



ANNUAL REPORT

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1. GENERAL INFORMATION ABOUT SANO

1.1 REGISTRATION DETAILS

FULL NAME

Sano - Centre for Computational Personalised Medicine - International Research Foundation

(Sano - Centrum Zindywidualizowanej Medycyny Obliczeniowej - Międzynarodowa Fundacja Badawcza)

SHORT NAMES (as listed in the Statute)

- Sano Centre for Computational Medicine
- Sano

REGISTERED OFFICE

30-072 Kraków, ul. Nawojki 11

E-MAIL ADDRESSES

- info@sanoscience.org
- legal@sanoscience.org

DATE OF REGISTRATION

5 September 2019

NATIONAL COURT REGISTRY (KRS) CODE

> 0000797490

STATISTICAL IDENTIFICATION NUMER (REGON)

384298430

COMPOSITION OF THE MANAGEMENT BOARD

Marian Tadeusz Bubak - Prezes Zarządu Fundacji

COMPOSITION OF THE FOUNDATION COUNCIL

- Agnieszka Anna Szymańska
- Olav Zimmermann
- Kazimierz Jerzy Murzyn
- Andrew James Narracott
- Tanja Maria Bratan



1.2 GOAL AND OBJECTIVES OF SANO

Sano Centre for Computational Medicine is an International Research Foundation established in the Małopolska region as a non-profit research institute dedicated to the advancement of computational medicine, developing sophisticated computer methods for the prevention, diagnosis and treatment of disease, to meet the overarching worldwide need for efficient, effective and streamlined healthcare. Throughout this report the Sano Centre for Computational Medicine will also be referred to as Sano, the Centre and the Foundation.

Mission and Vision of Sano

The objective of Sano is conducting scientific research or development works in an international scientific environment, at the highest scientific level, taking into account high ethical standards, in particular good scientific practices, and knowledge dissemination. Sano conducts activities in the subject of basic and applied research on computational methods, techniques and technologies for personalized patient diagnosis and treatment, and research, as well as in related fields of science and technology.

The creation of Sano is the fruit of international collaboration involving the following institutions:

→ Academic Computing Centre Cyfronet AGH – specializing in scientific simulations and IT infrastructu-

res for research,

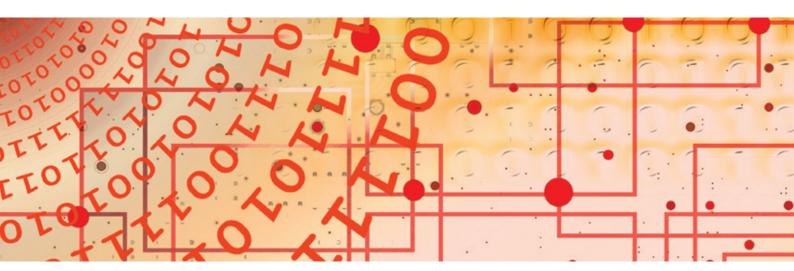
- Klaster LifeScience Krakow Key National Cluster representing innovative life science companies operating in Kraków,
- → University of Sheffield and Insigneo Institute experts in in silico modeling for clinical practice,
- Forschungszentrum Jülich experts in high performance computing and data analysis for science and the industry,
- Fraunhofer Institute for Systems and Innovation Research ISI – experts in systemic solutions and innovation in medical research,
- National Centre for Research and Development experts in providing legal and organizational support.

1.3 SCOPE OF ACTIVITY

The Foundation pursues its goals by:

- 1 conducting scientific research or development work in a persistent manner;
- 2 implementation of research results for practical purposes;
- 3 seeking collaboration with actors from regional, national and international innovation ecosystems such as care providers, companies, research and patient organisations;
- 4 comprehensive activities aimed at the development of young researchers;
- 5 initiating and supporting international scientific co--operation;
- 6 participation in education of students enrolled in B.Sc., M.Sc. and Ph.D. programs in the framework of programs offered by other scientific units, by orga-

- nizing classes, involving students in research, and acting as their supervisors or co-supervisors;
- 7 conducting practical training, courses and workshops as well as scientific seminars;
- 8 publishing the Foundation's research results;
- 9 participating in associations of Polish or foreign institutions whose objectives are similar to those of the Foundation:
- **10** commercialising the outcomes of the Foundation's scientific research;
- 11 promoting a work culture that supports the quality of the conducted research, including the highest ethical standards for the conducting thereof;
- **12** dissemination of the Foundation's scientific achievements.



1.4 SANO ORGANIZATIONAL STRUCTURE AND KEY ACTIVITIES IN 2020

1.4.1 GENERAL INFORMATION

As a new autonomous research unit Sano has chosen to adopt the organizational form of a foundation. The Sano Foundation was formally established by a notarized act on 17 July 2019 and subsequently entered in the National Court Registry on 5 September 2019.

The official bodies of the Foundation are as follows:

- 1 the International Scientific Committee.
- 2 the Foundation Council,
- 3 the Management Board.

Throughout year 2020 Sano proceeded with implementation of the IRAP grant agreement with the Foundation of Polish Science (grant no. MAB PLUS/2019/13) under which Sano receives approximately 45 million PLN in funding. This prestigious project will last until 2023. It should also be noted that in 2020 Sano joined the consortium implementing the complementary EU Teaming for Excellence Phase 2 project. This project will conclude in 2026 and Sano receives a budget of 8,5 million EUR in its scope.

1.4.2 THE SANO TEAM

Ever since its establishment, the Sano team includes a number of people who have made significant contributions to the development of the IT community in the Małopolska region, and to fostering collaboration with the medical community in the framework of common research projects. The Centre's activities also involve many researchers of international renown – members of its International Scientific Committee and other official bodies. Notable stakeholders include:



Dr Arkadiusz Sitek - newly recruited Director of the Centre. Previously employed at IBM and Philips Research in Cambridge. In 2006-2015, assistant professor at Harvard Medical School, and a medical physicist at the Brigham and Women's and Massachusetts General Hospitals. In years 2001-2006

scientist in Lawrence Berkeley Labs in Berkeley and Beth Israel Medical Center in Boston. His professional interests are focused on the use of computing in medicine. He specializes in the application of statistical methods in healthcare, medical data visualization, medical physics, and machine learning.

Dr Sitek serves as the President of the Management Board of Sano since February 2021, and also heads the Healthcare Informatics research team.



Dr inż. Marian Bubak - long-time faculty member of the Institute of Computer Science AGH and Academic Computer Centre Cyfronet AGH, also serving as Professor at the University of Amsterdam. Specializes in development of distributed computational systems for science (including medical

science). Has coordinated and participated in numerous research projects, both national and international.

Dr Bubak serves as the Scientific Affairs Director of Sano and a Member of the Management Board.



Professor Rod Hose - professor of computational biomechanics at the University of Sheffield and co-founder of the Insigneo Institute. His main research interests include development of simulation models in medical science. Deeply involved in the development of the pan- European Virtual Physiological

Human (VPH) initiative; coordinator of numerous research projects in this scope.

Professor Hose is a member of the International Scientific Committee of Sano.

Professor Marco Viceconti - professor at the University of Bologna and a visiting professor at the University of Sheffield, dealing with computational biomechanics. Co-founder and long-time director of the prestigious Insigneo Institute for in Silico Medicine. Considered a core member of



an international research community devoted to research in the scope of computational medicine. One of the Directors of the VPH (Virtual Physiological Human) Institute and Board member of the Avicenna Alliance. Author of over 300 research publications.

Professor Viceconti is the Chairman of the International Scientific Committee of Sano.

Agnieszka Szymańska - Deputy director for administrative affairs at ACC Cyfronet AGH. Graduate of the Cracow University of Economics. At ACC Cyfronet AGH she is responsible in particular for administrative and organisational affairs, human resources, formal and legal matters,



as well as public procurement. In her free time she practices sports – horse riding, volleyball, cycling and skiing.

Agnieszka Szymańska is Chairwoman of the Sano Foundation Council.

The international collaboration which gave rise to Sano is reflected in the composition of its Foundation Council, which is the Centre's supervisory organ. The Council brings together representatives of institutions which made content-related contributions to the establishment of the Centre: ACC Cyfronet AGH; Klaster LifeScience Kraków; University of Sheffield, Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e.V and Forschungszentrum Jülich GmbH.



1.4.3 NOTABLE ACCOMPLISHMENTS

Since its establishment Sano carries out scientific activities (research, seminars and meetups, preparing EU H2020 project proposals, establishing scientific collaboration with other IRAP and Teaming units) as well as organizational activities (launch of the Sano website, initiation of recruitment for key posts at the Centre, organizing the Sano administrative team, preparation of key internal documents, contracting auditors to perform audits of the Centre's financial statements for 2019 and 2020) with the overall aim of establishing a new, effective and autonomous research unit in Kraków.

The most noteworthy accomplishments of the Foundation in 2020 comprise putting in place the necessary infrastructure and performing talent acquisition activities in order to enable the Centre to fulfil its mission. In this scope, a key milestone was achieved in mid-2020, with the recruitment of the Sano Centre Director - Dr Arkadiusz Sitek. With help from the core Sano team, Dr Sitek has prepared an International Research Agenda document – a prerequisite under the IRAP funding scheme, defining the Centre's research strategy for the coming years. Thereafter, having obtained the necessary approval from agencies controlling the Centre's research grants – most notably the Foundation for Polish Science – as well as with approval of the International Scientific Committee, a contract was formally signed with Dr Sitek. The new Director who will assume his responsibilities in early 2021.

On the basis of the International Research Agenda, six research teams were envisioned at the Centre, and work begun to recruit the necessary human talent and auxiliary personnel to enable these teams to perform research. The specific areas of interest of each research team are listed in Section 2.1.

In 2020 Sano carried out its activities in the context of two large grants, which together constitute the basis for the Centre's operations and secure long-term sustainability. These are:

- > The Teaming for Excellence grant, awarded by the European Commission (15 million Euro, of which 9 million is allocated for the Centre while the remaining 6 is distributed among other partners of the Teaming project). Teaming for Excellence is an instrument of the Horizon 2020 program, which aims to create new Centres of Excellence (or significantly upgrade existing ones) by fostering collaboration between domestic research units and their international partners. In 2020 the Centre – having been officially established as a legal entity - formally joined the Teaming for Excellence project consortium as a distinct partner, and subsequently began taking over consortium leadership responsibilities from NCBR, which is acting as an interim leader, in line with the original Teaming for Excellence application. Sano expects to acquire full leadership of the Teaming consortium in 2021.
- → The International Research Agendas Program grant, awarded by the Foundation for Polish Science (grant total: 45 million PLN). The goal of IRAP is to ensure establishment of Polish research units (including their organizational and legal framework) headed by eminent researchers from around the world. Within the framework of such units, teams of collaborating scientists both domestic and foreign would undertake cutting-edge research and development activities in various areas of science. In 2020 as part of Phase 1 of the IRAP project, Sano initiated work on expanding its research teams and undertook preliminary research activities in the context of several projects, as listed in Section 2.

Details regarding the ways in which the Centre was financed in 2020, including the above-mentioned grants, are provided in Section 3.



1.5 EMPLOYMENT

1.5.1 ESTABLISHMENT OF THE OPERATIONS DEPARTMENT

One of the most challenging activities of Sano in 2020 was to establish, from the ground up, an entire department devoted to running everyday activities of the Centre, and to support research and development strands performed at other departments. Since the efficiency and quality of scientific outputs of modern research institutions depends in no small part on efficiency and quality of the support divisions, outfitting Sano with an administrative department which would provide solid, dependable support, yet managing to stay versatile and flexible, to meet the modern research and development challengers, was a task that

required careful attention.

Throughout 2020 Sano, supported with its Teaming partners, most notably ACC Cyfronet AGH, the National Centre of Research and Development, and Kraków LifeScience Klaster, managed to perform eight successful talent acquisition processes¹, which resulted in establishment of an entirely new structure within Sano – the Operations Department.

At the end of 2020 the following roles were appointed at Sano.

Director of Operations

Responsible for overall management of the operational activities at Sano, and daily administration of the Center.

Project Manager

This role is focused on managing, organizing and tracking activities related to research and development projects which are either already underway, or in which Sano intends to engage in the future. This role also serves as the communication point for Sano partners in high-level matters related to specific projects.

Legal Counsel

Dependable, up-to-date legal advice is crucial to an institution working in the sensitive area of computerised healthcare. Sano's Legal Counsel provides support to other administrative and research personnel whenever a legal opinion is sought.

Procurement Specialist (starting Jan 2021)

Responsible spending of public grant funding is essential for maintaining regulatory compliance. This role aims to ensure that no irregularities arise in the scope of procurement, and to manage procurement processes wherever required by the administrative or research personnel at Sano.

According to the long-term recruitment plan, the Operations will be further expanded in 2021, with expected additional roles in project management, IT support and office management. However, the main focus of the talent acquisition team in 2021 will be on research teams. The recruitment plan is also mindful of gender balance issues, with approximately half of the roles mentioned above staffed by female employees.

Establishment of the Operations Department brought a number of fundamental improvements in Sano's daily operations. The most notable of these were:

 Drafting, consulting and establishment of new, or updated versions of many important internal policies, including procurement policy, employment poli-

Human Talent Manager

The crucial task of human talent management is handled by a dedicated specialist, who takes part, among others, in identifying the required talent and ensuring its retention at the Centre.

IT & Cybersecurity Specialist

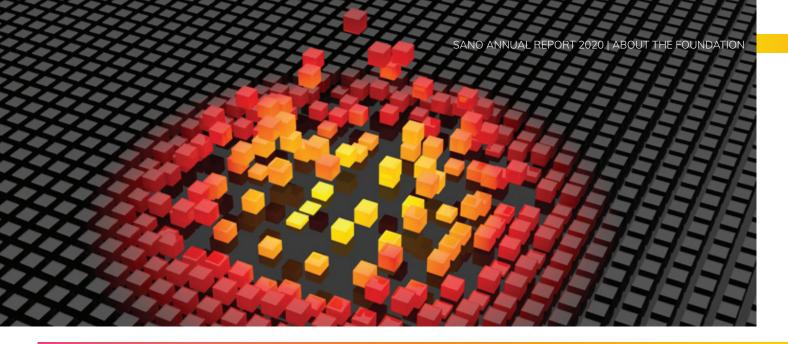
Solid infrastructural foundation and acumen in IT systems security is a prerequisite of smooth operations at Sano. The IT & Cybersecurity Specialist makes sure that Sano's IT infrastructure remains operational and protected against threats and malfunctions.

Talent Acquisition Specialist (starting Jan 2021)

Sano will see even faster personnel growth in 2021, and will therefore continue with its recruitment drive. The role of the talent acquisition specialist is to coordinate recruitment processes in line with commonly accepted industry standards.

- cy, remuneration policy, human talent management policies, and similar.
- Purchase and successful deployment of HR management and document workflow management software, for smooth Sano future paperless operations.
- Negotiations of a number of contracts within Polish Ministry of Science research support programmes: Granty na Granty and Premia na Horyzoncie.
- Preparations for and successful execution of the first reporting review for the European Commission (the review itself was conducted in January 2021, but the periodic reporting and the preparations were performed in 2020).

¹ One specialist was hired part time, for a limited number of months in 2020, with the single task of acquiring suitable office space for Sano. After completion of this task, the person left, therefore Sano entered 2021 with the Operations department being seven-person strong.



1.5.2 GROWTH OF OTHER DEPARTMENTS OF SANO

While the international competition for the position of the Director of Sano, and the establishment of the entire structure of the Operations Department, were the main foci of Sano recruitment strand of activities, other elements of Sano personnel structure grew in 2020 as well. At the outset of 2020 Sano directly employed four researchers in the framework of broad preparatory activities related to participation in Part 1 of the IRAP PLUS project. The research department of Sano was further extended with another specialist in 2020, and at the end of the year consisted of the following roles:

Director for Scientific Affairs

Responsible for charting the overall research directions which Sano will follow, in collaboration with the Director of the Centre for supervising progress in research projects and for resolving high-level issues related to R&D activities at Sano.

Independent Senior Postdoctoral Researcher

This role focuses on performing research, managing and monitoring the progress of Sano research teams on a day-to-day basis; the senior postdoctoral researcher also animates the Sano research community by organizing regular meetings and participating in seminars.

Senior Research Data Analyst

Processing clinical data for optimised healthcare is a core concern of Sano, and must be handled appropriately – this particularly concerns acquisition, storage and security of research data. The senior data analyst also ensures that data is appropriately pseudonymized for compliance with GDPR and other applicable regulations, and supervises access to clinical data by other researchers at Sano.

In 2020 we also created the department dedicated to Sano's development. Since Sano is a relatively young institute, the department consisted with a single specialist – the Business Development Manager – at the end of 2020. While Sano continues to develop a long-term strategy forIntellectual Intellectual property yet, this person currently focuses on establishing new strategic a lliances for Sano – with clinics, academia and industry. She also, in cooperation with our Legal Counsel, takes care of preparation of the internal Sano library of necessary legal documents and templates, required for the future expansion of operations: contracts, cooperation agreements, non-disclosure clauses, confidentiality –

Scientific Programmers Manager

The Scientific Programming Team's mission is to assist Sano research teams in matters related to access and use of HPC and specialized computational infrastructure. The Scientific Programmers Manager heads this team and oversees its activities.

Senior Scientific Programmer

Clinical Decision Support systems represent a juncture of IT and medical concerns; accordingly, developing such systems often calls for advanced IT skills which are not commonly found among medical practitioners. The scientific programmer bridges this gap by assisting in development of usable IT tools and systems for use in medical practice, quided by the Sano research teams.

and IP management policies.

The Development team will be expanded in 2021 with further specialists.

The financial planning throughout 2020 was performed by Teaming partners (ACC Cyfronet AGH and Klaster LifeScience Kraków), and payroll and accountancy activities were outsourced, but we plan to establish the internal Finances department in 2021. Together with Research, Operations and Development, it will constitute the full structure envisioned for Sano in the long-term development plan.

1.5.3 RECRUITMENT AND THE APPOINTMENT OF THE DIRECTOR OF SANO

The strategic priority for 2020 was the identification of the Director of Sano. Recruitment for this key R&D post was carried out through open international competition supervised by the International Scientific Committee, which consists of 15 members.

The design, planning and successful execution of the Director recruitment process, including the published documents (rules, advertising and process) were conducted with substantial support from the Advanced Partners, especially the University of Sheffield and ACC Cyfronet AGH, together with their representatives on the Search Committee.

All activities related to recruitment were governed by rules agreed upon with the Foundation for Polish Science (FNP), International Scientific Committee (ISC), Foundation Council (FC) and Search Committee (SC).

Recruitment and the Appointment of Director - in 2020 strategic goal

Formal bodies

International Scientific Committee (ISC) Search Committee (SC) Sano Foundation Council (FC)

Nov 2019

Launch of

Sano Director

recruitment

Foundation for Polish Science (FNP)

Co ViD-19

Interviewed Candidates had worked in Germany, India, Japan, Poland, Romania, Scandinavia, USA, Canada.

Research Agenda submitted to FNP

July 2020

Sano Foundation Council accepts Dr Arkadiusz Sitek

Dec 2020

Preparation stage

Sept - Oct 2019

Recruitment

and strategy

materials

Recruitment and selection proces

Deadline for Interview rounds applications held by ISC. FNP.

March 10th 2020

SC, with 8 selected Candidates with international backgrounds

April 2020

May 2020 Oct 15th 2020

ISC selects

the 'Preferred

Candidate" -

Dr Arkadiusz Sitek

FNP approves Dr Arkadiusz Sitek and his Research Aaenda

1.5.4 TRAINING

During 2020, staff members from staff members from operations, development and scientific departments attended over 40 individual training sessions provided by external services related to their professional fields, mostly held online due to social conditions. Sano has also devised a process of induction training for new employees, and this is still evolving as a natural result of adding new people to the organization.

Area of development	Number of training sessions organized in 2020
Research	8
Finance (including procurement)	6
Legal/ IP	8
Management (including HR and general project management)	17
Other	2
Total	41



2. RESEARCH AND DEVELOPMENT ACTIVITIES AT SANO

2.1 DIRECTIONS AND AREAS OF R&D ACTIVITIES

Strategic Objectives

Sano is a non-profit research institute dedicated to the advancement of computational medicine. The strategic objectives of the Centre span five domains:

- Academia: To become one of Europe's leading academic institutions for the identification, development, and implementation of techniques in Computational Medicine
- ➤ Translation: To combine academic, industry and clinical perspectives to inform innovative R&D processes, delivering competitive products and services to the marketplace, creating sustainability
- Education: Deliver internal and external training programs to provide the next generation of healthcare technology innovators with the unique skills profile required by Computational Medicine
- Digital Health and Care: Make a significant contribution to digitizing healthcare, meeting health challenges, improving wellbeing and meeting expectations for data utilization and treatment efficacy
- ➤ Entrepreneurship: Foster an entrepreneurial culture within the Centre to promote translation of research and enhance the innovation potential

RESEARCH AGENDA

Together with the selection of the Sano Director, the Centre prepared a detailed and updated Research Agenda. Its main premise is to engage and closely work with medical professionals, academia, governments, NGOs, and industry to solve relevant and significant problems which plague healthcare systems. Sano is active in six domains which approximately map to six research teams which comprise Sano's research core:

- Personal Health Data Science: Behavioural science and data analytics on population health data and other types of data (e.g., wearables) to identify health risks, trends, inefficiencies, vulnerable populations, patient subgroups, and investigate potential population-wide interventions (e.g., nudge theory).
- Health Informatics: Multidisciplinary research at the interface of computing, information technology, behavioural science, human-computer interaction, and Al, focused on healthcare workflows, patient data management, data visualization, interaction and communication applied to on-site and remote medicine.

- Clinical Data Science: Development of AI clinical decision support systems based on clinical data and other types of information obtained from various sources and/or computer simulations.
- Modelling and Simulation: Development of models and mechanisms to simulate physiological processes relevant to diagnosis and therapy as well as applications in the area of in-silico clinical trials
- Extreme-scale Data and Computing: Efficient processing of large data sets with the use of advanced computing infrastructures and deployment of computing solutions at the point of care.
- Computer Vision Data Science: Development of Al tools to automatically analyse visual information in Healthcare such as medical imaging, endoscopy, surgery, and other types of visual information

International PhD programme

In 2020, Sano devoted substantial effort to preparing and launching an international PhD programme, in order to be able to welcome the first PhD students in 2021 as the research teams are established.

The main features of the PhD program are:

- Multidisciplinary PhD programme crossing the boundaries between:
 - Medicine, health sciences
 - Computer science, data science, computational science
 - Biomedical engineering
- Degrees and training courses organized by:
 - University of Sheffield
 - AGH University of Science and Technology
 - Jagiellonian University Medical College
 - University of Amsterdam
- > Collaboration with research teams at Sano:
 - Close contacts with the University Hospital in Kraków
 - Participation in international projects
 - Collaboration with industrial partners

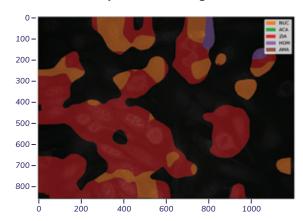
- > Training and research exchange programme:
 - Advanced courses at the University of Sheffield and other foreign partners of the Centre
 - Six months abroad (long + short visits)

A general call for PhD students was prepared to be launched in 2021, along with an open call for collaboration on PhD topics, to engage the potential clinical, industrial and academic partners to collaborate on joint PhD topics funded by Sano.

PREPARATORY RESEARCH PROJECTS

Under the guidance of the Director for Scientific Affairs the Centre continued to implement Phase 1 of the IRAP project. In this scope the Centre initiated collaboration with clinicians participating in the Clinical Advisory Committee, in order to prepare a list of preliminary topics where computational methods may be applied in medical practice. These include, among others:

Automatic image classification for Indirect Immunofluorescence (IIF) images in collaboration with the Jagiellonian University Medical College.



Automatic IIF classification using neural networks

Development of statistical machine learning methods for classification of patients with vasculitis, in collaboration with the Jagiellonian University Medi-

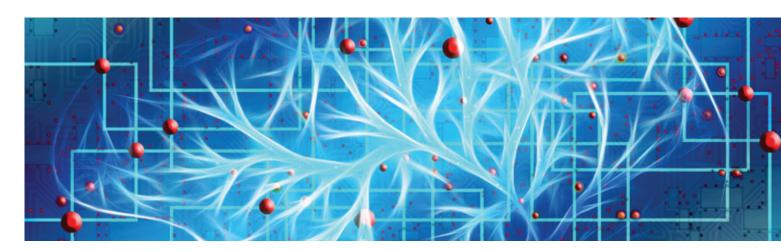
- cal College as the leader of POLVAS Polish Vasculitis Consortium.
- Support in development and execution of modelling and simulation procedures for pulmonary hypertension treatment in collaboration with the University of Sheffield.
- Development and support of the Model Execution Environment to provide an interface by which computations and data processing tasks may be carried out with the use of high-performance computing resources available to Sano.

The Research Agenda has become a basis for establishment of Sano's Research Teams – an activity which is Sano's focus for 2021.

RESEARCH PROPOSALS

By the end of 2020 Sano had been invited to participate in research consortia, and submitted the following project proposals:

- "In Silico World: Lowering barriers to ubiquitous adoption of In Silico Trials", Horizon 2020 Call: H2020-SC1-DTH-2018-2020 (Digital transformation in Health and Care), Topic: SC1-DTH-06-2020. In this successful proposal coordinated by Alma Mater Studiorum Universita Di Bologna. Following successful submission of this proposal, Sano was granted 356 250 EUR in funding for 4 years, staring 1 January 2021.
- StHeart-Up "Smart and auTomated Heart-on-chip system for in vitro drUg and theraPy assessment", Horizon 2020 Call: H2020-NMBP-TR-IND-2018-2020 (Transforming European Industry) coordinated By Biosense Institute Research And Development Institute For Information Technologies In Biosystems
- "Advanced Microfluidics Initiative For Applied Diagnostics" (AMI), EU COST Action, Coordinated by the Microfluidics Association.





3. SANO FINANCIALS

3.1 SANO FUNDING STRUCTURE

Sano is funded primarily from the following sources:

- → initial capital (15 000 PLN),
- → EU H2020-WIDESPREAD-2016-2017 Teaming Phase 2 program (approx. 8.9 million EUR),
- → International Research Agendas Program (IRAP)

of the Foundation for Polish Science (FNP), co-financed by the EU under the European Regional Development Fund (approx.. 10 million EUR).

In 2020 Sano had been developing its structures mainly using IRAP and H2020 Teaming funds.

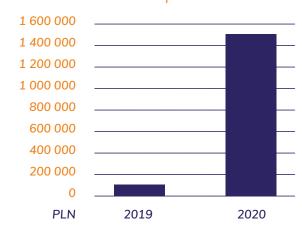
3.2 DISCLOSURE OF REVENUE SOURCES

Net revenues from statutory activities and subsidies were reported at 1 584 565.61 PLN, all of which corresponds to settlement of prepayments received from:

- → Foundation for Polish Science to cover its expenses under the IRAP contract,
- → European Commission to cover its expenses under the Teaming Phase 2 contract.

In the profit and loss account these revenues were further adjusted by 73 031 PLN which represents provisions for examinations, holidays and retirement benefits (guaranteed by the labour code).

Net income from sales and equalized to them



3.3 DISCLOSURE OF EXPENSES

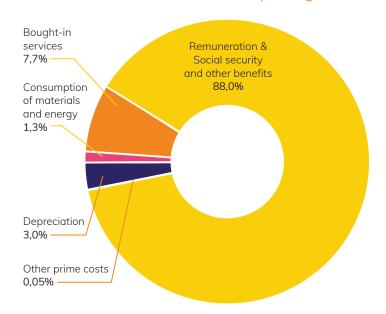
Salaries and remuneration payable in 2020 amounted to 1 052 024.47 PLN, with an additional 167 720.86 PLN in overheads. No awards, bonuses or other benefits were paid out to employees in 2020.

Altogether, employment-related expenses reached 1 219 745.33 PLN which represents 88.0% of the total operating costs incurred by Sano in 2020 (total value: 1 386 290.03 PLN).

The remaining costs were related to procurement of bought-in services (106 084.36 PLN), depreciation (42 250.00 PLN) and consumption of materials and energy (17 540,89 PLN).

All of the above expenses fall within the scope of the Centre's statutory activities.

Structure of the Operating costs



3.4 KEY FINANCIAL INDICATORS

As of 31 December 2020 the assets held by Sano were jointly valued at 10 581 605.52 PLN. The Foundation fixed assets amounted to 69 407 PLN, while its working assets comprised monetary assets (10 490 406.71 PLN deposited in a bank account at Bank Polska Kasa Opieki S.A.) and the receivables from taxes, donations and duties (VAT receivables estimated at 21 791.81 PLN).

The above assets were financed mainly from prepayments received from FNP under the IRAP contract and

from EC under the Teaming Phase 2 contract, whose unused portion (at 10 430 329.94 PLN) is reported as deferred revenue. The base capital of the Foundation is 26 557.81 PLN, while the net financial result for 2020 is reported at 41 969.40 PLN. The Foundation's equity and liabilities include 80 531 PLN in provisions for liabilities (including provisions for retirement benefits and similar liabilities 63 031 PLN and provisions for auditor 17 500 PLN), along with short-term liabilities estimated at 2 217.37 PLN.

Fixed assets

Intangibles and legal assets	69 407
Working assets	
Short-term receivables Cash on hand and bank deposits	21 792 10 490 407

TOTAL ASSETS	10 581 606
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Equity

Base equity	26 558
Net profit (loss)	41 969
Provisions for liabilities	
Provisions for retirement benefits and similar liabilities	63 031
Other provisions	17 500
Short-term liabilities	2 217
Deferrals and accruals	10 430 330
TOTAL EQUITY AND LIABILITIES	10 581 606

4. OTHER LEGALLY MANDATED DISCLOSURES

4.1 DISCLOSURE OF ACTIVITIES MANDATED BY STATE AND LOCAL AUTHORITIES, AND OF THE FINANCIAL EFFECT OF THESE ACTIVITIES

In 2020 Sano did not carry out any activities mandated by state or local authorities.

4.2 DISCLOSURE OF FISCAL SETTLEMENTS AND OF THE SUBMISSION OF TAX FORMS

In 2020 Sano was obligated, among others, to deduct social security fees from employee remuneration and to carry out VAT settlements related to remuneration and procurement of services.

In relation to the above, in 2020 Sano submitted the following monthly tax forms: ZUS and VAT-7, along

with the following annual tax forms: PIT-4R and CIT-8.

All liabilities related to taxes and social security payments in the 2020 fiscal year were discharged in a timely manner. As of 31 December 2020 Sano had no overdue liabilities in relation to budget commitments.

4.3 DISCLOSURE OF OFFICIAL INSPECTIONS CARRIED OUT AT THE FOUNDATION IN THE REPORTING PERIOD

No inspections were carried out at the Foundation by fiscal authorities or any other authorities in 2020. The financial statement for 2020, which represents the Fo-

undation's initial year of operation, has been audited and duly approved by the Foundation Council.







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