

c@gentech

IMPACT REPORT 2019

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Letter to stakeholders

Kindest,

It is with pleasure that with this letter I present to you Cogentech's first Impact Report.

Since the origins of our foundation, we have placed goals of common benefit at the center of our activities and mission, one above all: the provision of a molecular test for identifying genetic risks for hereditary-familial cancers.

More recently, we enthusiastically seized the opportunity to reconfigure Cogentech as a Benefit Society, a legal formula that perfectly reflects our identity. In the Impact Report you will find timely declinations of the history and goals of Benefit Societies and how Cogentech interprets this model.

In these brief lines, I would like to emphasize that even though this corporate format allows for profits, having IFOM, which is a nonprofit foundation that reinvests any profits made in Research, as its sole shareholder, places Cogentech in a unique situation even in the Benefit Corporate landscape: in fact, with this corporate format, Cogentech combines the administrative rigor and budgetary constraints of an S.r.l. with the mission and goals of a nonprofit.

Aspects are included in the report that, in addition to encompassing those peculiar to the services provided by the company with a focus on quality and innovation, address the well-being of staff. Particular care is then given to the broad topic of quality and health and safety protection.

As a Benefit Society, we also have a duty to relate to the community in which we operate and to contribute to the protection of the environment around us. In the report you will find timely representation of these activities, carried out in synergy with IFOM, such as the Company Nest, the Bimbinufficio project, the Solidarity Time Bank and more. Regarding environmental impact, mention should be made of the important project, jointly promoted by IFOM and Cogentech, and now almost fully implemented, of a Plastic free operating environment.

The report describes the scientific goals in the field of molecular diagnostics innovation achieved by Cogentech in 2019 and declines those planned for 2020. In this historical period, it has been highlighted how around the theme of globalization, hitherto unthinkable scenarios of progress and development are taking shape, but as many critical issues that were not present before. In the context of oncology even though there is a significant increase in cancer cases, there have been important successes in diagnosis and treatment, so that the prognosis of a cancer patient is much more favorable than it was even a few years ago.

In this context, I am therefore convinced that, as transpires from this first Impact Report, Cogentech, in achieving its corporate goals, will be able to make a significant contribution to the social scourge represented by oncological diseases.

The Chairman

Methodological Note

In line with the Italian regulations on Benefit Societies, Cogentech is drafting the Impact Report for the first time, adopting the year 2019 as the reference period (January 1 - Dec. 31).

In this document, Cogentech reports on its social, environmental and economic performance and, in line with the regulations, describes the specific goals set and actions implemented in pursuit of the Company's common benefit goals.

The Impact Report was prepared according to an external assessment standard, developed by an independent third party, which meets the transparency and credibility requirements of the regulations. Based on the sector analysis and its own specificities, Cogentech chose to prepare its Impact Report according to the Global Reporting Initiative guidelines (GRI Sustainability Reporting Standards 2018), adopting the "Referenced" mode.

For material issues for which Specific GRI Standards are not available, ad hoc indicators (hereafter "No GRIs") have been developed that are representative of the specific business reality and sector within which Cogentech operates.

The general principles applied in the preparation of the Impact Report are those established by the GRI Standards: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The process of drafting the Impact Report was initiated by conducting an internal analysis of the organization, which was also carried out by considering the interests of the company's various Stakeholders such as general management, employees and external collaborators, customers, suppliers, end users and the local community. Subsequently, Cogentech was able to identify some key issues on which to focus its efforts:

- ◆ Training and professional development of employees;
- ◆ staff welfare;
- ◆ relationship with the community;
- ◆ customer satisfaction and service quality;
- ◆ research and innovation;
- ◆ environmental sustainability.

The document was prepared with the technical-methodological support of Pricewaterhouse Coopers Advisory SpA. Data collection followed a structured process with the involvement of the organization's internal contacts.

The Impact Report is published on the Company's institutional website at www.cogentech.it. More information about the document can be obtained from the following e-mail address: press-desk@cogentech.it

Who we are

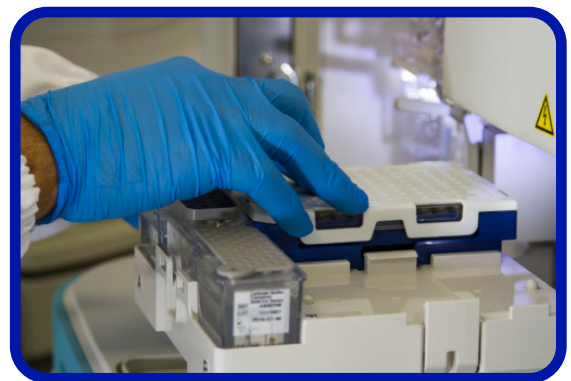
Our history and our mission

Active since 2005, Cogentech SRL in 2018 was reconfigured as a Benefit Company with Sole Shareholder the nonprofit IFOM Foundation (FIRC Institute of Molecular Oncology)¹, based in Milan. The Society is based at the IFOM-IEO Campus in which there are numerous other organizations involved in research and clinical applications in oncology. Among others is the European School of Molecular Medicine (SEMM), which operates in collaboration with the University of Milan, the University of Naples and the Italian Institute of Technology (IIT) and provides training for PhD students. TTFactor, the technology transfer company that promotes the transfer of biomedical research results to industry, is also located at the same site.

The mission of the Society is to provide high-tech services, derived from the new perspectives offered by the advent of post-genomics, intended both to support basic research in the field of oncology and to develop new therapeutic approaches related to the use of genetic tests capable of identifying possible mutations relevant to the diagnosis and treatment of cancer diseases. Therefore, the mission is declined.

In providing technologically advanced, high-quality services to both researchers engaged in the development of basic research in the field of oncology and hospital facilities for the diagnosis and treatment of diseases cancer.

It was precisely to offer modern diagnostic solutions that Cogentech's Cancer Genetic Test laboratory, CGT Lab, was established. The CGT Lab, is a point-of-care Laboratory Medicine Service (SmEL) accredited with the National Health Service since 2011, and registered in the Regional Register of Accredited Facilities in the sub-branch of Cytogenetics and Medical Genetics. This means that the facility possesses both technical-professional and organizational and relational quality requirements necessary for the protection of rights and user satisfaction.



Since 2014, Cogentech has had a Code of Ethics, which, in addition to outlining general ethical principles, governs all areas of the company's actions, from ensuring impartiality and transparency, to relations with the community, public administration and internal staff.

The actors with whom Cogentech interfaces can be divided into two macro-categories: customers and suppliers. Regarding customers, there are four different types.

Hospitals turn to Cogentech for genetic testing, while others such as "internal campus" customers, external academic customers, and external commercial customers are interested in the research services offered by Cogentech. Related to the second macro- category, Cogentech deals with suppliers of both research technology products and services.

The composition of the government of enterprise

Cogentech's organizational model is inspired by principles of quality and professionalism.

The fundamentals on which it is based are:

- ◆ The equality of users' rights;
- ◆ The impartiality of the staff, inspired by criteria of objectivity and justice;
- ◆ continuity, effectiveness and efficiency in service delivery.

1. IFOM (FIRC Institute of Molecular Oncology), the main nonprofit research center founded by FIRC (Italian Foundation for Cancer Research) and focused since 1998 on researching the molecular processes underlying the development and spread of cancer. Source: document "Service Charter"

The primary role of the company's management is to define the company's mission, which is strongly based on quality, as well as to ensure that this mission is disseminated, understood and implemented at all levels of the organization in the form of a Quality Policy.

Management continuously carries out monitoring of the achievement of quality objectives by conducting in an integrated manner an analysis of the context in which Cogentech operates, an assessment of the needs of the various stakeholders, and an evaluation of the risks associated with the specific activities performed. Through ongoing audits, with the support of staff functions, management identifies improvement actions, which are timely implemented and communicated internally.

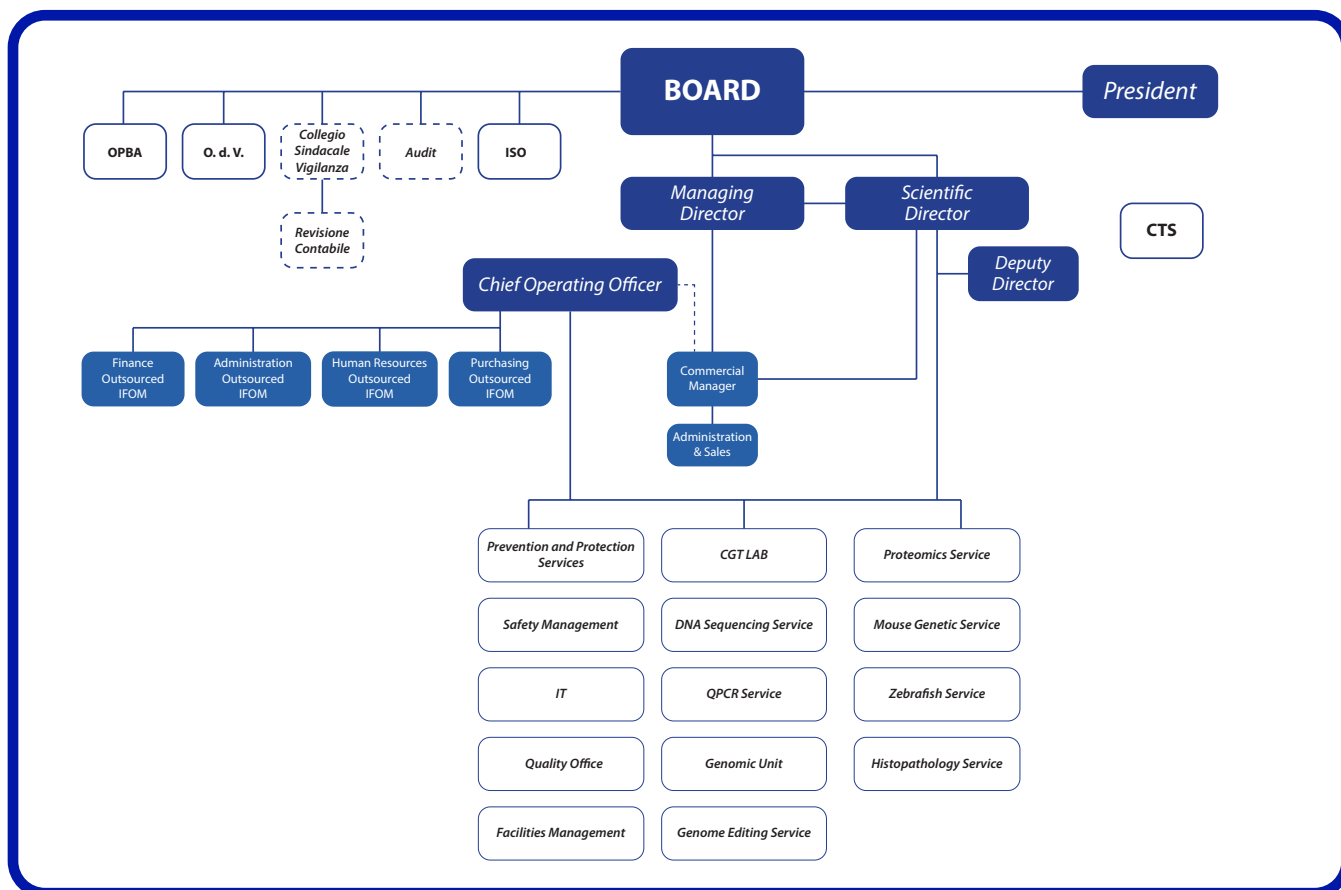
The organization is headed by a President, Prof. Claudio Basilico, a Chief Executive Officer, Dr. Luciano Baielli, and a Board of Directors, composed of the previously mentioned persons and: Prof. Marco Foiani, Dr. Marco Alessandro Pierotti and Dr. Rossella Blasi.

In detail:

Board Members	Women	Men	Total
under 30 years old	0	0	0
aged between 30 and 50 years old	1	0	1
over 50 years old	0	4	4
Total	1	4	5

Since 2014, Cogentech has had a Management Organizational Model pursuant to Legislative Decree No. 231/01, legislation that introduced the administrative liability of entities into the Italian legal system. As required by the legislation, a suitable three-person Supervisory Board was established, composed of Lawyer Andrea Gottardo, Dr. Alberto Bettinardi and Dr. Ambrogio Brambilla. The task of this Body is to supervise the functioning and observance of the Model, as well as to take care of its periodic updating.

The following is a graphic representation of Cogentech's organizational structure, from which the main lines of activity and respective areas of responsibility and expertise are visible.



The services that we offer

Thanks to the many years of experience developed with an international research center such as IFOM and with clinical institutions such as the European Institute of Oncology (IEO) and the National Cancer Institute, Cogentech is now able to offer cutting-edge technological services to the entire scientific community. These services have been designed and implemented with careful consideration of the needs of the scientific community as well as those of clinical entities wishing to make use of these technologies for diagnostic purposes. Within the Service Charter, a commitment to translating the principles that inspire and guide us into concrete terms has been formalized.

Diagnostic services for the clinic: Cancer Genetic Test Lab

The Cogentech Cancer Genetic Test Laboratory (CGT Lab for short), UNI EN ISO 9001:2015 certified by Bureau Veritas Italia SpA and SIGUCERT certified by the Italian Society of Human Genetics, aims to achieve excellence in the field of molecular diagnosis of cancer diseases. Constant attention to the quality of the services provided, research, development and implementation of new diagnostic methodologies are our references in order to provide an always better support to the physician and consequently to the people assisted by him. For this, Cogentech acts both in the area of research and prevention.

In particular, Cogentech's high-tech, ASL-accredited laboratory offers a specialized laboratory medicine service entirely dedicated to genetic testing. With an experience of more than 10,000 genetic tests performed, the CGT Lab guarantees its academic and clinical partners efficiency and accuracy, thanks to the expertise of highly qualified personnel, a large and up-to-date technology pool, and a scrupulous and documented quality management.

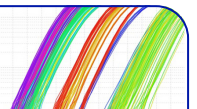
Scientific Services

Close collaboration with state-of-the-art scientific institutes has enabled Cogentech personnel to reach a level of specialization that enables them to support the client at every stage of the research, from the correct experimental design to the execution of specific analyses as well as the interpretation of results.



DNA SEQUENCING

QUANTITATIVE PCR




GENOME EDITING

HISTOPATHOLOGY





MICROARRAY/NGS

PROTEOMICS




MOUSE GENETICS

ZEBRAFISH



Our commitment

Companies Benefit

With the Law of Dec. 28, 2015, No. 208, Sole Article, paragraphs 376-384 "Stability Law 2016," Italy became the first EU country and the only sovereign country in the world, along with some U.S. federal states, to have recognized and regulated corporations for common benefit: Benefit Societies.

These are companies that in carrying out an economic activity, in addition to the purpose of dividing its profits, voluntarily pursue one or more purposes of common benefit and operate in a responsible, sustainable and transparent manner towards people, communities, territories and the environment, cultural and social goods and activities, bodies and associations and other stakeholders.

The purposes may be pursued by each of the companies listed in Book V, Titles V and VI of the Civil Code, i.e., partnerships (simple partnership, general partnership, limited partnership) and corporations (joint stock company, limited partnership, limited liability company, simplified limited liability company, cooperative and mutual insurance companies) provided that they comply with the relevant regulations and through management aimed at balancing the interest of the shareholders and the interest of those on whom the corporate activity may have an impact.

In 2018, following a reevaluation of its research objectives, Partner IEO (European Institute of Oncology) exited the Consortium and IFOM thus remained the sole partner. Cogentech took this opportunity to change its corporate name, choosing to become a Societa Benefit S.r.l., more consistent with its mission and having IFOM as its sole shareholder.



Cogentech, as a Benefit Society, is annually subject to the obligation to prepare and publish an Impact Report designed to illustrate how the Society is pursuing and achieving the common benefit purposes set out within its Articles of Incorporation. In view of the preparation of the 2019 Impact Report, Cogentech decided to embark on a more structured reporting path in order to adopt an effective evaluation model and to prepare an impact report that was both concise and comprehensive.

The purposes of benefit corporation

As a Benefit Corporation, as also stated within its Articles of Incorporation, Cogentech is committed to five purposes of common benefit, which are at the heart of its day-to-day activities. Specifically, these are:

- ◆ Promote and support personalized medicine as a "model," including social, for improving health by taking advantage of advances in the field of genomics that open new opportunities to personalize therapy, and/or to determine disease susceptibility and/or to deliver timely targeted prevention interventions.
- ◆ To promote people's health and well-being through the development of education, awareness and prevention initiatives designed to promote a healthy lifestyle.
- ◆ Raise stakeholders' awareness of the value of scientific research and the significance of its positive impacts on people's health and quality of life.
- ◆ Actively contribute to national and international scientific debate, including by collaborating with agencies and various scientific entities, and carry out basic research and in the field of diagnostics, developing innovative models that ensure greater prevention and better protection of people's health.
- ◆ To disseminate good sustainability habits and practices to all stakeholders in order to incentivize their social and environmental engagement.

Scientific research and innovation

In addition to continually innovating its skills to actively support its clients, both internal and external, it is in Cogentech's mission to invest in research and development to make its services and products increasingly cutting-edge and usable.

In this regard, the projects and investments in research and development undertaken by Cogentech, which during 2019 committed the company to more than 25 percent of total investment spending for the year, were aimed at creating an original and innovative proprietary position, enabling the company to maintain its competitive role, and developing new tools and analysis techniques functional to further improve the ability to detect predisposition to oncological disease, thus delivering timely targeted prevention interventions.

Cogentech's greatest strength is undoubtedly the strong expertise of its staff, the result of many years of experience in the specific field and a continuous training program aimed at maintaining a state-of-the-art level of preparation within the sector in which Cogentech operates. Associated with this is the strong technical and scientific collaboration link with the parent company IFOM.

In fact, IFOM scientists have always been engaged in the study of major issues in cancer research. The researchers are united by a deep conviction: knowledge of the biological mechanisms responsible for the development and progression of cancer (from primary tumor to metastasis) will lead to the design of new and rational methods for prevention and personalization of treatment. In particular, IFOM's most original and innovative research concerns the topic of genomic instability of cancer cells and the role of the chemical and physical properties of the microenvironment in which the tumor develops (mechanobiology), which are particularly important for metastatic spread. This research is supported by cutting-edge technologies present in Cogentech, dedicated to the development of new strategies for the identification of neoplastic molecular targets (genes, proteins, protein groups, and mechanisms that play key roles in cancer and that, if pharmacologically altered, can reduce or even regress the disease). This is also possible thanks to the complex of information obtained from the Human Genome Project. The new scientific knowledge developed at IFOM can thus be further developed by Cogentech for transfer to the health services market.

Cogentech's Benefit rationale is to promote clinical and translational oncology research: enabling the rapid and proper incorporation into clinical practice of advances in scientific knowledge in the areas of cancer prevention, diagnosis and treatment, even in highly specific areas that, by their nature, do not find significant interest and investment from commercial companies

Targets achieved in 2019

Recent advances in the field of genomics have enabled personalization of therapeutic strategy and provided the tools to identify predisposition to cancer disease, thus delivering timely targeted prevention interventions.

All of this has enabled Cogentech to achieve two important goals in 2019 in the area of personalized medicine, thanks to its genomics and diagnostics services, which can offer innovative analyses using next-generation sequencing (NGS):

- 1. Stratification of patients with colorectal cancer in the ARETHUSA experimental clinical trial**
- 2. Development of a new multigenic panel "OncoPan" for hereditary and sporadic cancers**

1. Stratification of patients with colorectal cancer in the ARETHUSA experimental clinical trial

Since 2019, Cogentech has been actively participating in the first non-profit, IFOM-sponsored multicenter clinical trial called ARETHUSA, offering an NGS sequencing service to assess the number of mutations present in biopsies of colorectal cancer patients.

Colorectal cancers mutated in the KRAS gene, which have the DNA repair mechanisms still functioning, are less sensitive to treatment with immunotherapeutics. The ARETHUSA project was designed to demonstrate how such tumors can become sensitive to immunotherapy following treatment with specific drugs that increase their mutational load (number of mutations present).

Therefore, Cogentech, through its cutting-edge genomics service, enables accurate stratification of these patients, effectively promoting precision medicine and making expensive new immunological therapies economically viable.

2. Development of a new multigenic panel "OncoPan" for hereditary and sporadic cancers

Cogentech, at the end of 2019, presented to its customers the new multigenic test "OncoPan," the result of its many years of research and proven expertise in the field of hereditary-familial cancers.

Approximately 5-10% of breast, ovarian, and colon cancers arise in genetically predisposed patients. Based on literature data, it seems increasingly evident that reducing the analysis to the best-known predisposition genes for the various hereditary-familial cancers is limiting.

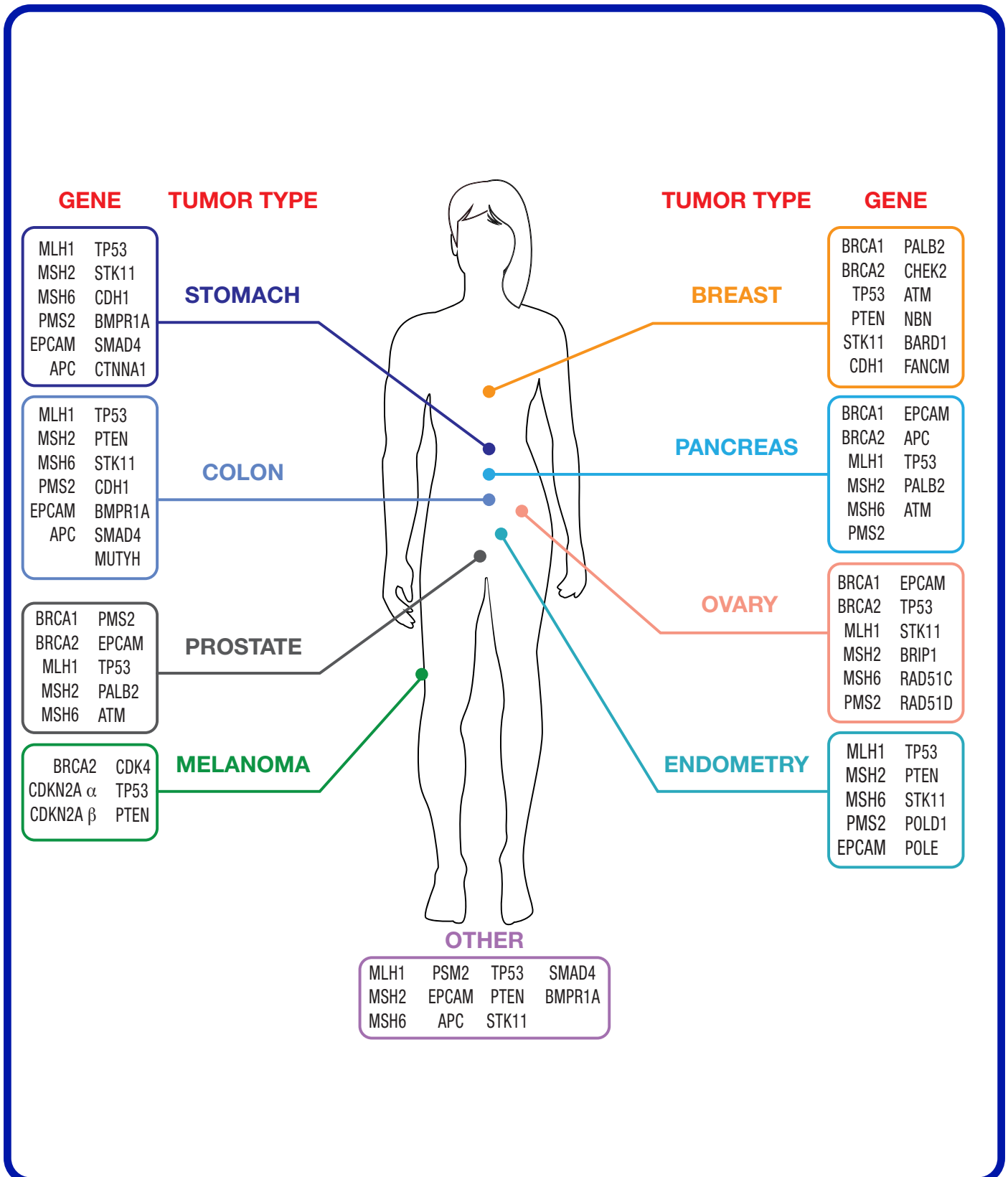
Therefore, Cogentech has refined a new diagnostic panel (visible in the image below) that, in addition to the canonical susceptibility genes, contains other genes that confer medium to high risk and, therefore, still relevant for diagnostic purposes. The panel, based on NGS technology, makes it possible to identify not only single nucleotide variations (SNVs) but also large deletions/duplications and will be particularly useful in cases where there are overlapping syndromes.

OncoPan is thus an innovative genetic test that, by increasing the "coverage" of risk genes, enables both early diagnosis and the care of an increasing number of people at high risk of developing cancer.

The OncoPan test entered routine laboratory diagnostics for germline mutation analysis (performed on DNA extracted from blood) as early as the end of 2019.

During 2019, Cogentech also obtained 10 publications in scientific journals of international relevance.





The "Oncopan" panel: genes analyzed by tumor type.

These include the work titled Plasma miRNA-based signatures in CRC screening programs², which deals with early detection of colorectal cancer published in the International Journal of Cancer.

The study, supported by AIRC Foundation and the Ministry of Health, identified “molecular signatures” of small RNA molecules (microRNAs) associated with the presence of colorectal precancerous or cancerous lesions, detectable in the plasma of individuals who tested positive for fecal occult blood.

A simple, noninvasive test such as this, based on these signatures in plasma, if confirmed on a large scale, could be included in the screening program, after a positive stool occult blood test, and before colonoscopy, to identify individuals at increased risk of having colorectal lesions.

New goals for 2020

It is in the very nature of Cogentech to continuously invest in innovation, especially in research and development, to offer cutting-edge products and services for its customers, both academic and clinical. This philosophy has already enabled the drafting of new and ambitious projects that will be undertaken in 2020 to enable the company to maintain its competitive role in the diagnostics and scientific services market. Among these projects we mention a few by way of example:

1. Further development of the OncoPan panel

The “OncoPan” panel also contains some genes frequently mutated in tumors, whose alterations are linked to an already proven therapeutic response. Therefore, this test can also be used for somatic analysis i.e. analysis of mutations that have developed in tumor tissue. For example, “OncoPan” contains the genes of the so-called molecular signature or “signature” BRCAness, which defines the characteristics of particular carcinomas for which genetic testing is required for therapeutic purposes. OncoPan will enter the laboratory routine as a somatic test starting in early 2020.

2. Evaluation of liquid biopsy for clinical management of hereditary breast and/or ovarian cancer

Cogentech was recently awarded a prestigious PON/FSC (National Operational Program “Research and Innovation” 2014-2020) grant from the Ministry of Education, University and Research (MIUR) for the project entitled “BiLiGeCT - Liquid Biopsy for the Clinical Management of Tumors.”

Cogentech is the lead partner in this ambitious project, carried out in collaboration with 5 other prestigious Italian entities: Carebios srl, National Interuniversity Consortium for Innovative Synthesis Methodologies and Processes - CINMPIS, Istituto Oncologico del Mediterraneo S.p.a., Istituto Superiore di Sanità and University of Turin.

With this study, Cogentech aims to answer questions still open in the clinical management of individuals carrying mutations in the BRCA1/2 genes (with greater genetic predisposition to breast/ovarian cancer insogenic), socially weak individuals whose protection is not always readily recognized by the legislature.

The project aims to use liquid biopsy for early detection of disease onset or recurrence and to monitor disease and appropriate use of therapy in BRCA mutated individuals. It is also planned to develop innovative cell-based assays to study the functionality of BRCA1/2 gene variants of uncertain significance (Variants of Unknown Significance, VUS).

This project also will have important social, political and economic implications in historically and geographically disadvantaged areas of Southern Italy. Cogentech, in fact, will operate under the project through a new operational unit located in Sicily, fostering a fruitful exchange of technical and scientific knowledge with local authorities.

3. Incentivize early diagnosis of BRCA mutated individuals throughout the country

Among the goals for 2020, we also mention Cogentech's continued commitment to promoting the extension of genetic testing to more and more individuals in an effort to reduce the strong territorial inequalities found in the implementation of BRCA testing nationwide. This represents a mission of high moral stature for Cogentech precisely because of the benefit nature of the company itself.



2. *Int J Cancer*. 2020 Feb 15;146(4):1164-1173. doi: 10.1002/ijc.32573. Epub 2019 Aug 5. Zanutto S., Dall'Olio V., Tizzoni L., Pierotti M.A. et al.

For healthy people with BRCA genetic mutation, free active clinical- instrumental surveillance or surgery for reconstructive access or complication after preventive mastectomy is necessary and ethically owed by the NHS. However, there are still few regions that have established the reimbursability of the entire prevention program for family members.

Moreover, genetic testing for the search for BRCA mutations in a person with cancer should not be seen as a cost for the health care system but rather as an investment.

Numerous studies in different countries with different health care systems demonstrate the positive cost-benefit of the "Test" versus "No test" strategy. This strategy also allows the extension of testing to healthy family members by reducing mortality, social impact and the costs associated with the clinical management of these diseases. So, from an ethical point of view, it seems clear that public intervention aimed at improving the management and, ultimately, the survival of these people, responds to the demand not to add to a "genetic injustice" a "social injustice."

For these very reasons, Cogentech is preparing a document to raise awareness of the use of genetic testing for population screening, promoting its widespread diffusion throughout the country



4. Memorandum d'intesa con l'associazione aBRCAdaBRA Onlus

Cogentech has been collaborating for several years with the non-profit association aBRCAdaBRA, with which it has established a Memorandum of Understanding. aBRCAdaBRA, established in 2015, provides, in its main institutional purposes, activities to support the disadvantaged people and those affected by mutations in the BRCA1 and BRCA2 genes. In collaboration with public and private institutions, the association also

promotes research and study activities to deepen scientific knowledge and intervention techniques in the aforementioned pathologies. Therefore, Cogentech is committed to renewing its understanding with aBRCAdaBRA to foster the dissemination of the new knowledge that will be gained in terms of prevention, diagnosis and treatment of diseases resulting from BRCA1 and BRCA2 genetic mutations. In addition, aBRCAdaBRA will play an important role in raising public awareness regarding the new findings and goals achieved by Cogentech.

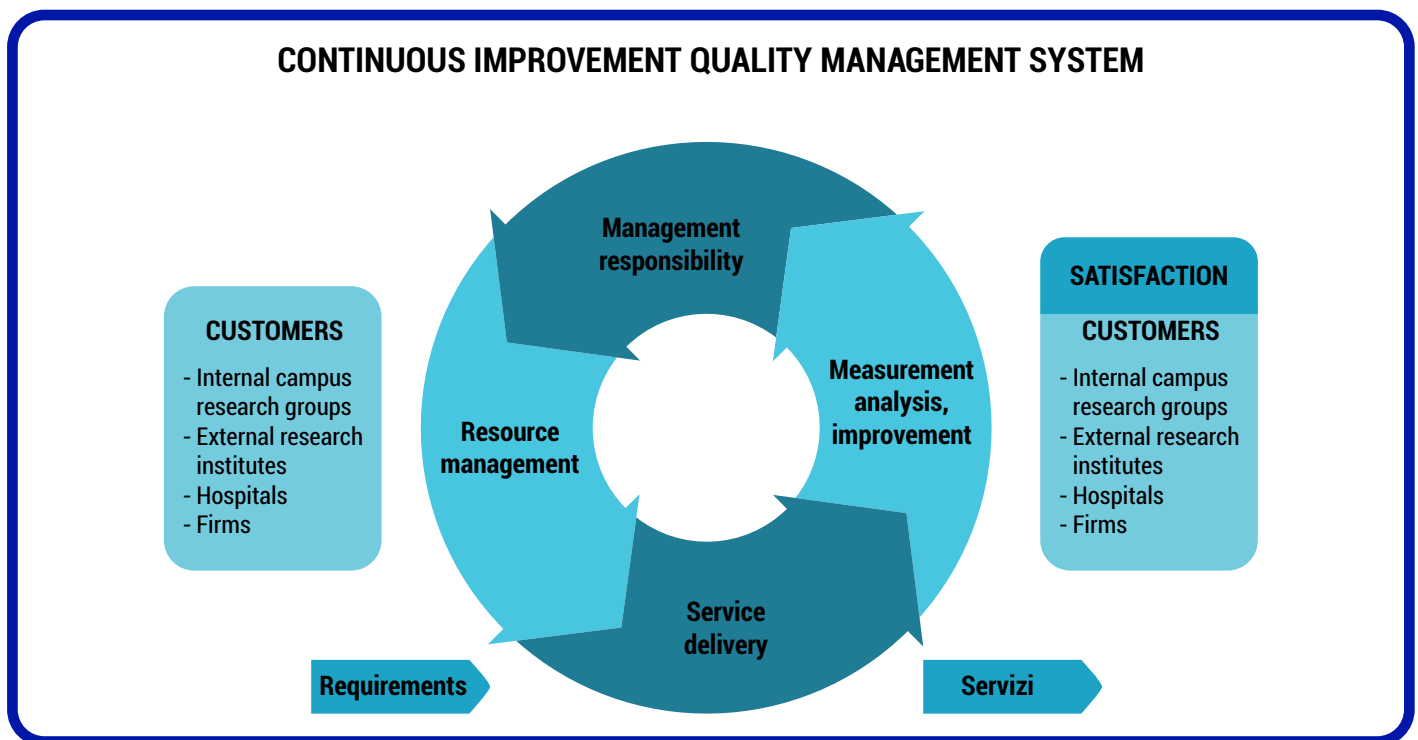
A service of quality

Cogentech, which has always been attentive to the needs of its customers, understands that every interaction can prove to be a useful opportunity to give rise to new opportunities and to create value.

In order to win the trust of customers Cogentech strives, on a daily basis, to understand their needs, both present and future, while taking into consideration the needs of other stakeholders, such as partners, associates and suppliers.

Cogentech, following this purpose, has implemented a Quality Management System (QMS) that has obtained UNI EN ISO 9001:2015 certification for the following services: Cancer Genetic Test Lab (CGT Lab), Sequencing Service, QPCR Service, Microarray Service, Mouse Facility, Histopathology Service.

All the processes carried out by Cogentech, both core and complementary processes, work in synergy in order to optimize performance with a view to continuous improvement.



Cornerstones of the Quality Management System are customer focus, leadership and active involvement of people.

With the aim of constantly monitoring and managing its Quality Management System in the best possible way at all times, Cogentech has identified indicators to assess performance from a quality perspective. In particular, customer response times, the average rating obtained in the customer satisfaction survey, and the number of complaints received are being analyzed. These aspects will be discussed in more detail within the "Customers" section.

Timely and constant monitoring of the degree of Customer Satisfaction is indispensable for any company operating under a Quality System and, of course, becomes even more significant in the health care field. Graphically reprocessing and making this data available to operators becomes a valuable tool for disseminating the culture and objectives of Quality within the staff.

Indeed, to achieve these ambitious goals, it is essential that all the people who work for Cogentech are competent, trained and eager to make their own contribution.

But even more, it is essential that they perceive Quality as a value and not just a task to be performed.

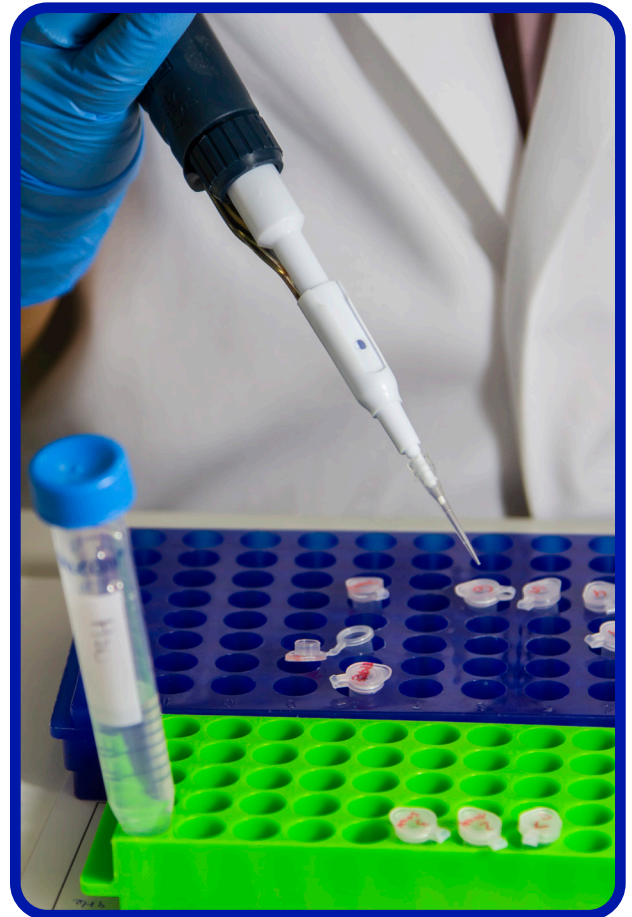
Through the analysis of these and other parameters, management has the ability to monitor and review all phases of the services offered by Cogentech, obtaining a 360-degree overview that is functional for the continuous improvement of the Quality Management System.

As a safeguard of the quality of the services performed, since 2011 the CGT Lab has been accredited by the National Health Service³, and is registered in the Regional Register of Accredited Facilities⁴ (registration no. 1118 of 31/08/2011) in the sub-branch of Cytogenetics and Medical Genetics for Molecular Genetics activities.

Since 2015, CGT Lab has also been certified by the Italian Society of Human Genetics (SIGUCERT Certificate No. IT282620) and has recently achieved UNI EN ISO 15189:2013 accreditation with ACCREDIA (number 0015M) for Medical Genetics examinations (www.cogentech.it/test-genetici.php).

The CGT Lab regularly participates in interlaboratory evaluation programs (EMQN, European Molecular Genetics Quality Network) and quality assessment programs (VEQ), concerning Oncology Molecular Genetics testing, and delivered by competent bodies such as Istituto Superiore Sanità and Regione Lombardia.

The CGT Lab staff also participates in working groups of the Italian Society of Human Genetics with the aim of drafting guidelines for the homogenization of analysis methods, interpretation of results and reporting methods, with reference to international standards, in the field of Oncology Genetics.



3. Resolution No. 929 ASL Milan, July 22, 2011

4. Entry No. 1118 of 31/08/2011

People at the center

People are one of the main factors that enable Cogentech to carry out its activities. In particular, it is the combination of people and their specific technical and scientific skills that enables Cogentech to offer its services in accordance with the highest quality standards.

Cogentech strives daily to enhance its professionals by fostering skill development, operating safely, and offering professional and personal services that ensure employee satisfaction and well-being.

As also stated within the Code of Ethics, Cogentech promotes a climate of mutual respect where everyone must interact with others with honesty and dignity. In addition, Cogentech is committed to safeguarding workers from acts of psychological violence and seeks to counter any attitude or behavior that is discriminatory or personally injurious. It therefore strongly condemns sexual harassment and urges the avoidance of behavior or speech that may disturb a person's sensibilities.

Anyone who believes that he or she has been subjected to harassment or has been discriminated against on the grounds of age, gender, sexuality, race, health status, nationality, political opinions, and religious beliefs may report the incident to the Supervisory Board, which will assess the actual violation of the Code of Ethics.

As of December 31, 2019, Cogentech has 30 employees and continuously collaborates with 2 external consultants, both men over the age of 50. In contrast, Cogentech's workforce is predominantly composed of women (60%) and young workers, aged between 30 and 50 (70%).

Headcount as of 12/31/2019	Women	Men	Total⁵
Managers	1	2	3
under 30 years old	0	0	0
between 30 and 50 years old	0	1	1
over 50 years old	1	1	2
Employees	16	10	26
under 30 years old	1	0	1
between 30 and 50 years old	11	8	19
over 50 years old	4	2	6
Workers	1	0	1
under 30 years old	0	0	0
between 30 and 50 years old	1	0	1
over 50 years old	0	0	0
Total	18	12	30

5. 100% of employees are covered by National Collective Labor Agreement (CCNL)..

Social initiatives for employees' families

With the aim of bringing Cogentech's focus on the professionals who work there down to everyday life, a number of initiatives have been introduced over the years with the aim of combining the needs of private and working life. A brief description for each of the main initiatives is given below.

Corporate nursery

Children of Cogentech employees between the ages of 11 and 36 months can take advantage of a bilingual company crèche.

The opportunity to learn two languages, at such a crucial time in their education, and the advanced pedagogical approach, including the use of music and guidance on proper nutrition, are a plus for children's development.

The daycare center is within walking distance of Cogentech and is open during September - July with hours of 8:30 a.m. - 6:30 p.m., so as to meet the diverse work needs of the staff, facilitating mothers and fathers during a rather complicated period of family life. Cogentech also bears part of the monthly tuition, providing tangible economic support to families.

Bimbinufficio

For the 6th consecutive year, IFOM and Cogentech are offering their employees and collaborators a family day, joining the initiative of Il Corriere della Sera and La Stampa "Bimbinufficio." The initiative, extended to the children, grandchildren and friends of employees and collaborators, lasts an entire midweek day and includes a calendar of themed play and educational initiatives aimed at sharing the mission and content of scientific research in a participatory way.

Activities are entirely designed and managed in-house by IFOM and Cogentech staff, creating a large and diverse team.

The participants, some 100 children between the ages of 1 and 18, were able to participate with their parents or family members working in IFOM and Cogentech in age-appropriate activities, alternating between laboratory activities, creative activities and outdoor activities.

The 2019 edition featured "recycling" as its theme, in accordance with the "Plastic Free" environmental sustainability project that was undertaken in parallel and described within the "The Environment Around Us" section of



this document.

Flexible Hours

Cogentech, in order to address work-family balance needs, has long adopted a flexible schedule. Scientific and administrative staff enjoy flexible hours, inbound, outbound, and within the workday, in order to best manage both work commitments and those of personal and family life.



Solidarity Time Bank



Inspired by the implementation decree of the Jobs Act (Art. 24 Legislative Decree 151/2015) and as part of its Corporate Social Responsibility initiatives, IFOM and Cogentech have introduced a new Welfare measure that represents an opening toward an innovative conception of internal relations within the Institute, stimulating mechanisms of solidarity and mutual aid, to the benefit of workers who are facing a time of difficult management of the reconciliation of family-work commitments.

This is the Solidarity Time Bank initiative: employees have the opportunity to donate days or hours of unused vacation and leave to colleagues in need, who are forced to be absent from work due to burdensome family needs, such as caring for a sick minor child or an elderly and needy parent, or other difficult household issues. In this way, those who donate hours to the solidarity time bank offer a colleague the opportunity to experience their own difficult family situation with greater peace of mind.

Life insurance

For the benefit of each employee, Cogentech has provided an important benefit, totally at its own expense, consisting of life insurance, which guarantees, for the duration of the employment contract, coverage in the event of death from any cause, for the benefit of legal or testamentary heirs.

Internal CAF service

For the past few years, Cogentech has made available to all staff (direct employees and external contractors) a free in-house CAF service, which is also open to family members of employees and contractors upon payment of a subsidized fee.

The development of human capital

The training and professional growth of the individual is a condition and consequence of the very nature of Cogentech, as a Benefit Company and a Scientific-Technological reality, which, only through the development of its Human Capital can continue to profitably provide its contribution to the world of Research and Medicine.

All Personnel, with respect to their roles, are invited and supported in undertaking a path of continuous improvement, throughout their entire career path.

For Cogentech, all training events are an enthusiastic opportunity to receive input and ideas from each individual worker and, even more importantly, they are a crucial time to strengthen the bond between worker and Company, of which the individual then feels a living, active and integral part.

Training courses can be organized by the Human Resources Office, the Safety Management Office, or the Quality Office. All courses are formally structured with an attendance register, and depending on the type of training event, there may be a final test and subsequent issuance of a certificate.

Cogentech personnel are required to participate in mandatory courses and other internally organized training events, depending on their role within the Organization and their area of expertise.

Below is a table showing the average hours of training, broken down by professional category and gender, provided during 2019 to all internal Cogentech employees:

Average hours of training 2019	Women	Men	Media
Managers	0,00	8,00	5,33
Employees	28,19	14,60	22,96
Workers	2,00	0,00	2,00
Total	25,17	13,50	20,50

Each facility draws up its own annual Training Plan, including internal and external courses. Courses organized within Cogentech's facilities are held under the responsibility of the Facility Manager and may include courses preparatory to accessing the various facilities as well as courses aimed at training in the proper use of laboratory instruments and compliance with the required safety measures.

In preparing the Annual Training Plan, ISO-9001 certified facilities provide specific training courses. CGT Lab, as a healthcare facility, must also consider mandatory CME (Continuing Medical Education) credits, required by law by a national program, active in Italy since 2002.

In addition, to promote a climate of cooperation and transparency, training events are organized to improve knowledge of issues of common interest, such as, for example, proper waste management and maintaining Quality Management System requirements.

Below is a table containing the main training courses provided to internal employees during 2019:

Training courses provided to employees	Hours 2019
231 Organization and Management Model	9
Chinese courses	44
Courses in Health and Safety	50
Privacy Course (196/2003)	3
Quality Certification Course	100
Specific professional training courses	407
Total training hours provided to employees	613

Within the IFOM-Cogentech campus, it is possible to participate almost daily in high-level scientific-technological seminars with prominent speakers from the international scientific world.

National and international events on a variety of topics are also organized periodically, during which Cogentech researchers are involved, sometimes as speakers.

On such occasions, Cogentech staff, in addition to growing professionally and culturally, have the opportunity to relate to their peers and establish possible future fruitful working partnerships.

Below is a table containing the training courses organized during 2019, aimed toward people outside Cogentech:

Training courses delivered externally	Hours 2019
Enclosure access course	88
"Biostatistics Seminar" course	1,5
Course "Submission of applications for authorization of research projects with animals (Art. 31 Legislative Decree 26/2014)"	1
Course "Autoclave use and cart handling in t h e Building 13 enclosure"	3
Course "Organizing and operating activities in a rodent animal facility"	24
"The management of genetically altered rodent colonies" course.	16
Course "Organization and activities in a rodent enclosure"	24
Course "Organizing and operating activities in a rodent animal facility. Critical points and bottlenecks."	16
Tecniplast employee course	18
Tecniplast Sales Introductory Course	6
Total training hours provided externally	196

The protection of occupational health and safety

Protecting the health and safety of its workers is one of the fundamental principles of Cogentech Srl SB, as also stated within the Code of Ethics.

The Prevention and Protection Service, which assesses and manages the risks present in the company, consists of easily reachable people whom all workers can contact at any time, either in person or via dedicated e-mail.

There were no work-related injuries during 2019, however there was one commuting injury. In addition, there was one near miss reported during the year, which is a case of a near miss injury.

As also demonstrated by the reporting we had during the year, all Cogentech workers are an active part of company safety: in fact, when a potentially dangerous situation (near miss) is detected, it is promptly reported, in order to be able to implement the necessary measures to prevent the recurrence of similar situations, thus contributing to building a safer reality for everyone every day.

The culture of safety is promoted within Cogentech through a variety of channels. First, dedicated training sessions are planned, after which workers are actively involved in the drafting and application of Procedures. Applications have also been developed over the years to facilitate access to documents and speed up the recording of the use of substances dangerous. Practical demonstrations of emergency procedures and Good Laboratory Practice are regularly scheduled, as well as air quality, water quality and noise exposure audits. Finally, there is a dedicated section within the company's intranet, "Safety Space," where, among other things, Safety Data Sheets (SDS) containing directions for the use and disposal of chemicals are available.



As anticipated, awareness and sensitization to safety issues is also entrusted to education and training, which aims to keep the attention of all workers high and constant on issues related to occupational safety and hygiene. The training is always delivered with examples, photos and creative videos perfectly cast in the daily reality of the researchers.

Workers in laboratory areas use chemicals, which if not handled properly can be very dangerous. For this reason, the following are made available of personnel special gloves, protective gowns and chemical hoods.

Chemical products purchased are accompanied by Safety Data Sheets (SDSs) that provide guidance on the risks and prevention and protection measures to be implemented. SDSs are up-to-date and available on the company's intranet homepage.

Solutions produced in-house, are classified and labeled according to the CLP (Classification, Labeling and Packaging of Substances and Mixtures) regulation. On each bottle are pictograms relating to the hazards of the substance, and there is a QR code that when framed by one's cell phone, allows the operator to obtain information regarding the recipe and individual components of the solution.

TBS 10X





Data: _____

Firma: _____

Emergency Call
3300

6001

Research Moms

For the pregnant woman and while breastfeeding the child, the laboratory represents a hazardous workplace due to the presence of potentially dangerous agents.

In IFOM and Cogentech most of the researchers are women and the average age is quite low. Consequently, a pregnancy is a more than likely event. Thus, "Lab G" was created: a safe, unique laboratory in which there are no substances, physical or biological agents that are dangerous or otherwise incompatible with the state of pregnancy.

Therefore, Lab G was specially designed with the purpose of allowing "moms" to continue their lab activities in peace of mind for themselves and the child, to the whole period of pregnancy and lactation.



Health and safety beyond the laboratory

Given Cogentech's DNA and identity, the attention paid to the health and safety of its employees goes beyond the activities that are carried out daily within the facilities. In fact, Cogentech has implemented several initiatives over the years, with the focus on the health and safety of its collaborators, which impact their well-being outside of work time as well.

Medical Service

A doctor is periodically present within the company and is available to provide assistance to anyone who requests support. This service is designed especially for out-of-office workers, who experience greater difficulty in being able to reach their primary care physician, but all employees can take advantage of it.

A nurse is also available for foreign staff to provide specific language support if needed.

Through the same doctor, Cogentech also supports the flu vaccination campaign. In 2019, 36% of Cogentech staff used the vaccination service offered.



Healthy Nutrition

As a Society that is involved in the diagnosis and development of therapeutic solutions for a disease such as cancer, in which the incidence of lifestyles can have a contribution in the development, progress and management of the disease, Cogentech particularly cares about the need to offer in its catering areas a menu that is as healthy and open to the dietary needs of employees, collaborators and guests. Over the course of 2019, a specific Healthy area was thus introduced in IFOM and Cogentech's food service areas with a n assortment of reduced-calorie dishes and an increased supply of plant-based proteins.

We're going Smoke-free!

Smoking, including passive smoking, is among the leading causes of diseases of the cardiovascular system and lung cancer.

Cogentech and IFOM, who are particularly sensitive to this issue of Social Responsibility, in order to protect even non-smokers from possible consequent harmful health effects, have decided to make all spaces smoke-free on the occasion of World NO tobacco Day (June 3, 2019). This is a decision that fits naturally with IFOM and Cogentech's mission of research and care, as well as promoting a participatory message to contribute to the improvement of air quality as well as the health and well-being of all employees and the many guests who attend our Institute every day



Security Service and Night Time Taxi

Cogentech offers all staff who leave the Institute between 7 p.m. and 10 p.m. the opportunity to ask the security service, which is present at the Front Desk, to be escorted to the parking lot or to be monitored remotely through video surveillance equipment.

For those who have to leave later for exceptional reasons, a cab voucher is offered.

Our relationships of value

Cogentech, as a Benefit Society and always by its nature, in addition to devoting itself with care and responsibility to the activity that is carried out within its laboratories, cultivates all its relationships with care and interest.

Starting with building a valuable relationship with its customers, who are fundamental to the economic sustainability of the business, Cogentech seeks to go a step further and also reserve a special look at the community around it and the environment in which it operates.

Thus, several initiatives of common benefit have been implemented over the years, both in the scientific and socio-educational fields, including the YouScientist project and the collaboration with Pane Quotidiano. Cogentech also monitors its environmental impact, effectively managing the disposal of special waste and implementing projects aimed at reducing plastic consumption.

Our customers

Customers and their satisfaction are of paramount importance to Cogentech. Cultivating a valuable relationship with customers, based on listening and discussion, is fundamental to strengthening the process of continuous improvement that Cogentech wants to pursue. In fact, the suggestions received from customers are considered to be a drive in pursuing with determination a path of continuous research and innovation.

In addition, due to the sensitive nature of the services offered, Cogentech considers it a priority to establish a partnership based on trust with all its clients.

For this reason, Cogentech is committed on a daily basis to putting customers and their needs at the center, in order to understand them and find the best possible response, always in accordance with the highest quality standards and in keeping with the company's values and mission.

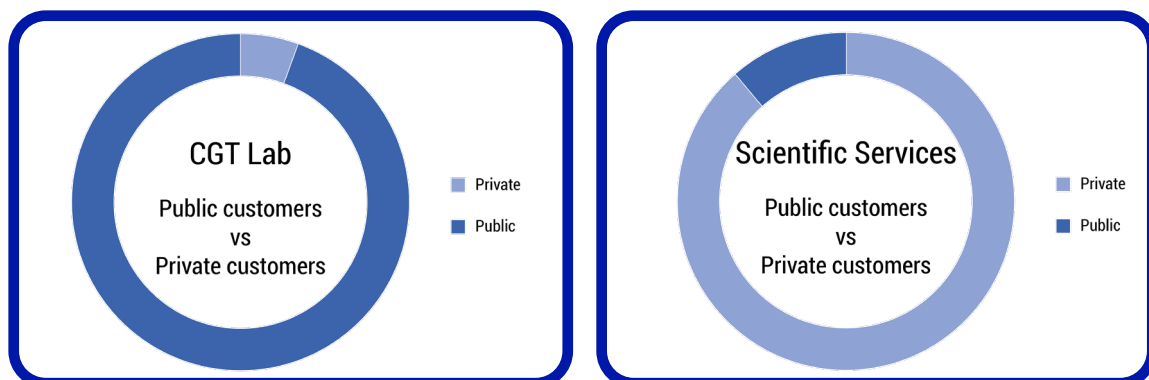
Over the years, Cogentech has established strong relationships in the field of research through continuous collaboration with Research Centers and Universities, resulting in innovations and contextual publications. In the field of diagnostics, on the other hand, relationships with hospitals, both public and private, have been cultivated through the accuracy and high quality of the services offered, as well as through the expertise of the staff employed.

The professional relationships Cogentech has established with its clients over the years can be analyzed on several levels. For research and genetic testing services alone, there are four categories of stakeholders to whom Cogentech offers its contribution: Clinical Institutes, Intramural Academic Clients, External Academic Clients, and Commercial Clients.

In general, the customers Cogentech deals with can be divided into public and private and based on the service they require.

While public and private clients are equal from a numerical standpoint (36 private clients versus 38 clients belonging to the public administration), private clients cover nearly 70 percent of Cogentech's revenue.

Looking instead at the breakdown based on the type of service requested, as also visible from the graphs, Scientific Services are mainly requested by Private Clients (93%) while the demand for CGT Lab Genetic Testing comes mainly from public sector operators (97%).



With the aim of constantly monitoring and managing its Quality Management system, which is at the basis of building a valuable relationship with its customers, Cogentech has identified indicators to assess its performance, including in customer relations, from a quality perspective. In particular, the following elements are the object of analysis:

- ◆ customer response times;
- ◆ the average rating obtained in customer satisfaction;
- ◆ the number of complaints received.

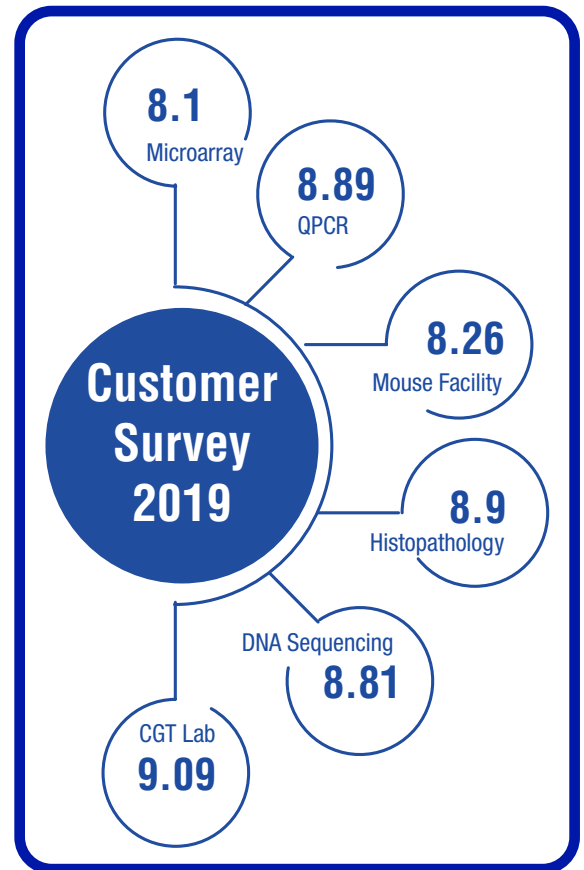
Given the peculiarities of Cogentech's different facilities and the different services respectively offered, customer response times vary considerably. Despite the different timeframes related to the specific analysis activities to be carried out, it is possible to say that on average, during 2019, about 90% of the tests carried out and services provided were completed on time. The average value of the customer satisfaction index, obtained following the administration of the Survey 2019, in relation to the services offered by Cogentech, was 8.675 out of a maximum score of 10. This is an average score, obtained by reworking the scores related to the facilities certified and equipped with a Quality Management System.

Customers of the scientific services participated in the analysis by accessing an online Survey, via a special link, while CGT Lab customers received the Customer Satisfaction Questionnaire via e-mail. In both cases, customers were asked to express their opinions with absolute impartiality and objectivity since the answers provided were received anonymously and their analysis was only in aggregate.

The results, after their graphical representation, are analyzed annually during the Management Review and are shared with all operators so that the culture of Quality is spread to all levels and can be constantly nurtured.

Finally, regarding complaints, out of a total of 2,081 genetic tests conducted during 2019, no reports of non-compliance or complaints were received.

In order to provide the customer with the opportunity to make such reports, Cogentech has implemented a specific internal procedure, which stipulates that customers who need to make a complaint may do so verbally, by telephone, by mail, email or fax. All complaints are registered in the Complaint Register, and if they are considered well-founded, Cogentech operators can respond to the customer's request personally, by telephone, by mail, or by letter addressed to the customer. Each report is analyzed and depending on its impact and frequency, it is classified in order to facilitate the identification and implementation of an effective Corrective Action, within the established timeframe.



The community in which we operate

Demonstrating the importance Cogentech attaches to creating strong ties with the community within which it operates, a variety of initiatives and get-togethers were held during 2019.

As the world of scientific research is characterized by a particular complexity of language, Cogentech, constantly collaborating with IFOM, invests every year in the implementation of initiatives focused on the dissemination of scientific culture. In particular, during 2019, Cogentech researchers contributed to the implementation of five initiatives: the Cancer Code, Cell Design and three initiatives related to the YouScientist project, such as student workshops, lab visits and summer school.

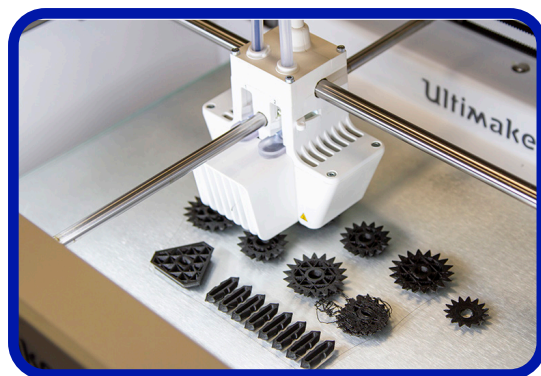
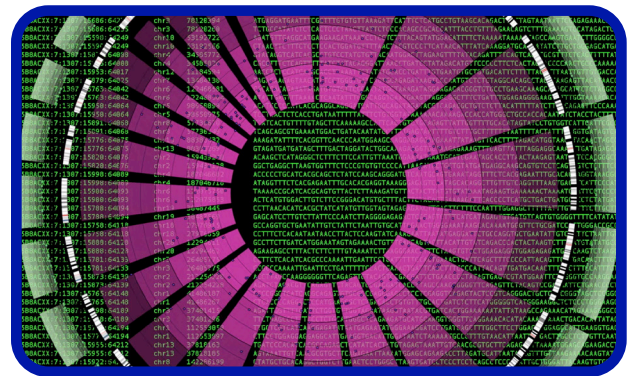
In addition, thanks to the good hearts of its employees, Cogentech has participated in two other collective solidarity projects such as Blood Donation Day and volunteer activities with the non-profit Bread Everyday.

Cultural initiatives to disseminate scientific culture

Scientific research often speaks a difficult language, and it is not easy to share its value with citizens, who are nonetheless the ultimate recipients of its work. With this in mind, IFOM and Cogentech believe it is a fundamental part of their Social Responsibility to challenge society to come up with communicative products designed to make it clearer to find the content, goals and prospects of cancer research with special focus on the most promising technological frontiers in which our researchers are engaged.

Following this perspective, over the course of 2019, Cogentech researchers and collaborators actively contributed to the implementation of two IFOM cultural initiatives:

- ◆ The Cancer Code⁶ an initiative designed as part of Milan Digital Week, which took place in March 2019 with promotion from the City of Milan. The initiative, aimed at helping people understand the connection between data science, big data and cancer research, included an immersive installation to guided tours of Cogentech's genetic testing and robotics (Operetta) labs. The researchers Cogentech actively collaborated on the project both by providing materials and content for the production of the multimedia installation and by designing and managing the guided tours.



- ◆ Cell Design⁷: an initiative designed as part of the Milan Fall Design of the City of Milan (October-November 2019) and carried out under the patronage of the same municipality. The initiative aimed at understanding the relationship between form and function in the cellular world, in cancer research and in the new frontiers of mechanobiology and 3D printing in mechanomedicine, saw the active participation of Cogentech staff in identifying materials for the multimedia installation. Both initiatives were met with much interest, seeing the participation of hundreds of visitors, including several school groups, and widespread media success.

In addition, since its inception, IFOM has flanked its oncology research activities with a science outreach program, YouScientist, with the aim of sharing the value of research with society and in particular with schools, where the new generations of critical and aware citizens are shaped and the scientific vocations of tomorrow's researchers germinate. The program has for many years benefited from the collaboration of Cogentech scientists, who support most of the activities with the public.

The three main projects carried out by the YouScientist program in the time frame from January to December 2019, which

6. <https://www.youtube.com/watch?v=XOLBK1Gq6vU>

7. <https://www.ifom.eu/it/area-stampa/news-comunicati/celldesign-2019.php>

involved Cogentech staff, included dissemination workshops for middle and high school students, guided tours of IFOM research laboratories, and the summer school. In total, the YouScientist program carried out 47 activities during this period, involving 1,700 people, including 161 teachers and 1,443 students.

There were 94 schools that participated in the IFOM initiatives, with 47 percent coming from the city of Milan and province (mainly preschool and secondary schools), 26.5 percent from other provinces in Lombardy, and 26.5 percent from other Italian regions (Piedmont, Emilia Romagna, Veneto, Tuscany, Umbria, Abruzzo and Sicily).

During student workshops, two researchers explore with the classes a topic of great relevance to biomedical research, such as the creation of a MOGM, DNA extraction methods, and molecular diagnostic techniques. After a short interactive lecture on the course content, the researchers accompany pupils into the teaching lab where they are guided for the second phase of the activity: here the pupils put on lab coats and gloves and work, like real researchers, on their experiment.

Lab tours, which take place under the guidance of Cogentech researchers in the main technology units-mass spectrometry, sequencing lab and microarray lab, and the zebrafish facility-allow students to discover how the research labs are organized and how the sophisticated instrumentation researchers use for their experiments works.

Finally, the summer school is a school-to-work alternation project (now PCTO, pathways for transversal skills and guidance) for fourth-year high school students. Ten young people, after careful national selection, are chosen on the basis of their skills to attend one of IFOM and Cogentech's research laboratories for two weeks. The Cogentech Units that hosted students for the 2019 summer school were: mass spectrometry, microarray, genome editing and zebrafish.



Collective solidarity initiatives

The principle of solidarity is particularly prevalent at Cogentech, and collective solidarity initiatives were introduced throughout 2019 that were widely embraced by Cogentech staff.

Blood Donation Day

Donating blood is an extraordinary gesture of generosity, which is essential for the shortages in Milan's hospitals, where more than 100 units are missing every day for transfusions, which are crucial for patients. However, it is often difficult to find the time to get organized and become a donor; therefore, as part of the initiatives of Social Responsibility, the "Blood Donation Day" initiative was conceived, offering the opportunity to make a blood donation directly at the Institute, in collaboration with AVIS Lombardia. In addition to being a nice gesture, becoming an AVIS donor gives every donor subject the opportunity to monitor his or her health in an ongoing and effective way. IFOM and Cogentech employees and collaborators actively participated in the initiative, both as donors and as managers of the donation calendar and logistics.



Pane Quotidiano

As part of the commitment to social responsibility and also as a result of the interest expressed by many employees in volunteer activities, a collaboration was established in 2019 with Pane Quotidiano⁸, a Milan-based organization that has been distributing food and basic necessities to the less fortunate on a daily basis since 1898.

Volunteer service at the Daily Bread headquarters consists mainly of food distribution. Each month, on a rotating basis, people who express a willingness to participate, respecting the limit of a maximum of 5 volunteers, serve alongside the operators of the non-profit organization.

In addition to the food distribution service, Cogentech staff, during the 2019 Christmas season, participated and collaborated in the activity of collecting games, toys and children's books to be given to families using the services of Everyday Bread (Christmas Toys Collection). On this occasion, more than 3 pallets of toys were collected and distributed

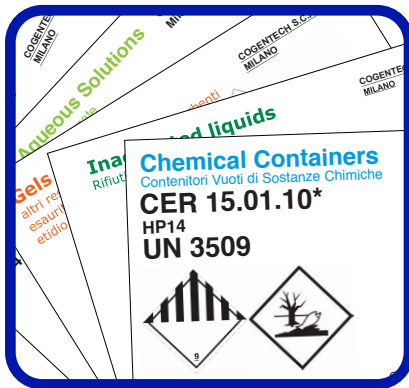
8. <https://panequotidiano.eu/>

The environment that surrounds us

Within Cogentech's Code of Ethics, it is expressly stated that the environment is a primary asset that the Company is committed to safeguarding. To this end, Cogentech seeks to direct its choices and manage its activities in such a way as to ensure a balance between economic initiatives and environmental exigencies, not only in compliance with current regulations, but also taking into account the development of scientific research and the best experiences in the field.

Thus, Cogentech cares about the environment and is increasingly manifesting its intention to adopt environmental sustainability measures in line with its institutional mission and the goals of the 2030 Agenda for Sustainable Development.

This commitment has always resulted in virtuous waste management practices: Glass, Plastic and Paper are constantly sorted and disposed of with AMSA.



Special attention is then paid to the management of Special Waste, most of which comes from laboratories.

During 2019, of the approximately 60 tons of special waste produced, almost all of it belongs to the "hazardous" category. In dealing with these wastes, which are characteristic of the activity carried out by Cogentech, it is essential to adopt careful management methods and comply with the proper disposal of them.

With the aim of facilitating such behaviors and having the opportunity to train all operators involved in the process on a daily basis, Cogentech has devised a special classification system, which involves the use of colored labels containing specific information and symbols that enable researchers to recognize and handle each waste correctly.

Special Waste ⁹	Total weight(t)
Non-Hazardous waste	0,59
of which sent for energy recovery	0,59
Hazardous waste	59,50
of which sent for disposal	19,04
of which sent for energy recovery	40,46
Total waste produced	60,09



9. With regard to municipal waste, Cogentech does not have the ability to monitor such consumption because the activities are carried out in properties subject to payment of TARI (Waste Tax).

Plastic Free Project

Over the course of 2019, Cogentech's commitment to environmental sustainability was further expanded, capturing an increasingly widespread and expressed awareness within the Company.

200,000 bottles, 180,000 cups and 110,000 plates and containers, equivalent to 4.6 tons of plastic per year, was the environmental impact of plastic waste from food and beverages consumed in the cafeteria, bar and break areas of IFOM and Cogentech.

A collective impact that employees and collaborators began to notice on the one hand and Management on the other, who promptly translated these signals into concrete plans, leading within 7 months to the complete reconversion of all conviviality and refreshment spaces from a Plastic Free perspective.

Specifically:

- ◆ water bottles, conventionally dispensed during the lunch break, have been replaced in collective dining spaces with fountains of filtered water, to be consumed in washable and reusable cups;
- ◆ always in mass catering spaces, plastic plates and cutlery have been replaced with washable or compostable materials;
- ◆ filtered water dispensers have been introduced in the four break areas, and hot drinks are distributed using paper cups instead of plastic cups;



- ◆ each employee and coworker was provided with a metal water bottle so that they could serve themselves at the drinking fountains.

Cogentech staff were actively involved in distributing water bottles and promoting the positive values of converting to a Plastic Free system.

Considering that per capita plastic consumption within the Society has been estimated at about 9 kg/year, the Plastic Free project for Cogentech will result in a reduction of plastic input into the environment of about 400kg in one year.

GRI Table Referenced

Indicator	Indicator description	Chapter reference	Notes
General Disclosure			
102-1	Name of organization	Our history and mission statement	
102-2	Activities, brands, products and services	The services we offer	
102-3	Location of the organization	Our history and mission statement	
102-4	Countries in which the organization operates	Our history and mission statement	
102-5	Proprietary appearance and legal form	The composition of corporate governance	
102-6	Markets served	The services we offer - Clients	
102-14	Statement from the highest governing body	Letter to Stakeholders	
102-40	List of stakeholder groups	Methodological note	
102-41	Collective bargaining agreements	People at the center	
102-46	Report content definition and topic perimeters	Methodological note	
102-47	List of material topics	Methodological note	
102-50	Reporting period	Methodological note	
102-52	Periodicity of reporting	Methodological note	
102-53	Contacts to request information regarding the report	Methodological note	
102-55	GRI Table of Contents	GRI Referenced Table	
Employee training and professional development			
103-1	Explanation of the material theme and its perimeter	The development of human capital	
103-2	The management mode and its components	The development of human capital	
103-3	Assessment of management arrangements	The development of human capital	
404-1	Average hours of annual training per employee	The development of human capital	
Staff welfare			
103-1	Explanation of the material theme and its perimeter	People at the center	
103-2	The management mode and its components	People at the center	
103-3	Assessment of management arrangements	People at the center	
405-1	Diversity in governing bodies and among employees	People at the center	
403-9	Occupational accidents	The protection of occupational health and safety	

Indicator	Indicator description	Chapter reference	Notes
Relationship with the community			
103-1	Explanation of the material theme and its perimeter	The community in which we operate	
103-2	The management mode and its components	The community in which we operate	
103-3	Assessment of management arrangements	The community in which we operate	
No GRI	Projects carried out for the benefit of the community	The community in which we operate	
Customer satisfaction and service quality			
103-1	Explanation of the material theme and its perimeter	A quality service - Clients	
103-2	The management mode and its components	A quality service - Clients	
103-3	Assessment of management arrangements	A quality service - Clients	
No GRI	Customer satisfaction index	Customers	
No GRI	Response provided to customers on time	Customers	
No GRI	Complaints received	Customers	
Research and innovation			
103-1	Explanation of the material theme and its perimeter	Scientific research and innovation	
103-2	The management mode and its components	Scientific research and innovation	
103-3	Assessment of management arrangements	Scientific research and innovation	
No GRI	Accomplished publications	Goals achieved in 2019	
No GRI	Investment in research and development	Goals achieved in 2019	
Environmental Sustainability			
103-1	Explanation of the material theme and its perimeter	The environment around us	
103-2	The management mode and its components	The environment around us	
103-3	Assessment of management arrangements	The environment around us	
306-2	Waste by type and disposal method	The environment around us	



Cogentech S.R.L. Società Benefit a Socio Unico soggetta all'attività di direzione e coordinamento di IFOM – Istituto FIRC di Oncologia Molecolare

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