



LIFE FROM INSIDE

Seeing the full picture

Bracco Sustainability Report 2022

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FRONT COVER

Marion Fazerlet, Jérémie Vésin

Bracco Imaging Geneva



Our cover story is about Bracco People. They are just a few of the many great individuals who see the full picture of the Bracco People Way. They represent the responsibility of working together to meet new opportunities and improve people's lives.

We work in union to govern the complexities of today's responsible and sustainable approach to business, for a better tomorrow.

Table of Contents



MESSAGE TO STAKEHOLDERS READING GUIDE 2022 MILESTONES



WE ARE BRACCO

- 1.1** A Spirit of Innovation in Life Sciences p. 16
- 1.2** Our Business Areas, Products and Services p. 24
- 1.3** Governance and Business Ethics p. 26



OUR COMMITMENT TO SUSTAINABILITY

- 2.1** Our Sustainability Plan p. 42
- 2.2** Materiality Assessment p. 45
- 2.3** People Move Our World p. 49



EXCELLENCE IN INNOVATION

- 3.1** Making Patient Safety a Priority p. 59
- 3.2** Innovation for Quality of Life p. 62
- 3.3** Quality That Goes Beyond Compliance p. 78
- 3.4** Protecting Intellectual Property with Patents p. 82
- 3.5** Digitalization for Improved Operations p. 84



PEOPLE AT THE HEART OF OUR MISSION

- 4.1** Diversity and Inclusion: A Seat for Everyone p. 94
- 4.2** Our Tools for Diversity and Inclusion p. 97
- 4.3** Fostering Talent with Engagement and Development p. 99
- 4.4** Protection of Health and Safety at Work p. 113



REDUCING OUR ENVIRONMENTAL IMPACT

- 5.1** Energy and Water Management p. 135
- 5.2** How We Participate in the Circular Economy p. 143
- 5.3** Reducing Impact with Sustainable Packaging p. 148
- 5.4** Towards a More Sustainable Company Mobility p. 150



RESPONSIBLE PROCUREMENT

p. 154



EDUCATION FOR A MORE INCLUSIVE SOCIETY

- 7.1** Empowering Healthcare Professionals p. 161
- 7.2** Our Role in Local Communities p. 165
- 7.3** Bracco Foundation: Supporting Women and Youth p. 171



MATERIAL TOPICS

- GRI Content Index p. 180
- Performance indicators p. 194

Our Stories

95 Years of Stories: the Historical Archives of Bracco Go Digital

PAG. 18



What AI Can Do for Diagnostic Imaging

PAG. 64



Empowering Young Minds in Radiology

PAG. 164



Exploring the Potential of Microbubbles

PAG. 70



Let's C.H.A.T

PAG. 104



A Spotlight on Female Sports

PAG. 169



The "EDGE" Program

PAG. 111



Time for New Energy

PAG. 141



The Challenges of Post-production Waste Management

PAG. 133



Message to stakeholders

For us, 2022 was a special year because our Group celebrated its 95th year. This important achievement was reached thanks to the work of four generations of our family and a community of extraordinary people.

Bracco is emblematic of Made in Italy. We belong to an exclusive ministerial list of Historic Businesses. Our story of success fills us with pride, and last year we decided to tell that story with our digital Historical Archive, which is the compass that guides our actions today and tomorrow.

It reminds us of the deep roots of our values, from our obsession with innovation and female empowerment to our support for young people and the communities where we operate as well as culture. And naturally this includes our long-standing attention to the safety of people and planet. At the beginning of the 1960s, for example, before Law no. 319/76 on the protection of water (also called the “Merli Law”), my father had an

innovative water filtering system designed by a major Swiss company installed at the production site in Via Folli 50 in Lambrate, where we have recently returned with our offices.

And he even proposed creating a consortium for the protection of the waters of the Lambro river, however, the proposal was too ahead of its time and therefore not embraced. This event is a lesson for today’s time that we must learn from: companies must not fear the impact of the environmental and energy transition.

They must instead try to transform it into an opportunity for technological innovation and growth. That’s what we do. Through strict adherence to the UN Global Compact, the special corporate sustainability project launched in 2000 by the then Secretary-General of the United Nations Kofi Annan, we have been reporting and measuring our firm commitment to sustainability for years. More specifically, we do this through the adherence of all Bracco Group



“The Group celebrates 95 years, an important achievement reached thanks to the work of four generations of our family and our community of extraordinary people”

companies to the Responsible Care program and the SusChem Italy Technological Platform, initiatives promoted by Federchimica to strengthen the competitiveness of the European chemical industry, defining priorities of innovation and development through the lens of sustainability.

And we do this by voluntarily adopting integrated environmental and safety management systems that are certified by international ISO 14001 and ISO 45001 standards at all of our production sites (as well as the plants

in Montréal, Canada; BIPSO in Singen, Germany; Bracco Suisse in Geneva; and Bracco Sine in Shanghai). These important actions are achieved with the help of all our people, as evidenced by the HSE Awards, the program that awards the best sustainability ideas for environment, health and safety, promoted from the ground up, which has exceeded 100 projects.

Everyone is inspired by the mission of our Group: to improve the lives of people with research and prevention through a holistic approach that unites the health of humans and that of the planet.

A photograph of Diana Bracco, Bracco Group President and CEO, speaking at a podium. She is wearing a dark pinstriped suit jacket over a light blue turtleneck and a pink top. She has short, wavy brown hair and is wearing glasses. A microphone is positioned in front of her. The background is a brick wall. The image is overlaid with a large, semi-transparent green and blue geometric shape.

Diana Bracco
Bracco Group President and CEO

Message to stakeholders

At Bracco, we often say that innovation is in our DNA. And this refers not only to the innovation of our products but also to processes and the impact of our production activity on the planet.

Everything is approached from a sustainable development perspective, which receives our full commitment in every area. For this, we have three main objectives: circularity, or the recovery and reuse of resources and

energy sources; the reduction of waste and efficient management of natural resources, especially energy and water; and the containment of costs needed to transform the entire supply chain.

Energy is an increasingly fundamental issue to address, also for geopolitical reasons, therefore it occupies a special place in the 2022 Report.

For example, there is Bracco's participation in the Renewability consortium, which is one of the many roads that can lead to decarbonization.

Our production units, both in Italy and abroad, are working to increase the supply of energy from renewable sources and invest in greater efficiency.

The entire Ceriano Laghetto site for years has been purchasing electricity and steam from a high-powered cogeneration plant.

As for the innovation of products, I would like to emphasize that Bracco invests and innovates in all fields, from traditional radiology to precision medicine with molecular imaging and theragnostics.

One of the projects we are particularly proud of and which is described in detail in the Sustainability Report is microbubbles.

Our team at the Research Center in Geneva is working on this both diagnostically and therapeutically, alongside the Open Innovation team that was recently established in China.

Beyond what has already been done, which are fundamental actions for the future of the company and the planet, what I'm truly excited about are the initiatives for our people.

For example, our welfare plan, the inclusion policies and the innovative listening program we launched. The dialogues sparked between mentors and mentees of the CHAT program seem very productive.

Another project built around people is MeeTheCEO, an initiative that gave me the chance to get to know our employees from all over of the world.

Every time I finish one of these encounters, my appreciation for the human aspects of our people, as well as their commitment and professionalism, grows.

This sense of community has been the true strength of our company for 96 years.



“One of the many projects we are proud of is that of microbubbles, which we are working on alongside our people at the Research Center in Geneva and in collaboration with the Open Innovation team”



Fulvio Renoldi Bracco
Vice President and CEO of Bracco Imaging

Reading Guide

Bracco Group has decided to publish this voluntary Sustainability Report to report and communicate the economic, social and environmental sustainability of the Group's activities in 2022. The collection of information involved the main organizational areas of the Group at a global level, with the coordination and supervision of the CSR function.

Bracco S.p.A has reported in accordance with the "GRI Sustainability Reporting Standards" published by the GRI (Global Reporting Initiative) for the 2022 report for the period 1 January - 31 December 2022. To facilitate reading, the "GRI Content Index" in the appendix illustrates the GRI indicators reported and offers a precise connection to the contents of the document. The Sustainability Report is prepared annually; however, the timing of the report's preparation and publication is not aligned with the financial reporting process.

For the purposes of this document, "Bracco" or "Bracco Group" (hereinafter also referred to as the "Group") refers to the Parent Company Bracco S.p.A. (or "Company") and all subsidiaries as of 31 December 2022.

Performance indicators, unless otherwise stated:

- concern the entire corporate perimeter of the Bracco Group,
- refer to the reporting period 1 January - 31 December 2022.

The perimeter of economic data is the same as that of the Bracco Group's Consolidated Financial Statements 2022. The perimeter of social and environmental data and information is composed of the companies that are part of the Bracco Group as of December 31, 2022. However, it should be noted that, while ensuring the correct understanding of the Company's activities in continuity with previous reporting, the perimeter

of information and data on environmental aspects includes the Group's production plants, as the other locations were considered insignificant.

To assess the dynamic trend of activities, the indicators are also reported in relation to the previous year where relevant and available. Directly measurable quantities have been included in order to limit the use of estimates as much as possible. This document was validated by the Sustainability Committee and other Bracco Governing Bodies.

Where estimates are unavoidable, they have been based on the best available methodologies and appropriately reported. The Sustainability Report is published annually. This document is also available on the Company's website in the Corporate section: <https://www.bracco.com/sustainability>

For any further information you can contact us at: csr@bracco.com



LIFE FROM INSIDE

2022 Milestones

Bracco enacts its commitment to protecting planet and empowering people through company-wide initiatives and policies. These highlights are proof of our efforts in 2022.

1927

YEAR
OF BIRTH

9

MANUFACTURING
PLANTS IN THE WORLD

448

NEW HIRES
IN 2022

83

NEW BRACCO PATENTS
IN THE WORLD

11

INNOVATION
CENTERS WORLDWIDE

MORE THAN 8%

OF THE REFERENCE
TURNOVER INVESTED IN
R&D ACTIVITIES

100%

ACCEPTANCE RATE FOR THE
47 JOURNAL PAPER AND 81
CONFERENCE ABSTRACTS SUBMITTED
BY BLUE EARTH DIAGNOSTIC

93%

SOLVENT RECOVERY
USED IN API
PRODUCTION PLANTS

CHAT Dialogue Culture

CHAT IS THE FIRST GLOBAL PROGRAM DEDICATED TO ALL EMPLOYEES,
AIMED AT CREATING A SHARED DIALOGUE CULTURE BASED
ON PSYCHOLOGICAL SAFETY AND ONGOING FEEDBACK

A NEW PATH

IN MRI WITH VUEWAY™
(GADOPICLENOL SOLUTION FOR INJECTION)

1,7 BN

CONSOLIDATED REVENUES

“MIND THE STEM GAP”

MANIFESTO BY THE BRACCO FOUNDATION

12%

REDUCTION IN WASTE
PRODUCTION COMPARED TO 2021

5

AUDITS CARRIED OUT REGARDING COMPLIANCE
WITH MODEL 231, ANTI-CORRUPTION PROGRAM
AND ANTI-TRUST PROGRAM



United Nations
Global Compact

UNGC



1

We are Bracco



Anne Lassus, Rédouane Ternifi,
Bracco Imaging Geneva

1.1 A Spirit of Innovation in Life Sciences

The word that best describes the spirit of Bracco is innovation. It's that simple. It permeates our every thought, action and decision. It is present in everything we do and have always done. Our **innovative attitude** puts us at the cutting edge, where we are able to find effective solutions. We believe we have no other choice.

Improving the lives of people is the reason why we exist and the yardstick of our success. We are constantly developing quality products and services to guarantee the best care with the highest level of safety for patients and doctors.

We have always **believed in research**, not only for the strategic development of the company, but also to contribute to scientific progress. For nearly 100 years, we have been dedicated to **innovating healthcare solutions**, and we have developed groundbreaking technology in diagnostic imaging that has changed the history of the practice worldwide.

Our approach to sustainability is **integral** to our work and we embed it into every facet of the business and across our value chain, to secure a better future for all generations to come.



Fontana Morgana, Luciana
Vezzani, Bracco Imaging, Colletterto

OUR COMPANY

Bracco Group is a multinational healthcare company and world leader in imaging diagnostics. Our company is dedicated to research and development in the life sciences field, where we are focused on three business areas: Imaging Agents, Medical Technologies, and Health Services. Every day we study and perfect advanced and sustainable techniques and solutions to diagnostic imaging, to drive science and prevention forward. We are committed to guaranteeing patient safety and the highest levels of care.

History of the company

The Group's main products are imaging – or contrast – agents, medical substances used to improve the diagnostic accuracy of biomedical imaging and the care of patients affected by diseases of varying types and severity. Bracco contrast media are sold in over 100 countries, both directly and indirectly through branches, joint ventures, and license and distribution agreements. Thanks to the quality of our products, the Bracco Group boasts leading

positions in the most important geographical areas, such as North America, China, Europe, and Japan. The Group employs more than 3,600 people and achieved a consolidated turnover of EUR 1.8 billion in 2022. We also pride ourselves on taking an increasingly sustainable approach to our business, investing approximately 8% of reference turnover in R&D activities.

We have always been committed to sustainability, and since 2019, we have been improving our objectively measured sustainability performance through a process that takes into account the issues of greatest impact and also sets medium-to long-term objectives.

Since then, we have made significant strides in changing our impact and achieving our sustainability goals. This includes the development of our double materiality matrix and healthcare provider and in-country staff surveys in order to understand the market's perceptions of sustainability as a whole. An important component has been revamping our business strategy so that sustainability is an enabler across operations and plans and establishing our Sustainability Plan 2030.



95 Years of Stories: The Historical Archives of Bracco Go Digital

It all began in 1927, with a few employees and a small office in Piazzale Susa on the east end of Milan. The dream was to work in pharmaceuticals to improve lives, following the lead of other countries like Germany. But not even Founder Elio Bracco could have imagined that those humble beginnings would have transformed into **an international industry powerhouse, which celebrated 95 years in 2022**. Back in the '90s, Bracco had started collecting and organizing documents in an archive, like other great Made in Italy companies who were able to perceive the value of a company culture. The company's heritage is one of the pillars on which Bracco was built, and the history of the company is inevitably entwined with that of Italy and Italian

chemistry, from the distribution of innovative medicines to the feat of post-war reconstruction and the great technical and scientific advancements in the field of diagnostic imaging. The obvious move was to make more than 10,000 documents from the archive accessible, and for the 95th anniversary, they were put online at **www.archivistoricobracco.com**. The site is open to anyone, from scholars and scientists to the public and schools, anyone who wants to explore the history of pharmaceuticals and the history of Italy through photos, stories and even podcasts. This innovative and engaging storytelling project depicts the past, but always with an eye to the future. **"Bracco's story is emblematic of Made in Italy, which we have decided to share with the**

communities where we work, both in Italy and abroad, said Diana Bracco. The site is a place to explore, first and foremost, the entrepreneurial spirit of my father Fulvio Bracco, who was one of the great pioneers of Italian industry in the post-war period. For companies, corporate heritage is a strategic lever and an element that makes you unique and separates you from competitors. Furthermore, it strengthens the identity and company culture, fostering a greater sense of belonging and engagement for its people and providing a compass for future actions. History, as we know, shapes the future, and that's why I always say that new generations must remember what happened before them in order to look towards change and constant improvement".

The laboratory for testing raw materials at the Bracco plant in Milan's Lambrate in the 1960s.

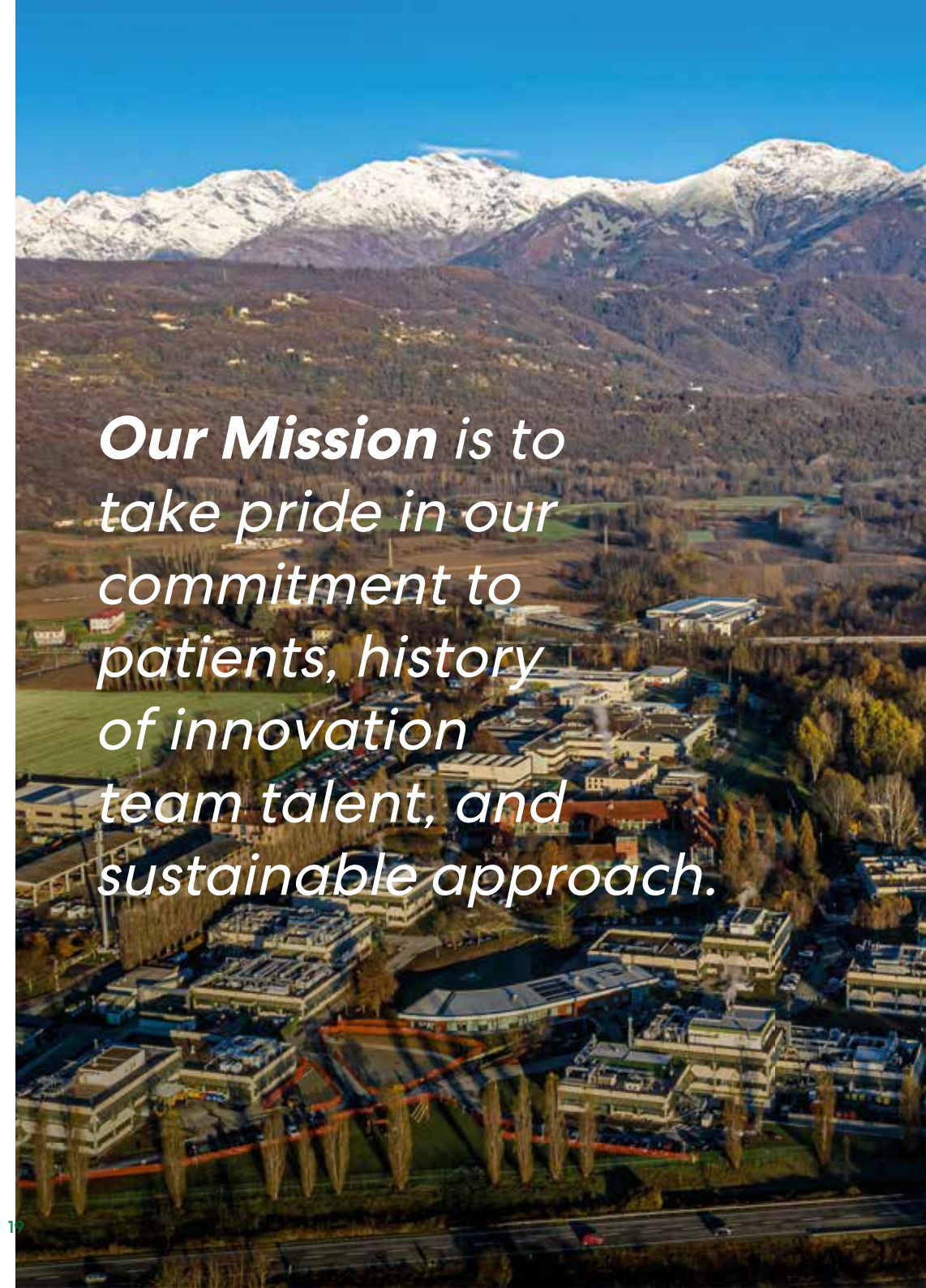


History, as we know, shapes the future, and that's why I always say that new generations must remember what happened before them.

DIANA BRACCO,
PRESIDENT AND CEO
OF BRACCO GROUP

Our Purpose is to improve people's lives by shaping the future of prevention and precision imaging.

Our Mission is to take pride in our commitment to patients, history of innovation team talent, and sustainable approach.



OUR GLOBAL PRESENCE

The Bracco Group operates all over the world, either directly or through joint ventures, partnerships, or distribution and agency agreements.

The Group has 9 production units worldwide. All of Bracco's plants pay special attention to their environmental impact, worker safety and CO2 emissions reduction.

MANUFACTURING PLANTS

ITALY

Ceriano Laghetto
Colleretto Giacosa
Torviscosa

GERMANY

Singen

SWITZERLAND

Geneva

CHINA

Shanghai

JAPAN

Saitama

USA

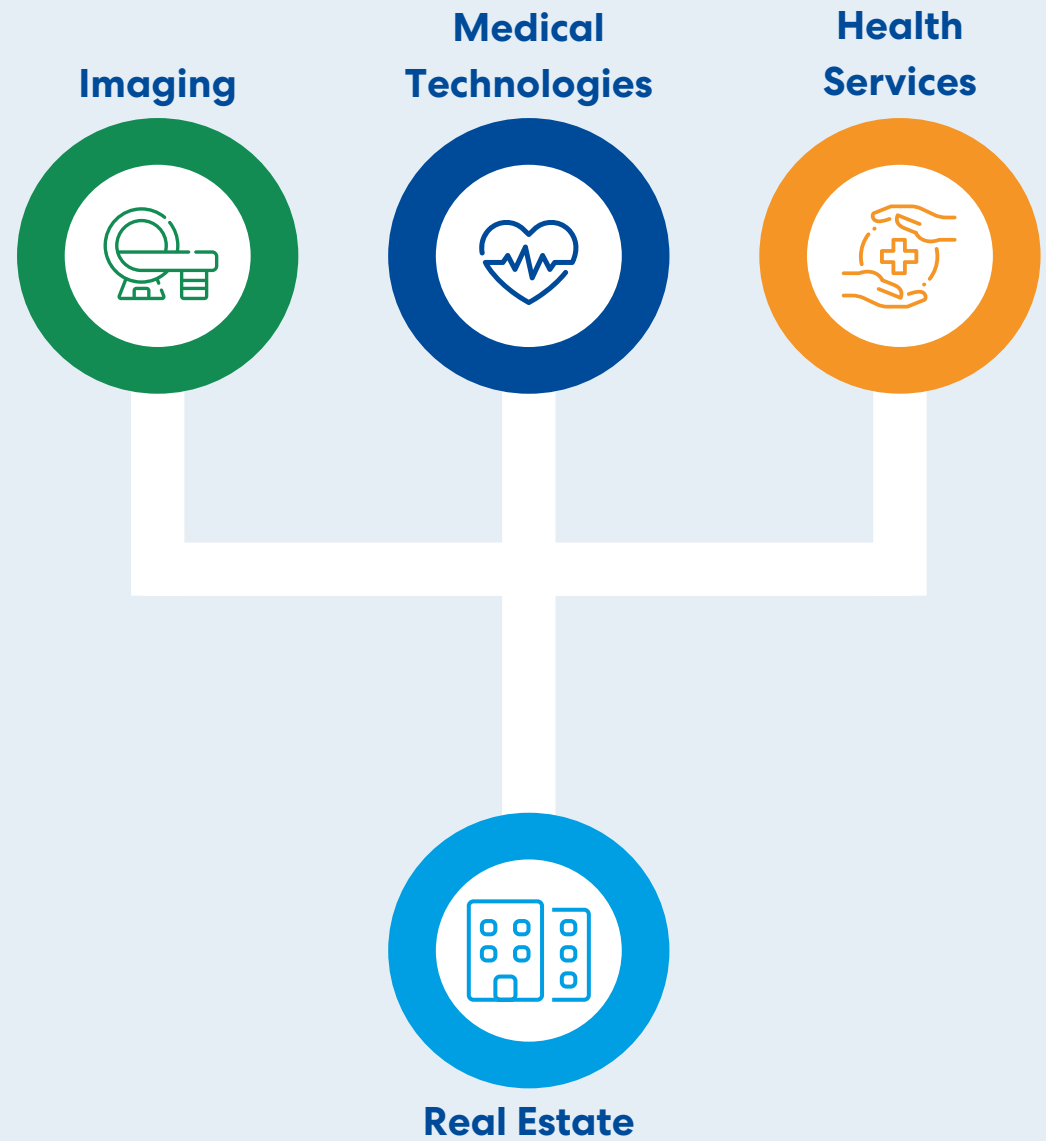
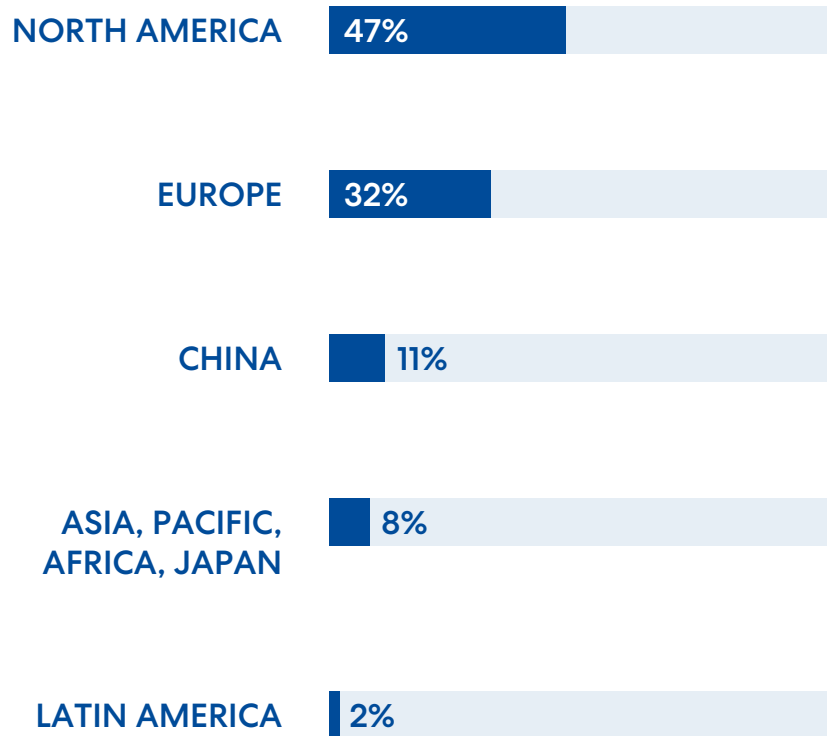
Minneapolis

CANADA

Montréal



Bracco Group turnover by geographical area



INSTITUTIONAL RELATIONS AND PARTNERSHIPS

Bracco plays an active role in national and international networks, including trade associations, federations, foundations and other industry groups.

Italy

Confindustria: Diana Bracco was Vice President for Research and Innovation and is now part of the National Board. She is also Chairman of MAI Foundation, active in promoting research projects.

Federchimica: Present on the Presidency Council and in the General Council, in Federchimica.

Assolombarda: Several representatives of Group companies sit on the General Council and the Board of Directors.

Chamber of Commerce of Milan Monza Brianza Lodi: Diana Bracco sits on the Chamber of

Commerce, as well as on the Committee for the Promotion of Female Entrepreneurship.

Parcam srl: company with a sole shareholder that deals with the management of real estate for the Chamber of Commerce and of Special and Controlled Companies, regarding the acquisition and sale of shareholdings in Italian and foreign companies.

Fondazione Fiera Milano: Upon nomination by the Chamber of Commerce Milano Monza Brianza Lodi, Diana Bracco is a member of the Executive Committee and the General Council.

AIRI: Italian association for industrial research. Present on the Board of Directors.

Assonime: Present on the board of the Association of Italian joint-stock companies. The company is also active in the most important associations of the chemical and pharmaceutical sector.



Giorgio Callea,
Bracco Imaging

Technical Table for the Unified Patent Court

(TUB): Bracco is a member of the Technical Committee for the Unified Patent Court, in order to promote the candidacy of Italy, or Milan, as the seat for the TUB.

Federated Innovation @ MIND (FEI@MIND):

Ecosystem of companies from different sectors (Life Sciences, Construction, Agrifood etc.) which aims to develop new and innovative projects on a local and global level. The headquarters is in MIND (Milan Innovation District), the area where Expo Milano 2015 was developed and where there are now several stakeholders including companies, institutions, and universities.

Fondazione Collegio Università Milanesi:

supporting members.

Sodalitas Foundation: Members of the Foundation since 2008. Diana Bracco previously served as its President in 1995.

Italian Association Family Companies: Bracco is affiliated as a family business.

Conservative Congregation: Diana Bracco is a member of the institution, whose aim is the promotion of human values through science and culture at the service of the Catholic Church, promoting its cultural heritage.

International

American Chamber of Commerce in Italy: Active collaborators for the protection of corporate interests in the context of business activities between Italy and the USA.

Italian Chamber of Commerce in China: The CEO of Bracco Sine is now its President.

Italy-China Council Foundation: Dr. Bracco sits on the Board of Directors.

Italian-German Chamber of Commerce (AHK Italien): Bracco has been associated with the Chamber of Commerce for 75 years in order to remain informed about bilateral relations between the two countries.

Italy-Japan Business Group (IJBG): Bracco is member of the association created by the Italian and Japanese business communities in order to promote greater industrial cooperation between the two countries and foster a permanent dialogue between the two business communities.

Italian-Swiss Chamber of Commerce (CCIS): The company is developing a close and effective relationship with CCIS in order to establish synergies both as Bracco as well as Bracco Foundation.



Lisa Dibiase, Andrea Bocchini,
Bracco Imaging

1.2 Our Business Areas, Products and Services

WHERE BUSINESS MEETS LIFE SCIENCE

Imaging Agents, Medical Technologies, and Healthcare Services are our three business areas. The extent of our research activities is discussed in detail in chapter 3. Here, we outline the key areas and the products and technologies they are involved in. We have created an additional report devoted to the Centro Diagnostico Italiano (CDI - Healthcare services).

Imaging Agents

Diagnostic imaging including Xrays, MRI, UltraSound and Nuclear Medicine



Medical Technologies

Medical Devices and Contrast Media Administration



Healthcare Services

Analysis, prevention and diagnosis, offering revolutionary services, especially in radiosurgery



Imaging Agents¹

The Imaging Agents Business is specialized in the research, development, production and marketing of contrast media and solutions to improve the efficiency of diagnostic imaging, patient safety and cost effectiveness. The Group offers an extensive and innovative product portfolio resulting from internal research and occupies a leading position at a global level in the main diagnostic imaging methods, including x-ray, MRI, ultrasound, and nuclear medicine.

Medical Technologies

Bracco Medical Technologies is specialized in advanced systems for the administration of contrast media for cardiovascular angiography and radiology, as well as software that supports radiologists in decision-making and the monitoring of radiation doses on patients. This ensures ease and control in the generation of images and simplifies cardiovascular procedures. The following are our products for the main diagnostic imaging methods:

- X-ray: Protocollo2I Touch, CT Exprès, Empower CTA+
- MRI: Empower MR
- Ultrasound: VueBox
- Nuclear Medicine: HeartSee™ 1701 CART

Healthcare Services²

The Centro Diagnostico Italiano (CDI) is an outpatient clinic that offers prevention, diagnosis, and treatment services. It combines a passion for care, clinical excellence, teamwork, social solidarity, transparent communication and technological innovation to serve

over 400,000 people annually and provide over 880,000 individual accesses to the facilities.

ACIST MEDICAL SYSTEMS

ACIST Medical Systems, a Bracco Medical Technologies company, is a global leader in contrast media injection systems for diagnostics and interventional purposes in the fields of cardiology and radiology. The invention of the ACIST CVi™ device demonstrates our mission to simplify contrast injections, helping both doctors and patients in delicate operations.

Our service areas include:

- Contrast media: to improve the diagnostic performance of the imaging procedure and to facilitate the identification and characterization of the pathology;
- Injectors for the administration of contrast media: to optimize the administration of contrast media, ensuring safety, and efficacy;
- Medical instruments: to facilitate the execution and interpretation of diagnostic tests;
- Solutions: Clinical product optimization, creation of innovative applications and workflow improvement; radiation dose monitoring system and decision support systems.

1: For more information about the products, please refer to our website: **[Our portfolio | Bracco](#)**

2: For more information about CDI, please refer to our website: **[Chi siamo - CDI Centro Diagnostico Italiano](#)**



Michele Izzo,
Bracco Imaging

1.3 Governance and Business Ethics

OUR COMMITMENT TO RESPONSIBLE CORPORATE GOVERNANCE

We care as much about the way we achieve results as we do about the results themselves because we know that's where our greatest impact lies. We understand the power of transparency and accountability to drive change and improve people's lives. Our governance structure, strong code of ethics, and adoption of ethical policies, guidelines and procedures are evidence of a commitment that protects our internal people and the external stakeholders involved in our business.



SDGs and Material Topics

- Products and services quality
- Transparency and Responsible Business
- Governance and ESG Strategy
- Bioethics and Transparency in Clinical Trials
- Data Protection



Ji Zheng, Chenggang Xu,
Bracco Sine, Shanghai

Quick Facts

+434 

**EMPLOYEES AROUND THE WORLD
TRAINED ON MODEL 231 AND THE CODE
OF ETHICS IN 2022**

1,964 

**EMPLOYEES TRAINED ON PRIVACY POLICIES
AND PROCEDURES SINCE THE LAUNCH
OF THE PROJECT**

OUR GOVERNANCE STRUCTURE

Fifty-seven people work on the various boards of directors of the Group's subsidiaries. The board of directors of the parent company, Bracco S.p.A., has 9 members, 4 of whom are women. The nomination process of the board of directors is determined by the by-laws and Italian law and regulations. In addition, where required, statements, strategy, policies, and goals are developed and updated by senior executives and approved by the board of directors of Bracco S.p.A. Some criteria, common to companies and groups similar to Bracco, are not applicable because Bracco S.p.A. is not a listed company.

Policies and reference documents

- Code of Ethics
- Organisation, Management and Control Model ex 231
- Global Anti-corruption Programme
- Global Anti-trust Programme
- Data Protection Programme
- Whistleblowing Policy

CODE OF ETHICS

Updated in 2020, our Code of Ethics identifies the sets of principles, rights, duties, and responsibilities that all the people of the Group must follow and enforce. **The document is mandatory for all companies within the Group**, both in terms of its core principles and the spirit it embodies. However, each company can define their rules according to the applicable local legislation and social context.

Supervisory Body for Model Pursuant to Legislative Decree 231/01

To ensure the correct and transparent management of the company's activities, the board of directors has appointed a supervisory body composed of three members (two external). The supervisory body oversees and monitors the effective implementation of the organization, management and control model, pursuant to Legislative Decree 231/01 (Model 231) adopted by the company. More on this can be found in the Business Ethics section (1.3.4).

SUSTAINABILITY MANAGEMENT

Bracco is committed to developing and formalizing our strategic plans and actions, and our governance structure ensures the successful execution and constant supervision of the Group's ESG performance. Our materiality assessment and sustainability plan are outlined in chapter 2.

Sustainability Committee

This past year, we set up an internal Sustainability

Committee, a multidisciplinary team comprised of executives across the company that supports our sustainability agenda and monitors the delivery of its targets.

Key Sustainability Business Functions

The following teams play a crucial role in ensuring that environmental sustainability is not just talked about but operationalized. More about our sustainability initiatives is found in chapter 3.6. The **Corporate Health Safety Environment (CHSE)** function promotes the achievement of the company's sustainability objectives for environmental protection and maximum worker safety.

The **Research & Development** teams play a crucial role in our environmental impact. This includes investigating and implementing the best solutions to make syntheses more sustainable by maximizing energy efficiency, reducing the consumption of raw materials and favoring less dangerous and low-impact substances.

The **Design and Development** function applies the principles of "Green Engineering" and the most modern process optimization tools.

Team GIN-CO2³ is a multifunctional team that manages objectives for reducing our carbon footprint, managing energy efficiency and participating in the circular economy.

3: For further details please refer to Chapter 6.



**Bracco Imaging, Colletterto
Giacosa**, Research and
Manufacturing Centre



“Social responsibility is one of the Bracco Group’s founding principles and lies at the heart of our way of operating and our business philosophy”.

DIANA BRACCO,
PRESIDENT AND CEO OF THE BRACCO GROUP

BUSINESS TRANSPARENCY

Our work can make a difference for the economic and social well-being of stakeholders. Running a transparent organization helps drive the progress of our individual people and the company as a whole. Compliance with laws and a strong sense of reliability and integrity are part of how we define Bracco, and that responsibility extends to anyone who participates directly or indirectly in the company’s activities.

Organization, Management and Control Model Pursuant to Legislative Decree 231/01

For us, the protection and guarantee of the interests of all stakeholders are fundamental for the correct and transparent management of the Group’s activities. All the Italian companies of the Group have adopted the Organization, Management and Control Model pursuant to Legislative Decree no. 231/01. This establishes procedures to reduce the risk of committing unlawful acts while a supervisory body has been appointed to monitor its effective implementation and to submit proposals to the board of directors for adaptation and updating.

100%
**OF BOARD OF DIRECTORS MEMBERS
HAVE RECEIVED COMMUNICATION ON
MODEL 231 AND THE CODE OF ETHICS**

The role of the EFPIA Transparency Code in dealing with Healthcare Professionals and Healthcare Organizations

We collaborate with healthcare professionals (HCPs), healthcare organizations (HCOs) and scientific associations in adherence to the European Federation of Pharmaceutical Industries and Associations (EFPIA) Transparency Code. The EFPIA Transparency Code specifically requires companies to disclose transfers of value to HCPs and HCOs. We disclose monetary and non-monetary emoluments to healthcare professionals and organizations related to the development and marketing of prescription medicines for human use.

MeeTheCEO

MeeTheCEO is a series of virtual meetings between the CEO and colleagues from other countries where our subsidiaries are based. It is an informal and friendly chat with the aim of deepening mutual understanding and of meeting people he may not get to know otherwise.

Topics cover the company, its future, people, their lives, and their hobbies and It always ends with a quick session of Q&A. MtC was launched in 2021 during the second Lockdown from our CEO’s desire to get to know the Bracco people better. MeeTheCEO has visited 11 countries so far.



During 2022, **audit activities** were carried out regarding **Model 231, Global anti-corruption program and other Compliance Topics**



This is an objective within the Sustainability Plan

Prevention of Corrupt and Anti-Competitive Behaviour

Companies operating in the Imaging and Medical Systems sectors adhere to complementary anti-corruption and anti-trust policies and programs that are faithful to the standards of conduct identified in the Code of Ethics. This is to ensure business conduct that respects international regulations and the principles of ethics and integrity.

Steps toward greater integrity

2021

- Risk Assessment 231
- Model 231 Update
- Updated Risk Mapping
- Follow-up and monitoring activities

2022

- Risk Assessment 231
- Updated Risk Mapping and procedures
- Follow-up and monitoring activities

GLOBAL ANTI-CORRUPTION PROGRAM & GLOBAL ANTI-TRUST PROGRAM

Objective 1: Establish a process for the prevention of illicit behavior and related sanctioning measures.

Objective 2: Harmonize management methods by improving efficiency and control by central functions.

Objective 3: Adopt an organic orientation on the subject at Group level.

Global Anti-Corruption Program

4,797 

EMPLOYEES OF THE IMAGING GROUP AND ACIST TRAINED IN **ANTI-CORRUPTION PROCEDURES AND POLICIES** SINCE 2017.

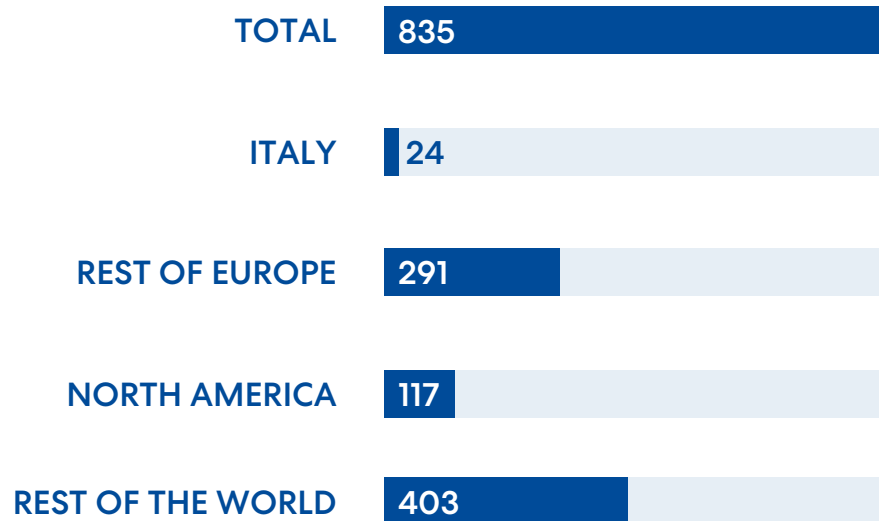
Global Anti-Trust Program

1,406 

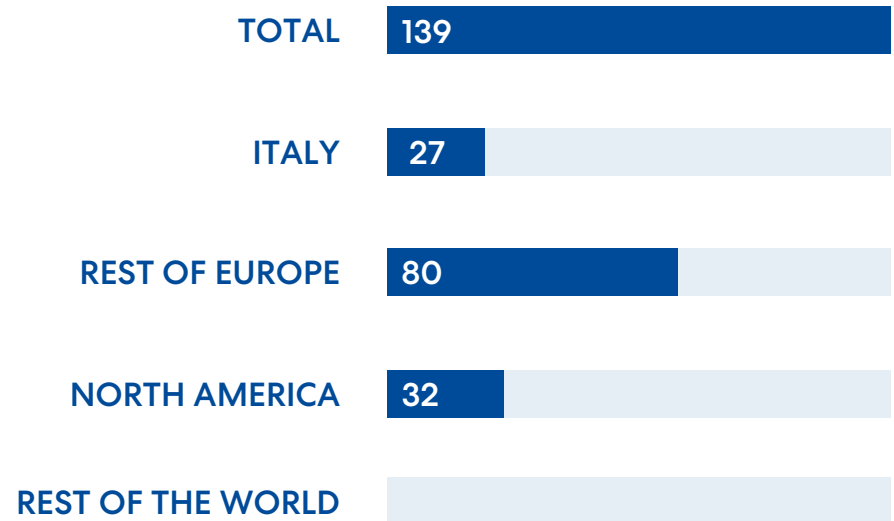
EMPLOYEES OF THE IMAGING GROUP AND ACIST TRAINED IN **ANTI-TRUST POLICIES AND PROCEDURES** SINCE 2018.


This is an objective within the Sustainability Plan

Number of employees who have received **training on anti-corruption** policies and procedures in 2022



Number of employees who have received **training on anti-trust** policies and procedures in 2022



MONITORING SYSTEM FOR COMPLIANCE WITH PROGRAMS

Every year, by signing an Assurance Letter or through a declaration in the board of directors' resolution, every foreign company guarantees

general compliance with the compliance programs, the Code of Ethics, and to reports any possible violations. The Corporate Internal Audit verifies compliance through the risk-based audit plan approved by the chairman of the Group and the board of directors of Bracco S.p.A.



IN 2022,
4 audits
WERE CARRIED OUT

3

RELATED TO THE
**Anti-Corruption
Program**

1

RELATED TO THE
**Anti-Trust
Program**



This is
an objective
within the
Sustainability
Plan

Maximum attention to sensitive processes

In 2021/2022, the Ethical Due Diligence process towards third parties was redesigned to review and expand the process globally and locally; therefore, in 2022 a new Third Party Ethical Due Diligence Global Guideline and Global Procedure were issued to provide guidelines and procedures for the process for the entire Group (except CDI).

Corporate Internal Audit

On September 27, 2022, the BoD of Bracco SpA updated the Corporate Internal Audit Mandate to define the scope, authorities and responsibilities that govern its activities within the Bracco Group.

Corporate Internal Audit responsibilities include:

- Assurance: carrying out an objective and independent assessment in terms of the adequacy and reliability of the internal control system
- Risk Assessment and risk reporting, to identify, assess and report the main risks
- Compliance with Model 231 comprises all supporting activities related to the Italian Legislative Decree 231/2001
- Follow-up and monitoring
- Support and consulting
- Potential misconduct reports management (whistleblowing)

The Corporate Internal Audit periodically informs the Executive Chairwoman & CEO and Vice Chairman and CEO on the activities and approaches used to manage the risks and compliance with the plans defined for minimizing them. Moreover, at least every six months, the Corporate Internal Audit reports to the Bracco S.p.A. Board of Directors and Board of Statutory Auditors on the subjects mentioned above.

Reporting Unlawful Behavior and the Whistleblowing System

Corporate internal audit manages any reports of offences committed externally or internally to the company's activities through a whistleblowing system. It follows a policy that guarantees confidentiality and protection of personal data of the whistleblower. Since 2017, all our companies have adopted a whistleblowing policy that defines how to manage reports (updated in 2020).

The system is currently laid out in the Code of Ethics, the Organisation, Management and Control Models pursuant to Legislative Decree 231/01 and the Anti-Corruption and Anti-Trust Guidelines of Bracco.

According to our Group Policy, in 2022 some allegations were received and analyzed which allowed the implementation of corrective actions.

Whistleblowing channels

Reporting channels

Mail: corporatela@bracco.com

Ordinary mail: Bracco S.p.A., Corporate

Internal Audit, Via Egidio Folli 50, 20134 Milano, Italy

Phone Number: +39 02 21772607

Tool: bracco.mrowhistle.com



Carapezza Stefano,
La Salvia Luciano, Oropallo Nicola,
Bracco Imaging, Ceriano Laghetto

Remuneration Policy

The Bracco Group believes in the concept of Total Rewards. Total Reward goes beyond the notion of mere compensation and encompasses all the perceived value that comes from the employment relationship. Total Rewards consists of monetary compensation as well as benefits, performance management, talent development, and work-life effectiveness.

The pillars of Bracco's compensation policy:

- **RETRIBUTION FOR RESULTS:** Salaries and bonuses are strongly linked to responsibilities, business results, achievements, and actual individual performance.
- **COMPETITIVITY:** Competitive pay levels are critical to attracting and retaining talented people.
- **INTERNAL EQUITY:** Bracco pursues an ethical perspective in compensation policy, compensation decisions, employee conduct, and compensation practices. Consistent with

the Diversity Inclusion Policy, the Compensation Guideline embraces Bracco's commitment to equal pay for equal work, with the particular goal of closing any kind of "gender pay gap" by eliminating any form of pay inequality.

The **salary review process** takes place annually and aims to determine whether employees' salaries accurately reflect their job performance. The pay review is conducted by supervisors and depends on certain factors such as:

- the results of performance appraisals;
- changes in position and responsibilities, promotions;
- the designated salary budget.

The designated supervisor, with the support of their HR Business Partners, formulates salary proposals for their area/function and submits them to Global HR who, after checking for consistency with the budget, global guidelines, contractual/legal consistency and union compatibility, sends the proposals submitted to Bracco Imaging Vice Chairman & CEO and Group Executive Chairwoman (shareholders) for approval or adjustments.

Global MBO Bonus Plan system

Bracco has a long-term incentive (LTI) system that allows its executives to be oriented toward long-term strategic goals in line with the strategic plan.

The **Global MBO Bonus Plan system** is designed to motivate and compensate eligible individuals annually with cash bonuses based on the achievement of Group, function and individual performance goals every year.

At the beginning of each year, the participant is assigned two types of goals:

- Group/Company financial goals: approved by the Vice President and CEO of Bracco Imaging and the Group Executive Chairman.
- Functional and individual goals (projects, KPIs, activities, tasks, etc.): linked to the strategic plan with significant impact on the business, organization, people and environment.

The actual bonus payout depends on the level of achievement of the assigned targets. The rules and mechanism for calculating the payout are defined at the beginning of each year and communicated by Global HR.

BIOETHICS AND TRANSPARENCY IN CLINICAL TRIALS

Clinical research provides experimental evidence that meets the needs of patients and healthcare professionals. We investigate the risk-benefit relationships of introducing **new medical imaging agents** and devices into clinical practice before approval and constantly monitor the safety of our products.

Bracco's Code of Conduct establishes a high standard of ethical business practices for all Bracco affiliates, subsidiaries, distributors, and third-party service providers, as well as staff, consultants, contract workers, and temporary workers.

Key practices for patient safety include:

- evaluating and strengthening leadership and empowering management to maintain oversight;
- establishing a multidisciplinary framework to analyze potential safety signals and characterize the safety profile for all products in development and post approval;
- closely monitoring performance and compliance;
- Ensuring that interactions between stakeholders follow principles of honesty, mutual trust and respect, and transparency.

In designing and conducting clinical trials, we ensure that the rights, integrity and confidentiality of participating subjects are protected. Monitoring activities at trial centers, careful management and analysis of data, and final reports are done in a way that ensures reliable and accurate results.

The Group's Clinical Quality Management

System guarantees that clinical trials comply with regulations set by the regulatory authorities and meet international standards of ethics and scientific quality for the design, conduct, recording and reporting of research activities involving human subjects⁴.

Those who work in clinical research activities have access to training on operating procedures and standards through a global Learning Management System (LMS) platform. These courses are constantly updated with an innovative Key Quality Performance Indicator (KQI).

Transparency and Data Protection

All decisions regarding the safety and efficacy of medicines and medical devices are supported by the best available scientific evidence and follow the optimal allocation of public health resources. We meet the requirements for publishing protocols and results of clinical trials on public websites such as clinicaltrials.gov and EudraCT.



4: Regulatory authorities include: EU Directive 2001/20/ EC, 2005/28/EC, 2010/C82/01, EU Regulation No. 536/2014 of the European Medicines Agency (EMA), the Code of Federal Regulations (CFR) of the Food and Drug Administration (FDA) in the US and the National Medical Products Administration (NMPA) in China. Bracco has been working closely with national and local regulatory authorities for years to ensure compliance with the highest international standards, such as the Declaration of Helsinki, the International Conference on Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH), and the Good Clinical Practices (GCP) standards.

Principles of Experimental Data

Protection and confidentiality of patient personal data

General Data Protection Regulation (GDPR)

Health Insurance Portability and Accountability

Act (HIPAA)

Copyright protection on the results of clinical trials

Recommendations for the Conduct, Reporting, Editing, and Publication of Scholarly Work in Medical Journals (ICMJE)

Transparency and publicity of data

Studies recorded on databases and databases open to the public

Results disclosed regardless of the outcome of the trial

IN 2022, **15** GENDER-BALANCED CLINICAL TRIALS INVOLVING ABOUT **475** PEOPLE WERE PLANNED OR CONDUCTED.

AROUND **17** STUDIES ARE PLANNED FOR 2023.

475 

PEOPLE INVOLVED IN **GENDER-BALANCED CLINICAL TRIALS**

Technology For Cost Reduction and Data Reliability

In recent years, agencies involved in the regulation of clinical trials, such as the US FDA and the European Medicines Agency (EMA), have promoted technological modernization initiatives. For example, the FDA supports the use of electronic recordings, media and digital signatures in clinical trials, and the EMA supports digital signatures.

Bracco uses DocuSign, a digital signatures system that saves time and money. In 2021, the DocuSign Part 11 module, an inspection-proof implementation, was implemented, and in 2022, DocuSign Part 11 use was consolidated and extended to new third parties involved in clinical trials.

Following EMA regulations, Bracco has implemented an EDC (Electronic Data Capture) system in clinical trials to improve data reliability and transparency. It has also digitized its own trial master files (TMFs).

PROTECTION OF PRIVACY

To protect privacy and maintain trust with employees, customers, patients and broader

stakeholders, our organizational model, policies, procedures and tools is compliant with the latest standards.

A cross-functional team punctually applies the provisions of the GDPR and guarantees our commitment to **data protection** issues.

Already formally implemented by all Group subsidiaries and applied to commercial partners involved in processing, the new **Data Protection Program** has been the subject of an analytical updating process and has been progressively approved by the boards of directors of the Group's companies.

- Ensures that activities are managed in accordance with the highest values of ethics and integrity and in compliance with local and international regulations on the protection of personal data;
- Provides guidance on how to organize and implement process control activities in order to prevent risks related to the protection of personal data.



Anne Lassus, Bracco Imaging, Geneva

Our **Data Protection Officer** is an expert in the legislation and management of personal data, who is tasked with correctly implementing the European Regulation “2016/679” (GDPR). Their responsibilities include:

- Supervising the implementation of the policy and the allocation of responsibilities;
- Supervising the collection of information to identify the treatments carried out (Register of treatments);
- Analyzing and verifying the compliance of processing operations (including the Data Protection Impact Assessment (DPIA));
- Informing and giving guidance to the Data Controller. The top management has a direct relationship with the DPO.

The annual report of activities is submitted by the DPO to the board of directors for a systematic and comprehensive review.

Actions in 2022

We apply a Privacy by Design approach to ensure every initiative affecting data protection is subjected to assessment and to the prior opinion of the DPO, starting with design. The following activities were carried out under the supervision of the DPO:

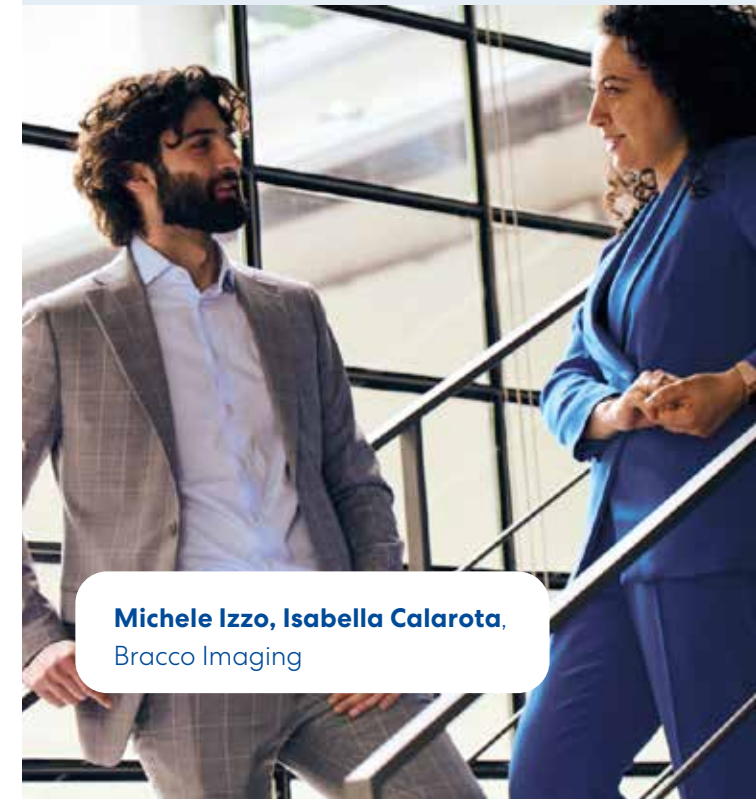
- Implementation of the new Data Protection Guideline and Glossary (published on intranet).
- Updating and revision of the records of processing activities (“RoPA”) for all branches using One Trust IT tool.
- Early detection of potential security incidents and their assessment according to the ENISA (European Union Agency for Cybersecurity) privacy risk assessment methodology.
- Implementation of new Data Processing Agreements in accordance with the 2021 implementing decisions of the EU Commission.
- Supporting R&D AI projects nationally and internationally.
- Audit activities on selected vendors and processing of personal data through CRM.

We are committed to fostering an internal culture that values data protection through training modules and communication initiatives. An updated course will be implemented in 2023 in the Learning Management System.

SINCE THE LAUNCH OF
THE PROJECT, AROUND

1,964 

PEOPLE HAVE BEEN TRAINED
IN PRIVACY THROUGH
E-LEARNING MODULES



Michele Izzo, Isabella Calarota,
Bracco Imaging

Digitalized technology helps collect and periodically update the processing of registers and other main obligations.

FEATURES

Automation of privacy **impact assessments and data mapping** for the necessary operations within the Group.

Precise identification of privacy risks.

Implementation of the management and control activities of the aforementioned risks with an integrated and efficient approach.

BENEFITS

Updating and innovation of the internal system for the **protection of privacy and management of personal data.**

Timely compliance with data protection legislation.

[GRI 2-1, 2-2, 2-3, 2-4, 2-6, 2-10, 2-11, 2-13, 2-14, 2-20, 2-22, 2-23, 2-24, 2-25, 2-26, 2-28] [GRI 3-3][GRI 205, 205-1, 205-2]



2

**Our Commitment
to Sustainability**



Colleretto Giacosa,
Research Center and Manufacturing Site

2.1 Our Sustainability Plan

Although we have been dedicated to sustainability and measuring our impact for years, our Sustainability Plan takes our commitment to new heights, expressing our ambitions for a more sustainable future and serving as a practical tool to define and monitor the 2022-2030 sustainability strategy.

The Bracco Group Sustainability Plan is aligned with the **UN's 2030 Sustainable Development Goals** (SDGs). In particular, the plan highlights our contribution to 11 of the 17 SDGs.

Our **Sustainability Plan is a tool** that helps us establish medium- and long-term goals and annual targets that we can monitor and update biannually according to three interconnected and integrated areas of impact, or Pillars: **People, Innovation and Planet**.

This 2022 Sustainability Report offers a detailed account of our activities over the past year and the actions implemented across these three pillars.



Ceriano Laghetto, Manufacturing Site

OUR PILLARS

People: We are dedicated to patients, healthcare providers, employees and the communities in which we operate. To protect and promote the health, safety and equality of the people we affect, we will continue to embed policies that support diversity and inclusion across the Group for all stakeholders. We follow the “Global Guideline on Talent Acquisition,” which establishes that a final short-list of candidates in a selection process must be comprised of at least one male and one female.

2030 Goal:

Have women occupy 45% of executive leadership positions through international training and mentoring projects.



Innovation: We use innovation to improve lives and create high-quality products and services. We believe collaboration and the sharing of know-how are essential to allow the healthcare sector to grow and positively impact society, therefore, we promote equal access to STEM through educational initiatives for younger generations. Last year, we involved 10,000 students in these initiatives.

2030 Goal:

Involve 65,000 people (radiologists, students, etc.), up to 40% of which under 35, in targeted training projects by 2027.



Planet: We are focused on protecting natural resources, promoting the circular economy and achieving a net zero status. To do this, we are reducing emissions and waste, investing in renewable sources (photovoltaic systems), migrating to green sources (biomethane, hydrogen), increasing the efficiency of prime energy sources (new high-efficiency CHP), acquiring energy only from renewable sources and replacing the company fleet with hybrid and electric vehicles. In the past year, we have calculated the carbon footprint of 64% of our production sites.

2030 Goal:

At least 51% absolute reduction Scope 1 and 2 by 2030. Carbon Neutrality by 2030 in our own operations.

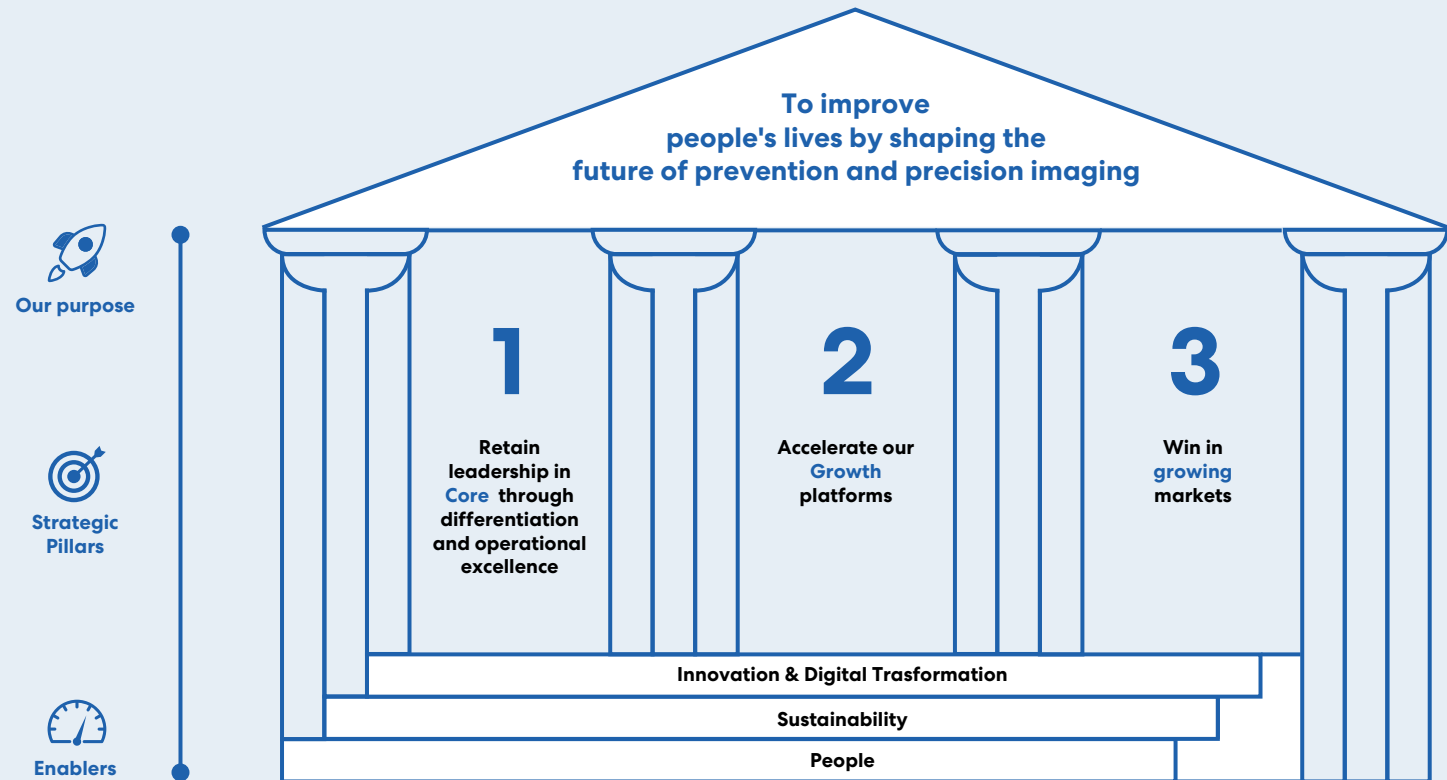


BRACCO STRATEGIC PLAN 2027

Sustainability is an enabler of our business strategy. In crafting and refining our business strategy up to 2027, sustainability has come into even sharper

focus, not as a separate pillar from the rest of the company's operations but as a core enabler across all three pillars of our strategic plan.

Our Business Strategy



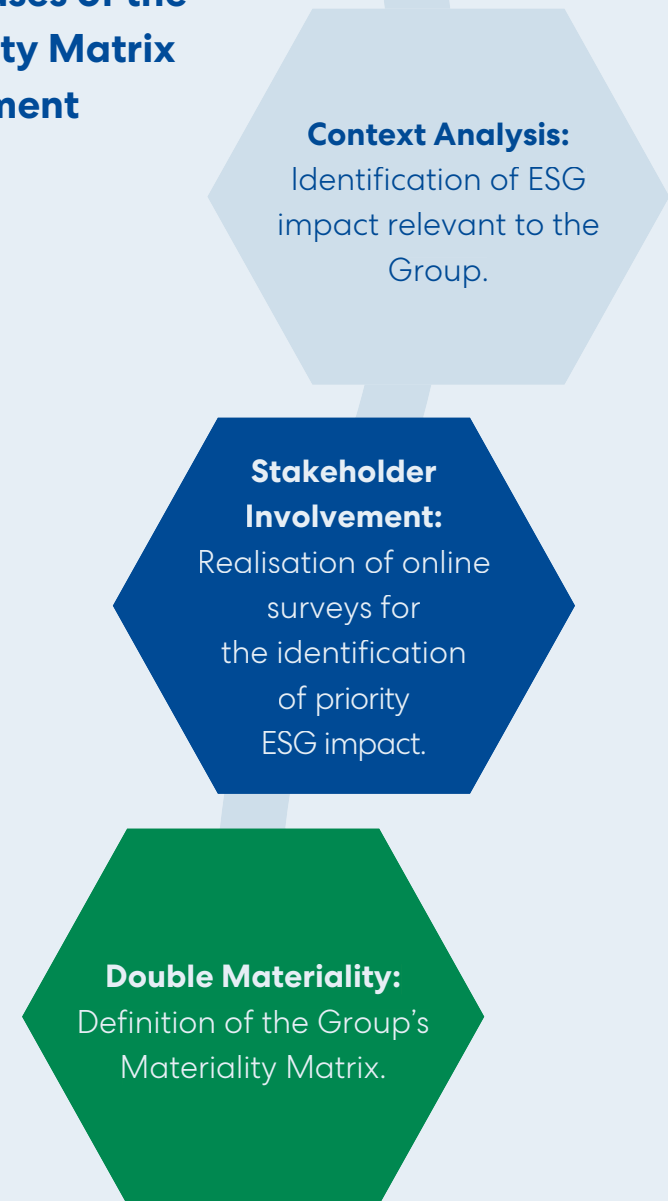
2.2 Materiality Assessment

In 2021, Bracco created its Materiality Matrix using a “double materiality” approach to identify which of the 20 material topics, which are categorized into five macro areas, are of greatest priority to the business, market, environment, and people and most influence stakeholder decisions.

In 2022, the materiality analysis was aligned with the new methodology introduced by the GRI with the “GRI 3: Material Topics 2021 standard”.

Last year’s double materiality implementation and analysis allowed for matrix validation. Indeed, as required by GRI, the impacts (actual or potential, negative or positive) produced by Bracco as part of its business activities and relationships had already been considered.

The 3 Phases of the Materiality Matrix Development



CONTEXT ANALYSIS

To establish which ESG impacts are most relevant to the Group, the first step involved evaluating macro-trends in the Healthcare

and Diagnostics sectors and external documents on sustainable development policies (e.g., reports from the World Economic Forum). The results determined **20 potentially relevant topics classified into five macro-areas.**



STAKEHOLDER INVOLVEMENT

To maintain transparency and closely involve internal and external stakeholders, two online surveys were conducted in 2021 that evaluated which of the 20 topics were most relevant to each group of stakeholders.

External Stakeholders

- Suppliers,
- Healthcare
- Professionals,
- Universities and Research Centres,
- Regulatory and Government Institutions,
- Business Partners,
- Employees

Internal Stakeholders

- Bracco Executives

DOUBLE MATERIALITY

Finally, the ESG topics were plotted on the materiality matrix according to a dual perspective – ESG materiality and financial materiality – to determine which held the highest priority.

ESG materiality are issues with an actual or potential (negative or positive) significant social and environmental impact on an organization and its value chain

Financial materiality includes all sustainability risks and opportunities that can positively or negatively affect the development, performance, and positioning of an organization (short, medium or long term) and thus affect the company's value.

RESULTS

The materiality matrix represents Bracco's vision for ESG issues through a dual lens: impact on the company and on the external environment. The size of the bubbles refers to the degree of impact.

The surveys found that the vision of Bracco's executives is largely aligned with that of its external stakeholders. Two key areas of importance were identified in both sets of surveys: **Business Ethics** and **Responsibility towards patients**.

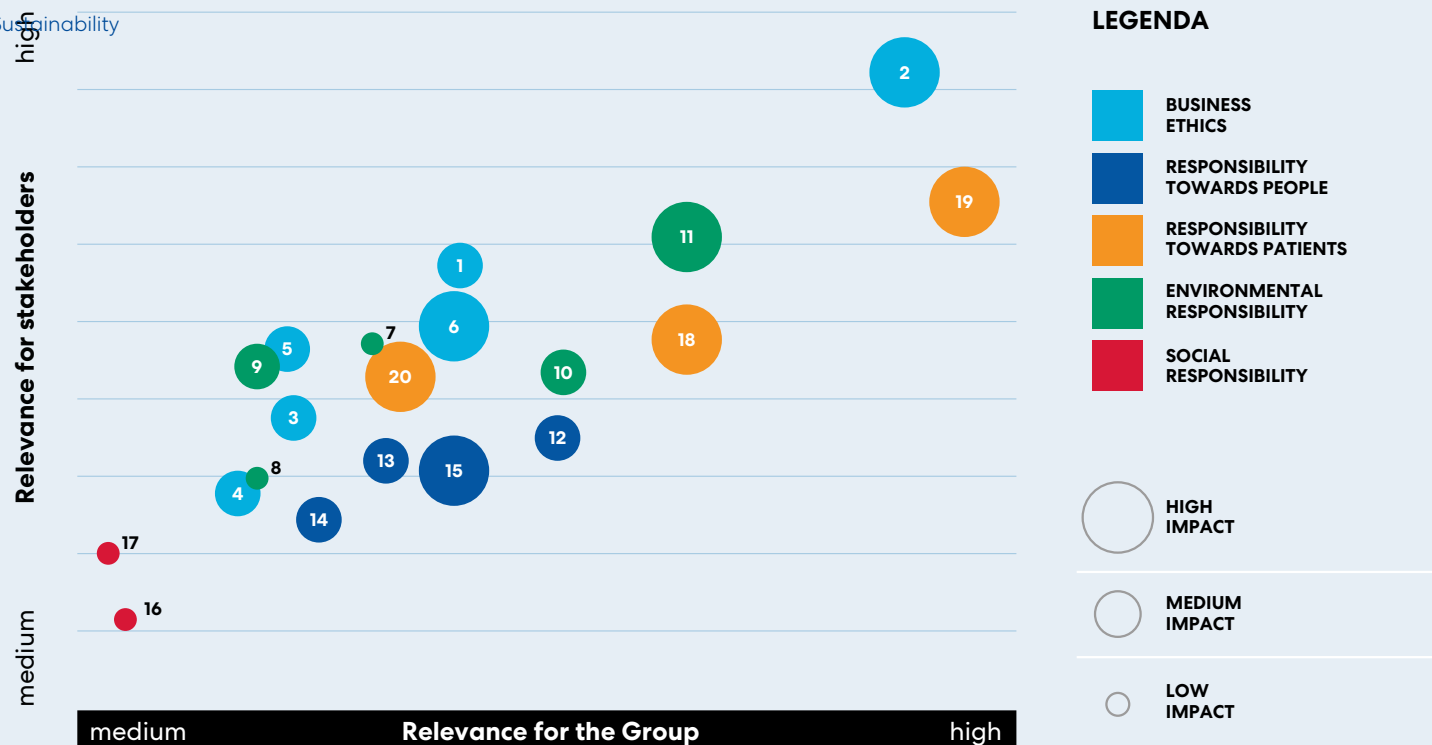
This insight also showed that the preferences of external and internal stakeholders aligns with our company values. We believe the way we do business – responsibly, ethically, transparently – is as important as its results. We are conscious of the impact we have on people and integrate patient health and safety into everything we do.

The results of this materiality matrix were confirmed in late 2022 and used to structure this report for the year ending 31 December 2022.



Federica Chianale, Alessia Cordaro, Bracco Imaging, Colletterto Giacosa

Double Materiality Matrix



1	Governance and ESG strategy	
2	Transparency and responsible business	H
3	Responsible supply chain management	
4	Data protection	
5	Bioethics and transparency in clinical trials	
6	Digital innovation and emerging technologies	H
7	Climate Change Mitigation and Adaptation	
8	Water resource management	
9	Monitoring and reduction of waste and discards	
10	Circular Economy and innovative sustainable solutions	

11	Environmental protection and safety	H
12	Worker health and safety	
13	Diversity and equal opportunities	
14	Welfare and well-being	
15	Attraction, management and development of human resources	H
16	Community involvement and support	
17	Promotion of the culture of health	
18	Products and services quality	H
19	Patient's health and safety	H
20	Research & Development and Intellectual property	H

2.3 People Move Our World

Bracco has always placed people at the center of everything it does, which includes **employees, patients, medical professionals, the communities where we operate and the future generations that are involved in our work**. Protecting lives is the motivation behind our every action.

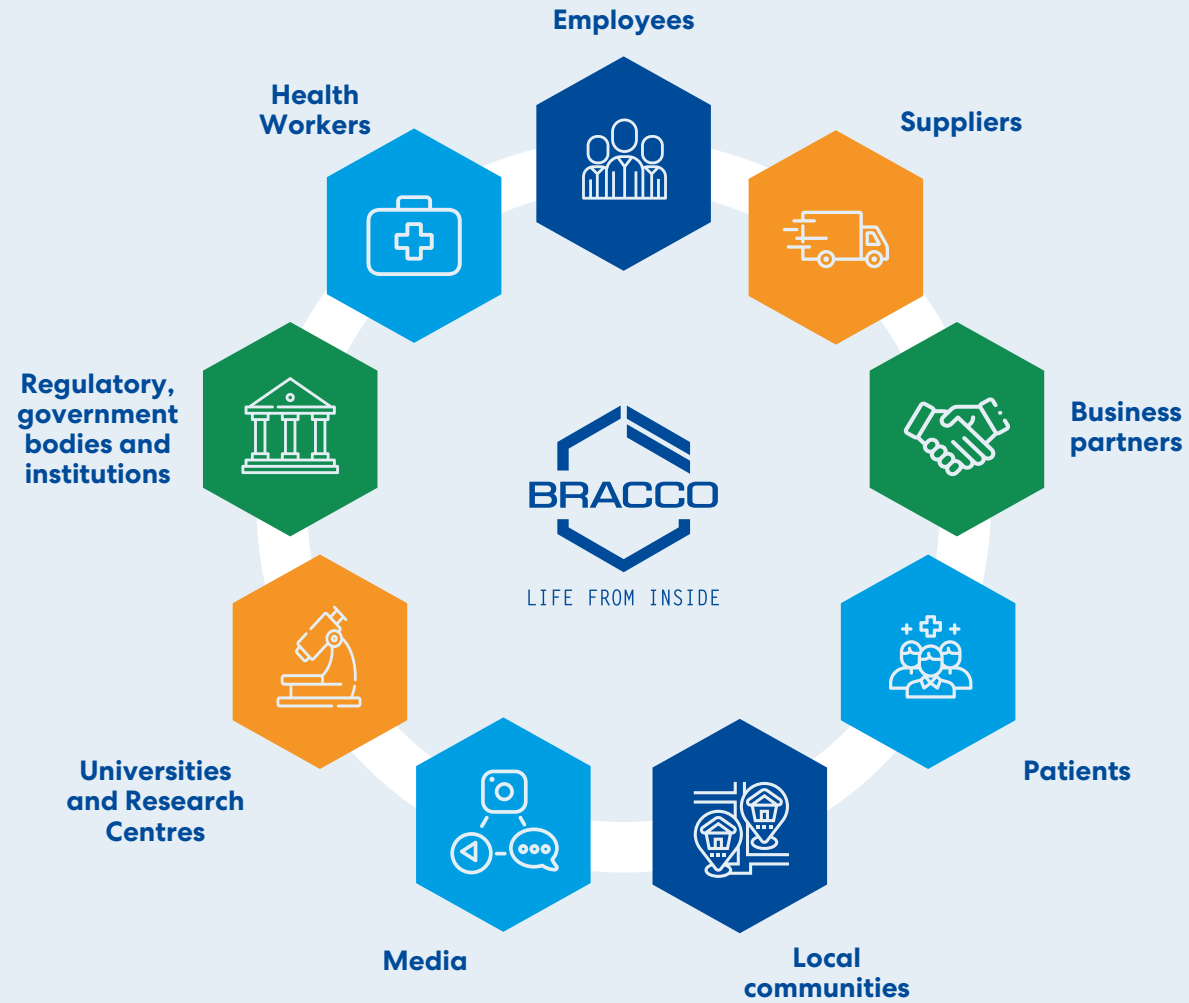
Protecting lives starts with an inherent sense of responsibility. Ethical business, continuous innovation, a collaborative relationship with HCPs, and sustainable policies are ways we enact this commitment because people are the reason we want to do better.

The Group launches projects and activities aimed at raising employee awareness for the protection of diversity and equal opportunities and reinforcing attraction, management and development of human resources. It strives to protect worker health and safety. And it implements initiatives that promote community involvement and support.



Ilaria Roberti, Igor Dottore,
Bracco Imaging, Colletterto Giacosa

OUR STAKEHOLDERS



COMMUNICATION WITH STAKEHOLDERS

We produce transparent and timely communication about business, economic, scientific, social, environmental, and cultural issues regarding all the Group's companies, our CSR function and the Bracco Foundation, using the Group's Consolidated Financial Statements, the Sustainability Report and all online and offline communication channels, including the internet, social media, podcast, press, TV, radio, advertising, and events.

CEO STRATEGY AND COMMUNICATION CAMPAIGN

The CEO strategy reinforced the company's brand reputation with the image of Diana Bracco, President and CEO of the Group in a comprehensive digital communication campaign aimed at conveying the Group's credibility, prestige and values.

EXTERNAL COMMUNICATION HIGHLIGHTS

Bracco Imaging sustainability communication campaign

Bracco Imaging's 2022 sustainability communication campaign, "Seeing the full picture and every step of the way" highlights environmental protection, social responsibility, and economic innovation. In 2022, in a survey for healthcare providers, responses showed how fundamental it is for Bracco to provide HCPs with a transparent and realistic view of the company's sustainability initiatives.

INTERNAL COMMUNICATION HIGHLIGHTS

In 2022, the intranet redesign ended, improving the circulation of information. The Human Resources department launched a major campaign on Bracco values [1]. Moreover there are mechanisms for internal communication and alignment towards shared objectives such as the Management Information Meeting promoted by the CEO Fulvio Renoldi Bracco and the ["Meet the CEO"](#).

[GRI 2-6, 2-10, 2-11, 2-12, 2-17, 2-18, 2-25, 2-29]

[GRI 3-1, 3-2, 3-3]



Manuela Drago, Giorgio Lambri,
Bracco Imaging



3

Excellence in
Innovation



**Quality Control, Bracco
Imaging, Colleretto Giacosa**

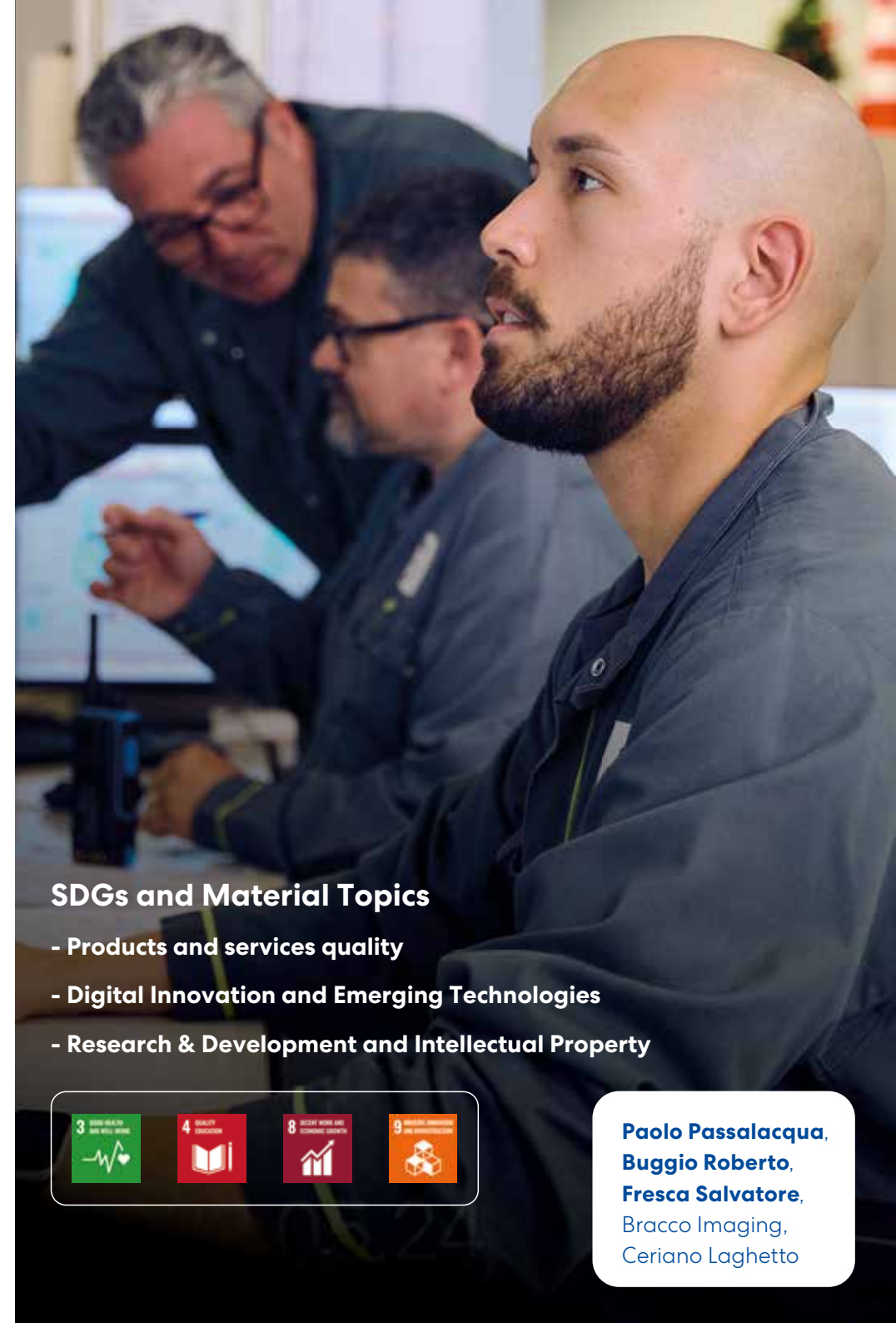
Excellence in Innovation

We have always believed in research, not just for the strategic development of our business but also to contribute to scientific progress that can save lives.

The medical professionals at our world-renowned network of research centers and institutions are the key to achieving our goals. We provide the latest equipment, support and education to ensure they can do their jobs efficiently and safely.

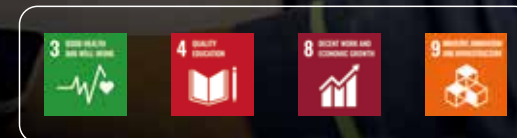
Improving quality of life is the yardstick of our success. When developing our products and services, we put the safety of our patients first.

We invest approximately 8% of reference turnover in R&D activities and boast a portfolio of over 2,500 patents, with 11 innovation centers worldwide.



SDGs and Material Topics

- Products and services quality
- Digital Innovation and Emerging Technologies
- Research & Development and Intellectual Property



**Paolo Passalacqua,
Buggio Roberto,
Fresca Salvatore,**
Bracco Imaging,
Ceriano Laghetto

Quick Facts

54% 

OF THE PEOPLE **WORKING IN THE R&D
FUNCTION**¹ ARE WOMEN

40 

NEW PRIORITY AND INTERNATIONAL
PATENT APPLICATIONS FILED IN 2022

*1: Data considering the R&D Units of: Centro Ricerche Bracco (CRB),
Bracco Research Geneva (BRG) and SurgVision GmbH*

11

INNOVATION CENTERS,
INCLUDING 3 R&D CENTERS WITH
EXPERIMENTAL FACILITIES

6.36

AVERAGE IMPACT FACTOR
OF ITEMS FROM IMAGING BUSINESS
UNIT LABORATORIES PUBLISHED IN
INTERNATIONAL SCIENTIFIC JOURNALS

8%

ANNUAL TURNOVER
INVESTED IN
R&D ACTIVITIES

Collaborations

WITH LOCAL AND INTERNATIONAL UNIVERSITIES,
HOSPITALS, AND RESEARCH INSTITUTIONS

Centres of Excellence

In addition to the headquarters and Centro Diagnostico Italiano in Milan, the Bracco Group's research activities take place at centres around the world (see map). They form one of the most important interdependent knowledge networks in the world, working together in the pursuit of continuous innovation. The network has established local and international collaborations with universities, hospitals, and research institutions.



Fabio Tedoldi, Bracco Imaging

BRACCO AREAS OF RESEARCH

Bracco's wide portfolio of products, developed through R&D activity over the years, make the group an important player in various sectors. Each Bracco Business Unit is specialized in different areas of research:

Imaging Agents:

X-ray radiology, magnetic resonance, ultrasonography, and nuclear medicine;



Health Services:

The innovation of products and services mainly in the field of precision medicine;



Medical Technologies:

Research and development of products used in the catheterization laboratory for cardiovascular and peripheral vascular diagnostics (ACIST Medical) and in the diagnostic imaging suite, where contrast injectors for CT and MRI imaging equipment are supplied (Bracco Engineering SA).



11 CENTRES OF INNOVATION

of which 3 WITH R&D LABORATORIES

- 1 Colleretto Giacosa (Turin, ITALY)
- 2 Plan-les-Ouates (Geneva, SWITZERLAND)
- 3 Eden Prairie (Minneapolis, USA)
- 4 Headquarters (Milan, ITALY)
- 5 Centro Diagnostico Italiano (Milan, ITALY)
- 6 Losanna (SWITZERLAND)
- 7 Monaco (GERMANY)
- 8 Oxford (UK)
- 9 Fremont (USA)
- 10 Monroe (USA)
- 11 Shanghai (CHINA)



3.1 Making Patient Safety a Priority

Patient safety is one of the greatest priorities in our clinical research, medical education, risk assessment, and safety monitoring programs and operations. Through continuous research and innovation, we strive to improve the level of safety through our various departments focused on oversight, the identification and minimization of risk and quality.

The following departments are committed to minimizing risk and maximizing benefits for anyone who comes into contact with our products.



CDI Centro Diagnostico Italiano,
Milan

OUR DEPARTMENTS COMMITTED TO MINIMIZING RISK AND MAXIMIZING BENEFITS FOR ANYONE WHO COMES INTO CONTACT WITH OUR PRODUCTS.

The Global Medical & Regulatory Affairs

department improves patient safety and the quality of care through the clinical development and approval of new medical imaging agents and devices. Its research optimizes the benefit-risk ratio of medical imaging procedures, providing scientific information and medical education programs for imaging and patient management protocols. It constantly monitors the safety of our products.

The Corporate Drug Safety and Pharmacoepidemiology Operating Units, present on all continents, follow the same procedures with the highest ethical and quality standards in the sector as well as the ISO 9001 standard. The Quality Management System is responsible for continuously monitoring performance indicators to ensure responsible and efficient management of the Group's pharmacovigilance system.

The **Corporate Drug Safety and Pharmacoepidemiology (CDSP)** department is part of the Global Medical & Regulatory Affairs division.

It oversees our global safety surveillance systems and risk management programs. It operates in all countries where our products are developed or marketed, either directly or through outsourcing, strictly supervising safety monitoring operations of distributors and third-party service providers.

A Quality Management System ensures responsible and efficient management of operating processes related to safety monitoring. The department is also responsible for researching possible side effects reported directly to health authorities or in scientific literature or social media. Reports of adverse events are processed and transmitted to all health authorities promptly, either individually or periodically in aggregate, and are stored in an electronic database updated daily.



Fontana Morgana,
Bracco Imaging, Colletterto Giacosa

The Bracco Group's pharmacovigilance system² and compliance with current regulations are subject to regular audits at the corporate, regional, and local levels, in accordance with a specific plan developed by the Corporate Quality Management function.

In 2022, 9 pharmacovigilance audits were conducted, and positive results confirmed that Bracco operates with maximum transparency, in compliance with regulations and the highest standards in the field.

The continuous education of personnel is a priority. All Bracco Group employees and third-party representatives are periodically trained on pharmacovigilance system principles and their individual duties and responsibilities.

The **Global Risk Assessment Team** operates under the Corporate Drug Safety and Pharmacoepidemiology division and consists of expert doctors who evaluate each individual report to determine its severity and any causal link between exposure to products and adverse events. The team also periodically analyzes all cases of adverse events for each individual product. Risk assessment and minimization activities receive input from healthcare authorities and participants,

such as patients, pharmacists, physicians, technologists, and nurses.

Health authorities provide signal identification systems such as the Eudra Vigilance Data Analysis System (EVDAS)³ developed by the European Medicines Agency (EMA), but the Bracco Group also adopts all the most advanced analysis systems available. Identified signals are then validated to determine if there is a possible causal link between the observed signal and product exposure. Potential risks deriving from the use of a product in clinical practice are promptly communicated to health authorities, health professionals, and patients, along with the most appropriate measures for prevention and management of these risks.

The Bracco Drug Safety Committee

Bracco Drug Safety Committee further ensures the optimal safety monitoring of Bracco products and management and minimization of risks.

The multifunctional committee is responsible for drug safety governance, reviewing drug safety information regularly or as needed, and deciding the best course of action to communicate and mitigate risks.

2: Pharmacovigilance deals with the identification, evaluation, understanding, and prevention of adverse reactions and any other problems related to taking medicine in order to improve patient care and safety and contribute to public health.

3: EudraVigilance (European Union Drug Regulating Authorities Pharmacovigilance) is the European platform for reporting suspected adverse reactions to medicines authorized or in clinical trials in the EU.



Luciana Vezzani,
Bracco Imaging, Collettero Giacosa

3.2 Innovation for Quality of Life

Innovation is a driver of research and development. Through sustainable solutions, the latest technological advancements like AI, and open innovation policies, Bracco is exploring solutions that can ultimately improve the lives of its people, from HCP who benefit from advanced equipment to patients who receive safer and more targeted treatment.



Grechi Mattia,
Bracco Imaging, Ceriano Laghetto

OUR GREEN RESEARCH APPROACH

Our main research drivers are focused on sustainability, from considering equipment with shorter processes to reduce energy consumption to choosing safe and eco-friendly solvents, exploring innovative manufacturing solutions through early-stage research programs, and exploiting microfluidic technology to reduce reagents and energy consumption. Bracco also seeks to improve processes for existing products in the most efficient and sustainable way.

The R&D function has a team dedicated to the improvement of manufacturing processes and promotes several research initiatives aimed at limiting impacts on the environment:

- to **reduce the impact of manufacturing processes of large volumes of X-ray and MRI contrast agents, solvents and raw materials** are recovered, yields optimized, and reagents and solvents minimized;
- one of the research programs is focused on an innovative process to produce iopamidol, which helps strongly reduce the need of some reagents and solvents currently in use;
- the R&D team has completed the development of a new process for the treatment of a wastewater stream containing low concentrations of iodine,

which helps **recover iodine** and obtain iodine-free wastewater;

- an open innovation program with universities and external research groups explores the use of disruptive and innovative technologies for the manufacture of key materials and the treatment of industrial wastewater streams;
- Bracco has developed and implemented a custom innovative system to effectively recover fluorinated gas to limit their emission. This system has been installed and qualified and is now operational for the manufacturing of batches for clinical trial and commercial use.

OUR GREEN RESEARCH APPROACH



What AI can Do for Diagnostic Imaging

Offering more accurate and early diagnoses, from CAT scans to MRIs, a research team works to provide insight for radiologists and patients.

Giovanni Valbusa, a data scientist led the AI for Covid project and since 2019 has directed an international team from Italy, Switzerland and China to study AI applications in diagnostic imaging.

What professional skills do your team members possess?

Artificial intelligence experts work with those who deal with medical images and software developers. We also collaborate with the Centro Diagnostico Italiano. We work closely

with radiologists to understand their needs and those of the patients. Our software, once transformed into medical devices, can have applications in any area of radiology.

What type of exams can be improved with AI?

AI could potentially help doctors with all types of exams by providing a more accurate image or improving times, analyzing the images or parts of it alongside the doctor, like with CAT scans.

How can CAT scans be perfected?

When one gets a CAT scan for a problem, let's say for a kidney problem, the machine takes hundreds of images of the entire body. The radiologist, due to time constraints, looks only at the affected area. Software could expand screening by analyzing all the other areas and could potentially identify a so-called "incidentaloma", a tumor that is found accidentally through a scan done for other reasons. In 10 years or less, this could be the norm for these types of exams.



“

“We work alongside doctors to understand their needs and help treat patients better”

Giovanni Valbusa,
Imaging Software
and AI R&D Manager,
Bracco Imaging S.p.a.

Sonia Colombo Serra is a physicist and expert in AI systems applied to diagnostic methods with contrast agents, particularly MRIs.

How are MRIs evolving thanks to AI?

We are focusing on improving the quality of contrast media and the image in general to help doctors read them better.

How might this help doctors as well as patients?

Increasing the contrast media helps highlight smaller damage than what's visible, whether it's the metastasis of a tumor or multiple sclerosis plaques. They can help with more effective early diagnosis. Radiologists look at hundreds of images a day, therefore, a clearer image can facilitate the work of radiologists, decrease reporting times and lower the stress of doctors.

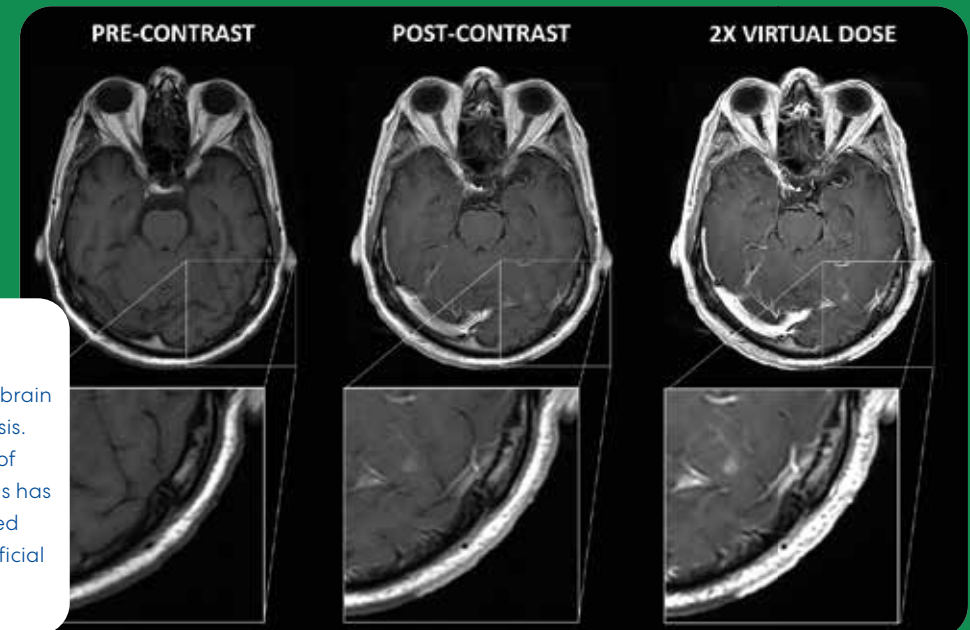
What illnesses are you focusing on?

Those of the central nervous system, from tumors to neurodegenerative diseases. Starting from hundreds of real images taken of the brain during an MRI, along with images we have simulated, we can teach an algorithm to identify the areas with contrast media and increase this contrast virtually.

Why did you decide to start with brain images?

It was for technical reasons. On the one hand, we had a large number of brain images available since magnetic resonance imaging is primarily

performed on the brain. On the other hand, we needed absolutely identical images of the area before and after contrast, to be fed into the artificial intelligence system. The head is subject to much fewer movements, including involuntary ones, compared to other areas such as the abdomen. Therefore, the pairs of images are perfectly aligned.



Magnetic resonance imaging of a brain with metastasis. The contrast of the metastasis has been improved thanks to artificial intelligence.

“

“Treating diseases of the central nervous system could benefit from exams done with the support of AI”

Sonia

Colombo Serra,

MRI Lab Manager,
Bracco Imaging S.p.a.

Medicine and Artificial Intelligence

Bracco has recently launched a line of research in artificial intelligence algorithms to create solutions that work with current and future contrast media.

We are using AI to improve image quality by providing more contrast in MRI and CT acquisitions, to ultimately increase the detectability of diseases and their characterization. AI can help determine the right dose for a patient based on his/her characteristics and the diagnostic task.

Studies show that about 80% of healthcare professionals are overworked and overwhelmed by patient data, often (78% of responses) because of increasing number of scans due to the current trends in personalized medicine and prevention.

New technologies and clinical guidelines challenge radiologists with advanced interpretation protocols and sometimes complex, time-consuming workflows.

Bracco is using AI to ease complex workflows by supporting radiologists in completing repetitive tasks through automation and assisted reporting

Bracco wants to better use data, of images and other clinical information (as with the AlforCOVID

project). With improved efficiency, Bracco can help hospitals design more efficient patient pathways.



For more information on AlforCOVID project visit:
<https://aiforCOVID.radiomica.it/>

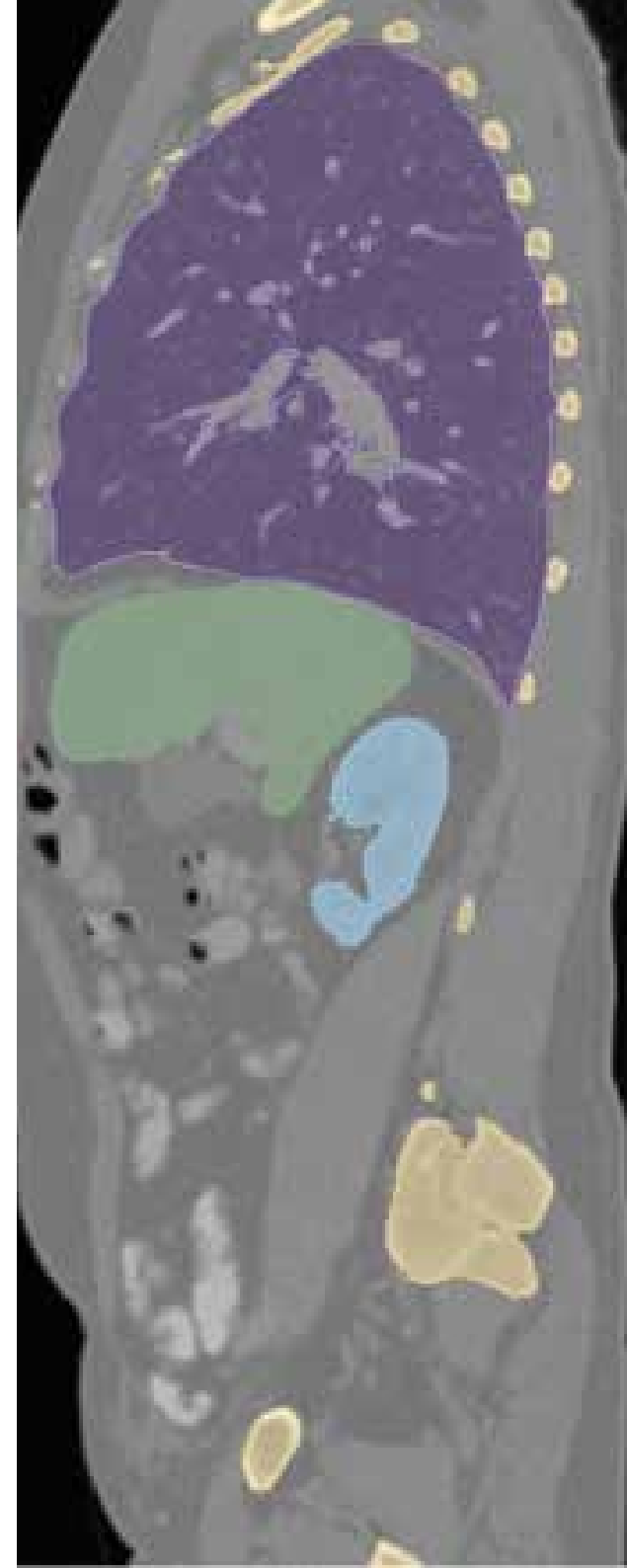
Bracco is creating a network of Italian and foreign universities to leverage academic expertise to speed up the development of new products based on AI.

Open Innovation and Discovery

Bracco's Open Innovation model aims to reduce the time-to-market of products, thus benefiting the patients.

One of the projects in the Discovery pipeline is working on new agents and devices for diagnostic and therapeutic applications to address unmet clinical needs, evaluating alternative materials for contrast media to mitigate their environmental impact, and developing novel technological solutions for early diagnosis and precise treatment that may reduce the health economic burden.

Bracco actively pursues an Outbound Open Innovation approach in China in the field of Microbubbles and Ultrasound, to further potentiate



the internal development pipeline with premium external contributions, and to foster business growth and product innovation in a key market segment and geography.

Animal Welfare

Through computer simulation, tissue cultures, cell-based and in-ovo methods, Bracco seeks to reduce and replace animal studies and improve animal welfare.

Our procedures and protocols ensure responsible animal welfare management, both at Bracco and at the laboratories of third parties.

Bracco Animal Welfare Policy follows the US Guide for the Care and Use of Laboratory Animals, the Guide for the Care and Use of Agricultural Animals in Research and Teaching, and the European ETS 123.

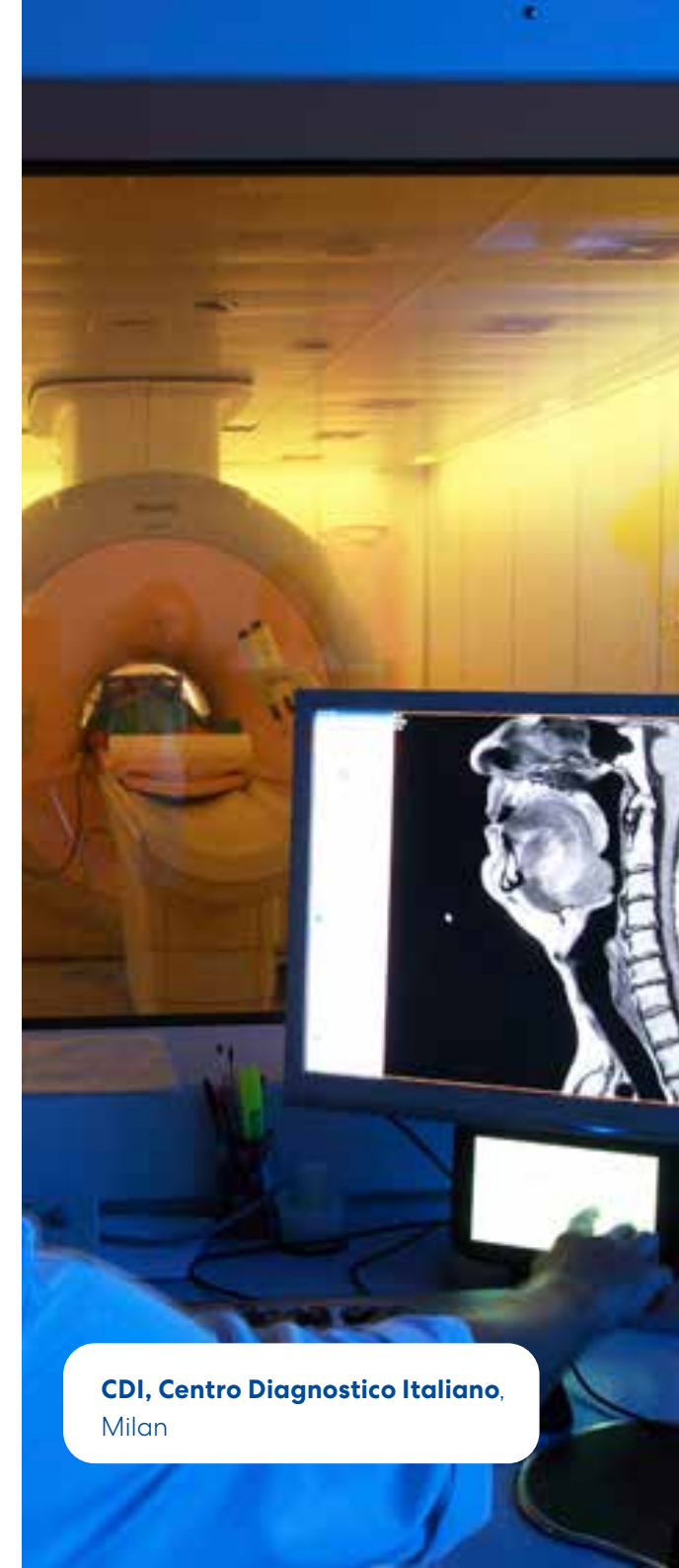
It is aligned with applicable laws, industry codes and geography. Moreover, Bracco's Animal Welfare Body embraces the 6 principles of Animal Research Ethics by DeGrazia and Beauchamp⁴

which include and overtake the 3Rs (Reduce, Refine, Replace) by Russel and Burch⁵.

BRACCO IMAGING: TRUE SIGHT ENABLES ACTION

Bracco is constantly developing an innovative platform in the field of ultrasound responsive agents. In August 2022, clinical trials began to investigate the performance of a phospholipid microbubble for Molecular Imaging applications that can recognize specific vascular receptors involved in neoangiogenesis. This breakthrough significantly improves the diagnostic and therapeutic path of patients with cancer or severe inflammatory conditions.

Another strategic program aims to use microbubbles as a tool to increase the penetration of drugs, biologics, or genes through biological barriers, thus allowing therapeutic products to be delivered more effectively to specific pathological tissues.



CDI, Centro Diagnostico Italiano,
Milan

Exploring the Potential of Microbubbles

A global team works on the cutting edge of science and technology to advance microbubble development, as ultrasound contrast agent and in precision treatment

As Director of the Bracco Research Center in Geneva, Thierry Bettinger works with an international team of researchers to drive the next generation of microbubbles.

What makes you personally passionate about microbubbles?

The capacity to explore so many possible medical applications with the same kind of formulation, particularly for generating images and creating cavitation locally. The field of opportunities is vast.

What is the potential of microbubbles for therapy?

Microbubbles are now used in various R&D clinical programs. Under specific therapeutic ultrasound conditions,

microbubble activation can lead to cavitation and enhance the local effect of therapeutic agents by regional permeabilization of vasculature in specific organs to be treated. The concept has already been tested in patients and showed that gas microbubbles could indeed trigger the transient opening of vascular barrier and in particular the blood barrier in the brain (BBB). This would increase the local therapeutic effect of drugs.

What disease is particularly difficult to treat now but has a high potential for better treatment with microbubbles in the future?

Brain cancer conditions, such as glioblastoma (GBM) and Diffuse Intrinsic Pontine Glioma (DIPG),

the latter affecting children. Today, these terrible pathologies are poorly managed because of the inefficient delivery of therapeutic agents to the site to treat. I do believe that the 3- to 6-fold increase of drug deposition in the brain reported in a recent clinical trial (Sonabend, Lancet 2023) will translate into better treatment of brain cancer patients and thus dramatically improve patient management and survival rate.

Thierry Bettinger,
Bracco Research
Center Geneva
Director,
Switzerland



“The success of innovation relies on the collaborative work and strong dedication of a team having a curious mindset”

THIERRY BETTINGER,
BRACCO RESEARCH
CENTER GENEVA DIRECTOR

A Chinese team of R&D and medical and regulatory affairs experts push the bounds of what Bracco can develop in microbubble applications for molecular imaging, diagnosis and treatment.

What are the benefits of Bracco's new generation of microbubbles for patients and doctors?

Microbubbles pose less risk than radiation-based imaging techniques. They can detect specific cellular markers of certain diseases for earlier diagnosis and precision treatment. This benefits doctors with more detailed diagnostic information and patients with customized care plans for their unique conditions.

Lilian Feng,
Head of Pacific Rim, Global Medical and Regulatory Affairs



What diseases can be better diagnosed with these new microbubbles?

Certain types of cancers and chronic inflammatory diseases. Its molecular imaging of VEGFR can identify angiogenesis at the cellular level, which plays an important role in oncology and chronic autoimmune conditions.

What will microbubble innovation look like in 10 years?

A transition from tools for basic anatomical imaging and blood flow dynamics to enabling precision targeted molecular imaging. New generations of microbubbles will incorporate advanced materials to detect more biological markers

Yun Lin,
Deputy head of Pacific Rim, Global Medical and Regulatory Affairs & Associate Director of Medical Affairs and Scientific Information



across a wider range of diseases. They will allow for real-time visualization of cellular activity and a better understanding of disease pathology and drug mechanisms of action. Next generation gas-vehicle formulations like nanodroplets/nanobubbles have also been exploited for extensive diagnosis and therapeutic application.

Li Xiao,
Senior Director of External Innovation & Medical Device Business Head



Jiemeng Li,
Scouting Manager of Corporate Research and Development



“Microbubbles have the potential to significantly advance the field of molecular diagnostics using non-invasive ultrasound technology”



CDI, Centro Diagnostico Italiano,
Milan



A new path in MRI with Vueway TM (gadopiclenol solution for injection)

In September 2022, Bracco received approval from the American Food and Drug Administration (FDA) for gadopiclenol injection, a **new contrast agent for MRI with higher relaxivity** (i.e. efficacy) compared to commercially available agents. Gadopiclenol injection will be commercialized by Bracco as Vueway.

Vueway utilizes only half of the standard dose of gadolinium, which will help address supply chain problems while providing the highest kinetic stability among marketed products. **This not only improves access for patients, but also improves the risk/benefit profile.**

The dose reduction will also reduce the environmental impact by significantly reducing the amount of gadolinium-based contrast agents in surface waters. Vueway is the result of a global, strategic collaboration between Bracco and Guerbet in research, development, and manufacturing; both companies have created independently significant intellectual property and have joined forces to get the product to patients more quickly.

Smart Surgery:

reducing tumor recurrences, improving outcomes

Bracco Imaging's R&D has entered the nascent market of fluorescence-guided surgery. The constant search for imaging systems that can provide useful information in real-time and guide the surgeon in a form of "augmented reality" is of fundamental importance in daily surgical practice. Thanks to the use of new molecular entities capable of selectively accumulating in the pathological districts, as well as high-sensitivity cameras, it is possible to better identify and differentiate between the tissue that needs to be removed and the tissue to be maintained. This makes the surgical technique more precise, effective, and more likely to reduce tumor recurrences and to improve the patient's outcome. Through its affiliate SurgVision GmbH, Bracco received clearance in 2022 from the Food and Drug Administration (FDA) and the conformity marking from the European Union for the Explorer Air® II, a high-sensitivity fluorescence imaging device for open surgery applications.

4: DeGrazia D. and Beauchamp TL. *Beyond the 3 Rs to a More Comprehensive Framework of Principles for Animal Research Ethics*. *ILAR Journal*, 2019;60(3): 308-317

5: Russell WMS, Burch RL. *The principles of humane experimental technique*. *Wheathampstead (UK): Universities Federation for Animal Welfare*, 1959

BLUE EARTH: INNOVATION AND COLLABORATION

Protecting the environment and improving communities and well-being

In 2019 Bracco Imaging enriched its product portfolio by expanding the range of **oncology nuclear imaging solutions** in the urology segment and other specialties with the acquisition of Blue Earth Diagnostics. In 2021, Bracco Imaging established Blue Earth Therapeutics as a separate, cutting-edge biotechnology vehicle to develop radiopharmaceutical therapies.

Blue Earth is committed to the development and delivery of innovative nuclear medicine solutions.

The safety and health of its employees, patients, and communities are its greatest priority. As far as the environment is concerned, the radioisotopes used in Blue Earth products and clinical trials have a relatively short duration. They are selected according to the well-being of workers and patients and managed in strict compliance with protocols.

Quick Facts

BETWEEN JANUARY 2020
AND DECEMBER 2022,

47

JOURNAL PAPERS
AND

81

CONFERENCE ABSTRACTS WERE SUBMITTED
(WITH A 100% ACCEPTANCE RATE).

Blue Earth Diagnostics (BED) has established a reputation for global leadership in the field of precision positron emission tomography (PET) imaging for innovation and product development that transforms and improves the clinical management of cancer patients.

The company has a sustainable pipeline of resources and is working to expand existing licenses, develop new products through R&D programs, and obtain new products for development. The company carries out various activities, including:

1. Having a comprehensive portfolio of nuclear medicine imaging agents in prostate cancer.
2. Continuing studies in additional areas, including neuro-oncology.
3. Working to advance PET imaging in Europe:
 - Axumin® (¹⁸F-fluciclovine) is approved in the United States and Europe for use in positron emission tomography (PET) to identify prostate cancer recurrence. More than 190,000 doses of Axumin have been given to patients in the United States since the product was approved in 2016.
 - Blue Earth Diagnostics has an exclusive license for the innovative prostate-specific membrane antigen radiohybrid technology (rhPSMA) for diagnostic imaging in prostate cancer. It rapidly progressed its candidate molecule (¹⁸F-rhPSMA-7.3) in two Phase 3 clinical trials in the United States and Europe, evaluating use in newly diagnosed and recurrent prostate cancer. Enrollment for both studies was completed in 2021, with a new drug application

submitted to the U.S. Food and Drug Administration in 2022 for primary staging and biochemical recurrence of prostate cancer.

4. Working to support the development of artificial intelligence (AI) algorithms to improve the quality of PET⁶/CT workflows through data sharing agreements.
5. Advancing its mission to help patients with metastatic brain tumors, following completion of patient enrollment for the Phase 2 clinical trial in 2021 and with Phase 3 enrollment completed in early 2022. Studies are evaluating the use of ¹⁸F-fluciclovine PET for the detection of recurrent brain metastases.
6. In 2022, Blue Earth Diagnostics, on behalf of Bracco, developed and submitted regulatory and reimbursement dossiers for PET cardiology in the EU.

Blue Earth Therapeutics (BET) is a clinical stage radiopharmaceutical company dedicated to the advancement of next generation targeted radiotherapeutics to treat patients who have cancer. With proven leadership and therapeutic radiopharmaceutical expertise, Blue Earth Therapeutics has an emerging pipeline of precision targeted therapeutic radiopharmaceuticals, initially focused on prostate cancer with plans to expand into additional disease areas in oncology.



Puccia Floriana, Francesco Tatiana,
Bracco Imaging, Colletterto Giacosa

The company carries out various activities, including:

- Having a strategy to bring new, targeted radioligand therapies to clinical usage to benefit cancer patients and having in-licensed two molecules in early development.
- Activating a Phase 1 clinical study with ¹⁷⁷Lu-rhPSMA-10.1, in castrate resistant metastatic

prostate cancer, in the US.

- The second molecule ²²⁵Ac-rhPSMA-10.1 is targeted as a late line of therapeutic care, after failure of lutetium-based radioisotopes. During 2022, progress was made toward ²²⁵Ac-rhPSMA-10.1 molecule optimization and pre-clinical development.

Ensuring Patient Access to Product and Consumables for Clinical Trials

Blue Earth works closely with its product suppliers in the US and EU to ensure that patients have access to a reliable supply of products and that the supply is available for clinical trials.

6: Positron Emission Tomography

PRODUCT CANDIDATE	DISEASE/THERAPEUTIC AREA	APPLICATION	PRECLINICAL	PHASE 1-3	APPROVED US	APPROVED EU
Fluciclovine (¹⁸F)	Suspected recurrent prostate cancer	PET imaging				
Fluciclovine (¹⁸F)	Brain Metastases	PET imaging				
RhPSMA* 7.3 (¹⁸F)	prostate cancer	PET imaging				
FAP * targeted technology	multiple solid tumours	PET imaging				

*rhPSMA = radiohybrid prostate-specific membrane antigen

*FAP = fibroblast activation protein

PRODUCT CANDIDATE	DISEASE/THERAPEUTIC AREA	APPLICATION	PRECLINICAL	PHASE 1-3	APPROVED US	APPROVED EU
¹⁷⁷Lu-RhPSMA*-10.1	prostate cancer	Radiopharmaceutical Therapy				
²²⁵Ac-thPSMA-10-1	prostate cancer	Radiopharmaceutical Therapy				

*rhPSMA = radiohybrid prostate-specific membrane antigen

*FAP = fibroblast activation protein

BACCO MEDICAL TECHNOLOGY: INNOVATIONS IN CONTRAST INJECTIONS

Bracco Medical Technologies (BMT) brings together two entities: ACIST® Medical Systems and Bracco Injengineering.

Both are industry leaders in contrast injection technology. By combining these two entities the company takes advantage of the best practices developed in two different clinical areas by consolidating standard technologies that can be shared between groups.

BMT develops advanced contrast delivery technologies that help simplify the operational complexity of catheterization labs and radiology facilities. R&D activities cover a wide range of projects, from scouting new technologies and feasibility studies and design to product development and market launch.

The Research & Development team at BMT has primarily been focused on medical device hardware. In 2022, internal software development helped better address new market trends for increased connectivity of medical devices to simplify workflows and improve clinician productivity.

This requires competency in software, including cyber-security, machine learning, and artificial

intelligence. As for new hires, diversity increased, with 50% were from minority groups and 3 were appointed to Director or Senior Director positions within the R&D leadership team.

Innovative Product Launches in 2022

2022 was characterized by a restructuring of the global R&D team, with a significant number of new specialists inserted at the Eden Prairie facility. This rebuilding allowed the team to address significant regulatory challenges and bring several long-awaited innovative products to evaluation by customers in the field. These included:

- 1.** Successful submission of the European Medical Devices Regulation (EU MDR) regulatory filings for CVi injector disposables and the Navvus catheter.
- 2.** Completion of the DPR algorithm (diastolic pressure ratio) and readiness for regulatory submission in 2023.
- 3.** Limited Market Release of the Empower CTA+ contrast injector with NEXO 1.4 contrast management software and of the standalone CT Express EVO system.



“BMT and the rest of the Bracco Group are working closely together on an innovative platform for the injection of contrast media in cardiological procedures. This software-focused project aims to ensure better patient outcomes and support better decision making for doctors”

BMT Group and Bracco: Together for a New Generation of Injectors

Two important projects strengthened ties between BMT and the rest of the Bracco Group. The first concerns solutions for the injection and management of contrast media in the cardiovascular space. The project seeks to expand the use of Bracco contrast media in the CV catheterization labs while building connectivity with the hardware to enable data management in a similar way as in the diagnostic imaging suite. This will ensure better outcomes for patients and better decision-making support for doctors. The program has set the expectation of bringing the new generation of injectors to the market in the coming years. The second is a unique collaboration between Bracco Suisse and BMT which is focused on a project that optimizes the delivery devices of Ultrasound contrast agents.

Focus on Product Cybersecurity

Given the evolution of the market and technology, BMT is aware of the importance of technological skills, including software development and cybersecurity. To meet increasing demand, BMT is collaborating with various centers of excellence and primary actors to develop capability in these areas and to support the future business strategy. The newly designated **“Director of Cyber-Security”** at BMT ensures the company complies with increasing regulatory demands on cyber-security for medical devices.



Sophie Montandon,
Bracco Imaging Geneva

3.3 Quality That Goes Beyond Compliance

For us, quality is embedded across the whole business. This goes beyond simple compliance, as we see quality as a driver of business growth and competitiveness and an essential component of sustainability, as we are minimizing and eradicating mistakes that could have environmental and social costs.



Chemistry Group,
Bracco Imaging, Colletterto Giacosa

Quality Above All

The **culture of quality** is of **strategic value**. Bracco Group's commitment to continuously improving processes, activities, products, and services is laid out in the Quality Policy and implemented by the Quality Management System maintained according to current global standards. The Quality Management System constantly measures and improves processes to ensure ethical and integrity-based behavior in every activity.

Quality Transformation Journey

The medium- to long-term **quality transformation journey** launched in 2013 by the Corporate Quality Team, was developed in several phases, from organizational redesign to ownership of quality by each employee and a future **advanced quality program**. The quality transformation objective is to promote a culture of world-class quality and employee empowerment.

Corporate Quality Management (CQM) leads and coordinates the implementation of Bracco Group quality systems worldwide, using the necessary tools. Corporate Quality Management is actively designed to serve a customer-focused organization that involves all employees in the process of continuous improvement. It has a clear strategy and uses data and effective communications to integrate the quality discipline into the culture and activities of the organization.

It operates in 19 countries and is locally present in Milan (Italy), Cadempino (Switzerland) and Shanghai (China) with its own governance, which ensures independence and effectiveness. The Quality System meets national and international standards and regulations and guarantees safe and reliable products and services. Where applicable, the Group complies with the following key regulations and standards:




- Good Manufacturing Practices (GMP), Good Distribution Practices (GDPs) and Good Pharmacovigilance Practices (GVPs)
- Good Clinical Practices (GCPs) and Good Laboratory Practices (GLPs)
- EU Medical Device Regulations
- ISO 13485 Medical Devices Quality Management Standard
- 21 CFR part 800 (US Code of Federal Regulations)
- ISO 9001 Quality Management Systems (for Ceriano and Torviscosa sites)
- ICH Guidelines (European Medicine Agency)

At the end of 2022, the workforce at CQM consisted of 18 employees with a 1:1 ratio of female to male employees. The same ratio applies at a executive level.

Continuous improvement initiated by Corporate Quality

- The Potential Quality Incident (PQI) program deployed in manufacturing operations and at commercial affiliates has also been launched in the R&D and Medical Device business units.
- The evaluation of costs of failures in the operations is reported in the Quality Management Review, to create a high level of awareness regarding the importance of Right First Time and targeting adequate remediations.
- The digitalization of numerous quality processes, e.g., the Continuous Process Verification (CPV), the Project Management process, and the Risk Register, save a significant amount of paper.
- The improvement of decision-making procedure, including the deployment of risk management methodologies and tools.
- Awarding employees for their engagement on PQIs reporting - indicators are used to measure the benefit of prevention activities.

How we protect the environment in our laboratories

PRINCIPLE	WHAT WE DO	PROJECTS IN PROGRESS
 <p>Risk monitoring</p>	<p>In accordance with the REACH European regulation, we assess the risks of using the chemicals we produce and use at our sites.</p>	<p>Integrated management system We have established procedures for managing identified risks through an integrated system for the evaluation, authorization, and registration of chemicals.</p>
 <p>Green innovation</p>	<p>We are engaged in the continuous innovation of processes and products to improve their environmental footprint. We strictly adhere to internal protocols and regulations because the health and safety of people, communities and the environment are our priorities.</p>	<p>Low impact X-ray We are developing a new production process in the field of X-rays which will:</p> <ul style="list-style-type: none"> • reduce and/or eliminate the use of toxic and environmentally harmful solvents and reagents; • virtuously recycle raw materials; • increase energy efficiency.
 <p>Health and safety</p>	<p>We strictly adhere to internal protocols and regulations because the health and safety of people, communities and the environment are our priorities.</p>	<p>Blue Earth Diagnostics and short-lived radioisotopes In its products and clinical trials, Blue Earth uses only short-term radioisotopes to protect patients, workers, and the environment.</p>

The Quality Academy

Many of our flagship programs, such as the **Quality Academy and Potential Quality Incident (PQI) Program**, are engineered to ensure that all employees and stakeholders across all departments are actively involved in creating and maintaining the highest quality standards.

Corporate Quality launched the **Quality Academy** to answer the demand for new capabilities, skills and talents in the medical industry.

The objective of the Quality Academy is to develop competencies that enhance individual performance and improve efficiency, through several initiatives.

- Survey on the Culture of Quality
- **Mentorship program** launched at Commercial Affiliates. Bracco mentors and mentees enable each other to grow, learn, change, and accomplish goals through exchange
- Continuous **Knowledge Transfer** sessions (**Six Sigma Yellow Belt** and **Statistical Analysis**) to improve advanced corporate culture and company competences and facilitate innovation: **Six Sigma** enabled the use of

problem-solving tools and strategies for efficient and effective operations.

- Think Tank Lab on Quality for the Future to add value to the company, enhancing business efficiency, fostering a competitive edge, and promoting sustainability.

Benefits

- **Time optimization** in the Quality Management System implementation.
- Optimization of local and global resources.
- Improved **communication** between global and local functions and better alignment.
- **Process alignment** amongst Commercial Affiliates (e.g., batch release, returns, QMRs).
- Support to local and global **business objectives** (e.g., introduction of new products, prevent shortages).

Controls on Products and Services Reliability

Quality Councils, managed by the corporate quality, attended by senior management and chaired by the CEO, are held periodically. Those include the Quality Management Reviews (QMR) of the activities operated by the manufacturing sites of medicinal products and medical devices, as well as the commercial operations worldwide.

How Do We Guarantee the Quality of Our Procedures?

- Training, oversight, and permanent monitoring of operational activities at manufacturing sites, medical device units and at commercial affiliates
- Controlling the quality of each medical device and pharmaceutical batches released
- On-going internal self-inspections are performed
- Carrying out independent audits (approx. 60) at vendors and Bracco entities
- Evaluating and escalating Quality Risks to prevent business disruption

In 2022, the manufacturing sites hosted 12 inspections carried out by major health authorities and notified bodies in Canada, Italy, Germany, Geneva and China with very positive results. The five inspections by the Health Authorities at subsidiaries and commercial affiliates have all received very positive results from the inspectorates.

3.4 Protecting Intellectual Property with **Patents**

Bracco considers intellectual property (IP) a fundamental asset, and a means by which to protect the innovations of the Group.



Rédouane Ternifi,
Bracco Imaging Geneva

83 

NEW BRACCO PATENTS,
INCLUDING 28 NEW PATENTS
GRANTED IN EUROPE AND US IN 2022

2,600 

GRANTED PATENTS GLOBALLY
IN BRACCO'S PORFOLIO

Intellectual property (IP) is a key asset for the development of research and innovation. To protect these company assets, Bracco Imaging has created the IP function within Global Innovation & Technical Operations (GITO). This is composed of professionals who work directly with or through local representatives

at the main Patent Offices around the world. The continuous interaction between the IP function and R&D allows the Group to follow the evolution of projects from the initial phase, identify possible innovations in different areas and evaluate the most suitable tools for their protection (for example patenting).

There are about 2,600 granted patents globally in Bracco's portfolio and about 450 patent applications including those more recently filed or under examination before major patent offices. Among those, 40 patent applications have been filed in 2022 as priority and international filings.

3.5 Digitalization for Improved Operations

Embracing digitalization is part of our ongoing effort to enhance and improve the quality of the services and products offered by the Group, maintain our commitment to transparency, and offer our people more streamlined and effective tools and equipment. Digital innovation allows us to anticipate new trends and remain competitive.



CDI,
Centro Diagnostico Italiano Milan

Quick Facts

+1,200 

PARTICIPANTS IN **SATELLITE SYMPOSIA ONLINE**,
LIVE STREAMED DURING CONFERENCES AND AVAILABLE
ON DEMAND AFTER THE CONFERENCE

1,619 

EMPLOYEES COMPLETED
IT SECURITY TRAINING

+47,3K 

IMAGING PROFESSIONALS REACHED THROUGH ACCREDITED
BRACCO-SPONSORED **WEBINARS AND PODCASTS**

Throughout 2022, Bracco continued to expand the digitalization of various customer engagement processes with promotional, educational, and training initiatives.

Marketing automation for customers

The backbone of digitalizing customer relations has been strengthening digital marketing automation infrastructure, integrated with CRM. This project has also been extended to the CDI. The goal is an advanced collection of information, in compliance with privacy regulations, that can be read with intelligent algorithms capable of optimizing communication with specific targets.

Training Support for Innovation and Research

In Chapter 3, which describes our commitment to people, we cover some of our flagship digital training and educational initiatives for healthcare providers that have been strengthened thanks to increased collaboration with various international scientific societies. Below are some additional internal and congress initiatives that we have used to support staff and stakeholders.

Bracco Web Campus: e-Learning platform for commercial functions

A platform dedicated to online courses on products, customized in 7 languages and with 30 localized versions for different markets.

Gamification of the learning experience

Incorporated e-Learning gaming platform in the commercial training processes as a powerful tool to strengthen the knowledge gained.

“Welcome Training”

Two online “welcome training,” of 21 hours per year dedicated to the commercial network and available to all new hires working in the commercial field in the Bracco branches and for our distributors.

“Welcome Training”

General overview of Bracco portfolio and its application. This 3 hour training, with online and in-person participation, is for people in non-commercial functions to provide an overview of our range of products and use.

DIGITAL PLATFORMS FOR PAPERLESS MANAGEMENT

Digital technologies allow us to think of strategies for improvement and work towards the paperless evolution of marketing and promotional activities.

BraccoMDCT.com

Bracco continues its investment in BraccoMDCT.com and MDCT.net to support the use of contrast media (Iopamidol and Iomeron) with the latest Computed Tomography (CT) technologies, a personalized approach to radiological examination

based on patient characteristics, educational dissemination, availability of protocols on tablets or smartphones with Distinctive app. Through unrestricted educational grants we also support the development and implementation of thematic sites.

Free Scanning Technologies for HCPs: MDCT.net

A digital platform created with an educational grant from Bracco focused on innovations in the field of CT (Computed Tomography), MDCT.net offers high-quality content, including podcasts, infographics, PowerPoints and eBooks and practical and interactive tools, such as clinical cases, quizzes, CT protocols and calculators. The platform has been further developed with the integration of a series of video graphics and the launch of a dedicated Instagram channel. In 2022, Bracco began renewing its website. The aim of the new website was to meet the current and future needs and expectations of a wide variety of audiences: customers (from major hospital organizations all the way to end



The new Bracco.com

BRACCO GROUP's corporate website, Bracco.com, is our window to the world. It must reflect the true nature of how the business is currently structured and allow for flexibility to adapt as the company changes.

users), internal stakeholders, channel partners, investors, and press/media.

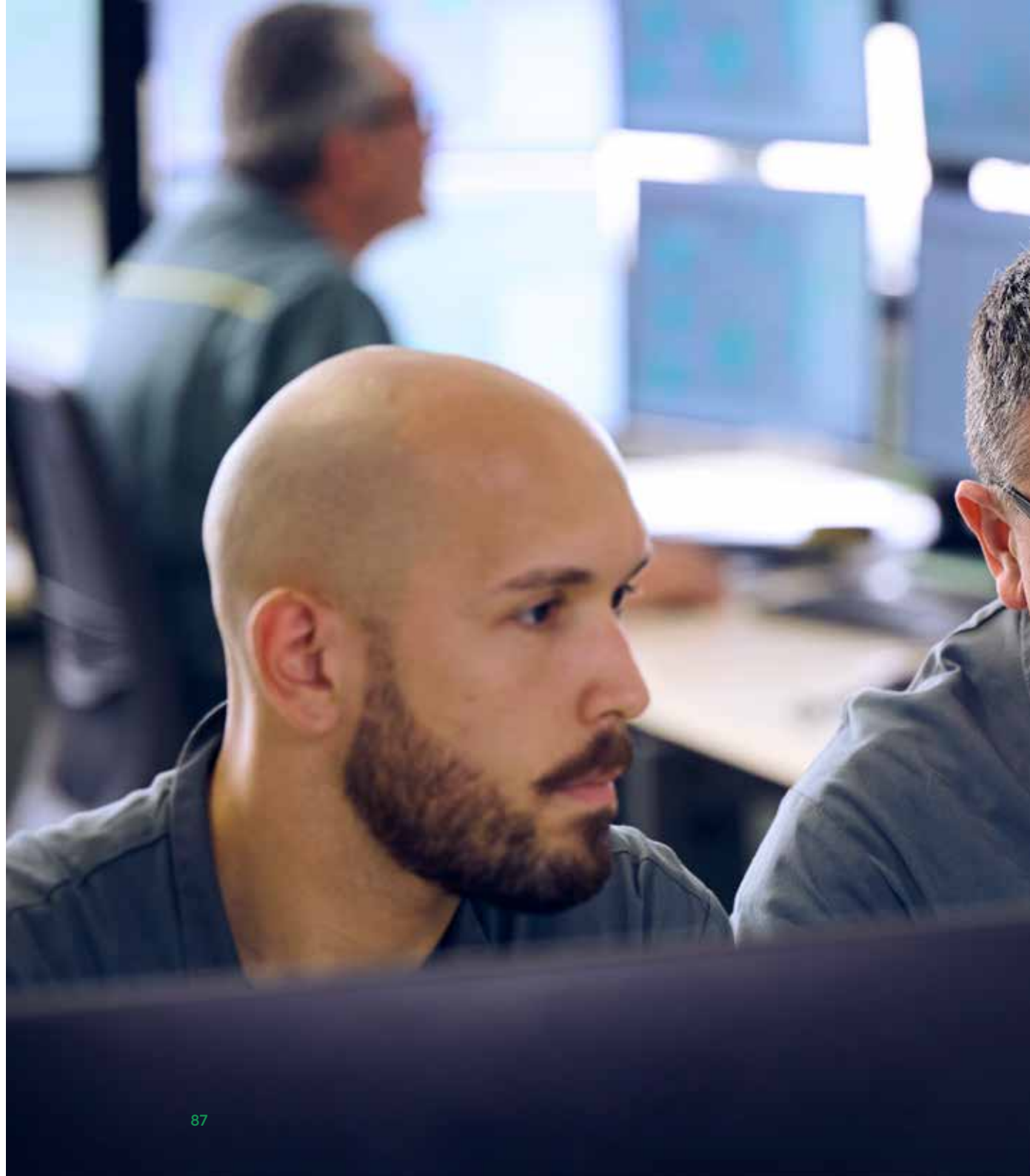
The complete redesign focused on simplicity, user experience, and efficiency. This was key to achieving digital sustainability. The new website has faster loading times and better navigation, better content management strategies, and more engaging content, such as videos and interactive pages.

The new website respects all transparency, GDPR, and data protection policies.

The new Bracco site is a critical component of the company journey on digital and commercial acceleration. It is a priority for Bracco to use the new site not only as a channel of communication and a brand awareness tool, but also as a commercial accelerator. The new site will be fully integrated with the Bracco sales digital channels (SF.com), also implementing an effective and user-friendly reporting system for analytics and overall measurements.

The site created reflects the commitment of Bracco and its foundation. *We are not looking for an every-day corporate site – we are a business with a soul, and we want this to be showcased.*

[GRI 2-23, 2-24] [GRI 3-3] [GRI 416-1]





4

People at the Heart
of Our Mission



Minerva Yang, Brian Cao, Cindy Chen

People at the Heart of Our Mission

The Group is only as great as the skills and talent of our people. We see the value in supporting and enhancing them through policies and initiatives. Essential to this is prioritizing their general well-being and a healthy work-life balance. This is enhanced by efforts that target female empowerment and the diversity and inclusion of all Bracco personnel.



SDGs and Material Topics

- Worker health and safety
- Diversity and equal opportunities
- Welfare and well-being
- Attraction, management and development of human resources
- Community involvement and support
- Patient health and safety
- Promotion of the culture of health



Luca Monteforte,
Lucilla Agosto,
Bracco
Imaging,
Colleretto
Giacosa

Quick Facts

3,647

EMPLOYEES AS OF DECEMBER 31ST 2022

47%

OF OUR PEOPLE ARE **WOMEN**

 39%

OF NEW HIRES IN 2022 ARE **UNDER 30**

55%

RECEIVED A PERIODIC **PERFORMANCE EVALUATION**.

TOP EMPLOYER 2022 IN ITALY, PROVING THE CENTRALITY OF PEOPLE IN THE BUSINESS, AND OUR CARE FOR THEIR SATISFACTION AND WELL-BEING.

1,399

EMPLOYEES IN **ITALY** (450 AT THE CENTRO DIAGNOSTICO ITALIANO).

2,740 EMPLOYEES AND 164 EXTERNAL WORKERS INVOLVED ON OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS



This is an objective within the Sustainability Plan

FEMALE REPRESENTATION IN THE GROUP'S WORKFORCE

 **30%** 

OF PEOPLE IN AN **EXECUTIVE POSITION** ARE WOMEN

42% 

OF PEOPLE IN A **MANAGERIAL POSITION** ARE WOMEN

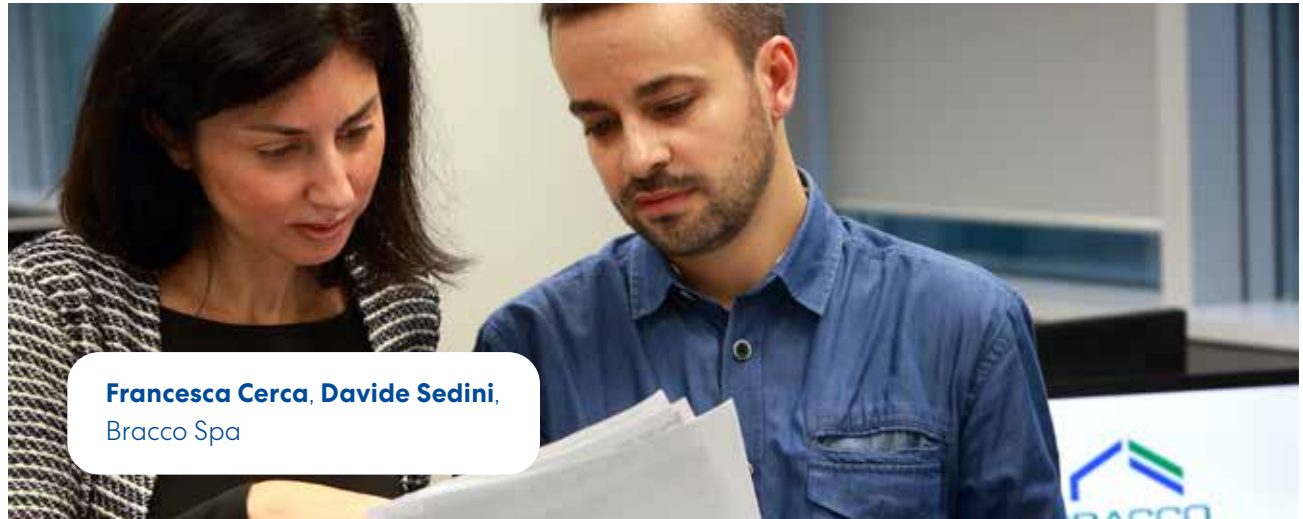
80% 

OF PEOPLE AT THE **CDI** ARE **WOMEN**


This is
an objective
within the
Sustainability
Plan

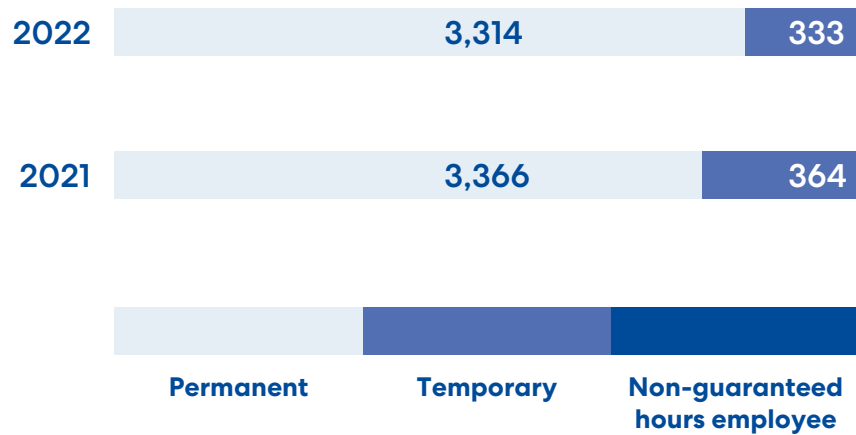
Policies and reference documents

- Code of Ethics
- Health, Safety and Environment Policy
- Diversity & Inclusion Policy
- Compensation Global Guideline
- Smart Working Global Guideline
- Global Talent Acquisition Guideline
- Education & Training Guidelines
- Succession Plans Guidelines

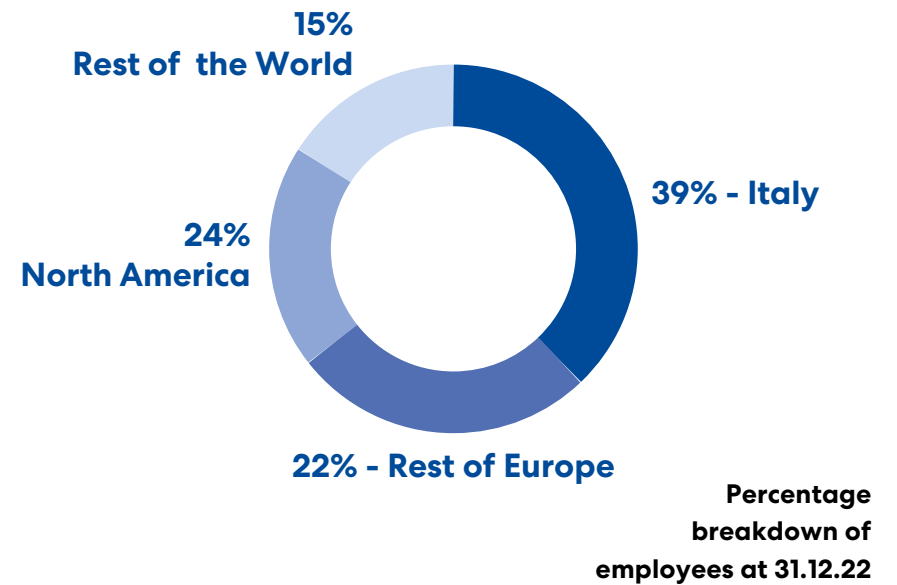


Francesca Cerca, Davide Sedini,
Bracco Spa

BY TYPE OF CONTRACT¹



BY GEOGRAPHICAL AREA



¹: Non-guaranteed hours employees are zero for both 2021 and 2022

4.1 Diversity and Inclusion: A Seat for **Everyone**

We are committed to creating a work environment that empowers everyone through inclusion. This includes protecting our employees from any type of violence or harassment based on personal, political, or cultural diversity, and fighting gender stereotypes. We want to ensure fair, safe, and meritocratic working conditions that respect human dignity, so that all our people – regardless of gender, age, nationality, or sexual orientation – have equal job opportunities.



Anì Tresso, Stefano Rusconi,
Bracco Imaging, Colletterto Giacosa

Commitments



Non-discrimination policy

As outlined in the Code of Ethics, the non-discrimination policy guarantees equal opportunities for all and protects diversity, without discrimination based on sex, racial or ethnic origin, nationality, age, political beliefs, religion, state of health, sexual orientation, or socio-economic conditions.



The contribution of work by women

Group policies protect equal opportunities, the balance between one's private and work life, and motherhood, offering new mothers who need it

informational, organizational and psychological support.



Policy on Diversity & Inclusion

Key objectives include creating a workplace that promotes dignity and respect for every Bracco staff member; ensuring gender representation in our leadership team; providing a secure and accessible workplace; regularly reviewing policies; fostering open and respectful communication; removing any gender gap in compensation policies; applying career development based on fairness and performance; and fostering inter-generational dialogue and exchange between cultures.



Global Guideline on Talent Acquisition

This guideline incorporates the Diversity & Inclusion Policy, to recognize and embrace differences and create an inclusive work environment. It states that the short-list of candidates from the selection process must be inclusive and gender-balanced, with at least one male and one female candidate.



Global Guideline on Compensation

The compensation guidelines embrace Bracco's commitment to equal pay for same roles and responsibilities to eliminate any type of gender pay gap.

84%

**AVERAGE RATIO OF WOMEN'S
BASIC SALARY TO THAT OF MEN**

80%

**AVERAGE RATIO OF TOTAL REMUNERATION
BETWEEN WOMEN AND MEN**

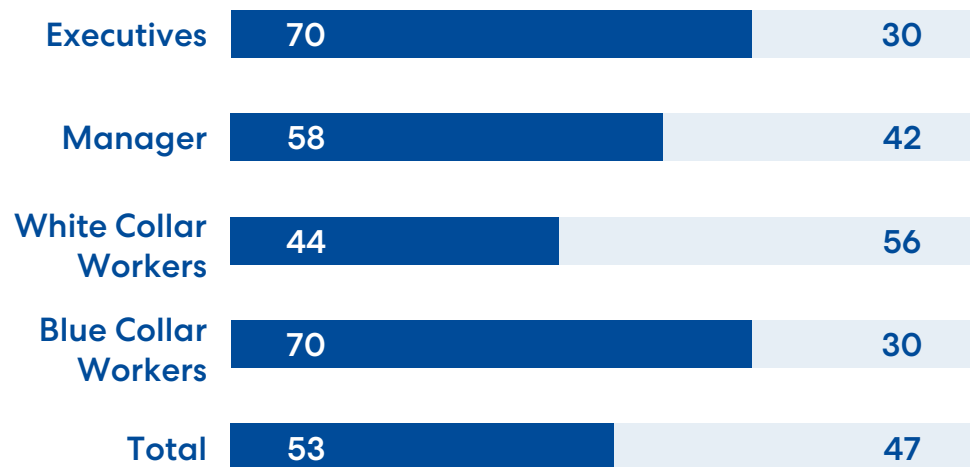
Global Guideline on Smart Working

These newer guidelines allow some categories of employees, like parents of young children and those with disabilities, to take advantage of additional days of remote working.

Global Guideline on Succession Plans

The succession planning process also draws from Bracco's Diversity & Inclusion Policy, with particular emphasis on creating a gender-balanced workforce of key position holders.

BY CATEGORY AND GENDER



Percentage breakdown of employees at 31.12.22



4.2 Our Tools for Diversity and Inclusion

We are committed to creating and evolving a welcoming work environment. A key part of this is recognizing the multiple roles that many employee's manage, from professional roles within the Group to responsibilities towards parenthood, family, and individual identities. Therefore, we go beyond to provide services and facilities that support mental health and a healthy work-life balance.



Isabella Calarota, Valentina Frate,
Bracco Imaging

Our Welfare System (Italy)

- Preventive medicine
- Vouchers for the expense of goods and services
- Psychological support
- Social assistance
- Study support
- Bracco Summer Camp for children
- Reimbursement of expenses for the education of children
- Scholarships for children
- Bracco Wellness @ Home: app with movement, yoga, and mindfulness classes
- Cultural events and art show promoted by Bracco Foundation
- Company Library
- Bracco Talks

Social Assistance

The social assistance provided by the group includes a range of services, from facilitating access to local services to offering support during transitional periods such as maternity leave or retirement. Additionally, we provide assistance to employees dealing with personal or health-related hardships. Our global employees are guaranteed various benefits, including life insurance, reimbursement of medical expenses, assistance for meals and transportation, company cars, and smartphones for roles that require it. We ensure that these benefits comply with local regulations, while also striving to go above and beyond to ensure the safety and happiness of our employees.

Work-Life Balance

At Bracco, we believe in supporting a healthy work-life balance through various forms of flexible working, such as Smart Working or part-time, with horizontal or vertical arrangements. Throughout 2021 and 2022, remote work was widely used in all of our group locations, with the exception of workers in production plants. We offer access to information and preventive healthcare programs personalized by age and gender at the corporate level. Family members of our employees also benefit from the Centro Diagnostico Italiano Family Card.

Psychological Support

Life Counselling Online was created in Italy in 2009 for employees in the Italian corporate offices. It is a virtual space for discussing and promoting psychological well-being, overseen by a psychologist and psychotherapist. Employees can access anonymously if desired. **Bracco Sine** also supports projects promoting **psychological well-being** for primary and secondary schools.

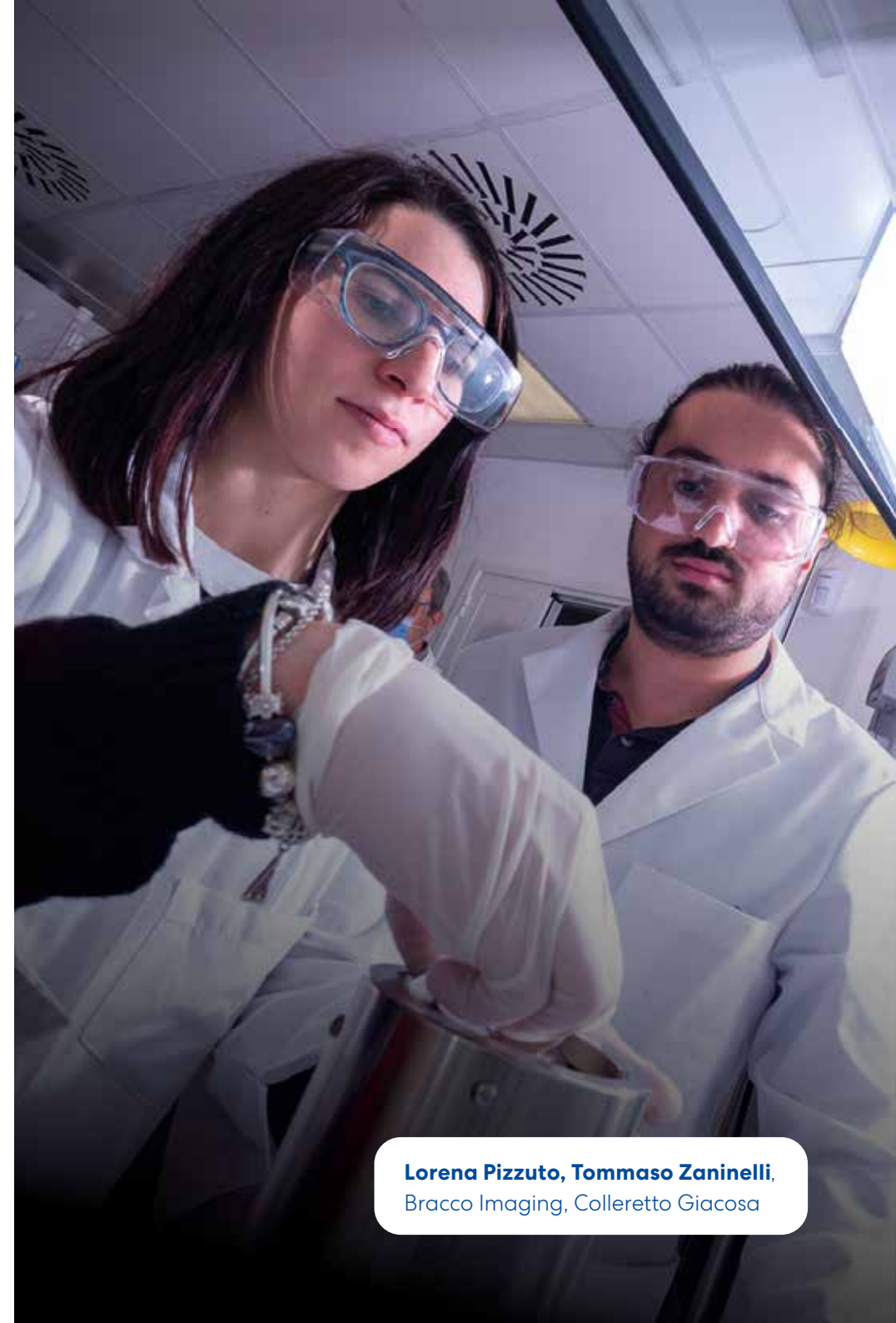
Promoting Fitness and Health

During the COVID-19 pandemic, we created a dedicated fitness app with movement, yoga, and mindfulness classes, among others, to promote employee well-being. In 2022, the project was extended globally. At **Bracco Diagnostics (BDI)** in the United States, we encourage employees to choose healthy lifestyles for physical and mental well-being. In 2021, Bracco received the Cigna Well-Being Award for employee health and well-being. BDI has established a partnership with **Culture of Fit Health** to provide live fitness classes and on-demand holistic seminars. In **Scandinavia**, Bracco promotes a healthy lifestyle by giving each employee the opportunity to participate in sports for a tax-free value of 450 euros per year.

4.3 Fostering Talent with Engagement and **Development**

The Bracco People Way is a roadmap for the development and transformation of human resources processes, including training, development, and change projects. In 2021, the first phase of this roadmap was implemented with the definition of the Group's identity. The model of values and behavior was officially launched in October 2021, and a communication campaign was launched in over 10 languages for the entire Bracco Group.

Through this project, Bracco's people have been directly involved in understanding the current level of adoption of Values and Behaviors. The goal was to understand what we should keep doing, stop doing or start doing in the Group's daily routine to improve the company culture. In addition, observations were made to notice behaviors in context and understand how people interact with their workplace, and questionnaires were conducted to measure insights and identify key priorities and needs.



Lorena Pizzuto, Tommaso Zaninelli,
Bracco Imaging, Colleretto Giacosa

THE MODEL OF VALUES AND BEHAVIOURS

People believe in



Passion

- Connecting People & Networking
- Be Yourself

Continuous Evolution

- Insight & Learning Agility
- Digital & technology Orientation

Extraordinary

- Leading People & Delegation
- Courage

Sustainability

- Long-Term Value Creation
- Accountability

The **Bracco People Way's values and behaviors** were categorized into **three pillars** and specific projects were implemented for each of them.

1 DEVELOPMENT aims to build processes that give structure and make the experience of the people who work at Bracco sustainable.

In 2022, tools and processes related to potential and performance were defined, including the selection and testing of a new performance assessment tool, which features continuous feedback and 360° feedback, and the mapping of people and teams from different functions for development and succession planning.

Talent Management

In 2022, we piloted a program to map teams from different functions for development and succession planning using the nine-box matrix methodology. This enabled us to obtain a snapshot of the current state of the teams and their potential growth paths, as well as to identify risks related to retention, role and personnel development. We also mapped key roles to identify critical areas to focus on in terms of continuity at the organizational level. Around 100 people in Italy were mapped.

2 LEARNING focuses on people's needs to receive learning and reflection resources to support the company's expectations but also to support development processes.

The 2022 training program was focused on Passion and our Connecting People & Networking model. A course on the culture of dialogue called **CHAT** focused on the manager-employee relationship.

CHAT stands for Clear expectations, Habits, Alliance, and Talk. Some business processes can only be useful and functional if they are based on an inclusive culture that allows everyone to share their thoughts and opinions. This is why Bracco not only focuses on feedback but also promotes dialogue.

CHAT Dialogue Culture

To foster an increasingly active culture of dialogue and transparency, we launched CHAT, the first global program for all employees to create a shared dialogue culture based on psychological safety and ongoing feedback. In 2022, CHAT met with 30 international people managers from all Bracco countries. CHAT will reach the rest of Bracco world by the end of 2023.



Oropallo Nicola, Carapezza Stefano,
Bracco Imaging, Ceriano Laghetto

Quick facts Chat Project

750

PEOPLE LISTENED TO AROUND THE WORLD

+40,000

IDEAS, SUGGESTIONS AND NEEDS SHARED
BY PEOPLE IN LISTENING MOMENTS

OBSERVATIONS

25

PEOPLE INTERVIEWED

Torviscosa, Ceriano
and Colletero

SITES INVOLVED

QUESTIONNAIRE

3,600

PEOPLE INTERVIEWED

2,045

ANSWERS RECEIVED

3 CHANGE is the great challenge of acting on the context to enable people to experience new behaviors, practices and rituals.

In 2022, Bracco mapped its company culture with the launch of the value model and extensive listening activities, including focus groups, 1:1 interviews, shadowing, and a survey. The results helped determine the level of adoption of behaviors and values and identify **six priorities** for Bracco that can make the environment more

receptive to the new model. The mapping work led to possible solutions for change.

At the end of 2022, the Group's CEO announced through a video translated into 5 languages that new projects on cultural change would be introduced in 2023 to further improve the company culture according to the employees' needs, introducing new habits and practices.

Employee Engagement

Employee engagement and motivation are key ingredients for business success and professional well-being. Bracco monitors engagement through targeted surveys aimed at selected

groups, such as young talent, and utilizes multiple communication channels including our intranet, newsletters, management information meetings, Bracco Talks, emails, and videos.

In January 2022, the enterprise social network, Yammer, was implemented as a corporate social tool to foster employee engagement through a shared hub called One Bracco Community, for less formal and more engaging communication, allowing employees to instantly tap into knowledge across the organization. Yammer is also a strategic tool that Bracco intends to use to create a new culture of connection and boundary-breaking across the organization.



Marion Fazerlet, Sandrine Navetat, Vincent Letondal,
Bracco Imaging Geneva Manufacturing Site

Let's C.H.A.T.

Clear Expectation, Habits, Alliance, Talk: creating an exchange between generations to stimulate a culture of dialogue between mentors and mentees

A chemist by training, Gianni Burba has been at Bracco for more than 20 years, where he has held various roles at both headquarters and different production sites. Today, he is site manager at Colletterto Giacosa, in the province of Turin. He has been involved in the C.H.A.T project as a mentor who guides a team of younger colleagues on the subject of effective communication between managers and employees.

How would you describe your experience as a mentor?

It was very interesting to interact with colleagues of different backgrounds, ages

and origins. I accepted it because I believe that good communication is fundamental in making a work system function well. In my experience, you can always find a solution to technical problems, but in most cases, communication issues can create major obstacles.

What struck you about your mentees, especially Chiara Pecchi?

Her curiosity, openness to innovation, and desire to play a bigger part and contribute ideas constructively. It's not easy to find people who are able to listen and willing to change perspectives. Luckily, I found many mentees like this.

You held a meeting specifically on how to give effective feedback. What lesson do you hope to have left?

To always be prepared in advance, to structure a speech and to not listen to your gut or thoughts in the moment. Feedback must be transparent and honest. This attitude of respect for people creates trustworthy relationships and motivation on the job. My advice is also to listen to others actively and sincerely. This will make a difference when it comes to bringing home results.



“

“If we interact in the right way, everything moves more easily”

Gianni Burba

Site Manager at
Colleretto Giacosa,
Bracco Imaging S.p.a.

A chemical engineer, Chiara Pecchi is 30 and has worked at Bracco since 2020 at the Ceriano Laghetto production site in the Monza and Brianza province. She joined the C.H.A.T program, in which she had the chance to get to know her mentor Gianni Burba.

What did you like about your mentor?

The fact that he decided to participate in this exchange after so many years of experience. Professionally, Gianni

is a manager who expresses himself very clearly and delicately. He finds the right words even in the most difficult situations or circumstances.

What do you feel you took away from the lesson on effective feedback?

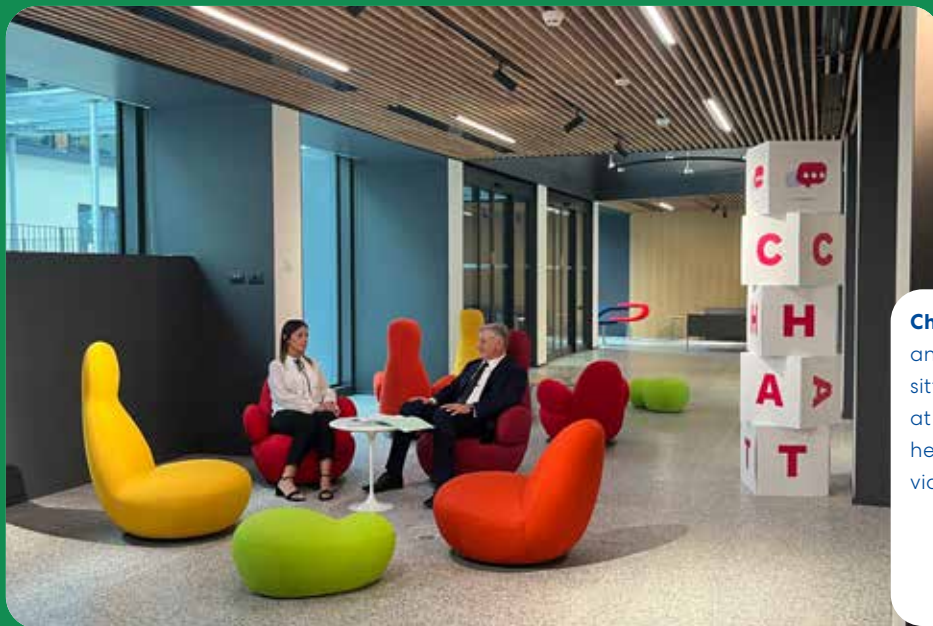
First of all, knowing how to listen to others. Understanding the needs of the person with whom you are speaking and their values is the foundation for creating feedback that can be understood and internalized. To have

effective dialogue, you must always try to understand what drove someone to make a certain request.

What did you like in particular about the C.H.A.T project?

I liked being able to connect with colleagues who have different roles, from those who work at Fondazione Bracco to those who work in communications. It was also interesting to get to know better those who I work with every day. I spoke

with someone from my site about some work challenges and found out he also was experiencing the same issue. These moments of exchange are very important for the well-being of employees, and I appreciate that Bracco wanted to create them. The program hasn't finished, so I'm very curious about what awaits us at the next meetings with Gianni and the other mentees.



Chiara Pecchi and **Gianni Burba** sitting together at Bracco's Milan headquarters in via Folli.



“

*“Thanks to C.H.A.T,
I had the chance to
speak with a colleague
about our uncertainties”*

Chiara Pecchi
Project Engineer at
Ceriano Laghetto,
Bracco Imaging S.p.a.

Training Courses

The company offers a variety of training programs for education and skills development that is constantly evolving to respond to the needs of people in different roles and career stages.

Marketing Learning Path Project

The goal of this program was to foster shared knowledge among the global marketing team and to support internal connections. 39 colleagues participated between December 2021 and October 2022. Developed in partnership with ESCP Business School with professors from academia, the healthcare industry and consultancy firms. The company also partnered with KOKESHI to create regular Virtual Work Cafés for brainstorming sessions, sharing ideas, and creating connections.

Managerial Skills for new TEAM LEADER

In 2022, we launched a training course for people taking on new responsibilities as team managers. The 8-hour course includes content on basic managerial skills and follow-ups in which we continued to discuss management cases using the skills acquired.

TRUST JOURNEY for LTeam

All of the company's top management underwent a development path in 2022 on trust and the improvement of collaborative working methods. The project helped identify three workstreams: the way in which the team makes decisions; the structure and content of their teamwork; and the inclusion and collaborative capacity in a multicultural context with a specific focus on the creation of psychological safety.

Coaching individual path

In 2022, about a dozen individual coaching courses were activated on specific needs related to managing the role of responsibility following organizational growth and for the improvement of some specific relational skills.

Fostering Female Leadership with EDGE

Another important initiative in 2021 was the pilot training program on EDGE (Empower Develop Guide Elevate), dedicated to leadership and gender inclusion. EDGE was the result of an idea introduced by three American colleagues and was successfully tested in the American branch between 2020 and 2021, with a group of 12 female managers. In Italy, the first pilot session closed in 2022. EDGE alternates between classroom training and individual coaching sessions, for a total of about 18 hours of training.

Performance Management System

We firmly believe in the principle of merit and that motivation and compensation for employees should be driven not only by monetary rewards but also by training opportunities and career development. Our annual salary review process rewards the achievement of individual business goals and performance. Based on the fundamental principle of merit, our system provides:

- Changes in employment category
- Promotions following the assumption of greater responsibilities
- Fixed salary increases that consider individual performance, relevance, and any critical issues related to the position, salary history, internal equity, and consistency with the external market
- Variable compensation increases through bonus targets
- One-time awards for those who have successfully completed special projects.

Attraction, Employer Branding and Talent Acquisition

Our goal for the coming year is to continue to create connections with the ‘professionals of tomorrow’, making our company an increasingly desirable place to work. Telling people about our professions and our reality is of great value to those entering the world of work.

In 2022, Bracco continued to work on its corporate positioning by collaborating and participating in important events organized by educational institutions and universities, including hosting 18 young interns in various functions, 3 from ITS Biotechnologies of Piedmont, where 5 managers served as lecturers on needs in the work environment; participating in Synergie Piemonte with important technical institutes in the province of Turin, where 4 colleagues from the Colletterto Giacosa (TO) laboratories spoke to over 100 students; collaborating with the University of Pavia for Virtual Career Day and Career Day at Politecnico di Milano; participating in the 16th Forum of the Placement Exchange promoted by Fondazione Emblema in Verona; partnering with Fondazione Emblema for Recruitment Day, a well as forDOc for PhDs.



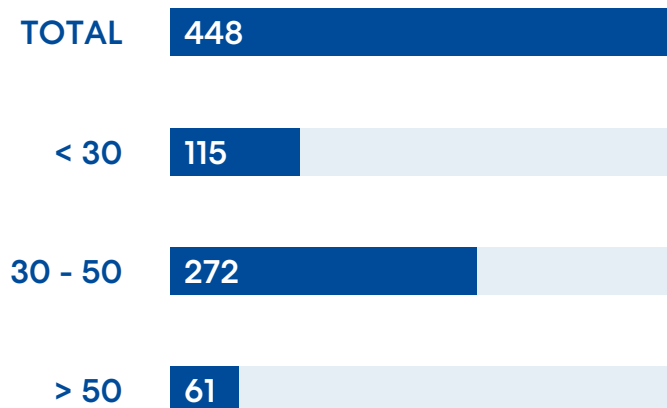
Top Employer in 2022

IN 2023, BRACCO RECEIVED ITS FOURTH CONSECUTIVE CERTIFICATION AS TOP EMPLOYER. THIS IMPORTANT RECOGNITION ALLOWS US TO ENHANCE OUR MANY PEOPLE-ORIENTED INITIATIVES AND PUSH OUR BRACCO PEOPLE WAY FORWARD.



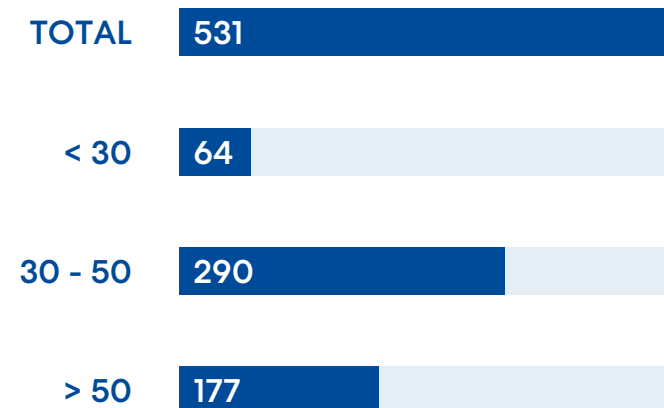
Number of persons who joined the Group

by age group during 2022



Number of persons leaving the Group

by age group during 2022



The “EDGE” Program

To Empower, Develop, Guide and Elevate women. Conceived in the US, the program is now spreading internationally

Terri Wilson,
President at
Blue Earth
Diagnostics, USA.



Terri Wilson, President at Blue Earth Diagnostics, was one of three female leaders in the US to come up with the idea of a network of women supporting and lifting each other up within the Bracco Group. First started in the US, today the program is running in Italy and in the UK.

What is the origin of this program?

In 2021 three women leaders from the three US Bracco subsidiaries, Kristin Knox (former sponsor) from Bracco Medical Technologies, Kim Giordano from Bracco Diagnostics, Inc., and myself from Blue Earth Diagnostics, Inc., got together. We wanted to talk about what we could do to give back to the

other women within our organizations. How could we create a network of high performing women to support each other and to enable all of us to grow into our best potential in our careers and in our lives?

What is the aim of the program?

Women are often coached differently than men, and we wanted to both honor and change that model. Women are often coached on the so-called “soft skills,” whereas men are often taught more about how to run a department or a business. We believe that we would all benefit from both. So we developed a program that would include modules on business skills as

well as interpersonal skills to improve our day-to-day interactions.

How many women were initially involved?

Our first cohort in 2021 was a hand -selected group of 12 women, four from each organization, who we knew would give us great feedback throughout the program. Through their feedback, we expanded the program from six to eight months in length and added an in-person kickoff meeting, which really enhanced the connection within our next two cohorts of 12 participants.

How did the EDGE program evolve?

Because mentorship and development

are primary objectives of the program, we’ve been handing the reins over to our graduates. During the 2022 class, four graduates from the prior year led sessions for anyone who is interested in their organizations. We’ve added mentors from prior cohorts to the 2023 class, to continue the development and connection. We thought this was a great way to share what we are learning and grow the network. So far, 24 women have graduated from the EDGE program in the US, and a new cohort joined the program in 2023, including Sally Hoehne as the new sponsor for Bracco Medical Technologies. Moreover, this program is also ongoing in the UK and in Italy.

Personnel Selection

Personnel recruitment and selection is a structured process that aims to identify the most qualified individual. Resumes are accumulated from various sources and rigorously screened. Candidates are then interviewed by both HR and line managers and evaluated based on professional criteria and cultural fit. In 2022, the selection process used a combination of remote video conference interviews and face-to-face meetings.



Stefania Labianca, Bracco Imaging

4.4 Protection of Health and Safety at Work

Health and safety are more than just a priority, they are the fundamental right at the core of the Group and the foundation of its future. This is why we strive to achieve ever-higher standards.

The Corporate Health Safety Environment (CHSE) function promotes the achievement and sharing of company objectives for environmental sustainability and maximum safety of workers.



Djiba Karim,
Bracco Imaging, Ceriano Laghetto

Evaluating and contrasting health and safety risks

Risk assessment is carried out systematically in workplaces for all work tasks. The results of the assessments help define measures that prevent and protect the health and safety of workers, including external employees. Workers are always invited into

health, safety and environmental decision-making processes. To ensure that workers can report work-related hazards and hazardous situations without reprisals, there are boxes at production sites where employees can anonymously report near misses or propose ideas to improve the management of health, safety and environmental aspects.

Each function head reports to the HSE manager to explain activities that help identify and eliminate hazards and minimize risks. HAZOP assessments are carried out on chemical processes in teams with all the technical functions involved. The HSE manager prepares risk assessment with mitigation and information training for workers.

Prevention and protection of workers in Italy

Both the regulations for the prevention and protection of worker health and safety (Legislative Decree 81/2008) and the regulations for establishments at risk of major accidents (Legislative Decree 105/2015 - Seveso Directive) are strictly applied in Italian plants. Bracco has also conducted audits at the various Group companies to update and continuously improve processes and practices.

AUDITS WERE CONDUCTED ON OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS INVOLVING APPROXIMATELY 2,740 EMPLOYEES AND 164 EXTERNAL WORKERS, WHICH IS IN LINE WITH 2021.

Audit System

BRACCO HAS IMPLEMENTED A SYSTEM OF PLANNED AND DOCUMENTED AUDITS AND INSPECTIONS FOR THE:



PREVENTION OF ACCIDENTS

Ensuring that the organization of activities is planned, maintained and properly implemented.



HEALTH AND SAFETY PROCEDURES, STANDARDS AND INSTRUCTIONS

Ensuring that they are known and applied



PRESCRIPTIONS

Verifying compliance of equipment, facilities, regulation, control and alarm devices



HAZARD IDENTIFICATION AND RISK ASSESSMENT

Increasing the awareness of the organization regarding these issues

Spreading a culture of safety using augmented reality

We encourage the internal dissemination and sharing of preventive measures and foster an increased awareness of safety issues among our people. These efforts are focused on three aspects: training, informing, and raising awareness.

In our annual plans, we initiate intense education, information, and training programs for all our people. Programs focus on key health and safety standards. All updates are implemented according to the results of periodic checks and audits. Since 2021, the e-learning platform has been used for mandatory training activities.

In 2022, the CHSE function used it to train 109 new employees for a total of 872 training hours. Training is also conducted using augmented reality for greater impact and involvement of workers.

Mitigating risks in work contracted to third parties

Our commitment to safety extends to contracting companies. Contracts include interferential risks and rules of conduct in accordance with emergency plans focused on major accident mitigation.

Our commitment to safe chemistry

We go beyond regulatory compliance: by voluntarily joining the Responsible Care program, we want to participate in creating a safe chemistry environment, raising workplace safety standards and significantly reducing the frequency and severity of accidents.



Bracco Sine, Shanghai

GOAL

**TO ENSURE INCREASINGLY LESS DANGEROUS
AND SAFER PRODUCTS**

PRODUCT STEWARDSHIP

i.e., the application of the Responsible Care program to product management: the Group is committed to improving safety performance throughout the entire life cycle. In particular, it focuses on the downstream supply chain of the production process, i.e., in the stages of transportation and use by different users (industrial, professional and consumer). In addition, the Group ensures increasingly less hazardous and safer products thanks to the substantial investment in research, development and innovation allocated each year.

**INVESTMENT IN RESEARCH,
DEVELOPMENT AND INNOVATION.**

HSE HIGH STANDARD IN MANAGEMENT SYSTEM: ISO 45001 AND ISO 14001

At Italian sites, workers are involved in meetings pursuant to Article 35 (at least once a year) and worker representatives are invited to participate two times a year in the management review for **ISO 45001 and ISO 14001**. At foreign sites, the collaboration between workers and the company is guaranteed for the management and continuous improvement of health, safety, and environmental aspects.

In 2021, a project was started to achieve the certification according to the ISO 14001 (Environment) and ISO 45001 (Occupational Health and Safety) standard for all the Group's production plants (API and Pharma) not yet certified in less than two years.

In 2022, the sites of Montreal, Geneva and Singen obtained the ISO 14001 certification and will obtain the ISO 45001 certification in 2023. In 2023, the sites of Shanghai will also obtain the ISO 14001 and ISO 45001 certifications. Bracco has voluntarily chosen to establish, at all Italian operating sites, a health and safety management system certified to the international **ISO 45001** standard. The certified sites have incorporated safety management into the overall governance of the company, making it an essential part of work processes.

This has generated a new model of sustainable competitiveness and provided opportunities for improvement and growth in business performance.

The adoption of ISO 45001 has also fostered the spread of a culture of safety and prevention at the company and facilitated by internal dialogue and communication.

To ensure comprehensive evaluation of the effectiveness of the occupational health and safety management system, audits are conducted annually to the functions and departments highlighted as relevant by the risk analysis.

In 2022, **20 audits** were conducted in Italy as part of the three-year audit plan of the Health & Safety and Environmental Management System (ISO 14001- ISO 45001).

A total of **9 audits** were carried out for the Geneva, Montreal and Singen sites (3 for each site), with some improvement points, preparatory for ISO 14001 certification. Foreign audits were managed with the platform of HSE Quentic.



Bracco Sine, Shanghai

HSE management system (ISO 14001 ISO 45001)

20

AUDITS WERE CONDUCTED
IN THE ITALIAN SITES

9

AUDITS WERE CONDUCTED IN THE
GENEVA, MONTREAL AND SINGEN SITES

2 **TIMES/Y**

MANAGEMENT REVIEW
FOR ISO 45001 AND ISO 14001

[GRI 2-7, 2-8, 2-23, 2-24] [GRI 401-2] [GRI 403-1,
403-2, 403-3, 403-4, 403-5, GRI 403-6, 403-7,
403-8, 403-9]



5

Reducing Our
Environmental
Impact



Bracco Imaging,
Colleretto Giacosa

Reducing Our Environmental Impact

Bracco understands that a healthy world is a sustainable one. Our work start with science but also, starts with people and that includes future generations. Our commitment to protecting the planet through the policies and actions of our business can significantly impact the health and well-being of people not just today.

Therefore, Bracco works to guarantee a future for new generations by combining economic growth and environmental protection.




SDGs and Material Topics

- Climate Change Mitigation and Adaptation
- Water resource management
- Monitoring and reduction of waste and discards
- Circular Economy and innovative sustainable solutions
- Environmental protection and safety
- Responsible Supply Chain Management



Quick Facts

CARBON NEUTRALITY BY
2030 

AT LEAST 51% ABSOLUTE REDUCTION
SCOPE 1 AND 2 BY 2030.
CARBON NEUTRALITY BY 2030 IN OUR
OWN OPERATIONS.

12%

REDUCTION IN WASTE PRODUCTION
COMPARED TO 2021

93%

OF SOLVENTS RECOVERED USED IN
API PRODUCTION PLANTS

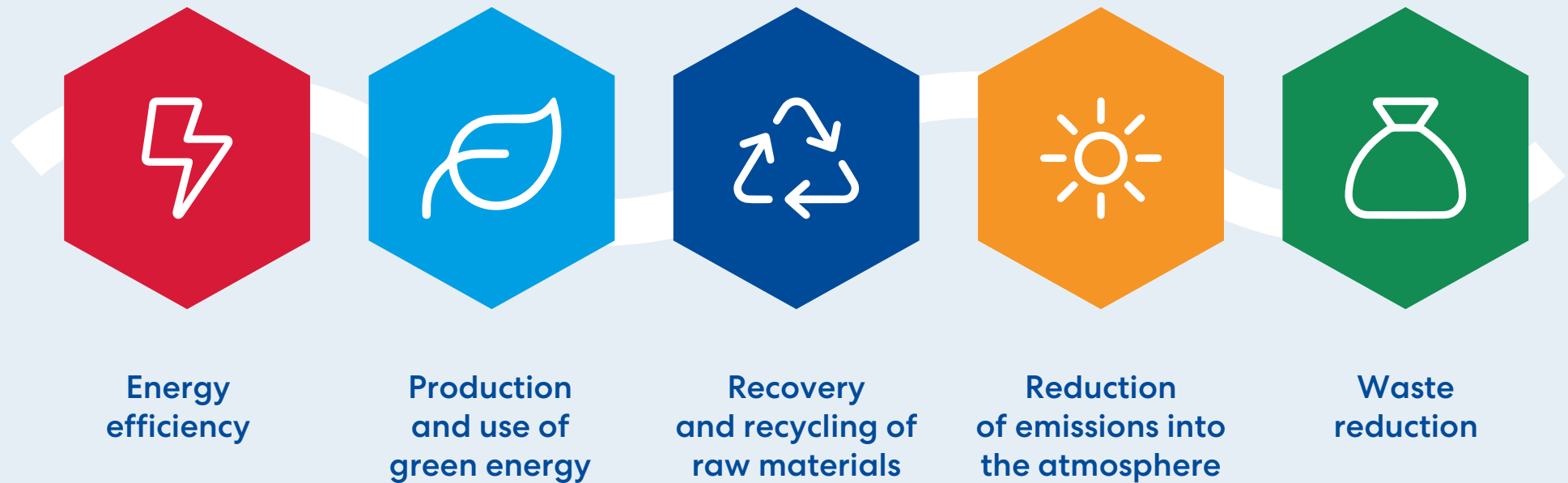


This is
an objective
within the
Sustainability
Plan

As a world-leader in diagnostic imaging, Bracco recognizes its responsibility in contributing to the efforts to mitigate climate change and reduce its impact on the environment through increasingly advanced and sustainable techniques and solutions. The Group's key commitments focus on the **reduction of greenhouse gas emissions**, the **use of renewable sources** and the **creation of opportunities for the circular economy**.



OUR ENVIRONMENTAL SUSTAINABILITY COMMITMENTS



Sustainability as Part of the Company Vision

Bracco sustainability as a fundamental component of its corporate culture. The Bracco Environment, Health and Safety Policy, and Code of Ethics guide us in having a sustainable approach in all fields. These are implemented through the definition of strategic objectives and the participation of all strategic functions, starting with CHSE.



Environmental Protection:

AN OPERATIONAL STRATEGY WITH CONCRETE OBJECTIVES

DIRECTION

Periodically review the Environmental Objectives which shall be:

- Relevant to the Group's business and stakeholders
- Rangible and measurable
- Linked to deadlines

CHSE FUNCTION

- Correlates objectives to European Action Plans for circular economy and green chemistry
- Monitors the progress and implementation of goals in the areas of Team GinCO2.

Strategy for the implementation of circularity, energy efficiency and reduction of impacts

Bracco's strategy to improve environmental performance follows objectives and targets issued by the European Community in the Circular Economy Action Plan.

The traditional "linear production model" of the pharmaceutical industry, and the need to obtain ministerial approval for every modification that affects even single phases of the production process, does not facilitate a circular approach. However, Bracco maintains commitments made with stakeholders focusing on implementing circularity for specific objectives.

Circularity

Bracco introduces circularity into the production of active ingredients by carefully recovering raw materials, recycling waste, increasing the recovered fraction, reducing waste production and reusing packaging.

Low-Impact Products

The HSE Policy requires that the manufacturing of finished products have the lowest possible environmental impact.

Bracco's projects seek to optimize the use of energy, reduce the carbon footprint and efficiently use natural resources. The strategy governing these processes is monitored by the **GIN-CO2 Team**,

which is composed of experts from different group functions including:

- **Corporate Health Safety and Environment**
- **Energy Management**
- **Corporate Social Responsibility**
- **Procurement**
- **Information Technologies Services**
- **Technical Operations**
- **Bracco Real Estate**

Planned interventions aim to:

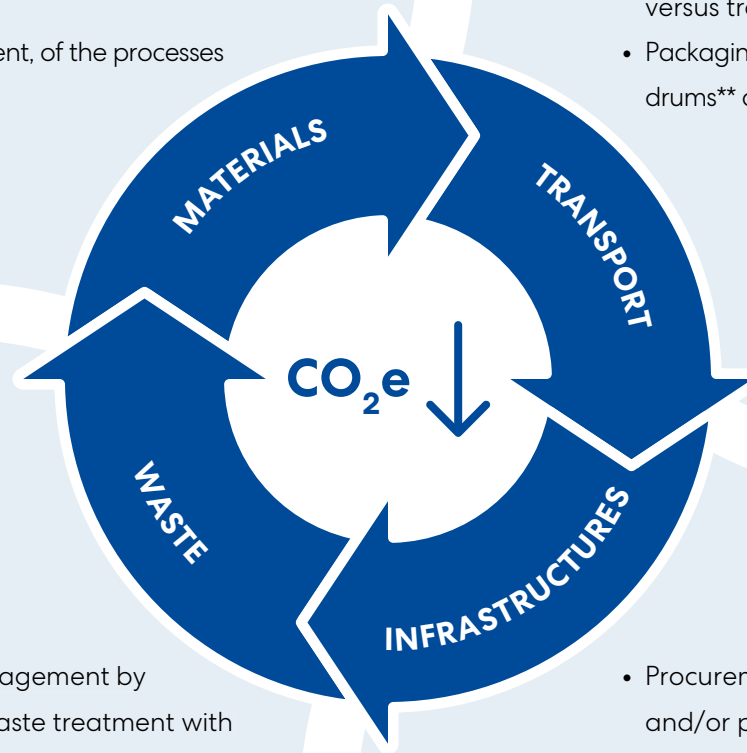
- maximize the use of recyclable substances;
- maximize the recycling/ recovery of waste by trying to reduce the waste sent to landfill to zero;
- maximize energy efficiency and use more sources of green energy;
- reduce carbon dioxide emissions.

Corporate Carbon Footprint evaluation

In 2021, GIN-CO2 a multi-function team to evaluate Bracco's carbon footprint (CFP). With this evaluation, we intend to adopt an ecological and sustainable development model to ultimately reduce CO2 emissions, the production of API in chemical plants and the manufacture of injectable solutions of contrast media. Eventually, the aim is to calculate the CFP at the corporate level to identify potential new areas of intervention for reducing and monitoring emissions.



- Review, by the R&D department, of the processes for making APIs.



- Collaboration with suppliers that have fleets with low-carbon engines or LNG-powered trucks.
- Propensity for travel transport by train/via ship versus travel by air.
- Packaging reduction through recycling of aluminum drums** and elimination of secondary packaging.

- Improvement of waste management by avoiding, where possible, waste treatment with general D15 code and final treatment in landfill*
- Evaluation of other third-party agencies using less impactful disposal methods.

- Procurement of energy from renewable sources and/or presence of certificates of origin if it is purchased from third parties.
- Increased energy contribution from electricity at the expense of other more polluting sources (e.g., methane).
- Replacement of obsolete, incandescent lighting systems with LED lamps.

* Wastes that have D10 (land incineration) as their second treatment code are: halogenated and non-halogenated organic solvents (laboratory solvents), expired medicines, hydroamide alkalized aqueous solution, laboratory chemicals, managed under D15 code, then given to foreign operators for land incineration
 ** Information gained through analysis by the Logistic & Distribution team and sustainable initiatives undertaken primarily in intermodal transportation

Similarly, the calculation relating to mobility highlighted the areas of intervention illustrated below:



Prefer the **train**, especially on relatively short trips



Choose the **greenest flight** option.
Enter an estimate of emissions generated into the flight search systems to filter choices based on emissions.
Prefer **economy flights**. Business class creates up to 5 times the emissions.



Limit in-person meetings. Eighty-five percent of companies believe video conferencing can reduce their corporate travel¹³.



Avoid **airplanes** for short-haul flights whenever possible, replacing it with other types of transportation, such as trains.



Use **public transportation** or **low-impact vehicles** for short distances. Bracco is already implementing mobility management actions in Italy. One of the goals 2030 Sustainability goals is to make the company fleet 100% hybrid, electric or hydrogen-powered.



Evaluate the use of precise **instruments** that incentivize the adoption of environmentally **virtuous behaviors**.
Promote a **sustainable corporate culture**. Evaluate “travel policies” that incentivize “green” choices.

ENVIRONMENTAL PROTECTION PROJECTS

Recovery of paper and cardboard from secondary packaging production in Colletterto Giacosa

A total of 24.8 tons of paper/cardboard were collected and sent for recovery. To improve storage and reduce the number of disposals, and therefore indirectly reduce CO2 emissions, a replacement press container was installed in 2022.

Waste and concentration of pollutants in wastewater

There has been an increase in the recovery of fractions, resulting in a reduction of waste sent to purification plants.

In 2021, the results of solvent recovery in Ceriano and Torviscosa were 94.8% and 97% respectively.



TARGETS FOR 2022

MINIMUM RECOVERY YIELD OF

90%

REDUCTION
OF MP EXTRACTION.



RESULTS FOR 2022

THE AVERAGE OF SOLVENT RECOVERED AND REUSED WAS

93%

INCLUDING 7 MAIN SOLVENTS USED IN PRODUCTION PLANTS.

Research & Development

The R&D functions aim to incorporate sustainability into their study process. In line with key actions of the European Green Deal.

Objectives include:

- Investigating ways to develop positive products, services and economic schemes that generate a virtuous circle between profitability, environmental impact and business citizenship.
- Increasing product yields in the production process to reduce the use of resources and waste.
- continuous deepening on new raw materials recovery methods.

In 2022, improvements were made in the recovery

project of Ceriano Laghetto to bring to market all hydrochloric and bisulfite products and Soda solutions.

The new pervaporation plant started recovering Butanol without using NaOH, which resulted in no additional NaOH solution being produced.

This improved alcohol recovery and resulted in less presence of salts in the mother liquor and less COD in the wastewater treatment plant.

Moreover, the reduction of NaOH solution brought to the market leads to fewer truck transportations and less CO₂ emissions.

Sludge drying

The construction and installation of a drying system that will be fully operational by the end of Q3 2022 continued. The new plant began operations in recent months, and results have demonstrated a clear reduction in the weight of the sludge (50% reduction in December 2022). However, the plant is still in its start-up phase and must be tested properly in order to become fully operational.

Milan: New Headquarters

Renovation of a historic site is planned to reduce the environmental impact below values set by the PGT of Milan for buildings with low CO₂ impact. The area will be equipped with bike parking and charging stations for electric cars and designed to reduce the heat island effect¹⁴



Target

Brownfield Restoration

The new building will have Leed Gold certification and a residual carbon footprint of about 4 KgCO₂eq/sqm/year, one of the lowest values in the reference category.

Torviscosa: Reduction of the use of catalyst (palladiate carbon)

In Torviscosa, there is a plan to reduce the use of palladiate carbon catalyst. This involves increasing the number of passes of an intermediate on palladium coal. In 2021, the amount of palladized coal sent for regeneration decreased by about 50% compared to a 4% increase in production.

Energy saving in MP recovery processes

Continuous concentrator for solvent recovery from mother water.



Target

Reduction of waste from the hydrogenation process by -70%

+300% Increase in palladiate carbon reuse cycles



Target

Every 20 batches until May 2022 we've used 16 Kg of Pd/C; from May the use has been reduced every 40 batches

In 2022, the amount of Pd/C used is 0,6 kg/batch vs 0,8 kg/batch in 2021

Care for biodiversity and ecosystems

For our infrastructures, we choose production areas that are already dedicated to industrial activity to avoid consuming virgin soil and reduce the risk of habitat loss and fragmentation.

The conversion of abandoned areas has always been done with remediation and environmental reclamation operations effect since the '80s.

Reuse of IBC¹⁵ of washing solutions - Ceriano Laghetto

A new assessment, compliant with lean e statistical studies, has shown that one of the major sources of waste production in production sites is the cleaning of ovens and filter press. The process uses the solvent Dimethylacetamide, which is therefore sent for disposal. Until 2022, Intermediate Bulk Containers (IBC) with solvent residues have been stored in an indoor area where they were evaluated for a possible recovery.

In some cases, they were reclaimed and given to an external company for reuse. From 2023, the drums will be sent to an external recovery company for washing and recycling. Waste hierarchy is applied, which considers reuse a better choice than recovery.

Bracco HSE Awards 2022: Internal Innovations

Five years after the establishment of the first HSE awards, we have awarded 15 projects that were, in some cases, re-implemented in different sites.

New air conditioning system for laboratories and offices of the Test Facility (Building F)

The installation of a new HVAC has guaranteed the effectiveness of the air exchange in the offices and laboratories in accordance with the anti-Covid standards and the UNI EN 13779 standard.

Activated Carbon loading system

A new piece of technology dedicated to the automatic loading of activated charcoal has been installed. The solution is part of a collaboration with the Torviscosa site, where it was first implemented.

Obelix and Open Eyes project

The Open Eyes project aimed to reduce the loss of iopamidol to about 70 kg/batch by looking for leaks and making minor optimizations to the existing plants. An increase in iodine recovery of at least 20 kg iodine/batch iopamidol is obtained: the value was estimated between 240-340 k€/year.



Valtero Canapa,
Bracco Sine, Shanghai

The Challenges of Post-Production Waste Management

In 2022, a new sludge treatment plant began operation in Ceriano Laghetto with the goal of reducing the environmental impact and energy consumption

Gianni Abbruzzese began working at the Ceriano Laghetto site as a treatment plant operator in 1988 after studying biology with an ecological focus. Today, he is part of the Health, Safety & Environment – HSE team and is responsible for all the ecological and environmental aspects of permits, management systems and sustainability projects.

What type of production waste do you deal with at Ceriano Laghetto?

At Ceriano, we produce the active ingredient iopamidol, which is used as a contrast agent in diagnostic imaging.

The production of iopamidol produces wastewater that must be treated. We manage an aerobic treatment process using bacteria that develop in tanks and form the so-called sludge. Sludges must be kept at a precise concentration for the process to work well and so the excess material must be removed from the tanks and treated separately.

How did sludge management change in 2022?

A new and innovative plant was installed for the process. The mass of excess sludge is transported via tubes from the tanks to a new drying plant. At the end of the process, a solid

substance remains in pellet form, which is then taken to the landfill.

What process does the water go through then?

When the cycle has concluded, the water is returned to the Lombra stream. Obviously, the water in question must pass strict legal parameters. A series of daily tests are conducted to keep these parameters under control. In this way, we are able to preserve the ecosystem of the stream.

Gianni Abbruzzese,
Competence
Centre Ecology
& Environment,
Bracco Imaging
S.p.a.



“Thanks to this process, we have seen a clear reduction in the weight of the sludge by more than 50%”

GIANNI ABBRUZZESE,
COMPETENCE CENTRE ECOLOGY &
ENVIRONMENT, BRACCO IMAGING S.P.A.

After a long time working as a chemist, Mariassunta Fiori has taken a step towards the world of HSE - Health, Safety & Environment. She worked at companies in the oil & gas, telecommunications and pharmaceutical chemistry industries before arriving at Bracco in 2023, where she works as the Director of Group Health, Safety & Environment.

What advantages did the new sludge dewatering plant introduce? First of all, it allowed us to reduce the final post-sludge treatment waste and thus the number of trips to the landfill. Secondly,

the technology of the plant is completely automated and has significantly reduced the overall impact on the environment. Following the sustainability plan, a plant with low-energy consumption was chosen, according to the standards for this type of technology, and we managed to recover heat from one part of production to operate the plant.

What are the next steps necessary to improve the process further? Energy saving is one of our priorities. The material remaining after the drying of the sludge can become a source of energy supply, from a circular,

waste-to-energy perspective. We are currently in the process of contacting and studying alongside some industry experts.

What challenges must be faced with a constantly increasing production?

Logically, the wastewater to be treated increases at the same time. Strong collaboration between the production side and the environment team definitely helps to manage the process as best as possible. Today, we are already thinking upstream of the production process to reduce the environmental impact.

Mariassunta Fiori,
Director Group Health, Safety & Environment, Bracco Imaging S.p.a.



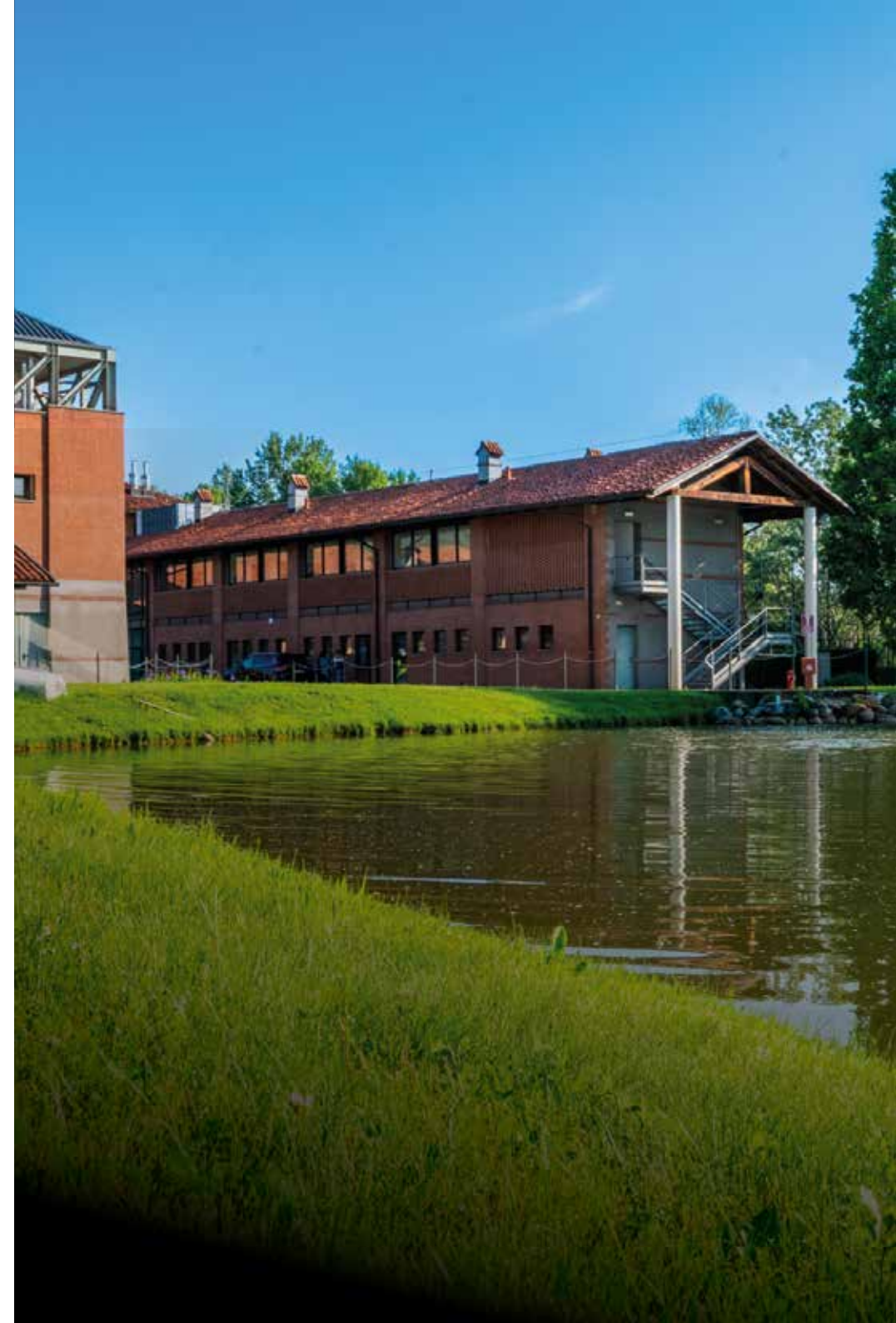
“Following the sustainability plan, we are focused on reducing energy consumption with a circular perspective to implement waste-to-energy solutions with the waste from post-drying sludge”

MARIASSUNTA FIORI,
DIRECTOR GROUP HEALTH, SAFETY & ENVIRONMENT, BRACCO IMAGING S.P.A.



5.1 Energy and Water Management

Although it is a renewable resource, ensuring clean and responsible use of water is a priority for the Group.



OVERVIEW



Imaging

- Montréal 
- Monroe Township 
- Geneva 
- Colleretto Giacosa  
- Milan 
- Torviscosa, Udine   
- Marcinelle  
- Ceriano Laghetto 
- Heerlen  
- Singen 
- Shanghai 
- Saitama 



Health Services

- Milan 



Medical Technologies

- Eden Prairie  
- Lausanne 
- Heerlen 

Legend

- Factories 
-
- Research and development centers 
-
- Headquarters 
-
- After-sales services 

BUSINESS UNIT	COUNTRY	PLANT	ACTIVITY
Bracco Imaging	Italy	Ceriano Laghetto, Collettero, Giacosa, Torviscosa, Marcinelle	Production, R&D, HQ
	Netherlands	Heerlen	R&D
	USA	Monroe Township	R&D
	Switzerland	Geneva	Production
	Germany	Singen	Production
	Canada	Montréal	Production
	Japan	Saitama	Production
	China	Shanghai	Production
	USA	Eden Prairie	HQ
BMT	Switzerland	Lausanne	R&D
	CDI	Italy	Milan

GROUP ENERGY CONSUMPTION FOR THE MAIN SOURCES OF SUPPLY [GJ]

THE FOLLOWING MAKE UP 99% OF THE GROUP'S ENERGY SOURCES:

Methane gas, mainly used for:

- Self-production of steam
- Hot water production
- Heating

Steam, mainly used:

- as a thermal carrier in the synthesis process in chemical plants and production process of pharmaceutical plants
- as clean steam for sterilization activities
- for air conditioning humidification systems in pharmaceutical laboratory

Electricity purchased and produced internally by photovoltaic systems, used for:

- all operating machines present in production sites
- lighting and electronic equipment office air conditioning systems

Comparison of natural gas, steam, and electricity consumption for 2021 and 2022 expressed in GJ

NATURAL GAS



STEAM



ELECTRICITY



LEGEND: 2022 2021

Transition to renewable sources and continuous energy efficiency

MILAN 2022: energy efficiency future headquarters

The new headquarters in Milan will feature two photovoltaic fields with a capacity of 65 kW and 73 kW (covering an area of approximately 600 square meters), as well as water-to-water heat pumps with a capacity of approximately 750 kW for heating, air conditioning, and domestic hot water.

These renewable sources will provide 60% of the energy needs of the entire complex. The Group aims to obtain the prestigious LEED GOLD certification from the U.S. Green Building Council (USGBC). There will be 22 charging stations, each equipped with 4 charging stations.

Monitoring and optimization Intelligent LED lighting systems are a standard for all renovations and new constructions of the Group. These systems has been adopted:

- In the area for production of iodized contract medium at Ceriano;
- In the new production building of the Geneva site;
- In the pharmaceutical production area of Colletterto Giacosa.
- In the new Milan headquarters, currently under construction, and planned for renovations in Torviscosa.

Quick Facts

~15,100

**ml WATER WITHDRAWAL
OF THE GROUP IN 2022**

91%

**OF WATER DRAWN
FROM UNDERGROUND**

9%

**OF WATER ACQUIRED FROM
THIRD PARTIES**

The main water sources used in the Group's production sites come from underground aquifers and the public water network. To reduce water usage, the Group has implemented a monitoring system to track withdrawals at the source, for a precise assessment of water consumption per ton of material produced in the main production sites.

Reduction of Water Use

The Group's production sites use water mainly as a natural solvent and for temperature regulation. In 2022, an Italian plant specializing in the synthesis of APIs had the highest water consumption. To address this, the Group has implemented a monitoring system to track withdrawals at the source, allowing for precise assessments of water consumption per ton of material produced in the main production sites.

Wastewater management

Activities started and completed

One of the main interventions concerned the

increase and optimization of the recovery of saline solutions deriving from the production processes.

The isolated solutions are reintroduced on the market or reused to correct the pH value of the wastewater sent to the wastewater treatment plant, thus avoiding the consumption of new raw materials and keeping the salinity of the wastewater under control.

Ongoing actions

Expansion of the purification plant continues to connect the low-temperature drying plant for sludge. This makes us of thermal waste that would otherwise be dispersed through an evaporative tower. A fifth active sledge line was necessary for the expansion project; it has been designed to carry the increase in loads.

The following changes will be made:

1. realization of 1 new biological oxidation

S7202 with volume of 2000 m³

2. installation of 1 flotation unit SD7262 with surface of 140 m²
3. construction of a new flocculation line S7280-7281/SD7255/S7271 similar to the three existing ones
4. realization of new area for process control, laboratory and utilities (additional station of compressed air production)
5. installation of 1 SD7253 flotation unit for sludge thickening
6. Installation of 2 new SA7212 and SA7222 sludge conditioning tanks
7. Installation of 1 new dehydration unit (membrane plate filter press) FP7238.

Targets for Reducing Water Use

All production sites are encouraged to recover and recycle water through targeted projects.

IMPROVEMENT OF THE COOLING SYSTEMS

In Ceriano Laghetto, in the second half of the year, a stream of recycled water will be used to cool new refrigeration units, avoiding the extraction of around 2,000 ML/a of groundwater.

In Torviscosa, cooling system of the evaporative tower doubled to provide necessary cooling capacity and optimize water and electricity consumption.

Time for New Energy

From passive user to producer of renewable energy, 2022 marked the start of the Renewability project for Bracco, which partnered with other industrial consumers for the collective goal of decarbonization

Marco Lupi's career at Bracco spans more than 15 years. In that time, he held a variety of responsibilities in the industrial sector before becoming Head of Global Technical Operations in 2021. He oversees two Italian chemical production sites, in Torviscosa, Friuli-Venezia Giulia, and Ceriano Laghetto, Lombardy. 2022 was a pivotal year that saw the Group revolutionize its approach to energy management with major developments and innovations, part of an elaborate decarbonization plan aligned with key European targets for the coming years.

How did you start your renewed approach to energy management?

First of all, we mapped out our consumption to have a better idea of where to start. Then we drew up a plan that has two focuses: on the one hand, reduce consumption, and on the other,

produce our own energy sustainably, with a greater aim of decarbonization. An Energy Team was created that has contributed to the definition and supervision of this ambitious plan.

What did you discover after analyzing your energy consumption?

Definitely that there is no one solution or technology for everything. You must bring together many small, incremental improvements and combine diverse skills and technologies like little pieces of the same puzzle. And that we, like anyone else on this path, cannot do it all alone. We must seek out collaborations with other companies and qualified partners.

What points did you start working on immediately? Self-production through solar panels on our sites is the first step. It is a necessary and relatively simple step that was implemented on

non-productive buildings as well, like the renovated headquarters in Via Folli in Milan.

What is the Renewability project that Bracco participated in 2022?

It was a definite turning point. The project is composed of a consortium of three companies, industrial consumers, that have financed the construction of solar panel farms in several regions of Italy (Lazio, Abruzzo and Sicily). It is an experiment of collective self-production of renewable energy for industrial purposes. It is a project we wouldn't have been able to support alone, but it was made possible through collaboration with other companies and qualified technology partners. What energy consumption do you need to address most? Our sites use thermal energy – steam – for production more than anything else. On the one hand, we are working

to innovate processes, introducing electricity where possible or finding less energy-intensive methods of production. On the other, solutions are focusing on the use of biogas to progressively replace natural gas and, in the medium- to long-term, I think they will definitely lean towards the introduction of green hydrogen. Lastly, we are creating greater harmony between production processes. In other words, to be more circular, we try to take advantage of residual heat from certain steps in the production process as much as possible to be used in other industrial processes.



“

“Bracco has developed a masterplan: reducing consumption and producing increasingly sustainable energy”

Marco Lupi,
Head of Global
Technical
Operations Bracco

5.2 How We Participate in the Circular Economy

To participate in the transition to a circular economy, we have adopted a regenerative approach, looking at the life cycle of our products in an integrated way, to reduce and reuse waste through recycling and recovery, and extending the useful life of our products and assets.

As of the end of the Q2 of 2022, facilities for iodine recovery from low-concentration streams were started.





Our Commitment to Transparent and Environmentally Friendly Waste Management

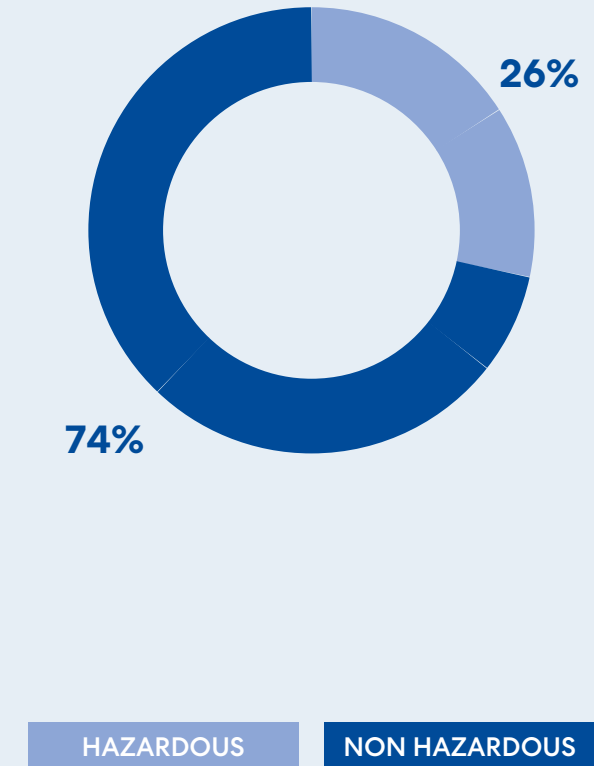
Waste management is entrusted to the CHSE function, which defines and implements highly innovative KPIs to assess trends and monitor waste production flows, which is then used to identify sustainable practices and processes.

The policy adopted at Group level encourages the delivery of waste to recovery and recycling plants, consistent with the characteristics of chemical-pharmaceutical products.

The Group is committed to providing information on end-of-life management procedures for pharmaceutical products upon request. The Group also ensures compliance with the regulations of each country.

The Group has been applying waste management methods to production sites for several years, which ensure the control of all phases of the production process to maximize waste recycling/recovery and to constantly work towards reducing waste production.

TOTAL WASTE GENERATED IN 2022 [t]



Recovery Activities in Ceriano Laghetto

In 2021, new solvent recovery plants were completed in Ceriano Laghetto, which combine new processes with plants that use the best available technologies.

After receiving approval from AIFA, these plants became operational in mid-2022.

The **Obelix Project**'s plant in Ceriano Laghetto began operating in 2022 with the goal of retaining and recovering the fractions of iodized molecules present in some low-concentration

flows that would otherwise be sent to the purification plant.

A dedicated inter-functional team worked on this project, aiming to reduce leaks and implement minor optimizations of the existing plants.

The goal of the Obelix Project was to minimize the number of organic substances discharged to the WWTP using the best technology (2 - 10 kg/batch).

In 2022, an increase in iodine recovery of at least 20 kg iodine/batch was achieved.

RESPONSIBLE AND CAREFUL USE OF RAW MATERIALS

93%

OF SOLVENT RECOVERY USED IN API PRODUCTION PLANTS

We use raw materials responsibly, carefully and rationally by evaluating their consumption and traceability. We work to make them alternative, innovative and sustainable.

REVIEW OF THE INDUSTRIAL SYNTHESIS PROCESS

Recovery by condensation and distillation of solvents

Iodine recovery

Regeneration of resins and coal

Other activities

Benefits

- Use of raw materials as efficiently as possible;
- Recovery and reuse of raw materials in production processes, limiting their consumption, while maintaining the same growth in production.

Major projects of 2022

Recovery of fractions of iodized molecules in Singen – Germany

Development and optimization of reverse osmosis system for the recovery of fractions containing iodinated molecules at the Singen site and delivery to the API sites for iodine recovery.

Recovery of fractions of iodized molecules in CMO sites – Italy

Recovery of residues that cannot be used for the

production of drugs and sent to API production plants for iodine recovery.

Obelix project¹⁸ – Italy

Reducing the amount of iopamidol and similar substances discharged to the WWTP to the minimum achievable with the best technology.

Recovery and recycling of materials – all sites

Separate collection and recovery of materials has been underway for years to encourage the recycling of plastic, wood, paper, aluminum,

iron, and raw materials that can be put back on the market.

Iodine and DMAC recovery from dryer cleaning solutions – Italy

In 2023, Bracco planned to implement a system to recover iodine and DMAC from solutions otherwise destined for disposal.

With a view to continuous improvement, new initiatives are underway to make reception activities increasingly effective.

R&D

We improve the efficiency of industrial waste treatment processes

Recovery by condensation and distillation of solvents

We minimize the quantity of iodine not used in the production cycle

We analyze and study new methods of synthesis for the reduction of environmental impacts

5.3 Reducing Impact with Sustainable Packaging

The principles of the circular economy guide us in every activity, including the design and use of packaging. The choice of sustainable packaging takes into account both the functionality and the environmental impact of the production, use and disposal of packaging.



BIPSO, Singen

Our Commitments to Low-Impact Packaging

The Group has identified innovative, low environmental impact or biodegradable materials for primary and secondary packaging. We also seek to reuse and recover materials to minimize unnecessary use or replace them with 100% recyclable materials when possible.

Three Steps to Responsible Packaging

- 1. Repeated use of packaging if the quality of the product is not affected;**
- 2. 100% reuse of undamaged lopamidol and lomeprol drums between production sites and injectable solution preparation facilities;**
- 3. Purchase of raw materials in packaging that reduce the volumes destined for the injectable recovery or treatment plant.**

X-Ray trousse product (French Market)

In 2022, Bracco started producing X-Ray trousse product at the Colletterto site.

The palletization of trousse product has been improved by 33%. The transport mileage between Colletterto and logistics providers has been reduced by reducing the number of pallets, the number of vehicles on the road and kilometres travelled, which reduce CO2 emissions.

Sustainable Packaging

Sixteen percent of the glass used for packaging comes from recycled glass inside the glassworks, for a total of 888 tons in 2022 and 636 tons in 2021 (with 15% recycled input materials).

Also relevant is the recycling of cartons used to contain finished products, which at 67% comes from recycled paper and amounts to 1,810 tons in 2022 and 1,668 tons in 2021 (with 64% recycled input materials).

Packaging Recovery in Colletterto Giacosa in 2023

In the Colletterto Giacosa site, activities have been carried out to recover Polipropylene and Polistyrene from Hypak tubes used for Pre-filled Syringe (PFS). It is estimated that a volume of 7,600 kg Polistyrene and +3,600 kg Polipropylene will be recovered in 2023. The packaging will be later sent for granulation and recovery to be used for new packaging.



5.4 Towards a More Sustainable Company

Mobility

To promote increasingly sustainable mobility, we have launched a program to reduce the impact of our fleet and replace it with low emissions cars.



Bracco Imaging,
Colleretto Giacosa

Transformation of Bracco Mobility

The fleet in 2022 consists of 254 company vehicles with an <1% impact from diesel, LPG and petrol on energy consumption. CDI is committed to adopting procedures to encourage the use of cars with a lower environmental impact and progressively integrating hybrid car fleet and ensuring low levels of CO2 emissions.

Bracco is committed to adopting a company policy to order cars that generate less emissions, in line with European program. In 2022, the fleet of the Milan office was fully converted to hybrid cars. At the Plant ACIST in the Netherlands, there is a hydrogen-powered car.

Hybrid Fleet Program USA (BDI)

In 2019, BDI implemented a hybrid vehicle project. Hybrids now make up about 45% of the sales and service fleet with fuel improvements from 17.5 MPG¹⁹ in 2019 to 25.7 MPG in 2022. Due to allocation limitations and a chip shortage, no more than 20 2022 model year vehicles and 25 2023 model year vehicles could be ordered. Nonetheless, Bracco plans to have at least 75% hybrid vehicles by the end of 2024 and 100% by 2026. Due to these changes the Bracco fleet has been able to avoid 753,319 kg of CO2 emissions since 2019.

Mobility Management

A dedicated Sustainable Mobility project was launched since in 2021. The movements of 1,200 Bracco employees were analyzed to reduce traffic congestion, pollutant emissions, costs incurred.

In 2023, Bracco plans to launch **“BEMOVE: together for a new Mobility”**. The project features a number of new services, including Bracco digital applications to encourage carpooling, corporate e-bike fleet, mobility training days, coupons for bikers, coupons for walkers, and mobility events.

[GRI 2-23, 2-24] [GRI 3-3] [GRI 303-1, 303-2] [306-1]

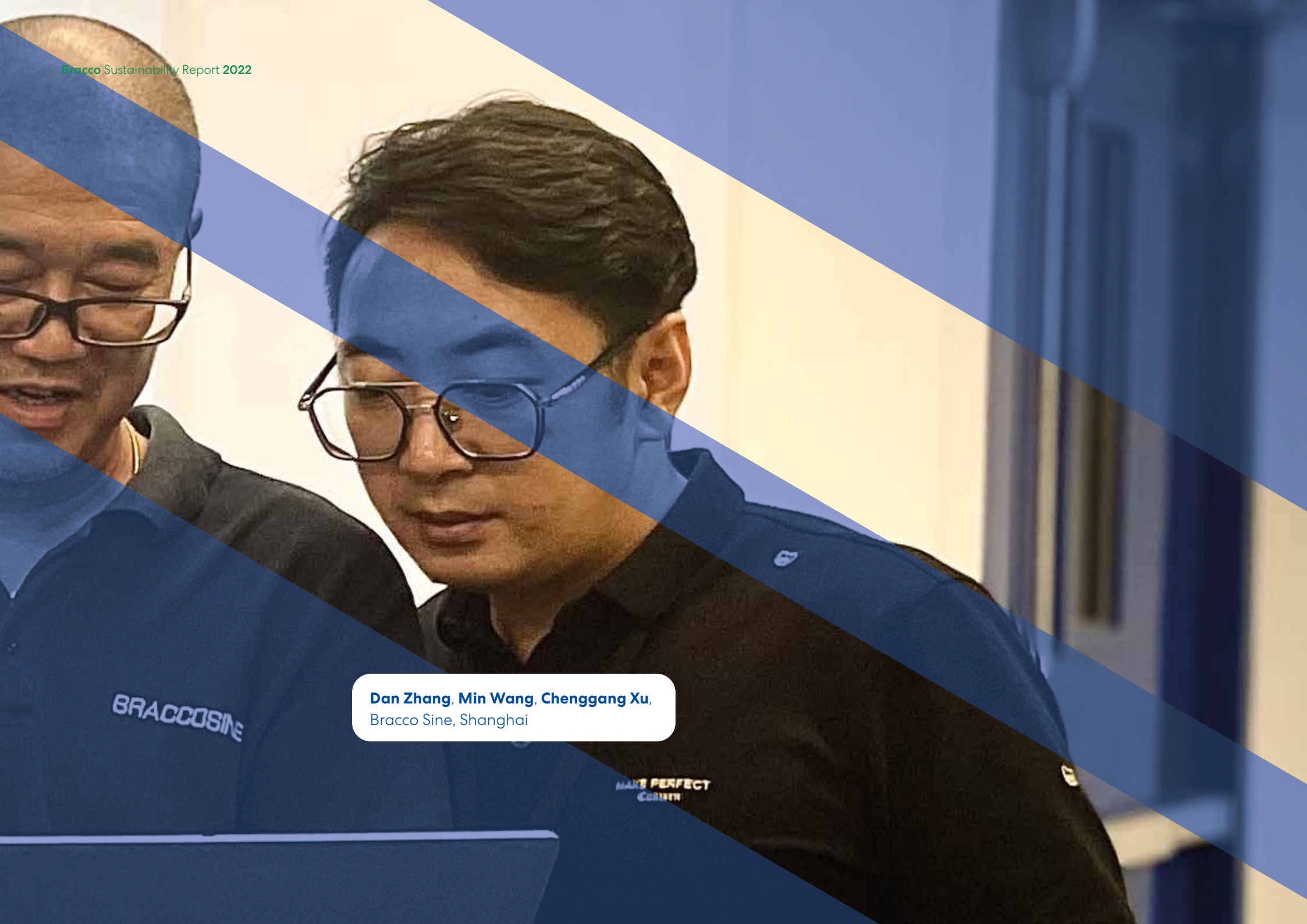


Bracco Imaging,
Colleretto Giacosa

6

Responsible Procurement





Dan Zhang, Min Wang, Chenggang Xu,
Bracco Sine, Shanghai

Responsible Procurement

Our impact goes beyond us, through every member of our supply chain. To ensure we have a positive impact on people, communities and the environment, we verify that all our suppliers share our principles of social and environmental responsibility and an ethical way of doing business. To further guarantee our shared commitment, we strive to build relationships based on fairness and transparency.



SDGs and Material Topics

- Responsible supply chain management
- Transparency and responsible business



Nancy Xu, Lucia Xu,
Bracco Sine, Shanghai

Responsible sourcing

Bracco has about 1,518 suppliers globally, mainly in countries with the Group’s production plants or where the Group has a commercial presence. The supply chain

is characterized by the purchase of direct materials necessary for production activities and indirect materials and services aimed at the regular performance of activities. The main purchase categories are:

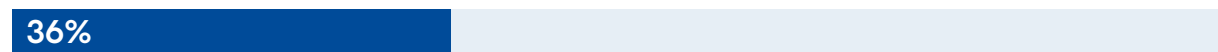
- **API (Active Pharmaceutical Ingredients);**
- **Industrial products and services;**
- **Packaging material**

Responsible sourcing

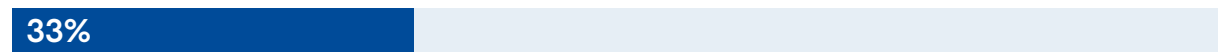
- **Code of Ethics**
- **Global Purchasing Policy**
- **Supplier Approval Procedure**

% OF THE GROUP’S 2022 SUPPLIERS BY GEOGRAPHICAL AREA¹

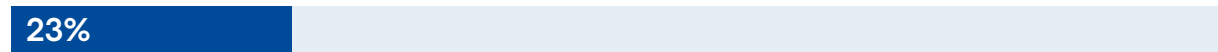
ITALY



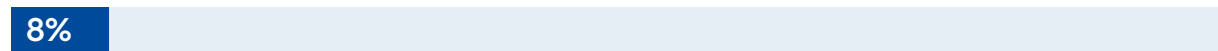
REST OF EUROPE



NORTH AMERICA



REST OF THE WORLD



¹: The consolidated scope for data concerning the supply chain refers to activities relating to the Bracco Imaging and Bracco Medical Technologies business units



1,518 suppliers globally



Global Procurement Policy

For some time now, the Group has adopted a Global Procurement Policy that applies to all Bracco Imaging companies, including subsidiaries and joint ventures.

The document defines the principles of behaviour and activities of all functions that have a direct or indirect relationship with suppliers. It also requires the suppliers themselves to comply with the principles of fairness and ethics dictated by the Group's Code of Ethics. In all purchase orders, both in the general conditions and in the ad hoc contracts, reference to the Code of Ethics is explicit, and any violation by the supplier may result in the termination of the contractual relationship.

Selection of suppliers

A system of selection, evaluation and qualification of suppliers is the basis of responsible supply chain management.

For this reason, in parallel with the verification activities carried out by the Quality function, we have implemented the Vendor Management portal of the Bracco Group, called Be-Procurement.

How suppliers are evaluated:

- 1. Risk matrix:** the procedure defines the position of the supplier in a risk matrix based on specific parameters such as the category of expenditure, the amount of expenditure and the country of origin. For existing suppliers, the risk is calculated every July according to the matrix, whereas for the new suppliers the risk score is calculated during the approval process. When the matrix highlights potential shortcomings on the part of the supplier, the supplier is subjected to an enhanced ethical due diligence activity by the Legal & Compliance Department or external provider.
- 2. Ethical monitoring:** suppliers with medium- and high-risk according to the risk matrix are constantly monitored through the platform integration with a third-party data provider and any changes to information related to ethical due diligence are made known to the Procurement Team.

3. Environmental, Social and Governance

(ESG) monitoring: all new Suppliers registering to the Be-Procurement platform are searched in EcoVadis database and, when available, their ESG Sustainability score is downloaded on Be-Procurement platform through integration for consultation by all stakeholders. From 2023, strategic suppliers and suppliers with critical ESG scores are planned to be subject to additional desk and site audits.

4. Performance monitoring: from January 2023, a performance measurement module was deployed to monitor the supplier performance in a structured way during the entire period of the commercial relationship, according to several elements:

- quantitative data from transactional systems;
- data from internal questionnaires submitted at a defined interval to all stakeholders involved;
- KPIs and data from information from external providers.

Reliability and integrity in supplier relations

We contribute to the local economy of different communities by supporting local suppliers and enhancing them after selecting them based on quality, competence and experience parameters. This constant orientation does not contradict our constitutive international vocation.

% OF TOTAL SPENDING FOR LOCAL SUPPLIERS BY GEOGRAPHICAL AREA IN 2022

ITALY



REST OF EUROPE



NORTH AMERICA



~80% OF THE EXPENDITURE
of global sourcing has been
addressed by local suppliers



36% OF SUPPLIERS
are Italian

[GRI 2-6, 2-24] [GRI 3-3] [GRI 204-1] [GRI 308-1]



7

Education for a More Inclusive Society



Elaine Wang, Melody Wang, Taylor Lu, Yijia Zhou, Coco Shen,
Bracco Sine, Shanghai

Education for a More Inclusive Society

Through educational initiatives, Bracco supports healthcare providers in their training and professional development. In 2022, this commitment was further strengthened through increased collaboration with various **international scientific societies**. The company also places specific emphasis on initiatives that **empower women and celebrate diversity**, as well as those that foster the development of the **next generation of healthcare providers**.


10,100

PEOPLE INVOLVED IN TARGETED TRAINING PROJECTS (RADIOLOGISTS, STUDENTS, ETC.) AND UP TO

31%
OF PEOPLE UNDER 35 INVOLVED IN 2022


This is an objective within the Sustainability Plan



SDGs and Material Topics

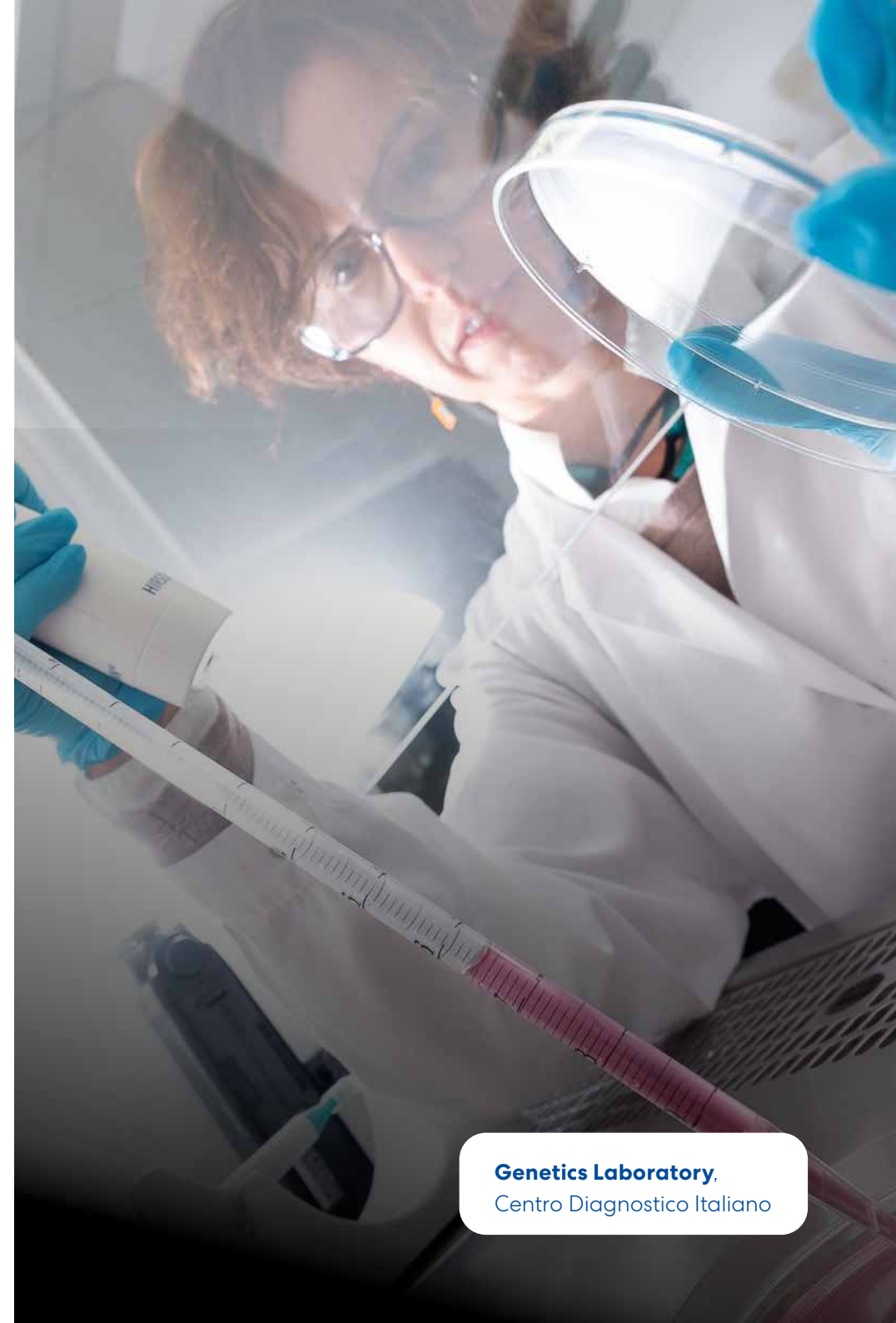
- Community involvement and support
- Promotion of the culture of health



Bracco Booth, European Congress of Radiology (ECR), Wien

7.1 Empowering Healthcare Professionals

Bracco hosts educational events, such as lectures, workshops, roundtables, and expert panels. These events are tailored to accommodate and build upon local needs and interests with a combination of international and local faculties. Local educational events are provided in different languages.



Genetics Laboratory,
Centro Diagnostico Italiano

Bracco supports a variety of educational programs of prestigious scientific societies for instance Bracco Diagnostics Inc. (BDI) has long been a supporter of the **Society for Advanced Body Imaging (SABI)**.

In 2022, Bracco committed to a three-year grant as the sole sponsor of the SABI Mentorship Program for the professional development of radiologists.

BDI has entered its third year of a 10-year commitment to donate \$450,000 to the **RSNA Research & Education (R&E) Foundation**, a non-profit organization that represents 31 radiologic subspecialties from 145 countries worldwide. Other educational activities include tailor-made educational events (conferences, round tables, expert panels) and local educational events provided in different languages.

Bracco Webinars

Bracco holds online and hybrid webinars with international key opinion leaders specifically for markets such as China, Korea, Japan, Europe and Latin America. Bracco webinars hosted more than 6,000 participants.



Andrea Lagable, Eugenia Lepera, Cristina Neira, Bracco Imaging, Colletterto Giacosa

Sum-up local events supported by Global Marketing

21

events

2

webinars in Mexico

26

presentations

6,132

participants

18

webinars in China

1

webinar in Korea

98%

average satisfaction

13 CEUS

modality presentations

7 MRI

modality presentations

4 CT

modality presentations

Bracco Imaging,
Colleretto Giacosa

Empowering Young Minds in Radiology

Every year, Bracco Fellowships enable promising doctors to specialise abroad and further their careers and research. Since 2017, this initiative has been developed in partnership with the European School of Radiology (ESOR)

Federica Vernuccio, aged 35, is the first woman to become a professor in radiology at the University of Palermo, the same university where she graduated with honours and later obtained her doctorate. With an international career spanning from France to the United States, Federica was one of the promising talents to be awarded a Bracco Clinical Fellowship in 2018, established in collaboration with the European School of Radiology (ESOR) to contribute to the training of young radiologists in clinical development, management, and research fields.

How did the Bracco Fellowship contribute to your professional journey

It enabled me to prolong my study

tenure at Duke University, North Carolina, USA, where I immersed myself in what has now become my area of expertise, hepatic and biliary tract imaging. Moreover, having the fellowship on my CV has undoubtedly unlocked new avenues for me, validating the significance of my journey thus far.

How important is it for a young radiologist to gain experience abroad?

It is crucial. It helps in discovering new reference models, engaging with different work methods, and connecting with colleagues and institutions that utilise more advanced technologies. In France, I met my mentor, Valérie Vilgrain, who is now the president of ESOR. Finding

female role models in radiology is challenging, and her encouragement has been instrumental in propelling me towards furthering my research endeavours.

What fascinates you about radiology?

The radiologist is at the core of the patient's diagnostic and therapeutic journey. Though our direct contact with patients may be limited, we guide the diagnosis through our expertise. As a research enthusiast, I am awe-inspired by the abundance of technological innovations that are currently reshaping our field for the better.

What are the most promising innovations?

Among the myriad of exciting

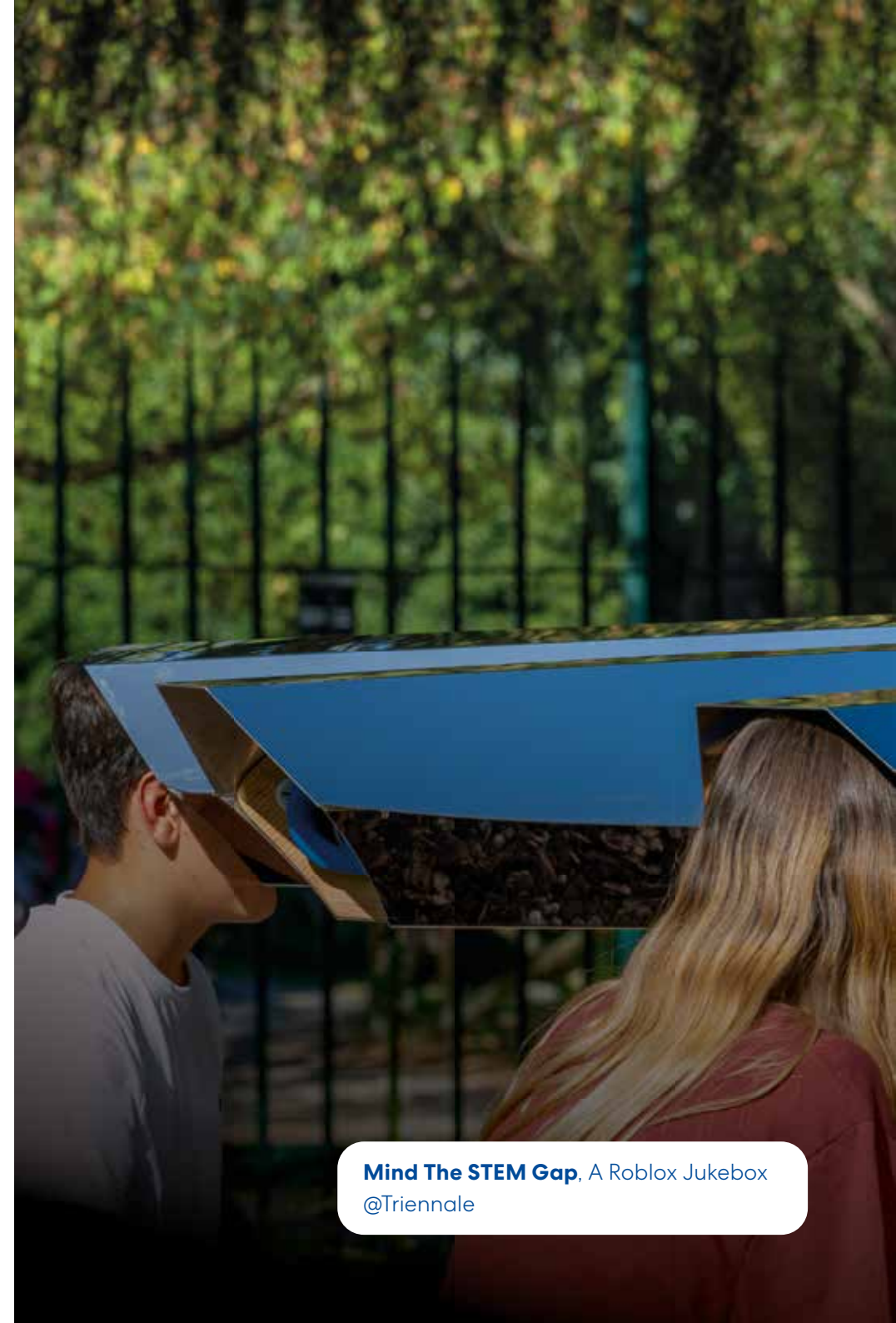
Federica Vernuccio,
Doctor and
Professor of
Radiology at
the University of
Palermo. Winner
of a Bracco
Clinical Fellowship.



advancements, two stand out as particularly promising. Firstly, artificial intelligence (AI), which has already proven its worth by elevating image quality. It will become an invaluable ally for radiologists in the coming years, by streamlining reporting times, prioritising tests, and offering enhanced diagnostic support. Secondly, the advent of photon-counting CT, a groundbreaking technology that will increase the amount of information we can obtain from a single image. For instance, photon counting enables unparalleled precision and lower radiation exposure when analysing the composition of small kidney stones, facilitating the selection of more targeted therapies.

7.2 Our Role in Local Communities

Having a global impact, our Corporate Social Responsibility activities reach almost every corner of the globe with initiatives that target local challenges. Our passion for knowledge and education remains a core driver of centralized CSR activity, as does our focus on youth, diversity and inclusion.



Mind The STEM Gap, A Roblox Jukebox
@Triennale

~2,800 

**STUDENTS SUPPORTED THROUGH
SCHOLARSHIPS OR PROJECTS PROMOTING
PSYCHOLOGICAL WELL-BEING FROM 2021**

Flagship Initiatives

Bracco Psycho-Pedagogical Centre (CPP)

For over 20 years, the Bracco Psycho-Pedagogical Centre (CPP) has been a point of reference for the psychological well-being of minors and families in Lombardy. A collaboration with the cities of Cesano Maderno, Ceriano Laghetto, and Milan, its three centers offer free support to children and young people with behavioral problems and learning difficulties and a free certification service for specific learning disorders. **In 2022, the CPP supported 211 families, 17% more than in 2021.**

College Fulvio Bracco, Benin

For over 10 years, Bracco has cooperated with the “Amici dell’Africa O.N.L.U.S.” Association in Benin, providing training, protecting from harm, and create job opportunities for youth. Bracco helped with the construction of the Fulvio Bracco College, providing necessary infrastructure like electricity and water. It built three school modules, an administrative building, and a **laboratory for chemistry, physics, and biology, as well as sports fields.** The college currently has around 900 students, with increasing numbers of girls.

SUPPORTING THE RIGHT TO EDUCATION IN BENIN

Education is a multiplier of opportunities. This is particularly true in developing countries, where the starting socio-economic conditions often determine the path one is forced to take in life. This is why **Bracco has supported the Amici dell’Africa - A.D.A in Benin for over ten years.** The non-profit organisation seeks to make high school education accessible to as many girls and boys as possible. The Collège d’enseignement général (CEG) in Barei is a public secondary school that was named after Cavalier Fulvio Bracco, a Knight of the Order of Merit for Labour, in 2006. Bracco’s support enabled the construction of school modules with classrooms, an administrative block, multi-purpose spaces for the community, a physical chemistry and biology laboratory and sports fields. It also helped **establish a scholarship programme**, particularly for girls, in 2016. Due to several factors, the dropout rate in secondary school is quite high, especially for female students, who are forced to work or take care of their siblings. Today, the Collège hosts around 900 pupils from many villages, and between 2016 and 2022 many girls and boys benefited from Bracco scholarships. Anifath Taga, who is now 19 years old, is one of them. She has continued her education, studying nursing in Niger and plans to return home and work with pregnant women in her village. “With the scholarship I was able to improve my study method and overcome the obstacles that were holding me back in my schooling. Thank you for what you have done for me and my family,” said Anifath Taga in a letter written at the end of the school year in which she received



Other Community Contributions



2,567 h

HOURS DEDICATED BY BRACCO EMPLOYEES
TO VOLUNTEER ACTIVITIES IN 2022



10%

OF BRACCO EMPLOYEES DEDICATED
WORKING HOURS TO VOLUNTEER ACTIVITIES IN 2022



This is
an objective
within the
Sustainability
Plan

The culture of social responsibility inherent in the company and the contributions it has made to local communities is evident in our 2022 initiatives, particularly in the areas of sports, education and volunteering.

OUR RESPONSE TO THE CONFLICT IN UKRAINE

Zaporizhzhia, Odessa, Lyubotyn, Kharkiv. These cities have sadly become famous since February 2022 when the conflict in Ukraine erupted. **Refugee families from these cities are being housed in three villas that belong to Bracco in Cesano Maderno**, in the Monza and Brianza province, where one of the Group's production sites is located. President Diana Bracco is the one who initiated the housing program, which involved Bracco Real Estate, Bracco S.p.A and Bracco Imaging, coordinated by the CSR function. The employees in Cesano Maderno immediately sought to offer support to the families, while local relations with institutions and non-profit organizations were activated. In 2022, the families were able to either return to Ukraine or find more stable housing and work situations. With the help of the city of Cesano Maderno, the empty homes were used to house other families with members who have specific needs, like elderly and children, who continued attending school through distance learning or were enrolled in the Italian system. The voluntary dedication of Bracco's employees is truly commendable. In addition to collecting basic goods, from appliances to bicycles and meals from the company cafeteria, they established strong relationships with the Ukrainian families through personal interactions, representing the best of the Bracco Group's values.



SPORTS AS EDUCATION

We Play the Future - Italy

We Play the Future supports hundreds of young people in sports to foster inclusion and encourage youth development. In Italy we are a main partner of "Bracco Atletica" and Bracco Pro Patria Volley Milan.

Velofit Singen (BIPSO)

After the BIPSO bicycle challenge "FIFA2," we supported "Velofit", which recycles used bicycles and parts and offers repairs at social prices, in cooperation with the city of Singen, the "InSi helper group," ADFC, schools, and kindergartens.



EDUCATION AND AWARENESS

Radiology scholarships - Scandinavia (BIS)

Bracco Imaging Scandinavia offers young radiologists a scholarship for radiology projects. In 2022, the scholarship was awarded to the project "Development of new means of measuring breast tissue with 3T MR - focusing on lipid tissue and its relation to diagnostic outcomes and prognosis for women with breast cancer."

CT Colonography Initiatives - MyVirtualColonoscopy.com - US (BDI)

Bracco Diagnostics Inc. created MyVirtualColonoscopy.com to encourage patients to get screened for colon cancer using the fastest, easiest, and simplest way: CT Colonography. Targeted, unbranded advertisements will begin in March 2023, for Colon Cancer Awareness month, in New York, Boston, and Madison.

ATOM science festival - UK (BED)

Blue Earth Diagnostics participated in the ATOM Festival of Science and Technology in Abingdon near Oxford, UK, to encourage a passion for science and its potential to change the world. We explained how radioactivity is around us all the time and that it can be utilized in useful ways, such as in diagnostic medical imaging!

Computer donation - China (Bracco Sine)

Every year, around 50 laptops are donated to schools in rural areas of China along with book donations from Bracco China employees, which is followed by the "Bracco reading corner", a bookshelf containing around 500 donated books.



VOLUNTEERING AND DONATIONS

Volunteer Day - Jersey Shore, US (BDI)

Fifty employees volunteered to clean up Cliffwood Beach (NJ area) for 3.5 hours. The volunteers collected a total of about 103 kg of trash from the shoreline and local park.

Breast Cancer Awareness Campaign - China (Bracco Sine)

Thirty-eight volunteer employees spent an afternoon in a crowded area of Shanghai sharing knowledge and promoting Breast Cancer awareness to the public.

Korea pediatric cancer foundation - Korea

The project aimed to support and sustain medical expenses for pediatric cancer patients (totaling €3,359) using the ProHance Photo League (PPL). A total of 130 radiologists and radio technicians participated in the project in 2022.

We Care Tucson - Tucson, US (BDI)

Bracco Diagnostics Inc. brought its colleagues together at its 2022 National Sales Meeting team-building event in Tucson, AZ, to build and donate 40 wheelchairs valued at \$28,000 to a noteworthy local organization, We Care Tucson.

Volunteer Day 2022 - China (Bracco Sine & Bracco Imaging)

The volunteer clean-up in Shanghai, Beijing, Chengdu, Guangzhou, Wuhan, and Chongqing, with more than 280 participants across China collected 871kg of garbage, equivalent to a reduction of 5.22 tons of carbon emissions.

A Spotlight on **Female Sports**

From volleyball to track & field, we are committed to supporting young athletes and spreading the educational value of sports

D Pro Patria Volley Milano is a historic sports club for which Bracco has been a main sponsor since 2012. Active since 1965, the club is deeply rooted in the city of Milan and is a major point of reference for the world of Italian Women's Volleyball. Bertolini, a former volleyball player and now lawyer, became president after being on staff for years.

Why do you dedicate your free time to Bracco Pro Patria?

I love to feel the energy of the young people and know that I can help them.

It is a privilege to see these girls and young women grow as confident and aware people on and off the court. We are not only a competitive team but also a place to learn about volleyball and involved in schools to prove that sports are for everyone regardless of socio-economic barriers.

How does the Bracco sponsorship help you?

We have a solid relationship with Bracco strengthened by exchange and interactions that go beyond the sponsorship. Their constant presence

allows us to plan activities and give the athletes unique benefits, like an internal psychology service that is free and open to families, as well as two physical therapists and a top athletic trainer.

What phrase do you hear most often from the athletes no matter the age?

We get a lot of thanks from them. They appreciate being able to participate in activities of inclusion and integration or to have developed or discovered a talent or predisposition they didn't know they had, like leadership. This too is the power of sports.

Enrica Bertolini,
President of
Bracco Pro Patria
Volley Milano



“Sports not only give us a healthy lifestyle but influences our self-esteem and personality.”

ENRICA BERTOLINI,
PRESIDENT OF BRACCO PRO PATRIA
VOLLEY MILANO

A quick middle-distance runner with competitive times nationally and at a European level, Pellicoro began running at 13 and joined Bracco Track & Field (Bracco Atletica) in 2018. Today, at 23, she combines competition with her studies in Biology at the University of Portland, in Oregon, where she received a scholarship for sports.

What has Track & Field taught you?

To dream big and to be confident and determined. It has helped me discover my potential as a runner and a person. We must be consistent and patient to

gain results, a lesson you need on the track and in life.

What doors has Bracco Track & Field opened for you?

It is a top club where I have always had the best technical, medical and psychological support. Everyone, all the way up to the president, are a huge support for the athletes, in victories and in injuries. Thanks to them, I was able to race at a higher, international level. While participating in qualifying competitions for European championships with the Bracco jersey,

I was noticed by some American coaches, which was a fundamental contact that allowed me to go to the US to study.

What relationship do you have with the club now that you live in the US?

I am in Portland most of the year and I race for the university team, but I try to return to Italy so I can run with my Bracco jersey every chance I get. Many girls dream of wearing it and I will always be honored to run with the colors of Bracco Atletica.

Laura Pellicoro,
athlete on the
Bracco Track &
Field team



“Maybe not everyone can be a champion, but with dedication, consistency and a strong mind, everyone can reach important goals in sports and in life.”

LAURA PELLICORO, ATHLETE ON THE
BRACCO TRACK & FIELD TEAM


7.3 Bracco Foundation: Supporting Women and Youth


Bracco Foundation, led by President Diana Bracco, was established in 2010. It is rooted in 95 years of strong family values, especially corporate social responsibility.

The Foundation aims to create and disseminate expressions of culture, art and science, to improve quality of life and social cohesion, and is specifically focused on female empowerment and youth.



Foundation projects:

 **Arts and Culture:** Bracco Foundation promotes and enhances Italian cultural, historical and artistic heritage, particularly at the intersection of art and science, this includes diagnostic imaging applied to the cultural sector, science as a leading player from artistic perspectives, and a continual exchange between different fields of knowledge.

 **Science and Social:** Bracco Foundation promotes a scientific culture and the protection of health, particularly regarding prevention in women.

It develops charitable initiatives for collective well-being, in which the culture of prevention is a priority topic for intervention.

 **Project "Diventerò" (Young People Project):** A multi-year initiative, the project accompanies outstanding young people in their educational and professional career in different fields. The three project areas are research, entrepreneurship and training for universities and schools. For instance, **Ora di Scienza! (Science hour!)**, an inclusive program for middle and high school students that aims to foster enthusiasm for the sciences through talks with female scientists and new ideas for teaching methods and lessons.

[GRI 3-3] [GRI 413-1]

Promoting key competences and overcoming stereotypes with the Mind the STEM Gap Manifesto

Established in 2021, Mind the STEM Gap is Bracco Foundation's [Manifesto](#) for women's access to STEM disciplines to overcome gender disparity in these fields, raise awareness of women's contributions to science, promote more inclusive education for girls and support the community of educators. In 2022, Bracco Foundation produced an interactive installation on the Manifesto, called "Mind the STEM Gap - A Roblox Jukebox" at Triennale Milano to experiment with cutting-edge languages and technologies.




+1,000
SIGNATURES FOR THE MIND THE STEM GAP MANIFESTO IN 2022


This is an objective within the Sustainability Plan

10P10138 针头固定座
29P60019 针架水平摆杆
1C220016-25 高精度透气滤芯

F28H220010 滤芯
M95Y1102 滤芯
E467001201 滤芯

8

Material Topics

21 P10050
21 P10020
C29671003

石臼
连接件
螺栓型连轴轴承

F02269 水 A20-0280



Echo Jiang, Bracco Sine, Shanghai

Material Topics

Business ethics*

Topic	Description
Transparency and responsible Business	Fight against active and passive corruption and ethical and transparent conduct of business activities, with particular reference to the adoption of: ethical principles, guidelines and international standards in the definition of codes of conduct and norms of conduct, Organization Model, Management and Control 231, Code of Ethics, principles and Codes of conduct.
Governance and ESG strategy	Integration of sustainability into the Group's strategy and business management through a governance system that also takes ESG issues into account to ensure management of business activities that considers the totality of social, environmental and economic aspects that may affect the Group's activities and on which the Group itself impacts.
Data protection	Diligence and professionalism in the management of personal and sensitive data to ensure their security and maintain their confidentiality. Continuous investments in tools and technologies for the privacy of personal data, also in line with the regulations in force in the countries in which the Group operates (e.g. GDPR).
Digital innovation and emerging technologies	Promotion of a growth strategy based on digital innovation, in order to anticipate new trends and be competitive in the market, enhancing and strengthening the offer through digital processes that stimulate a continuous evolution and quality of services provided in a responsible manner.

*The figures relating to the staff refer only to employees of the Bracco Group, without considering the 164 external contractors at the production sites who worked for the Group in 202

Bioethics and
transparency in clinical
trials

Transparent conduct in compliance with regulations regarding ethical issues related to the use of new technologies and products in clinical trials to ensure patient safety and awareness.

Responsible supply chain
management

Adoption of initiatives, policies and practices for a responsible management of procurement processes, including qualification process, selection, and supplier assessment/audit activities (e.g. use of a portal for selection, audit and inspection activities, requirement of specific certifications). It also protects human rights in business activities along the value chain.

Responsibility to people

Topic	Description
Worker health and safety	Continuous commitment and development of internal workplace health and safety practices and programs. Promotion of specific health and safety training for employee, and monitoring and accident prevention activities in the workplace (e.g. health care activities, management systems and acquired certifications).
Diversity and equal opportunity	Defining and promoting internal activities and procedures for social inclusion, non-discrimination and diversity management for minorities (e.g. disability, gender, age, ethnicity, religion), with particular reference to equal pay for equal role and freedom of expression.
Welfare and well-being	Development of internal procedures for the continuous enhancement of resources and corporate welfare in order to guarantee a good working environment and a work-life balance to enhance people wellbeing.
Attraction, management and development of human resources	Management of the Group's workforce in order to create the best working conditions and activities aimed at attracting, selecting and hiring qualified personnel. Development of professional growth paths aimed at strengthening the technical, linguistic, managerial and organizational skills of human capital.

Responsibility towards patients

Topic	Description
Products and services quality	Commitment to the development of activities and procedures to ensure customer satisfaction and the offer of high-quality products, services and technologies, with targeted actions (e.g. internal audit and inspection plan) that guarantee the quality and safety, as well as compliance with laws and regulations, raw materials, products and production processes.
Patients' health and safety	Maintaining the Group's focus on offering products, services and technologies that ensure and protect the health of patients in the diagnostic center and consumers.
Research & Development and Intellectual property	Continued promotion of Research and development activities aimed at the design of new products and services for medical needs, including procedures to maximize and promote the protection of innovative technologies, cutting-edge know-how and intellectual property through patents.

Environmental responsibility

Topic	Description
Climate Change Mitigation and Adaptation	<p>Mitigation and adaptation to climate change through management of energy resources and emissions (direct and indirect) resulting from business activities, through the definition of energy efficiency strategies, the monitoring of energy consumption, the progressive increase in the use of renewable sources and the promotion of activities to reduce air pollution.</p>
Water resource management	<p>Efficient management of water resources by continuously monitoring water consumption and adopting policies and practices that promote responsible water use.</p>
Monitoring and reduction of waste and discards	<p>Monitoring of waste production and conscious management of hazardous and non-hazardous waste related to the Group's business activities (from collection to disposal, including the promotion recycling), including the correct disposal of chemical-pharmaceutical products and the promotion of practices for the valorization of waste as a resource, as well as the proper management of water discharges and wastewater disposal methods.</p>
Circular Economy and innovative sustainable solutions	<p>Adoption of processes that allow assessment of consumption and traceability of the origin of raw materials and semi-finished products, in order to ensure responsible management of the resources used and promote the use of raw materials and products with low environmental and social impact throughout the life of the product, from the research and development phase to production and disposal. Promotion of recovery, recycling and reuse of substances, materials and packaging, in order to reduce the production volume and minimize the use of new raw materials.</p>
Environmental protection and safety	<p>Promotion of environmental protection and compliance with environmental laws and regulations to reduce the impact of business activities in order to meet the needs of stakeholders affected by the products and services the Group produces and distributes.</p>

GRI Content Index

The table below lists the material topics identified by Bracco correlated with the GRI Standards reported on. For these topics, the column “Scope of material topics” specifies the subjects that may generate an impact with respect to each topic, both internally and outside the Group. Furthermore, the column “Involvement of the organisation in impacts” also indicates the role of Bracco in relation to the impact generated with respect to each material topic.

Material topics	GRI Standards	Scope of material topics	Involvement of the organisation in impacts
Transparency and responsible business	GRI 205 Anti-corruption	Bracco Group	Direct involvement
Governance and ESG strategy	n/a	Bracco Group	Direct involvement
Data protection	GRI 418 Consumer privacy	Bracco Group; Patients	Direct and indirect involvement
Digital innovation and emerging technologies	n/a	Bracco Group; Business Partners; Universities and research centres; Medical professionals; Healthcare organisations and diagnostics centres	Direct involvement and connected with its activities
Bioethics and transparency in clinical trials	n/a	Bracco Group	Direct involvement

Responsible supply chain management	GRI 204 Procurement practices GRI 308 Supplier environmental assessment	Bracco Group; Suppliers; Business Partners	Direct involvement and connected with its activities
Worker health and safety	GRI 403 Occupational health and safety	Bracco Group; Employees	Direct involvement
Diversity and equal opportunity	GRI 405 Diversity and equal opportunity GRI 406 Non-discrimination	Bracco Group; Employees	Direct involvement
Welfare and well-being	GRI 401 Employment	Bracco Group; Employees	Direct involvement
Attraction, management and development of human resources	GRI 401 Employment GRI 404 Training and education	Bracco Group; Employees	Direct involvement
Products and services quality	n/a	Bracco Group; Business Partners; Patients; Healthcare organisations and diagnostics centres; Patients	Direct and indirect involvement
Patient health and safety	GRI 416 Customer health and safety	Bracco Group; Medical professionals; Healthcare organisations and diagnostics centres; Patients	Direct and indirect involvement and connected with its activities
Research & Development and Intellectual property	n/a	Bracco Group	Direct involvement
Climate Change Mitigation and Adaptation	GRI 302 Energy GRI 305 Emissions	Bracco Group; Production sites and research centres	Direct involvement

Water resource management	GRI 303 Water and effluents	Bracco Group; Production sites and research centres	Direct involvement
Monitoring and reduction of waste and discards	GRI 303 Water and effluents GRI 306 Waste	Bracco Group; Production sites and research centres	Direct involvement
Circular Economy and innovative sustainable solutions	GRI 301 Materials	Bracco Group; Production sites and research centres	Direct involvement
Environmental protection and safety	n/a	Bracco Group; Production sites and research centres	Direct involvement
Community involvement and support	GRI 413 Local communities	Bracco Group; Local communities	Direct involvement
Promotion of the culture of health	n/a	Bracco Group; Local communities	Direct involvement

The table below shows the performance indicators in compliance with the “Core” option of the “GRI Sustainability Reporting Standards”. For each indicator, there is a reference to the Report page on which the indicator may be found or other publicly available sources which may be consulted.

Statement of use		Bracco S.p.A has reported in accordance with the GRI Standards for the period 1 January - 31 December 2022	
GRI 1 used		GRI 1: Foundation 2021	
Indicator		Page	Notes
GRI 2: GENERAL DISCLOSURES (2021)			
The organization and its reporting practices			
2-1	Organizational details	Pag. 4	Headquarter Via Caduti di Marcinelle 13, 20134 Milano
2-2	Entities included in the organization’s sustainability reporting	Pag. 4	
2-3	Reporting period, frequency and contact point	Pag. 4	
2-4	Restatements of information	Pag. 4	
2-5	External assurance		This Sustainability Report is not subject to external assurance.
Activities and workers			
2-6	Activities, value chain and other business relationships	Pag. 4; 44-48, 21-22; 152-155	

2-7	Employees	Pag. 92-110; 193-196	
2-8	Workers who are not employees	Pag. 92-110; 197	
Governance			
2-9	Governance structure and composition	-	Not applicable to the Bracco Group since it is an unlisted company and it is not required by law to report the following information.
2-10	Nomination and selection of the highest governance body	Pag. 24	
2-11	Chair of the highest governance body	Pag. 24-25	
2-12	Role of the highest governance body in overseeing the management of impacts	Pag. 39-48	
2-13	Delegation of responsibility for managing impacts	Pag. 25	
2-14	Role of the highest governance body in sustainability reporting	Pag. 4	
2-15	Conflicts of interest	-	Not applicable to the Bracco Group since it is an unlisted company and it is not required by law to report the following information.
2-16	Communication of critical concerns		No communication of Critical Concern on ESG matter have been brought to the attention of the BoD
2-17	Collective knowledge of the highest governance body	Pag. 39-48	
2-18	Evaluation of the performance of the highest governance body	Pag. 39-48	

2-19	Remuneration policies	Pag. 30-31	
2-20	Process to determine remuneration	Pag. 30-31	
2-21	Annual total compensation ratio		<p>The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is 13.6.</p> <p>The values used to calculate the ratio did not change significantly so the ratio remains constant between the two years.</p>
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Pag. 5	
2-23	Policy commitments	Pag. 23-31, 67, 77, 91-94, 122-124, 143, 148-149, 153-154	
2-24	Embedding policy commitments	Pag. 23-31, 67, 77, 91-94, 122-124, 143, 148-149, 153-154	
2-25	Processes to remediate negative impacts	Pag. 23-31, 67, 77, 91-94, 122-124, 143, 148-149, 153-154	
2-26	Mechanisms for seeking advice and raising concerns	Pag. 31	
2-27	Compliance with laws and regulations		No significant instances of non-compliance with social, economic and environmental regulations were brought to the attention of the Board of Director of Bracco S.p.A.
2-28	Membership associations	Pag. 19-20	

Stakeholder engagement			
2-29	Approach to stakeholder engagement	Pag. 42-45; 48	
2-30	Collective bargaining agreements	Pag. 197	
Material topics			
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics	Pag. 42-45	
3-2	List of material topics	Pag. 45	
Material topics: Responsible supply chain management			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 152-155; 172-177; 205	
GRI-204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	Pag. 155; 205	
GRI-308: Supplier environmental assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	Pag. 154	
Material topics: Transparency and responsible business			

GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 23-36; 42-45; 172-177; 217-224	
GRI-205: Anti-corruption (2016)			
205-1	Operations assessed for risks related to corruption	Pag. 23-36	
205-2	Communication and training about anti-corruption policies and procedures	Pag. 23-36; 217-224	
205-3	Confirmed incidents of corruption and actions taken	-	In 2022, the Group did not record any confirmed incidents of corruption
Material topics: Circular Economy and innovative sustainable solutions			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 141-147; 172-177; 205-206	
GRI-301: Materials (2016)			
301-1	Materials used by weight or volume	Pag. 205	
301-2	Recycled input materials used	Pag. 206	
301-3	Reclaimed products and their packaging materials	Pag. 206	
Material topics: Climate Change Mitigation and Adaptation			
GRI 3: Material Topics (2021)			

3-3	Management of material topics	Pag. 42-45; 120-132; 172-177; 207-212	
GRI-302: Energy (2016)			
302-1	Energy consumed within the organization	Pag. 207-209	
302-3	Energy intensity	Pag. 209-210	
GRI-305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Pag. 211	
305-2	Energy indirect (Scope 2) GHG emissions	Pag. 211	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Pag. 212	
Material topics: Water resource management			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 133-140; 172-177; 214-215	
GRI-303: Water and effluents (2018)			
303-1	Interactions with water as a shared resource	Pag. 133-140	
303-2	Management of water discharge-related impacts	Pag. 133-140	
303-3	Water withdrawal	Pag. 214	
303-5	Water consumption	Pag. 215	

Material topics: Monitoring and reduction of waste and discards			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 120-140; 172-177; 213; 215	
GRI-303: Water and effluents (2018)			
303-4	Water discharge	Pag. 215	
GRI-306: Waste (2020)			
306-1	Waste generation and significant waste-related impacts	Pag. 120-140	
306-2	Management of significant waste-related impacts	Pag. 213	
306-3	Waste generated	Pag. 213	
Material topics: Welfare and well-being			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 88-91; 95-96; 172-177	
GRI-401: Employment (2016)			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pag. 88-91; 95-96	
Material topics: Worker health and safety			
GRI 3: Material Topics (2021)			

3-3	Management of material topics	Pag. 42-45; 111-117; 172-177; 202-204	
GRI-403: Occupational Health and Safety (2018)			
403-1	Occupational health and safety management system	Pag. 111-117	
403-2	Hazard identification, risk assessment, and incident investigation	Pag. 111-117	
403-3	Occupational health services	Pag. 111-117	
403-4	Worker participation, consultation, and communication on occupational health and safety	Pag. 111-117	
403-5	Worker training on occupational health and safety	Pag. 111-117	
403-6	Promotion of worker health	Pag. 111-117	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 111-117	
403-8	Workers covered by an occupational health and safety management system	Pag. 111-117; 202-203	
403-9	Work-related injuries	Pag. 111-117; 204	
Material topics: Attraction, management and development of human resources			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 97-110; 172-177	

GRI-401: Employment (2016)			
401-1	New employee hires and employee turnover	Pag. 198-200	
GRI-404: Training and education (2016)			
404-3	Percentage of employees receiving regular performance and career development reviews	Pag. 200	
Material topics: Diversity and equal opportunity			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45; 92-94; 172-177; 201	
GRI-405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	Pag. 201	
405-2	Ratio of basic salary and remuneration of women to men	Pag. 201	
Material topics: Community involvement and support			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 158-169, 172-175	
GRI-413: Local Communities (2016)			
413-1	Operations with local community engagement, impact assessments, and development programs	Pag. 158-169	

Material topics: Patient health and safety			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 23-36, 42-45, 56-58, 172-175	
GRI-416: Customer Health and Safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	Pag. 56-58	
Material topics: Data protection			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 23-36, 42-45, 172-175, 225	
GRI-418: Customer Privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	In 2022, the Group recorded no cases of breaches of customer privacy and losses of customer data
Material topics: Governance and ESG strategy			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 23-25, 39-41, 42-45, 172-175	
Material topics: Digital innovation and emerging technologies			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 82-85, 172-175	

Material topics: Bioethics and transparency in clinical trials			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 32-33, 172-175	
Material topics: Products and services quality			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 32, 42-45, 57-58, 76-79, 172-175	
Material topics: Research & Development and Intellectual property			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 49-85, 172-175	
Material topics: Environmental protection and safety			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 118-149, 172-175	
Material topics: Promotion of the culture of health			
GRI 3: Material Topics (2021)			
3-3	Management of material topics	Pag. 42-45, 96, 116-117, 156-169, 172-175	

Performance indicators

HUMAN RESOURCES

Organic and Diversity*

Number of employees by gender and by region [GRI 2-7]

Head Count	from 1st January to 31st December 2022			from 1st January to 31st December 2021		
	Male	Female	Total	Male	Female	Total
Italy	741	658	1,399	728	642	1,370
Rest of Europe	404	409	813	415	425	840
North America	486	391	877	509	436	945
Rest of the World	298	260	558	313	262	575
Total	1,929	1,718	3,647	1,965	1,765	3,730

*The figures relating to the staff refer only to employees of the Bracco Group, without considering the 164 external contractors at the production sites who worked for the Group in 2022

Number of employees by type of contract, gender and region [GRI 2-7]

Head Count	from 1st January to 31st December 2022				from 1st January to 31st December 2021			
	Permanent	Temporary	Non-guaranteed hours employee	Total	Permanent	Temporary	Non-guaranteed hours employee	Total
Italy								
Male	727	14	-	741	719	9	-	728
Female	621	37	-	658	594	48	-	642
Total	1,348	51	-	1,399	1,313	57	-	1,370
Rest of Europe								
Male	390	14	-	404	401	14	-	415
Female	399	10	-	409	408	17	-	425
Total	789	24	-	813	809	31	-	840
North America								
Male	486	-	-	486	508	1	-	509
Female	391	-	-	391	436	-	-	436
Total	877	-	-	877	944	1	-	945
Rest of the World								
Male	174	124	-	298	172	141	-	313
Female	126	134	-	260	128	134	-	262
Total	300	258	-	558	300	275	-	575

TOTAL								
Male	1,777	152	-	1,929	1,800	165	-	1,965
Female	1,537	181	-	1,718	1,566	199	-	1,765
Total	3,314	333	-	3,647	3,366	364	-	3,730

Number of employees broken down by full-time/part-time, gender and region [GRI 2-7]

Head Count	from 1st January to 31st December 2022			from 1st January to 31st December 2021		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Italy						
Male	736	5	741	725	3	728
Female	574	84	658	562	80	642
Total	1,310	89	1,399	1,287	83	1,370
Rest of Europe						
Male	327	82	409	399	16	415
Female	387	17	404	345	80	425
Total	714	99	813	744	96	840
North America						
Male	486	-	486	508	1	509
Female	391	-	391	434	2	436
Total	877	-	877	942	3	945

Rest of the World						
Male	298	-	298	313	-	313
Female	260	-	260	262	-	262
Total	558	-	558	575	-	575
TOTAL						
Male	1,847	87	1,934	1,945	20	1,965
Female	1,612	101	1,713	1,603	162	1,765
Total	3,459	188	3,647	3,548	182	3,730

Number of employees by age group and region [GRI 2-7]

Head Count	From January 1st to December 31st 2022				From January 1st to December 31st 2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Italy	133	701	565	1,399	129	671	570	1,370
Rest of Europe	63	418	332	813	71	441	328	840
North America	67	414	396	877	62	471	412	945
Rest of the World	31	414	113	558	39	432	104	575
Total	294	1,947	1,406	3,647	301	2,015	1,414	3,730

Number of external workforce by occupational category and gender [GRI 2-8]

Head Count	from 1st January to 31st December 2022			from 1st January to 31st December 2021		
	Male	Female	Total	Male	Female	Total
Interim - Agency	194	174	368	167	153	320
Consultant	63	61	124	68	58	126
Interns	16	25	41	18	16	34
Others	5	4	9	4	6	10
Total	278	264	542	257	233	490

Percentage of employees covered by collective bargaining agreements [GRI 2-30]

Percentage of employees	as of 31st December 2022	as of 31st December 2021
Employees covered by collective bargaining agreements	53.7%	52.1%

Number and rate of new employee hires during the reporting period, by age group, gender and region [GRI 401-1]

Number of employees	From 1st January 2022 to 31st December 2022						From 1st January 2021 to 31st December 2021					
	Total Employees at 31.12.22	<30	30-50	>50	Total	Turnover %	Total Employees at 31.12.21	<30	30-50	>50	Total	Turnover %
Italy												
Male	741	22	40	10	72	10%	728	26	34	6	66	9%
Female	658	34	32	2	68	10%	642	34	45	5	84	13%
Total	1,399	56	72	12	140	10%	1,370	60	79	11	150	11%
%		42%	10%	2%	10%			47%	12%	2%	11%	
Rest of Europe												
Male	404	4	24	6	34	8%	415	12	40	11	63	15%
Female	409	9	19	7	35	9%	425	6	22	4	32	8%
Total	813	13	43	13	69	8%	840	18	62	15	95	11%
%		21%	10%	4%	8%			25%	14%	5%	11%	
North America												
Male	486	18	47	14	79	16%	509	14	55	23	92	18%
Female	391	17	40	13	70	18%	436	19	53	24	96	22%
Total	877	35	87	27	149	17%	945	33	108	47	188	20%
%		52%	21%	7%	17%			53%	23%	11%	20%	
Rest of the World												
Male	298	6	31	9	46	15%	313	15	63	12	90	29%
Female	260	5	39	-	44	17%	262	15	53	2	70	27%

Total	558	11	70	9	90	16%	575	30	116	14	160	28%
%		35%	17%	8%	16%			77%	27%	13%	28%	
Total Group												
Total	3,647	115	272	61	448	12%	3,730	141	365	87	593	16%
%		39%	14%	4%	12%			47%	18%	6%	16%	

Number and rate of employee turnover during the reporting period, by age group, gender and region [GRI 401-1]

Number of employees	From 1 st January 2022 to 31 st December 2022						From 1 st January 2021 to 31 st December 2021					
	Total Employees at 31.12.22	<30	30-50	>50	Total	Turnover %	Total Employees at 31.12.21	<30	30-50	>50	Total	Turnover %
Italy												
Male	741	5	20	34	59	8%	728	3	12	34	49	7%
Female	658	13	22	17	52	8%	642	8	20	13	41	6%
Total	1,399	18	42	51	111	8%	1,370	11	32	47	90	7%
%		14%	6%	9%	8%			9%	5%	8%	7%	
Rest of Europe												
Male	404	6	24	15	45	11%	415	4	20	23	47	11%
Female	409	8	22	21	51	12%	425	3	14	19	36	8%
Total	813	14	46	36	96	12%	840	7	34	42	83	10%
%		22%	11%	11%	12%			10%	8%	13%	10%	
North America												

Male	486	12	51	39	102	21%	509	4	45	39	88	17%
Female	391	12	66	37	115	29%	436	7	29	27	63	14%
Total	877	24	117	76	217	25%	945	11	74	66	151	16%
%		36%	28%	19%	25%			18%	16%	16%	16%	
Rest of the World												
Male	298	5	47	9	61	20%	313	8	52	6	66	21%
Female	260	3	38	5	46	18%	262	10	44	6	60	23%
Total	558	8	85	14	107	19%	575	18	96	12	126	22%
%		26%	21%	12%	19%			46%	22%	12%	22%	
Total Group												
Total	3,647	64	290	177	531	15%	3,730	47	236	167	450	12%
%		22%	15%	13%	15%			16%	12%	12%	12%	

Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period [GRI 404-3]

Number and percentage of employees	From January 1 st 2022 to December 31 st 2022			From January 1 st 2021 to December 31 st 2021		
	% Male	% Female	% Total	% Male	% Female	% Total
Executives	100%	100%	100%	100%	100%	100%
Manager	100%	100%	100%	100%	100%	100%
White Collar	54%	42%	47%	55%	43%	48%
Blue Collar	14%	24%	17%	16%	32%	22%
Total	58%	51%	55%	51%	49%	50%

Percentage of employees by occupational category, gender and age group [GRI 405-1]

Percentage of employees	From January 1 st 2022 to December 31 st 2022					From January 1 st 2021 to December 31 st 2021				
	Male	Female	<30	30-50	>50	Male	Female	<30	30-50	>50
Executives	70%	30%	-	28%	72%	71%	29%	-	26%	74%
Manager	58%	42%	0.16%	51%	49%	59%	41%	0.30%	52%	48%
White Collar	44%	56%	11%	60%	29%	45%	55%	11%	60%	29%
Blue Collar	70%	30%	10%	44%	46%	65%	35%	10%	46%	44%
Total	53%	47%	8%	53%	39%	53%	47%	8%	54%	38%

Ratio of the basic salary and remuneration of women to men for each employee category [GRI 405-2]

Average basic salary (RAL) of women to men	From January 1 st 2022 to December 31 st 2022		From January 1 st 2021 to December 31 st 2021	
	Basic salary	Total remuneration	Basic salary	Total remuneration
Executives	94%	93%	90%	88%
Manager	107%	92%	95%	93%
White Collar	78%	77%	80%	79%
Blue Collar	113%	114%	112%	113%
Total	84%	80%	82%	80%

HEALTH & SAFETY¹

Workers covered by an occupational health and safety management system [GRI 403-8]

Employees	2022		2021	
	N. of employees	% employees	N. of employees	% employees
Number and percentage of all employees covered by an occupational health and safety management system	2,926	100%	2,873	100%
Number and percentage of all employees covered by an occupational health and safety management system that has been internally audited	2,744	100%	2,706	100%
Number and percentage of all employees covered by that system controlled or certified by an external party	608	100%	603	100%

¹: The consolidated scope for data relating to occupational health and safety refers to all production plants and research centers, specifically: Italy (Ceriano Laghetto, Colletterto Giocosa and Torviscosa), Switzerland (Geneva and Lausanne), Germany (Singen), China (Shanghai), the United States (Minneapolis and Monroe), Canada (Montréal) and Japan (Saitama). Furthermore, the most significant offices and locations were also considered: the Netherlands (Heerlen) and Italy (Milan-HQ and Milan-CDI). The scope of data relating to workers who are not employees refers to all production plants and research centres in Italy (Ceriano Laghetto, Colletterto Giacosa and Torviscosa) as well as in Germany and Japan.

External workers	2022		2021	
	N. of external workers	% of external workers	N. of external workers	% of external workers
Number and percentage of all workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system	164	100%	145	100%
Number and percentage of all workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been internally audited	164	100%	145	100%
Number and percentage of all workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by an occupational health and safety management system that has been audited or certified by an external party	133	100%	115	100%

Work-related injuries² [GRI 403-9]

Employees	2022	2021
The number of recordable work-related injuries	13	9
Of which number of high-consequence work-related injuries (excluding fatalities)	1	0
The number of fatalities as a result of work-related injury	0	0
The number of hours worked	4,836,563	4,768,211
Multiplier	1,000,000	1,000,000
Rate of recordable work-related injuries	2.69	1.89
Of which rate of high-consequence work-related injuries (excluding fatalities)	0.21	0.0
Rate of fatalities as a result of work-related injury	0.0	0.0

External workers	2022	2021
The number of recordable work-related injuries	0	1
Of which number of high-consequence work-related injuries (excluding fatalities)	0	0
The number of fatalities as a result of work-related injury	0	0
The number of hours worked	285,145	245,367
Multiplier	1,000,000	1,000,000
Rate of recordable work-related injuries	0.0	4.0
Of which rate of high-consequence work-related injuries (excluding fatalities)	0.0	0.0
Rate of fatalities as a result of work-related injury	0.0	0.0

² The injury ratio is calculated as the ratio between the number of injuries and hours worked by employees/workers who are not employees, multiplied by 1,000,000 (Source: Sustainability Reporting Guidelines - version GRI Standards, Global Reporting Initiative). Recordable work-related injuries are those injuries that entailed absence from work for more than three days, while high-consequence work-related injuries are injuries that entailed absence from work for more than six months.

SUPPLY CHAIN³

Proportion of expenditure to local suppliers by geographical area⁴ [GRI 204-1]

Proportion of expenditure	2022				2021			
	Italy	Rest of Europe	North America	Rest of the world	Italy	Rest of Europe	North America	Rest of the world
Local suppliers	65.82%	85.50%	88.77%	N/A	69.03%	95.74%	88.33%	N/A

ENVIRONMENT⁵

Materials⁶

Total consumption of raw materials, in tons [GRI 301-1]

Type of material	2022	2021
RAW MATERIALS FOR PRODUCTION	76,432	73,513
APIs (Active Pharmaceutical Ingredients) Intermediates	15,766	15,732
Indirect for processes ⁷	58,678	56,479
Indirect for machines ⁸	1,988	1,302
MATERIAL FOR PACKAGING	8,250	8,202
OF WHICH RENEWABLE MATERIAL (PAPER)	2,702	2,678

3: The consolidated scope for data concerning the supply chain refers to activities relating to the Bracco Imaging and Bracco Medical Technologies business units.

4: Local suppliers refer to those suppliers located in the same geographic markets as those in which the Bracco Group operates.

5: The consolidated scope for environmental information, if not specified otherwise, refers to all production plants and research centres, namely: Italy (Ceriano Laghetto, Colletterto Giocosa and Torviscosa), Switzerland (Geneva and Lausanne), Germany (Singen), China (Shanghai), the United States (Eden Prairie and Monroe), Canada (Montréal) and Japan (Saitama). Furthermore, the most significant offices and locations were also considered: the Netherlands (Heerlen) and Italy (Milan-HQ and Milan-CDI).

6: Data concerning the raw materials and solvents used and saved for the production process refer to the Ceriano Laghetto and Torviscosa (Italy) plants. Instead, data concerning the raw materials used for Packaging refer to all Bracco Group production sites.

7: Solvents, acids, bases and catalysers.

8: Oils and other substances used for the operation of machinery.

Materials used that come from recycling, as a percentage [GRI 301-2]

Type of material	2022	2021
Glass	16%	15%
Paper	67%	64%

Recovered or reclaimed products and related packaging materials, as a percentage [GRI 301-3]

Type of material	2022	2021
API Drums 90 liter ⁹	51%	60%
API Drums 60 liter	53%	60%

⁹: During 2022, there has been a reduction of tons of API Drums 90 liter can be attributed to a change in a customer's technical requests for the container.

ENERGY AND EMISSIONS¹⁰

Energy consumption within the organization by energy source, in GJ [GRI 302-1]

Energy consumption	Unit of measurement	2022	2021 ¹¹
Natural gas	GJ	351,688	343,449
Steam purchased	GJ	632,246	644,038
Electricity purchased	GJ	405,629	395,734
of which purchased from renewable sources and covered by certificates of Guarantee of Origin	GJ	129,578	234,867
Electricity self-produced from renewable sources (photovoltaic) and consumed internally	GJ	109	108
Diesel (both for car fleet and other use)	GJ	7,451	7,739
LPG	GJ	0.1	0.7
Petrol (car fleet)	GJ	2,993	2,049
Total	GJ	1,400,116	1,395,798

¹⁰ Source: NIR - National inventory report 2022:

- Lower heating value of natural gas equal to 0.034287 GJ/smc
- Lower heating value of diesel equal to 42.88 GJ/t
- Lower heating value of automotive diesel equal to 42.82 GJ/t
- Lower heating value of LPG equal to 46.13 GJ/t

Source: FIRE: Guidelines for the appointment of the Energy Manager 2018 - version 2.1:

- Average density of diesel fuel equal to 0.84 kg/l
- Average passenger car diesel density of 1,348 l/t

Source: UK Government GHG Conversion Factors for Company Reporting - Conversion factors 2022:

- Average LPG density of 1,887.69 l/t

¹¹ Following an improvement in data collection, the diesel and petrol consumption data has been restated from that published in the Sustainability Report 2021, as the scope of the car fleet has been expanded to include hybrid and electric cars. The change resulted from the consideration of 34 hybrid cars and 4 electric cars for 2021. Consumption, where applicable, was classified according to the primary source used. Data have also been updated in the tables below.

Self-produced energy within the organisation for sources of energy production and energy sold, in GJ [GRI 302-1]

Self-produced and sold energy	Unit of measurement	2022	2021
From natural Gas			
Electric energy	GJ	-	-
Of which sold	GJ	-	-
Steam	GJ	264,266	251,454
Of which sold	GJ	5,906	6,718
From renewable sources			
Electric energy	GJ	109	108
Total self-produced energy	GJ	264,376	251,562
Of which sold	GJ	5,906	6,718

Number and consumption of company cars used within the organisation [GRI 302-1]¹²

Car fleet ¹³	Unit of measurement	2022	2021
Cars only for professional use	n.	71	74
Cars for both professional and personal use	n.	219	204
Total Cars	n.	290	278
Total consumption for cars only for professional use	GJ	2,178	2,104
Total consumption for cars for both professional and personal use	GJ	7,987	7,321
Total consumption	GJ	10,165	9,425

Energy intensity for some production sites of the organisation, according to specific measurement metrics [GRI 302-3]

Energy intensity (plants of Colletterto Giacosa, Ceriano Laghetto e Torviscosa)	Unit of measurement	2022	2021
Absolute energy consumption	GJ	1,430,449	1,417,393
Material produced	ton	5,513	5,454
Energy intensity	GJ/ton	259	260

¹²: The perimeter of the car fleet are: the Italian Legal Entities (Bracco SPA, Bracco Imaging SPA, SPIN spa, Bracco Imaging Italia Srl; Bracco RE); Milan-CDI; Canada (Montréal) and Japan (Saitama).

¹³: With a view to extending the scope of reporting, the car fleet has been expanded to include hybrid and electric cars for the calculation of car fleet consumption. The 2022 data also take into account 57 hybrid cars and 3 electric cars. Consumption was classified according to the primary source used.

Energy intensity (plants of Eden Praire, Geneva and Saitama)	Unit of measurement	2022	2021
Absolute energy consumption	GJ	41,362	38,325
Pieces produced	N. pcs	3,312,968	2,724,807
Energy intensity	GJ/pcs	0.01	0.01

Energy intensity (plants of Singen e Shangai)	Unit of measurement	2022	2021
Absolute energy consumption	GJ	74,466	73,723
Injectable solution	Litres	2,364,233	2,198,434
Energy intensity	GJ/litres	0.03	0.03

Energy intensity (plant of Montreal)	Unit of measurement	2022	2021
Absolute energy consumption	GJ	26,598	28,645
Barium sulphate	Kg	1,224,607	1,500,454
Energy intensity	GJ/Kg	0.02	0.02

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions [GRI 305-1, GRI 305-2]¹⁴

GHG emissions	Unit of measurement	2022	2021
Direct (Scope 1) GHG emissions	tCO _{2eq}	24,648	21,117
of which due to energy consumption	tCO _{2eq}	21,116	20,233
of which due to the car fleet	tCO _{2eq}	947	884 ¹⁵
of which due to the use of APIs in production processes ¹⁶	tCO _{2eq}	2,585	-
Indirect (Scope 2) GHG emissions - Location based	tCO _{2eq}	60,197	59,968
Indirect (Scope 2) GHG emissions – Market based	tCO _{2eq}	65,446	51,340
Tot Scope 1 e Scope 2 (Location Based)	tCO_{2eq}	84,845	81,336
Tot Scope 1 e Scope 2 (Market Based)	tCO_{2eq}	90,094	72,709

¹⁴: Source of emission coefficients for fossil fuel sources: DEFRA, UK Government - GHG Conversion Factors for Company Reporting 2022. The reporting standard used (GRI Sustainability Reporting Standards 2021) provides two different approaches for calculating Scope 2 emissions: "Location-based" and "Market-based." The "Location-based" approach involves using a national average emission factor related to the specific national energy mix for electricity generation (source of emission factors for Italy: ISPRA - National Inventory Report 2021; source of emission factors for other countries: TERNA, International Comparisons, 2019). The "Market-based" approach requires the use of an emission factor defined on a contractual basis with the electricity supplier, and that the purchase of renewable electricity with Certificates of Guarantee of Origin does not result in greenhouse gas emissions calculated according to this approach. It should be noted that electricity purchased from plants in: Montreal (Canada), Geneva (Switzerland), Colletterto Giocosa (Italy), Marcinelle (Italy), Ceriano (Italy), CDI (Italy), Singen (Germany), Heerlen (Netherlands) appears to be certified by 100% Guarantees of Origin. For all plants, given the absence of specific contractual agreements with electricity suppliers, emission factors related to national "residual mixes" (source of residual mixes: AIB - European Residual Mixes (version 1.1 updated as of May 31, 2022)) were used where possible. For countries whose "residual mix is not available, national average emission factors relative to the specific national energy mix were used (TERNA, International Comparisons, 2019).

¹⁵: Following an improvement in data collection, the car fleet data has been restated from that published in the Sustainability Report 2021 as the scope of the car fleet has been expanded to include hybrid and electric cars. The change resulted from the consideration of 34 hybrid cars and 4 electric cars for 2021. Consumption was classified according to the primary source used.

¹⁶: Starting from 2020, with a view to continuous improvement of the reporting process, Bracco now reports GHG emissions relating to the APIs used in its pharmaceutical products. Being critical to the therapeutic effect, these APIs cannot be replaced by low-GWP alternatives. At the same time, Bracco is implementing pioneering engineering solutions to reduce related GHG emissions, managing to recover 232 kg of SF₆ as of November 2021. The amount not recovered during 2021 of 1,397 kg of SF₆ (equivalent to 32,820 t CO_{2eq}) has been voluntarily offset.

Emissions of nitrogen oxides (NOX), sulphur oxides (SOX) and other significant pollutants into the atmosphere [GRI 305-7]¹⁷

Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Unit of measurement	2022	2021
NO _x	kg	9,913	6,125
SO _x	kg	42	79
Persistent organic pollutants (POP)	kg	-	-
Volatile organic compounds (VOC)	kg	426	500
Particulate matter (PM)	kg	90	97
VIC	kg	185	260
CO	kg	201	127

¹⁷: Any significant changes in other emissions into the atmosphere are due to the calculation method: the verifications are performed according to the monitoring plan established by the control bodies, which requires an annual/half-yearly analysis of the average flow rates of the chimneys to be performed in the plant's heaviest operating conditions. The values thus obtained, expressed in mass flow rates, are multiplied by the plant's total annual hours of operation. The figure is therefore by its very nature indicative and may fluctuate from one year to another.

WASTE

Waste produced by the organisation divided by type and method of disposal, in tons [GRI 306-2]

Waste	2022			2021		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Reuse	-	62	62	-	-	-
Recycling	806	1,321	2,127	806	1,717	2,523
Composting	-	89	89	-	-	-
Recovery	2	108	110	2	452	454
Incineration	6	64	70	1	2	3
Landfill	18	64	82	-	-	-
Other ¹⁸	1,218	4,059	5,277	1,078	4,874	5,952
Total	2,050	5,767	7,817	1,887	7,045	8,932

¹⁸: The category "Other" refers to waste managed by third-party entities to be sent for composting, energy recovery and to the landfill.

WATER

Water withdrawals of the organisation divided according to the types of sources in all areas and areas of water stress [GRI 303-3]

Water withdrawal ¹⁹	Unit of measurement	2022		2021	
		All areas	All areas with water stress	All areas	All areas with water stress
Groundwater (total)	MI	13,812	0	14,232	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	MI	13,812	0	14,232	0
Other water (>1,000 mg/L Total Dissolved Solids)	MI	0	0	0	0
Third-party water (total)	MI	1,338	17	1,366	13
Freshwater (≤1,000 mg/L Total Dissolved Solids)	MI	1,338	17	1,366	13
Other water (>1,000 mg/L Total Dissolved Solids)	MI	0	0	0	0
Total	MI	15,150	17	15,597	13

¹⁹: All Bracco Group factories except the production plant in Monroe (US) were taken into account for the calculation of water withdrawals.

Water discharges of the organisation divided according to the types of sources in all areas and areas of water stress [GRI 303-4]

Water discharge ²⁰	Unit of measurement	2022		2021	
		All areas	All areas with water stress	All areas	All areas with water stress
Surface water (total)	MI	13,161	0	13,558	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	MI	13,161	0	13,558	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	MI	0	0	0	0
Groundwater (total)	MI	397	0	442	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	MI	397	0	442	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	MI	0	0	0	0
Third-party water (total)	MI	1,182	13	1,206	11
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	MI	1,182	13	1,206	11
Other water ($> 1,000$ mg/L Total Dissolved Solids)	MI	0	0	0	0
Total	MI	14,740	13	15,206	11

20: To calculate water discharges, only the Ceriano Laghetto, Colletterto Giacosa, Marcinelle and Torviscosa (Italy), Geneva (the data from which were estimated based on the difference between water drawn and consumed), Shanghai (China), Saitama (Japan) and Singen (Germany) plants were taken into consideration.

Total water consumption by the organisation in all areas and areas of water stress [GRI 303-5]

Water consumption ²¹	Unit of measurement	2022		2021	
		All areas	All areas with water stress	All areas	All areas with water stress
Total water consumption	MI	170	1	170	1

Governance e transparency

Members of the Board of Directors of the Holding Bracco S.p.A. by gender and age group [GRI 405-1]

Governance bodies by gender	From January 1 st 2022 to December 31 st 2022			From January 1 st 2021 to December 31 st 2021		
	Males	Females	Total	Males	Females	Total
Total	5	4	9	5	4	9

Governance bodies by age	From January 1 st 2022 to December 31 st 2022				From January 1 st 2021 to December 31 st 2021			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Total	-	-	9	9	-	-	9	9

²¹: To calculate water consumption, only the Ceriano Laghetto, Colletterto Giacosa and Torviscosa (Italy), Singen (Germany), Geneva (Switzerland), Shanghai (China) and Saitama (Japan) plants were taken into consideration.

GLOBAL ANTI-CORRUPTION PROGRAM²²

Number of members of the Board of Directors of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) to whom Global Anti-Corruption Program policies and procedures have been communicated, broken down by region [GRI 205-2]

Board members	From January 1 st 2022 to December 31 st 2022		From January 1 st 2021 to December 31 st 2021	
Total Board members	8		-	
Italy	5		-	
Rest of Europe	-		-	
North America	3		-	
Rest of the World	-		-	
	Number	% of participation	Number	% of participation
Total Board members who received communication on anti-corruption policies and procedures	8	100%	-	-
Italy	5	100%	-	-
Rest of Europe	-	-	-	-
North America	3	100%	-	-
Rest of the World	-	-	-	-

²²: Data refer to Bracco Imaging S.p.A., which is the holding company of the Italian and foreign companies operating in the “imaging” sector, and ACIST Medical Systems.

Number of employees of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) to whom Global Anti-Corruption Program policies and procedures have been communicated to, broken down by employee category and region. [GRI 205-2]

Number of employees	From January 1 st 2022 to December 31 st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	5	56	9	12	82
Managers	11	44	10	62	127
White Collar	8	191	98	283	580
Blue Collar	-	-	-	46	46
Total	24	291	117	403	835

Number of employees	From January 1 st 2021 to December 31 st 2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	6	2	21	-	29
Managers	17	3	24	-	44
White Collar	19	6	219	-	244
Blue Collar	-	-	58	-	58
Total	42	11	322	-	375

Number of members of the Board of Directors of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) that have received training on Global Anti-Corruption Program, broken down by region [GRI 205-2]

Board members	From January 1 st 2022 to December 31 st 2022		From January 1 st 2021 to December 31 st 2021	
	Number	% of participation	Number	% of participation
Total Board members	-	-	-	-
Italy	-	-	-	-
Rest of Europe	-	-	-	-
North America	-	-	-	-
Rest of the World	-	-	-	-
Total Board members who received communication on anti-corruption policies and procedures	-	-	-	-
Italy	-	-	-	-
Rest of Europe	-	-	-	-
North America	-	-	-	-
Rest of the World	-	-	-	-

Number of employees of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) that have received training on Global Anti-Corruption Program, broken down by employee category and region [GRI 205-2]

Number of employees	From January 1 st 2022 to December 31 st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	5	56	9	12	82
Managers	11	44	10	62	127
White Collar	8	191	98	283	580
Blue Collar	-	-	-	46	46
Total	24	291	117	403	835

Number of employees	From January 1 st 2021 to December 31 st 2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	6	2	21	-	29
Managers	17	3	24	-	44
White Collar	19	6	219	-	244
Blue Collar	-	-	58	-	58
Total	42	11	322	-	375

GLOBAL ANTI-TRUST PROGRAM²³

Number of employees of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) that have received training on Global Anti-Trust Program policies and procedures, broken down by employee category and region [GRI 205-2]

Number of employees	From January 1 st 2022 to December 31 st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	8	4	-	-	12
Managers	11	21	-	-	32
White Collar	8	45	32	-	85
Blue Collar	-	10	-	-	10
Total	27	80	32	-	139

Number of employees	From January 1 st to December 31 st 2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	5	7	2	1	15
Managers	17	33	3	5	58
White Collar	19	27	30	15	91
Blue Collar	-	3	-	-	3
Total	41	70	35	21	167

²³: Data refer to Bracco Imaging S.p.A., which is the holding company of the Italian and foreign companies operating in the "imaging" sector, and ACIST Medical Systems.

MODEL 231 AND CODE OF ETHICS

Number and percentage of the Board of Directors of Bracco Group that have received communication on policies and procedures on Model 231 and the Code of Ethics [GRI 205-2]

Board members	From January 1 st 2022 to December 31 st 2022	From January 1 st 2021 to December 31 st 2021
	Italy	Italy
CDA members	9	9
CDA members who have received the communication	9	9
% of participation	100%	100%

Number of employees of Bracco Group that have received communication on policies and procedures on Model 231 and the Code of Ethics [GRI 205-2]

Number of employees	From January 1 st 2022 to December 31 st 2022				Total
	Italy	Rest of Europe	North America	Rest of the world	
Executives	12	7	10	6	35
Managers	14	20	11	11	56
White Collar	74	44	112	56	286
Blue Collar	23	7	27	-	57
Total	123	78	160	73	434

Number of employees	From January 1 st 2021 to December 31 st 2021				Total
	Italy	Rest of Europe	North America	Rest of the world	
Executives	63	47	87	19	216
Managers	240	175	98	125	638
White Collar	360	408	619	369	1,756
Blue Collar	271	197	119	27	614
Total	934	827	923	540	3,224

Number of members of the Board of Directors of Bracco Group that have received training on policies and procedures on Model 231 and the Code of Ethics [GRI 205-2]

Board members	From January 1 st 2022 to December 31 st 2022	From January 1 st 2021 to December 31 st 2021
	Italia	Italia
CDA members	-	-
CDA members who have received the communication	-	-
% of participation	-	-

Number of employees of Bracco Group that have received training on policies and procedures on Model 231 and Code of Ethics²⁴ [GRI 205-2]

Number of employees	From January 1 st 2022 to December 31 st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	12	7	10	6	35
Managers	14	20	11	11	56
White Collar	74	44	112	56	286
Blue Collar	23	7	27	-	57
Total	123	78	160	73	434

Number of employees	From January 1 st 2021 to December 31 st 2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	63	47	87	19	216
Managers	240	175	98	125	638
White Collar	360	408	619	369	1,756
Blue Collar	271	197	119	27	614
Total	934	827	923	540	3,224

24: During 2021, training hours on Model 231 and Code of Ethics policies and procedures increased as courses were delivered to more than 90 percent of the corporate population of the entire Bracco Group worldwide.

PRIVACY

Number of employees of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) who have received training on Privacy policies and procedures

Number of employees	From January 1 st 2022 to December 31 st 2022				Total
	Italy	Rest of Europe	North America	Rest of the world	
Executives	4	35	10	-	49
Managers	13	37	12	-	62
White Collar	25	94	72	-	191
Blue Collar	8	-	-	-	8
Total	50	166	94	-	310

Number of employees	From January 1 st 2021 to December 31 st 2021				Total
	Italy	Rest of Europe	North America	Rest of the world	
Executives	7	6	7	-	20
Managers	19	7	3	-	29
White Collar	30	19	40	-	89
Blue Collar	16	-	-	-	16
Total	72	32	50	-	154