



association for  
innovation and biomedical  
research on light and image

# Gender Equality Plan

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**2026 – 2027**

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## 1. INTRODUCTION

According to the European Commission's definition, a Gender Equality Plan (GEP) is an official document that sets out a series of commitments and actions to promote gender equality within an organization through institutional and cultural change.

AIBILI - Association for Innovation and Biomedical Research on Light and Image is recognized as a Technology and Innovation Centre (CTI) by the Portuguese Ministry of Economy. It is a private non-profit organisation, founded in 1989. By providing the infrastructure and regulatory expertise needed for clinical trials, it supports pharmaceutical and medical device companies bring new treatments to market faster and more safely. Our focus area is clinical research, and we coordinate and perform multinational clinical trials (Phases I–IV) for both industry and investigators. We are also involved on transforming medical imaging into predictive tools for personalized medicine through artificial intelligence and deep learning models. While it supports various medical fields, AIBILI is internationally renowned for its expertise in ophthalmology.

AIBILI values are fully aligned with social responsibility and gender equality between women and men, including its promotion in research activities.

Over the years, AIBILI has promoted the principle of Gender Equality (GE), fostering positive and inclusive team development and ensuring equal opportunities for all and non-discrimination, particularly on the grounds of gender, disability, race or ethnic origin, religion or belief, nationality, age or sexual orientation.

This GEP formalises this commitment, following growing public awareness and its implications in a professional context and aligns with national and European strategies for GE, a fundamental value of the European Union and one of the UN's Sustainable Development Goals (SDGs).

AIBILI's GEP 2026-2027 is organized in sections, emerging from the steps taken for its implementation:

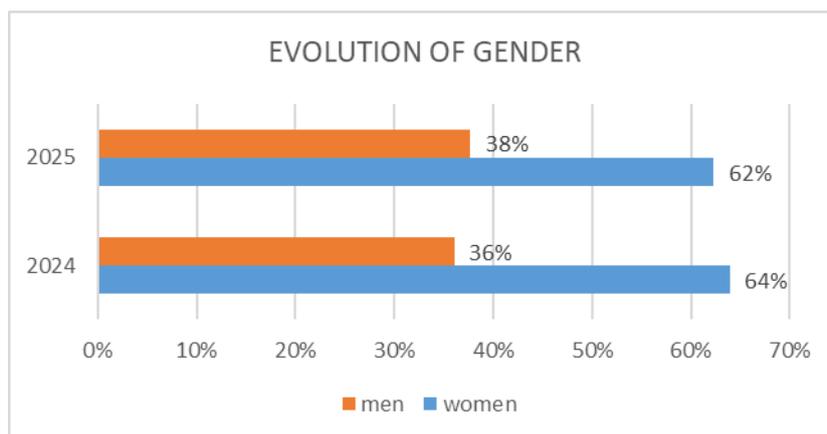
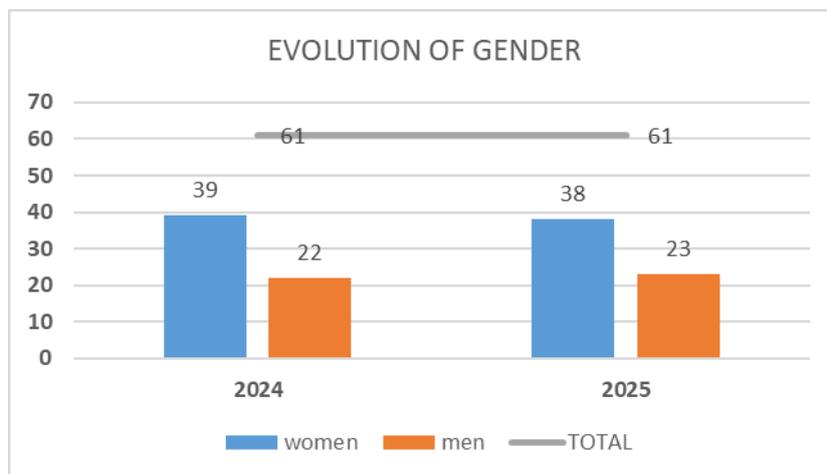
- Diagnosis and characterization of gender equality;
- Objectives;
- Action plan and monitoring;
- Dissemination of GEP results and planning for the next 2 years.

This GEP was designed to promote continuous implementation and improvement, taking into account social, professional and legislative contexts, and can be revised if justified and/or required by legislative changes.

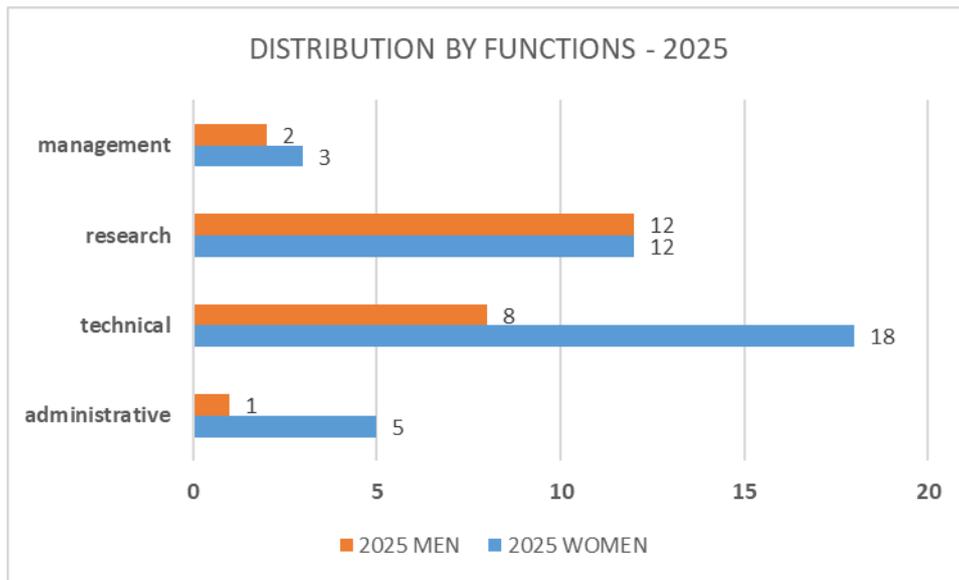
## 2. DIAGNOSIS AND CHARACTERIZATION OF GENDER EQUALITY

AIBILI collected the data below, disaggregated by sex/gender, reflecting the period when the previous GEP was in effect (2024 – 2025, see Section 5), in order to carry out a diagnosis of the Institution’s current situation and to establish the objectives and measures presented in Sections 3 and 4.

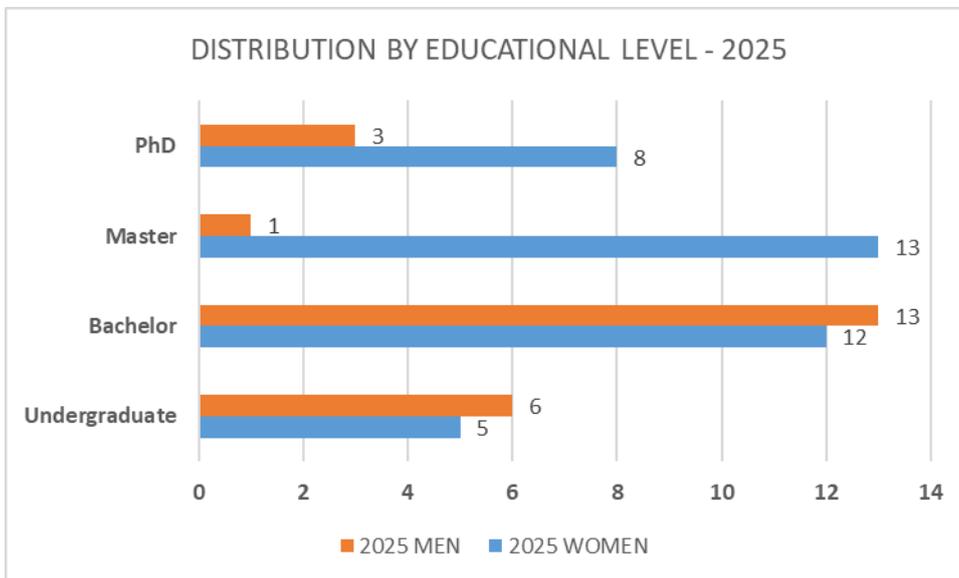
Quantitative information below expresses the data analysed up to 31/12/2025 and covers employees under employment contract.



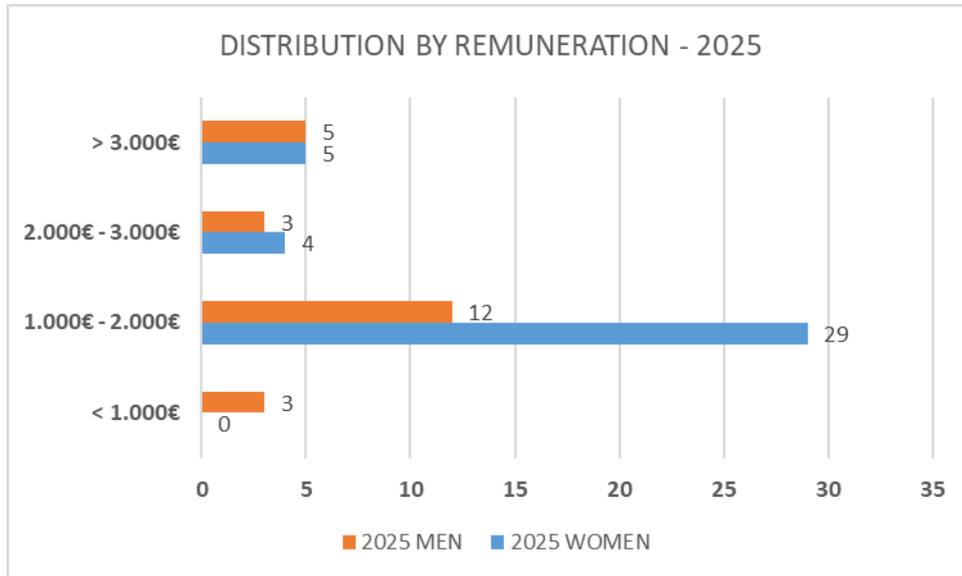
From this data, women represent the majority of the employees during the last two years. In 2025 women represented 62% of the employees.



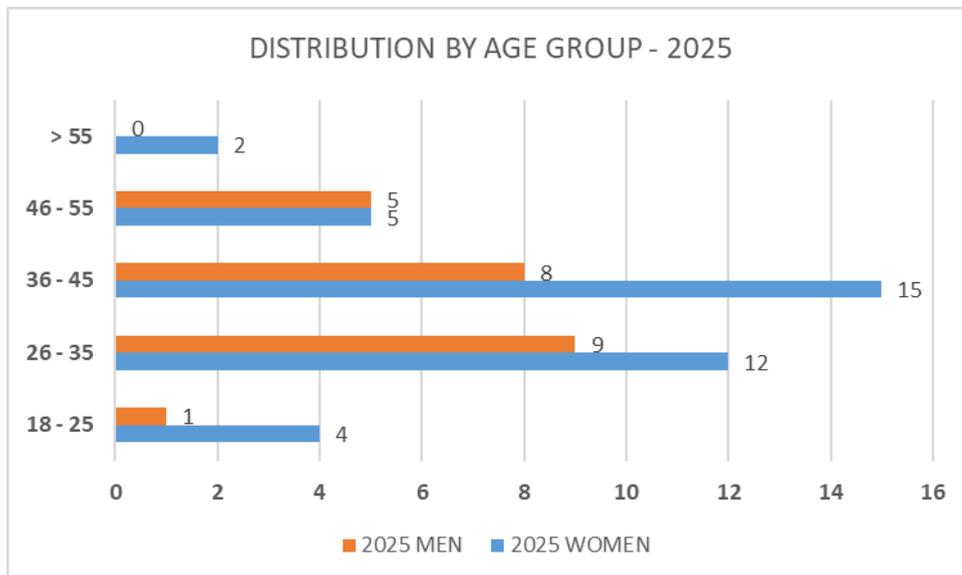
The analysis of the gender distribution by functions in 2025 shows that women are predominant in almost all areas, with a significant difference in the technical field. This is expected since 62% of employees are women. In terms of management, it is balanced.



The analysis by level of education of the employees allows us to conclude that the vast majority (82%) hold a higher education degree. The analysis of the distribution of gender by level of education shows a clear majority for women having a PhD and Mastre degree. In the Bachelor and Undergraduate, the distribution is balanced.



The analysis of the gender distribution by remuneration level shows that there is a clear balance of the gender in the higher levels of remuneration.



The analysis of the gender distribution by age groups shows that the 26-35 and 36-45 ranges concentrate the highest number of employees 72% (#44). Most of the employees 80% (#49) have lower than 45 years of age.

### 3. OBJECTIVES

This GEP aims to promote and raise awareness of the balanced participation of men and women in the different ways of AIBILI's intervention in society. AIBILI recognizes the social implications of gender in professional and research practices and has been integrating this concern, in general, into the execution of its activities over the years.

The GEP is implemented through a set of actions integrated in AIBILI's activities, aiming to promote a fairer, more balanced, tolerant and egalitarian society, that respects the fundamental rights and freedoms of all individuals.

The Plan outlined by AIBILI to establish gender equality follows the following objectives:

1. Gender equality in organisational culture and leadership;
2. Work-life balance;
3. Gender equality in recruitment and career progression;
4. Measures against gender-based violence, such as sexual harassment;
5. Integration of the gender dimension into research content.

## 4. ACTION PLAN AND MONITORING

AIBILI commits to implement the following measures:

### 1. Gender equality in organisational culture and leadership:

Measures	Adoption of the GEP by the top management
Measure indicator/way of verification	GEP version in force approved by the Management Committee (through Filedoc - management information system) and signed by its President. Evidence of Management Committee approval in Filedoc.
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

Measures	Publication of the GEP
Measure indicator/way of verification	GEP version in force available at AIBILI's website and in Filedoc (management information system)
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

Measures	Internal dissemination of the GEP
Measure indicator/way of verification	Dissemination through internal communication tools: Filedoc (management information system); newsletter; etc.
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

Measures	Periodic raising awareness of all employees and directors on the GE topics
Measure indicator/way of verification	Through internal communication tools: training sessions; newsletter.
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Publication of the GEP results</b>
Measure indicator/way of verification	- Through internal communication tools: Filedoc (management information system) - AIBILI's website
Periodicity of verification	Biennial report
Implementation schedule	From March 2026 onwards

## 2. Work-life balance:

<b>Measures</b>	<b>To accompany the return of employees who have been absent for long periods, namely due to parental leave, ensuring their reintegration in the Unit and promoting specific training if necessary</b>
Measure indicator/way of verification	Training sessions
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Analysis of flexible ways of organising work according to the specific condition of each employee</b>
Measure indicator/way of verification	Attendance control system.
Periodicity of verification	Monthly
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Raising awareness about rights related to motherhood and fatherhood - Internal dissemination of the “Medidas de Autoproteção - Plano de ação e avaliação de riscos”- Self-Protection Measures - Action Plan and Risk Assessment” and Code of Conduct and Ethics</b>
Measure indicator/way of verification	- Through internal communication tools: Filedoc (management information system), training sessions
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

### 3. Gender equality in recruitment and career progression:

<b>Measures</b>	<b>Reference to the GEP in the welcoming process of new employees</b>
Measure indicator/way of verification	Evidence of training (Employee Onboarding Training Plan)
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Raising awareness for the use of inclusive language, particularly in communications and job advertisements</b>
Measure indicator/way of verification	Through internal communication tools: Filedoc (management information system); training sessions, newsletter
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Internal dissemination of the recruitment policy</b>
Measure indicator/way of verification	Through internal communication tools: Filedoc (management information system); training sessions.
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

4. Measures against gender-based violence, such as sexual harassment:

<b>Measures</b>	<b>Review the Code of Good Conduct for Preventing and Combating Harassment at Work, annexed to the Code of Conduct and Ethics</b>
Measure indicator/way of verification	Version in force approved by the Management Committee and President
Periodicity of verification	Each three years
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Dissemination of the Code of Good Conduct for Preventing and Combating Harassment at Work in force</b>
Measure indicator/way of verification	Dissemination through internal communication tools: Filedoc (management information system); training sessions; newsletter; etc...
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

<b>Measures</b>	<b>Dissemination of the internal whistleblowing channel</b>
Measure indicator/way of verification	- Through internal communication tools: training sessions, newsletter. - Through AIBILI's website
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

5. Integration of the gender dimension into research content:

<b>Measures</b>	<b>Whenever possible, establishing gender balance in research teams</b>
Measure indicator/way of verification	- Percentage of female and male researchers in the research team; Gender distribution within the research team (50%-50%); - Project team list.
Periodicity of verification	Annual
Implementation schedule	From March 2026 onwards

The implementation phase of these measures starts immediately. The process and its progress will be verified and continuously monitored and evaluated and recorded by AIBILI's Compliance Committee in the internal document "Follow Up on Gender Equality Plan (GEP): Objectives; Action Plan and Monitoring".

## 5. DISSEMINATION OF GEP RESULTS AND PLANNING FOR THE NEXT 2 YEARS

According to the European Commission recommendations - Horizon Europe Guidance on Gender Equality Plans (GEPs), 2025<sup>1</sup>, and to reinforce AIBILI's commitment to promoting equality and ensure a more regular collection and publication of sex/gender disaggregated personnel data, this GEP will be subject to periodic review.

While the previous plan was designed to cover a three-year period, it was reviewed earlier in order to establish a two-year review cycle. Accordingly, this and subsequent GEP's are expected to be reviewed every two years, or earlier if deemed necessary.

The findings arising from the measures outlined in this GEP, together with developments in the social and legislative context, may inform adjustments and new improvement measures and actions in future GEPs.

AIBILI's Board of Directors demonstrates strong leadership and commitment to the Gender Equality Plan and delegates its formal approval to the President and the Management Committee and hereby signed by its President.

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Conceição Lobo, President

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<sup>1</sup> As Portuguese Legislation (Law no. 62/2017, of 1 august) does not apply to AIBILI, this recommendation was adopted.