

c@gentech

IMPACT REPORT 2020

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Letter to stakeholders

Kindest,

The Cancer Genetic Test Lab, the laboratory for genetic testing, which can never close because diagnoses in the field of oncology require expertise, yes, but also timing, has continued its activities by alternating shifts and working remotely (where possible), reorganizing space and modifying procedures, and never delaying the delivery of reports.

In this context, almost paradoxically, publications have been numerous and planning has been particularly intense, sometimes related to the ongoing emergency.

One of these projects, with an immediate implication on the health and safety of our workers, was, and is, the voluntary administration of oro-pharyngeal swabs by Cogentech and IFOM's Medical Officer in Charge for the purpose of promptly detecting and isolating asymptomatic/paucisymptomatic positive workers and their contacts, thus nipping in the bud the development of infection outbreaks. All this was made possible by the specific high-level know-how present in Cogentech in the field of molecular technologies that enable the rapid diagnosis of SARS COV2 infections. This allowed us to process the swabs "in house," obtaining and communicating the molecular test result within hours. We went further and to carry out an epidemiological investigation of the serum-prevalence of virus infection in the work environment, we initiated a research study in collaboration with the National Cancer Institute of Milan. In the study, the swab with molecular test is combined with the Covid-19 rapid serological test. The Project, which has been approved by the INT Ethics Committee, will lead to a better definition of how and how to use the serological investigation even at a hopefully near future time of post-vaccination.

The Impact Report also punctually describes goals achieved, future goals, technological and diagnostic innovation, scientific and non-scientific projects, as well as initiatives to benefit workers.

Finally, as a Benefit Society, we have a duty to relate to the Community in which we operate and to respect and protect the environment in which we operate. In the report, these activities, carried out in synergy with IFOM, are described in great detail. Some projects already at an advanced level, such as the Plastic free project, have suffered an inevitable setback as the safety standards required by the April 24, 2020 Protocol¹ prevented their full implementation.

As is clear, and was to be expected, the SarS-CoV-2 pandemic has greatly affected our activities, and the impact is clearly evident in the contents of the Report.

The arrival of effective vaccines at the end of the year gives us hope for 2021. However, the lesson of Covid-19 should make us think about similar risks we may face in the future.

Last year we were talking about development risks and opportunities arising from globalization. The experience we have lived through, and are still living through, has particularly highlighted how cancer patients suffer even more than others from the inconveniences arising from a pandemic in terms especially of delayed diagnosis, reluctance to access hospital environments, and decreased dedicated resources.

Our efforts, in this regard, go toward optimizing analysis, also in economic terms, as we have been able to see following the positive impact of our Oncopan diagnostic panel, which has obtained the relevant trademark registration. As Cogentech, we can also make an important contribution thanks to the technologies, innovation and, above all, the minds we have at our disposal.

The goals for the coming year are ambitious.

In this Impact Report, Cogentech's human endeavor and scientific and technological advancements in 2020 are described, demonstrating a great deal of determination in an extremely challenging environment.

The Chairman



¹ "Shared protocol of regulation of measures to combat and contain the spread of Covid-19 virus in the workplace" (April 24, 2020)

Methodological note

In line with the Italian regulations on Benefit Societies, Cogentech is preparing the Impact Report for the second consecutive year, adopting the year 2020 (January 1 - December 31) as the reference period.

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 goals of common benefit.

The Impact Report has been 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 published in 2016 and updated to 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 taking into consideration 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 pivotal 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;
- ◆ occupational health and safety.

Data collection followed a structured process with the involvement of the organization's internal contacts.

The 2020 Impact Report has undergone Limited Assurance by PricewaterhouseCoopers Advisory SpA.

The Impact Report is published on the Company's institutional website at <https://www.cogentech.it/>.

More information about the document can be obtained from the following e-mail address: press-desk@cogentech.it

About us

Our history and mission

Active since 2005, Cogentech in 2018 was reconfigured as an SRL 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.

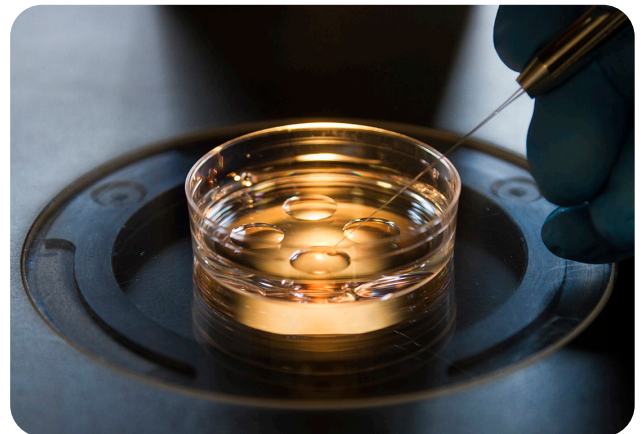
The Company's Mission is to provide high-tech services, derived from the new perspectives offered by the advent of post-genomics, intended both to support basic research in the field of oncology and to develop new therapeutic approaches related to the use of genetic tests capable of identifying possible mutations relevant to the diagnosis and treatment of cancer diseases. Therefore, the mission is declined in providing technologically advanced and high-quality services both to researchers engaged in the development of basic research in oncology and to hospital facilities for the diagnosis and treatment of cancer diseases.

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 by 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, structural and relational quality requirements necessary for the protection of rights and user satisfaction.

Since 2019, Cogentech has also been enriched with a new location at the Science and Technology Park of Sicily in Catania, where new laboratories are being set up for the development of a project funded by the PON² of the Ministry of Education, University and Research (MIUR) for a scientific project launched in 2019 titled "BiLiGeCT - Liquid Biopsies for the Clinical Management of Tumors."³ which aims to provide a development opportunity for the area and an important opportunity for highly specialized scientific personnel.

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.



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. .

2. (National Operational Program "Research and Innovation" 2014-2020)

3. "BiLiGeCT - Liquid Biopsies for the Clinical Management of Tumors" (ARS01_00492) from PON R&I Funds 2014-2020 referred to in the "Notice for the submission of Industrial Research and Experimental Development Projects in the 12 Areas of Specialization identified by the PNR 2015-2020" of the Ministry of Education, University and Research No. 1735 /Ric dated July 13, 2017..

The composition of corporate governance

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.

The primary role of the Company's Management is to define the Company's mission, which is strongly based on scientific-technological advancement, quality, and positive return to the Community, understood as Workers, the Medical-Scientific World, and Society. Management is also responsible for ensuring 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 thus identifies corrective and improvement actions, which are timely implemented and communicated internally.

The construction of an in-depth SWOT analysis allows management to highlight the strengths (Strengths) of the System, as well as the weaknesses (Weaknesses), opportunities (Opportunities) and risks (Threats): the aforementioned parameters then go on to constitute the pivotal elements on which future planning is designed.

The organization is headed by a president, a chief executive officer, and a board of directors, which is composed as follows:

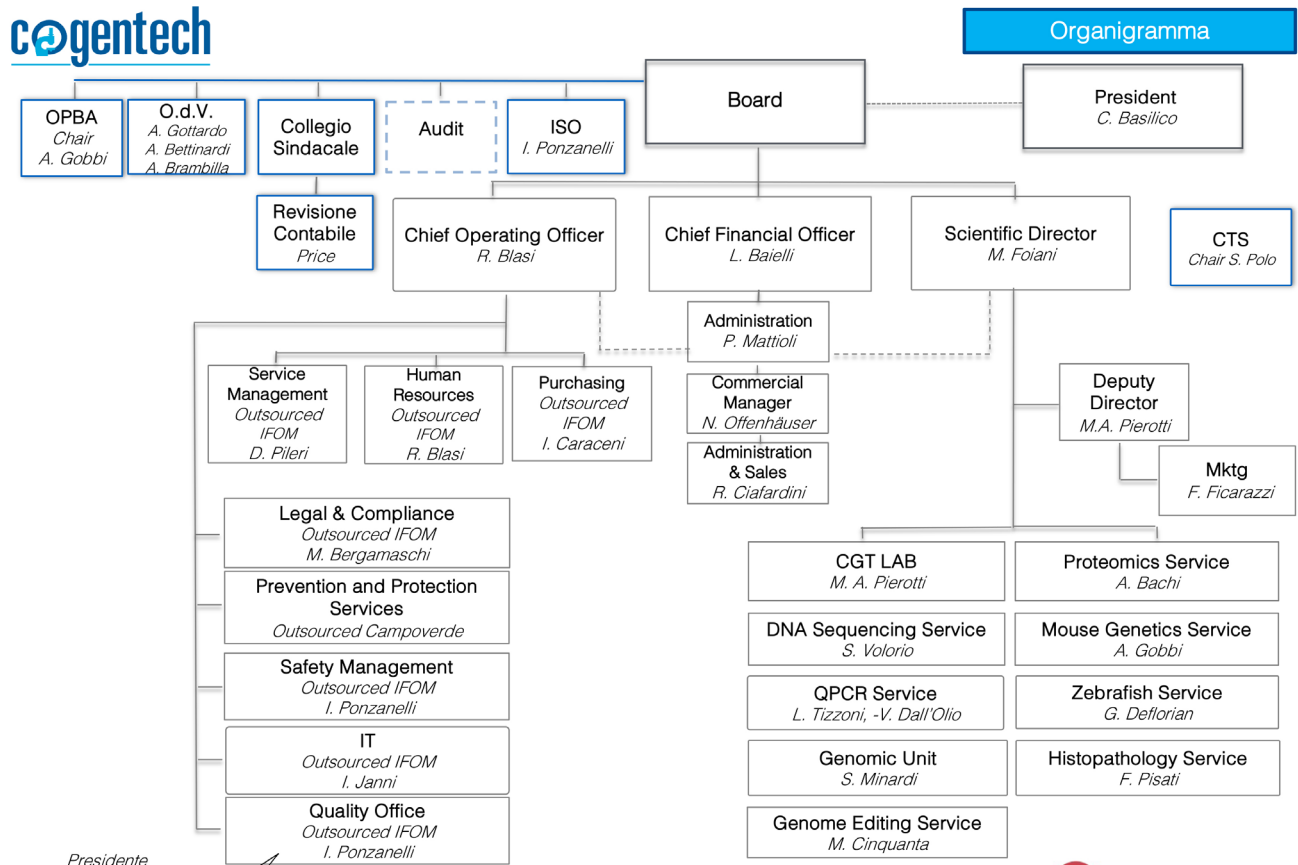
| Board Members. | Women | Men | Total |
|---|--------------|------------|--------------|
| of which under 30 years old | 0 | 0 | 0 |
| of which aged between 30 and 50 years old | 1 | 0 | 1 |
| of which are over 50 years old | 0 | 4 | 4 |
| Total | 1 | 4 | 5 |

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 regulations, a suitable three-person Supervisory Body 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.

In 2020, in fact, Cogentech's organizational and management model under Legislative Decree 231/2001 was updated by providing for the new types of crimes recently introduced in the 231 crime catalog.

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



Presidente
Claudio Basilico

Mod. 6.1.14 - Rev.14 - Marzo 2020



Services we offer

Cogentech is able to offer state-of-the-art technological services to the entire scientific community. This is possible thanks to the preparation of the staff, which is endowed with extremely refined know-how, the availability of innovative technologies and a vast, state-of-the-art instrument fleet. In addition, thanks to the many years of experience developed with an international research center such as IFOM and collaboration with clinical institutes such as the European Institute of Oncology (IEO) and the National Cancer Institute, it has been possible to realize services adapted to the needs of the scientific community as well as those of clinical institutions that intend 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 staff, a large and up-to-date technology park and a scrupulous and documented quality management.

Throughout the pandemic that we are still experiencing, the CGT Lab, consistent with its mission, has never stopped its activities, aware of how timely diagnosis in oncology can make a difference. Therefore, more

precautionary protocols were adopted because of the type of samples analyzed. Staff worked in shifts, alternating between in-person and remote activities. New projects were undertaken in various areas, demonstrating how well the laboratory and its staff are able to act and react in novel and extremely challenging situations.

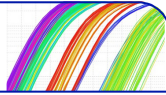
Scientific Services

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

Benefit societies

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 order to prepare the Impact Report for 2020, Cogentech has continued the reporting path undertaken last year when preparing the first Impact Report. The goal is to adopt an increasingly effective assessment model that allows for a concise, clear and comprehensive Report.

The purposes of common benefit

As a Benefit Society, 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", also social, for improving health by taking advantage of advances in the field of genomics that open new opportunities to personalize therapeutic strategy, and/or to determine disease susceptibility, and/or to deliver timely targeted prevention interventions.
- ◆ Promote people's health and well-being through the development of education, awareness and prevention initiatives designed to promote a healthy lifestyle.

Perfectly situated within this point is the Swab Project implemented by IFOM and Cogentech in collaboration with the Medical Officer and making use of in-house technical and scientific expertise. Immediately detecting and isolating an asymptomatic positive person not only helped to stop the spread of the virus in IFOM and Cogentech but also enabled another, no less important goal to be achieved, namely alerting the families of the personnel involved by nipping the chain of contagion within the Company in the bud.

- ◆ 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.
- ◆ 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 continuously innovating its skills to actively support its customers, both internal and external, it is in Cogentech's "Mission" to invest in research and development to make its services and products more and more cutting-edge and usable.

In this regard, the projects and investments in research and development undertaken by Cogentech, which during 2020 committed the company to more than 25 percent of the total investment expenditure for the year, were aimed at the creation of an original and innovative proprietary position, enabling the company to maintain its competitive role, and the development of new analytical tools and techniques functional to further improve the ability to detect predisposition to oncological disease, thus delivering timely targeted prevention interventions.

Cogentech's greatest strength is the strong expertise of its staff, the result of many years of experience in the specific field and an ongoing training program aimed at maintaining a state-of-the-art level of preparation within the field 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 questions in cancer research. The researchers are united by a profound 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 2020

Due to the ongoing COVID-19 pandemic, Cogentech has had to reorganize ongoing projects, setting new priorities than previously planned.

Thanks to the company's organizational flexibility and dynamism, in addition to guaranteeing the mandatory activities and various services, Cogentech has in fact made its resources and expertise available to counter the spread of the pandemic in the work environment.

Despite the health emergency, Cogentech still achieved important goals in 2020, both in the area of personalized medicine, thanks to its genomics and diagnostic services, which can offer innovative analyses using Next Generation Sequencing or NGS, and in actively countering the pandemic.

- ◆ Among the goals achieved are the following.
- ◆ Careful selection of cancer patients enrolled in experimental clinical trials suitable for treatment with targeted drugs;
- ◆ Validation of the new "OncoPan" assay, a multigenic diagnostic panel that allows the analysis to be extended beyond proven susceptibility genes to genes more rarely involved in hereditary cancers.



- ◆ Development of liquid biopsy for clinical management of hereditary breast and/or ovarian cancers;
- ◆ Monitoring and containment of the spread of SARS-Cov2 infection in the work environment.
- ◆ Transfer and renovation of the Histopathology Laboratory

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.

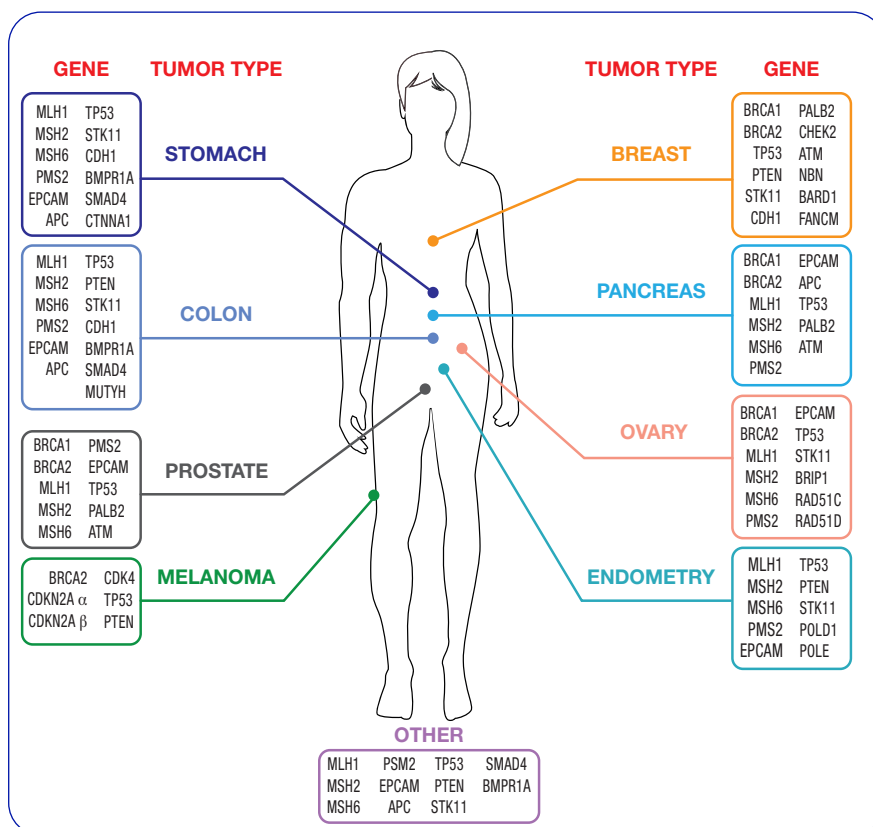
Colorectal cancers mutated in the KRAS gene that have their DNA repair mechanisms still functioning are known to be less sensitive to immunotherapy treatment. The ARETHUSA project was designed to demonstrate how such tumors can become sensitive to immunotherapy following treatment with specific drugs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

Although the health emergency for COVID-19 affected the enrollment of new patients during 2020, the treatment of enrolled and ongoing patients was ensured by the implementation of a risk assessment plan for drug administration.

To date, about 350 patients have joined the study, and Cogentech, with its cutting-edge genomics service, has continued its work by ensuring NGS analysis of tumor biopsy samples for timely stratification of these patients.



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," which is the result of many years of research and proven expertise in the field of hereditary-familial cancers.

In 2020, the trademark "OncoPan" was registered with the Italian Patent and Trademark Office of the Ministry of Economic Development and the important goal of using the OncoPan® test in routine laboratory diagnostics for the analysis of not only germline mutations (performed on DNA extracted from blood) but also somatic mutations (performed on DNA extracted from tumor biopsies) was achieved. In this case, the use of OncoPan® has been shown to be functional for appropriate therapeutic choice because the panel contains genes predictive for a positive response to treatment with PARP inhibitor drugs.

Approximately 5-10% of breast, ovarian, and colon cancers arise in genetically predisposed patients. Based on literature data, it appears

increasingly evident how reducing genetic analysis to the genes best known for predisposition to cancer occurrence is limiting.

Therefore, Cogentech has developed and proposes 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 targeting of an increasing number of people at high risk of developing cancer and, in a different context, can direct them to the correct treatment choice.

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

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

In 2019, Cogentech was awarded a prestigious PON (National Operational Program “Research and Innovation” 2014-2020) grant from the Ministry of Education, University and Research (MIUR) for the project entitled “BiLiGeCT - Liquid Biopsies for Clinical Management of Tumors.” Cogentech is the lead partner in this ambitious project, carried out in collaboration with five other prestigious Italian entities (Carebios srl, Consorzio Interuniversitario Nazionale Metodologie e Processi Innovativi di Sintesi - CINMPIS, Istituto Oncologico del Mediterraneo S.p.a., Istituto Superiore di Sanità and Università degli Studi di Torino).

With this study, Cogentech aims to answer still open questions in the clinical management of subjects carrying mutations in the BRCA1/2 genes (with greater genetic predisposition to the onset of breast/ovarian cancers), socially weak subjects whose protection is not always readily recognized by social and health institutions. At the same time, the project, taking advantage of the prerogatives of subjects with defined genetic risk of developing cancer disease (“risk patients”), intends to evaluate the possibility of implementing early cancer diagnosis through a non-invasive methodology such as liquid biopsy. Specifically, the project aims to use liquid biopsy for early detection of disease onset or recurrence and to monitor disease and appropriate therapy use in BRCA mutated individuals. Also planned is the development of innovative cell-based assays



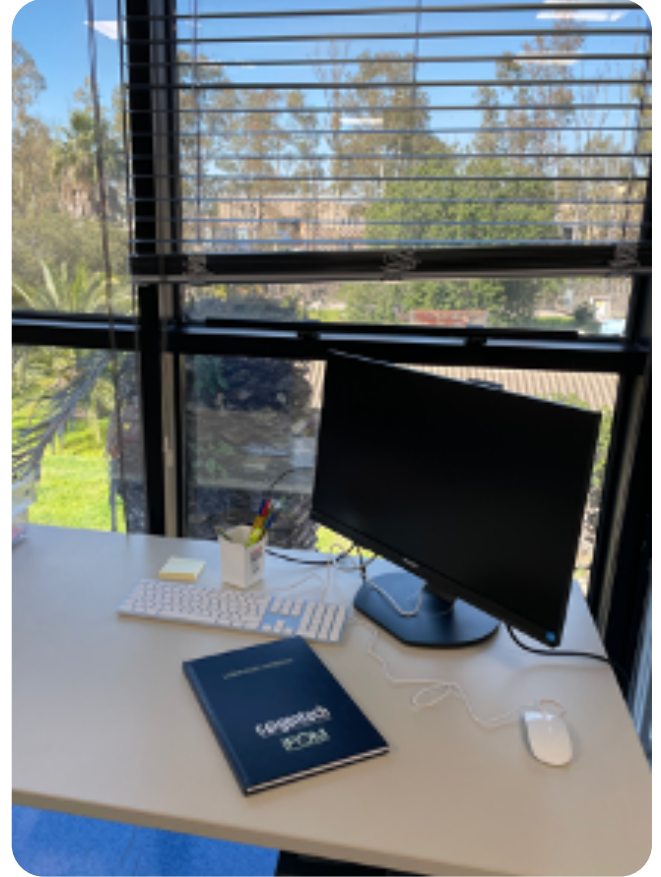
to study the functionality of BRCA1/2 gene variants of uncertain significance (Variants of Unknown Significance, VUS). This project will have important social, political and economic implications in historically and geographically disadvantaged areas of Southern Italy. Cogentech, in fact, will operate under the project through the new Operating Unit located in Sicily by fostering a fruitful exchange of technical and scientific knowledge with local authorities. In 2020, Cogentech set up the new laboratories at the Science and Technology Park of Sicily in Catania and hired highly qualified personnel to carry out the experimental activities under the project. A total of seven technical/scientific professionals were hired to work on the project. The initiation of the latter allowed half of the hired staff to return to their home territory, thus helping to decrease the “brain-drain” of qualified human resources to northern Italy and abroad. Due to the difficult health situation, the group worked mainly in smart working mode. A large part of the work was devoted to bioinformatics with the development of new tools for the analysis of genomic data from public databases while, at the same time, all the activities necessary for the creation of a new laboratory were carried out.

In particular, in addition to the strictly technical-scientific design part, a great deal of effort was required in management activities and those related to meeting specific regulatory and authorization requirements.

Thanks in part to the synergy with the other project partners, the scientific part has been well underway with the approval of clinical protocols and the establishment of experimental protocols.



At the end of 2020, researchers finally began to take possession of their spaces and, with the arrival of the new instrumentation in 2021, experimental design can be activated to achieve the goal of developing new diagnostic tools for individuals carrying mutations in BRCA1/2 genes and cancer patients in general, for early detection of cancer onset, possible relapse and treatment.



4. Monitoring the spread of infection in the work environment

The recent health emergency that has brought the world economy and in particular the various health care systems to their knees, has brought IFOM and Cogentech face to face with the urgent need to study and implement a plan for surveillance and monitoring of the health of their workers, to ensure that everyone can live together safely in their workplaces.

Thus, on the initiative of Marco Alessandro Pierotti and with the invaluable support of our Medical Officer, Massimo Maria Pegorari, the "Safety in the Workplace" campaign started in May 2020, which over a period of seven months allowed the research activity carried out in our institutes, not to stop and not to suffer drastic slowdowns due to epidemic outbreaks. IFOM and Cogentech have therefore carried out a pandemic prevention and containment campaign, which provides a once-a-month, free, voluntary gold-pharyngeal swab for its workers.

Thanks to the partial reconversion of one laboratory and the work done by experienced and properly trained personnel, about 1850 swabs were taken in 2020.

The virtuous circle generated by the swabbing campaign has led to the creation, in collaboration with INT, Istituto Nazionale dei Tumori of Milan, of a clinical study aimed at surveillance of workers through a voluntary-based screening that combines



the oro-pharyngeal swab collection with a rapid serological test.

The goal is to implement a surveillance program that is effective and extendable to other companies to strengthen preventive measures in the workplace in the coming months of the pandemic.

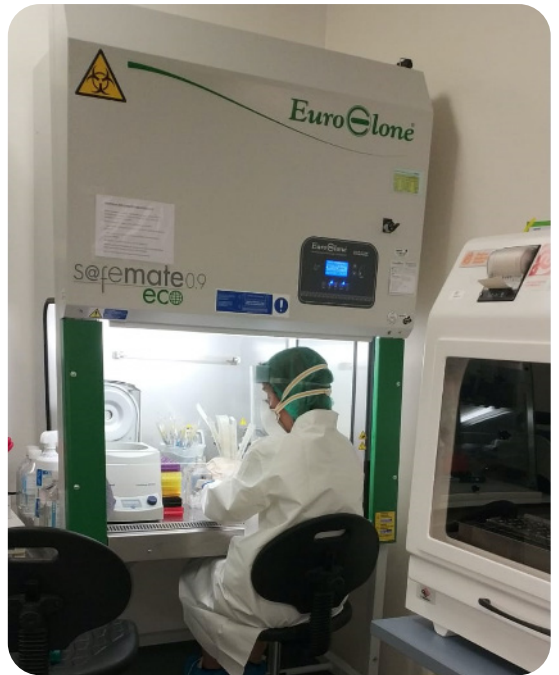
As further scientific knowledge and developments related to the evolution of the SARS-CoV2 virus unfolded, the study was enriched with additional steps, making the screening framework more and more complete: the performance of a serological test based on ELISA technique, developed at IFOM in Dr. Stefano Casola's laboratory. The test allows to measure in the blood the levels of different classes (IgM, IgG, IgA) and subclasses (e.g., IgG1, IgG3) of neutralizing antibodies (e.g., directed against the Receptor Binding Domain of the Spike protein of SARS-CoV2), produced by our body in response to 'infection with the SARS-CoV2 virus.

Associated with this is the sequencing by Next Generation Sequencing (NGS) method of viral RNA extracted from gold-pharyngeal swabs that tested positive in the molecular test.

The latter analysis is critical for the identification of SARS-CoV2 gene variants, which have been associated with a higher contagiousness index (and thus a greater ability to spread the virus), thus allowing for more effective framing of positive cases detected by screening, and experimental observation of whether and how these variants affect the efficiency of serological testing. Commendable example therefore of best practice and all-round employee health care. The numbers to date see a total of 347 subjects (between IFOM and Cogentech) adhering to the study and undergoing molecular swab screening. Of these, 220 have also adhered to serologic testing thus enabling an increasingly effective and efficient level of active surveillance.

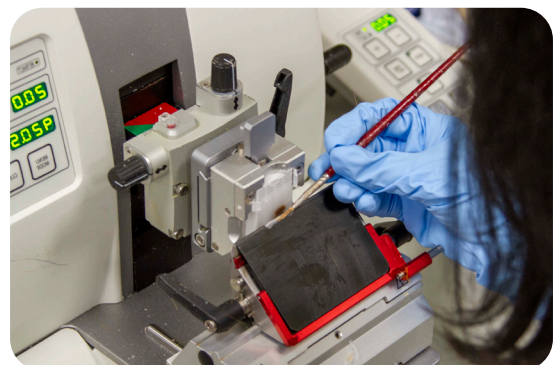
5.Histopathology: a renovated laboratory

Cogentech Histopathology is a facility with high quality standards for histological evaluation of normal and pathological tissues from different experimental models. The production of innovative protocols is an activity that, along with other parameters, enables the facility to achieve very high scores in the annual customer survey.



In 2020, in addition to almost completely renovating the instrumentation suite, Histopathology moved to a new location within Building 11. The office area, while remaining in close proximity to the laboratory, is now completely separate and comfortable, thus facilitating times of study and analysis and facilitating discussion and debate among researchers and facility staff.

Space optimization, coupled with advanced instrumentation and highly experienced staff, thus places the facility in ideal conditions for the management of day-to-day operations as well as the implementation of innovative projects.



New goals for 2021

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 2021 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. Revisiting the OncoPan Panel®

The development of the panel "OncoPan " will continue through a series of implementations involving both scientific aspects and technical optimizations in order to make the results obtained faster, more accurate and more meaningful. More genes have, therefore, been added to the new panel for both diagnostic and research purposes. The acquisition of new knowledge about the genes identified by our researchers as potential new diagnostic and/or therapeutic markers will be instrumental in facilitating their development in the clinical setting.

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

It remains a priority for Cogentech to make the laboratories at the Science and Technology Park of Sicily in Catania operational with the purchase of new and sophisticated instrumentation to enable the BiLiGeCT project to be carried out and new diagnostic panels to be developed.

With the ethics committees' approval of the study, once the laboratories with instrumentation are completed, it will be possible to devote the biological material and liquid biopsies collected so far to the experimental activities under the project.

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

Among the goals undertaken in 2020 and carrying their reflection into 2021 as well, we mention Cogentech's ongoing commitment to promote the extension of genetic testing to an increasing number of subjects 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.

Towards a population screening for breast/ovary cancer genetic risk?

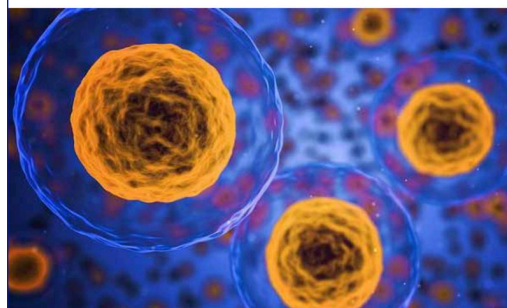
Marco A. Pierotti¹, Filomena Ficarazzi²
 1. Cogentech Ltd Benefit Corp Deputy Scientific Director - OEI President Emeritus
 2. Cogentech Ltd Benefit Corp Novel Project Development Specialist, Biologist

Breast cancer is the most frequent female malignancy and it represents 25% of all new cases of cancer while ovary cancer is still one of the most deadly among women.

Most of these tumours are sporadic, while 5-7% are due to a hereditary predisposition. The genes mainly involved and better characterized in the hereditary predisposition of these neoplasms are BRCA1 and BRCA2 genes, two tumour suppressors involved in DNA repair mechanisms and whose mutations confer an increased risk of developing breast and/or ovarian cancer.

The prompt identification of these mutations can bring substantial benefits not only for prevention measures (e.g. prophylactic mastectomy and/or ovariectomy), but also in the management of the disease, including personalized follow-up approaches and targeted therapies. Moreover, it allows to undertake a genetic counselling path for healthy family members, in order to identify those still healthy but at a definitive risk of cancer for BRCA mutations.

The indication to perform the genetic test following the genetic counselling is based on current guidelines which indicate particular features of the personal and family history and clinical criteria conferring probability of having a BRCA mutation greater than 10% as a threshold for accessing the test. However, besides reducing mortality and social impact, the extension of screening programs also for healthy family members, would allow a huge saving of the rising costs associated with these pathologies, supporting the choice of the "Test" strategy vs a "No Test" one.



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 BRCA mutations in a person with cancer should also not be seen as a cost to the health care system, but rather as an investment. Numerous studies in different countries with different health care systems show that the cost-benefit ratio is strongly in favor of the "Test" strategy over the "No test" option. This strategy also allows the extension of testing to healthy family members while 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." In this context, work was carried out to analyze what is in the literature on the topic, which in an initial short version became an article published in the May 2020 OEI magazine entitled "Towards a population screening for breast/ovarian cancer genetic risk?" while its more complete version, in the form of a full-fledged manuscript, was submitted to a specialized scientific journal. In the review developed by the working group led by Marco Alessandro Pierotti, the most recent work published on

the topic is reviewed, including analyses of different health care systems both in Europe and the rest of the world. The aim is to gather all the results obtained from the different economic evaluations of cost-effectiveness and cost-benefit regarding the population testing approach and validate it as the most appropriate method of screening/prevention intervention to reduce the risk of developing breast and ovarian cancers

4. Development of the new 'LAG Priamo' management system for CGT Lab activities

Laboratory activity in recent years has become increasingly complex due to the development of new testing techniques and new demands from our customers, with involvement in research projects as well. The purpose of this new management software is to create a comprehensive and ductile tool for managing the Cancer Genetic Test laboratory, replacing the currently used management software, which is lacking in some aspects.

Therefore, in collaboration with BCS Biomedical Computing Systems s.r.l., the LAG Priamo tool has been implemented and customized, which will have to manage all the laboratory's activity, from the request by physicians to the generation of the report and its shipment to the requester, guaranteeing the confidentiality, integrity and availability of data, both personal and genetic of patients, in accordance with the European Data Protection Regulation No. 679/2016 (GDPR). The management system will enable continuous improvement in performance and increasingly detailed tracking of each analysis step, as required by the certifications held by the laboratory (UNI EN ISO 9001:2015, SIGUCERT and UNI EN ISO 15189:2013).

The implementation of LAG Priamo, in addition to BCS srl, primarily involved CGT Lab's Information Systems Manager, Dr. Giovanna de Vecchi, will have countless positive spin-offs in the lab's activities.

Among them:

- ◆ Speeding up the flow of the entire laboratory with automatic retrieval of data entered in acceptance and from the various process steps;
- ◆ The management system will meet all traceability requirements of the Quality Management System;
- ◆ The flexible design will allow modifications and future implementations;
- ◆ The diagnostic laboratory flow will be integrated with research analysis so as to optimize daily work;
- ◆ All requirements for privacy protection will be met;
- ◆ By automating some processes, causes of error will be minimized resulting in a decrease in potential nonconformities;
- ◆ Being a web application, the management system will not need any installation and will therefore be independent of the information system on the operator's computer

5. Cogentech website update

The work to strengthen Cogentech's Marketing area, a physiological consequence of the needs of a market that is increasingly specialized and attentive to the dictates imposed by the evolution of research and diagnostics in the oncology field, includes for 2021 the updating and remodeling of the website pages for both CGT Lab and Scientific Services.

With regard to the CGT Lab, the goal is to create a modern and dynamic showcase, as modern and dynamic is the current diagnostic approach to hereditary cancer types that sees genetic susceptibility testing as a means of indispensable importance for clinical and treatment.

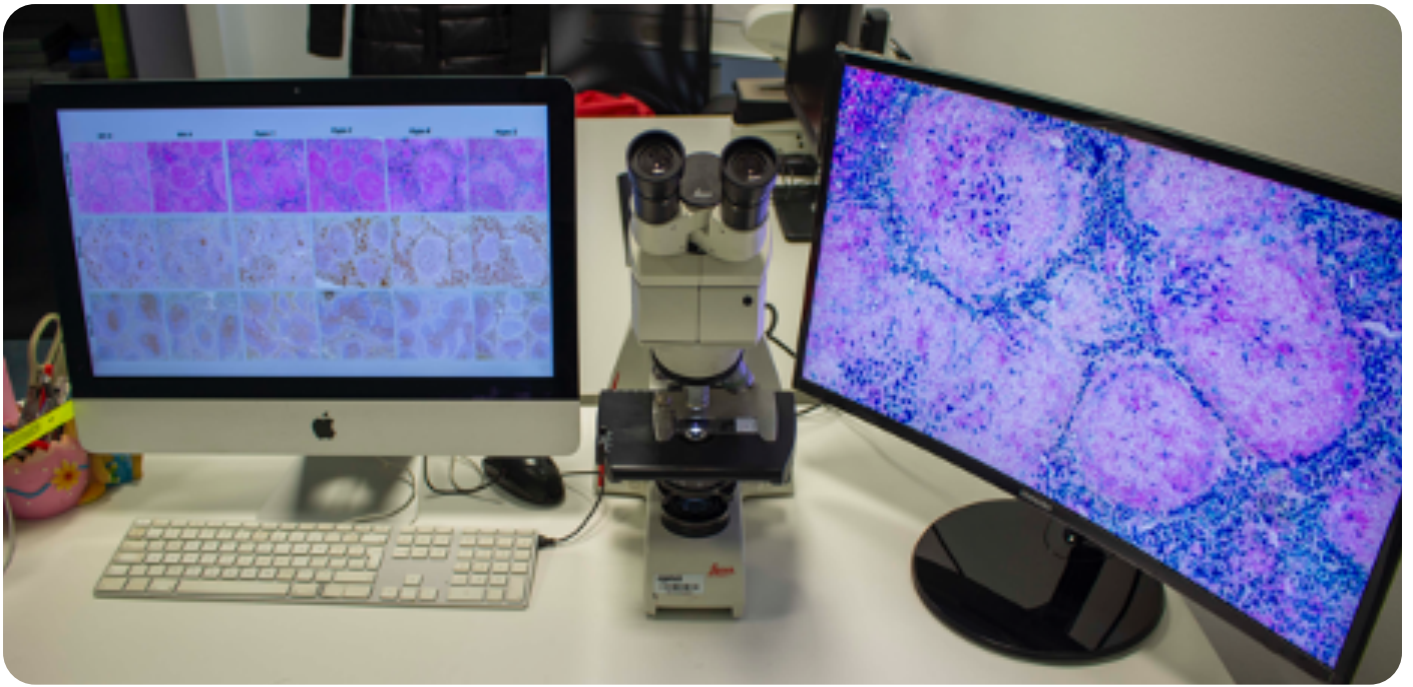
All this without ever neglecting the uniqueness of Cogentech, which places in its judicious offerings and collaborative approach with the clinician its real strength for the conscious definition of the most correct diagnosis and treatment.

The modernization will also affect the sections of the site devoted to highly specialized Scientific-Technological Services that can provide support and know-how to research projects of both national and international origin, where Cogentech facilities are now recognized as an expertise of excellence to lean on for the design and development of their research projects.

This path will also be accompanied by a careful and thorough treatment of the use of social media (LinkedIn, Facebook, Instagram) as modern and immediate communication channels of the advancements of the activities carried out in Cogentech and the future prospects of expanding the scientific and diagnostic portfolio.

The whole process will lead to enhancing the content, keeping it up-to-date and usable.





A quality service

Quality has always been fundamental to Cogentech and is manifested in the careful control of both its internal and goal-oriented processes required by the customer, within an ever-growing context.

The precise verification and interpretation of results, such as the issuance of reports, is done with the help of rigorous reference standards to which Cogentech itself contributes.

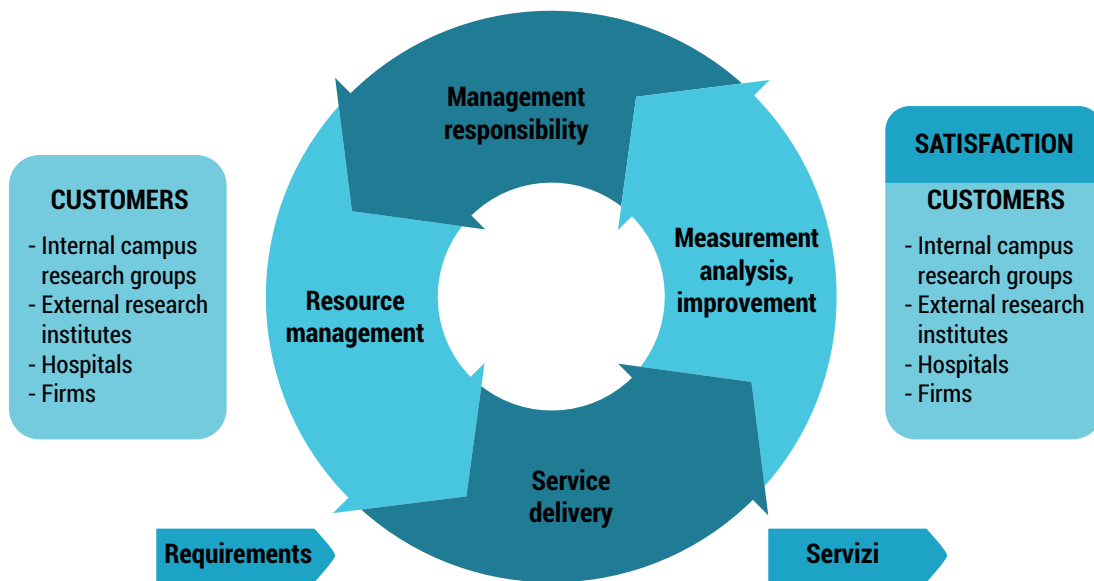
Attention to the needs of customers is, of course, concrete, with the understanding that every interaction can prove to be a useful opportunity to give rise to new opportunities and to create value for society.

In order to win the trust of customers Cogentech strives, on a daily basis, to understand their needs, both present and future, taking into consideration the needs of all 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.

CONTINUOUS IMPROVEMENT QUALITY MANAGEMENT SYSTEM



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

With the aim of constantly monitoring and always managing its Quality Management System to the best of its ability, Cogentech identified indicators to evaluate performance. In particular, customer response times, the average rating obtained in the customer satisfaction survey, and the number of complaints received are the subject of analysis. These aspects will be discussed in more detail within the "Customers" section.

Timely and constant monitoring of the degree of Customer Satisfaction proves indispensable for any company operating under a Quality System.

In the field of Scientific Research, obtaining reliable, reproducible, correctly interpreted data on time provides incalculable support to researchers.

Often the sample to be analyzed is scarce and valuable, the reagents are expensive, the technique to be applied is extremely refined, the scientific question difficult...in this situation, resorting to a highly specialized facility equipped with advanced, validated and certified protocols is the best choice.



The cost incurred becomes "gain" if all the parameters just mentioned are carefully evaluated.

Of course, reliability and timeliness are even more significant in the health care setting, where delaying a diagnosis a few days can compromise a treatment protocol. And here even more so, a Quality Management System gives the laboratory a leg up.

Customer satisfaction, whether Research or Healthcare Personnel, is tangible and the degree of Satisfaction is quite high, each year more so.

The drafting of the Annual Report, at the end of November, and the Management Review, in the spring, represent moments of confrontation and discussion for each individual facility. This is an opportunity to analyze and

correct critical issues, fill gaps, define and share planning and new needs. But it is also a moment of pride, for an ambitious goal, laboriously achieved.

Management thus 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.

To achieve these ambitious goals, it is essential that all the people who work for Cogentech are competent, trained and eager to contribute. But even more, it is essential that they perceive Quality as an added value and not just a task to be done.

As a guarantee of the quality of the services performed, since 2011 the CGT Lab has been accredited with the National Health Service (Resolution No. 929 ASL Milano dated 07/22/2011), and is registered in the Regional Register of Accredited Facilities (registration No. 1118 dated 08/31/2011) 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.

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. In this regard, the SIGU document "Guidelines on the analysis of BRCA1 and BRCA2 genes in the clinical setting: test access criteria, update on diagnostic platforms and interpretation of somatic testing," in the drafting of which Valeria Pensotti and Giovanna de Vecchi, medical directors of the CGT Lab, participated.



The absolute novelty of 2020 was the experience of remote audits. Having overcome an initial brief phase of "impasse," we organized ourselves to continue to continuously manage Quality as effectively as possible with the tools we had at our disposal. We thus began to connect remotely to conduct internal audits and quickly became accustomed to this mode. As a result, it was almost natural to approach external audits in the same way. And so, in June 2020, we even renewed Cogentech's ISO9001 certification remotely, and in July, we had Accredia confirm our UNI EN ISO 15189:2013 accreditation.



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 the value of 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.

In 2020, as in 2019, no reporting occurred.

As of December 31, 2020, Cogentech has 37 employees, 7 more than in 2019. The workforce is predominantly composed of women (54 percent) and young workers, aged between 30 and 50 (64.9 percent).

Out of 37 employees, 30 have permanent contracts (12 men and 18 women) and 7 have fixed-term contracts. Only one employee (female) is part-time.

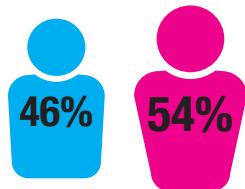
Cogentech also works continuously with 3 external consultants, 2 men and 1 woman, all over the age of 50.

| Headcount as of 12/31 | 2020 | | | 2019 | | |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Women | Men | Total 4 | Women | Men | Total |
| Manager | 3 | 3 | 6 | 1 | 2 | 3 |
| under 30 years old | 0 | 0 | 0 | 0 | 0 | 0 |
| between 30 and 50 years old | 1 | 1 | 2 | 0 | 1 | 1 |
| over 50 years old | 2 | 2 | 4 | 1 | 1 | 2 |
| Employees | 16 | 14 | 30 | 16 | 10 | 26 |
| under 30 years old | 2 | 3 | 5 | 1 | 0 | 1 |
| between 30 and 50 years old | 11 | 10 | 21 | 11 | 8 | 19 |
| over 50 years old | 3 | 1 | 4 | 4 | 2 | 6 |
| Workers | 1 | 0 | 1 | 1 | 0 | 1 |
| under 30 years old | 0 | 0 | 0 | 0 | 0 | 0 |
| between 30 and 50 years old | 1 | 0 | 1 | 1 | 0 | 1 |
| over 50 years old | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 20 | 17 | 37 | 18 | 12 | 30 |

4. 100% of employees are covered by National Collective Labor Agreement (CCNL).

Interestingly, in such a critical period for the Italian economy, Cogentech staff increased by as many as 7 (more than 23% more than the 2019 headcount). Even more significant is the fact that these technical-scientific figures were hired from the Catania office, in a rather disadvantaged area, thus helping to decrease the exodus of qualified human resources to the north of Italy and abroad. Although these are currently temporary hires, by virtue of the funding to which the project is linked, Cogentech firmly hopes that future developments will lead to the stabilization of the hires.

Gender distribution



Age distribution



Social initiatives for employees' families

With the aim of lowering Cogentech's focus on the professionals who work there into everyday life, several initiatives have been introduced over the years with the aim of combining the needs of private life with those of work. However, some of them, which had been very successful over time (e.g., Babies in the Office, 2019), had to be discontinued due to the pandemic. Others, however, were introduced precisely to address new needs and critical issues that arose because of the pandemic itself.

Corporate nursery

Children of Cogentech employees between the ages of 11 and 36 months are eligible for a bilingual company nursery. 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. Even in 2020, with the exception of the lockdown period, the Corporate Nursery remained open and available. This provided a valuable yet secure opportunity that allowed employees' children to attend peers in a protected environment, thus experiencing this stressful period with due carefreeness. At the same time, the parents who took advantage of it were able to manage their work days, in attendance or remotely, with the peace of mind of those who know their children are in good hands.

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.

Smartworking

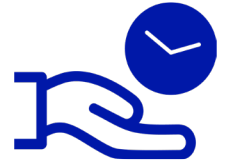
In addition to the initiatives already in place, in 2020, all workers were able to enjoy unrestricted smartworking throughout the lockdown period (March to May). With the gradual resumption of operations, Cogentech has given each office and facility the opportunity to make their own arrangements to be on site in shifts to reduce the risk of workplace crowding. Cogentech is always willing to assess the needs of its staff and grant smartworking when deemed necessary. However, it is considered important for employees to attend the workplace on a daily basis and to engage in face-to-face discussions among colleagues in order to generate and cultivate the sense of belonging to a community that is sometimes waning remotely.

Paid leave

During the lockdown, it was realized that the peculiarity of the job description of some (e.g., lab technicians) did not fit the smartworking mode. In this case, Cogentech took charge of the situation by granting paid leave or supplementing the Extraordinary Layoff Fund so that workers would receive 100 percent pay, but without affecting their vacation hours.

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.

Covid-19 policy

As a result of the Covid-19 pandemic, IFOM and Cogentech decided to take out an insurance policy for all their employees and collaborators. The policy, which is activated following hospitalization for Covid-19, covers certain expenses that may be necessary in such a situation, such as ambulance transport and post-hospitalization nursing care. The current crisis, not only in health care, places families in dramatic situations from various points of view, and the policy can be understood, in some cases, as a support for both workers and, by extension, families facing particularly critical moments.

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, in keeping with their roles, are therefore invited and supported in embarking on 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 job category and gender, provided during 2020 to all internal Cogentech employees:

| Average hours of training | 2020 | | | 2019 | | |
|---------------------------|-------------|-------------|-------------|--------------|--------------|--------------|
| | Women | Men | Total | Women | Men | Total |
| Manager | 82,0 | 14,3 | 48,2 | 0,00 | 8,00 | 5,33 |
| Employees | 29,3 | 15,4 | 22,8 | 28,19 | 14,60 | 22,96 |
| Workers | 2,0 | 0,00 | 2,0 | 2,00 | 0,00 | 2,00 |
| Total | 35,8 | 15,2 | 26,4 | 25,17 | 13,50 | 20,50 |

Each facility provides its own annual Training Plan, including internal and external courses. Courses held 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 prescribed safety measures.

In preparing the Annual Training Plan, ISO9001-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 2020:

| Training courses provided to employees | 2020 | 2019 |
|---|------------|-------------|
| 231 Organization and Management Model | 16 | 9 |
| Courses in Health and Safety | 74 | 50 |
| Privacy Course (196/2003) | 18 | 3 |
| Quality Certification Course | 57 | 100 |
| Specific professional training courses | 811 | 407 |
| Total training hours provided to employees | 976 | 6135 |

As a matter of practice, 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. The Covid-19 issue, has unfortunately stopped this activity, as well as the organization of events.

However, distance learning has continued, taking advantage of the many opportunities offered by various bodies and organizations with thematic webinars, often free of charge. The particular formula of the webinars, which are often of short duration (1-2 hours maximum), makes it easy to take advantage of them at break times, without the complication due to travel.

During the lockdown, in particular, the opportunity to keep one's mind alive, engage with experts from various fields, while simultaneously enriching one's professionalism, all without moving from home, was especially valuable.

Thus taking advantage of e-learning, FAD and webinar modes, the number of training hours that employees took advantage of was even higher than in 2019, with an increase is definitely significant (from 613 to 976 hours).

The following is a table containing the training courses organized by Cogentech's Mouse Genetics staff. Among the courses listed, those preparatory to accessing the Facility are obviously mentioned. Some, on the other hand, fall within collaborations with specialized companies, such as Tecniplast⁶. Others, finally, are courses with a high specialized scientific content, organized by the Guido Bernardini Foundation⁷ which aims to disseminate competent, ethical, correct and respectful management of animals in scientific research. The head of Mouse Genetics Cogentech has been teaching many of the Foundation's courses for years. During 2019, 196 hours of outward training had been provided, while in 2020 the amount of hours is 616.



| Training courses delivered externally | 2020 |
|---|-------------|
| Enclosure access course (in-person, pre-Covid) | 80,5 |
| Enclosure Access Course (online and in-person, from May 2020) | 138 |
| Course "What should you know about your rodent facility?" | 189 |
| Course "Autoclave use and cart handling in the Building 13 enclosure" | 2 |
| Tecniplast employee course | 18 |
| "Fundamentals of management for a modern rodent enclosure" course. | 189 |
| Total training hours provided externally | 616 |

5. In 2019, 44 hours of Chinese course had also been provided.

6. <https://www.tecniplast.it/>

7. <https://www.fondazioneguidobernardini.org/en/>

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.

Cogentech's workers are an active part of corporate safety: in fact, when a potentially dangerous situation (near miss) is detected, everyone is aware of the need to report what has been noticed in a timely manner, 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.

During 2020, out of 48,529 hours worked, there were no work-related accidents, no commuting accidents and not a single case of near miss.

In 2019, only one commuting injury had occurred out of 46,594 total hours worked.

Safety culture is promoted within Cogentech through a variety of channels, and workers are actively involved in the drafting and implementation of Procedures.

The company Intranet, already exploited for Safety Data Sheets and Procedures (Safety Space), was further exploited in 2020, creating a dedicated space, shared between IFOM and Cogentech, for information, procedures and documents useful for Covid emergency management. Applications have also been developed over the years to facilitate access to documents and speed up the registration of the



Classroom set up in "Covid emergency" mode

use of hazardous substances

Awareness and sensitization to safety issues relies heavily on

education and training, which aim to keep the attention of all workers high and constant on issues related to occupational safety and hygiene. The training, delivered in an interactive mode, asking learners to contribute with questions and observations regarding the topics covered, is often based on creative examples, photos and 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, Personal Protective Equipment (PPE) is made available to personnel that require ad hoc training sessions.

⚠
CoVid-2019 Emergency Safety Measure

The current policies are valid until April 3th: the Institute will take care of updating them a to the evolving health scenario and the measures taken by public authorities (**Updated Novembre 5th 2020**). [*]

A [link to the directive](#) of the **Ministry of the Interior** regarding the movement of people leaving and within the "reinforced containment" territories. At the same address, the **self-declaration** travel form is available for download, for your convenience there is a copy a on the below document section. Here the [Covid19 Regione Lombardia Information Page](#)

[Direction note March 12t h 11:10](#)

[Direction note March 8th](#)

Downloadable files:

| | |
|--|--|
| <small>Management of Covid-19 People Tested and related contacts</small> | |
| <small>Modello autodichiarazione editabile ottobre 2020</small> | <small>Ordinanza Regionale 21 Ottobre</small> |
| <small>Procedure sicurezza 2020.10.20 covid ITA</small> | <small>Safety Procedures 2020.10.20 covid EN</small> |
| <small>dpcm 13 Ottobre 2020</small> | <small>dpcm 18 Ottobre 2020</small> |
| | <small>dpcm 24 Ottobre 2020</small> |
| <small>dpcm 3 Marzo 2021</small> | <small>dpcm 3 novembre 2020</small> |

The careful assessment and containment of chemical risk was also done through the application of the CLP (Classification, Labeling and Packaging of Substances and Mixtures) regulation. On each bottle of internally prepared solution there are pictograms related 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 related to the recipe and individual components of the solution.



Corso addestramento DPI III cat (prima dell'emergenza Covid)



During 2020, even in the daily effort to manage the Covid-19 emergency, health and safety management activities continued at full speed, allowing almost everything that had been planned to be completed. As many as three Risk Assessment Documents (DVRs) were presented at the Regular Meeting in early December: the General DVR (all-inclusive of all risks present in Cogentech), the Carcinogenic Risk DVR, and the Biological Risk DVR. Data useful for the reworking of the Chemical Risk DVR,

which is being finalized, were also collected.

In addition to these, as required by the Protocol of April 24, 2020, we have been drafting the Covid-19 annex to the DVR, updating it as the situation evolves, internally and externally (the fourth version was signed in December 2020).

Lab G

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

At IFOM and Cogentech, "Lab G" was thus created: a safe, unique laboratory in which there are no dangerous substances, physical or biological agents or otherwise incompatible with the state of pregnancy. Lab G was therefore designed specifically with the aim of allowing "mothers" to continue their laboratory activities, in complete peace of mind for themselves and their baby, throughout the entire period of pregnancy and breastfeeding.

In 2020, no Cogentech employees took advantage of Lab G.

Management of health emergency due to Covid-19

The arrival of SarS-CoV-2 into our daily lives caught us off guard. It is not usual to hear about red zones, lockdown and pandemic. IFOM and Cogentech employees are largely scientists. Nevertheless, the first reaction was one of disbelief and bewilderment. But the feeling lasted very little. Immediately, a task force (in which Management, Safety, Lab Management, Service and HR converged) was activated and operationally handled the emergency. An email account (Covid Activity Request) was set up through which, various functions could respond to a variety of requests.

The Personnel Department has been doing its best to provide assistance as the caseloads and critical issues increased: special travel authorizations, paid leave for important family needs, updates ...all to make the organization of work more streamlined and secure, while facilitating, at the same time, the daily lives of our employees and their families.

Contextually, efforts were made to inform and reassure, although, at first, there was little and often contradictory information.



In the picture, overnight sanitation in Cogentech laboratories

The CGT Lab is an ATS-accredited diagnostic laboratory, and it is well known how an untimely oncology diagnosis can, not only delay an intervention, but jeopardize the prognosis itself. Therefore, the staff has organized on shifts, spacing themselves in workstations and adopting new operating instructions to reduce risks.

The Mouse Facility, to which many research groups belong, had to keep the enclosures active at all times to avoid compromising long-lasting experiments that were the result of years of sacrifice. And even then, staff worked in shifts and research personnel were allowed access only under certain conditions, following strict procedures.

For this purpose, an area of the corporate intranet was set up where internal and external documents and new procedures could be easily accessed.

Immediately, limits were established, safety measures put in place, distances, sanitation, completely unprecedented. Immediately, limits were established, safety measures put in place, distances, sanitation, completely unprecedented procedures prepared...

When it became clear that it would not be possible to maintain full staffing levels, essential activities were identified that could not be stopped. In addition to Maintenance, Safety, Warehouse, and Lab Management, some facilities could not and should not be suspended. In particular, the CGT Lab and the Mouse Facility.



All other functions entered smart working and began to approach a completely new mode of work and relationships. In this context, the presence of a proven and advanced interactive video conferencing system (Cisco Webex) was a huge advantage, exploited both internally and for interactive sessions to external users. And it made it possible not to break the thread with those who, working from home risked feeling abandoned.

The Company Physician, Massimo Maria Pegorari, in such a critical and long-lasting situation, was and is a key figure. In the first moments, to outline the correct hygienic, prophylactic and procedural measures; later, when there began to be cases and contacts between acquaintances and family members to safely manage each situation.



At the end of the lockdown, with the start of the so-called phase 2, the staff returned to work, cautiously, working in shifts, applying all the safety rules dictated by the April 24, 2020 Protocol for Combating and Containing the Spread of SarS-CoV-2 in Workplaces. And so sanitization, incoming body temperature sensing, surgical masks, disinfectant gel dispensers (and gel tubes for personal use, also thinking about staff protection outside the work environment...).



The corporate cafeteria, Covid-free version

Plus continued attention to spacing and common spaces. With a focus on the company cafeteria and the in-house cafeteria, which kept service open even when there were very few employees on site...but eating a meal in a safe place at certain times is of immense value...



Meanwhile, on the initiative of Dr. Pegorari and Dr. Pierotti, the "Workplace Safety" project, i.e., the voluntary administration of oro-pharyngeal swabs with the aim of promptly detecting and isolating any asymptomatic Covid-positive individual present in the institution. The campaign has continued and is still ongoing with the valuable assistance of specialized laboratory personnel. Over time, the project became a clinical study in collaboration with the National Cancer Institute of Milan entitled "Strengthening preventive measures in the occupational setting during the pandemic through identification and monitoring of asymptomatic/paucisymptomatic individuals using comparatively validated swabs and rapid serological tests."

At the same time, emergency management continued, day in and day out, with a focus on regular sanitization of rooms, provision of disinfectant gels and masks, access control of guests and vendors, and most importantly, careful monitoring of individual behavior.

The measures taken to deal with the Covid emergency, described in detail in dedicated reports attached to the DVR, were "validated" by the results obtained in the monitoring campaign with molecular swabs and the subsequent tracing of close contacts of positive cases. In fact, it is observed that only



in very rare cases did the infection occur "in house," while in the vast majority of positive individuals, still asymptomatic, turn out to have become infected externally on campus, where instead the infection is readily contained.

Health and safety beyond the laboratory

By its nature, Cogentech, pays special attention to the health and safety of its employees not limited to work activities alone. In fact, Cogentech has implemented several initiatives over the years, having as its focus the health and safety of its employees and their well-being outside of work environments 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 2020, unfortunately, despite the high percentage of employees who had requested it, it was not possible to administer the flu vaccination due to the decision by the ministry not to take advantage of the channel of the Competent Doctors for the vaccination of workers and by the Lombardy Region not to make vaccines available in pharmacies, making it impossible for Competent Doctors to purchase them.

Healthy Nutrition

As a Company 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, contractors and guests as possible.

Thus, over the course of 2019, a specific Healthy area was introduced in the IFOM and Cogentech canteen spaces with an assortment of reduced-calorie dishes and an increased supply of plant-based proteins. In 2020, even with all the difficulties related to the pandemic and with the reduced number of users due to lockdown first and smart working later, the company canteen remained open all the time, which ensured that the workers present in the workplace were able to have a varied diet, rich in fruits and vegetables. In the latter part of the year, the Healthy area was fully restored.



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 from possible consequent harmful health effects even those who do not smoke, have decided to make all spaces smoke-free on the occasion of World NO tobacco Day (June 3, 2019).

The project, kept on during 2020, fits naturally with the research and care mission of IFOM and Cogentech, as well as promoting a participatory message to contribute to the improvement of air quality as well as to the health and well-being of all employees and the many guests who attend our Institute every day.

Security Service and NighTime 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 valuable relationships

Cogentech, as a Benefit Society and in any case 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 carried out over the years, both in the scientific and socio-educational fields.

These initiatives, like others already mentioned, were inevitably affected by the ongoing pandemic. Cogentech and IFOM therefore had to forego direct contact with students and, more generally, with citizens and outside guests. Thus, already scheduled events were canceled and no new ones were planned.

Cogentech also monitors its environmental impact by effectively managing the disposal of special waste and implementing projects aimed at reducing plastic consumption.

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 a drive in pursuing with determination a path of continuous research and innovation. The relationship of Cogentech Ltd. with its customers therefore tends, by constant adherence to its mission, to be collaborative, guided and present at every stage of the activities.

In addition, because of 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 diagnostic field, on the other hand, Cogentech has established profitable relationships with hospitals, large and small, in the public and private sectors, cultivated thanks to the accuracy and high quality level of the services offered, as well as thanks to the expertise of the staff employed. Over time, relationships have also been established with smaller hospitals and private facilities that, over time, have turned into actual clients with whom Cogentech also works side by side in the development of new clinical offerings consistent with the diagnostic needs that may arise from time to time.

Cogentech also tends to constantly develop collaborative relationships that generate opportunities for projects, initiatives, and scientific publications useful for the implementation of not only its contacts but also its diagnostic portfolio. Therefore, in the year 2020 we developed the following areas of projects and collaborations: careful selection of oncology patients enrolled in experimental clinical trials suitable for treatment with targeted drugs;

validation of the new "OncoPan" assay, a multigenic diagnostic panel that allows us to extend the analysis, in addition to proven susceptibility genes, to genes more rarely involved in hereditary cancers; development of liquid biopsy for the clinical management of hereditary breast and/or ovarian cancers; and monitoring the spread of SARS-Cov2 infection in the work environment (See Scientific Research and Innovation section for more details).

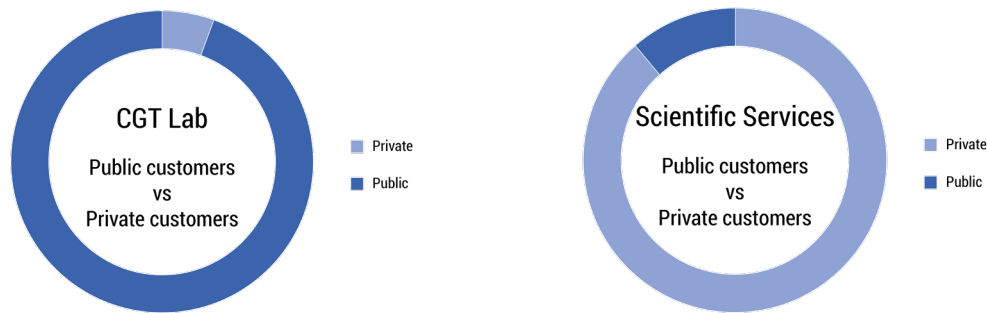
The professional relationships that Cogentech has established with its clients over the years can be analyzed from different perspectives.

There are basically four categories of stakeholders to which Cogentech offers its contribution: Clinical Institutes, Intramural Academic Clients, External Academic Clients, and Commercial Clients.

Customers can then be divided between public and private and based on the service they require.

In 2020, in particular, private customers covered more than 68 percent of Cogentech's revenue.

Looking instead at the breakdown based on the type of service requested, Scientific Services are mainly requested by Private Clients (91 percent) while the demand for CGT Lab Genetic Testing comes mainly from public sector operators (96 percent).



Cogentech identifies in the aspect of customer satisfaction, a fundamental component of its objectives and results. In fact, customer satisfaction, monitored annually through the administration of "evaluation questionnaires" on the services provided, represents the main tool through which to identify and implement possible improvement actions. The constant work of updating and searching for new opportunities to implement its portfolio of offerings, which occurs both at the level of scientific services and the genetic testing laboratory CGT Lab, sees in the feedback from the customer one of the main components of evaluation of its work and therefore a valuable opportunity to outline proactively, our best offer.

Within its Quality Management system, which underpins the building of a valuable relationship with its customers, Cogentech identified indicators that would enable it to assess its performance, including in customer relations, from a quality perspective.

In particular, the following are subject to 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, the response time to the customer varies considerably. Despite the different timelines related to the specific analysis activities to be performed, it is possible to say that on average, during 2020, about 90 percent of the tests performed and services delivered were completed on time.

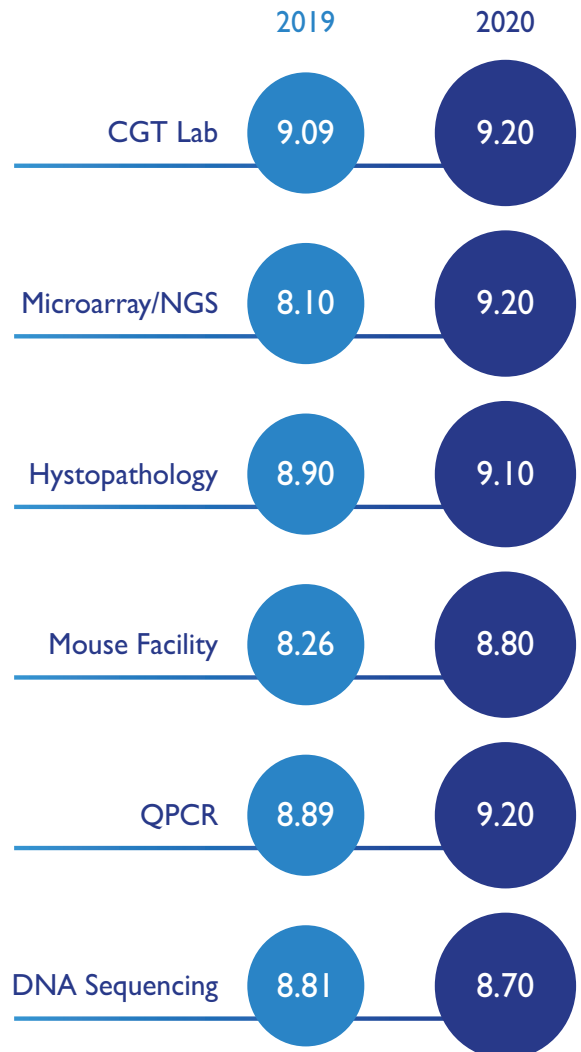
The average value of the customer satisfaction index, obtained as a result of the administration of the 2020 Survey, regarding the services offered by Cogentech, was 9.03 out of a maximum score of 10, an improvement over the previous year (in 2019 it was 8.675). This is an average score, obtained by reworking the scores for facilities that are certified and have 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 stakeholders so that the culture of Quality is spread to all levels and can be constantly nurtured.

Finally, regarding complaints, out of a total of 1571 genetic tests conducted during 2020, no reports of noncompliance or complaints were received. Similarly, no complaints had been observed in 2019.

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

Cogentech's commitment to the creation of strong and lasting ties with the community in which it operates slowed considerably during 2020 due to the pandemic, which prevented direct contact with people outside Cogentech and IFOM and made it difficult to organize new forms of events.

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 offer communication products designed to provide a deeper understanding of the contents, objectives and perspectives of cancer research with a special focus on the most promising technological frontiers in which our researchers are engaged.

Collective solidarity initiatives

The principle of solidarity is particularly prevalent at Cogentech, and collective solidarity initiatives were introduced in 2020 that were widely embraced by Cogentech staff.

Donation of rapid serology kits to United Nations Clinic in Harare, Zimbabwe



In 2020, Cogentech made a donation to the United Nations Clinic in Zimbabwe: 50 rapid serology kits for COVID-19. This initiative stemmed from the conviction that what we are actively applying within our work reality could be applied in other contexts, especially in the most health-disadvantaged ones.

In fact, with the 50 kits donated to the United Nations Clinic, it was possible to identify among all screened subjects, 2 asymptomatic Covid-19 positive subjects, who probably without this donation and without these rapid tests, would not have been identified early. Failure to diagnose these 2 Covid-positive cases could have generated a dangerous development of contagion, in a less fortunate reality than ours, such as Zimbabwe.

This very concrete achievement makes us very proud of the gesture put in place: it is a demonstration that collaboration and mutual support should be implemented as much as possible even in science. In the confirmed knowledge that doing good, does good.

Pictured is the gratitude expressed by Dr. Fodouop Tekou of the United Nations Clinic in Harare, Zimbabwe, for our small donation of COVID-19 Rapid Testing Kits.

Pane Quotidiano

The collaboration with Pane Quotidiano, a Milan-based organization that has been distributing food and basic necessities to the less fortunate on a daily basis since 1898, had to necessarily stop in 2020 due to the health emergency. However, during the Christmas season, Cogentech and IFOM became promoters of an initiative to collect games, DVDs, toys and books for children to be given to families who use the services of Pane Quotidiano (Christmas Toys Collection). On this occasion, the amount of gifts collected was so abundant that it was distributed to as many as three charitable organizations: Pane Quotidiano, which distributed them to the children guests, La Casa Circondariale di San Vittore which sent them to the children of the inmates, and Fata Onlus6, which was thus able to fulfill the Christmas letters of the children in its community.



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

9. <http://www.fataonlus.org/>

The environment around us

As indicated within the Code of Ethics, for Cogentech, it is 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 needs, 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 AMSA⁷.

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

During 2020, of the approximately 44 tons of special waste generated, almost all 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 respect the proper disposal of them.

The hazardous wastes produced, packaged in approved containers, are delivered to a licensed transporter, which takes care of hazardous waste pickup, in compliance with specific legal regulations and with total respect for the environment.

With the aim of facilitating the proper packaging of waste and having the ability 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 allow researchers to properly recognize and handle each waste.

The waste then, properly classified and identified, is delivered to companies registered with the environmental managers' register for the transportation of hazardous waste. The company that primarily handles the collection, transportation and disposal of special waste, possessing all relevant permits, has obtained several ISO certifications, available on the contractor's website⁸



| Special waste production | UdM | 2020 | 2019 |
|-----------------------------|------------|--------------|--------------|
| Non Dangerous Waste | ton | 0,288 | 0,59 |
| Sent for recycling | ton | 0,286 | 0,59 |
| Sent for disposal | ton | 0,002 | - |
| Dangerous Waste | ton | 43,50 | 59,50 |
| Sent for recycling | ton | 33,11 | 40,46 |
| Sent for disposal | ton | 10,38 | 19,04 |
| Total Waste produced | ton | 43,79 | 60,09 |

⁷ <https://www.amsa.it/>; [With regard to municipal waste, Cogentech does not have the ability to monitor such consumption since the activities are carried out in properties subject to payment of TARI (Waste Tax)]

⁸ <https://www.anecorifiuti.it/it/azienda.html>

Plastic Free Project

Unfortunately, the Plastic Free project, which began enthusiastically in 2019, has been temporarily suspended due to the Covid-19 emergency. We expect to reinstate and implement the plastic free projects as soon as the current health emergency is over.

Break area

1. **Be Safe. Make Space.**
Please, maintain a physical distance (1mt) to keep our community safe
2. **Sanitize your Hands**
3. **Prefer Payment With app or key**
and select Your Drink and or Food
4. **Sanitize your Hands**
5. **Prelevate Your Drink or Food**
and leave free the break area as soon as possible



In early 2021, with the aim of returning to reduce the input of plastic into the environment, contactless beverage dispensers have been installed in bar/canteen areas: in order to avoid contact with pushbuttons altogether, one only needs to approach the button to get the preferred beverage dispensed.

Although we have reinstated the distribution of water bottles in the collective dining spaces, we have tried to keep some initiatives active, with all the hygienic precautions, which are dutiful in the pandemic period.

Filtered water dispensers have been maintained in the four Break Areas, and hot beverages are distributed using paper cups instead of plastic ones.

The initial choice of being able to use a form of payment through an app was particularly apt, useful in avoiding any possible contact with the dispenser buttons.



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2. ***Linee di indirizzo sull'analisi dei geni BRCA1 e BRCA2 in ambito clinico: criteri di accesso al test, aggiornamento sulle piattaforme diagnostiche e interpretazione del test somatico***

Società Italiana di Genetica Umana - Italian Society of Human Genetic.

Redatto da: GdL SIGU—*— GdL Genetica Oncologica, GdL Genetica Molecolare, GdL Farmacogenomica

Coordinatori: Daniela Turchetti, Enrico Tagliafico, Emilio Di Maria

Estensori: Davide Bondavalli, Ileana Carnevali, Arcangela De Nicolo, Emilio Di Maria, Marco Montagna, Lidia Moserle, Valeria Pensotti, Enrico Tagliafico, Maria Grazia Tibiletti, Silvia Tognazzo, Daniela Turchetti, Liliana Varesco. Gruppo

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(*)"Plasma miRNA-based signatures in CRC screening programs". Gariboldi M et al: segnalato tra i lavori più significativi dell'anno al World Cancer Day 2020

GRI “Referenced” Table of Contents

| Indicator | Indicator description | Disclosure | Chapter | Notes |
|---|--|------------------------------|--|-------|
| General Disclosure | | | | |
| GRI 102: General Disclosures | | | | |
| 102-1 | Name of organization | Full Disclosure | Our history and mission statement | |
| 102-2 | Activities, brands, products and services | Full Disclosure | The services we offer | |
| 102-3 | Location of the main office | Full Disclosure | Our history and mission statement | |
| 102-4 | Location of activities | Full Disclosure | Our history and mission statement | |
| 102-5 | Ownership and legal form | Full Disclosure | Our history and mission statement - Our commitment | |
| 102-6 | Markets served | Full Disclosure | The services we offer - | |
| 102-8 | Information about employees and other workers | Full Disclosure | People at the center | |
| 102-14 | Statement from the highest governing body | Full Disclosure | Letter to Stakeholders | |
| 102-40 | List of stakeholder groups | Full Disclosure | Methodological note | |
| 102-41 | Collective bargaining agreements | Full Disclosure | People at the center | |
| 102-46 | Report content definition and topic perimeters | Full Disclosure | Methodological note | |
| 102-47 | List of material topics | Full Disclosure | Methodological note | |
| 102-50 | Reporting period | Full Disclosure | Methodological note | |
| 102-51 | Date of the most recent report | Full Disclosure | Methodological note | |
| 102-52 | Periodicity of reporting | Full Disclosure | Methodological note | |
| 102-53 | Contacts to request information regarding the report | Full Disclosure | Methodological note | |
| 102-55 | GRI Table of Contents | Full Disclosure | GRI "Referenced" Table of Contents | |
| Material themes | | | | |
| Employee training and professional development | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | The development of human capital | |
| 103-2 | The management mode and its components | Full Disclosure | The development of human capital | |
| 103-3 | Assessment of management arrangements | Full Disclosure | The development of human capital | |
| 404-1 | Average hours of annual training per employee | Full Disclosure | The development of human capital | |
| Staff welfare | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | People at the center | |
| 103-2 | The management mode and its components | Full Disclosure | People at the center | |
| 103-3 | Assessment of management arrangements | Full Disclosure | People at the center | |
| 405-1 | Diversity in governing bodies and among employees | Full Disclosure | The composition of corporate governance - People at the center | |

| Indicator | Indicator description | Disclosure | Chapter | Notes |
|--|--|------------------------------|---|-------|
| Occupational health and safety | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | People at the center | |
| 103-2 | The management mode and its components | Full Disclosure | People at the center | |
| 103-3 | Assessment of management arrangements | Full Disclosure | People at the center | |
| 403-2 | Hazard identification, risk assessment, and accident investigation | Full Disclosure | The protection of occupational health and safety | |
| 403-5 | Occupational health and safety training for workers | Full Disclosure | The protection of health and safety at work - The development of human capital | |
| 403-6 | Promotion of workers' health | Full Disclosure | People at the center -Occupational health and safety protection - Health and safety beyond the laboratory | |
| 403-9 | Occupational accidents | Disclosure related to item a | The protection of occupational health and safety | |
| Relationship with the community | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | The community in which we operate | |
| 103-2 | The management mode and its components | Full Disclosure | The community in which we operate | |
| 103-3 | Assessment of management arrangements | Full Disclosure | The community in which we operate | |
| No GRI | Projects carried out for the benefit of the community | n.a. | The community in which we operate | |
| Customer satisfaction and service quality | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | Quality service - Clients | |
| 103-2 | The management mode and its components | Full Disclosure | Quality service - Clients | |
| 103-3 | Assessment of management arrangements | Full Disclosure | Quality service - Clients | |
| No GRI | Customer satisfaction index | n.a. | Customers | |
| No GRI | Response provided to customers on time | n.a. | Customers | |
| No GRI | Complaints received | n.a. | Customers | |
| Research and innovation | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | Scientific research and innovation | |
| 103-2 | The management mode and its components | Full Disclosure | Scientific research and innovation | |
| 103-3 | Assessment of management arrangements | Full Disclosure | Scientific research and innovation | |
| No GRI | Accomplished publications | n.a. | Targets achieved in 2020 | |
| No GRI | Investment in research and development | n.a. | Targets achieved in 2020 | |

| Indicator | Indicator description | Disclosure | Chapter | Notes |
|-------------------------------------|---|------------------------------|---------------------------|-------|
| Environmental Sustainability | | | | |
| 103-1 | Explanation of the material theme and its perimeter | Disclosure related to item a | The environment around us | |
| 103-2 | The management mode and its components | Full Disclosure | The environment around us | |
| 103-3 | Assessment of management arrangements | Full Disclosure | The environment around us | |
| 306-2 | Waste by type and disposal method | Full Disclosure | The environment around us | |



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