10
Sustainability Seminars*	3	7	0	0
Computational Genomics	19	20	15	15
Other scientific sessions	203	150	145	-
PhD Theses	30	59	29	-
Conferences and Symposia	7	16	8	-

* Conferences and seminars co-organized by the PRBB





Scientific and technical services of the centres

Agreement with the company Cytex to host new cutting-edge flow cytometry technologies

In January 2024, an agreement was signed between Cytex Biosciences, Inc., a leading US company in cell analysis solutions, the Centre for Genomic Regulation (CRG) and Pompeu Fabra University (UPF) at the PRBB.

Under the terms of the agreement, Cytex will provide the CRG-UPF Flow Cytometry Unit with a new state-of-the-art spectral cytometry platform, together with two support people who are experts in it.

The mixed cytometry unit, founded in 2001 and based at the PRBB, is already a world reference center for advanced flow cytometry applications. With this new machine, which will test innovative technology, the unit will advance further to facilitate research and drive technological innovation, accelerating our understanding of cell biology, immunotherapy or targeted therapeutic methodologies.

[!\[\]\(ec9132f1d27c8919987d92907322654d_img.jpg\) Read more](#)

Data Processing Center (DPC)

The PRBB reforms the DPC to optimize its present and future performance

The works to improve the facilities that house the data processing equipment reinforce security for the continuity of the service in the event of a lack of supplies and enable the space to house more new generation electronic equipment. During the first 6 months of 2024, several improvement works have been carried out. Much of it has consisted of replacing the old air conditioning machines that used gas with machines using water, which are much more efficient. An action that is not only sustainable, due to the removal of refrigerant gas, but also reduces the economic and energy expenditure of the Park.



[Reform of the DPC >>>]

Taking advantage of the change in air conditioning machines, the building's central cooling plants have been connected to the main generators in order to ensure the production of air conditioning water. A maneuver that also allows the entire system to be connected, making it possible for other machinery external to the DPC to also have a cold-water supply for air conditioning.

The 6 new air conditioning machines, as well as their connection to generator sets, allow the DPC to work with redundant equipment in order to guarantee the supply of climate at all times.


The floor of the DPC, which previously supported 400kg/m², can now support a weight of up to 1,500kg/m² on almost the entire surface of the room. To reinforce this space and ensure this resistance, two actions have been carried out:

- At the level of the room itself, a grid has been mounted under the racks that allows the weight to be better distributed throughout the floor.
- At a structural level, 9 steel beams have been installed under the DPC, on the parking ramp, which support the floor of the facility.
- [Read more](#)





The PRBB Animal Facility



The year 2024 has been a period of great activity and continuous improvement for the PRBB Consortium's animal facility, consolidating itself as a key infrastructure for the development of biomedical research in our environment. Below we detail the most outstanding achievements, emphasizing the improvements implemented to guarantee animal welfare, the quality of research and the safety of users and staff.

Communication with Users

Fluid and transparent communication with users is essential for the CPRBB. During 2024, the following actions have been carried out:

- Meetings of the Committee of Users of the Animal Facility (CUA): Six meetings were held to facilitate dialogue. Topics of interest such as experimental protocols, new technologies and regulations were discussed.

- PRBB Portal with technical Information: The information provided to users on the PRBB online portal was reviewed and expanded, making instructions, protocols and guides related to the Animal Facility available.

Continuous training

The continuous training of research staff is essential to guarantee quality research, compliance with regulations and the application of the 3Rs. During 2024, the Animal Facility organized the following free training activities open to users:

- Webinar on Risks of Working with Contaminated Biological Material in collaboration with IDEXX.

- Seminars on Anaesthesia, Analgesia and Rodent Surgery (Parts I and II): Two seminars were organised by experts, one face-to-face and one online. These seminars provided the tools and knowledge needed to carry out surgical procedures with rodents ethically and safely.





Renewal of AAALAC International Accreditation

The renewal of full accreditation by AAALAC International, on March 19, 2024, is a **significant achievement** that demonstrates the animal facility's commitment to the highest ethical and scientific standards. AAALAC International is a prestigious organization that evaluates programs for the care and use of laboratory animals worldwide. The renewal of the accreditation reflects the effort and dedication of the entire animal facility team to guarantee animal welfare, the quality of research and compliance with current regulations.

Effective Containment of the MPV-1 Outbreak

At the beginning of 2024, an outbreak of MPV-1 (Mouse Parvovirus) was detected resulting from the importation of mice that were originally infected from the commercial supplier. Thanks to the application of specific protocols and rigorous containment measures, it was possible to prevent the virus from spreading to the rest of the animals residing in the facilities.

The containment measures were in force until April 11, 2024, when the MPV-1 facilities were declared free, after three rounds of analysis were carried out without detecting positive cases.

ANIMAL FACILITY

Millores en el Sistema de Guàrdies Veterinàries

To ensure a quick and effective response in the event of an emergency, improvements have been implemented in the veterinary guard system. A system has been created that allows users to provide contact information in a secure way, allowing researchers to be informed about the state of health of their animals and to agree on corrective measures in the event of welfare incidents.





ANIMAL FACILITY

Reforms

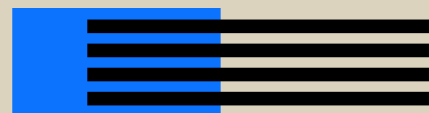
In 2024, the renovation and updating **works of the facilities for the accommodation of aquatic species in the Animal Facility** were tendered, awarded and started. This reform is crucial for the development of biomedical research of excellence carried out at the centre. The main objectives of the renovation are to improve animal welfare and optimize the space allocated to research with zebrafish and *Xenopus* frogs. More advanced recirculation systems will be implemented in order to ensure more precise control of water quality, and specialized furniture will be installed to work with aquatic animals.

To ensure the continuity of research during the works, a **temporary facility (biomodule) for zebrafish** will be put into operation, which will allow the experimental activity to be maintained and the valuable transgenic lines to be preserved.

This update will strengthen the PRBB's position as a leading player in biomedical research in southern Europe, enabling it to offer cutting-edge services to its researchers. The modernization of the Animal Facility demonstrates the PRBB's commitment to excellence in research and animal welfare, ensuring that the facilities are up to the highest standards in biomedical research.

On the other hand, after a **pilot study** in collaboration with the group of researcher Mara Dierssen of the CRG, a reform was initiated to change the inductors integrated into the air conditioning system of the Animal Facility in order to prevent flooding derived from possible water leaks. ■ [Read more](#)

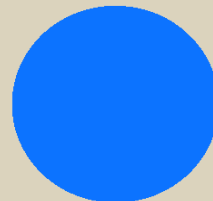




Investments in Equipment and Infrastructures

In order to improve the quality of services and working conditions, significant investments have been made:

- Seven oxygen concentrators: The use of oxygen concentrators instead of bottles reduces dependence on external supplies, optimizes storage space and improves handling safety, eliminating the risks associated with pressure bottles. In addition, the use of concentrators decreases our carbon footprint compared to the transport and production of oxygen bottles.
- New Equipment for the Cleaning Area: New equipment was incorporated in order to optimize cleaning management. Specifically, Tecniplast's ARIA DSONE equipment was acquired for the efficient management of dirty chips. In addition, a second unit of IWT's UP&DOWN equipment was incorporated for the controlled dispensing of clean chips.
- New Change Stations: The purchase of seven cabins of the Tecniplast Aria CS48 model was activated to modernize the change stations. These cabins offer ISO Class 3 air quality, providing excellent protection for both animals and researchers, and allow for single- or double-sided work, improving efficiency. In addition, they are designed to reduce noise, vibration and thermal load, and incorporate an optimized lighting system with low-consumption LED light, red light for night mode and dimmer. In addition, the low weight and easy-to-clean and corrosion-resistant materials make it easy to use and maintain.





Advances in transparency and communication

During 2024, the Animal Facility has reinforced its commitment to transparency and communication towards society and the scientific community, actively participating in various initiatives and activities:

- OpenPRBB: A workshop was held at the OpenPRBB conference to explain to the public the activities of the Animal Facility and the use of animals in research.
- "Science journalists": Primary school students were received to interview researchers and technicians, reporting on the role of animals and ethics in research.
- Talks in high schools: Talks were offered on animal research, the need, alternatives and the 3Rs.

ANIMAL FACILITY

- COSCE Report: Support was given to the dissemination of the COSCE Transparency Report, providing objective data on the use of animals in science in Spain.
- #BeOpen Campaign (EARA): The Animal Facility joined EARA's #BeOpen campaign, pledging to inform about its activities and participating in the dissemination of the importance of animal research.

Advances in Prevention of Occupational Risk (POR)

The safety and health of staff is a priority. During 2024, important advances have been made in the field of POR:

- Review of the Access Processes to the Facilities: In coordination with the Inter-Centre Commission for the Prevention of Occupational Risks (CIPRL), the access processes have been reviewed.
- Responsible Declaration on Occupational Risk Prevention: A document has been prepared that certifies that the staff complies with the occupational health and safety requirements before accessing the facilities.
- Integration into the Internal Committee for the Prevention of Occupational Risks (CIPRL): A representative of the Animal Facility has been integrated into the CIPRL.
- Improvements in Risk Identification: Improvements have been made in the identification of risks associated with the material introduced and the handling of buckets that require additional preventive measures.

The demographics of the PRBB

In total, there are **1667 people** working in the seven research centers and in the Consortium. The number rises to 1826 if external staff are counted. This represents an **increase of 7%** compared to the previous year.

For the first time, **women make up 51% of the principal investigator personnel (PIs)** compared to 49% of men. This figure consolidates the trend that had been seen in recent years. Thus, in 2021, women accounted for 40% of IP staff and in 2023, 45%. This means that the famous "scissors effect", whereby men occupy the top positions in the research career despite being a minority or having parity in the lowest positions, is closing in on the PRBB.

In the rest of the categories of personnel, women also have a large presence. Thus, they are 50% of **postdoctoral research staff**, 59% of **PhD students**, 65% of **technical staff** and 69% of **administrative staff**. In general, the ratio of women to men remains at 60/40 as in previous years.

Residents by category

	2024		2023	2022
IPs	229	14%	221	193
Postdocs	238	14%	248	274
PhD students	323	19%	283	285
Technical staff	607	36%	562	514
Administration staff	270	16%	244	266
Total	1.667		1.558	1.532

THE COLLABORATIVE COMMUNITY OF THE PRBB

[Demography >>>]

The PRBB is a multicultural entity. **33% of its staff are from outside Spain.** In total, there are 552 people from **70 different countries.** The country with the highest representation is Italy, contributing 20% of the PRBB's foreign staff with 111 people, followed by Germany (56 people) and France (40 people).

The **CRG** and the **Hospital del Mar Research Institute** remain the two largest centres in the entire PRBB with more than half of all the park's workers. Behind them are the Pompeu Fabra University with the two sections that are in the PRBB, the **Department of Medicine and Life Sciences** (MELIS-UPF) and the **Institute of Evolutionary Biology** (IBE:CSIC-UPF), which represents 20% of all the Park's staff. This is followed by the **Barcelona Institute for Global Health** (ISGlobal) (13%) and the **EMBL** (4%). In addition, this year the **Pasqual Maragall Foundation** also enters the report, which has three people working in the facilities.

Read the [Demography of the PRBB residents 2024](#)

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Staff by centre

	2024		2023	2022
CRG	491	27%	458	440
HMRIB	441	24%	421	412
UPF (MELIS + IBE)	361	20%	328	337
ISGlobal	239	13%	235	229
EMBL BCN	81	4%	68	69
IRAB	18	1%	18	15
FPM	3		-	-
PRBB Consortium	33		30	30
External companies	159		137	141
Total	1,826		1,695	1,673

THE COLLABORATIVE COMMUNITY OF THE PRBB

Welcome to new residents

The PRBB wants to make it easier for all new residents to onboard, make them feel more at home and make sure they are aware of everything the Park has to offer.

In 2024, the **PRBB Inside Tours** have resumed for all residents. These are guided tours that are offered from October on Tuesdays and Wednesdays of the last week of the month, in Catalan and English, starting with an introduction at the PRBB Board Room (4th floor). They serve to discover the hidden corners of our building, learn about the resources and initiatives available and to connect with other residents. These gatherings are perfect for newcomers and long-term residents alike.

The **PRBB Welcome Desk** is a new service designed to improve the experience of residents in the Park. Every Tuesday from 10:30 a.m. to 11:30 a.m., we invite all residents to visit the Desk at the main reception to chat in English, Spanish or Catalan with a representative of the PRBB Consortium. This is the space for:

- Get answers: Do you need information about a PRBB interval course, procedure, or resource?
- Share ideas: Do you have any concerns or suggestions to improve the Park's work environment or activities?
- Connect with the community: Do you want to meet other researchers or participate in social activities?

The PRBB Welcome Desk is an informal meeting point where residents can find answers to their questions and discover new opportunities.

- Read the document *Onboarding at the PRBB*

THE COLLABORATIVE COMMUNITY OF THE PRBB

Equality, Diversity and Inclusion

The PRBB's Equality, Diversity and Inclusion Committee, coordinated by the Park, includes members from all the centres. In **2024**, four meetings have been held.

The main actions during this year have been:

- **11F:** Talks in schools – the initiative of going to primary schools to explain what science is and who does it has been repeated. About 45 volunteer researchers from the different PRBB centers have gone to schools throughout Catalonia to give talks to >1000 children. ■ Read the [report](#) and [El·lipse news](#).
- **8M:** Exhibition "Portraits of science in women" on the occasion of March 8. ■ Read the [El·lipse news](#).
- **8M Round table** "Women in science, a world of possibilities", aimed at more than 200 secondary school students. ■ Read the [El·lipse news](#).
- **Anti-bullying campaign #BeRespectful** in March: 2nd edition of the anti-discrimination campaign throughout the PRBB to stimulate debate and remind residents of the anti-bullying protocols of each center. This year, other discrimination has been included beyond sexual harassment/gender-based harassment, such as racial discrimination, age discrimination, disability, etc. ■ Read the [El·lipse news](#).
- **28J:** organizes, together with the GEDI committee of the CRG, a walk for LGTBIAQ+ pride ■ Read the [El·lipse news](#).
- Publication of several articles in El·lipse giving visibility to different diversities. ■ Read articles about [neurodivergence](#) and [reduced mobility](#)
- The PRBB becomes the **headquarters of the Catalan delegation of PRISMA**, the only association in Spain that supports the LGTBIAQ community in science. ■ Read the [El·lipse news](#).
- Support for the creation of the **BeyondAbility group** of people with disabilities at the PRBB ■ Read the [l'article El·lipse](#).
- Support for the dissemination and activities of LGTBIAQ+@PRBB groups (e.g. film forums) and @BeyondAbility ■ Read about [Activity at the PRBB Openday](#)

THE COLLABORATIVE COMMUNITY OF THE PRBB

Joint educational and outreach activities

The PRBB and its member research centres have, among their strategic objectives, the promotion of scientific culture. We want to transmit scientific advances and knowledge to society, to be inspiring and arouse curiosity among young people and future scientists.

With these objectives, various activities and workshops are organized during the school year for primary, secondary and high school students, as well as various scientific dissemination activities for the general public, inside and outside the PRBB building.

The PRBB Consortium, and with the collaboration of research staff from research centres, organises various types of educational activities for students that are promoted through the Barcelona City Council's Educational Activities Programme (PAE) and EscoLab platforms, and from the distribution lists themselves.

The Barcelona Biomedical Research Park is part of the Scientific Culture and Innovation Units (UCC+i) network of the FECYT and is a member of the Pedagogical Innovation Council (CIP) of the Barcelona City Council.

Finalists of the Biology Olympiad of Catalonia visit the PRBB

As is tradition, all the finalists of the Biology Olympiad of Catalonia have visited the Barcelona Biomedical Research Park (PRBB). On Friday, 23 February, 17 young people from all over Catalonia were able to visit the facilities and talk to the scientific staff about their work.

The Biology Olympiad aims to recognize and reward the effort of students in the second year of high school (17-18 years old) with an interest in Biology. Its goal is to identify, inspire, and support the next generation of leaders in the life sciences and develop a joint international network that helps them understand life and address challenges as important as climate change and people's health.

THE COLLABORATIVE COMMUNITY OF THE PRBB

Science Tuesday: talks to discover biomedicine

Within the catalogue of the educational offer offered by the Park is the cycle of talks 'Science Tuesday'. It is a virtual activity aimed at students in the 4th year of ESO, Baccalaureate and Training Cycles that seeks to discover the research carried out in the PRBB centres through one-hour talks, designed to be followed by the class group, which encourage the participation of students by proposing questions through interactive websites.

For the 2023-2024 academic year, three sessions in Catalan were scheduled and are available on the [PRBB YouTube channel](#).

- “[La biología de la adicción](#)”, Inés Gallego MELIS-UPF. 12/03/24. 194 students from 8 different centres.
- “[Moviment i forces cel·lulars: una aventura de models i matemàtiques](#)”, Joaquim Frigola EMBL. 07/05/24. 159 students, 4 different centres.
- “[Els punts febles del càncer de cervell](#)”, Miquel Anglada CRG, 14/05/24. 291 students, 11 different centres.

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JOINT EDUCATIONAL AND OUTREACH ACTIVITIES

Second edition of the activity on biomedical research with animal models

In 2023, the Barcelona Biomedical Research Park PRBB and with the collaboration of the Hospital del Mar Research Institute (HMRIB) and the Department of Medicine and Life Sciences of Pompeu Fabra University (MELIS-UPF) promoted the creation of an educational activity to give visibility to animal research.

In this second edition in 2024 there were two sessions, one on April 29th, where we received 31 students of 1st Baccalaureate from the Vedruna Gràcia School and another on May 25th with 25 students from the Proa School Institute. These groups were able to discover what an animal facility is and what model organisms help in the research of the Park's centres, as well as play a role-playing game that allowed them to reflect on animal research. All this in a pilot test of the activity that we hope to be able to offer to more schools in the future.

THE COLLABORATIVE COMMUNITY OF THE PRBB

XIX PRBB Awards

The Barcelona Biomedical Research Park (PRBB) and the Faculty of Health and Life Sciences of Pompeu Fabra University (UPF) are jointly celebrating the PRBB Award. An award that selects the best research works in biological sciences of high school students.

In its nineteenth edition, a total of **232 works** made by nearly 270 students have been presented. For their selection, the award-winning works have had to go through different phases that have had several researchers from the PRBB centers as juries. The last round of selection was made up of Francesc Calafell from the Department of Health and Life Sciences at UPF (MELIS-UPF), Joaquim Frigola from the European Molecular Biology Laboratory (EMBL Barcelona) and Pol Jiménez from the Barcelona Institute for Global Health (ISGlobal) as members of the jury.

On Friday, April 19, 2024, the awards ceremony took place, and the winning works could be announced.

In her work, **Laia Plans, from the Daina-Isard Educational Cooperative in Olesa de Montserrat**, used bioinformatics tools to delve into the world of mutations and Leigh syndrome, a mitochondrial disease that affects the brain. Her work allowed her to obtain the **first prize**.

2nd Prize: Clara Puigdomènech from the Jaume Callís Institute in Vic, with the work "Dance with the heart. Influence of physical exercise and training of amateur dancers on the cardiovascular system".

3rd Prize: Marta Macià from the Mig-Món Institute of Súria, with the work "Repercussion of stress on oral health"

4th Prize: Parveen Kaur from the Santa Coloma de Farners Institute, with the work "Influence of a high-fat diet and protective effect of antioxidants on daphnia"

5th Prize; Gabriel Cara and David Segura from the Creu de Saba Institute in Olesa de Montserrat, with the work "The pleasure of eating crystals. Polymorphism of chocolate"

■ [Read more](#)

THE COLLABORATIVE COMMUNITY OF THE PRBB

Science journalists

This activity is based on interviewing a researcher who works in one of the centers located at the PRBB, to get closer to the world of research and satisfy their curiosity. During 2024, **4 sessions** have been held in different formats:

In this edition, two face-to-face sessions were organized where the students of the Pompeu Fabra School of Sant Adrià and the Mirades School Institute, in addition to interviewing the research staff live, were able to participate in the activity "**Look through the microscope**" where they learned first-hand, with the head of aquatics of the PRBB Animal Facility, Laura Aranda, Zebrafish as an animal model for biomedical research.

JOINT EDUCATIONAL AND OUTREACH ACTIVITIES

- On 17/04/24 the 50 students of the Pompeu Fabra School in Sant Adrià interviewed the researcher **Marc Talló from MELIS-UPF**.
- On 22/05/24 the 50 students of the Institut Escola Mirades (BCN) interviewed the researcher **Maria Estarellas from the IBE (CSIC-UPF)**.
- A face-to-face session was also organized at the school on 26/04/24, where the researcher **Iván Milenkovic from the CRG**, visited the 50 5th grade students of the Parc Ciutadella School (BCN).
- In addition, we carried out an online virtual session on 15/05/24 where the researcher **Martyna Filipaska from the Hospital del Mar Research Institute**, connected to answer the live questions of the 19 students of 5th and 6th grade of primary school at Les Vinyes School (Sant Cugat Sesgarrigues).

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- Read the [Annual Report on Educational and Outreach Activities 2024](#)

THE COLLABORATIVE COMMUNITY OF THE PRBB

OpenPRBB – The Open Day of the Park's centres

On Saturday, October 5th, the Barcelona Biomedical Research Park (PRBB) held the OpenPRBB. A morning where the research of the centres that make up the Park was the common thread for visitors to enjoy science.

The interior square came to life with the **13 workshops** that allowed to see life beyond the human eye, understand how one can prevent cancer from home or how one can regenerate vision, among many others. Likewise, the "science in the open air" space of the square hosted **10 micro-talks** that allowed a direct dialogue with the PRBB research staff.

However, the highlight of the day was the **guided tours of the building**. A unique opportunity to walk through our emblematic building, marvel at the views with which we work on a daily basis and, of course, get to know our laboratories thanks to the researchers themselves.

In its 17th edition, OpenPRBB welcomed nearly **1,200 visitors** who gave us their opinion of the day, who scored with an average of 9.48. And among the comments they sent us, the desire to repeat and the opportunity to get so close to science stand out.

But if there is one thing that should be highlighted about OpenPRBB 2024, it is the involvement of the 250 volunteers who made the day possible. 250 residents, with very diverse professional profiles that in one way or another contribute to making science a reality. For them, we only have words of gratitude and recognition for their commitment to research.

This year, in addition, the PRBB had the collaboration of the Barcelona City Council and Casa Batlló. Thanks to Amílcar Vargas, World Heritage Management and his team, 50 OpenPRBB volunteers visited Gaudí's emblematic building. A cultural opportunity that also served to get ideas on how to create an unforgettable experience for our visitors.

■ Read [OpenPRBB 2024 Report](#)

■ Read the [El·lipse news](#)



Joint communication channels

In collaboration with the communication departments of the Park's entities, the PRBB offers a whole range of joint communication channels for residents and the external public.

Podcasts

From the PRBB we continue to bet on dissemination in radio format. And after the launch of '**La Mare de la Ciència**' and '**Absolutos y Relativos**', our podcasts in Catalan and Spanish respectively, this year we premiere a new hearing piece in English: "**Science With a View**".

We hope to inspire an **international audience** as we try to show who we are in the world. Our first season released in the fall consists of the following three episodes:

- *AI in action: Redefining the future of science and Health.* Mafalda Dias (CRG) and Philippe Mortier (HMRIB) tell us how they use artificial intelligence tools in their research and, together with the voices of the PRBB, we discover how the scientific community uses AI in their daily lives. Now available on all platforms.
 - *Beyond the lab: How field work shapes biomedical research.* Marta Álvarez-Presas (IBE) and Sarah Warkentin (ISGlobal) talk about what fieldwork means in research. We also listen to the opinion of our community to analyze whether it is necessary to work overtime to succeed in the world of research.
 - *Unravelling the living cell: What are we missing?* Alfonso Martínez-Arias (MELIS-UPF) and Vikas Trivedi (EMBL Barcelona) discuss in depth our knowledge of cells. We are also joined by the residents of the Park to list the qualities of good supervision.
- Read the [El·lipse news](#)

Joint communication channels

El·lipse

The main digital communication tool is our news portal El·lipse, with an average of 12 publications per month.

In 2024 there have been about 25-30,000 monthly users and about 35-40,000 monthly visits (page views). Subscriptions to El·lipse have grown by 12% to almost 3,000 subscribers (CA=1,184, ES=912, EN=890).

ellipse.prbb.org:

	2024	%	2023	2022
Visitss*	381,000	0	380,000	414,402
Users*	275,000	-4	287,000	280,329
Subscribers	2,986	+12	2,655	2,227

* In April 2023 there was a change to Google Analytics, and we have segregated data.

Web PRBB

The www.prbb.org website gathers information on all research centres, contains the intranet for all Park employees, updates job offers, and publishes a common agenda. The weekly newsletter "**Scientific sessions @The_PRBB**" is sent to the 563 subscribers that currently exist. Users can subscribe through a link to the web agenda.

	2024	%	2023	2022
Visits*	93,000	0	115,000	94,000
Users*	28,000	-4	36,000	33,000
Subs Scientific Sessions	563	+12	550	480

LA COMUNITAT

COL·LABORATIVA DEL PRBB

Social networks

Almost 50,000 people follow the PRBB's activities and news on social networks.

	2024	%	2023	2022
X (Twitter)	22,300	-1	22,561	21,849
Linkedin	18,217	+13	16,105	14,058
Facebook	3,909	0	3,922	3,935
Instagram	3,084	+12	2,752	2,318
Youtube	650	+5	620	575
Total	48,160	+5	45,960	42,735

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Visits to the Park

In 2024, the PRBB received **23 international delegations and student groups** with a total of 336 people. Below we present a selection of outstanding visits:

- German Embassy
- Members of the Barcelona 2044 Programme promoted by Barcelona Global
- ESADE Master's students
- China-Beijing and Shandong Business Delegations
- European Commission, 4 Youth4Regions journalists
- Students from the USA, Latin America, and Germany
- Arab Academy of Science
- 2 delegations of Seoul National University
- Judith Gerlach, Minister of State for Health, Care and Prevention of Bavaria, Germany

PRBB Beach Volleyball Championship

The now traditional beach volleyball championship held, in July, the final matches of this tournament so popular among the Park community.

After more than **20 editions**, this time the championship brought together nearly **480 residents and former residents** of the Park, outside the laboratories and offices, to give the best of themselves on the sand.

The tournaments have been divided according to **categories 2×2, 4×4 and 6×6** and these in turn have been divided into several leagues according to the expertise of the teams: 2x2 Gold, 2x2 Silver, 4x4 Cracks, 4x4 Casi Cracks, 4x4 Almost No, 4x4 Disaster, 6x6 Cracks, 6x6 Disaster.

The championship has been held between spring and summer, with the arrival of good weather. But it was not until July when the highest leagues played their finals with the next winning teams:

- Modality 2×2: **Blonde and The Beast**
- Modality 4×4: **Espaguetis**
- Modality 6×6: **Comando Gambas**

Congratulations champions!

■ Read the [El·lipse news](#)

■ Web www.bvprbb.org

■ Instagram [bvprbb](#)



LabCafè

On September 16, 2024, the **new restaurant service** was inaugurated at the LabCafé and at the Guingueta in the interior square. The LabCafé cafeteria and restaurant service is open from Monday to Friday from 8:00 a.m. to 3:00 p.m., offering a wide range of coffees, herbal teas, drinks, hot and cold sandwiches, toast, pastries, etc. From 8:00 a.m. to 12:00 p.m. there is a special breakfast offer, and from 12:00 p.m. to 3:00 p.m. you can choose different options for lunch. There is also a "Take Away" service with returnable containers (Boomerang service).

Every week there are special offers and gastronomic novelties. In addition, the Time2eat app allows you to view the deals of the day, order takeaway food and pay online. **The Eurest team, an external company, is in charge of providing the service** of the LabCafé and the Guingueta Kiosk, as well as providing catering services for meetings and events inside the building.

Auditorium and seminar rooms

Throughout 2024, a total of **2,496 space reservations** were recorded in the seminar rooms and in the interior square, not including the Auditorium. With regard to the latter, **70 events** were held, both internal and external.

It should be noted that both the Auditorium, as well as the Rosalind Franklin and Rita Levi-Montalcini rooms, were reserved for three months, by the Barcelona City Council, on the occasion of the **America's Cup**. Likewise, during some periods they have not been accessible due to improvement works, which makes it difficult to accurately estimate the total number of hours reserved.

In order to facilitate the management of spaces, we have implemented the DAYSK tool that allows residents to directly book seminars for conferences, meeting rooms, terraces and other available spaces.

FUNCIONAMENT DIARI I INFRAESTRUCTURA

Sustainability

The PRBB, committed to the energy efficiency and sustainability of the building, regularly carries out improvement works in the facilities and equipment.

The PRBB has had a **Sustainability Board** since 2022. It is a working group made up of representatives of the centres (management) and research staff (grassroots) whose aim is to encourage and promote sustainability in research. This board proposes actions and processes for improvement, both in the scientific activity of the laboratories and in the general management of the building.

New LED luminaires

During 2024, all the building's luminaires were replaced with LED technology, with a total of more than 12,000 lamps. The work was carried out at night so as not to interfere with the usual activity and began on the seventh floor and the technical rooms. This action, which has already been completed, represents an estimated energy saving of 800,000 kWh per year and a **reduction in CO₂ emissions of 320 tonnes**.

Solar Panels

Throughout 2024, 170 solar panel modules were installed on an area of 400 m² of the building's roof. This improvement, already in operation, allows part of the energy consumed to be generated and represents an annual saving of about 100,000 kWh, as well as a **reduction of 40 tons of CO₂**.

■ [Read more](#)

DAILY OPERATIONS AND INFRASTRUCTURE

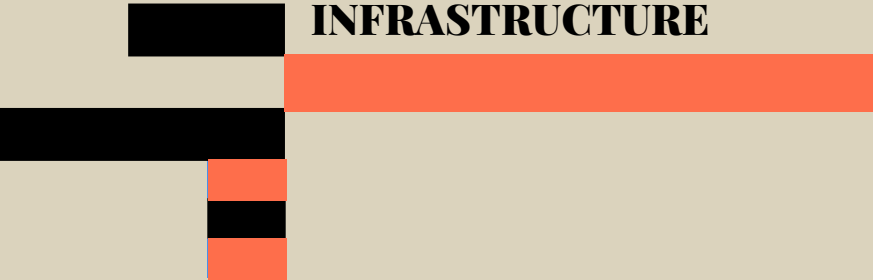
INFRASTRUCTURE AND POR AREA

2024 was a year full of challenges in the PRBB's Infrastructure and Prevention of Occupational Risk (POR) area.

The budget managed and executed was around **€11 million**, between current expenditure and investments made according to the master plan. With the help of about **120 people** who work in our collaborating companies, the milestones achieved are set out below:

- Approximately **5,000 work orders** made by the maintenance team. 50% correspond to preventive maintenance and 50% to corrective actions.
- Approximately **42,000 hours of cleaning**, between daily revisions and deep cleaning in the laboratories.
- The building has been monitored 24 hours a day a day by a team made up of 5 security guards and 5 service assistants, in total about **21,000 hours of surveillance**.
- The ICT department has attended to nearly **1,000 work orders**.
- In the last quarter, once the new kitchen was opened, approximately **10,000 services** have been dispensed, of which 4,000 are menus.
- As for the prevention of occupational risks, the programming planned at the beginning of the year has been fully executed. There have been **no accidents** during the period.
- The annual **evacuation drill** has been carried out, emptying the building of about 1000 people in **11 minutes**.

DAILY OPERATIONS AND INFRASTRUCTURE



Annual consumption

	2024		%	2023	2022
Electricity	12,634,680	kWh	-6	13,394,230	13,274,358
Gas natural	5,064,813	kWh	0	5,068,114	4,740,979
Water	23,060	m3	-8	25,153	25,533
Liquid nitrogen	360,476	litres	+12	322,734	316,007
Nitrogen gas	81,847	litres	-5	86,354	90,457
CO2	48,160	Kg	+46	33,053	34,601

INFRASTRUCTURE AND POR AREA

Annual volume of waste

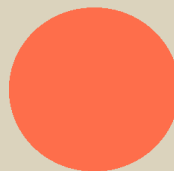
Trite/Volumes/ Rune (HPM)	97,435kg	Paper	2,400kg
Organic	50,400kg	Electronics	2,182kg
Cardboard (HPM)	32,585kg	Biological waste	1,449kg
Sawdust Animal facility	27,540kg	Chemical Waste	1,050kg
Light packaging	10,362kg	batteries	500kg
Glass	5,000Kg	Toner	400kg
Ice Packs	3,150L	Coffee capsules	200kg

DAILY OPERATIONS AND INFRASTRUCTURE

Investments

- The change of all the **lighting** in the building to **low-consumption LED** technology has been carried out with an investment of €1.3M.
- Construction of a **new kitchen** to offer a restaurant service with an investment of €500,000.
- **SPF Animal Facility inductors** with an investment of €350,000: after the summer, the modification of the air conditioning installation of the Animal Facility began with the motivation of improving its reliability.
- A new **PA system** has been installed for emergency communication and evacuation with an investment of €30,000.
- Installation of 400m2 of **photovoltaic panels** for self-consumption on the roof of the building with an investment of €250,000.
- The **control system** of 50 office **air conditioning** units has been renewed with an investment of €40,000.
- Part of the passive connections of the **communications network** has been renewed with an investment of €40,000.
- A new **water purification** equipment has been installed for the laboratories and an ultra-purification equipment with an investment of €30,000.
- The ICT area has carried out the renovation of the **machine virtualization and storage** booths for an amount of €65,000.
- The **oxygen supply system** has been improved with the use of concentrators which, compared to the bottle system, provides a continuous and reliable source of oxygen and represents an improvement in the protection of people's risks, with an investment of 6,000 euros.
- The level of safety in the work procedures related to the **rodent bed** has been improved by updating equipment such as the clean chip dispenser and the chip removal station, thus improving ergonomics and protection against allergens and other pollutants, with an investment of 53,000 euros.

To support the financing of some of these investments, the **Department of Research and Universities** has made a transfer of 1,600,000 euros in 2024.





Processes and organizational improvement

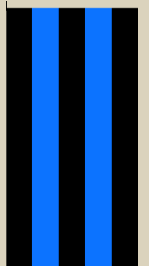
During 2024, the Consortium has continued to make progress in the analysis and improvement of internal management processes, with special emphasis on **strengthening cross-functional collaboration between areas and improving human resources**. From September onwards, a new stage of joint work began to identify and establish comprehensive corporate processes to **improve cooperation and organisational efficiency**. In this sense, it had the support and advice of the consulting firm Montserrat Mallorquí (Hunivers), an expert in processes and team cohesion in the field of public administration.

This initiative has progressively involved all the staff of the Consortium, with the aim of promoting an organisational culture aimed at continuous improvement, collaboration and the quality of the public service we provide.

On the other hand, work has been done on the definition of a **Human Resources Management Plan (PORH)**, with a strategic vision focused on professionalization, efficiency, motivation and sustainability. This plan includes five key lines of action:

1. Organization and management of human resources
2. Management of temporary employment
3. Professionalization and improvement of skills
4. Implementation of a work evaluation system
5. Improvement of internal communication

With this framework, all areas have been invited to submit proposals for organizational chart, training, professional career, creation of new positions and communication improvements before the end of the year. These contributions will be key to defining an adapted organisational structure, oriented towards results and the efficient provision of services.



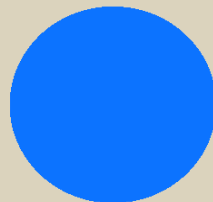


Legal Services

Public tenders

The financial year 2024 has been marked by the incorporation of the Consortium into the **Electronic Procurement File Manager of the Public Procurement Advisory Board (JCCA)**. The process of familiarization with the new tool, together with the changes introduced in parallel by the JCCA to the Public Procurement Services Platform and by the European Commission to the publication platform in the Official Journal of the European Union, have posed very important challenges not only for the legal area but for the entire organization. In order to facilitate the implementation and use of the tool as much as possible, training sessions have been held for all staff involved in the processing of recruitment files, and manuals, guides and forms have been made available to staff.

Regarding the contracting scheduled for 2024, which provided for a total of 29 contracts, 16 of the scheduled contracts have been tendered, and 6 of those not scheduled. Thus, despite the difficulties and delays caused by the continuous incidents with the procurement tools, a total of **22 open procurement procedures** have been processed throughout 2024, of which 10 have been services (highlighting for their economic amount those of integral maintenance of the building and those of cleaning the building and facilities), 8 of supply and 4 of work (photovoltaic panels, air conditioning system, new kitchen and facility for aquatic animals of the animal facility). Of these contracts, 9 were subject to harmonised regulation.



In order to reduce minor contracting, the use of the Framework Agreement for the **supply of office materials** and the Framework Agreement for **courier and cold transport services** (of the Central Supply Commission, with which the collaboration agreement was renewed to continue participating in the Central System for the Procurement of Goods and Services of the Generalitat de Catalunya for a further 4 years) stands out as a novelty. as well as the joint procurement of **corporate telecommunications** and ancillary services of various entities of the Catalan public sector and the Dynamic Procurement System for the supply of **laboratory material** of the Consortium of University Services of Catalonia (through which the supply of energy has been contracted for years), which have given rise to 4 based on the Framework Agreement and 11 specific contracts for purchase by catalogue with specification of derived conditions of Dynamic Acquisition System.





With the aim of complying with the obligation to process all the Consortium's contracting through the **GEEC**, we have managed, not without effort, for the Generalitat to recognize and register within the GEEC, thus making them available to all contracting entities, the SDAs of the CSUC to which we are attached (supply of laboratory material, trainers, among others), as well as that they transfer to this tool the contracts processed by the Consortium before the start of operation of the GEEC, in order to be able to manage its execution (extensions and modifications in particular), payment and settlement with maximum transparency.

The Consortium, as the bidding entity, has participated in a new tender for the provision of housing services, processed by the **Institute for Research in Biomedicine Foundation** (IRB BARCELONA), of which it has been awarded.



Governing bodies: Governing Council and Executive Committee

Throughout 2024, 2 face-to-face meetings of the Governing Council and 2 of the Executive Committee have taken place (27 June 2024 and 9 December 2024), as well as 4 virtual meetings of the Governing Council and 7 of the Executive Committee (following the procedures provided for in articles 10.6 and 14.5 of the Consortium's Statutes).

On 11 August 2024, the position of president of the Governing Council and the Executive Committee was renewed, which has fallen to the new Minister of Research and Universities, Ms. **Núria Montserrat Pulido**.

Among the approved agreements, delegations of powers have been carried out in favour of the general administrator in order to facilitate the Consortium to execute the purposes entrusted to it in accordance with the principles of effectiveness, deconcentration, rationality and efficiency, speeding up certain procedures in the field of public procurement, credit modifications and approval of commitments charged to future commitments.



Lease contracts for spaces

On 1 May 2024, the lease of spaces and provision of services contract with the **Instituto de Salud Global Barcelona Private Foundation** was extended until 30 April 2025.

On July 3, 2024, the **Pasqual Maragall Foundation** has been incorporated as a tenant center of the PRBB building.

On 20 August 2024, a lease agreement for certain spaces was signed with **Barcelona City Council**, which selected the PRBB as a representative space for the city to officially host and receive companies and institutions within the framework of the America's Cup.

On 18 December 2024, a new lease and service contract was signed with the **Institute of Applied Radiopharmacy of Barcelona**.

Throughout 2024, authorisations have been formalised with UPF so that it can sublet certain spaces to **start-up entities** (KOA Biotech, S.L. and DISRUPT Therapeutics, S.L.)

LEGAL SERVICES

Incorporation of a procurement technician

In May, a procurement technician was incorporated into the legal services area who is making a decisive contribution to the **implementation of the GEEC**, in the exploration and use of the existing Framework Agreements and Dynamic Procurement Systems, in advising the promoting areas to channel their contracting needs and in the processing of the corresponding procedures. as well as in the articulation and development of the different functions and tasks of the Legal Services area related to public procurement.

Coverage of property risks and risks arising from the activity of the Consortium, its customers and its suppliers

In collaboration with MARSH, the **risk assessment** related to the activity of the Consortium and the lessee entities and supplier companies was carried out, and in order to ensure the correct coverage of possible risks to own assets, including those derived from the activities of customers and suppliers, the coverage with the leasing centres has been updated, and new requirements in this area have been included in the administrative specifications.



Protection of personal data

Once the necessary procedures for the **assignment of the Data Protection Officer of the Department of Research and Universities** to the Consortium had been completed, Mrs. Joana Judas Sànchez began her activity as the Consortium's Data Protection Officer in March.

Work has been carried out on the exhaustive review and updating of the Consortium's data processing activities, processing orders with customers and suppliers, information clauses for data collection forms, image capture cameras and informative posters, as well as with various queries from the different areas (Animal Facility, Human Resources, among others).



Digital Certification

Throughout 2024, the issuance of **7 digital certificates** for Consortium staff has been requested and the revocation of 3 existing digital certificates (which had been issued in favour of 2 people who have ceased their employment relationship with the Consortium) has been processed.

The necessary actions have also been carried out derived from the result of the Compliance Audit of the management of the digital certification service (SCD) of the AOC Consortium, which took place in 2022 and was notified in 2023, with regard to ensuring the correct compliance with the procedures in the identification, registration and authentication procedures for the issuance of digital certificates.

At the end of 2024, a new audit of the Digital Certification Service was carried out, which focused on the procedures for issuing and managing certificates and the security measures applied. We have not yet been informed of the result of this review.

Agreement with PRISMA

On September 26, an agreement was formalized with PRISMA (**Association for Affective-Sexual and Gender Diversity in Science, Technology and Innovation**) to establish a delegation of the association in the PRBB building.

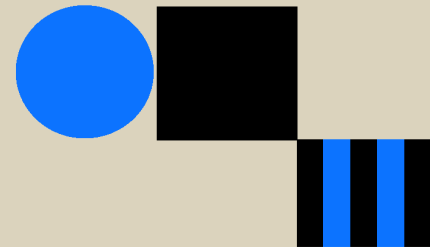


Favorable sentence in the incident of the animal facility of April 6, 2016

In July, the sentence of the Provincial Court was notified, upholding the appeal filed by the entities that were harmed by an accident that took place in the Animal Facility in 2016, and condemning the insurance company of the Consortium to compensate them for the damages suffered, default interest and costs of the first instance.

Exemption from the public price of waste

After processing the corresponding file, Barcelona City Council once again granted for the 2024 financial year the exemption from the public price for the provision of the commercial waste collection service, which is settled in the name of the Biomedical Research Park Consortium.



Human Resources Service

In a work environment that is constantly evolving and focused on providing a service of excellence to the research centers residing at the PRBB, the Human Resources Service has worked to guarantee the efficient management of talent, promoting organizational development in an equitable and inclusive work environment.

With an eye on the future, the Human Resources Service will continue to work to adapt to emerging challenges, incorporating innovative strategies and promoting an organizational culture based on collaboration, talent and continuous improvement.



Reduction of temporary employment, stabilisation of the workforce and turnover rate

As a result of the limitations imposed by the Generalitat de Catalunya in the containment of staff and human resources expenses and, with the impossibility of redistributing tasks and filling vacancies with internal staff, due to the reduced volume of staff in the PRBB Consortium and the specificity of the functions performed, the only alternative to cover the urgent and non-postponable structural needs of the PRBB Consortium, with the relevant justificatory report addressed to the Remuneration and Personnel Expenses Committee, was the call for temporary positions, which raised the temporary rate in the Consortium to 36.66%.

Under the legislative framework, approved in December 2021, of urgent measures to reduce temporary employment in public employment, public tender processes could be initiated in 2024 that lowered the temporary employment rate to 12.12% and which, with the resolution of the pending processes as of 31/12/24, would adjust the temporary employment rate to 6.06%.

The turnover ratio measures the number of staff who leave the organization in a given period in relation to the total workforce. This index allows organizations to assess job stability and satisfaction and detect potential talent drain issues. During 2024, the staff turnover rate was 6.06% and was due, in its entirety, to voluntary leaves.



Salary table update

The salary tables were updated in accordance with the provisions of Royal Decree-Law 4/2024, of 26 June and Decree-Law 3/2024, of 9 April, with the calculation and payment of the corresponding arrears.

Formalization of internship agreements

Internship agreements play a fundamental role in the training and development of future professionals and promote a more competitive and qualified labor market.



On the one hand, they allow the people who carry out the internship to apply the knowledge acquired in a real work environment, facilitating their learning and connection with the world of work. Through internships, students acquire the technical and transversal skills essential for their development, increasing employment opportunities and providing professional experience and references, strengthening the connection between the academic and business worlds.

On the other hand, the stay of new talent also contributes to innovation within the institution through the contribution of new perspectives. In this sense, throughout 2024, **2 internship agreements** were formalized in the Communication and Institutional Relations Area.

HUMAN RESOURCES SERVICE

Temporary support staff

The hiring of temporary support staff, and therefore outside the structural staff, responds to organisational needs and/or absorption of exceptional situations of increased workload that could compromise the quality of the service. In this sense, and in order to support the Area of Communication and Institutional Relations, Animal Facility and Economy and Finance, 4 temporary contracts were formalized through an ETT.

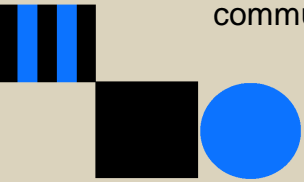
Human Resources Management Plan (PORH)

A POHR is a fundamental strategic tool for effective talent management and for assessing current and future personnel needs, ensuring that the organization has the right profiles for each position, thus optimizing the distribution of human resources and their adequacy to the organization's strategic objectives. In this sense, and incorporating the elements of rationality and effectiveness, in order to promote the optimization of available resources and the most efficient provision of services, and within a culture of results-oriented and transparency and innovation, at the end of 2024 all the Areas and Services of the PRBB Consortium were asked to draw up their plan in order to assess and formalize the organization's PORH.



Sharepoint

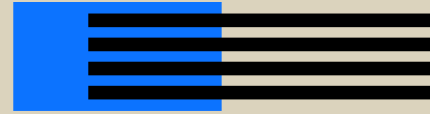
With the implementation, by the Communication and Institutional Relations and ICT Area, of a digital tool to centralise the management of information and procedures related to the Consortium's staff, during 2024 the information was transferred to the Human Resources section. The aim was to provide staff with agile and autonomous access to documentation and procedures, reducing repetitive queries and improving response times. In addition, this tool has established itself as an effective channel for sharing corporate news, announcements and official documentation, promoting more fluid and transparent internal communication within the PRBB Consortium.



Training plan

A Training Plan is a fundamental strategic tool for staff development and performance improvement. In this sense, during 2024 a process was carried out to detect the training needs of the staff of the PRBB Consortium with the aim of drawing up a Training Plan for 2025 and improving the performance and professional development of the staff.

The 2025 Training Plan is constituted as a turning point towards the programmed medium-term planning of training activities, leaving behind the operation of previous years in which the detection of needs was carried out in the short term at the request of the person in charge and/or at the direct request of the staff, with subsequent validation by the person in charge. This change in procedure will allow us to anticipate as an organization, guaranteeing continuous and structured development.



Labour agreement

Throughout 2024, negotiations on the I Collective Labour Agreement of the PRBB Consortium have continued and the justification report has been prepared for subsequent submission to the Directorate General of Civil Service and Directorate General of Budgets for the issuance of the mandatory joint report prior to its approval.

Change of general administration

In April, the change in the position of general manager was carried out, a key process for the continuity and strengthening of the organisation's strategic direction. The selection process was carried out with the help of a specialized external consultant following the criteria of transparency, equal opportunities and evaluation by competencies and responds to the desire to continue promoting continuous improvement and efficiency in management.

CIPRL

Given that the PRBB is made up of different centers and the heterogeneity in its organization, the CIPRL was established in 2008 with the aim of establishing the means of cooperation and collaboration necessary for the integration of occupational risk prevention in the PRBB building and is composed of a representative of each of the centers that make up the PRBB.

Throughout 2024, the following actions were carried out:

- Preparation and review of a document that includes all the steps and agents involved in the procedure to be followed when a user requests access to the Animal Facility facility, as well as their interaction with the different commissions with participation in this space (CUA, CBS and CEEA). The aim is to centralise, in a single Manual, all the indications for the various user profiles and to include the different SOPs that derive from them.
- Revision of the annexes, which provide information on the chemical and biological agents used in the experimental procedures carried out in the Animal Facility, submitted for evaluation by the Biosafety Committee.

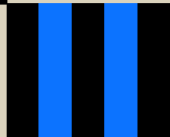
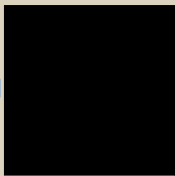
This active contribution to improving the integration of LRP has been recognized by the AAALAC Global Virtual Conference and has been the subject of acceptance of an abstract that will be presented at the next AAALAC conference in 2025.

- Promotion of the installation of signage with warnings regarding the responsible use of elements and spaces on terraces.





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