



CRG CORPORATE GOVERNANCE REPORT

Introduction to the activity of the CRG:

The CRG is part of the research and development sector, being a biomedical research centre of excellence, whose mission is to discover and advance knowledge for the benefit of society, public health and economic prosperity. The CRG believes that the medicine of the future depends on the innovative science being developed today. This requires an interdisciplinary scientific team focused on understanding the complexity of life from the



genome to the cell and to an entire organism and its interaction with the environment, offering an integrated view of genetic diseases.

Its objectives include positioning itself as a leading centre worldwide in biomedical sciences, communication and the establishment of a dialogue in this field with society, multidisciplinary and interdisciplinary training for the next generation of scientists and the transfer of new scientific discoveries for the benefit of health, economic impact and value for society.

Due to its scientific activity, the CRG needs to have resources that have the latest technological advances, to develop scientific projects in optimal conditions that guarantee the success of research projects and the obtaining of qualitative scientific results. The CRG carries out its activity in an area that is directly related to innovation and technological changes, which play a key role in scientific research.

Internal organization:

The CRG has research programmes that are divided into research groups.

The specific scientific activity of the centre is organized by scientific programs in the fields of Computational Biology and Health Genomics, Quantitative Cell Biology, Genome Biology, Systems Biology and Synthetic.

Each of the research laboratories has its own objectives and lines of research, which are developed independently of the rest of the groups, since they work on highly specialized scientific topics and research projects that pursue different objectives. On the other hand, the centre has scientific units that provide different scientific-technical services.

Constitution of the centre:

The Centre for Genomic Regulation Foundation (CRG) was established on 27 July 2000, at the initiative of the Generalitat de Catalunya (Government of Catalonia) and the Universitat Pompeu Fabra, with the aim of becoming an international reference centre in the development of research in the field of genomics, especially aimed at research into the human genome, as well as any other research activity that is related, connected to or derived from the main activity.



The CRG is part of the public sector of the Generalitat de Catalunya and is attached to the Department of Research and Universities of the Generalitat de Catalunya.

Legal framework:

The CRG has its own legal personality and is governed by Law 4/2008, of 24 April, of the third book of the Civil Code of Catalonia relating to legal persons (amended by Law 7/2012 of 15 June), as well as by the rest of the regulations that apply to it, by its founding charter, by its Statutes and by the rules established by its Board of Trustees, always in accordance with the legal and regulatory provisions in force and without prejudice to the application of basic legislation.

Likewise, Law 9/2022, of 21 December, on science at the level of Catalonia is applicable to the CRG, which establishes the legal regime of CERCA centres with the aim of promoting research, development and innovation as key elements of the model of transformation and economic cohesion to consolidate Catalonia as a benchmark in the advancement of knowledge. The aforementioned law establishes that the CERCA research centres of Catalonia have full autonomy in the exercise of their foundational or statutory activities. The regulation also provides that CERCA centres have economic and financial autonomy to fulfil their purposes, in accordance with their budgetary availability and the objectives established in their strategic plan.

On the other hand, the Foundation is also subject to the joint Instructions of the General Comptroller's Office, the Directorate-General for Budgets and the Directorate-General for Heritage of the Generalitat de Catalunya.

Purposes:

The specific purposes of the Foundation, including but not limited to:

- a) To promote the development of research of excellence in the fields of biomedicine, with special emphasis on the field of genomics, promoting and favouring interdisciplinary research of the highest level in the international arena.
- b) To facilitate the development of applications of knowledge on the structure, function and regulation of genes in different fields of knowledge, to face the challenges of the post-genomic era.



- c) To promote and manage initiatives that improve the exploitation, transfer and valorisation of research results and technologies in the industrial world, with the aim of developing products and services with market projection.
- d) To cooperate, through agreements or other forms of collaboration, with national and international organisations, whether public or private, dedicated to the purposes of the Foundation, especially with genomics and biomedicine research centres in Europe and internationally.
- e) To develop scientific and technical training programmes in its own fields, either directly or in collaboration with other bodies or institutions; and to make the Foundation's scientific and technological capacities available to the institutions that require it.
- f) Disseminate the results of scientific activities and involve society in relation to the knowledge obtained.
- g) To participate in and organize, in the area of genomics and biomedicine, national and international scientific seminars and congresses.
- h) To be a forum for the analysis of the ethical, legal and social aspects derived from the availability of genetic data.
- i) In general, any other function related to the management of scientific, technical and economic services and resources to support research, in order to promote quality genomics and biomedical research.
- j) Any other purposes that contribute to the achievement of the foundational objectives.

Governing Bodies:

Currently, the **CRG Board of Trustees**, which is the highest governing and representative body of the centre, is made up of the trustees of the Department of Research and Universities of the Generalitat de Catalunya, the Department of Health of the Generalitat de Catalunya, the Universitat Pompeu Fabra, the Ministry of Science and Innovation and the Fundació Bancària Caixa d'Estalvis i Pensions de Barcelona.

Appointed trustees hold their positions for a period of four years, may be re-elected for successive terms, and must expressly accept the position of trustee.



The functions of the Board of Trustees are described in the deed of the Statutes of the CRG.

The Board of Trustees meets in ordinary session at least once a year and, in extraordinary session, whenever the President deems it appropriate, on his own initiative or at the request of a quarter of its members.

To adopt agreements, the participation of at least half plus one of the members of the Board of Trustees with voting rights is required. Except in the cases specifically contemplated, resolutions shall be adopted by a simple majority of the members present at the time of the vote and, in the event of a tie, the vote of the President shall have decisive value.

Administration of the centre:

The **Director of the CRG** has, among other functions, that of directing, organising, managing, executing and inspecting the research activities of the CRG, in accordance with the directives of the Board of Trustees, chairing the Advisory Council and the scientific commissions that are created, as well as presenting to the Board of Trustees the proposals for the organisation and operation of the activities, the research programmes and their specific objectives.

The **Administrative Director of the CRG** has, among other functions, that of directing, organising, executing and inspecting the management and administrative activities of the CRG, preparing the draft annual budget, and developing the economic management of the centre in accordance with the approved budget, in accordance with the guidelines of the Board of Trustees.

Internal committees:

The CRG's Scientific Career Policy includes information on the organisational structure and committees available to the centre, in order to support the scientific and management activities of the entity.

The **Direction Board**: is an internal advisory body that, on the one hand, through the Scientific Board, aims to help coordinate the scientific activity of the centre and implement its strategic programme and, on the other hand, through the Direction Board, is responsible for the coordination of the centre's management, budget, HR policy



activities, as well as space and logistics issues. The Direction Board Committee may propose modifications to the basic rules of the CRG, which must be submitted to the Board of Trustees for approval. The Direction Board meets monthly. The Scientific Board is made up of the Director, the Programme Coordinators, the Core Technologies Coordinator and a Senior Scientist from the centre. The Direction Board consists of the Director and Administrative Director, the Programme Coordinators, the Core Technologies Coordinator, a representative of a scientific unit, a Junior Scientist, as well as the responsible members of the Strategy and Funding and Technology & Business Development Office departments. The chairs of the PhD Committee and the Postdocs Committee, as well as other senior scientists of the CRG, will be invited to attend the Direction Board when issues related to their areas of responsibility need to be presented or discussed.

The **Graduate Committee**: its mission is to guarantee the quality of the CRG doctoral programme. It is responsible for the management of academic affairs related to PhD students, in particular to establish the conditions for their admission, monitoring their progress and professional development. It is made up of scientific researchers, student representatives and is chaired by two scientific group leaders. New Group Leaders with 3 years of seniority at the centre can be part of this committee and are renewed every three years.

The **Postdoc Committee**: The Postdoc Committee is responsible for providing support and advice to organize the activities of the postdoctoral community, including its training. It is also responsible for organizing institutional calls to recruit new postdoctoral positions. It is made up of scientific researchers, representatives of postdocs and is chaired by a Scientific Group Leader. New Group Leaders with 3 years of seniority at the centre can be part of this committee and are renewed every three years.

There are **additional committees** that support various activities of the CRG, such as the Gender Equality, Diversity and Inclusion Committee, the Compliance Committee, the Health and Safety Committee, the Sustainability Committee and other advisory committees created according to the needs of the centre. The chair of each committee must propose the appropriate members (group leaders, staff scientists, doctoral students, postdoctoral researchers, technicians or members of administration).

In addition, working groups are organized with the participation of members of the centre's community for specific purposes, with a clear objective and a specific period.



Finally, the CRG has had a Works Council since 2022.

Other advisory bodies:

The CRG has a **Scientific Advisory Board**, made up of internationally recognised scientists of prestige, which is responsible for providing scientific advice on the different lines of research developed by the CRG. The Scientific Advisory Board has an important role in evaluating, guiding and advising the director in the task of leading in the most appropriate and efficient way. It carries out the scientific evaluation of research programmes that takes place every four years, the evaluation of the centre, and participates in meetings in which the centre's strategic plans and decisions in the scientific field are discussed. Its members are proposed by the director to be appointed by the Board of Trustees.

