



2021 SUSTAINABILITY REPORT



DIESSE Diagnostica Senese S.p.A.
Società Benefit

INDEX

Letter from the CEO to stakeholders	p. 6	RELATIONSHIP WITH THE LOCAL COMMUNITIES	p. 66
WHO WE ARE	p. 8	Our approach	p. 68
DIESSE Diagnostica Senese S.p.A.	p. 10	The local communities and the territory	p. 69
Mission and Values	p. 12	The involvement of the local communities	p. 70
Our history	p. 14	DIESSE for the Covid-19 fight	p. 73
DIESSE in Italy and worldwide	p. 16		
The supply chain	p. 18	PRODUCT	p. 74
Our leadership	p. 20	Our approach	p. 76
Our commitment to value creation	p. 21	DIESSE products	p. 78
		Product safety	p. 80
Our approach to Sustainability	p. 24	Research, innovation and technological excellence	p. 82
Stakeholder and the relevant topics	p. 25		
Materiality matrix and topics	p. 26		
Our contribution to the UN sustainable goals	p. 30	2022 GOALS AND PROJECTS	p. 84
GOVERNANCE AND BUSINESS	p. 32	Methodological note	p. 85
Our approach	p. 34	GRI content index	p. 86-88
The tools for a responsible business management	p. 35	Auditor's report	p. 90-92
Our Governance	p. 36		
Organisation, management and control model (Law 231)	p. 37		
Anticorruption	p. 38		
Cybersecurity and data privacy	p. 39		
PEOPLE	p. 40		
Our approach	p. 42		
People @ DIESSE	p. 44		
We promote human value development	p. 46		
We promote diversity, equity and inclusion	p. 50		
We protect the health and safety of our employees	p. 52		
ENVIRONMENT	p. 56		
Our approach	p. 58		
The commitment to reduce environmental impacts	p. 60		
Energy efficiency and emissions reduction	p. 62		
Waste management	p. 64		



Letter from the CEO to stakeholders

Dear Readers,

for many years now, I have stated that companies must regain their social role and not focus only on their economic value. Combining profit with equity and sustainability is always possible, and this even becomes a must when working in the healthcare sector.

The companies of the so-called "white economy" (biotechnology, pharmaceuticals, medical devices and in-vitro diagnostics), such as DIESSE, have an intrinsic ethical and social role to play. They take the innovations that are the result of research at the prototype stage – and therefore only available to few – and industrialise them into millions of products made available on a large scale to the entire population at affordable prices.

In a framework such as this, the social role of our company is crystal clear, but I also understand that it is not enough and much more has to be done.

It is, therefore, with pride that I invite you to read our first "Sustainability Report", a document that testifies to the commitment that we at DIESSE have made and carried forward with a great deal of passion for over three years. A testimony of the strength of our awareness and of our energy to work to ensure solid returns for our shareholders and, according to a principle of contribution, to give-back. And we want to give back precisely to the world we belong to, to the scientific and health community that represents our first essence, to our colleagues who spend most of their days with us, to the young generation who will soon enter the working world.

With this principle in mind, we have positioned ourselves to provide a tangible and positive impact on the research and development of new products that improve the health of patients. We also

want to support the community that hosts us and, specifically, to develop social initiatives with associations and non-profit organisations that provide for the direct involvement of and on the territory.

Finally, we are committed and will continue in the years ahead with a more significant commitment to guarantee our colleagues a better quality of work-life balance and an inclusive work environment that allows everyone to express their very best.

The Covid-19 pandemic has unsettled and redesigned the behaviors and habits of the entire world population, impacting relationships, undermining certainties and imposing new paradigms of economic and financial principles and development.

The resulting socio-economic dynamics lead us today to a new normality, where the healthcare world plays and must play an even more explicit role in the future.

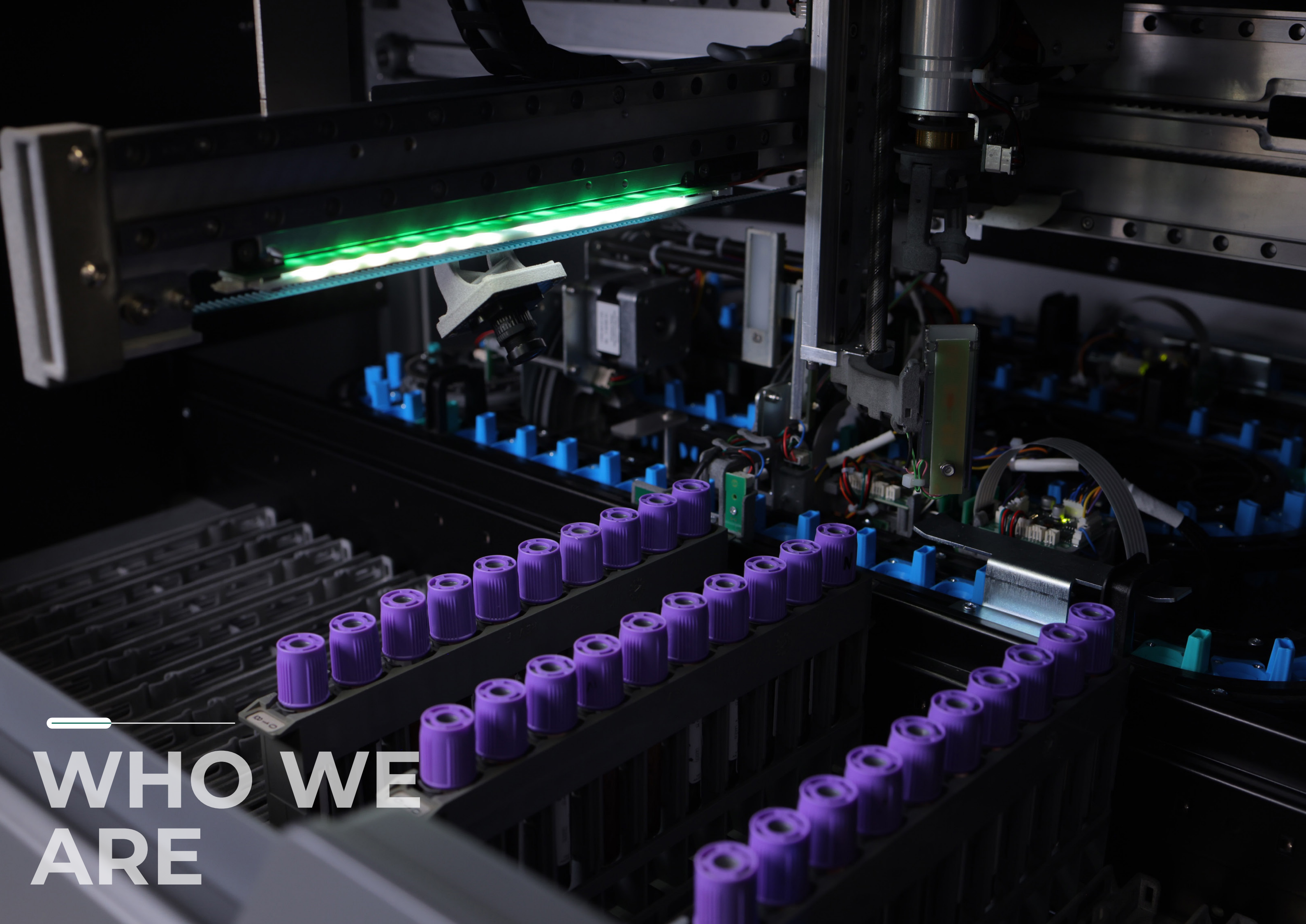
We, at DIESSE, have contributed to the fight against the pandemic with the development of eleven different diagnostics tests. We have done so by investing in research, with the strong awareness that innovation comes from the study, the collaboration with the scientific community and from dialogue between resources who bring different skills to the table. Of course, this journey is not always a linear path. Still, it represents the beauty of scientific research and the core of our growth.

The unbearable horror of the ongoing war in Ukraine, among the many global threats, shows the importance of living in a world less greedy for energy resources and more self-sufficient in terms of raw materials. Our new Biotech Campus in Monteriggioni, in Italy, will do so with an entirely in-house production chain and energy and water self-sufficiency. Moreover, it will restore organisational well-being to all our employees. Finally, we will all have the privilege of operating in a futuristic facility in the heart of one of the most beautiful countryside areas in the world, in Tuscany.

The 2030 Agenda defined by the United Nations represents the new global reference framework for the national and international commitment to finding common solutions to the significant challenges facing the planet, such as extreme poverty, climate change, the degradation of the environment and health crises.

I am confident that DIESSE, together with the commitment of the communities and institutions with whom we work and co-exist, will contribute to achieving the targets defined by the UN.


Massimiliano Boggetti
Chief Executive Officer



WHO WE
ARE

DIESSE Diagnostica Senese S.p.a. Società Benefit

Since its foundation in 1980, DIESSE has developed, produced and marketed innovative systems primarily in the field of immunodiagnostics and automatic measurement of ESR (erythrocyte sedimentation rate).

With more than 200 employees and a large network of agents and distributors, the company boasts a global presence in over 100 countries, three production sites in the province of Siena and a Research Centre where the design and implementation of tests and new automated diagnostic detection tools meet Italian design and cutting-edge technology.

The Company's registered office is located in Milan, while in December 2021 the first foreign commercial branch was opened in Shanghai, Diyashi Medical Equipment (Shanghai) Co. LTD.

A key characteristic of DIESSE is the company's production model, completely in house and Made in Italy.

A BLS 3 area is dedicated to the production of bacterial and viral antigens and monoclonal antibodies, while a class III Biobank for the storage of bacterial and viral components is at the exclusive service of the plant.

Following the company's acquisition by the ArchiMed investment fund in 2019, a strong relaunch path would begin, starting with the DIESSE rebranding and followed by the registration of the new DIESSE logo in 2020.

At the end of 2021, DIESSE owns 6 patents, of which 5 for instruments related technologies and 1 for biotechnology embedded in the Covid-19 kit.

4 more patents will be added in the first half of 2022.

The products developed to date range from immunological tests, agglutination, ESR testing (human and veterinary) and 7 different analytical systems aimed at different laboratories in terms of size and type of services offered.

DIAGNOSTIC SOLUTIONS FOR IMMUNE SYSTEM

ESR

Infectious Disease

Biological Drugs

AutoImmunity

Allergy

Serodiagnosis

Stool Antigens



MISSION

We use our history and our expertise in everyday work, integrating advanced research, Made in Italy production and global marketing, to evolve diagnostic systems in the medicine of the future in a sustainable, ethical and transparent way.

VALUES

Expertise

We operate with the best set of skills, knowledge and expertise in order to guarantee the quality of the services offered to customers, and we strive to keep them constantly updated.

Research & Innovation

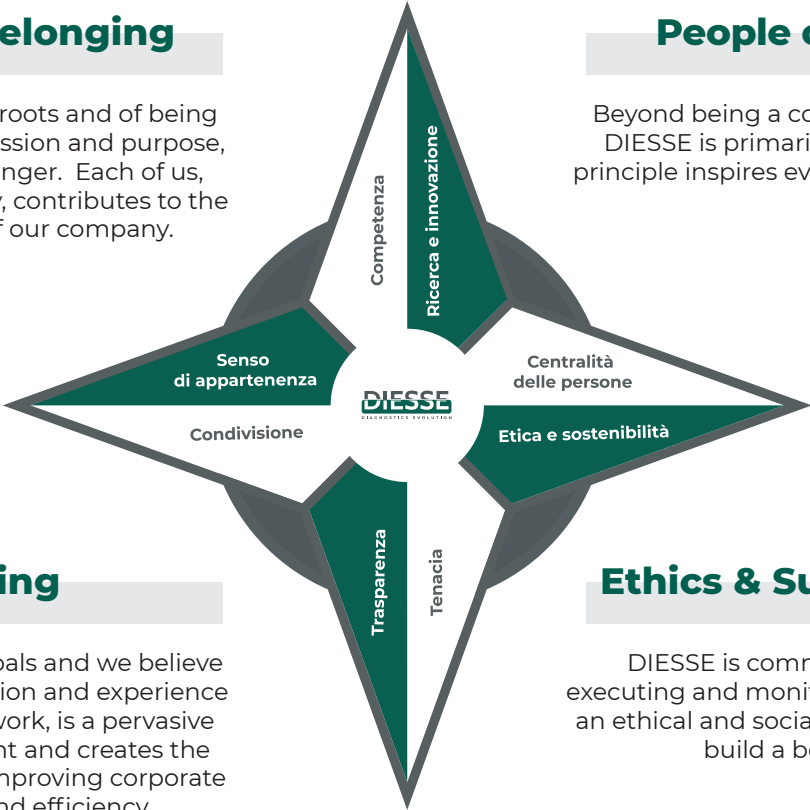
R&D are deeply embedded in our DNA and the key to our success today and tomorrow. We constantly invest in order to improve our solutions and our services, offering concrete benefits to people's health.

Sense of belonging

We are proud of our roots and of being part of a common mission and purpose, which make us stronger. Each of us, whatever role we play, contributes to the overall success of our company.

People centricity

Beyond being a colleague, everyone at DIESSE is primarily a Person and this principle inspires every decision we make.



Sharing

We have common goals and we believe that sharing information and experience is the basis of teamwork, is a pervasive source of enrichment and creates the ideal conditions for improving corporate effectiveness and efficiency.

Ethics & Sustainability

DIESSE is committed to running, executing and monitoring its businesses in an ethical and socially responsible way, to build a better world.

Transparency

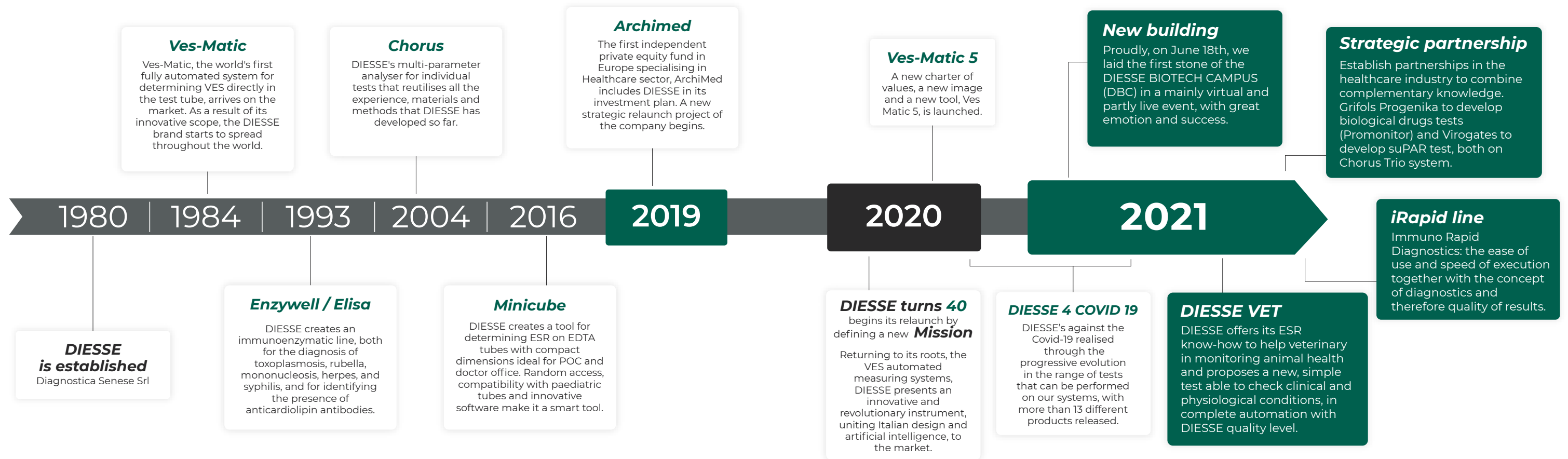
In DIESSE, transparency with colleagues, cross functional teams, customers and suppliers is the basis of a healthy and sustainable relationships over time.

Tenacity

Nothing discourages us from achieving the goals we set for ourselves. We face daily challenges with determination, constantly finding new motivations to draw from them.

Defined in the autumn of 2019 by top and middle management, DIESSE's mission and values are implemented through a model of skills and behaviours which, adopted daily by everyone who works for the company, guide the entire organisation towards the same direction and contribute to the growth of our business performance.

OUR HISTORY



Since its foundation in 1980, the company has developed, produced and marketed innovative diagnostic systems primarily in the field of immunometry and automatic ESR measurement, actively positioning itself in the diagnostics of the immune system.

A key milestone in the company's history was the development of the first system worldwide for the determination of the ESR in complete automation and the subsequent versions up to the last VES MATIC 5. On the immunometry front, starting from the development of manual ELISA solutions, 2004 saw the launch of the CHORUS TRIO, the multi-parametric analyser for mono-tests and, in 2023, the latest innovative tools that are part of the line will be launched.

DIESSE is part of the Toscana Life Sciences cluster, non-profit organisation with which it constantly collaborates in the development of new diagnostic solutions, offering continuous innovation at the service of the health of patients and people in general.

DIESSE becomes part of an important investment plan by ArchiMed, the first independent private equity fund in Europe specialised in healthcare. A new strategic, organisational, productive and commercial relaunch plan for the company begins.

The Covid-19 pandemic period has seen a strong involvement by DIESSE with its research and development activities, with the development of over 11 different kits available to the market for diagnosing and monitoring SARS Cov-2.

In 2021, the latest of the company's ambitious business development projects was launched: the construction of the DIESSE BIOTECH CAMPUS, the new corporate headquarters where all employees will be located and which, once again, is characterised by innovation, cutting-edge systems and a special attention to sustainability related issues.

DIESSE IN ITALY AND WORLDWIDE

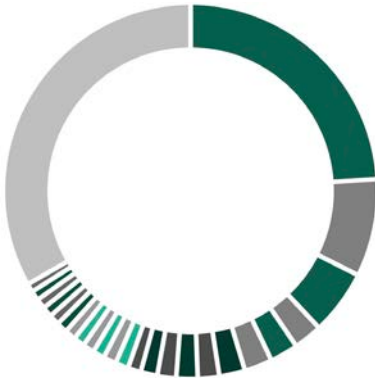
ITALY

The heart of DIESSE's operations is in Italy, in the province of Siena, where the three production sites host most of the company's employees and where the construction of the DIESSE BIOTECH CAMPUS is underway. From the end of 2022, the new site will be home to the research & development activities, production and the corporate headquarters.

The Italian market contributed to 37% of the company's turnover in 2021 and it was made up of both public sector customers (hospitals, universities) and private customers (private laboratories, resellers, companies that resell in OEMs). The relationship is directly managed by our Area Managers and a network of agencies.

PRODUCTS SOLD IN ITALY IN 2021

- Determinazione
- Referto CHECK DEVICE TRASPONDER 10.000t
- VACU TEC 100 tests
- CHORUS tTg-A 36 tests
- CHORUS SARS-CoV-2 "NEUTRALIZING" Ab 36 d
- Chorus Coprocollect (conf.) 20 pz
- Referto CHECK DEVICE TRASPONDER 5.000t
- CHORUS CALPROTECTIN K 12 det.
- WASHING BUFFER 4x100mL
- CHORUS tTg-G 36 tests
- Chorus Calprotectin (conf.) 12 Det.
- Chorus Calprotectin (conf.) 12 Det.
- CHORUS ANA-SCREEN 36 tests
- CHORUS SARS-CoV-2 IgM 36 tests
- CHORUS SARS-CoV-2 IgG 36 tests
- CHORUS ENA-6 S 36 tests
- VES TEC 100 tests
- CHORUS DEAMIDATED GLIADIN-A 36 TESTS
- CHORUS TETANUS IgG 36 det.
- Chorus 25OH Vitamin D Total 36 det.
- VACU-TEC DOUBLE LABEL 100 tests
- CHORUS DEAMIDATED GLIADIN-G 36 TESTS
- CHORUS HERPES SIMPLEX 1+2 IgM 36 tests
- TEST DEVICE 1K
- ALTRO



The turnover is generated in Italy and abroad by a multitude of products

WORLDWIDE

All'estero, DIESSE è presente in più di 100 paesi grazie a un solido network di distributori, che assicura una copertura globale dei clienti.

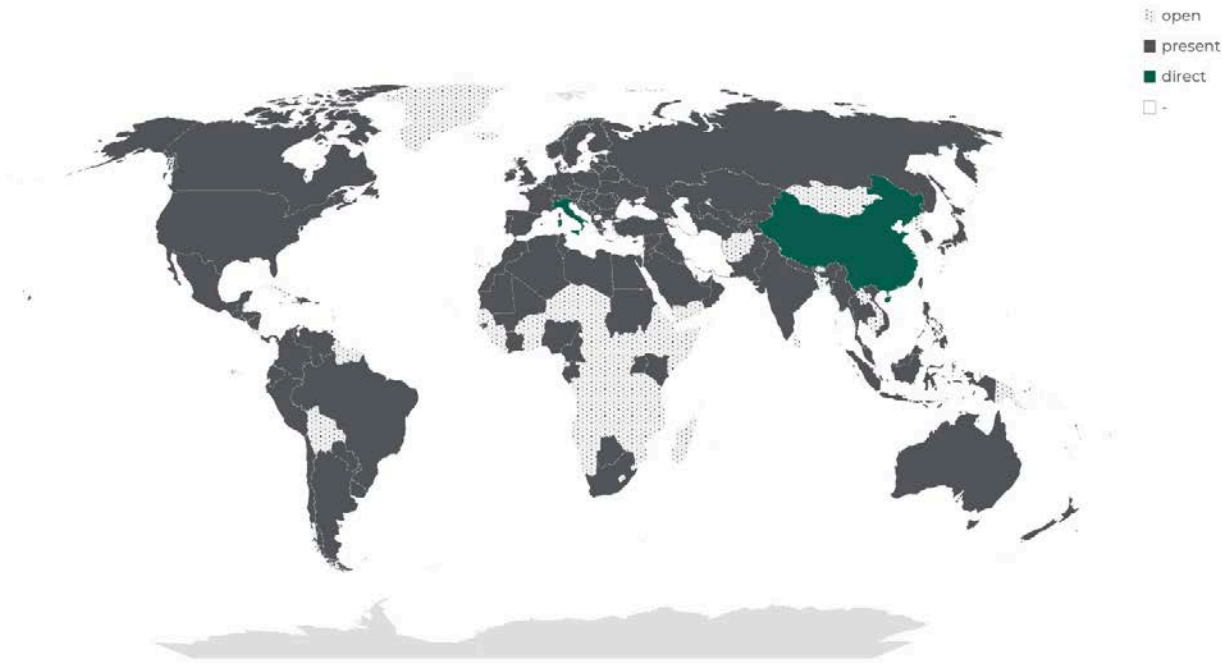
La pandemia COVID e le diverse strategie messe in atto dai sistemi sanitari hanno certamente influenzato le dinamiche di vendita nelle aree geografiche, in considerazione anche delle offerte tecnologiche di DIESSE nel mondo.

PRODUCTS SOLD ABROAD IN 2021



Abroad, the company has 142 active distributors

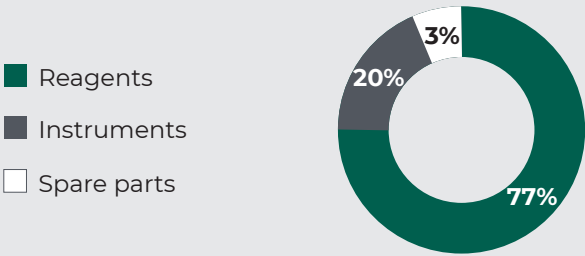
Active distributors	u.m.	2021
ApaC		21
South America		17
EurAsia		47
Menarini	n.	6
Grifols		2
Arabia Africa East EU		45
South America		4
Total		142



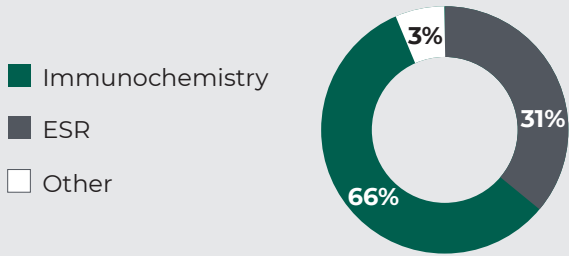
OVERVIEW

Over 60% of turnover is generated abroad; the markets contribute to sales as described below:

SALES BY PRODUCT LINE - 1



SALES BY PRODUCT LINE - 2



Area	2021	2020
Italia	37%	38%
European Countries	33%	29%
Asia	13%	18%
America	11%	10%
Oceania	2%	2%
Africa	4%	3%
	100%	100%

THE SUPPLY CHAIN

Our suppliers can be categorised into five main types:

1) critical: all the suppliers of a raw material that impact on the quality of the finished product and whose non-delivery would stop our production;

2) stable: all the suppliers with whom a continuous supply relationship for several products is established, with no constraints in finding in the market alternatives, with an in-depth research;

3) suppliers of maintenance or other services: in this case the suppliers who operate usually for the maintenance of our plants and machinery;

4) medical-scientific consultancy providers: DIESSE typically engages in permanent collaborations, within a General Frame Agreement which is then developed into individual Project Contracts, especially for R&D. We also cooperate with several universities and hospitals for the development of new kits or for tests and trials on new products;

5) occasional suppliers: for the purchase of products and services purchased occasionally.

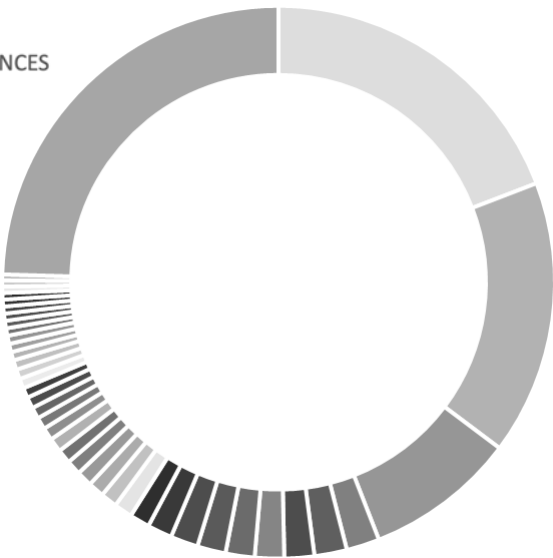
When a relationship with a new “critical” supplier is established, which can have a potential impact on the quality of DIESSE’s products, certifications are required (specifically, ISO 9001 and ISO 13485).

DIESSE’s suppliers are primarily based in Italy, in line with the company’s choice of preferring a Made in Italy approach. Orders placed abroad are often “critical”, for products supplied only by specific companies or related to marketing services abroad.

Active suppliers of goods, services and consultancies	u.m.	u.m.
No. of supplier	n.	802
Total value of supplied goods, services and consultancies by geographic area	u.m.	u.m.
Italy	€	91%
Europe (Italy excluded)		7%
Asia		1%
America		1%
Total		100%

MAIN SUPPLIERS BY INVOICES TO DIESSE IN 2021

- EVEREX S.R.L.
 - TANZINI QUINTILIO & FIGLIO
 - MERCK LIFE SCIENCE s.r.l.
 - ENEL ENERGIA SpA
 - EUROSPITAL S.p.A.
 - CHIMERE S.A.S. DI CARUSO MAURIZIO
 - ST. ASSOC.TO CNS.ZA LEG.LE E TRIB.
 - Eurodifarm s.r.l.
 - ALL CLEAN SANEX SRL
 - ARVAL SERVICE LEASE ITALIA S.P.A.
 - STIE SRL
 - PL3 & PARTENRS SRL A SOCIO UNICO
 - ING. FERRARI SPA
 - M. ANALYTICAL
 - VODAFONE OMNITEL N.V.
 - IMMOBILIARE M.B. S.R.L.
 - FISHER SCIENTIFIC SAS ITALIA
 - QI.LAB.MED. SRL
 - LUMINOSA SERVIZI S.A.S.
 - VERZERI GIANFRANCO
 - MPS LEASING E FACTORING S.P.A.
 - A.E.V. Scientific srl
 - PRIMA Lab SA
 - DE LAGE LANDEN INTERNATIONAL BV
 - DOGANE
 - WORLD LAB DI C. PARENTI & C. S.A.S.
 - DYCLONE ITALIA S.R.L.
 - Dentons Europe
 - STRECK, INC.
 - RUPERTI BONAVENTURA
- EDENRED ITALIA S.R.L.
 - MATRAS INTERPLASTIC S.P.A.
 - LEGISLAB STUDIO LEGALE
 - ZUCCHETTI SPA
 - Di Mauro Officine Grafiche SpA
 - CARLO ERBA REAGENTS s.r.l.
 - POLYMED S.R.L.
 - PHSE s.r.l.
 - FONDAZIONE TOSCANA LIFE SCIENCES
 - ALTRO



During 2021, DIESSE started the legal review of the supply contracts. The internal procedure on purchasing management was also redefined.

In 2022, orders for the purchase of systems, furnishings, equipment and IT infrastructure for the new DIESSE Biotech Campus will be placed. The analysis of potential suppliers has already been carried out from 2021 and the preference for Made in Italy has been confirmed.

All new contracts and orders starting from 2021 include the clause of acceptance of the “Organisation, Management and Control model in compliance with Law no. 231/2001 and the Code of Ethics.



OUR LEADERSHIP

As previously mentioned, since 2019 ArchiMed, the first independent private equity fund in Europe in the Healthcare sector, invested in DIESSE.

A minority share is held by the CEO, some board members and some of the company’s corporate executives.

As of 31/12/2021 , the Board of Directors consists of 5 members - 1 independent - and is involved in strategic issues, corporate development and all topics required by law. The management of the company is entrusted to the CEO, with the support of the Steering Committee. The company also controls the newly established Chinese company, Diyashi Medical Equipment (Shanghai) Co. LTD.



OUR COMMITMENT TO VALUE CREATION

In 2021, in parallel with investments in scientific innovation, DIESSE continued its activities to preserve the intellectual property of its products in its markets. Activities related to the filing of the DIESSE trademark continued and in 2021 the trademark was registered in some of the main international markets (South Korea, Japan, Israel, Egypt and the USA). Following the launch of 8 new kits and 1 new diagnostic tool, the related registration activities have been completed in the target markets.

Revenues generated in 2021 exceeded €26 million, with an 8.5% growth compared to the previous year.

	Unit of measurement	2021	2020
Economic Value Generated		30.494.511	27.413.900
Production Value	€	30.494.511	27.413.900
Equity Investments	€		
Other income	€		
Distributed Economic Value		(24.997.691)	(22.207.230)
Operating Costs		14.682.794	12.456.225
Raw materials	€	8.347.264	6.744.051
Services	€	5.687.270	5.487.513
Raw Material Inventory changes	€	(391.021)	(657.826)
Other operating costs (after tax)	€	1.039.281	882.487
Value distributed to employees		8.586.818	7.825.419
Personnel costs	€	8.586.818	7.825.419
Value distributed to capital providers		938.096	1.167.629
Interest and other financial charges	€	938.096	1.167.629
Value distributed to the P.A		719.176	706.091
Income taxes (current and previous years)	€	662.750	654.840
Indirect taxes	€	56.425	51.251
Value distributed to shareholders		0	0
Dividends distributed	€	0	0
Value distributed to the community		70.807	51.866
Liberalità Liberality	€	20.484	16.020
Universities and research centers	€	10.000	0
Sponsorships	€	12.000	12.000
Membership contributions	€	28.323	23.846
Economic value retained		5.496.820	5.206.671
Depreciation / Provisions / Write-downs / Revaluations	€	3.786.991	3.931.217
Prepaid and deferred taxes	€	109.687	(171.453)
Profit (or loss) for the year (net of dividends)	€	1.600.142	1.446.907

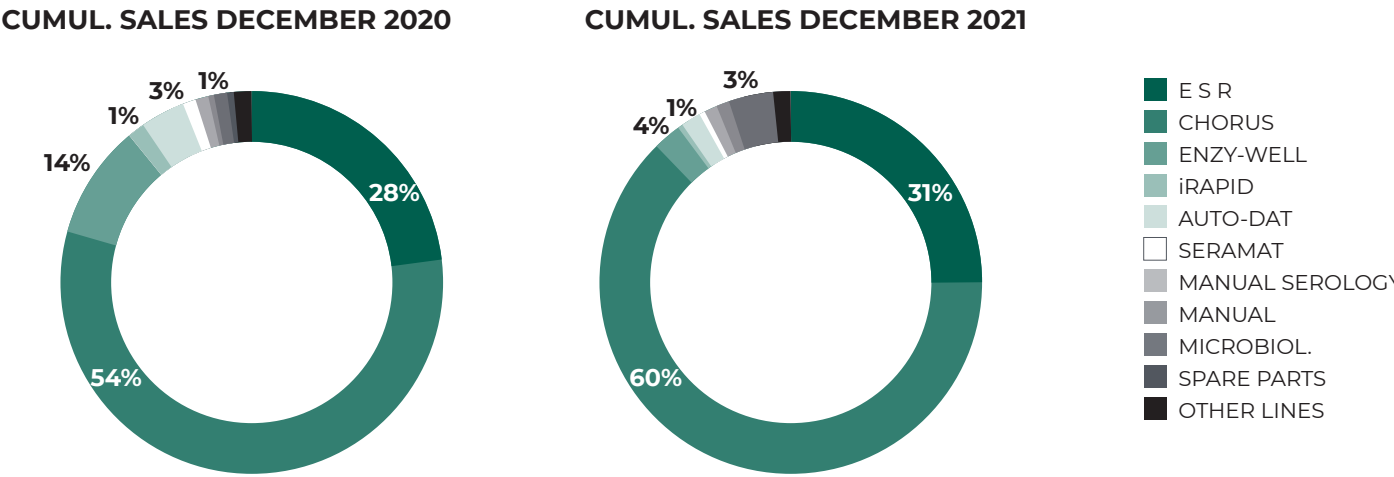
The value generated is distributed mainly between employees and suppliers.

OUR COMMITMENT TO VALUE CREATION

Breakdown fo Values	2021_K	2020_K
Economic value generated	30.494.511	27.413.900
Distributed economic value	(24.997.691)	(22.207.230)
Value distributed to suppliers	(14.682.794)	(12.456.225)
Value distributed to employees	(8.586.818)	(7.825.419)
Value distributed to capital providers *	(938.096)	(1.167.629)
Value distributed to the P.A.	(719.176)	(706.091)
Value distributed to capital providers to the community	(70.807)	(51.866)
Economic value retained	5.496.820	5.206.671

* These are credit equity providers only. No dividends were distributed.

Looking at the evolution of turnover in the different markets, in Italy the turnover was over €10 million, with an increase of 10% compared to the previous year. Sales of Covid-19 products represent approximately 13% of the total.



In order to better understand the evolution of the turnover split by product line, the graphs show the percentages of sales by product line in 2021 compared to 2020.



OUR APPROACH TO SUSTAINABILITY

We like to approach the big theme of sustainability as a journey that we started a few years ago. Many steps have already been completed and many others are in front of us as our next challenges.

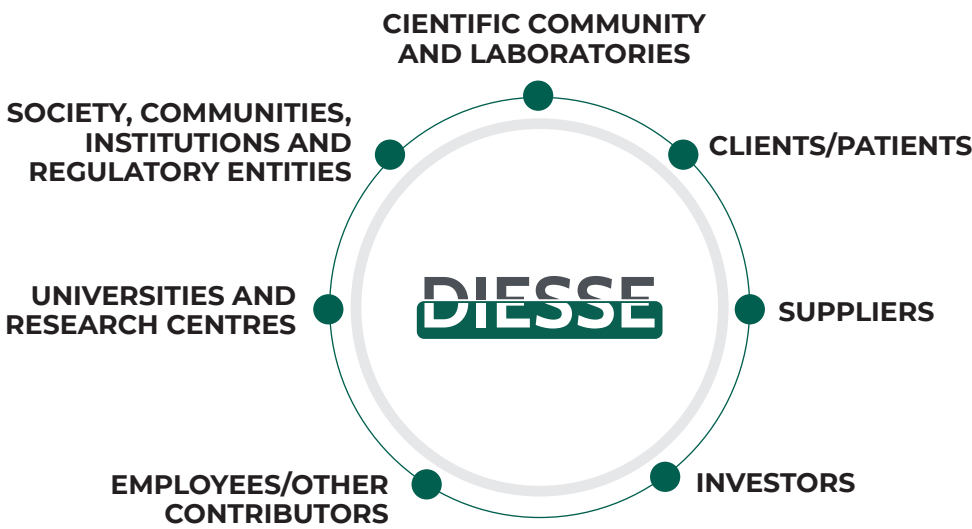
Our business scope, the attention to the patient and our commitment to a better world naturally guide us to a responsible and sustainable approach.

In 2019, the Indefi (indefi.com) consulting firm carried out a first sustainability assessment and together we identified the objectives of the 2030 United Nations Agenda to which DIESSE could contribute the most and the related action plan, in each business unit.

In the last 2 years, we have measured the achieved results through formal assessments run by Indefi and Ecovadis. The assessments covered all Company processes and projects, comparing results to the objectives previously identified.

THE STAKEHOLDERS AND THE RELEVANT TOPICS

A cross-functional team within the Company identified the stakeholders listed below, which were then validated by the Steering Committee and the Board of Directors.



We identify the ways to involve and listen to our Stakeholders (as requested by the GRI 102-43) and, where applicable, the main projects and initiatives related to them.

STAKEHOLDERS	INTERACTIONS
INVESTORS	monthly meeting with updates on business performance and site visit
CLIENTS/PATIENTS	two annual meetings with distributors and agents; direct and constant customer care for complaints management
SUPPLIERS	periodic meetings and sharing of purchasing budgets with the “critical” suppliers; telephone/email relations with the other suppliers
EMPLOYEES/OTHER CONTRIBUTORS	DFocus corporate magazine, Annual Engagement, monthly video with messages from the CEO
UNIVERSITIES AND RESEARCH CENTRES	we regularly host students for curricular and extra-curricular theses and internships, mainly in R&D; we work on the design of our tools with the Faculty of architecture of the University of Florence
SOCIETY, COMMUNITIES, INSTITUTIONS AND REGULATORY ENTITIES	relationship managed by the Regulatory Affairs and Quality Assurance team and strong involvement of our CEO in institutional relationships
SCIENTIFIC COMMUNITY AND LABORATORIES	close collaboration in scientific research projects (e.g. with the Spallanzani Institute on Covid tests, with the University of Padua on the development and testing of a new instrument).

Considering these 7 stakeholders, we identified 10 issues relevant to us, as they reflect the impact of the company on the economy, society and environment. The matrix in the next page represents the positioning identified for each material topic by relevance for Stakeholder and DIESSE.

DIESSE ESG MATERIALITY MATRIX

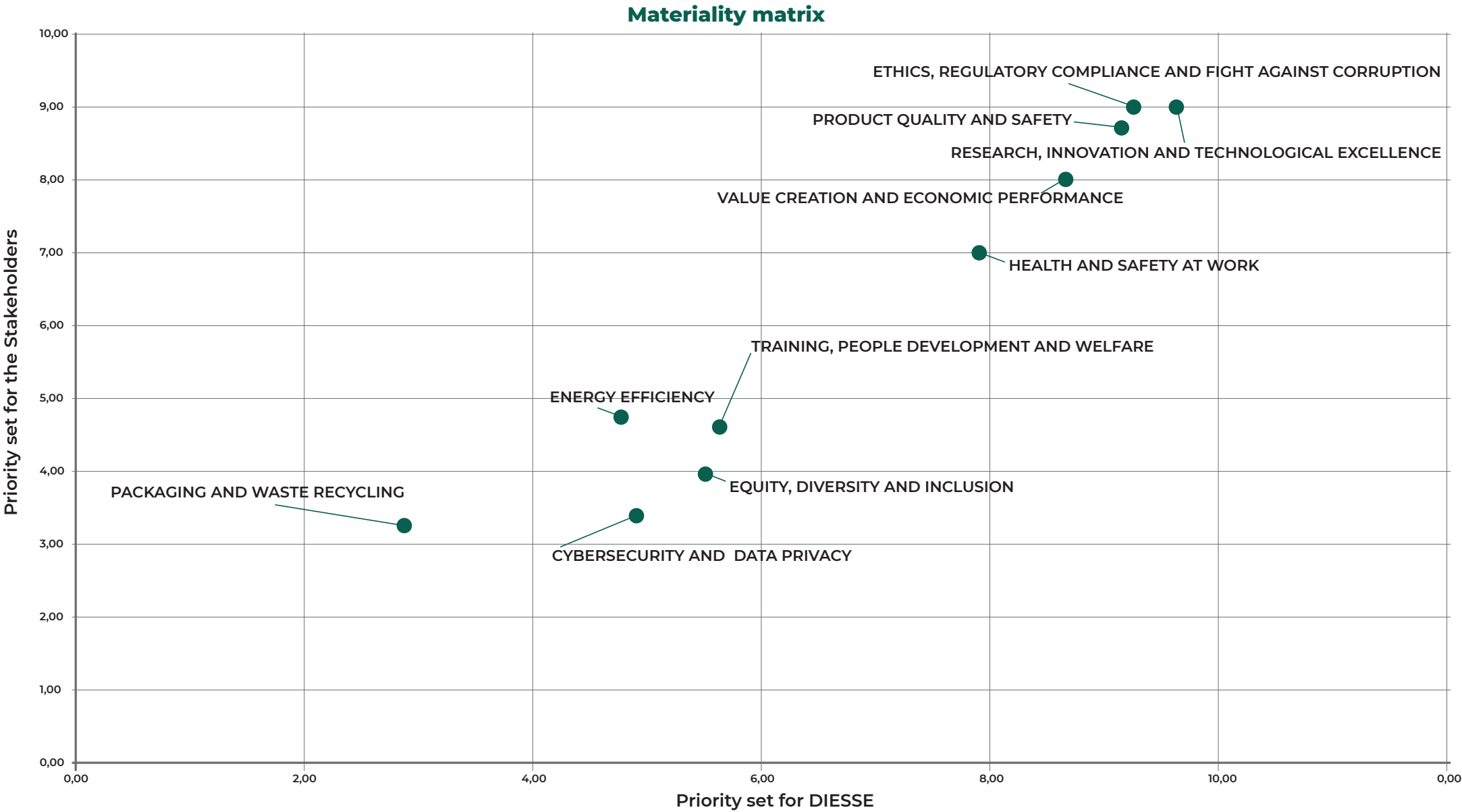
The Company carried out a “materiality” analysis, in order to identify the most relevant non-financial issues, defining a threshold beyond which a topic must be part of the reporting.

DIESSE’s materiality analysis was drawn up in line with the requirements of the GRI (Global Reporting Initiative Standards) and considered the following factors:

- Economic, environmental and/or social impacts, with the best estimation with respect to our business sector.
- The interests and expectations of stakeholders directly involved in the organisation, such as employees and shareholders, with the use of tools such as the engagement survey.
- Contacts and relations with Society, specifically, with Universities and scientific researchers.
- The main issues and future challenges of our sector, identified within the associative world of Confindustria and specifically Confindustria Dispositivi Medici.
- Main values, policies, strategies, operational management systems, objectives that the organisation set itself.

The definition of the main material issues took place through interviews with top management and the heads of the main functions.

The participants in the survey were asked to evaluate the topics proposed in order of importance, both from an internal point of view (defining the so-called “Relevance for DIESSE”) and by acting as external stakeholders (and defining the “Relevance for the stakeholders “), assigning a ranking from 1 to 10.



Placing the material topics by their score, it was possible to build a graph that considers the importance given on average to the topics evaluated. The result is the “Materiality matrix” which reports the order of priority assigned by management in the abscissa and the order of priority set for the community of the stakeholders in the ordinate.

THE MATERIAL THEMES

ETHICS, REGULATORY COMPLIANCE AND FIGHT AGAINST CORRUPTION

Ethics, regulatory compliance and the fight against corruption represent one of the most significant themes in the DIESSE materiality matrix. The Code of Ethics establishes DIESSE's objectives on ethical aspects; it states the basic principles that are an essential and fundamental asset of the company, which must base its development on a solid reputation, faithful to those values. DIESSE's people, suppliers, customers, external candidates and all other possible interested parties are required to respect strictly these principles, while running their activities. The organisation's general commitment to ethical aspects is also reported in the CSR policy. Lastly, the "Organisation, management and control model" for the purposes of Legislative Decree 231/2001 identifies the processes more likely at risk of crime, the methods for managing financial resources, the disciplinary system and the preventive and corrective actions, as well as the measures to be implemented in the area of personnel selection, information and training. The theme is surely relevant for the fight against corruption, due to its potential impact on the community, as it is part of the business we run with the Public Administration, mainly in Italy.

CYBERSECURITY AND DATA PRIVACY

All stakeholders' data protection and IT security are relevant themes, in the spotlight for the recent and ongoing episodes of illicit matters worldwide.

The potential impact of that theme concerns both employees, sensitive business data and data relating to customers and suppliers. Ensuring safety and data privacy means avoiding negative impacts on these areas.

RESEARCH, INNOVATION AND TECHNOLOGICAL EXCELLENCE

Research, innovation and technological excellence are the most relevant themes in the DIESSE materiality matrix. Since 2020, the company has invested approximately 10% of its revenues yearly in research and development, a percentage that is almost double the market average (6%). Scientific research represents one of the strategic pillars of growth and differentiation. We also see this as the main road through which to create significant value on the patient's health, through innovations and the continuous offer of cutting-edge diagnostic solutions. For this reason, the internal R&D team has been expanded in recent years and will continue in the next few years. As Siena is one of the world's centres of excellence in the research and production of vaccines, we consider our contribution to the development of the territory and its scientific knowledge heritage quite important. The impact perimeter is therefore extended to the scientific community, universities, our customers and the final patient.

VALUE CREATION AND ECONOMIC PERFORMANCE

The theme is relevant for its economic and financial impact, as it mainly concerns investors-shareholders, but transversally it impacts the well-being of our employees, the community, the territory in which we operate and ultimately the development and scientific innovation, carried out also thanks to the allocated part of the profits.

PRODUCT QUALITY AND SAFETY

Product quality and safety are a non-negotiable aspect for DIESSE, which guarantees them through a set of procedures and operating instructions aimed at clearly defining responsibilities and ensuring controls in all production phases. A post market surveillance system makes it possible to evaluate the performance of products, carry out risk assessments and improve their design. Another aspect that contributes to the monitoring of quality and production safety is the process of "change" of the diagnostic test or in an existing product or production process. It allows the essential requirements to be kept unchanged. The theme is extremely relevant for the nature of our products and the impact they could generate in the context of diagnosis and ultimately on patient care and health.

TRAINING, PEOPLE DEVELOPMENT AND WELFARE

People are key to the success in everything we do. High education, especially in the scientific field, gender and generation diversity characterise DIESSE's human capital. Our employee training is based on a long-life learning approach, continuous study and contamination of skills.

On the one hand, the mix takes into account the training needed to guarantee the quality and safety of the product. On the other hand, soft and managerial paths, aimed at increasing the culture of effective collaboration are developed.

People development is sustained by internal communication initiatives aimed at highlighting projects and events and a widespread performance management process, which allows to recognise and reward merit and to lead the organisation towards common objectives.

In recent years, employee well-being has been a key priority. The highest achievement is represented by the DIESSE Biotech Campus, the "new home" of DIESSE. Awareness-raising initiatives on health, prevention, nutrition and sport were carried out both with internal communication tools and with the involvement of Company doctor - in prevention campaigns, not only in the Covid field.

It must be mentioned that in the last two years we have signed agreements with the three Tuscan universities and with local high schools, to encourage recent graduates to enter the job market. The main impact of the theme is therefore related to employees, local community and schools.

EQUITY, DIVERSITY AND INCLUSION

Three main aspect relevant in our Company: gender, generation, inclusion of people with different skills and competences.

Inclusion means attention to different flexibility arrangements, to variety of job assignments, special permits that let everyone be the best expression of themselves.

HEALTH AND SAFETY AT WORK

In running its business, DIESSE considers human health, environmental protection and safety at work a not negotiable aspect, a continuous commitment and a constant component of its mission. The theme of health and safety at work is relevant for the impact it has on our most important resource, the human capital, and has therefore been fully integrated into our business behaviour and management models.

PACKAGING AND WASTE RECYCLING

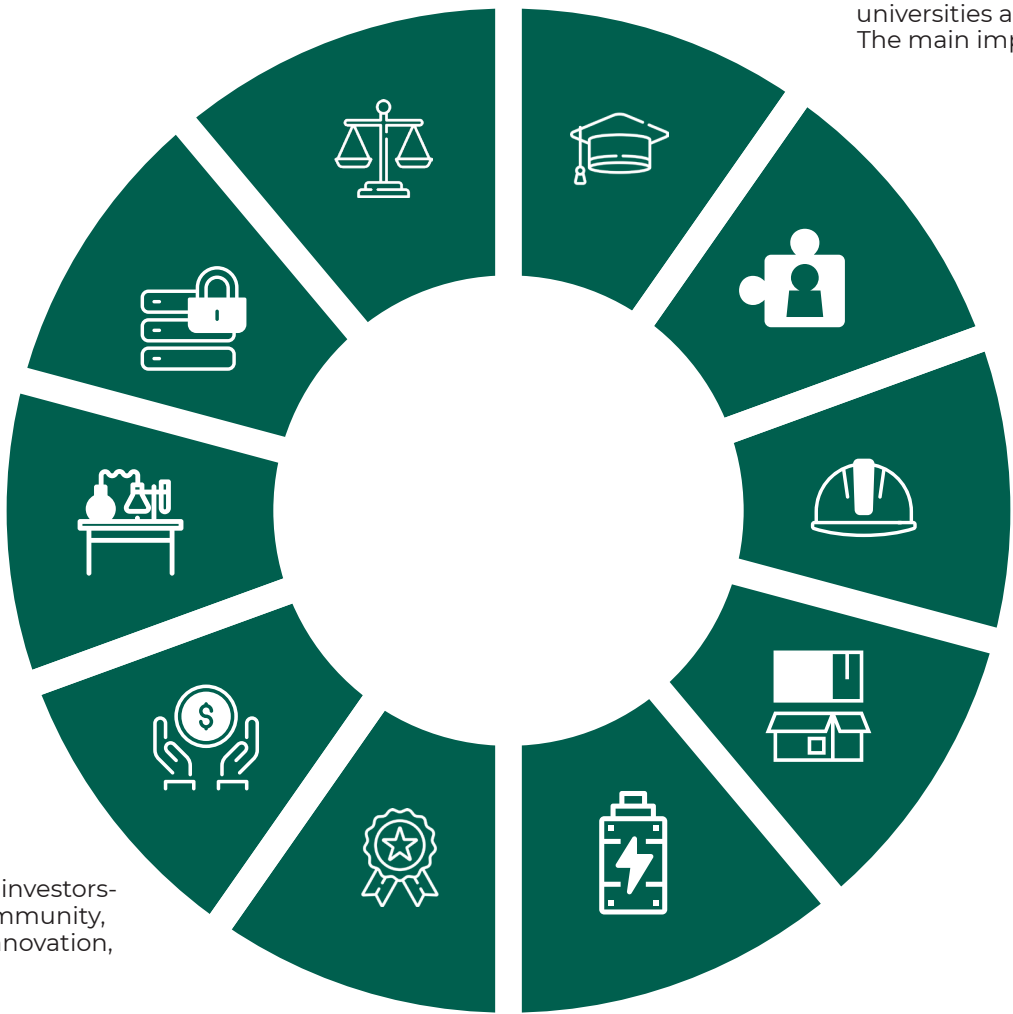
The theme of packaging and waste recycling is relevant, above all, in terms of environmental sustainability and potential impacts that our activities may have on the environment. In the area of waste disposal and recycling, we are compliant with current legislation and promote virtuous behaviour with internal communication initiatives.

Furthermore, the topic is relevant for the potential impact, on the community and public health, of the type of waste and production materials potentially dangerous (due to the type of products). It is also relevant for the contribution we feel we can give as a company and as a group of individuals to the objectives of the UN 2030 agenda.

ENERGY EFFICIENCY

The relevance of energy efficiency is linked to our desire to reduce the impact of our production activities, in regards of the energy supply and consumption.

The DIESSE Biotech Campus, under construction from 2021 and due to be completed at the end of 2022, represents the largest investment, as it will combine state-of-the-art lighting and plant engineering with a photovoltaic system (installed power 600 kW), which together with the already in place photovoltaic system gives a total coverage of energy needs (KPIs will be defined once the relocation will take place). An internal water supply system is also being studied; water used for the new building's services will be supplied, through an artesian well and a bio-lake that will convey the rainwater.



OUR CONTRIBUTION TO THE UN SUSTAINABLE GOALS



The 2030 Agenda for Sustainable Development, signed by 193 countries in 2015, is an action program for people, the planet and prosperity. These are objectives with a global reach, aimed at the individual countries, civil society, public and private entities, culture and media organisations.

These objectives aim to end poverty, to fight against inequality, to tackle climate change, to build a peaceful society that respect human rights.

Among the 17 goals proposed the UN 2030 agenda, our CSR policy has identified 5 objectives we think we can make an impact on. All the material topics reported by DIESSE can be included in one of these five objectives.



- Wellbeing initiatives
- Investments and training in health and safety @work
- Medical monitoring on the main risk factors
- Contribution to the fight against the Covid-19 pandemic and emerging infections
- Research, development and production of tests that aim to improve patient care



- Transparent and fair HR processes
- Investments in training
- Management of development paths
- Engagement survey
- Flexible work arrangements and work-life balance policies
- Value generated and distributed to stakeholders



- Focus on maintenance actions for more energy efficient buildings
- Construction of DIESSE Biotech Campus for a more responsible production
- Education projects aimed at responsible consumption
- Revisions of production processes, to reduce paper use



- Photovoltaic installation
- Communication campaigns to share individual consumption good practices
- Choice of planet-friendly materials and technologies in the construction of the DIESSE Biotech Campus



- Second level corporate agreement
- Involvement of the company population in social and charity initiatives
- D&I focus
- Close collaboration with scientific institutions and the associative and university institutions



GOVERNANCE



OUR APPROACH

DIESSE Diagnostica Senese S.p.A. is committed to lead, execute and monitor its activities in an ethical, socially responsible and transparent way, to ensure respect and conservation of the environmental, cultural and social heritage, to protect the current and future generations.

The inspiring principles for DIESSE are clearly defined in its Code of Ethics, which must be adhered to by all corporate bodies, its employees and all those who contribute in any capacity to pursuing the company's corporate purpose. DIESSE's aim, in fact, is to inspire behavior not only intended to respect applicable laws and regulations, but also to respect the moral principles that govern all aspects of civil coexistence, as well as all relationships between individuals, private and public companies and institutions.

In 2020 the corporate CSR policy was defined and shared internally and with all stakeholders on the company's website. As reported in the previous chapter, it focuses on five main objectives, out of the 17 defined by the UN 2030 Agenda.

The company monitors its progress towards these objectives, also by proactively participating to the Sustainability Report project of the Tuscan Chemical Sector, with the Ecovadis assessment and with a biennial INDEFI (indefi.com) reporting.

From the first INDEFI audit in 2019 to the last carried out at the end of 2021, the impact score has grown from 51% to 57%, placing the company in an intermediate evaluation.

The ECOVADIS 2021 assessment obtained a score of 55% and DIESSE was therefore awarded a bronze medal in terms of sustainability.



This new culture of responsibility and community spirit is integrated with a quality management system, which aims to monitor all company processes, promoting continuous improvement.

All the activities along the business processes are aimed at ensuring greater customer satisfaction and are planned and implemented by DIESSE in accordance with the top standards for quality management systems, ensuring traceability, transparency, maximum quality of its processes, products and services.

As of 31/12/2021, DIESSE is certified in accordance with the following standards:

- UNI EN ISO 9001: 2015
- EN ISO 13485: 2016
- Medical Device Single Audit Program (MDSAP)

All products are also CE marked.

At the date of the final draft of this document, certifications of compliance to the European Regulation 746/2017 IVDR were also obtained, for class B and C products and sterile class A products.



OUR GOVERNANCE

The company organisation is based on the ISO 9001: 2015 standard. Leadership takes on a central role and the quality management system is integrated within the company's processes.

In DIESSE leadership is assumed by the Board of Directors, with the support of the Board of Statutory Auditors, playing the central role of planning, control and improvement of processes.

- As of 12/31/2021, 5 members are part of the Board of Directors (2 of them are in the 30-50 age group and the remaining in the over 50 years old age group).
- The board of statutory auditors is composed of 3 members, all three of them male and all over fifty years old. There are also two alternate members, male and over fifty years old.
- Massimiliano Boggetti holds the position of Chief Executive Officer (CEO) on behalf of the Board of Directors. The CEO of DIESSE has, in turn, appointed a Management Representative for the Quality Management System within the corporate governance.
- The Steering Committee, composed by Function Directors, operationally manages the company, jointly with the CEO and in line with the defined strategies. Gender mix (43% men, 57% women), skills, seniority and diversified backgrounds guarantee a positive dialogue, with a view to continuous improvement and a highly performing team approach.

Governance is responsible for:

- Strategic planning and quality policy: Governance plans and Quality Assurance implements the activities aimed at continuous improvement, to adopt the Quality Management System and adapt it to the internal organisational context and to the requirements by mandatory standards and regulations applied to DIESSE products. Governance and Quality Assurance work to ensure the preservation and integrity of the Quality Management System.
- Management of the quality policy and company objectives: Governance defines and approves the company policy for quality and the objectives of the Quality Management System.
- Calling of the Management Review, with the purpose of periodically verifying that the Quality Management System is still suitable, adequate, efficient and the planned results are achieved.

OUR ORGANISATION, MANAGEMENT AND CONTROL MODEL

In addition to the Code of Ethics, DIESSE has adopted an Organisation, Management and Control Model as a tool for raising awareness and ethical training for all the people who work in the name and on behalf of the company, to ensure that they behave correctly and impeccably while performing their activities, in order to prevent the risk of committing the crimes provided for in Legislative Decree 231/01.



This strategy has been adopted because DIESSE wants to ensure conditions of fairness and transparency in running the business and company activities, protecting its position and image, the expectations of its shareholders and the work of its employees. The company is aware of the importance of having an internal control system, suitable for preventing the commission of unlawful conduct by its directors, employees, collaborators, representatives, partners and agents. DIESSE also established the Supervisory Body with the task of supervising the functioning, effectiveness and observance of the Model itself, as well as updating it.

The Model consists of:

- A “General Part”, which describes the relevant legislation and the general operating rules of the Model and the Supervisory Body;
- A “Specific Part”, focused on the areas of activity and processes identified as “sensitive”, the rules of conduct and other control tools considered relevant in relation to the crimes to be prevented.

ANTICORRUPTION

As mentioned in the previous section, the Company, in compliance with the provisions contained in Legislative Decree 231/01, after identifying the corporate areas at risk of crime by mapping the activities and its processes, prepared the corporate Organisation, Management and Control Model accordingly.

DIESSE also set up the Supervisory Body, with a 3-year term, consisting of two professionals, business advisors, specialised in Legislative Decree 231/2001. The Supervisory Body runs two audits per year, in order to verify the compliance of the model and prevent crimes related to ethics, integrity and the fight against corruption, .

As a further commitment, the company's top and middle management periodically carry out specific training on the Code of Ethics and on the organisation, management and control model.

During the reporting period, no episode of corruption by employees or business partners was ascertained and therefore no dismissals or contractual terminations were carried out due to violations in this regard.

CYBERSECURITY & DATA PRIVACY

DIESSE has adopted a GDPR compliant Privacy Policy and a procedure that guarantees compliance with the regulations on the protection of personal data of individual persons pursuant to Article 13 of Regulation (EU) 2016/679 (hereinafter "GDPR"), as well as Legislative Decree 196/03, amended by Legislative Decree 101/18. In accordance with the procedure, the following have been drawn up:

- A Privacy Policy on the processing of personal data of employees and visitors.
- A Privacy Policy for employees, regarding the use of employee images.
- The appointment of a person designated to process personal data and system administrators and subjects authorised to process data.

As far as IT security is concerned, IT accesses, restrictions and authentication methods are managed according to two different approaches: physical security, with activities aimed at guaranteeing the continuity of the service (electrical activity, data transmission, etc.) and logical security with a backup structure, built to protect virtual machines and the data they contain. Through diversified backup lines, the risks of data loss are minimised and rapid recovery times are guaranteed.

In the event of a data breach, the events are classified as major non-conformities and managed according to strict deadlines. In 2021 there were no data breaches. During 2021, a check on the effectiveness of the Cybersecurity model was carried out and the following actions were taken:

- Introduction of 3 firewalls, with 100% coverage;
- Introduction of antivirus software to all company users (about 220 installed) and antiSPAM (100% coverage);
- Removal of administrator users out of the IT department (currently 25%);
- Information and training to staff on phishing attempts;
- Replacement of all computers with operating systems prior to Windows 10;
- User profiling, in order to safeguard data and limit access to data to a small number of people, with tracking within specific files.

To assess the effectiveness of these implementations, potential cybersecurity violations were monitored, and no deviations were detected.

During the reporting period, no complaints regarding the violation of customer privacy were received from external parties and regulatory bodies.





PEOPLE



OUR APPROACH

As already described in the previous chapters, the corporate values, our CSR policy, the Code of Ethics and the organisational model (MOG231) pursuant to Legislative Decree 231/01 are the basis of the processes that support the company's human resources management.

An internal procedure defines the operating processes in all phases of the employee life cycle, defining principles that guarantee fairness of treatment and clear and transparent rules.

The selection process was revised in order to implement principles of diversity and non-discrimination in this delicate phase of introduction of new resources. The involvement of several actors in the selection phases ensures a mitigation of the subjective factor and the identification of the best resources for the organisation, as well as guaranteeing the regulatory compliance for the purposes of Legislative Decree 231/01.

We have integrated into the procedure the clause regarding foreign citizens, child labor, potential conflicts of interest of the candidate, as per the organisational model (MOG231) pursuant to Legislative Decree 231/01.

Loyalty, fairness, professionalism and independence of judgment are the principles on which we base the activities carried out by the HR Department, the consultants and external collaborators involved in the personnel search.

Training is a paramount aspect for health and safety in the workplace, but also in support of people development with respect to technical and soft skills. A job description, updated periodically, clearly defines the responsibilities of everyone within the organisation.

Integrated in our Code of Ethics is the topic of human rights. During the hiring phase, all our employees undertake to be familiar with, understand and respect this Code, as provided in the Organisation, Management and Control Model (MOGC) pursuant to Legislative Decree 231/01. Our Code of Ethics and MOGC have been implemented starting from 2020 and both documents are available on the company website at diesse.it

The company's relationship with Unions is characterised by a collaborative dialogue, a dialogue that has facilitated the renewal of the "Second level contract" containing measures to support the well-being of employees and better conditions, compared to the provisions of the National Collective Labor Agreement.



FOCUS on the Engagement Survey, a new tool for listening to our people

An internal climate survey was carried out in July 2021, which involved all employees, with the aim of collecting their feedback on multiple aspects of company life and listening to their suggestions for improvement.

The Survey was carried out using the Culture Amp international platform, specialised in "Employee experience solutions" and this made it possible to have an overall view and an accurate in-depth look, with several ideas and different views for each of the aspects of the survey. During the autumn period, workshops were held to share the survey results with all employees and to further understand them within each Department. An action plan was accordingly drafted, including both actions with a corporate impact and specific actions within each department.

PEOPLE @ DIESSE

Despite the context characterised by the Covid-19 pandemic, 2020 and 2021 have seen a strong increase in the number of company employees. To support the growth of the business, hiring was mainly concentrated in the areas of Research and Development, Commercial Operations and Production.

Workforce split by professional category and gender	u.m.	2021			2020		
		man	woman	total	man	woman	total
Senior Executives	n.	2	2	4	1	2	3
Middle Management		7	11	18	8	9	17
Clerks		31	64	95	27	57	84
Labourers		37	47	84	29	40	69
Total		77	124	201	65	108	173

Workforce split by professional category and age cluster	u.m.	2021			2020		
		< 30	30-50	>50	< 30	30-50	>50
Administrators*	n.	0	1	0	0	1	0
Senior Executives		0	1	3	0	1	2
Middle Management		0	11	7	0	8	9
Clerks		9	61	25	6	58	20
Labourers		16	39	29	7	34	28
Total		25	113	64	13	101	59

In 2021 there was an increase in the number of hires under 30 years of age. This trend is partly due to the types of profiles and partly to an age management strategy (average age in the company is 44 years and the end of 2021 and 45 years at the end of 2020).

Hirings by gender	u.m.	2021			2020		
		< 30	30-50	>50	< 30	30-50	>50
Employees hired	n.	18	20	1	11	22	4

Hirings by age clusters	u.m.	2021			2020		
		man	woman	total	man	woman	total
Employees hired	n.	18	21	39	20	17	37

Employees divided by hiring contract	u.m.	2021			2020		
		man	woman	total	man	woman	total
Permanent contracts	no	69	115	184	64	106	170
Fixed-term contracts		8	9	17	1	2	3
Total		77	124	201	65	108	173
Transformation of fixed-term contracts into permanent contracts		0	3	3	0	0	0

Employees divided by hiring contract	u.m.	2021			2020		
		man	woman	total	man	woman	total
Full-time	n.	73	97	170	61	83	144
Part-time		4	27	31	4	25	29
Total		77	124	201	65	108	173

Over the last two years, the hiring contracts were mostly direct, with a sharp decrease in the number of temporary workers compared to the past and an increase in permanent hires and the transformation of fixed-term contracts into permanent contracts.

The connection with the territory in which we operate (our three main sites are located in Monteriggioni, in Siena) is strong and allows us to attract local human capital, significantly contributing to the employment of people living in the province of Siena and in Tuscany (77% of the staff hired in 2021 is resident in Tuscany).

Thanks to the close collaboration with the three universities located in Tuscany and specifically with the University of Siena, the company offers employment opportunities to individuals highly specialised in the scientific areas, giving them the possibility to find their job in the region of birth. On the other hand, over the last 2 years, we have also attracted people from other regions of Italy, who have embraced the DIESSE project and its evolution.



The employee turnover rate in the years 2020-2021 was 5.5%, a figure judged normal, considering the company's organisational evolution.

Employees dismissed by age clusters	u.m.	2021			2020		
		< 30	30-50	>50	< 30	30-50	>50
Employees dismissed	n.	4	2	5	1	6	4

Employees dismissed by gender	u.m.	2021			2020		
		man	woman	total	man	woman	total
Employees dismissed	n.	6	5	11	4	7	11

Turnover	u.m.	2021			2020		
		man	woman	total	man	woman	total
Turnover	%	7,8%	4,0%	5,5%	6,2%	6,5%	6,4%

Vulnerable resources are present in the blue-collar, white-collar and management categories.

We promote the human value development

People centrality is one of our values.

We commit, on a daily basis, to ensure that the choices in the definition of corporate strategies and policies reflect those values, guaranteeing fair treatment and the inclusion for all employees.



During 2020 and 2021 we hired a significant number of resources.

To ensure a successful onboarding, the new hires attended training and coaching paths with senior colleagues. Part of the newly hired resources took over middle and top management positions, bringing to the Company new skills and experience gained in different business industries, with a positive contamination.

New agreements with the main Tuscan Universities have finally allowed the activation of curricular and extra-curricular internships, which have allowed young resources to enter the world of work, make themselves known and appreciated.

During 2020 and 2021, managerial growth was supported by two training paths focused on people management, with the aim of harmonising the management style and the ability of middle management to guide its resources in such an important moment of the Company's evolution.

In 2020, a structured Performance Review process was implemented. Based on it, Manager and team member have a continuous dialogue during the year and an overall year-end performance feedback carried out on an annual basis.

By 2022, the Performance Review will cover all white-collar employees, thus extending this process to almost half of DIESSE's employees.

The goal is to guide not only performance, but also the employees' behaviours while achieving it, in line with the set of values and the model of skills defined at the corporate level.

In fact, 8 skills have been identified and deployed in behaviours, considered to be key in carrying out the challenging business objectives in unison. We give importance not only to What is achieved, but it is equally important How our employees work.

Individual development is also supported by an IDP (Individual Development Plan), a diary shared between the employee and the manager through which, after the closure of the Performance Review, areas of strength and potential areas for improvement and actions that support the employee's growth are identified.

Overall, the training, development and Performance Review initiatives represented a strong boost to the Company's cultural change, in its evolution to a modernly structured organisation.

In the context of health and safety activities, the main focus is on the general well-being of the company's entire employee base, not only through periodic health checks provided for by law, but also through internal communication, prevention campaign, involvement in sports and food awareness initiatives.

The DIESSE BIOTECH CAMPUS, whose construction began in 2021, represents a milestone in the general improvement of workspaces: ergonomics, work environments, canteen spaces, outdoor spaces, production machinery, lighting and ventilation of the spaces are the most positively impacted by the project. The DIESSE BIOTECH CAMPUS is built according to the principles of Lean Manufacturing, Industry 4.0, with a careful choice of materials and a preference for eco-friendly materials. The plant choices are aimed at improving energy efficiency and the working environment characteristics.

Training hours by professional category and gender	u.m.	2021			2020		
		man	woman	total	man	woman	total
Senior Executives	n.	17	20	37	0	47	47
Middle Management		175	388	563	95	241	336
Clerks		698	1196	1894	509	718	1227
Labourers		616	825	1441	289	791	1080
Total		1506	2428	3934	893	1797	2689

Employees trained by professional category and gender	u.m.	2021			2020		
		man	woman	total	man	woman	total
Senior Executives	n.	2	2	4	0	2	2
Middle Management		6	10	16	9	9	18
Clerks		26	54	80	22	39	61
Labourers		24	35	59	22	36	58
Total		58	101	159	53	86	139

Investments in training	u.m.	2021	2020
Expenses in training by year	€	63.774	54.281

Trainings by tools-methods	u.m.	2021			2020		
		man	woman	total	man	woman	total
e.learning	h.	767	896	1663	595	1130	1724
classroom		802	1519	2323	608	725	1333

Average training hours	u.m.	2021			2020		
		man	woman	total	man	woman	total
Senior Executives	h.	8,6	9,9	9,3	0,0	23,3	15,5
Middle Management		25,0	35,2	31,1	11,9	26,8	19,8
Clerks		22,5	18,7	19,9	18,8	12,6	14,6
Labourers		16,6	17,6	17,2	10,0	19,8	15,6
Total		19,6	19,6	19,6	13,7	16,6	15,5

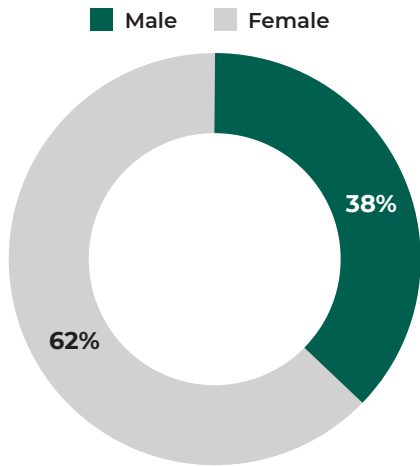


WE PROMOTE DIVERSITY, EQUITY AND INCLUSION

The theme of equal opportunities and in general of diversity and inclusion is strongly felt and experienced in our organisation and is deeply embedded in corporate life and in our main corporate documentation (Code of Ethics, MOGC Model, CSR policy, personnel management policies).

Dignity and equality are principles defined in our Code of Ethics, which clearly bans all discrimination based on age, language, sex, sexual orientation, state of health, race, nationality, political opinions and religious beliefs. We support the respect for the personal dignity, privacy and rights of the personality of any individual.

DISTRIBUTION BY GENDER AS OF 31.12.2021



We have tangibly promoted these principles in the internal Diversity & Inclusion training, involving all Managers in their 2021 managerial development path. We monitor the evolution of KPIs by gender, age and level of education on a monthly basis, in order to guide the organisation on the subject and take any needed actions.

The distribution by gender shows how, from the point of view of equal opportunities, 62% of resources are women, unlike the Italian scenario. This percentage grows and reaches over 70% in the managerial position.

The salary analysis for homogeneous levels of responsibility does not highlight significant gaps between men and women.

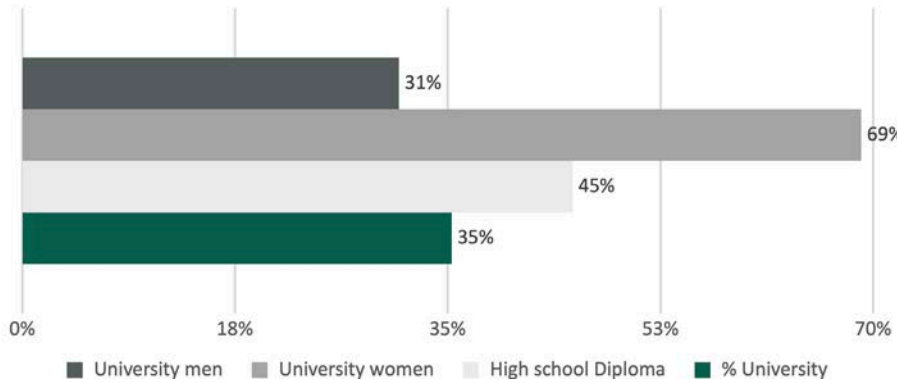
In order to support our employees’ work-life balance, we have introduced hourly models based on flexibility in working hours (with the possibility of ending the working day by 4:30 PM and on Friday by 3:30 PM) and in the lunch break hours.

The data on part-time contracts by men-women illustrates how this type of contract is mainly requested by women. It is a fact that highlights how, in the society we live in, there is still a lot to do to achieve true gender equality and burden-sharing in the management of private life. Internal data tells us that women are still protagonists when we look at the role of care givers (children, elderly parents, disabled). Situations of personal need are supported, within the limits of reasonableness, to contribute to the well-being of our employees and their families.

Remote working has been implemented since April 2020 and it includes approximately 40% of DIESSE employees.

The Company is compliant with the legal obligations regarding the integration of disabled workers.

DISTRIBUTION BY GENDER/ AGE AS OF 31.12.2021



DISTRIBUTION BY EDUCATION AS OF 31.12.2021

Speaking of age management, the previously mentioned “before degree” and “after degree” internship allow us to come into contact with young graduates and onboard them in the Company gradually.

# internships	u.m.	2021	2020
# of internships and master thesis	no.	13	9

WE PROTECT THE HEALTH & SAFETY OF OUR EMPLOYEES

DIESSE considers human health, environmental protection and safety in the workplace a not negotiable duty, a continuous commitment and a constant component of its mission.

We actively work on ensuring the awareness and information to all our employees and other external companies working with us on the need to comply with the safety and hygiene rules applicable. Moreover, we train our employees to act in anomalous and emergency conditions, in order to minimise any consequences.

DIESSE shares with its people the goal of maintaining the highest standards of health and safety at work. In this mission, DIESSE commits to guaranteeing work methods that promote the culture of safety in the workplace, through the effective implementation of a health and safety management system, compliant with the requirements of the model promoted by the Ministerial Decree of the Ministry of Labor and Social Policies of 13 February 2014, as a tool for medium and small businesses, in order to implement the obligations set out in Article 30 of Legislative Decree 81/2008 (231) and the ethical codes adopted in compliance with the provisions of Article 6 of Decree 231/2001.

Processes and methods are in place for identifying any hazards in the workplace and the related risk assessment is carried out. The roles in charge of assessment, reporting and control are also well defined, in compliance with the applicable health and safety regulations.

The Management Review, carried out annually in line with applicable Quality System rules and the audits carried out by the Supervisory Body allow us to monitor and check the KPIs defined during the previous year and to plan the actions needed to ensure improvements in the following year.

The analysis of near misses shows a slightly growing

trend – on very small numbers – and explains a greater sensitivity to the topic of safety. Each near miss is subject to analysis and action plan by the “RSPP” (Safety, Prevention and Protection Manager) in cooperation with the Management involved.

The Company doctor carries out a set of health checks, aimed at protecting the health and safety of workers. Based on the risk factors and the work environment, the frequency and kind of checks are diversified. The company doctor also carries out an inspection in the workspaces on an annual basis, to check the work environments, with a focus on PPE and ergonomics of the workstations.

In 2021, 226 medical visits were carried out and, in addition to the provisions set out by law, other elements that impact on the health and well-being of workers were monitored, such as body mass index, abdominal circumference, physical activity, smoking habits, use of alcohol and current medical treatments.



During 2020 (and still in place in 2022) the Covid Prevention Committee was launched involving the participation of the CEO, HR Director, RSPP and the Unions (RSU), including the Workers representative for Safety (RLS). The aim was and continues to be that of sharing information on the evolution of the pandemic – internally and externally – and to define the actions to be taken in order to reduce the pandemic impact and protect our workers' health in the best possible way.

Over time, the Committee has implemented measures including:

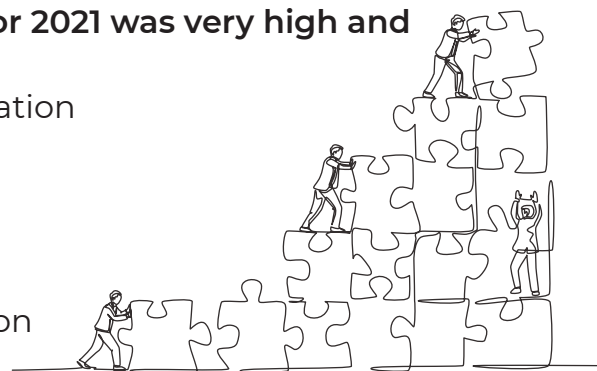
- Changes to the frequency and type of PPE to be used;
- Anti Covid-19 testing campaigns for workers and collaborators;
- Definition of the frequencies and type of sanitation to be adopted in the workplace;
- Management of common areas such as restrooms and canteens;
- Use of remote working (so called “smart working”).

On top to the trainings mandatory by law, additional specific courses are provided by the RSPP:

- Course on the use of laminar flow hoods (biological cabins);
- Course on biological risks and specific emergency safety procedures;
- Course on nitrogen and cryo-container risks;
- Course on centrifuges and use of safe containers for centrifugation;
- Course on PPE and their use (with specific training for masks and half masks).

Participation by workers in training scheduled for 2021 was very high and split as follows:

- Security Legislative Decree 81/01: 100% participation
- First aid: 100% participation
- Biological risk: 100% participation
- Fire prevention: 100% participation
- Forklift truck operation: 100% participation
- Safety Supervisors (“Preposti”): 95% participation



All workers have unlimited access to the RSPP, the company doctor and company management.
From 2020, computers were installed on totems in the three main production plants and include an email inbox provided to workers whose job did not require it. Both actions were carried out with the intent of facilitating reports and any requests by employees.

In 2021, DIESSE provided 1,303 hours of training on H&S topics (corresponding to an average per capita of 6.5 hours), compared to 2020 in which only 1,066 hours were provided (6.16 hours per capita)

On a voluntary basis, employees may acquire the Faschim health insurance, which allows access with reduced rates and/or partial reimbursement to health and preventive services and goes beyond the specific requirements of the company's health protocol.

The company makes the annual flu vaccination campaign available to all the employees free of charge.

The internal company repository, Dfocus, also contains a section dedicated to Wellness, on which, over the last year, topics such as sports, nutrition, Covid-19 prevention and prevention against hearing loss have been addressed.

Injuries in 2020 and 2021 were very low, thanks to the measures put in place for prevention and safety at work.

The main risk for the health and safety of our people is the chemical-biological one, because of the processes carried out. Further areas of attention are connected to electrical risk, risk from manual and automated handling, risks from screen exposure.

Thanks to a careful risk assessment and a prevention, training and information policy for safety at work, the number of accidents in the two-year period 2020 and 2021 was very low.

Employee injuries	u.m.	2021			2020		
		man	woman	total	man	woman	total
Total hours worked by employees	h.	117342	191452	308794	103516	168894	272410
Number of accidents* at work (insert accident type in notes)	no.	0	1	1	0	2	2
Number of accidents at work with serious consequences (excluding death)	no.	0	1	1	0	0	0
Number of days of absence due to accidents	g.	0	49	49	0	8	8
Deaths	no.	0	0	0	0	0	0
Number of employees	no.	77	124	201	65	108	173

Employee indices	u.m.	2021			2020		
		man	woman	total	man	woman	total
Recordable workplace injury rate		0,00	5,22	3,24	0,00	0,00	0,00
Rate of accidents at work with serious consequences (excluding death)		0,00	5,22	3,24	0,00	11,84	7,34
Rate of deaths resulting from work-related injuries		0,00	0,00	0,00	0,00	0,00	0,00

Non-employee workers injuries	u.m.	2021			2020		
		man	woman	total	man	woman	total
Total hours worked	h.	4471,02	5174	9645,02	7422,7	8158,44	15581,14
Number of accidents* at work (insert accident type in notes)	no.	0	0	0	0	0	0
Number of accidents at work with serious consequences (excluding death)	no.	0	1	1	0	0	0
Number of days of absence due to accidents	d.	0	77	77	0	0	0
Deaths	no.	0	0	0	0	0	0
Number of non-employed workers in force as of 31 December 2021	no.	4	2	6	2	3	5

Indices of non-employees	u.m.	2021			2020		
		man	woman	total	man	woman	total
Recordable workplace injury rate		0,00	193,27	103,68	0,00	0,00	0,00
Rate of accidents at work with serious consequences (excluding death)		0,00	0,00	0,00	0,00	0,00	0,00
Rate of deaths resulting from work-related injuries		0,00	0,00	0,00	0,00	0,00	0,00

Notes on the calculations as required by GRI 403-9:

* Attendance rate for recordable work injuries (number of recordable work injuries / total number of worked hours) * 1,000

** Attendance rate for serious accidents at work (number of serious accidents at work / total number of hours worked) * 1,000,000

*** Frequency rate of deaths resulting from accidents at work (number of deaths / total number of hours worked) * 1,000,000



ENVIRONMENT



OUR APPROACH

Our MOGC Model pursuant to Legislative Decree 231/2001 describes in point 4.2.10 “Sensitive activity no. 23”: Management of activities and processes relevant for environmental purposes also in relation to third parties.

The effectiveness of the management model is verified through audits carried out by the Supervisory Body, generally with two cycles every year.

In 2021, the audit carried out on health, safety and environment highlighted some improvements already implemented in the last months of the year and related to waste management and some safety procedures.

We implemented several initiatives to sustain a cultural and behavioural change for the protection of the environmental heritage, as described in more detail in the subsequent paragraph).



The company’s waste management is structured to ensure that different types of waste are disposed of in accordance with the law, based on the characteristics of the waste.

An internal operating procedure defines the roles and responsibilities, as well as the disposal methods, according to the waste category. Our waste is generated by:

- Production activity in the laboratories, which generates potentially infected waste (CER 180103) and it is collected weekly by a company specialised in the collection and storage of potentially hazardous materials.
- Waste from the Plastic Moulding department and the warehouse are managed in accordance with CER 150106, as these are mixed materials from unpacking the incoming raw materials.
- CET 150102 waste is produced by the Plastic Moulding department. This waste is placed inside containers located at the warehouse and collected, on request, by companies specialised in the collection, storage and disposal of the above-mentioned waste.
- CER 130208 waste – other motor oils – generated by the Plastic Moulding department is collected in special containers with anti-spill grates positioned outside the company and disposed of every 6 months and in any case on as needed.
- CER 150101 waste – paper and cardboard – generated mainly by the warehouse, but also partly by the other departments, is placed in special containers and disposed of every 40 days.
- CER 150103 waste – wood – mainly produced by the warehouse and by the Plastic Moulding department, is placed in containers and disposed of, as needed, every 3 to 4 months.
- CER 170405 waste – iron and steel – produced by the maintenance activities of the technical office, is placed in a special container and collected every 3-4 months.
- CER 150110 waste, consisting of packaging containing residues of dangerous substances, is specially stored and then disposed of with “big bags”.
- Waste from decommissioned equipment containing hazardous substances and carcasses of old instruments – CER 160214 – is stored on pallets and then disposed of once or twice per year.
- CER 070514 waste – test tubes and waste from tubes and expired tubes – are collected every four months.
- CER 160506 waste – laboratory chemicals (expired or no longer used) – is stored in a special external room with an anti-spill grate and disposed of by a company authorised for their collection, storage and disposal.

The disposal, loading and unloading register and related annual “MUD” documentation are available for all the other minor waste not mentioned. All companies involved in waste management are subjected to recurring verification of the certifications required by law, as well as the relative expiration dates. The legal requirements on the vehicles used for waste transport by our suppliers are also verified.

THE COMMITMENT TO REDUCING ENVIRONMENTAL IMPACTS

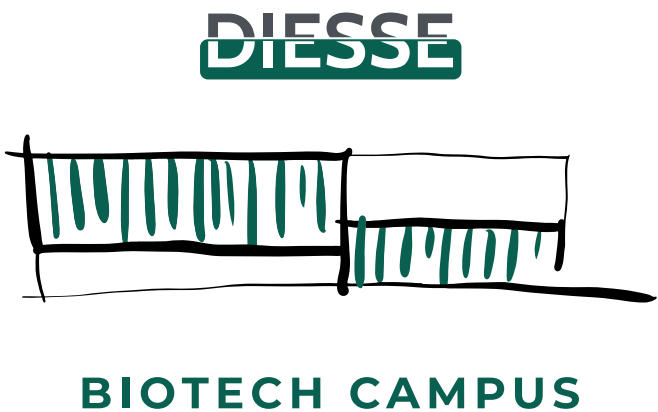
A structured environmental management with KPIs will be implemented starting from the company’s relocation to the DIESSE BIOTECH CAMPUS.

However, we comply with the AUA (Single Environmental Authorisation) certification according to which we carry out an annual self-assessment of the water disposed of in the sewerage system. The assessment is carried out with the help of an external provider. The last audits have not highlighted any anomalies for the three-year 2019-2021 period. According to the same AUA requirements, in our Rigoni plant, we monitor the emission into the atmosphere of fumes from the 3 chimneys and the assessment of volatile particles VOC in the Plastic Molding department.

Starting from 2020, the instructions for use of our products are available in digital version on our website and are no longer printed and inserted in the product packaging, with the aim of reducing paper consumption and therefore having a lower environmental impact.

During 2020-2021, some changes were also implemented in the production processes, such as the replacement of all cardboard boxes for moving semi-finished products between locations, measure that has allowed the multiple reuse of the transport boxes. Partial recycling of some waste in the plastic department is also being studied.

Looking at cultural and behavioural changes, in 2021, purified water fountains were installed in all sites and each employee was given a branded and personalised bottle, thus reducing the use of plastic bottles.



ENERGY EFFICIENCY AND EMISSIONS REDUCTION

In the DIESSE BIOTECH CAMPUS (DBC) an internal water supply system will be installed. The hypothesis of a bio-lake that support the well and will provide the water needed for all operations is being studied. The roof of the DBC will host a photovoltaic system to produce 600 kw of electricity, in addition to the one already installed in 2021 on the roof of the existing building at the Rigoni site. It is estimated that the photovoltaic system will cover the entire energy needs of the plant. Precise KPIs will be implemented only after the relocation of all the operations and this will allow us to measure our performance in terms of efficiency.

The Rigoni building was under renovation during the 2020-2021 two-year period. One of the actions carried out was the replacement of all the lights with LED lighting, reducing our energy consumption.

The evolution of electricity consumption between 2020 and 2021 shows an increase in 2021. This is the combined effect of the 2020 lockdown period due to the Covid-19 pandemic prevention measures in the workplace, including the major use of remote working by staff. In addition, the growth in the volume of turnover in 2021 and therefore of production, as well as the growing recovery of commercial activities also led to an increase in fuel consumption.

The renewal of the Company’s cars fleet with hybrid models is being studied, with a possible implementation from spring 2023. This includes the installation of electric charging stations in the parking lot of the new DIESSE Biotech Campus.

The water used by the company is taken from the public water network. The water used is discharged into the sewer. Potentially infected liquids, linked to the production cycle, are collected and disposed of by third party suppliers, in line with the internal waste management procedure and the applicable legal provisions.

To date, no water monitoring and management system is in place, nor is there any involvement of suppliers on the topic. The definition of KPIs will follow the relocation in the DIESSE Biotech Campus in 2023.

The consumption of diesel is mainly due to the company’s car fleet, while the consumption of methane refers to use in production activities.

Direct energy consumption (offices and branches)	u.m.	2021	2020
Methane (central heating systems)	Gj	1.159	1.383

Direct energy consumption (company cars)	u.m.	2021	2020
Diesel fuel	Gj	1.620	21.832

Indirect energy consumption	u.m.	2021	2020
Electric energy	Gj	5.751	5.646

Direct GHG emissions	u.m.	2021	2020
CO2 emissions – (offices and branches)	kg CO2e	58.978,95	70.391,49
CO2 emissions - Diesel		101.349,90	72.857,57
Total direct CO2 emissions		160.328,85	143.249,06

Indirect GHG emissions	u.m.	2021	2020
Indirect CO2 emissions	kg CO2e	412.668	405.113

WASTE MANAGEMENT

Waste management, specifically for potentially dangerous waste related to DIESSE’s production activities, is organised to ensure the lowest impact on the environment and compliance with current legislation.

57% of the waste produced in 2021 was sent to recovery.

The percentage of hazardous waste produced in 2021 was 42% of the total waste.

Based on the last audit run by the Supervisory Body in 2021, some recommendations were raised regarding posters and documentation checks, incorporated in an action plan already implemented in the second part of 2021. In addition, a set of operational instructions has been defined and implemented that establishes, for each type of waste produced in the Company, how to manage its life, from the inbound phase – in the case of raw material or packaging – to its disposal. Downstream of the process, all companies involved in the collection and disposal management release a specific form as required by law.

From 2023, thanks to the purification system installed in the new DIESSE Biotech Campus, industrial liquid waste (with the exception of that requiring special treatments based on applicable legislation) will no longer be disposed of but recycled.

Paper consumption will be reduced through documental digitisation (monitoring to be implemented and KPIs to be defined at the end of the SAP project – end of 2022).

Changes are under evaluation to reduce the quantities of plastic used in the packaging of the Chorus devices and by modifying the production process for the internal recycling of the raw material (project 2022-2023).

In 2022-2023, the Unified Quality, Safety, Environment Certification will be implemented, in order to have an integrated management of the three aspects in only one certification.

Disposals		u.m.	2021			2020		
Code CER	Description		Waste	Recovered waste	Disposed waste	Waste	Recovered waste	Disposed waste
CER 080318	Used Tones	t	0,13	0,13		0,14	0,14	
CER 130208 *	Other oils for engines		0,00	0,00		0,50	0,50	
CER 150101	Paper and cardboard		9,31	9,31		12,83	12,43	0,40
CER 150102	Plastic packaging		14,08	14,08		15,56	15,56	
CER 150103	Wood		0,95	0,95		12,79	12,79	
CER 150106	Mixed packaging		31,70	31,70		40,22	34,69	5,54
CER 150107	glass packaging					0,08	0,08	
CER 150110 *	packaging containing residues of substances		0,31	0,31		0,391	0,32	0,01
CER 150202 *	absorbent materials		0,465	0,46	0,00	0,06	0,06	
CER 160104*	end-of-life vehicles					1,40	1,40	
CER 160211 *	Discarded equipment with chloroflour		1,84	1,84		0,50	0,50	
CER 160213 *	Discarded equipment with dangerous components		0,10	0,10		0,49	0,49	
CER 160214	Electrical and electronic equipment containing hazardous components		6,70	6,55	0,15	5,77	5,77	
CER 160601 *	Lead acid batteries		0,09	0,09		0,02	0,02	
CER 160506 *	Laboratory chemicals		0,851	-	0,85	0,35		0,35
CER 170202	Glass					0,10	0,10	
CER 170204 * a specchio	Glass, plastic and wood containing dangerous substances					0,28		0,28
CER 170301	Bituminous mixture containing tar					0,04	0,04	
CER 170405	Iron and Steel		7,76	7,76		19,30	0,11	19,19
CER 170409 *a specchio	Metal waste contaminated with substances		0,01	-	0,01	0,21	0,21	
CER 170603 * a specchio	Other insulating materials		4,00	-	4,00	0,66		0,66
CER 170604	Different insulating materials					0,15	0,15	
CER 180103 *	Potentially infected material		44,51	-	44,51	35,75		35,75
CER 070514	Wastes other than 070513		2,69	2,05	0,64	2,52	0,69	1,82
CER 200121 *	Fluoescent tubes		3,20	-	3,20	0,13	0,04	0,09
CER 200304	Septic tank sludge		2,90	-	2,90	2,14		2,14
Total waste				75,32	56,26	152,38	86,09	66,22
				0,57	0,43			

TYPE OF WASTE	u.m.	Waste	Recovered waste	Disposed waste	Waste	Recovered waste	Disposed waste
Total hazardous waste	t	55,38	2,80	52,58	40,74	3,55	37,13
Total non-hazardous waste		76,21	72,52	3,69	111,64	82,54	29,09
		0,42			0,27		



RELATIONSHIP WITH THE LOCAL COMMUNITIES



OUR APPROACH

DIESSE's forty-year history was developed in the so called "world cradle of vaccines", Siena. For the Company, the territory represents an asset of skills from which to draw and, at the same time, a pool to contribute to, with a view of social restitution. DIESSE's participation in Toscana Life Sciences, a non-profit organisation active on the regional territory, to support research activities and encourage innovative start ups in the sciences sector, gives us the possibility of exchange and continuous osmosis with other local excellences.

We are aware of our important role on the entrepreneurial and social life at a local level and we are committed to its profitable development.

The local communities

The company's relationship with the local communities is developed on several layers: with research centres and universities, with high schools and Technical schools (ITS), as well as with no profit and charity organisations. Each of those stakeholders is involved in initiatives of exchange, collaborations and social restitution.

THE INVOLVEMENT OF THE LOCAL COMMUNITIES

Looking at Universities, agreements were activated in 2020-2021 with the three main Tuscan Universities in Siena, Pisa and Florence, which allowed young graduates mainly in the scientific areas to join the company.

We routinely host undergraduates in Research & Development initiatives. With the same purpose, we actively participate in Career Days organised directly by Universities/University Departments.

Starting from 2020, we have activated a collaboration with the ITS Vita Foundation - the Higher Technical Institute for New Life Technologies, with the aim to train and to practically apply the learnings in the two branches of study that are relevant to us, bioqualtech and biomedtech.

In this context, we had the opportunity to introduce the company and its activities and production processes and give young people a better understanding of our business. In 2021, we hosted 2 internships to complete their ITS Fondazione Vita studies.

During 2021, the Company kept its social commitment through economic support initiatives jointly between the Company and employees. Some of the main initiatives included: Dynamo Camp (support association for children suffering from severe illnesses), #Mifidodite (research on Usher Syndrome), Rise against Hunger, with the involvement of all our managers in a food packaging initiative, offered by the Company to Tuscan families, affected by economic impacts due to the Covid-19 pandemic.



The company's relationship with the community concerning social initiatives is based on the will to give back and to make a liberal contribution to initiatives with a strong social value. The number of initiatives implemented in 2021 was higher than in 2020, both in terms of economic value and in number.

Regarding contributions given to universities and research centers, these were for a study commissioned at the University of Tor Vergata. The associative contributions are mainly intended for the Confindustrial world, while the sponsorships in both years concerned scientific congresses.

	U.M.	2021	2020
Value given to the local communities		70.807	51.866
Donation	€	20.484	16.020
Universities and Research centres	€	10.000	0
Sponsorships	€	12.000	12.000
Associations contribution	€	28.323	23.846

In 2022, we want to channel our resources for social initiatives towards the world of non-profit associations that operate in the patient care and scientific research areas. Accordingly, associations working on prevention and support to patients with infectious/autoimmune diseases will be identified, with the aim of helping them not only from an economic point of view, but also through a scientific support.

In terms of relations with universities and ITS, the company will increase collaboration through its managers for lectures and presentations at universities and technical institutes in Tuscany. The current number of internships will be increased by a further 2 units during 2022. Moreover, we would like to establish an annual scholarship for the research of new biological markers.



DIESSE FOR THE COVID-19 FIGHT

Diesse
4
Covid
19

DIESSE4Covid19 is a specific commitment we took in the fight against the Covid-19 Pandemic, with the creation of a dedicated brand in order to sustain our positioning as a key actor in helping doctors and patients during the pandemic.

Our commitment has been deployed through the progressive evolution of the range of tests that can be performed on the CHORUS system: starting from the dosage of immunoglobulins, through the development of an antigen test, up to Neutralizing Ab, capable of providing the concentration of neutralising antibodies and determining the immune status of infected or vaccinated patients and offering valid support in the evaluation of possible clinical approaches and therapies.

This continuous commitment has led to developing new technologies and contributing to people's health with 11 tests developed and made available.

As already mentioned in the section dedicated to the health and safety of our employees, DIESSE's commitment in the fight against the pandemic has also been constant internally and, thanks to the initiatives carried out by the Covid Prevention Committee, our employees' health and business continuity were ensured.

During 2021 and its pandemic restrictions, the company provided technical support to the Unions for the organisation of digital meetings using the Teams platform, allowing employees without a computer to connect remotely.

During the pandemic period, support was also provided to Dynamo Camp with the donation of our kits for the testing campaign of all Dynamo staff, in order to allow them to restart operations safely, especially for the safety of our young guests.

100%



OUR APPROACH

DIESSE has been operating for many years in compliance with the highest standards for quality management systems, guaranteeing traceability, transparency, the highest quality of its processes, products and services and striving for continuous improvement.

Today, DIESS E is certified in accordance with the EN ISO 13485-2016, Directive 98/79 IVDD, 2017 746 IVDR and UNI EN ISO 9001-2015 standards. All products are CE marked in compliance with the European Directive 9879CE concerning in vitro diagnostic medical devices and the harmonised standards applicable to it.

THE PRODUCT

*High quality standards,
continous improvement,
together with a Made in Italy
design and innovation.*

OUR PRODUCTS

VES MATIC 5



Automated system for the determination of ESR performed in complete blood count tubes with the modified Westergren method. The system can load up to 18 racks simultaneously and results are available in less than 30 minutes. The system offers an innovative and environmentally friendly graphic interface and IoT with internal cameras for advanced remote assistance. The system is manufactured to ensure compatibility with the different types of cell counter racks available in the market. Tests are performed on closed tubes with no consumption of the blood sample, no reagent required, no production of waste liquids, maximum safety and operator protection.

CUBE 30 TOUCH



Tool for the determination of the ESR in EDTA. It guarantees 30 results in 25 minutes with the modified Westergren method. The tool requires no dedicated tube, is simple and easy to use, and respectful of the environment. Tests are performed on closed tubes with no consumption of the blood sample, no reagent required, no production of waste liquids, maximum safety and operator protection.

MINI-CUBE

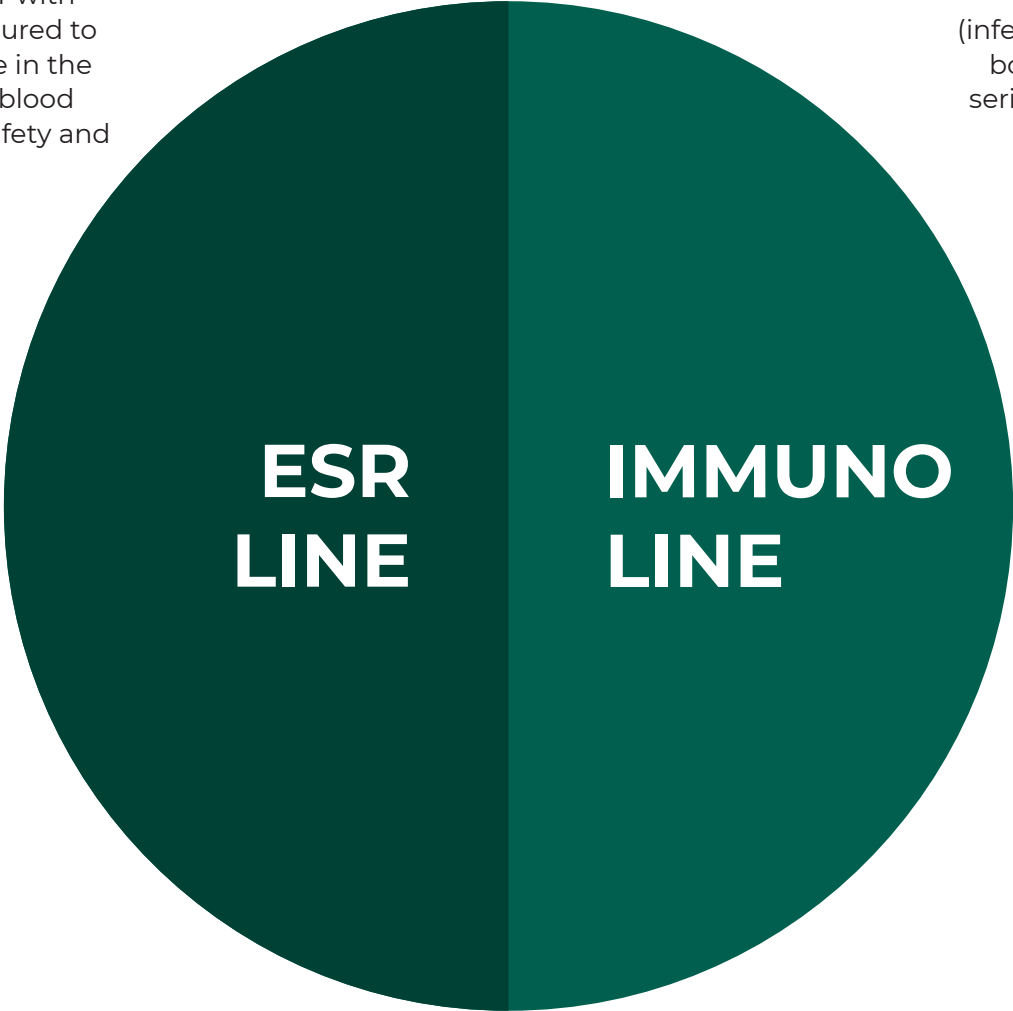


The smallest instrument for ESR determination with the modified Westergren method, allowing for maximum performance in a mini format. It does not require dedicated tubes and it is simple and easy to use with maximum safety and operator protection. The instrument is respectful of the environment and the ideal solution for small routines.

MINI-PET



Portable instrument for carrying out the ESR test in the veterinary area. A simple but important test for animal health: the innovative solution for measuring ESR in dogs, cats and horses. A new simple test, able to check clinical and physiological conditions in complete automation, guaranteeing the quality level of DIESSE products.



CHORUS TRIO



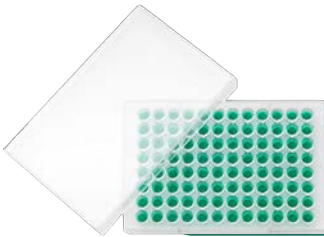
The system for immunometry is based on ready-to-use, single-determination diagnostic devices. From the smallest to the largest, this system will easily adapt to the needs of any clinical analysis laboratory. The ease of use and the widest choice of tests available on the market (infectious diseases, autoimmunity, endocrinology and tumor markers, allergy, bone metabolism, inflammation) make it the ideal tool for performing small series diagnostic tests, ensuring maximum flexibility in organising the clinical laboratory workflow.

AUTO-DAT



Fully automated solution for serum agglutination testing. This system makes direct agglutination tests, previously performed manually and interpreted with the naked eye, standardised and traceable. Simplified procedure: determination of the antibody titer in a single well. It is not necessary to perform double dilutions of the samples. Objective results: results processed objectively thanks to the analysis software of the images taken by internal cameras, thus avoiding any interpretative errors in the clinical laboratory workflow.

ENZYWELL



The ELISA line for the serological diagnosis of infectious diseases was developed with automation processes in mind. The compliance of the liquid and ready-to-use methods and reagents make it possible to apply our kits easily on all ELISA processors on the market. The "in-house" production of all the critical components of the kits, natural and recombinant antigens and monoclonal antibodies, creates added value, together with continuous quality control along the entire production chain, from the raw material to the kit.

PRODUCT SAFETY

To guarantee the quality and safety of the product, an internal operating procedure defines the process of product traceability and tracking in all phases of its manufacturing, starting from the raw material up to the product distributed in the market to customers or distributors.

The correct traceability and tracking of the product depend on a complete identification of all the phases of the production and distribution process.

The goal of identification is to ensure that the products and stages of the manufacturing and distribution process are correctly identified with regards to the state of production, change and quality. The identification serves to mitigate the risk of cross-contamination of products, parts or materials of different origin or with different steps.

Traceability allows to follow and monitor the manufacturing and distribution process of the product starting from the raw material up to the customer.

Traceability, on the other hand, allows us to trace:

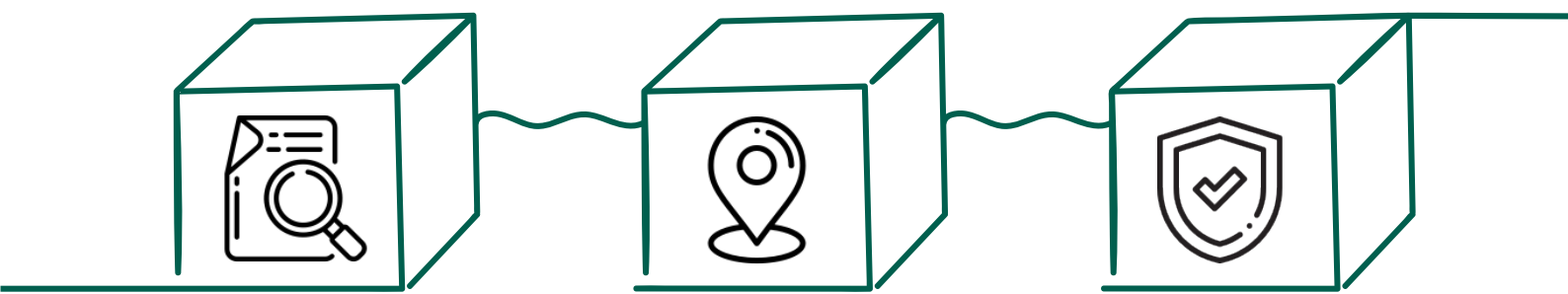
- at the origin of materials and components;
- the history of its creation;
- to the distribution and location of the product or service after delivery to the customer.

These processes are essential for ensuring the correct recall of the product from the market and/or to segregate the non-conforming product identified before or after delivery to the customer.

During the reporting period, no cases of non-compliance with the regulations and/or self-regulation codes were found regarding the impacts on health and safety of products and services, and therefore no fines, sanctions or warnings were received.

2021 QUALITY KPIs

KPIs relating to product non-compliance		
Production area	KPI (% non-conforming lots defined by Total non-conforming lots / total lots)	2021 Results
Bioreagents	<5%	2,40%
Bulk	<2%	2,02%
Packaging	<2%	0,21%
Ves	<2%	0%
Plastic	<2%	1,86%



2021 COMPLAINTS KPIs

Analytical Complaints	
KPI (% complaints solved / total complaints)	2021 Results
>50%	86%

Reclami Analitici					
Instrument	KPI (n. instrument interventions / total instruments installed)	Installed instruments	Calls	interventions	2021 Results
Cube 30	<3%	247	153	145	0,60%
Cube 80	<3%	20	51	36	1,80%
Cube 200	<3%	171	444	319	1,90%
Chorus	<3%	920	1151	972	1,1 %

RESEARCH, INNOVATION AND TECHNOLOGICAL EXCELLENCE

During 2021, DIESSE's R&D activities were still characterised by a strong commitment to the development of Covid-19 products, with the help of important scientific collaborations, which led to the development of relevant products.

In this context, the collaboration with the MADLab group, located at Toscana Life Sciences, directed by Prof. Rino Rappuoli, led to the diagnostic application of the therapeutic monoclonal antibody J08.

The use of this antibody has led to the development of the following products:



CHORUS SARS CoV2 neutralising Ab for the quantitative identification of neutralising antibodies in patient serum, that is, those antibodies capable of inhibiting the entry of the SARS CoV2 virus into the host cell and, therefore, substantially capable of preventing the infection. The test was among the first to be standardised according to the WHO International Standard 12/236 and to express a quantitative result in BAU (Binding Antibody Units).

CHORUS J08 Q.Kit based on the same technical concept but dedicated to the evaluation of patients to undergo therapy with J08 monoclonal antibody. This kit participated in the clinical trial of J08 to define the eligibility criteria of patients for monoclonal therapy.

In 2021 the first product of the rapid test line was developed, based on Lateral Flow Chromatography technology, called iRapid SARS-CoV-2 Quant "Neutralizing" Ab. The product, for professional use, was developed as part of a collaboration project with an important commercial partner.

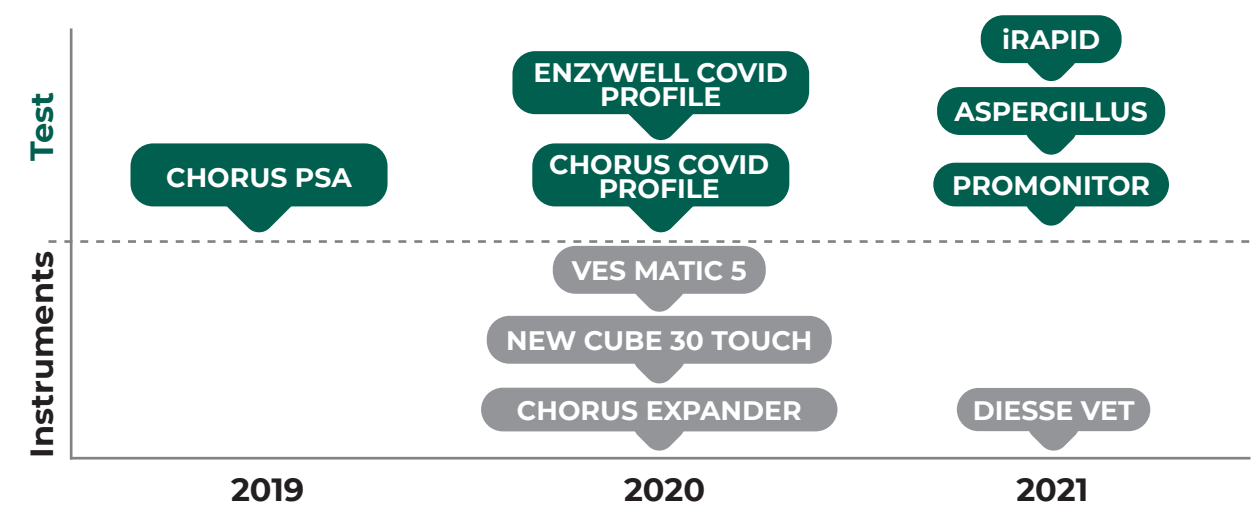
In addition, the commitment of DIESSE's R&D department has allowed to deliver 5 new immunoassays to be performed on the Chorus analyser:

- CHORUS Aspergillus Ag
- CHORUS Promonitor Adalinumab
- CHORUS Promonitor Infiximab
- CHORUS anti Adalinumab
- CHORUS anti Infiximab

Moreover, during 2021, the Biotech R&D department finalised a number of changes and made it possible to separate the following from the list of critical suppliers:

- Washing buffer autoimmunità
- CHORUS AMA M2
- CHORUS LKM1
- CHORUS U1-70
- CHORUS Intrinsic Factor
- CHORUS dsDNA

On R&D Instruments, in 2021 we launched the new VesMatic 5, developed as part of the MISE funded project, and thanks to the important collaboration with the research group ran by Prof. Mario Plebani (University of Padova) for the analytical validation according to ICSH 2017 guidelines.



In addition, we finalised minor but equally important projects in terms of their impact on the market such as:

- MINI CUBE: release of the new 1.26 software version;
- VES Line: protection of instruments for the Russian market;

In the last two years, DIESSE has invested approximately 10% of its turnover in R&D (market average 6%) and dedicated 20 resources to Research & Development activities. The company was recently awarded with the Le Fonti Innovation Award.

The projects carried out over the last two years have allowed the company to benefit from significant tax breaks, such as "Patent box" and "R&D credit".

	2021 (in €)
Tax breaks and tax credits	121.851,00 €
Grants	23.481,20 €
Total	145.332,20 €

We would like to recall that DIESSE began the official reporting on the "Unicum e Clia" Research and Development project, which was started in October 2019 and was presented to the Ministry of Economic Development, as leader, jointly with the supplier who currently develops and produces the instruments on behalf of DIESSE. The aim of the project is to develop two new instrumental proposals, one for each product lines:

- Unicum project: development of a new instrument for determining the erythrocyte sedimentation rate (Ves);
- Clia project: development of a Monotest instrument for immunometry with chemiluminescence detection.

On April 6, 2020, the Tuscany Region issued Resolution no. 471, co-financing the R&D project, for a percentage equal to 8% of the costs related to Industrial Research and 5% of the costs related to Experimental Development.

On March 19, 2021, the Ministry of Economic Development assigned a score of 91/100 to the Unicum and Clia R&D Project and issued the relative Decree of Granting of Benefits, after a long and thorough investigation was carried out with the help of a technical-scientific expert.

2022 TARGETS AND PROJECTS



ESG target	Targets and projects
Good health and well-being 	Well-being <ul style="list-style-type: none">D-Ebikes project, to promote sports activities and well-being inside and outside the company (June 2022)Ergonomics and workstations in Diesse Biotech Campus (December 2022)Pilot project “fruit from the farm”: by December 2022Definition of the corporate welfare plan by December 2022 (project defined with Unions) - implementation in 2023 Research and Development <ul style="list-style-type: none">Number of immunoassay kits launched on the market equal to or greater than 10Launch of 2 new tools and at least 2 new existing software releasesPublications: 5 publications in immunometry or ESR submitted by the end of 2022Patents: at least 5 patents filed by the end of 2022 Health & Safety <ul style="list-style-type: none">Health & Safety Training: H&S 2022 training plan implementation -> 95%Integrated Certification Project Iso 9001 Iso 14001 Iso 45001 (Quality, Environment, Safety): 2022: project development completed - 2023: certification
Decent work and economic growth 	People Development <ul style="list-style-type: none">Soft skills 2022 training catalog project: increase in training hours provided in soft skills vs. 2021Individual Development plans project: KPI 2022: at least 25% of the IDPs completed in the HE Inaz portal - 2023: at least 50% of the IDPs completed in the HE Inaz portalCascade of the Performance Review process on the white-collar employees (N 3) roll out by 31.03.22DIESSE Academy for partner and employee training: at least 6 training activities in 2022“Seniority Celeb” project for recognition of company seniority - December 2022 Economic growth <ul style="list-style-type: none">Implementation of the new Chinese branch: €300k in turnover in 2022Ebitda ≥ 100%Definition of new partnerships for US development by September 2022Transformation into a Benefit company: September 2022
Responsible consumption and production 	Quality and production <ul style="list-style-type: none">Replacement of two plastic moulding presses, by December 2022, with presses with lower energy consumption (KPI saving 20% consumption in kWh compared to current consumption)Replacement of stocking freezers with smart freezers - reduction in consumption in kwh KPI to be defined.KPI kit: Eligible products on controlled products ≥ 0.9KPI Instruments: Estimated Release Time on Actual Release Time ≥ 0.9New IVDR compliance project: certifications for products of risk class B and C and sterile class A by 30.09.2022Post Market: 0 recall campaign.KPI % complaints resolved on total complaints:> 80%
Climate action 	Environment <ul style="list-style-type: none">% increase in waste destined for recovery vs 2021Installation of the Diesse Biotech Campus photovoltaic system and KPI for energy consumption reduction from non-renewable sourcesDefinition of the Diesse Biotech Campus internal water system and creation of a bio-lake of gray water and rainwater collection by the end of 2022- Start of operations 2023At least 1 “Green Education” internal communication initiative by the end of 2022Electric columns: installation of 2 charging columns in the DBS car parkCar fleet renewal project: definition by end of 2022; implementation starting from spring 2023
Peace, Justice and strong institutions 	Social and charity initiatives <ul style="list-style-type: none">Identification of an association operating in the field of diseases of the immune system and launch of collaboration and support by the end of 2022Participation in Dynamo Camp Challenge 2022 for solidarity support to Dynamo Camp% contracts and new orders with compliance clauses with our code of ethics on anti-corruption, human rights and regulatory compliance: 100%

Notes on the reporting practices applied

This document is the first Sustainability Report drafted by DIESSE Diagnostica Senese S.p.A. (“The Company” or “DIESSE”) and demonstrates the commitment and attention that the company has consistently paid towards the integration of sustainability issues within its business.

In this regard, it should be noted that this document is drawn up on a voluntary basis as the company is exempted from the obligation to report its Non-Financial Statement, according to Legislative Decree 254/2016 currently in force.

The Sustainability Report, approved on 23 / 09 / 2022 by Board of Directors and subject to limited review by KPMG S.p.A., is prepared in compliance with the GRI Standards, according to an “In accordance - Core” application level. Today, the GRI Standards published by the Global Reporting Initiative (GRI) in 2016, represent the most recognised and widespread non-financial reporting standard at an international level. More specifically, the Report refers to the GRI Standards indicated in the “GRI Content Index” correlation table shown in the following pages. For each relevant aspect (“material topic”), the page reference is provided so that the corresponding contents can be easily identified.

This document covers and explores the material issues relevant to DIESSE and to its business operations. In other words, those aspects that reflect the economic, social and environmental impacts of the Company’s activities and/or could influence its stakeholders’ decisions. This, in turn, reflects the cornerstone of the GRI Standards, the principle of materiality, detailed in the “Materiality analysis” paragraph of this Report.

The information contained in the Report relates to the DIESSE company and the reference timeframe is the 2021 financial year, or the calendar year that runs from January 1, 2021 to December 31, 2021. In order to facilitate the comparability of quantitative data for the various thematic areas analysed, the figures for the year 2020 have also been reported.

Finally, it should be noted that this Report aims to transparently communicate DIESSE’s corporate performance in relation to the ESG, Environmental, Social & Governance aspects and represents a first step in reporting non-financial information on an annual basis.

To request further information about this document or to share comments and observations, you can write to vittorialoi@diesse.it.

GRI content index

Area	Material topic	GRI	Description	Page number
General Standard Disclosure – Who are	Organisation profile	102-1	Company name	10
		102-2	Activities, brands, products and services	10
		102-3	Location of the main office	10
		102-4	Operational sites	16
		102-5	Ownership and legal enti y	20
		102-6	Market in which it operates	17
		102-7	Company size	21-23-44
		102-8	Information on employees and other workers	44
		102-9	Supply chain	18
		102-10	Significant changes to the organisation and its supply chain	14-15
		102-11	Precautionary principle	34-39
		102-12	External initiatives	70-71
		102-13	Associations	70-71
	Strategy	102-14	Statement from a senior executive	6
	Ethics and Integrity	102-16	Values, principles, standards and rules of conduct	13
	Governance	102-18	Governance structure	36-37
	Involvement of stakeholders	102-40	List of stakeholder groups	25
		102-41	Collective bargaining agreements	43
		102-42	Identification and selection of stakeholders	25
		102-43	Methods of involving stakeholders	25
		102-44	Key issues and issues raised	26-27
	Reporting practices	102-45	Subjects included in the consolidated reporting	N/A
		102-46	Definition of the content of the report and perimeters of the themes	85
		102-47	List of material topics	28
		102-48	Review of information	85
		102-49	Changes in reporting	N/A
		102-50	Reporting period	85
		102-51	Date of the most recent report	N.A
		102-52	Periodicity of reporting	85
		102-53	Contacts to request information regarding the report	85
		102-54	Statement on compliance of reporting to the GRI Standards	85
		102-55	GRI contents index	86-88
		102-56	External Assurance	85

Area	Material topic	GRI	Description	Page number
		103-1	Explanation of the material topic and its perimeter	29
		103-2	The management method and its components: policies and initiatives	58-59
		103-3	Evaluation of the model and management methods	60-61
		306-1	Production of waste and significant impacts related to waste	64
		306-2	Management of significant impacts related to waste	64
		306-3	Produced waste	65
	Energy efficiency	103-1	Explanation of the material topic and its perimeter	29
		103-2	The management method and its components: policies and initiatives	60-61
		103-3	Evaluation of the model and management methods	60-61
		302-1	Energy consumption (direct and indirect) within the organisation	63
		305-1	Direct emissions of greenhouse gases (GHG) (scope 1)	63
		305-2	Indirect greenhouse gas emissions (GHG) (scope 2)	63
		307-1	Non-compliance with environmental laws and regulations	60
Governance e Business	Ethics, regulatory compliance and the fight against corruption	103-1	Explanation of the topic and its perimeter	28
		103-2	Management method and components: policies and initiatives	37-38
		103-3	Evaluation of the model and management methods	37-38
		205-3	Incidents of non-compliance concerning health and safety (products and services)	38
	Cybersecurity e Data Privacy	103-1	Explanation of the topic and its perimeter	28
		103-2	Management method and components: policies and initiatives	39
		103-3	Evaluation of the model and management methods	39
		418-1	Proven complaints regarding violations of customer privacy and loss of data	39
Local communities and relations with the area	Value creation and economic performance	103-1	Explanation of the topic and its perimeter	28
		103-2	Management method and components: policies and initiatives	21
		103-3	Evaluation of the model and management methods	21

GRI content index

Area	Material topic	GRI	Description	Page number
Local communities and relations with the area	Value creation and economic performance	201-1	Economic value generated and distributed	23
		413-1	Activities involving the local communities, impact assessments and development programmes	70-71
People	Training, professional development and welfare of personnel	103-1	Explanation of the topic and its perimeter	29
		103-2	Management method and components: policies and initiatives	42
		103-3	Evaluation of the model and management methods	42
		401-1	Total number and percentage of new employees hired and employee turnover, broke down by age, gender and geographical area	44-45
		103-1	Explanation of the topic and its perimeter	29
		103-2	Management method and components: policies and initiatives	47
		103-3	Evaluation of the model and management methods	60-61
		404-1	Average hours of training per year per employee, broken down by category of worker	48
	Inclusion and diversity	103-1	Explanation of the topic and its perimeter	29
		103-2	Management method and components: policies and initiatives	50-51
		103-3	Evaluation of the model and management methods	50-51
		102-8	Total workforce by type, contract and region, broken down by gender	44
		405-1	Composition and breakdown of employees by category based on gender, age, belonging to a protected category and other idices of diversity	44-50-51
	Workplace health and safety	103-1	Explanation of the topic and its perimeter	29
		103-2	Management method and components: policies and initiatives	52
		103-3	Evaluation of the model and management methods	52
		403-1	Occupational health and safety management system	52
		403-2	Hazard identification, risk assessment and accident investigation	52
		403-3	Occupational medical services	53
		403-4	Participation and consultation of workers and communication on health and safety at work	52

Area	Material topic	GRI	Description	Page number
People	Workplace health and safety	403-5	Training of workers in occupational health and safety	53
		403-6	Promotion of the health of workers	54-55
		403-7	Prevention and mitigation of occupational health and safety impacts within commercial relationships	54-55
		403-9	Workplace injuries	54
Products	Product quality and safety	103-1	Explanation of the topic and its perimeter	28
		103-2	Management method and components: policies and initiatives	76
		103-3	Evaluation of the model and management methods	76
		416-2	Incidents of non-compliance concerning impacts of the health and safety of products and services	80
	Research, innovation and technological excellence	103-1	Explanation of the topic and its perimeter	28
		103-2	Management method and components: policies and initiatives	82
		103-3	Evaluation of the model and management methods	60-61
		201-4	Financial assistance riceived from the government	83

KPMG S.p.A.
Revisione e organizzazione contabile
Viale Niccolò Machiavelli, 29
50125 FIRENZE FI
Telefono +39 055 213391
Email it-fmauditaly@kpmg.it
PEC kpmgspa@pec.kpmg.it

Relazione della società di revisione indipendente sul Bilancio di Sostenibilità

Al Consiglio di Amministrazione della Diesse Diagnostica Senese Società Benefit S.p.A.

Siamo stati incaricati di effettuare un esame limitato ("limited assurance engagement") del Bilancio di Sostenibilità della società Diesse Diagnostica Senese Società Benefit S.p.A. (di seguito anche la "Società") relativo all'esercizio chiuso al 31 dicembre 2021.

Responsabilità degli Amministratori per il Bilancio di Sostenibilità

Gli Amministratori della Società sono responsabili della redazione del Bilancio di Sostenibilità in conformità ai "Global Reporting Initiative Sustainability Reporting Standards" definiti dal GRI – Global Reporting Initiative – in accordance "Core" ("GRI Standards"), come descritto nella sezione "Nota metodologica" del Bilancio di Sostenibilità.

Gli Amministratori sono altresì responsabili per quella parte del controllo interno da essi ritenuta necessaria al fine di consentire la redazione di un Bilancio di Sostenibilità che non contenga errori significativi dovuti a frodi o a comportamenti o eventi non intenzionali.

Gli Amministratori sono inoltre responsabili per la definizione degli obiettivi della Società in relazione alla performance di sostenibilità e alla rendicontazione dei risultati conseguiti, nonché per l'identificazione degli stakeholder e degli aspetti significativi da rendicontare.

Indipendenza della società di revisione e controllo della qualità

Siamo indipendenti in conformità ai principi in materia di etica e di indipendenza del Code of Ethics for Professional Accountants emesso dall'International Ethics Standards Board for Accountants, basato su principi fondamentali di integrità, obiettività, competenza e diligenza professionale, riservatezza e comportamento professionale.

La nostra società di revisione applica l'International Standard on Quality Control 1 (ISQC Italia 1) e, di conseguenza, mantiene un sistema di controllo qualità che include

Diesse Diagnostica Senese Società Benefit S.p.A.
Relazione della società di revisione indipendente sul Bilancio di Sostenibilità
31 dicembre 2021

direttive e procedure documentate sulla conformità ai principi etici, ai principi professionali e alle disposizioni di legge e dei regolamenti applicabili.

Responsabilità della società di revisione

E' nostra la responsabilità di esprimere, sulla base delle procedure svolte, una conclusione circa la conformità del Bilancio di Sostenibilità rispetto a quanto richiesto dai GRI Standards. Il nostro lavoro è stato svolto secondo i criteri indicati nel "International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (di seguito anche "ISAE 3000 Revised"), emanato dall'International Auditing and Assurance Standards Board (IAASB) per gli incarichi di limited assurance. Tale principio richiede la pianificazione e lo svolgimento di procedure al fine di acquisire un livello di sicurezza limitato che il Bilancio di Sostenibilità non contenga errori significativi.

Pertanto, il nostro esame ha comportato un'estensione di lavoro inferiore a quella necessaria per lo svolgimento di un esame completo secondo l'ISAE 3000 Revised ("reasonable assurance engagement") e, conseguentemente, non ci consente di avere la sicurezza di essere venuti a conoscenza di tutti i fatti e le circostanze significativi che potrebbero essere identificati con lo svolgimento di tale esame.

Le procedure svolte sul Bilancio di Sostenibilità si sono basate sul nostro giudizio professionale e hanno compreso colloqui, prevalentemente con il personale della società responsabile per la predisposizione delle informazioni presentate nel Bilancio di Sostenibilità, nonché analisi di documenti, ricalcoli ed altre procedure volte all'acquisizione di evidenze ritenute utili.

In particolare, abbiamo svolto le seguenti procedure:

- Analisi del processo di definizione dei temi rilevanti rendicontati nel Bilancio di Sostenibilità, con riferimento alle modalità di identificazione in termini di loro priorità per le diverse categorie di stakeholder e alla validazione interna delle risultanze del processo.
- Analisi del processo di coinvolgimento degli *stakeholder*, con riferimento alle modalità utilizzate, mediante l'analisi dei verbali riassuntivi o dell'eventuale altra documentazione esistente circa gli aspetti salienti emersi dal confronto con gli stessi.
- Comparazione tra i dati e le informazioni di carattere economico-finanziario riportati nel paragrafo "Il nostro impegno nella creazione di valore" del Bilancio di Sostenibilità e i dati e le informazioni incluse nel Bilancio della Società al 31 dicembre 2021, sul quale abbiamo emesso la relazione ai sensi degli artt. 14 e 16 del D.Lgs. 27 gennaio 2010, n. 39, in data 12 aprile 2022.
- Comprensione dei processi che sottendono alla generazione, rilevazione e gestione delle informazioni qualitative e quantitative significative incluse nel Bilancio di Sostenibilità. In particolare, abbiamo svolto:
 - interviste e discussioni con il personale della Società, al fine di raccogliere informazioni circa il sistema informativo, contabile e di reporting in essere per la predisposizione del Bilancio di Sostenibilità, nonché circa i processi e le procedure di controllo interno che supportano la raccolta, l'aggregazione,

l'elaborazione e la trasmissione dei dati e delle informazioni alla funzione responsabile della predisposizione del Bilancio di Sostenibilità;

- analisi a campione della documentazione di supporto alla predisposizione del Bilancio di Sostenibilità, al fine di ottenere evidenza dei processi in atto, della loro adeguatezza e del funzionamento del sistema di controllo interno per il corretto trattamento dei dati e delle informazioni in relazione agli obiettivi descritti nel Bilancio di Sostenibilità.
- Analisi della conformità e della coerenza interna delle informazioni qualitative riportate nel Bilancio di Sostenibilità rispetto alle linee guida identificate nel paragrafo “Responsabilità degli Amministratori per il Bilancio di Sostenibilità” della presente relazione.
- Ottenimento della lettera di attestazione, sottoscritta dal legale rappresentante della Società, sulla conformità del Bilancio di Sostenibilità alle linee guida indicate nel paragrafo “Responsabilità degli Amministratori per il Bilancio di Sostenibilità”, nonché sull’attendibilità e completezza delle informazioni e dei dati in essa contenuti.

Conclusioni

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che il Bilancio di Sostenibilità della Società relativo all'esercizio chiuso al 31 dicembre 2021 non sia stato redatto, in tutti gli aspetti significativi, in conformità a quanto richiesto dai GRI Standards come descritto nel paragrafo “Nota metodologica” del Bilancio di Sostenibilità.

Firenze, 26 settembre 2022

KPMG S.p.A.



Giuseppe Pancrazi
Socio



DIESSE Diagnostica Senese S.p.A.
Società Benefit

Strada dei Laghi 35-39, Z.I. Casone, Ingresso 6
Monteriggioni, 53035 Siena, IT

www.diesse.it