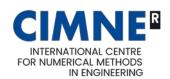
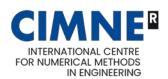


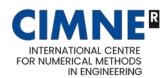
			Ethical and	Professional Aspects	S	
No	Actions	C&C Principle	Timing	Responsible Unit	Current Status	Indicators / Target
14	Develop and implement III CIMNE's Equality Plan Increase transparency of our work culture and methodologies followed	10. Non- discrimination	Q2 2026	People Department + Equality Plan Commission	NEW	KPI's 14.1. Publication of the III Equality Plan of CIMNE 14.2. % of methodology transparency TARGET 14.2. 100%
15	Prepare a Gender Equality Annual Report Showcase the effort CIMNE continuously does to promote the presence of women in the research world	10. Non- discrimination	From Q4 2026	People Department	NEW	KPI's 15.1. % of PDI women in CIMNE at December 31st 15.2. % of women PDI in managing roles at December 31st 15.3. % of PDI women hired annually 15.4. % of annual increase of the presence of PDI women at CIMNE TARGETS 15.1. 25% 15.2. 10% 15.3. 20% 15.4. 5%
16	Update CIMNE's website Increase transparency through the website	All	Q4 2025	Communications Department	NEW	KPI 16.1. Increase CIMNE's website traffic TARGET



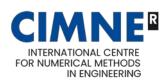
						16.1. 20%
17	Update GAP Analysis Identify deficiencies or areas of improvement to be aligned with quality and transparency principles	All	Q3 2026	People Department	NEW	KPI's 17.1. Participation rate in a survey to determine areas of improvement 17.2. Update the GAP Analysis with the new metrics gathered TARGETS 17.1. 60% 17.2. Once a year
18	Enchanced Communication of HRS4R and OTM-R Policies Broaden the visibility and awareness of both policies within the CIMNE community	12-21. Recruitment 38. Public Engagement	From Q1 2026	People Department + Strategic Projects Dept.	EXTENDED	KPI's 18.1. Carry out some dissemination campaigns or workshops annually 18.2. Satisfaction rate of participants with these meetings TARGETS 18.1. At least 3 18.2. 60%
19	Prepare the Manual of Complaints Management Make sure all researchers are aware of the existence of this tool and how to use it	34. Complaints/appeals	Q1 2026	People Department + Strategic Projects Dept.	NEW	KPI's 19.1. % of employees that are aware of the existence and purpose of the Complaints Portal TARGETS 19.1. 90%



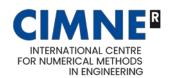
				Recruitment		
No	Actions	C&C Principle	Timing	Responsible Unit	Current Status	Indicators / Target
20	Improve recruitment processes by using Talent Clue Implement a new platform to manage all of CIMNE's recruitment processes	12. Recruitment 14. Selection 27. Gender balance	From Q4 2025	People Department + Communications Department	NEW	KPI's 20.1. HR management responsibility for recruitment processes TARGETS 20.1. 100%
21	Use EURAXESS to post most of our vacancies Enhance candidate attraction and attract a broader range of candidates	12-21. Recruitment	From Q1 2026	People Department	NEW	KPI's 21.1. % of publication of PDI vacancies on the platform 21.2. % of annual increase in the number of candidates received by vacancy TARGETS 21.1. 80% 21.2. 5%
22	Update and redefine the Mentoring Programme Offer support and guidance to all new hires at CIMNE	28. Career Development 30. Access to career advice	Q1-Q4 2026	People Department + Strategic Projects Dept. + PDI teams	EXTENDED	KPI 22.1. % of positive integration rate among new staff and early-stage researchers TARGET 22.1. 80%



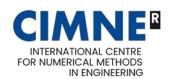
23	Continuous implementation and periodic update of the OTM-R Policy Make sure we are implementing an Open, Transparent and Merit-Based Recruitment Policy	12-21. Recruitment	From Q2 2025	People Department	EXTENDED	KPI's 23.1. Continuously review the procedures followed 23.2. Completion of the OTM-R checklist 23.3. % of job calls evaluated under its standards TARGETS 23.1. Once per year 23.2. Annually 23.3. 100%
24	Implement a Recruitment Process Satisfaction Survey Identify areas of improvement within our recruitment processes	12-21. Recruitment	From Q1 2026	People Department	NEW	KPI's 24.1. % of response rate from the registered candidates within the first year 24.2. % of satisfaction rate among respondents TARGETS 24.1. 30% 24.2. 70%



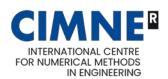
	Working Conditions and Social Security					
No	Actions	C&C Principle	Timing	Responsible Unit	Current Status	Indicator(s)/Target
25	Prepare and share a CIMNE Welcome Manual Make sure all researchers that join CIMNE have been informed about our procedures and given a proper mentoring during their adaptation days	All	Q4 2025	People Department + Strategic Projects Dept.	NEW	KPI's 25.1. Update the bilingual welcome manual 25.2. % of new hires that received the manual 25.3. % of new hires that find the manual beneficial (via survey a month later) TARGETS 25.1. Twice a year 25.2. 95% 25.3. 70%
26	Implement a Work Environment Survey Determine the level of satisfaction of researchers at CIMNE and identify some areas of improvement	24. Working Conditions	From Q1 2026	People Department	NEW	KPI's 26.1. % of researchers' participation 26.2. % employee satisfaction rate TARGETS 26.1. 60% 26.2. 70%
27	Implement a Tutorship Evaluation Programme	28. Career Development	From Q4 2025	People Department	NEW	KPI's 27.1. % of participation rate



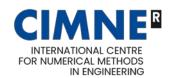
	Determine the satisfaction of researchers with the tutorship and supervision provided by the IP, whilst identifying possible misconducts					27.2. % of participants satisfied with its tutorship 27.3. % of tutorships evaluated each year TARGETS 27.1. 80% 27.2. 80% 27.3. 100%
28	Prepare and implement an Onboarding Session Plan Ensure new hires feel welcomed and integrated to the organization	All	From Q1 2026	People Department + Communications Department + Strategic Projects Dept.	NEW	KPI's 28.1. % of new hires that complete the onboarding plan 28.2. % of participants satisfied with the onboarding plan (via onboarding feedback survey) 28.3. % of participants that feel integrated within the organization (via follow-up survey three months later) TARGETS 28.1. 80% 28.2. 70% 28.3. 70%



	Training and Development					
Nº	Actions	C&C Principle	Timing	Responsible Unit	Current Status	Indicator(s)/Target
29	Prepare an Annual Training Programme Provide structured learning opportunities to align company goals with team needs, while fostering professional growth	All	Q4 2025	People Department	NEW	KPI's 29.1. % of employees participating, at least, at one training per year 29.2. % of participants that are satisfied with the trainings attended TARGETS 29.1. 70% 29.2. 80%
30	Conduct Training Sessions on Research Supervision and Leadership Foster career development and strengthen researchers' talent and skills	36. Supervision 39. Professional Development	From Q1 2026	People Department + Managing Board	NEW	KPI's 30.1. number of group training sessions conducted annually to improve the supervisory skills of senior researches 30.2. % of R3 and R4 researchers at CIMNE that have been trained in that area by the end of 2029 TARGETS 30.1. One session per year 30.2. 90%



31	Implement the use of a Career Development Framework Define transparent career paths, while guiding professional growth of researchers throughout their career	22. Recognition of the profession 28. Career Development 30. Access to career advice 33. 39. Professional Development	From Q1 2025	People Department + Managing Board	EXTENDED	KPI's 31.1. Number of development reviews conducted annually for researchers 31.2. % of employees with an active Professional Development Plan (PDP) 31.3. % of participants satisfied with the implementation of the PDP annually (via survey) TARGETS 31.1. 2 sessions per year 31.2. 70% 31.3. 80%
32	Conduct training sessions for PhD students during their first year with CIMNE Improve key transversal skills, such as communication and time management	28. Career Development	From Q4 2025	People Department	NEW	KPI's 32.1. % of PhD students participating in training during their first year at CIMNE 32.2. % of participants satisfied with the training sessions (via survey) TARGETS 32.1. 100% 32.2. 80%
33	Conduct training sessions on gender,	10. Non- discrimination	From Q1 2026	People Department	NEW	KPI's



diversity and	33.1. number of training
inclusion awareness	sessions conducted per year
	33.2. % of researches
Foster an inclusive and	participating on those sessions
respectful working	33.3. % of participants reporting
environment at CIMNE	increased awareness (via
	survey)
	<u>TARGETS</u>
	33.1. Once per year
	33.2. 90%
	33.3. 70%