

2023 Social Responsibility Report

European School
of Oncology



**The European
School of Oncology is
an independently funded
non profit organisation
dedicated to quality
education and training,
because we believe
all patients deserve
equal access to
competent cancer care.**

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Overview

Highlights 2023

The year ESO
was founded

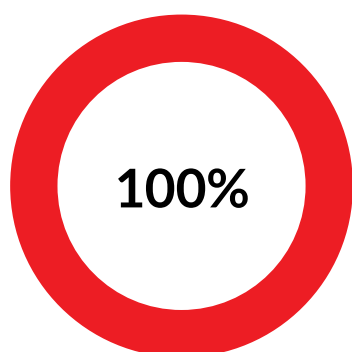
1982

**+20.000
Students**

in 40 years

**+1.000
Teachers**

**2
Headquarters**



Employees with
open-ended contracts
(no end date)



10/12

Female
Staff



3

Women
on the Board



47

Ambassadors

363

ESCO Students in 2023



98%

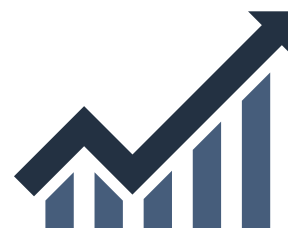
The students who claim that ESO's educational activities have helped them to improve their careers

88%

The students who claim that ESO has provided them with high-quality information otherwise inaccessible to them

Total income

€2.48 million



3,9/4

The average ranking given to the quality and contribution of our educational offer



96%

The students who claim that they feel more prepared to respond to patients' needs, thanks to the education received

98%

Those who claim that the education received helps them to better their patients' lives



91,6

Economic Independence Index

“ 2023 was an important year thanks to the success achieved upon our entry into “Europe’s Beating Cancer Plan.” This programme was launched and funded by the European Commission towards the end of the long Covid tunnel that had funneled our attention away from most other health issues. ”





Letter to the Stakeholders

Dear Friends, Donors, and Advisors,

In 2023, our school rounded the 40-year mark and began its journey toward the next major 10-year anniversary: that of half a century.

2023 was an important year thanks to the success achieved upon our entry into “Europe’s Beating Cancer Plan.” This programme was launched and funded by the European Commission towards the end of the long Covid tunnel that had funneled our attention away from most other health issues. We contributed to this plan with our experience and creativity by participating in most of the programmes which involve training physicians and nurses in the field of oncology.

We were also finally able to reduce our online activity - teaching by videoconference - and return to meeting our students in person, speaking with them freely and providing attention to their needs in the way that has always made our organisation stand out.

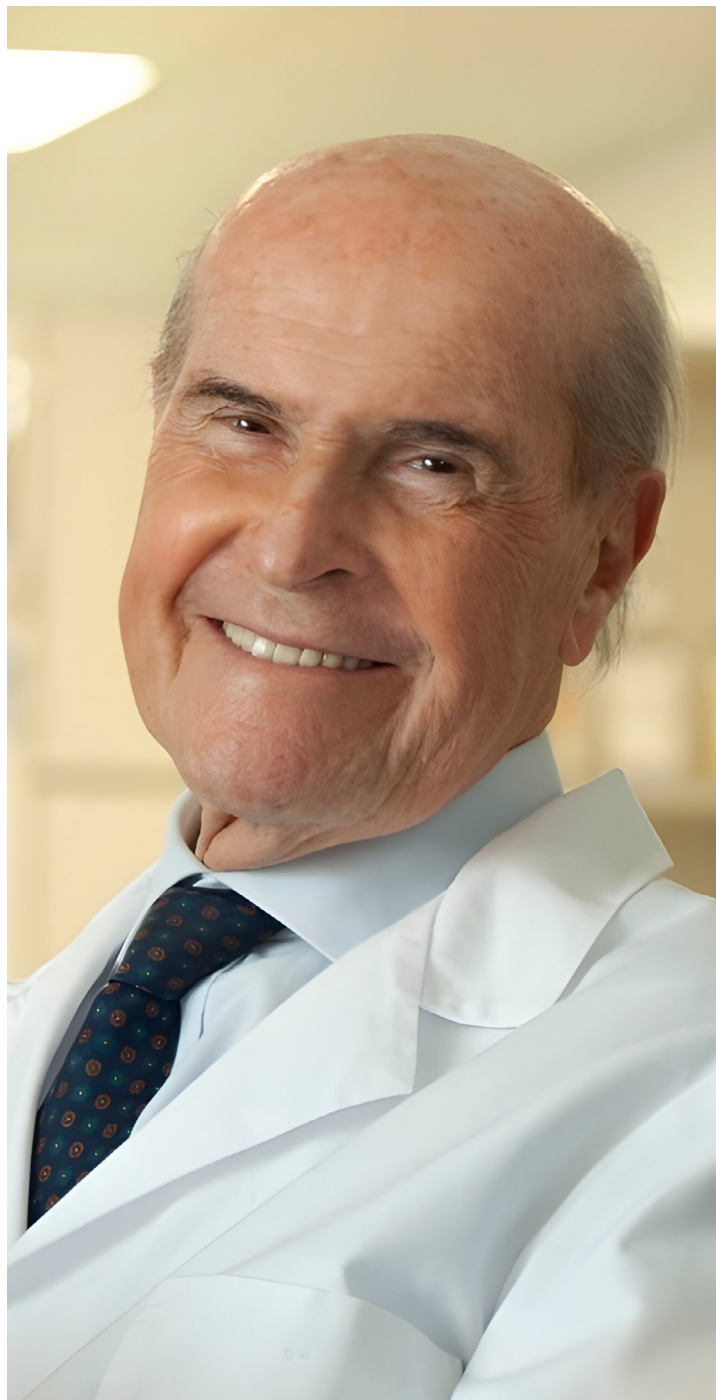
Thanks to the excellent work of the Venetian authorities, we were also able to go back to using the university’s teaching facility on the island of San Servolo; a place for which, many years back, we played an active role in its recovery and restoration.

Lastly, we have strengthened our governance, both at the board level, where I had the honour of being handed the presidency “baton” from my friend Ugo Rock, who guided the school for almost 30 years, as well as at an operational level, where we added the figure of General Manager who, in turn, immediately began to help ensure a sense of common purpose between our Milan and Bellinzona offices.

These pages contain the first analysis of our activity from the point of view of its social impact, and they explain how we are able to state that, in 2023, we have once again reached our goal to increase the number of competent, trained, and dedicated doctors and nurses for cancer patients in Italy and in Europe.

Fedele Gubitosi

ESO President



Who We Are

Founded in Milan in 1982 by Umberto Veronesi and Laudomia Del Drago, with the goal to reduce the number of cancer-related deaths caused by late diagnosis or inadequate treatment, ESO – The European School of Oncology, represents European excellence in specialized oncology education.

To this day, the founders' wish is being carried out by ESO; providing oncology education to improve cancer patients' treatments with study programmes, highly professionalized pathways, Masterclasses, and training activities aimed at reaching those areas where education is most needed, both geographically and scientifically.

1982

After a summer of preparation, encouraged by a group of donors, Professor Umberto Veronesi creates the school's Secretary-General at the **Fondazione IRCCS Istituto Nazionale dei Tumori** (National Cancer Institute of Milan (INT)) in Milan. On 9 September 1982, the official ESO logo is unveiled, and on 26 October, at the annual ESGO conference in Athens, the founding of the **European School of Oncology** is officially announced.

1983

In January, in Milan, the **first Board of Directors meeting** is held. Princess Laudomia Del Drago of Rome is elected President, Professor Umberto Veronesi becomes Chairman of the Scientific Committee, while Dr Alberto Costa is nominated Director. In April 1983, the **first course** is organised at Pomerio Castle at Lake Como in Italy.

1985

The European Commission commissions the school to draft the "**European Code Against Cancer**" as part of the "Europe Against Cancer" programme.

1988

In October, the **first course for oncology nurses** is launched in collaboration with EONS. The **ESOF Foundation** is launched with headquarters in **Lugano, Switzerland**; its goal is to finance the school's activities, together with its Italian twin FFO.

1993

The school becomes a **FECS** (Federation of European Cancer Societies) member.

1994

The school helps found **Europa Donna**, a coalition that works to raise awareness about breast cancer. In May, the **European Institute of Oncology (IEO)** is inaugurated. For years, the school will be responsible for organising the institute's scientific events.

1997

The first school's first website is created, a sort of "umbrella" website that brings together various partners close to ESO. The website, initially called OncoWeb, is soon changed to **Cancerworld.org**

2001

The school's scientific magazine "Cancer Futures" is launched, edited by Springer Verlag.

2002

The **first Masterclass in Clinical Oncology** is organised in Montecatini Terme, Tuscany. **Sharing Progress in Cancer Care**, the financial support programme, is created to help sponsor -in part- the school's Masterclasses and the scientific journal. The school promotes the founding of **EuropaUomo**.

2003

The ESO office in Bellinzona, Switzerland is inaugurated in order to promote projects in the Ticino Canton. ESO becomes editor of its scientific journal which is renamed **CancerWorld Magazine**.

2004

ESO creates **Senonetwork**, a network of European Breast Units.

2005

EASO (Euro-Arab School of Oncology) is born thanks to an agreement between ESO and the Egyptian Minister of Health.

2008

A weekly programme called e-Grandrounds is created, setting the stage for **e-ESO, the distance education programme**.

2011

The **ABC lecture** series is launched in Lisbon, dedicated to Advanced Breast Cancer.

2012

The first edition of the **World Oncology Forum (WOF)** is held in Lugano; a series of forums organised by ESO in collaboration with The Lancet Oncology, where internationally renowned oncologists, researchers, advocates, and policy makers discuss and define what needs to be done to end avoidable suffering and death from cancer. The **BCY conference** series, dedicated to Breast Cancer in Young women, is launched in Dublin.

2013

In collaboration with Ulm University in Germany, the first edition of the **Certificate of Competence in Lymphoma** is launched. It is an academic study programme, reinforcing the concept of “Career Development.” In the years that follow, similar “Postgraduate” programmes are organised on lung, breast, gynaecological, prostate and gastrointestinal cancer, always in cooperation with prestigious European universities.

2014

The **Clinical Training Centres programme** is launched; oncologists can spend from three to six months in a department of their interest at specific European Institutes which have been selected by ESO.

2018

The **Accademia di Senologia Umberto Veronesi** is founded together with the Veronesi Foundation.

2019

ESO becomes completely independent from any pharmaceutical company sponsorship.

2020

ESCO, the College of the European School, is founded to help guide oncologists throughout their careers, providing them with an educational pathway formed by activities offered by ESO. The **first online course** is launched on the e-ESO platform.

2021

The first **ESO Ambassadors** are nominated. These are ex-alumni whose job is to promote the school's activities in their respective countries, sharing their personal experiences.

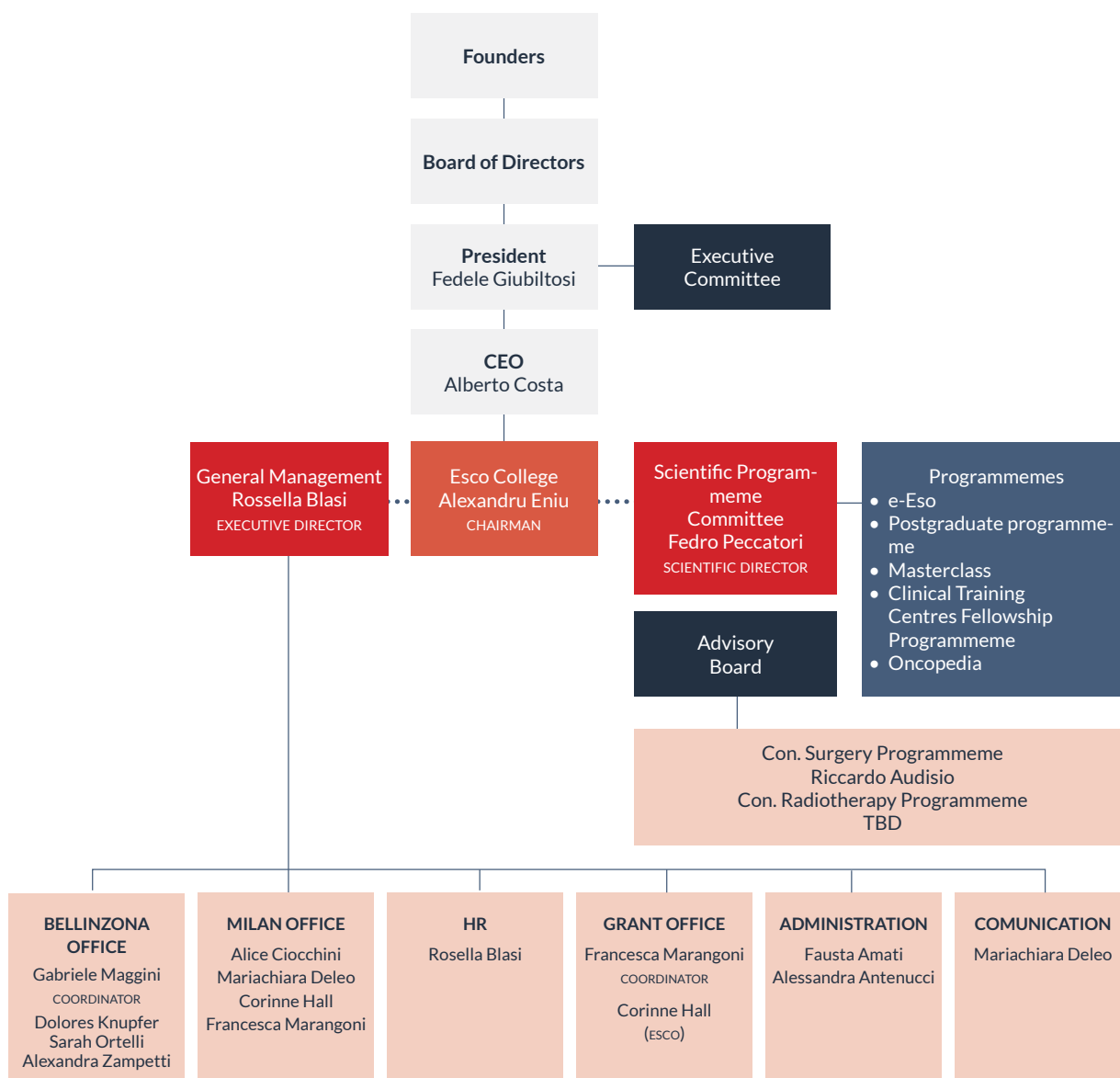
2022

ESO is involved in the “**Europe's Beating Cancer Plan**” to turn the tide against cancer.

2023

The **Oncopedia project** is created in order to document, through articles published on a dedicated website, the history and contribution of Europe in improving cancer care.

GOVERNANCE



Members' Assembly

All members, both ordinary and honorary, are allowed to participate. The Assembly is convened at least once a year by no later than the end of May. The Assembly may also be convened whenever the Chairperson deems it necessary or when requested by at least one-third of its members.

The Assembly is responsible for the following:

- approving the Executive Board's report about the activities carried out by the Association
- approving the financial report
- determining the membership fee
- appointing the Executive Board and the Board of Auditors
- passing resolutions pertaining to the Associations' activities
- approving any amendments to the Articles of Association and/or dissolving the Association

Board of Auditors

The Board consists of three regular and two alternate auditors, who can also be elected amongst non-members, via the Chair's appointment. The Board is in charge of auditing the Association's accounts, examining the budget documents, and attesting to their conformity through a report provided to the President. Members are elected for three years and are eligible for re-election.

Board of Directors

The Board of Directors is made up of five to fifteen members who are elected by the Assembly. They hold office for three years but can be re-elected. The Board is responsible for the ordinary and extraordinary management of the Association, as well as the promotion and organisation of the Association's activities and the provision of the means necessary to pursue them.

The Scientific and Advisory Boards

The Scientific Committee is responsible for devising the school's programmes and the teaching content. It consists of seven to a maximum of thirty-five members from various European and non-European countries in which the Association is present.

The members hold office for three years and can be re-elected, upon nomination of the Board of Directors.

The Scientific Committee's activities are supported by an Advisory Board that includes representatives from civil society, academia, and experts in communication, artificial intelligence, and health economics.

ESO's initiatives and activities are defined by the ESO Executive Committee, the Scientific Committee, and the individual Department or Programme Coordinators

OUR PERSONNEL



2

Men



10

Women



3

Consultants



100%

Contracts without
an end date



7

Full-Time
Contracts



5

Part-Time
Contracts



93%

of the collaborators
hold a university
degree

As of 31 December 2023, **ESO had 12 employees, ten out of which were women and twelve men, all of whom have contracts without a set deadline** (tempo indeterminato). In addition, there are two resources who assist in the organisation of our events and one external collaborator in charge of one of the school's major projects. The contracts drawn up are primarily full-time (5 part-time), reflecting a stable trend over the last three years. In terms of job classification, there are 9 general staff members, 1 executive, and 2 managers.

15 out of 14 employees hold tertiary educational degrees.

Roles in ESO

Our collaborators are responsible for organising the training activities and events, as defined by the Scientific Committee and Programme Managers, as well as for supporting those students who wish to register and participate in courses and managing the communications of said activities and events.

The teaching itself, however, remains the responsibility of teachers and trainers (specialized medical oncologists) who are selected from amongst the most important international oncological institutes, evaluated and selected on the basis of their professional expertise and contributions to the scientific community. In its more than 40 years of activity, ESO has collaborated with over 1,000 faculty members.

Activities in favor of our employees

The presence of numerous women in the organisation, many of whom have recently become mothers, is certainly taken into account: flexible hours, as well as three days a week of teleworking, are guaranteed by contract.

A monthly reimbursement of 50 Euro is provided to the employees to cover costs accrued by remote working. Meal vouchers are also provided on these days. There is also a readily consultable document which explains the rules about travel reimbursement.

Another area of focus, in order to keep our staff up to date, is **training**.

In addition to training required by law, **it is possible for each employee to agree on ad hoc training**, dedicated either to a specific or a transversal topic. **In 2023, two people benefited from this, with an average of five hours of training per capita.** Specific training was also provided to one of the interns, who benefitted from a **communications course**, after finding she had a particular interest and inclination for this subject.

There are no specific times planned for setting and evaluating annual goals, but, on a monthly basis, an in-person team-building activity is organised to discuss planning and the ongoing activities, where staff comments are collected. These meetings involve both the Milan and Bellinzona offices, alternating the meeting place between the two cities. The objective of these meetings is clearly to discuss all ongoing activities, but they are also a moment to enjoy each other's company and talk together.

ESO's impact

The European School of Oncology is a non-profit organisation independently financed and dedicated to quality education and training, because we believe that all patients merit equal access to competent cancer care.

This is what the ESO Mission Statement says, which is then broken down into four specific goals, three of which originate from the core pillars of the organisation:

CAREER DEVELOPMENT

CARE

UNBIASED CONTENT

PARTNERSHIP

The last objective, Partnership, is of an instrumental nature, functional to the expansion of the scope of the other three objectives.

In this section we will evidence how the organisation operates in order to achieve the above-mentioned goals, aimed at increasing collective health conditions, highlighting the main activities carried out during the year and presenting key data that evidence the results achieved.

MISSION

Quality education and training,
self and independently financed,
to guarantee equal access to
competent cancer care

IMPACT

Ensure healthy lives
and promote well-being
for all at all ages

OBJECTIVES

RESULTS

Career Development

Improve medical personnel's
skills



98% of the students state
they have improved their skills
thanks to ESO

Care

Increase patient empowerment
by actively involving the patient
in his/her treatment path



84% of the students state
they have developed a new
outlook about their patients

Unbiased Content

Maximum freedom and
independence of the institute
and the training it offers



2.485.070 € the economic
resources available to our
organisation

Partnership

Support and quality scientific
content on behalf of partner
organisations



12 active partnerships on an
international level

MISSION

IMPACT



ESO's Impact

Career Development

To improve cancer care skills of healthcare personnel reached by ESO activities in Europe by following their **individual long-term career development**.

3,87/4

the average
rating of
activities
offered

ESO's primary objective is to guarantee quality cancer care to all cancer patients, quickly and with the interests of the patients at heart.

To do this, ESO aims to provide **high-quality training** to as many people as possible, reaching out to all the figures in the medical-health care field who work with cancer patients. Therefore, our training programmes are directed not only at physicians, but also pediatricians, nurses, radiologists, and surgeons in order to ensure the most cross-sectoral and multidisciplinary approach to the disease as possible. Patient care does not only consist of pharmacological treatment, but also non-medical care and support that is often provided by nurses and the healthcare team as a whole. The role of the "team" and the importance of having a competent and well-trained medical cohort are fundamental elements in caring for patients.

The viewers who took our survey about our activities in 2023 rated our educational offer very highly, with a score of **3.87/4**. **98%** of the students surveyed claimed that the activities in which they participated helped them to increase their skills and knowledge level.

Promoting multidisciplinary in cancer care: the example of breast cancer – 5 May 2023, University Hospital Center "Nene Tereza", Tirana, Albania

A clear example of how important a multidisciplinary approach is when treating a patient was provided at the event held on 5 May in Tirana, Albania at the University Hospital Center "Nene Tereza." The event was organised by ESO, under the leadership of Alexandru Eniu, Deputy Scientific Director & Chair of ESCO, and by Helidon Nina, Medical Director at the Center.

125 doctors, residents, nurses, psycho-social workers and psychologists took part in the workshop. They not only brought their points of view about the need for a team, but also about the difficulties of working within one.

Teamwork, perceived as essential to ensuring adequate and unbiased patient care, but also as an opportunity to provide patients with all-round care -not just pharmaceutical and medical, but also emotional, psychological and, in some cases, even social support--was analyzed based on the centre's experience, observing the critical issues and opportunities for implementation.

The medical staff involved pointed out that, firstly, there was a **need for better logistics**: the lack of **necessary facilities for staff development**, from the **number of hospice beds**, to **electronic equipment**, to **databases** and the **technical support** needed to manage them-- brings a number of negative implications for the team management of the patient, given the lack of possibility to **share information**, both when deferred and, even more so, in real time. **Communication** and the need for strong and well-recognized **leadership**, together with a lack of **recurrent training**, were identified as the next most important issues.

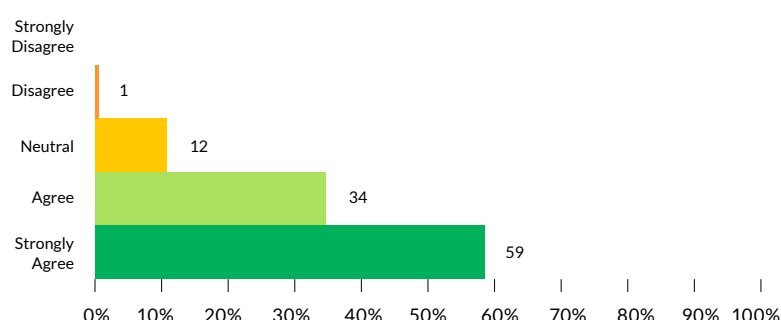
The invaluable contribution of Alexandru Eniu, Virpi Sulosaari, Simon Oberst and Tanja Spanic helped convince the participants about the importance of teamwork and the need to develop a "national tumour board," with the collaboration of institutions, and in order to make up for the centre's shortcomings.

Teamwork has certainly proved to have positive effects on both the patients and the team who manages them, but it is important to have the proper resources (professional, physical, and economic) to make it work as efficiently as possible.

In ESO, we are aware that everybody's situation is different and that not all of our students are in economic conditions which permit them to pursue a specialized course of study.

ESO, particularly in the initial phase of its existence, opted to take oncology training to countries where there was the greatest need, as determined by the ratio between the incidence of cancer over the population and the economic resources available for research and training in healthcare and therefore, favoring countries in Eastern Europe and the Balkan area.

ESO permits everyone to access high-quality training that would otherwise be inaccessible



We make every effort to ensure that cost is not a barrier for our students. In fact, most ESO activities are free of charge, although some do require participants to cover the cost of travel or pay a small registration or admission fee.

This is also why the **Domietta Del Drago Scholarship Fund** was established in January 2020. It provides financial aid to physicians and nurses who successfully pass the selection process for one of ESO's training programmes but who would otherwise have difficulty covering the cost of participation. In 2023, the fund provided **€7,925 to 17 students**.

	UoM	2023	2022	2021
Total amount donated from the Del Drago Fund	€	7.925	39.991	19.626
Students who have benefitted from the Del Drago Fund	n°	17	27	10

Another goal of ESO is to ensure that medical personnel **have access to top-level training at any point in their careers**, whether at the beginning or a later stage. In fact, ESO offers **different training formats** that can be taken advantage of at any given point of a professional's career.



ESO's Impact

Career Development

ESCO – The College of the European School of Oncology

UoM		2023			2022			2021		
Enrolled in ESCO per year		Women	Men	Total	Women	Men	Total	Women	Men	Total
Students	n	71	49	120	70	52	122	47	48	95
Fellows	n	100	72	172	80	85	165	74	79	153
Graduates	n	40	31	71	26	23	49	25	27	52

Objective: to offer a structured educational pathway to help students improve their oncology careers

When it began: July, 2020

Who it is for: aspiring medical, radiation, and surgical oncologists

What it offers: a structured educational pathway that spans a physician's career from medical student to when he/she takes on leadership roles and responsibilities. The pathway is structured in different levels, in accordance with career development targets, allowing members to access various benefits.

Benefits: ScienceDirect subscriptions; discounts on registration fees for ESO courses and selected oncology examinations; access to dedicated e-sessions/online courses; priority selection for ESO's clinical training centres fellowship programme; scholarships for ESO's Postgraduate programme; guidance via a Mentorship programme; Improving cancer outcomes and leadership course; educational grants for further activities; access and participation in the ESCO Directory and the ESCO Library.

UoM		2023			2022			2021		
Students who have participated in a Virtual Mentorship and have been paired with an ESCO Faculty member for one year		Women	Men	Total	Women	Men	Total	Women	Men	Total
	n	33	12	45	32	21	53	11	7	18

Requirements:

only physicians who have already been selected to participate in one of ESO's other educational activities can join the College.

e-ESO

	2023	2022	2021
e-ESO Students	4.194	3.588	5.799

Objective: to offer free, open-access quality education without sponsors, to anybody, all around the world

When it began: 2008

Who it is for: professionals interested in learning more about oncology, anywhere in the world

What it offers: educational and various other study opportunities: single lessons or discussions held by top experts in oncology; pre-set educational pathways that delve into a specific topic in greater depth; pre-recorded video lectures on specific subject areas; training pills in a podcast format, also accessible from Spotify, Google Podcasts, and Apple Podcasts.

Oncopedia - <https://www.oncopedia.wiki/>

The European ONCOpedia is a European School of Oncology project that aims to document the history of Europe's contributions to improving cancer care. It aims to give insights into how those contributions came about, and what difference they made to patients, by hearing where possible, directly from the people who were involved.

ONCOpedia aims to be the tool which provides **due recognition to those who deserve it as well as an exercise to show the anatomy of medical innovation:** the knowledge we take for granted today has been acquired by people who, through luck and common sense, asked the right questions in the right way and kept asking until they found the answers they were seeking.

It is currently limited to those contributions which have made a major difference in patient survival or quality of life, including contributions to the methodology of epidemiological and clinical studies that have made major advances in oncology possible. At the moment, the **focus is on European contributions**, i.e., those from our reference community. We hope in the future to be able to highlight findings and contributions brought in from other regions.

ONCOpedia is a "living tool," in continual evolution thanks to the observations and comments of its users.

The authors and Editorial Board have done their best to be accurate and to select with fair judgement which entries to include, but writing about these historical innovations is a long and treacherous journey. For this reason, we encourage readers to take a critical approach to our coverage and to use the email address gmaggini@eso.net to make us aware of any inaccuracies or omissions.



ESO's Impact

Career Development

CLINICAL TRAINING CENTRES FELLOWSHIP ProgrammeME

UoM		2023			2022			2021		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Students enrolled	n	7	2	9	8	2	10	11	7	18

Objective: to give oncology professionals the opportunity to spend a period of time at a Centre of Excellence in Europe where they will sharpen their skills in their specialty and develop their experience in a specially designed, multidisciplinary clinical setting.

When it began: 2014

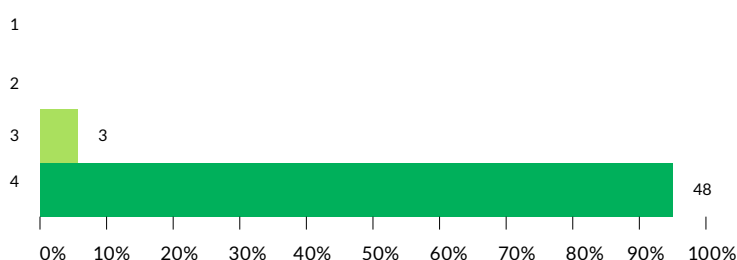
Who it is for: the three fellowship programmes are designed for categories: Doctors (medical and clinical oncologists, surgical oncologists, radiation oncologists, hematologists, radiotherapists, pathologists, and gynaecological oncologists), Pediatricians (oncological and haematological) and Oncology Nurses (this programme only lasts one month)

What it offers: the possibility to spend from three to six months in a European Centre of Excellence. You can find the full list of our host centers here: <https://www.eso.net/en/what%2dwe%2ddo/clinical%2dtraining%2dcentres/1-5036-1->

Advantages: the opportunity to speak with professionals who have been working for years in European Centres of Excellence; to watch them work and learn from them

Student evaluation

3,92/4



"I participated in a CTC Fellowship and received an impeccable education, with an exceptional mentor. Within the programme, I had the opportunity to publish my first two articles as the first author. When I got back to my country, the opportunity that ESO had provided helped me to open many doors and even receive a promotion. I am very grateful to ESO. Please, continue to support us."

Prerequisites: Physicians who have completed their specialization during the last five years or who will complete their residency by the beginning of the fellowship period; physicians from the following areas: Europe, Mediterranean countries, and Latin America; those who have participated in at least one ESO event (conference, course, Masterclass, etc.) or at least five e-ESO sessions (e-eso.net). Paediatric Oncologists must prove they have two years of experience in clinical and research work in paediatric haematology and/or oncology and have taken part in at least one ESO or SIOP Europe event.

POSTGRADUATE ProgrammeMES

UoM		2023			2022			2021		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Students enrolled	n	82	59	141	51	42	93	38	30	68

Objective: It offers students an academic curriculum developed in collaboration with a number of prestigious European universities, thanks also to the contributions of internationally recognized physicians and scientists.

When it began: 2013

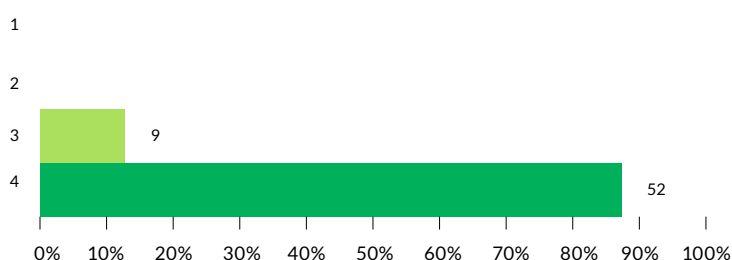
Who it is for: students who hold a medical degree

What it offers: a training programme focused on a specific tumor type (lymphomas, lung, breast and prostate cancer, gastrointestinal and gynecological cancers), in conformance with the regulations of the Bologna System of Higher Education, awarding an academic certificate and granting 14 ECTS credits. It is an 18-month part-time curriculum consisting of online modules and in-person seminars

Advantages: The opportunity to pursue an advanced academic degree awarded by one of the following European universities: University of Ulm, University of Zurich, University of Lugano, University of Fribourg

Student evaluation

3,81/4



Prerequisites: 25-30 students with a medical degree per each edition. Additional professional experience related to the course of study, completion of an additional qualification in oncology, publications with an "impact factor" greater than 10 and at least one year of experience in the field of oncology constitute important elements in the candidate selection criterion.



ESO's Impact

Career Development

MEDICAL STUDENT COURSE

Objective: to offer a multidisciplinary course to medical students, in collaboration with ESTRO and ESSO. The main objective of this course is to encourage medical students to specialize in oncology.

When it began: 2016

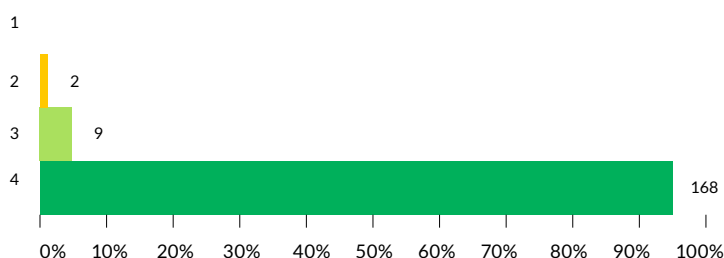
Who it is for: medical students in their penultimate or final year

What it offers: this multidisciplinary course lasts two weeks, it provides detailed information about all the practical and theoretical aspects of oncology thanks to plenary sessions, case studies, practical cases, and daily visits to institutes.

Advantages: the course offers European ECTS credits and a chance to network

Student evaluation

3,89/4



"In the past, I took part of the Multidisciplinary ESO-ESSO-ESTRO Course in Oncology of Medical Students 2018 and the ESMO course, Medical Oncology for Medical Students in Valencia 2019, both of which influenced my systematic approach to understanding the process of cancer at different levels: fundamental, translational, and clinical.

My current job is associated with diagnostic radiology at the National Cancer Institute in the Ukraine. I'm also working on my PhD thesis on magnetic nanotheranostics for breast cancer. Both in my research and in my clinical work, the knowledge and the networks that I started creating during the course have been of great value!

Prerequisites: medical students in their fourth+ year with excellent command of the English language

MASTERCLASS

	UoM	2023			2022			2021		
		Women	Men	Total	Women	Men	Total	Women	Men	Total
Students enrolled	n	178	43	221	136	69	205	187	107	294

Objective: to offer specific in-depth sessions for healthcare workers

When it began: 2002

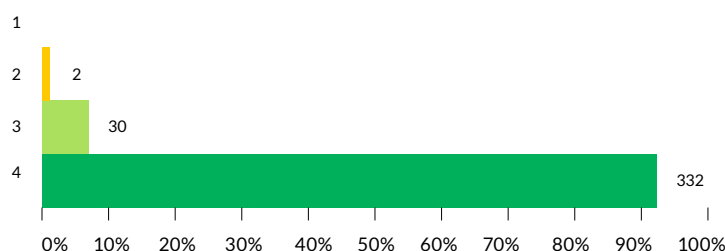
Who it is for: different types of healthcare workers according to the type of event

What it offers: a specific in-depth event structured over several days in a European city; an opportunity to learn more about the latest developments in oncology and cancer patient care; an opportunity for open and constructive debate, starting with concrete case studies

Advantages: a multi-day full immersion; multidisciplinary and clinically oriented, conducted by a pool of international experts.

Student evaluation

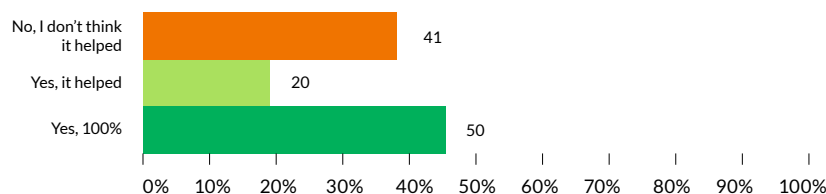
3,87/4



"I attended the Masterclasses almost 20 years ago and later participated as a lecturer for the e-ESO pediatric oncology pathways, and more recently I have sent two younger colleagues to ESO training activities. Keep up the work that you do; you are an important part of our community."

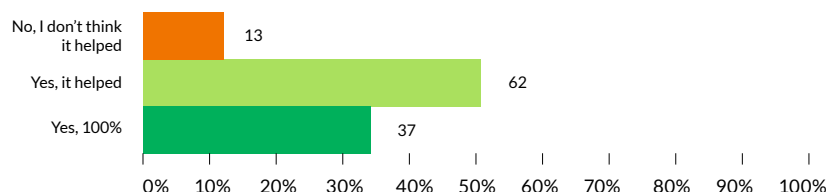
The positive impact of the activities is highlighted in the spontaneous feedback received from the students; both by the ratings they attribute to the quality and to the utility of the educational activities proposed.

Do you believe that the work done in ESO helped you to obtain a promotion?



Moreover, the results of the evaluation tests given at the end of the training are always positive. 63% of the students interviewed in 2023 claimed that their participation in an ESO training programme helped them to **advance their career**, while 88% recognized the contribution of ESO in the creation of their network in the oncology field.

Do you think that the activity carried out in ESO has helped you build your network in the oncology field?



Prerequisites: good command of the English language

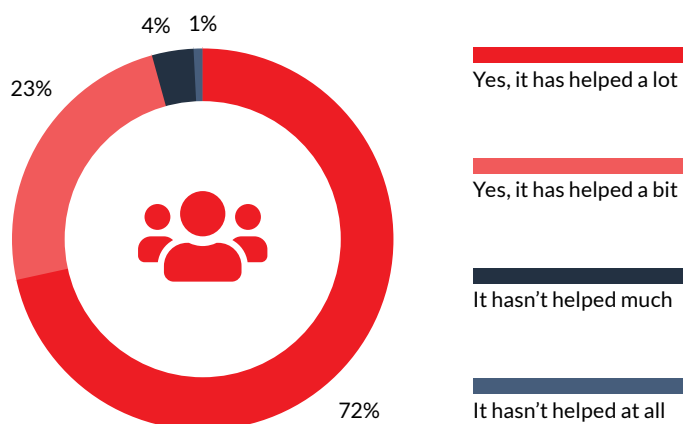


ESO's Impact Care

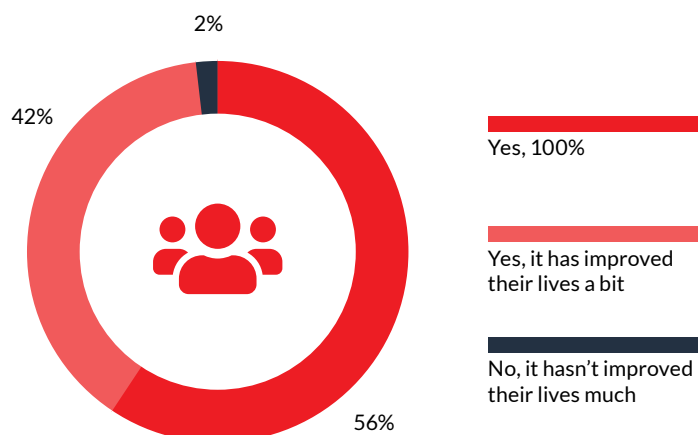
Improving care and quality of life for cancer patients by fostering “**patient empowerment**,” or **active involvement of the patient**, by informing and discussing the path of care that will be taken with them.

All courses and training events organised by ESO are aimed at, in addition to skill enhancement, helping the students understand the centrality of the patient figure. In fact, the patient must be perceived as **an active participant** in his or her own care pathway and not merely a passive object who receives care without understanding it. The patient who actively participates in the choices that affect him or her in the care pathway feels more engaged and is more likely to continue with the agreed pathway.

Do you think that your ESO training helped you to feel more prepared to respond to your patients' needs?



Do you think your ESO training has helped you to improve your patients' lives?



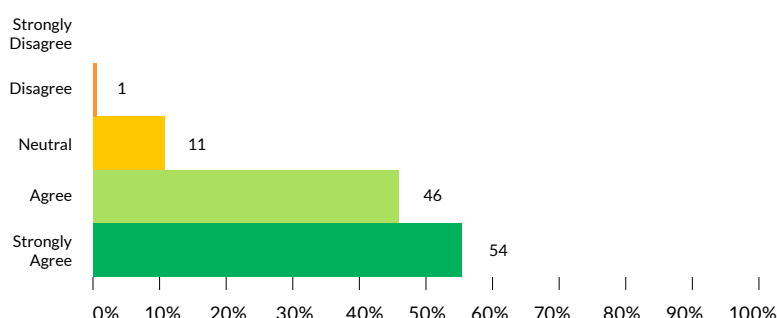
In fact, **Engagement Monitor¹** study - conducted and coordinated by the **EngageMinds HUB Research Center together with 20 patient, family member and volunteer associations in Italy** - demonstrates how the percentage of patients dissatisfied with their quality-of-life changes dramatically depending on their level of patient engagement. **88% of patients with low levels of engagement report a “very poor” perception of their quality of life** in contrast, eight out of ten patients reporting high levels of engagement declare their quality of life as “better than good.”

¹Research presented by Università Cattolica in Milan in 2019, conducted on a sample of 3,632 patients with rare chronic illnesses and 70 caregiver families.

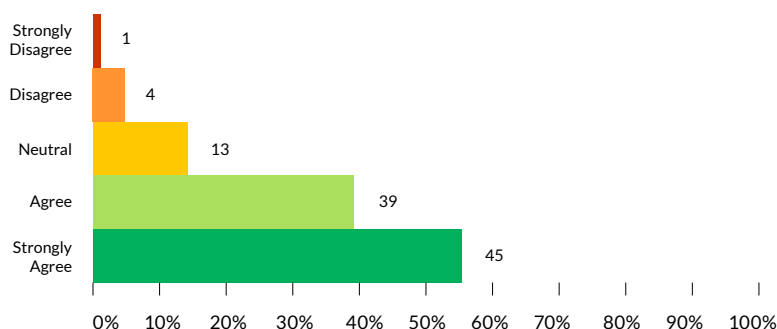
The patient's clinical condition also seems to change a great deal depending on his/her engagement level: while only **23%** of chronic patients surveyed had been hospitalized over the past year, the percentage increases to **34%** among patients with low “engagement.” Moreover, half of the respondents (**51%**) say they have missed at least one day of work due to illness in the past year. This figure increases to **69%** among patients with low levels of engagement and decreases to **31%** among patients with higher levels of engagement. Moreover, **76%** of those found to be “disengaged” spent more than **50 euros per quarter** out of their own pockets on over-the-counter medications whereas, in contrast, the percentage decreases to **45%** among the more-involved patients, proving that being involved also pays off for the patients' wallets.

As to the patients' experience with their care, while out of the total sample only **18% of patients surveyed report not feeling understood by their caregivers**, the percentage increases to **44%** among those with low levels of engagement. In addition, **23%** of the unengaged patients report low trust in the medications and consequently demonstrate low therapeutic adherence. This figure decreases to only **9%** in patients with high levels of engagement.

How much do you agree with this statement:
ESO provides training which puts the patients' wellbeing at the forefront, making them an active part of their treatment pathway



How much do you agree with this statement:
thanks to the training I received in ESO, it is easier for me to see the patient as an active participant in their care pathway and not just as a passive subject





ESO's Impact

Unbiased Content

To promote, in the exclusive interest of cancer patients, the **maximum freedom and independence**, both of the institute in its training and continuing education activities and of the medical and health personnel in defining treatment pathways.

Independence

Professor Veronesi's initial dream was to be able to support ESO's activities exclusively, or nearly, via private donations.

Income (in €)	2021		2022		2023	
Income from institutional activities	460.234,00	12,7%	66.265,00	8,9%	649.762,00	26,1%
Contributions from ESOF (ESO Foundation)	1.403.862,00	38,9%	818.456,00	27,3%	180.000,00	7,2%
Contributions from FFO (Fondazione per la Formazione Oncologica)	1.687.617,00	46,7%	1.810.910,00	60,3%	1.445.531,00	58,2%
Third-party contributions	43.950,00	1,2%	98.279,00	3,3%	200.824,00	8,1%
Other income	17.802,00	0,5%	7.755,00	0,3%	8.953,00	0,4%
Total income	3.613.465,00		3.001.665,00		2.485.070,00	
	Measure of independence	98,3%	Measure of independence	96,5%	Measure of independence	91,6%

As can be seen from the data in the table above, the income received, free from any indication or constraint by the donors, **has remained greater than 90% for the past three years**, an extremely high index of independence.

In fact, revenues from the institutional activities are generated by the in-person or online courses offered by the school.

The contributions received from the **Foundation for Oncology Education (FFO)** and the **ESO Foundation (ESOF)** help guarantee the greatest freedom to ESO. ESOF and FFO annually evaluate ESO's activities and initiatives, support their implementation, and monitor their effectiveness.

Contributions from third parties and additional financial income are received from calls (tenders) as well as from other donors. **Public funds** represent a negligible percentage of ESO's resources.

Fondazione per la Formazione Oncologica (FFO)

La Fondazione per la Formazione Oncologica (The Foundation for Oncology Training) was established in 1986 in Milan under Professor Umberto Veronesi's initiative and thanks to the generous support of private donors. It is a non-profit and provides support for all physician training initiatives in oncology. In particular, it supports the activities carried out by the European School of Oncology (ESO). The Foundation is recognised by the Lombardy Region, and all donations are tax deductible.

Board

Antonello Perricone, Milano – President
Michelangelo Balmelli, Lugano
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Alberto Costa, Milano
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Pietro Presti, Torino
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Gualtiero Ventura, Milano

European School of Oncology Foundation (ESOF)

The foundation was created in 1988 thanks to the inheritance left by Gigina and Nedda Necchi to sustain and realize the project designed by Professor Umberto Veronesi and the Princess Laudomia Del Drago in 1988. The mandate of the foundation is to guarantee the resources which allow for the school to develop initiatives to enhance the skills of healthcare professionals in oncology; to support the educational projects and to accelerate the transfer of scientific progress into clinical practice. ESOF is based in Lugano and governed by a Board of Directors.

Board

Carlo Maggini, Bellinzona – President
Michelangelo Balmelli, Lugano
Fabrizio Barazzoni, Bellinzona
Franco Cavalli, Bellinzona
Maria Cristina Cedrini, Lugano
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For ESO, economic independence translates into the great privilege of **being able to think and act freely** in a context often oriented by constraints and conditioning, thus keeping Veronesi's dream alive and, at the same time, making this one of the school's defining characteristics.

Mission Orientation

The **independence** guaranteed by the aforementioned economic resources also enables ESO to **focus on its mission**:

Costs (in €)	2021		2022		2023	
Distance learning, website, e-learning	718.829,00	19,9%	639.893,00	21,3%	390.842,00	15,7%
Advanced courses, conferences, scholarships, residency courses, Masterclasses	765.305,00	21,2%	708.443,00	23,6%	377.600,00	15,2%
Training programmes abroad	232.697,00	6,4%	255.492,00	8,5%	251.441,00	10,1%
Foreign ESO office activities	545.441,00	15,1%	0,00	0,0%	15.334,00	0,6%
Labour costs	708.719,00	19,6%	646.925,00	21,6%	705.959,00	28,4%
Expenditure and amortization expenses	642.474,00	17,8%	750.912,00	25,0%	743.894,00	29,9%
Total Costs	3.613.465,00		3.001.665,00		2.485.070,00	
	Institutional Activities	82,2%	Institutional Activities	75,0%	Institutional Activities	70,1%

Every year, charges directly allocated to implementing ESO's mission are at least 70%, although the line item related to ESO's foreign office activity is no longer significant since the ESO Foundation has largely supported this cost since 2022.



ESO's Impact Partnerships

To provide **support and scientific content** for the benefit of partner organisations who seek to raise public awareness of cancer treatment and healthy lifestyles useful for disease prevention.

Another element that it worth highlighting about ESO is our belief that defeating cancer means working together as a network, joining together in this collective mission against cancer, making each other stronger and taking advantage of the resources and the studies conducted by the vast oncology community.

In order to expand the reach of our organisation and to further disseminate information about the culture of prevention and healthy lifestyle, ESO collaborates with an important network of partners: **nationally, across Europe, and internationally**. These collaborations also make it possible **to improve the quality of training initiatives, which are often jointly organised**, corroborating the content with the participation of globally recognized specialist networks and organisations.

ESO IS A MEMBER OF:



European Cancer Organisation – ECO

www.europeancancer.org

A European organisation that aims to reduce the burden of cancer, improve outcomes and quality of care for cancer patients through a multidisciplinary and multiprofessional approach. As a not-for-profit federation of member organisations working in cancer at a European level, ECO convenes oncology professionals and patients to agree on policy, advocate for positive change and to discuss the issues related to cancer in the name of European Community.



Union for International Cancer Control – UICC

www.uicc.org

Unites and support the cancer community to reduce the global cancer burden, to promote greater equity, and to ensure that cancer control continues to be a priority in the world health and development agenda

MOREOVER, WE COLLABORATE CLOSELY WITH THE FOLLOWING ORGANISATIONS FOR CERTAIN EDUCATIONAL ACTIVITIES:



European Oncology Nursing Society – EONS

www.cancernurse.eu

A pan-European organisation of oncology nurses currently with nearly 28.000 members from all over Europe. It's the largest group of healthcare workers in the oncology world. EONS provides leadership in all areas of oncology nursing: research, practice, continuing education, communication, and advocacy for better recognition of oncology nursing across Europe.

We have organised 15 editions of Masterclass in Oncology Nursing with EONS. Each course has provided active practical and continuing education activities for 30 oncology nurses. At these events, they have also had the opportunity to actively interact and collaborate with Medical Oncologists from all over Europe.



International Society of Pediatric Oncology – Europe – SIOPE

www.siope.eu

The European Society for Paediatric Oncology (SIOP Europe or SIOPE) is the only pan-European organisation representing all professionals working in the field of childhood cancers. With more than 2,500 members across 35 European countries, SIOPE is leading the way to ensure the best possible care and outcomes for all children and adolescents with cancer in Europe. In collaboration with SIOPE, ESO has organised numerous Masterclasses in the field of Paediatric Cancer.



European Society of Gynecological Oncology – ESGO www.esgo.org

Is a growing not-for profit organisation and forum of more than 3,400 professionals from across Europe and all around the world, dedicated to promoting the highest quality of care for women with gynaecological cancers. There have been many editions of the Masterclass in Gynaecological Oncology organised together with ESGO; events organised and managed by ESGO but with ESO directly supporting in the preparation of the educational programmes.



International Society for Geriatric Oncology – SIOG www.siog.org

The International Society of Geriatric Oncology, commonly referred to as SIOG (Société Internationale d'Oncologie Gériatrique), is an international multidisciplinary network with members found in more than 80 countries worldwide. The goal of SIOG is to strengthen the capacity of health professionals in the field of geriatric oncology, in order to optimise treatment of older adults with cancer.



European Society of Surgical Oncology – ESSO www.essoweb.org

ESSO supports its members in advancing the science and practice of surgical oncology for the benefit of cancer patients. The Society aims to achieve this through a range of activities related to education, research and leadership in multidisciplinary care.

ESSO collaborates with us to organise the course for Medical Students that is held every year, but for the last few years the organisation has been assigned to one of our partners (ESSO, ESTRO, SIOPE) on a rotating basis. In the past, together with ESSO, we have also organised several Masterclasses in breast cancer and colorectal cancer surgery.



European Society for Radiotherapy and Oncology – ESTRO www.estro.org

ESTRO promotes all aspects of radiotherapy (also known as radiation oncology), defining the standards for training and clinical practice, facilitating research, stimulating the exchange of scientific knowledge, promoting the collaboration of radiotherapy in Europe and abroad, as well as promoting dialogue with other professions involved in the treatment of cancer. Together with ESTRO we have organised several editions of Masterclasses in Radiation Oncology, and at the moment we are collaborating on the project, NuMeRO (Nuclear Medicine and Radiation Oncology), for which we have requested funds from the EU as part of the Erasmus + programme. Together with ESTRO we also organised the aforementioned annual course dedicated to Medical Students.



European Society for Medical Oncology – ESMO www.esmo.org

Founded in 1975, the European Society of Medical Oncology (ESMO) is the leading professional organisation for medical oncology, counting more than 25,000 members representing oncology professionals from more than 160 countries worldwide. Over the years there have been many activities that the school has organised in collaboration with ESMO, specifically the Masterclass in Clinical and Medical Oncology and certain medical student courses.



European Association for Nuclear Medicine – EANM www.eanm.org

The EANM is the largest non-profit medical organisation dedicated to nuclear medicine in Europe. In this role, the EANM has become the umbrella organisation representing the whole sector towards European institutions and other international organisations, with which at the moment we are collaborating on the NuMeRO (Nuclear Medicine and Radiation Oncology) project.



European Association of Urology – EAU www.uroweb.org

The EAU represents the leading authority within Europe on urological practice, research, and education. Over 19,000 medical professionals have joined its ranks and contributed to their mission: to raise the level of urological care throughout Europe and beyond. ESO collaborates with EAU in its annual conference, where it organises the Observatory on prostate tumours.

ESO actively participates in numerous projects financed by the European Union, aimed at implementing Europe's Beating Cancer Plan and EU Cancer Mission:



INTERACT-EUROPE e INTERACT-EUROPE 100

ESO is a partner in the consortium and a work package leader for INTERACT-EUROPE 100, a project coordinated by the European Cancer Organisation and aimed at providing cancer healthcare professionals the knowledge essential to their work through an **inter-specialty cancer training (ISCT) programme in 100 cancer centers across Europe**.

The project builds on the work of INTERACT-EUROPE, its predecessor, in which ESO served as a partner and leader of many of the WP3 activities. During the 18 months between June 2022 and November 2023, the project brought together 33 partners from 17 European countries, with the aim of developing a European inter-specialty cancer training programme involving all major oncology disciplines and professions, cancer centers, and patient groups, based on relevant need assessments. INTERACT-EUROPE 100 will be developed over a longer time frame (36 months, from December 2023 to December 2026) and will be co-funded under the EU4Health 2021-2027 programme as part of Europe's Beating Cancer Plan, **involving 38 organisations from 15 countries in curriculum development**.



Comprehensive Cancer Infrastructure for the European Union - CCI4EU

CCI4EU is an initiative of coordination and support aimed at sustaining member states and associated countries in developing or improving existing or future global oncology infrastructures, promoting research innovation and digital capacity building in cancer care. The goal is to ensure that 90 percent of cancer patients are being treated in comprehensive oncology infrastructures by 2030.

The project is coordinated by OECD and ESO is a partner in the consortium and a work package leader.

ESO was also one of the promoters of LuCE, an advocacy group of lung cancer patients that we helped to create and supported in its early stages of being.



Conclusions and Perspectives

ESO was born from the fruit of Umberto Veronesi and Laudomia Del Drago's efforts over 40 years ago. And exactly 40 years ago, the first Board of Directors meeting was held in Milan.

Each anniversary serves as a moment to reflect on what has been accomplished and what can still be accomplished in the future. And it was with this mentality that we welcomed 2023; as an occasion, an opportunity, to think back on what Umberto Veronesi said and did to inspire us to create ESO and to note yet again, thanks to our first Impact Report, how the foundation on which ESO was conceived and built is as relevant today as it was 40 years ago.

Veronesi was convinced that **"the real mistake is not keeping up to date,"** not only in terms of scientific research and development of new methodologies for cancer treatment, but also in terms of the knowledge of the individual professionals who work to treat cancer every day. Keeping one's knowledge up-to-date and continuing to train throughout one's career is essential for health care professionals in order to be able to better respond to the needs of their patients and to do so with knowledge of the newest therapies, but also evolving technologies and treatment modalities. This concept is the cornerstone of ESO, which delivers training to physicians and nurses at every stage of their career, offering broad, specific, and diverse training based on individual needs.

But Veronesi also maintained that **"listening is the first cure."**

Listening is the first kind of attention we can give back to a person, whether an acquaintance, a friend, colleague or patient.

Listening is an element that characterizes all ESO activities, both training practices, where students are encouraged to speak and compare themselves to one another, where they can learn from their different experiences and specificities; and in the sharing of new scientific developments, which must be well understood and applied by all professionals. Listening is also the ability to be able to look around to be aware of the advances taking place in order to apply them to one's daily life.

Listening, in ESO, also means, and perhaps above all, **being at the service of the patient,** taking care of them in the strictest sense of the term, observing their needs and understanding them, without preconceptions, making the patient the protagonist of his or her own course of care, an active and aware subject, capable of making his or her own decisions with awareness. Listening as empathy, as the ability to put oneself in the shoes of others, building a dialogue that is made up of attention and respect for the patient's frailties, creating that therapeutic alliance that is so important in order to improve cancer treatment everywhere.

ESO is determined to keep sharing and applying Veronesi's ideas, offering quality training to as many professionals as possible, to ensure they have the knowledge and skills needed, both on a professional and personal level, to be able to offer timely and decisive care for cancer patients, while respecting their individuality and personality, because, as Veronesi said,

"I will not see a world without cancer, but those who will come after me will," and at ESO we work every day to make that happen.



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