**Supplementary Table ST1. Updated Action Plan for 2022-2024 period.**

| Action | STATUS | Principles | Timeline | Resources | Key indicators/ targets |
|---|---|---|---|---|---|
| 4A.1 Informative activity on subject of professional responsibility and research reproducibility | NEW | 2. Ethical Principles<br>3. Professional Responsibility | 10/2024 | Deputy Director for Research, Team Leaders | number of meetings, number of participants |
| 4A.2 Informative activity of Grant Office | EXTENDED | 4. Professional Attitude | 10/2024 | virtual Grant Office | number of e-mails sent, dedicated meetings (group/individual), webpage updates |
| 4A.3 Improvement of web/intranet resources including webpage | NEW | 4. Professional Attitude | 10/2024 | Director, IT department, HRS4R group | intranet resources - results of web questionnaire on accessibility (10/2024) |
| 4A.4 Simplification of formalities associated with orders and purchases - electronic DMS | EXTENDED | 6. Accountability | 10/2023 | Director, Accounting/Orders Department | indicator - adoption of document management system; target - all academic staff; |
| 4A.5 Search for funds to enable disabled people enter the main building of the Institute | EXTENDED | 10. Non-discrimination | 10/2023 10/2024 | Deputy Director for Administration | application submitted for ministerial funds |
| 4A.6 Adoption and monitoring of Gender Equality Plan | NEW | 10. Non-discrimination<br>27. Gender Balance | 12/2023 12/2024 | Director, Plenipotentiary for Gender Equity, HR department | target - all staff; indicators: yearly reports, additional measures as listed in the GEP document |
| 4A.7 Monitoring and adjustment | EXTENDED/ | 11. Evaluation/appraisal | 11/2023 | Director, Team | yearly reports on the possible allocation of |

| Action | STATUS | Principles | Timeline | Resources | Key indicators/ targets |
|--------|--------|-----------|----------|-----------|------------------------|
| of motivation system | UPDATED | system | 11/2024 | Leaders | funds; target: all researchers |
| 4A.8 Provide mentors to proactively support young researchers (R1-R2) in their professional career development | EXTENDED | 28. Career Development | 10/2023 10/2024 | Director, Team Leaders | report on feasibility of mentoring initiative (10/2023), depending on results: number of mentee-mentor collaborations (10/2024) |
| 4A.9 Establishment of promotion of local, national and international networks | EXTENDED | 28. Career Development | 12/2023 12/2024 | Deputy Director for Research, Team Leaders | increase in number of collaborations or grant applications |
| 4A.10 Set up a collaboration with a Career Office | EXTENDED | 30. Access to career advice | Until 06/2024 | Director, Deputy Director for Research | number of meetings; number of researchers participating in the meetings; |
| 4A.11 Soft skills training for team leaders, Team Leaders, supervisors and co-supervisors | EXTENDED | 37. Supervision and managerial duties | Until 09/2024 | Deputy Director for Research, HR department | number of meetings, number of participants |