



BRACCO

LIFE FROM INSIDE

Our Sustainable Journey to the Future

Bracco Sustainability Report 2023

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Letter to the Stakeholders

In recent years, there has been a series of global upheavals: from the pandemic to the outbreak of war in the heart of Europe, to a flare-up of latent conflicts in various parts of the world. The persistent state of crisis has directly affected our everyday lives and, more broadly, governments' decisions related to energy and geopolitics. In this complex environment, the Bracco Group has proven to be robust and resilient, ready to face new challenges. First and foremost is the climate emergency, which cannot be delayed.

Now more than ever, sustainability is everyone's responsibility: countries, businesses, and individuals. Of course, we need not sacrifice competitiveness. Today, growth and the environment must go hand in hand. We need an economic model that can sustain itself. This is why the circular economy is truly the new frontier of development, and focusing on greener technologies is the best way to create long-term jobs. To achieve these objectives, there are specific, concrete strategies like reducing the consumption of raw materials, developing ever more efficient processes

and lowering supply costs. These are activities that can and must be carried out, which we do at Bracco. Using safe, advanced production cycles, operating according to the FDA's Good Manufacturing Practice, is the standard practice at all our facilities, from Italy to Germany, the U.S. to Switzerland, Canada to China, as is minimizing the impact on biodiversity, preserving ecosystems, and limiting emissions and waste.

Bracco research is committed to finding solutions that can deliver continuous improvement in manufacturing processes, and we continue to invest in this. Along with our business strategy, we wish to underline the fact that sustainability, for us, is a company-wide culture, and our community has always been dedicated to seeking practical solutions, from workplace safety and optimizing energy consumption to lower CO₂ emissions to reusing raw materials and sustainable mobility. The latest edition of the Bracco HSE Awards has shown how involving all our personnel in identifying novel solutions has led to many ideas and the creation of new



initiatives benefiting the environment and safety. In short, our dedication to patients, doctors, collaborators, and the planet as a whole has been evident for some time now, and this commitment has been fully recognized. In 2023, we received the gold medal from EcoVadis – one of the world's most important rating agencies for ESG – for achievements in four key

areas: environment, ethics, sustainable procurement, working conditions and human rights. In addition, Bracco Imaging has been placed among the top of around 100,000 international companies that have been certified by EcoVadis – a truly satisfying acknowledgment. Sustainability is not limited to the environment. Therefore, in this report, we also give an account of

our people management strategy, which aims to encourage the training and best possible management of our employees, with projects such as Inclusion Makers. This vision allows us to improve productivity and, above all, foster professional growth, well-being and a culture of women's empowerment and tangible DE&I. Our company's rich history and traditions allow us to continuously reinvent ourselves, to listen to changing needs and, drawing on our values, to meet all the sustainability challenges of today and tomorrow.

Diana Bracco,
Bracco Group President and CEO

Diana Bracco

Fulvio Renoldi Bracco,
Vice President and CEO
of Bracco Imaging

Fulvio Renoldi Bracco

Reading Guide

Bracco Group has decided to publish this voluntary Sustainability Report to communicate the economic, social, and environmental efforts of the Group in 2023. 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 2023 report for the period 1 January - 31 December 2023. 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 2023.

Performance indicators, unless otherwise stated:

- Concern the entire corporate perimeter of the Bracco Group,
- Refer to the reporting period 1 January - 31 December 2023.

The perimeter of economic data is the same as that of the Bracco Group’s Consolidated Financial Statements 2023. 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, 2023.

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 changing trend of our activities, indicators are 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.

This document is also available on the Company’s website in the Corporate section:

bracco.com/sustainability

For any further information you can contact us at:

csr@bracco.com

Bracco at a Glance

1927
Year of foundation
[→ Discover more](#)

11
Innovation centers worldwide

3,786
Employees

9
Production plants worldwide

1,8 BN
Consolidated revenues

EcoVadis Gold rating, which includes only the top 5% of assessed companies globally

At least **51% carbon emission reduction** Scope 1 and 2 by 2030

Carbon Neutrality by 2030 in our own operations

>80% iodine yield achieved

96,6% of organic solvents at our state-of-the-art plants recovered

Top employer 2023 in Italy

We support **United Nations Global Compact**

Innovation in MRI and dose halving
Gadopiclenol's higher-contrast capacity reduces exposure to gadolinium by using almost half the dosage of other agents

+11,400 HCPs reached through educational activities in 2023

27% new hires under 30 compared to the total hires

2,100 patents granted globally in Bracco's portfolio

+26% of women executives from 2021

100% of suppliers are qualified through **Be Procurement** (our digital platform to ensure responsible choices)



LIFE FROM INSIDE

Bracco and Sustainability

- Driven by Our Purpose
- Business Areas
- Our Sustainability Plan
- Taking Our Materiality Assessment Forward
- Sustainability Governance

Looking Ahead: Driving Progress in 2024

Health & Safety of Patients

26 new studies planned for 2024



Business Ethics

review of processes involving relations with **HCPs*** and **HCOs***



Fighting Corruption & Bribery

update of the **Whistleblowing Policy**



Fighting Corruption & Bribery

update of the **Anti-Corruption Risk Assessment** and the **Global Anti-Corruption Program**

Human Rights

new **risk assessments** related to **Human Rights** planned for 2024



Diversity & Inclusion

5 new masterclasses planned for 2024 about unconscious bias and the language of inclusion



Animal Welfare

final documentation to be accredited by the **AAALAC**

Privacy & Data Protection

support to innovation processes dealing with **EU AI act**



*Healthcare professional and healthcare organizations

1.1 Driven by Our Purpose

For over 95 years, we've been devoted to healthcare innovation, shaping the past and present of diagnostic imaging.

As a **global leader in life sciences**, our company is committed **to revolutionizing patient** care through innovative solutions.

We continuously push the boundaries, investing significant resources in research and development allowing the healthcare professionals to support better diagnosis and treatment outcomes.

The impact of our actions is global.

Our contrast media solutions reach patients in over **100 countries** through a developed distribution network. We employ a combination of direct sales, joint ventures and distribution agreements, ensuring our products are promptly available to healthcare providers around the world, positioning Bracco as a leading player in North America, China, Europe and Japan.

In combination with our drive towards innovation in healthcare, sustainability is integral to our everyday lifework because we believe that a healthy planet and society create the foundation for healthy people.

We embed responsible practices throughout our value chain and put long-term value creation at the core of our activities. **Our Strategic Business Plan** for the coming years rests on the solid foundations of our three strategic pillars: retaining leadership in core markets through differentiation and operational excellence, accelerating our growth platforms and winning in growing markets.

Within this framework, sustainability is not an afterthought but a driving force that permeates all aspects of our business. It strengthens our strategic pillars, guiding us towards our purpose.

Our commitments to our customers, patients and the environment have long been proven in the field. For instance, we pride ourselves on being in the top 5% of companies according to the **EcoVadis rating** and we have once again been recognized as a **Sustainability Leader** by Italian financial daily newspaper Il Sole 24 Ore.

To further prove our commitment, we are also pleased to share that in 2024 our Bracco Imaging CEO will become a signatory to the Antwerp Declaration, an initiative advocating a 10-point plan for a more sustainable industrial base in Europe.

PURPOSE

To improve people's lives by shaping the future of prevention and precision imaging



MISSION

Taking pride in our commitment to doctors and patients, history of innovation, team talent and sustainable approach

1.2 Business Areas

We are a multinational healthcare company and a 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 for diagnostic imaging, to drive science and prevention forward. **We are committed to guaranteeing patient safety and the highest levels of care.**

IMAGING AGENTS

This business area involves **researching, developing, producing and marketing contrast media and solutions** to improve the efficiency of diagnostic imaging, patient safety and cost effectiveness.

We aim to continuously improve and innovate our product portfolio based on research, as a global leader in the main diagnostic imaging methods: X-ray, MRI, ultrasound and nuclear medicine.

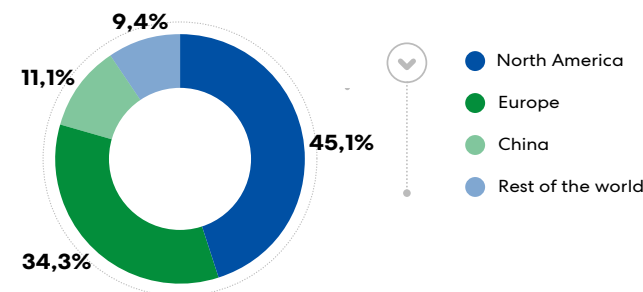
MEDICAL TECHNOLOGIES

Bracco Medical Technologies is a leader in advanced systems for administrating **contrast media for cardiovascular angiography and radiology**, as well as supporting decision-making and the monitoring of radiation doses through software. These tools guarantee ease and control while simplifying procedures.

HEALTHCARE SERVICES

The **Centro Diagnostico Italiano (CDI)** offers services in prevention, diagnosis and treatment, and maintains high levels of quality and technological development in support of our offer, with over 500,000 people served annually and over 1.2 million individual visits to its facilities each year. We have a separate report detailing its services and practices.

Bracco Group turnover by geographical area



FOCUS ON MEDICAL TECHNOLOGIES: ACIST MEDICAL SYSTEMS

A Bracco Medical Technologies company, **ACIST is a global leader in contrast media injection systems** for diagnostics and interventional purposes in cardiology and radiology.

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.



Imaging Agents

Diagnostic imaging including X-rays, MRI, UltraSound and Nuclear Medicine.

71.1%
turnover of 2023



Medical Technologies

Medical Devices and Contrast Media Administration. (Acist Medical Systems)

21.4%
turnover of 2023



Healthcare Services

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

7.5%
turnover of 2023

A SPIRIT OF INNOVATION

Innovation is the foundation of everything we do and permeates every aspect of our work. It drives our **research and development efforts**, propelling us to the forefront of scientific progress in pursuit of the most effective solutions.

In addition to developing innovative products, we create services to ensure our patients receive the best care with the highest levels of safety. Research plays a pivotal role in developing our innovative solutions, enhancing our strategic business development and helping to advance healthcare. Using cutting-edge technologies like AI, digitalization, open innovation practices, and sustainable solutions, we strive to create solutions that ultimately improve lives.



Diagnostic Effectiveness



Process Efficiency



Optimisation

OUR VISION FOR DIGITALISATION

Digitalisation has become an integral part of our vision for the future, and it helps us **improve the quality of the services and products we offer**, as well as to maintain our commitment to transparency and streamline the way we do business. Digital innovation also allows us to anticipate the latest trends to remain competitive in our field.



Digital Transformation



Customer Engagement



Technology



Operational Excellence

1.3 Our Sustainability Plan

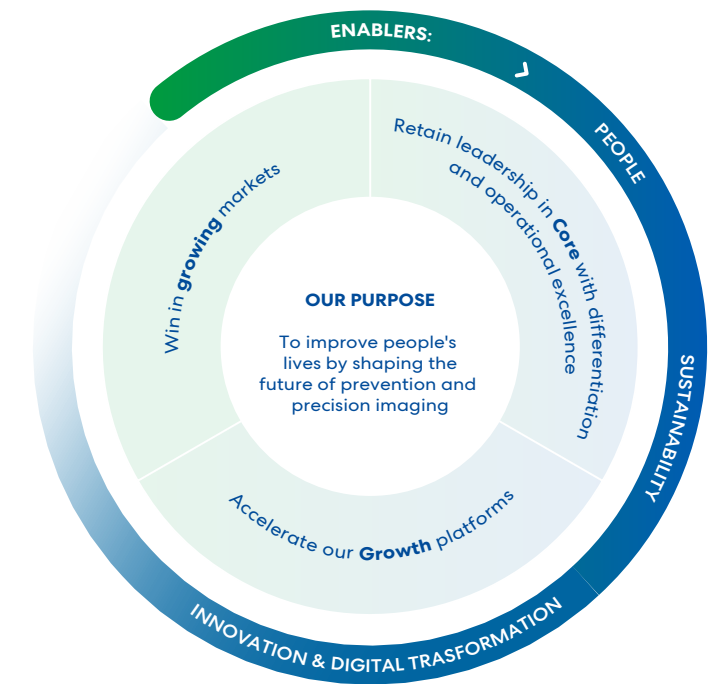
OUR PLAN TO CONTRIBUTE TO 2030 AGENDA

The Sustainability Plan enshrines our commitments and is reviewed every six months by our **Sustainability Committee**. It embodies our ambitious vision for a sustainable future while also serving as a practical roadmap for our **2030 sustainability strategy**.

The plan aligns with the UN's 2030 Sustainable Development Goals (SDGs), 11 of the 17 goals specifically, and outlines our measurable goals and annual targets in three interconnected pillars: **People, Innovation, and Planet**. Bracco's 2023 Sustainability Report outlines the actions we have implemented across these three pillars and the progress made in the past year.

We recognize that delivering on ESG commitments presents both costs and opportunities, which we aim to shape alongside business. This comprehensive ESG strategy embeds circularity into our business approach so that we can meet our goals of **reducing our emissions and expanding renewable energy sources, invest in people and their skills, improve the lives of our patients and better support HCPs, and incorporate R&D into our ESG initiatives**.

Bracco Business Strategy



OUR PILLARS

Planet

We are committed to making a significant reduction to our footprint by cutting emissions and waste, investing in renewable resources such as photovoltaic systems and migrating to green resources like biomethane and hydrogen.

We are actively embedding **circularity** into our daily activities, implementing projects from the optimization of materials to the recovery of substances.

2030 Goal: At least 51% absolute reduction in Scope 1 and 2 emissions and carbon neutrality in our own operations.

People

People are at the heart of our mission and at the top of our sustainability priorities.

Through our dedication to patients, healthcare providers, employees and the communities in which we operate, we strive to **protect and promote the health, safety and equality of the people we impact**, set targets on initiatives promoting diversity and inclusion and deliver on our ambitious training goals.

2030 Goal: Have women occupy 45% of executive leadership positions through international training and mentoring projects.

Innovation

Research and innovation are key to **improving lives and creating high-quality**, sustainable products and services. We believe collaboration and knowledge-sharing are essential for fostering growth in the healthcare sector and making a positive impact on society.

Thus, we continuously raise our innovation goals and prioritize the advancement of knowledge.

2030 Goal: Involve 65,000 people (radiologists, students, etc.), up to 40% of whom under 35, in targeted training projects by 2027.

Target	Baseline 2020	2023	Target 2027	Target 2030
Reach 45% of women in executive positions	26%	32%	39%	45%

Target	Baseline 2020	2023	Target 2027
65,000 people involved in targeted training projects (radiologists, students, etc.) and up to 40% of people involved under 35 by 2027	8.000	29.900	68.900
	10% U35	33% U35	40% U35

1.4 Taking Our Materiality Assessment forward

Building upon previous assessments, we implemented a **double materiality analysis** in line with the “GRI 3: Material Topics 2021 standard”. The analysis considered both “impact” and “financial” materiality, as defined by the European Sustainability Reporting Standards (ESRS):

- **Impact materiality:** considers environmental and social impacts of the company’s business activities on its stakeholders, including the upstream and downstream activities in the value chain;
- **Financial materiality:** considers ESG-related risks and opportunities that could impact a company’s value by influencing cash flows, development, performance, positioning, cost of capital or access to loans. Therefore, it includes all external sustainability impacts that could internally affect the company’s future profitability.

We first conducted thorough research on the economic context and sustainability of the company to define the list of topics to be used for the analysis. The ESRS table of topics and sub-topics served as the working basis from which to extract a tailored list of relevant themes. Background research included a benchmarking analysis, a study of best practices and the identification of the main trends affecting the

healthcare and chemical-pharmaceutical industries. Additionally, the perspectives of internal departments were also considered.

Our list of selected topics:

E

- Climate change
- Water resources
- Water, air and soil pollution
- Biodiversity and ecosystems
- Circular economy

S

- Health, safety and wellbeing of our workforce
- Labor relations
- Diversity, equity and inclusion
- Education, training and skills development
- Working conditions in the value chain
- Health and safety of patients
- Innovation, research and animal welfare

G

- Corruption and bribery
- Other governance-related topics

As a next step, a questionnaire was sent out to collect the individual views of internal and external stakeholders on the impact and financial relevance of the topics for Bracco. In the questionnaire, respondents were asked to indicate the importance of the topics using a Likert scale (0=not important

– 5 = extreme importance). A total of 23 internal stakeholders and 46 key external stakeholders were involved. The latter included business partners, non-management employees, research and academic institutions, NGOs, healthcare professionals, consultants, and public administration representatives.

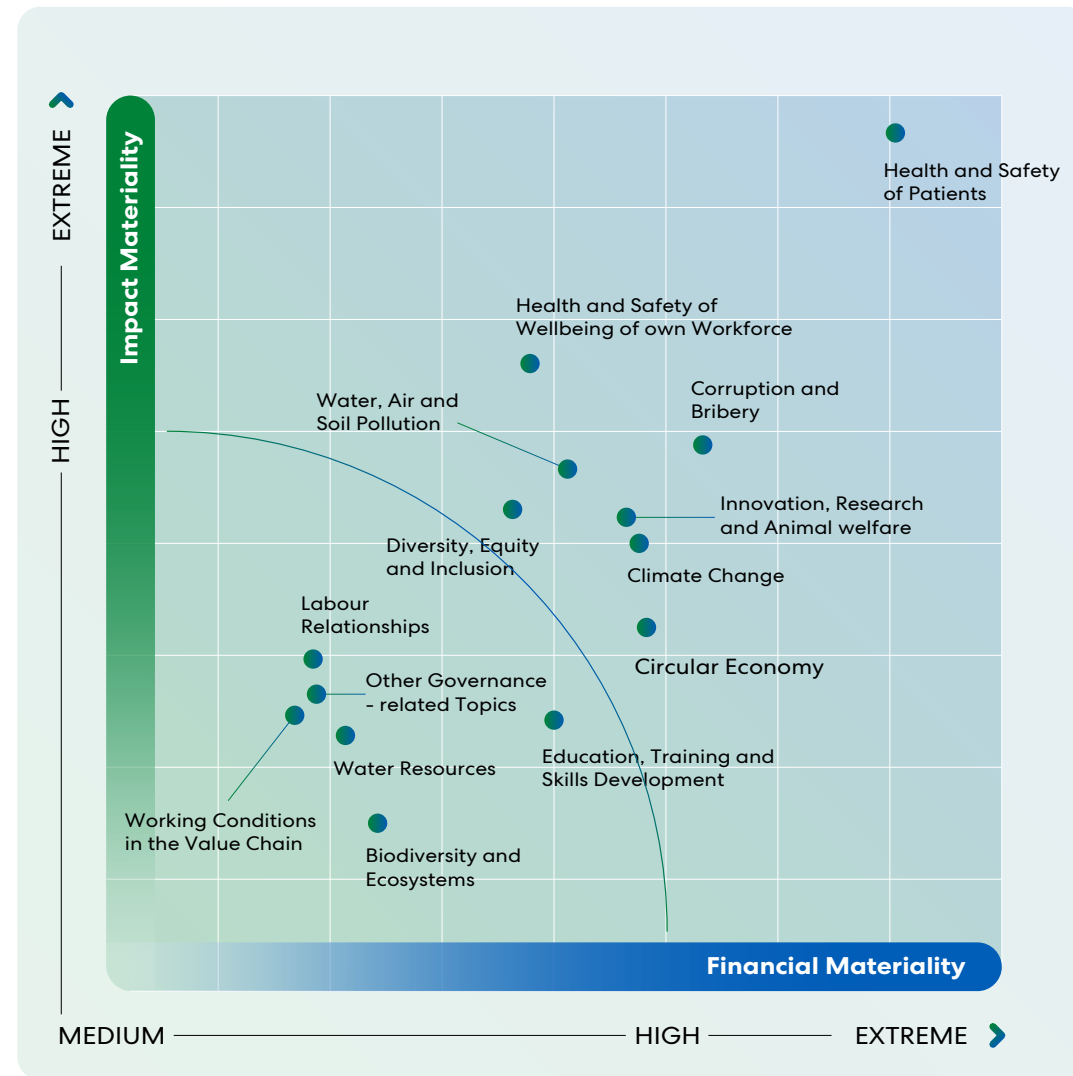


For the main identified risks and opportunities, the quantification of financial relevance was also assessed by the CSR and Finance functions. Internal departments were also involved through in-depth interviews to better comprehend the sustainability implications of their work.

The results indicated eight material topics:

- Climate change
- Circular economy
- Water, air and soil pollution
- Health, safety and well-being of our workforce
- Diversity, equity and inclusion
- Health and safety of patients
- Corruption and bribery
- Innovation, research and animal welfare

Double Materiality Matrix



The findings largely confirmed the results of previous assessments. **The health and safety of patients was confirmed to be the most material topic**, and other topics also retained their relevance. Others, such as climate change, were assigned increased importance by stakeholders.

The analysis also found the opinions of external and internal stakeholders were broadly similar, highlighting that our priorities are mostly aligned with those of our external context. The outcomes of the materiality assessment were used to structure this Report.

1.5 Sustainability Governance

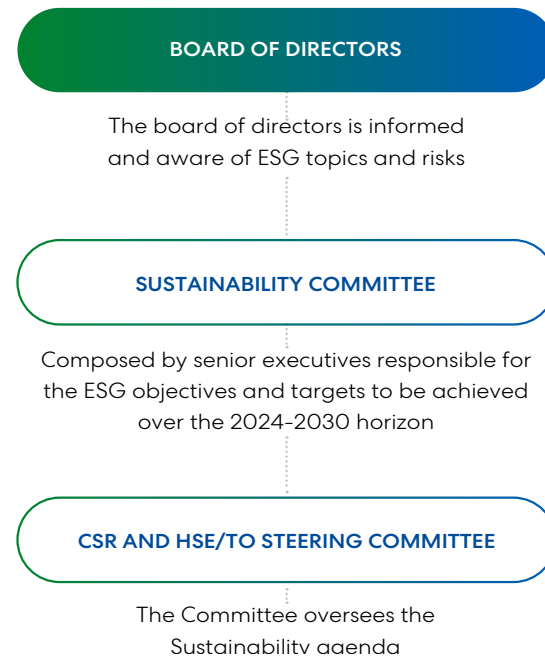
Sustainability lies at the center of our operations, acting as a fundamental enabler that drives every aspect of our business.

This commitment is reflected in our governance structure, to ensure a responsible, transparent, and future-oriented approach. We ensure that there is a clear separation between the people and tasks of governance and management. **The board of directors of the parent company, Bracco S.p.A., has nine members, four of whom are women.**

The nomination process of the board of directors is determined by the company's by-laws and Italian laws 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 governance reporting indicators, commonly disclosed by companies similar to Bracco, are not applicable because Bracco S.p.A. is not a listed company. Within this framework, a crucial role is played by our **Sustainability Committee**.

This multidisciplinary body comprises executives from across the company who can support our sustainability agenda and monitor the delivery of its targets. The Committee convenes every six months to ensure alignment on sustainability goals and to advance ESG initiatives and it is chaired by the CEO.



OUR INSTITUTIONAL RELATIONS AND PARTNERSHIPS

We play an active role in **national and international networks**, including trade associations, federations, foundations and other industry groups. This engagement with other important figures in our field allows us to collaborate on initiatives that drive sustainable development and innovation across our industry as well as foster social growth in our communities.

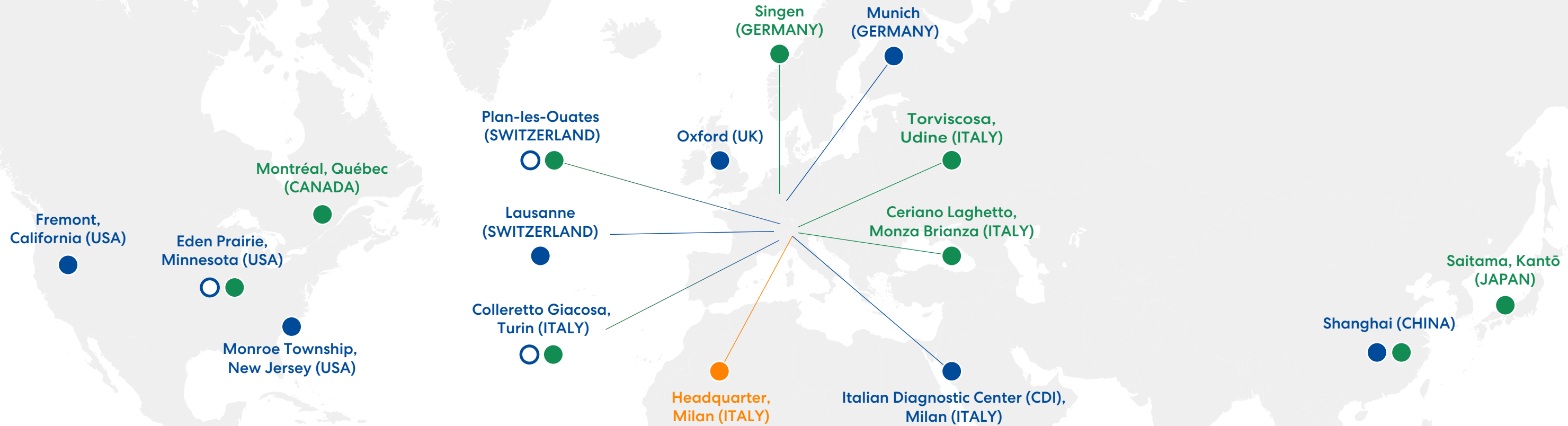
Italy

- Business federations: Confindustria; Federchimica; Assolombarda
- Chamber of Commerce of Milan Monza Brianza Lodi and Parcam srl
- Fondazione Fiera Milano
- AIRI - Associazione Italiana per la Ricerca Industriale
- Assonime
- Federated Innovation @ MIND (FEI@MIND)
- Fondazione Collegio Università Milanese
- Sodalitas Foundation
- Italian Association of Family Companies
- Conservative Congregation

International

- American Chamber of Commerce in Italy
- Italian Chamber of Commerce in China
- Italy-China Council Foundation
- Italian-German Chamber of Commerce (AHK Italien)
- Italy-Japan Business Group (IJBG)
- Italian-Swiss Chamber of Commerce (CCIS)
- Launch of the first working groups relating to the contents and initiatives in view of the Osaka Expo 2025, both with the Italian Commissioner for the Italian Pavilion and with the Japanese organizers.

Our Global Reach



Legend:

- R&D — ● Centres
- ○ Laboratories
- Production Sites
- Headquarter



Environment

- Powering Energy Progress to Fight Climate Change
- Minimizing Environmental Impact
- Making Everyday Operations Circular
- Becoming Stewards of Water and Biodiversity

Paving a Path to Carbon Neutrality

Our ambition

We continue to pursue ambitious targets that address our impact on the world around us, focusing on actions that can reduce our environmental footprint. Under our sustainability plan, we aim to reduce our Scope 1 and Scope 2 carbon emissions by at least 51% and become carbon neutral in our own operations by 2030.

However, our long-term commitment goes beyond simply reducing our emissions and waste to a minimum as we seek to embed circular practices into our everyday work as much as possible. This broader vision extends to every part of our operations, from sustainable packaging initiatives, eliminating tertiary cardboard, to recovering iodinated contrast media and Gadolinium-based contrast media and integrating green chemistry principles.

Facts

CIRCULAR ECONOMY	ENERGY	WASTE	POLLUTION
<p>96,6% of organic solvents at our state-of-the-art plants recovered and</p> <p>>80% iodine yield achieved</p>	<p>Achieve 40% clean energy by 2025 and</p> <p>48% of electricity consumption is covered by self-generated electricity</p>	<p>42% reduction in waste produced in 2023 compared to 2019 and</p> <p>27% compared to 2022</p>	<p>30% decrease in Volatile Organic Compound emissions</p>

Topics

- Powering Energy Progress to Fight Climate Change
- Minimizing Environmental Impact
- Making Everyday Operations Circular
- Becoming Stewards of Water and Biodiversity

Stories

The Renewability consortium

The first of our three photovoltaic parks is operational, an important step towards significantly reducing our carbon footprint.

As told by **Maurizio Di Francesco**, Energy Manager, Bracco

2.1 Powering Energy Progress to Fight Climate Change

SDGs



Our commitment

- We lead the way in sustainable energy practices by progressively increasing our own production of renewable electricity
- We actively reduce our carbon footprint and promote energy efficiency across all our operations

Our approach

In an effort to do our part in the fight against climate change, we must contend with the challenge of balancing increased sales demands with a reduction in climate-altering emissions. Although we have experienced a notable increase in turnover in recent years, our commitment to reducing our carbon footprint remains the same and we have managed to achieve a consistent decrease in specific CO₂ emissions from our production plants over the past three years.

Why it matters

Navigating this balance is essential for ensuring the environmental and financial sustainability of our business. As a healthcare company deeply engaged in prevention, we recognize the importance of environmental health to public health. Our materiality analysis showed our stakeholders also consider the topic of climate change as highly relevant.

Our achievements



48%

OF ELECTRICITY CONSUMPTION IS COVERED BY SELF-GENERATED ELECTRICITY

48%

OF ELECTRICITY CERTIFIED LOCALLY SOURCED

119%

INCREASE IN SELF-GENERATED STEAM

Our goals



51% CARBON EMISSION REDUCTION SCOPE 1 AND 2 BY 2030

ACHIEVE CARBON NEUTRALITY IN OUR OWN OPERATIONS BY 2030

REPLACE ENTIRE COMPANY FLEET WITH FULL HYBRID, ELECTRIC OR HYDROGEN-POWERED CARS BY 2030

Our Impacts

SELF-GENERATING RENEWABLE ENERGY AS A CORNERSTONE OF OUR STRATEGY

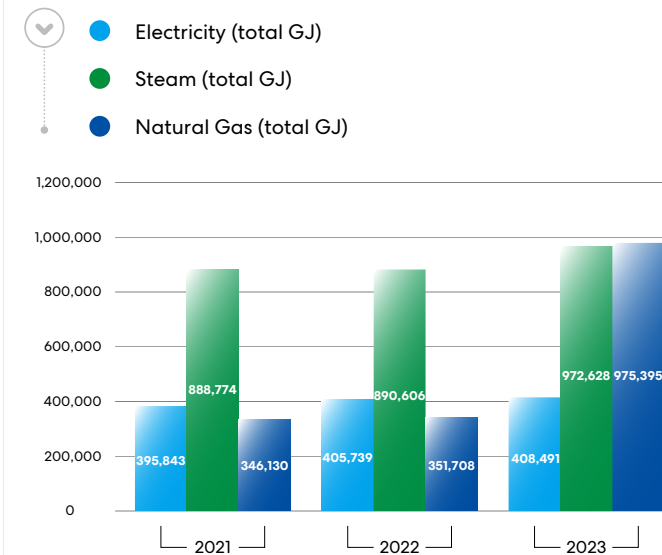
We aim to continuously improve the energy performance in our plants and procure energy-efficient products and services.

A few examples of our efforts include:

- One of our initiatives involves investing in biomethane plants to **reduce global emissions**. Our goal is to eventually support the production of certified biomethane, further contributing to emission reduction
- **Installing a new high efficiency combined heat and power (CHP) plant** at the SPIN Torviscosa site in Italy, scheduled for 2028. This plant is designed to reduce CO₂ emissions by 7% at the site.

The Torviscosa plant - a modern 4.0 facility situated in a strategic area - is committed to reducing thermal energy consumption by 27% by 2030, while simultaneously increasing production by 40%.

Energy consumption



Note: Since 2023 American Husky III plant has been acquired for cogeneration

Goals

REDUCE

≈ 30%

OF EMISSIONS FROM BIOMETHANE PLANTS

REDUCE

7%

OF EMISSIONS FROM HIGH-EFFICIENCY CHP PLANT

Methane gas	Steam	Electricity
Self-production of steam	Thermal carrier in processes	Operating machines
Hot water production	Sterilization activities	Lighting and equipment
Heating	Air conditioning systems	Air conditioning systems

RENOVATING INFRASTRUCTURE FOR ENERGY EFFICIENCY

In 2023, we renovated our Milan headquarters, focusing on energy efficiency and expanding on abandoned brownfields. The new headquarters will feature two photovoltaic fields with capacities of 220 kW, which will be active from May 2024. This plant will produce 20% of total consumption at the new headquarters. The plant also has a bike-to-work station with 20 e-bikes. Step 1 of the installation of a solar power plant producing 150 kW at one of our sites is now under construction and will be finished in Q1 2025. It will reduce power consumption and help the future CHP plant to efficiently supply the Spin site in Torviscosa.

We plan to install water-to-water heat pumps with a capacity of approximately 750 kW for heating, air conditioning, and domestic hot water. These renewable sources will meet 60% of the energy needs of the entire complex. We achieved the prestigious LEED GOLD certification from the U.S. Green Building Council (USGBC). Furthermore, there will be 22 car-charging stations, each equipped with 4 charging points. Since 2023, the Ceriano Laghetto site has been operating the power and steam production plant, formerly EON, now American Husky III (Group Company).

The high efficiency cogeneration plant in Ceriano Laghetto

A new cogeneration plant began operation in 2020 at the Ceriano Laghetto production site. It meets 100 percent of the site's electricity needs, possibly even sending excess energy into the national grid, and about 50 percent of its thermal energy needs, which is used to produce active ingredients.

The cogeneration plant consists of a turbine that today uses natural gas, but in the future may also use biomethane and hydrogen, and a recovery boiler that uses the thermal waste from fumes, which otherwise dissipate into the environment, to produce steam and hot water for the site.

The cogenerator can reach an overall efficiency of 80-85%, which is considered quite high for this type of plant. In 2023, the cogeneration plant, previously owned by a third-party company, was acquired by the Bracco Group through American Husky III, with the aim of improving its management

and maximizing its potential as well as its energy, environmental and economic benefits. Through the collaboration between different divisions of the Bracco Group, such as Energy Management, HSE and the Engineering and Maintenance team at Ceriano Laghetto, as well as the support of consultants and technology partners, management of the new cogeneration plant was quickly, efficiently and successfully integrated into the Group's operations.

Following Bracco's energy plan, which is focused on the decarbonization and continuous improvement of the efficiency and rationalization of consumption, investments for the coming years are meant to improve the operational management, efficiency and sustainability of the cogeneration plant, including through the development of projects for the use of alternative fuels.



BEMOVE for sustainable mobility

A collective effort to improve people's lives with more efficient transportation and reduce traffic and pollution due to private vehicles.

Sustainable mobility must be approached from different perspectives to achieve maximum positive impact, both on people's lives and on the environment. In 2023, Bracco launched the BeMove project in Italy, after an internal listening phase and a mapping of the characteristics of the five locations involved (Milan headquarters via Folli, Collettero Giacosa, Ceriano Laghetto, Spin Torviscosa, CDI Milan via Saint Bon).

In addition to allowing remote working when possible and strengthening agreements for public transportation passes, BEMOVE has promoted three ways to commute via an app, with a rewards system that rewards those who travel the most miles sustainably.

With the app, you can offer or request rides in a car (carpooling) and record miles travelled by bicycle or on foot. In addition, the "Bike to Work" project was launched at the Milan headquarters, an area dedicated to bike enthusiasts. Through the app, it is possible to book a company e-bike to get to the

office, work appointments and leisure activities. Involving people in the BEMOVE project has been a priority, which is why events have been organized in the different locations as well as the use of call-to-actions like during "European Sustainable Mobility Week 2023." Only collective engagement makes a mobility project work and achieves effective results. One year after the launch of BEMOVE, the kilometres travelled have resulted in CO₂ savings equal to that absorbed by 1,798 trees and economic savings for people equalling 55,000 euros.

"The goal is to generate a positive impact on the quality of life of our people and the citizens of our communities."



Davide Sedini,
CSR & Mobility Manager,
Bracco



REDUCING EMISSIONS ALONGSIDE OUR CLIENTS

Emissions data from 2021 to 2023, encompassing Scope 1 and Scope 2 emissions, illustrates our commitment to reducing our emissions not only to meet our internal sustainability objectives but also because we recognize the greater impact on our clients.

As we reduce our emissions, we can play a pivotal role in helping them mitigate their Scope 3 emissions and achieve their sustainability goals as well.

This dual focus demonstrates our dedication to providing impactful solutions that align with our clients' sustainability aspirations.

EXTENDING OUR DRIVE TO CUT EMISSIONS THROUGH THE VALUE CHAIN

An important step in reducing our carbon footprint is to measure not only our direct emissions and those derived from the electricity we buy (Scope 1 and 2) but also those created through our value chain by suppliers and clients (Scope 3).

We have started the important process of calculating our Scope 3 emissions and will provide details of this measurement in our future report.

In this way, by adopting cutting-edge technologies, we can take steps towards significantly transforming the way we do business to achieve carbon neutrality by 2030.

SUPPORTING LOW-CARBON SOLUTIONS IN LOGISTICS

To reduce emissions, we opt for maritime transport over air transport and shift from truck to train transportation. For example, this year we transitioned up to 300 containers, each traveling over 1,000 kilometers, from trucks to trains.

Additionally, we increased our focus on maximizing truck fill load in order to reduce where possible our environmental impact keeping the same service level for our customers.

Moreover, we opted for direct delivery from Germany to US with considerable positive impact. We also ensure we collaborate with suppliers who have fleets with low-CO₂-emitting engines or trucks with LNG engines.

In addition, we play an active role in developing algorithms designed to recommend whether to opt for truck sharing or chartered trucks for cost-effectiveness and sustainability.

In 2024 we'll implement a Transportation Management System (TMS) software which tracks the CO₂ emissions in tons for each transport and provides real-time Year-to-Date impact data (per lane, stream, region, customer, etc.) in order to reach a comprehensive overview and control of transportation operations worldwide. To help with our emissions monitoring effort, we organized a workshop for our supply chain team on how to integrate sustainability concepts into our supply chain strategy.

The Renewability consortium

The first of our three photovoltaic parks is operational, an important step towards significantly reducing our carbon footprint.

Renewability is an initiative promoted by Bracco in Italy, in collaboration with a consortium for the self-production of renewable energy. This practice involves three industrial companies that have funded the construction of three photovoltaic plants across various regions of Italy, including Lazio, Abruzzo, and Sicily. The Abruzzo plant began operations in autumn 2023, whereas the Lazio and Sicily solar power plants will be active by the end of 2024.

Renewability is the first remote energy community of companies in Italy. It allows companies to become remote “prosumers”, a producer that invests in the construction of renewable resource plants while also being a consumer of self-produced energy. It is remote because the new regulation on self-consumption makes possible to enjoy the economic and environmental benefits of renewable electricity produced elsewhere. In this way, Bracco directly contributes to the growth of renewables in Italy and to the decarbonization of the entire national energy system. “At full capacity, the total production of the three parks reserved for Bracco will be about 15 GWh,” explains Maurizio Di Francesco, Bracco Group Energy Manager. “As partners, we will be able to meet about

40% of the energy needs of the Torviscosa site with our share, which is the second most energy-intensive site for Bracco. To make another comparison, we will completely offset the energy consumed by the headquarters on Via Folli in Milan and the one in Colletterto Giacosa, with a decent surplus. In addition to significantly reduce our carbon footprint, as a ‘prosumer’ we are buying energy at a cost price, which is significantly lower than buying it from the grid.” Furthermore, the consortium is currently evaluating the implementation of a wind power plant to further integrate energy production. Wind energy, which can be used when solar irradiation is limited, ensures a stable and efficient supply of renewable energy.

“We are committed to becoming increasingly self-sufficient in terms of energy.”



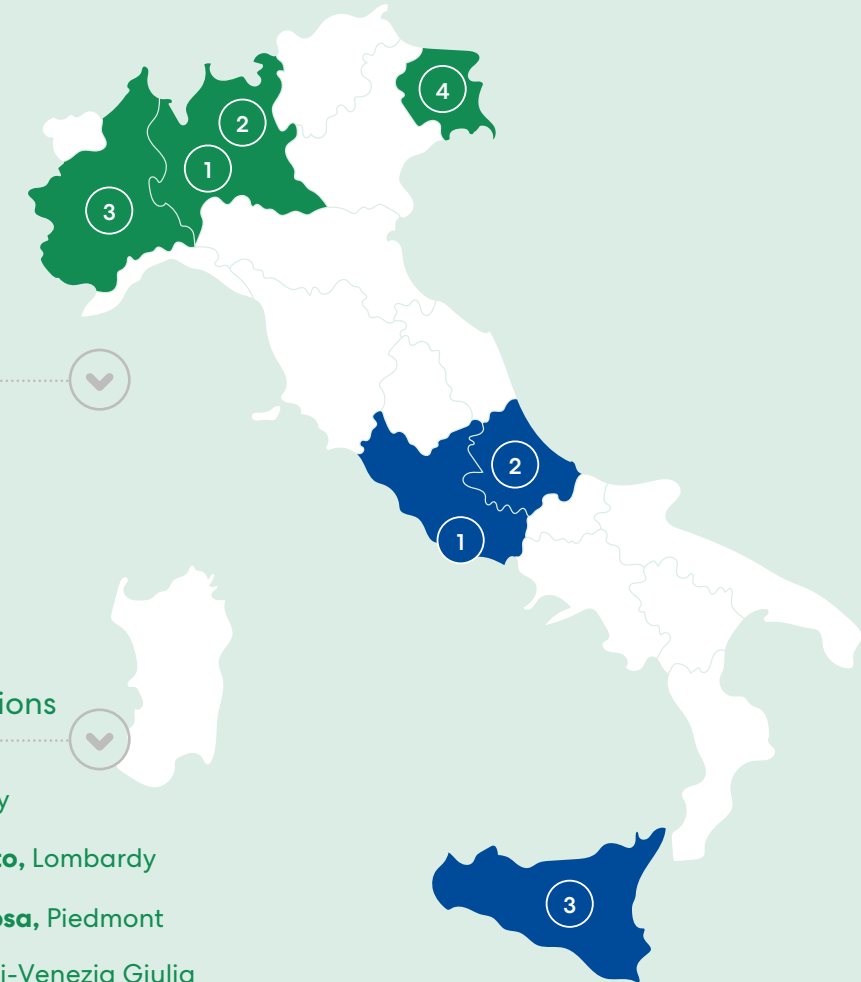
Maurizio Di Francesco,
Energy Manager,
Bracco

Solar Park Sites

- 1 Lazio
- 2 Abruzzo
- 3 Sicily

Bracco Italy Locations

- 1 Milan, Lombardy
- 2 Ceriano Laghetto, Lombardy
- 3 Colletterto Giacosa, Piedmont
- 4 Torviscosa, Friuli-Venezia Giulia



2.2 Minimizing Environmental Impact

SDGs



Our commitment

- We implement cutting-edge technologies that help minimize the amount of pollution resulting from our operations.
- We embrace green chemistry principles.

Our approach

At Bracco, our commitment to environmental responsibility is deeply ingrained in our operations. We have implemented environmental management systems across all our production facilities, which adhere to the highest technological standards mandated by European legislation, enabling us to systematically identify and assess our environmental impacts. We analyze the potential harm of the inputs and outputs of raw materials, energy, and finished products to ensure environmental protection. We specifically examine atmospheric emissions, water pollution, and soil pollution. While our Active Pharmaceutical Ingredients (APIs) production plants don't use Substances of Very High Concern (SVHC) or microplastics, we've established rigorous management procedures for handling hazardous substances. This ensures their safe use, handling, and disposal, preventing any dispersion into the environment.

Why it matters

Our proactive approach to minimizing pollution has significant implications for public health and sustainable development. By reducing atmospheric emissions, water pollution, and soil contamination, we mitigate potential harm to the ecosystems and natural landscapes where we operate. Furthermore, our management of hazardous substances ultimately protects human health, ensuring the safety of our communities.

Our achievements



30% DECREASE IN VOLATILE ORGANIC COMPOUND (VOC) EMISSIONS

57,8% DECREASE IN SLUDGE DESTINED FOR LANDFILL

17% DECREASE IN CHEMICAL OXYGEN DEMAND (COD*)

Note: *Chemical Oxygen Demand

Our Impacts

PIONEERING CLEAN SOLUTIONS WITH GREEN CHEMISTRY PRINCIPLES

We have increasingly turned to the principles of green chemistry in our strategies to minimize the production of hazardous substances.

More specifically, green chemistry has been instrumental in reducing Volatile Organic Compounds (VOC) and other air pollutants. Our new solvent recovery plant has significantly reduced emissions over the past three years.

IMPROVING TECHNOLOGICAL EFFICIENCY WORLDWIDE FOR LOWER EMISSIONS

We have invested in new plants to reduce emissions into the atmosphere, particularly by the enhancement of emissions reductions systems and the installation of new ones at various facilities around the world, specifically at our European and Chinese sites.

These developments include upgrades of wet cleaning towers and the installation of new catalytic post-combustors. We have invested in a reverse osmosis system to manage residual fractions of Gadolinium and Iodine from injectable solutions production.

ADDRESSING SOIL POLLUTION AND WASTE MANAGEMENT

While soil pollution is not a significant concern for most of our operations, at our Ceriano Laghetto site, we have actively managed remediation activities

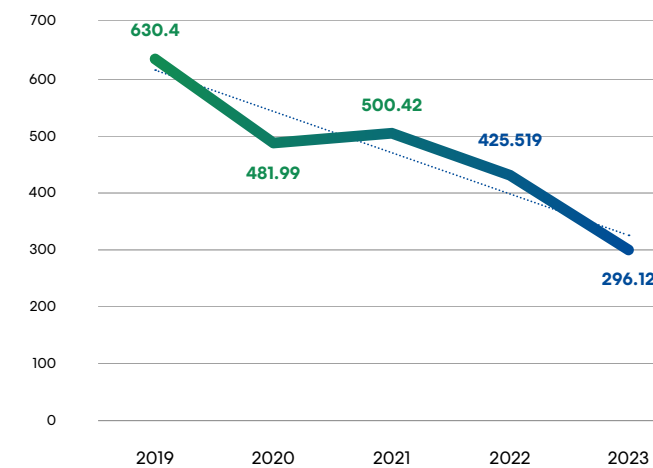
to address historical pollution from previous industrial activity not related to Bracco. Other ongoing initiatives include optimizing saline solution recovery

and expanding purification plants, emphasizing sustainable practices in waste management.

VOC Emissions

-30.4% vs 2022

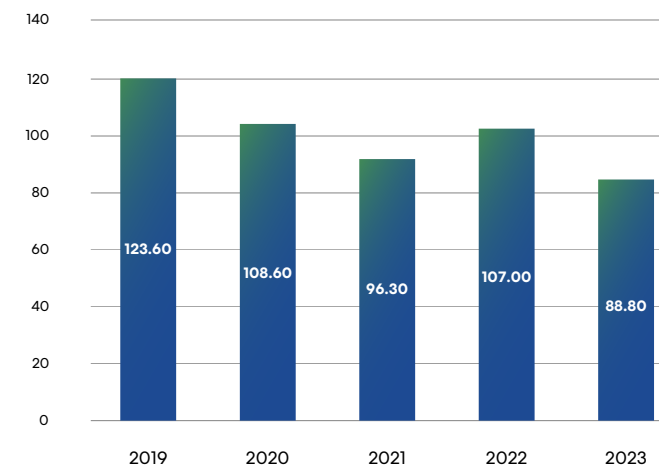
-53% vs 2019



COD* out Production (kg/t)

-17% vs 2022

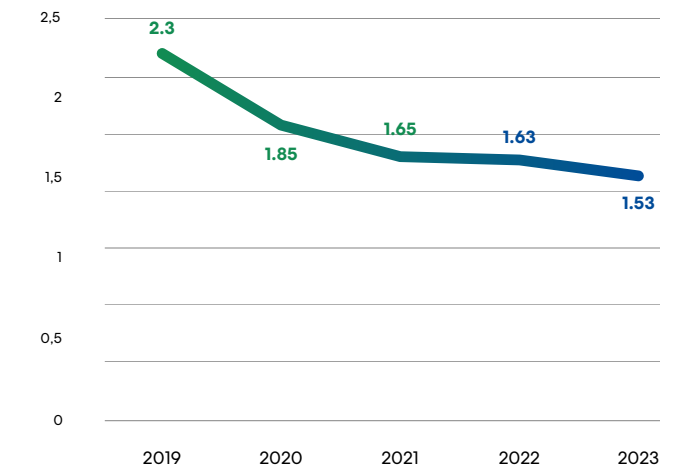
-28.2% vs 2019



COD* in Production (t/t)

-6.1% vs 2022

-33% vs 2019



Note: *COD (Chemical Oxygen Demand): amount of O2 required to break down the organic material via oxidation.

CONTINUOUS IMPROVEMENT IN SOLVENT CONSUMPTION AND ENVIRONMENTAL COMPLIANCE

We have implemented strategic initiatives aimed at reducing solvent consumption and ensuring compliance with stringent environmental regulations. Our efforts resulted in a notable reduction in total solvent consumption by 19% from 2022 to 2023. This achievement is attributed to significant decreases in specific solvents.

These remarkable achievements were made possible through strategic investments, initially in Research and Development (R&D), which were subsequently integrated into new synthesis procedures by our Technical Operations departments.

These procedures underwent rigorous examination and approval by national and international external entities, ensuring compliance with increasingly stringent legal regulations aimed at minimizing environmental impacts.

These regulations specifically target emissions into the atmosphere and water bodies, including discharges into public sewers or surface water bodies.

BRACCO HSE AWARDS 2023: INTERNAL INNOVATIONS

In the seven years since the first HSE awards, more than 16 projects have been presented every year, for a total of 136 concrete actions to reduce impacts and make tangible improvements.

Bracco has always pushed to replicate these projects, not just the ones that received awards. Last year, we collected 13 projects for Environment, 3 for Health, and 5 for Safety.

INNOVATING SALINE SOLUTION RECOVERY AND WASTEWATER MANAGEMENT

One way we are addressing pollution is through 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.

MANAGING SLUDGE

A tangible illustration of our commitment to waste reduction is exemplified by our approach to managing sludge generated from the water purification process.

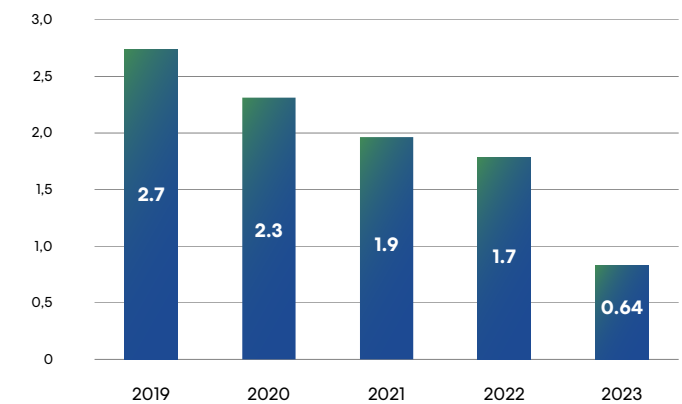
Our objective is to minimize the volume of sludge destined for landfill, thereby addressing a critical aspect of the waste hierarchy. While some steps in waste management remain unavoidable, we have meticulously analyzed and devised a solution involving the treatment of sludge through drying.

By utilizing hot water recovered from nearby facilities, we have succeeded in significantly reducing the total mass destined for landfill, thereby minimizing the environmental impact on the soil matrix.

Specific sludge production

-62% vs 2022

-76.5% vs 2019



IODINE RECYCLING PROCESS IS DEVELOPED IN THREE PHASES

Our Iodine Recycling Process is meticulously structured into **three critical phases** to ensure environmental compliance and sustainability.

Customers are kept informed at every stage, receiving all necessary documents for verification and compliance purposes. These thorough and automated processes demonstrate our commitment to a sustainable and responsible approach to iodine recycling, with each phase designed to minimize environmental impact while maximizing operational efficiency.

Other efforts have significantly contributed to the reduction of waste produced in 2023, with a decrease of 42% compared to 2019 and 27% compared to 2022, demonstrating our tangible commitment to more sustainable production.

Furthermore, we are conducting innovative pilots in Germany and France for the recovery of residues from iodinated contrast media and gadolinium-based contrast agents.

The iodine transformation yield has been increased to more than 80% in API plants, while solvent recovery yield continues to improve annually.

1

The Initialization Phase

This phase begins with the formulation of a contract and mapping out container locations at hospitals and radiological practices, followed by the delivery of the first container. This phase is heavily supported by an automated service that handles communications and documents.

2

The Container Exchange Phase

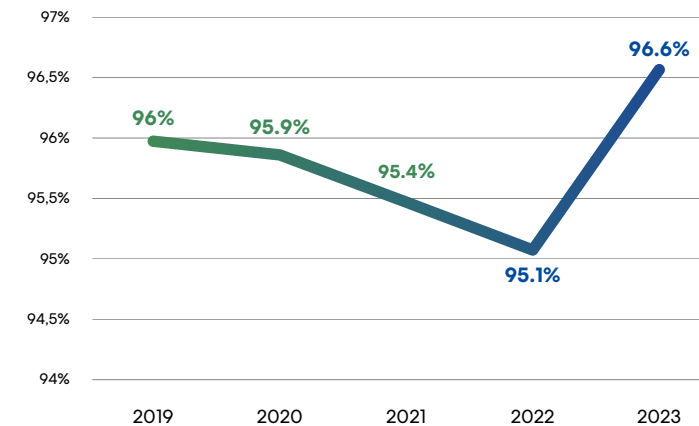
Next is the Container Exchange phase, where a similar automated system takes charge once data is entered into a Web-Form, handling container pick-ups and dispatches. Detailed instructions and scheduling are communicated to all stakeholders to ensure smooth operations.

3

Weighing And Documentation Phase

This phase ensures recycling efforts are quantified and documented. Filled containers are weighed, data is communicated back via an automated email system by email. It updates transaction records with the actual weight, generates final legal notices for shipping and recycling, and confirms the closing of the transaction.

Average percentage yield of solvent recovery efficiency



Spotlight on Innovation

Greenwater Project

We sponsor the Greenwater research project carried out by Policlinico San Donato S.p.A – I.R.C.C.S. hospital in Milan. The study aims to appraise the quantities of Iodinated Contrast Media (ICM) and Gadolinium-based Contrast Agents (GBCAs) retrievable from patients’ urine collected after contrast agent administration and to test patients’ acceptance rate to urine collection procedures.

The evaluation of the acceptance rate will assess the “environmental awareness” of patients and will help model how procedures to reduce the environmental impact of ICM/GBCA could be adapted in different settings.

Bracco's new solvents recovery plants

In Ceriano Laghetto, new technologies and a heat integration system have led to a significant reduction in raw material use and optimised energy consumption.

The Ceriano Laghetto plant produces lopamidol, an active ingredient used as a contrast agent in diagnostic imaging and one of Bracco's most important products. In recent years, the production capacity of lopamidol has increased 25% per year and, as a result, the solvent recovery plant had to be expanded. After several years of construction and start-up, the Area 38 (name of the new area dedicated to solvent recovery) fully began operations in 2023.

In Area 38, new recovery plants have been built to fulfil the whole recovery capacity of 4 solvents used in lopamidol production (such as 2-butanol). With the new plant, the yield of the recovery process has significantly increased, solvent losses have been reduced, and less organic matter needs to be treated in the wastewater. This has also led to an optimisation of raw material use, as we are able to recover more pure solvents from recovery processes. At the same time, a new heat recovery and heat integration system was built to reduce steam and cooling water

consumption. Most of the recovered heat is now integrated in the new processes, while the excess is partly used for sludge drying, partly used for building winter heating and is still partly available for further uses. All new processes implemented in Area 38 have resulted in significant environmental and economic benefits associated mainly with the elimination of some raw materials, increased recovery yields, and optimised energy use. All benefits can be summarised as follows:

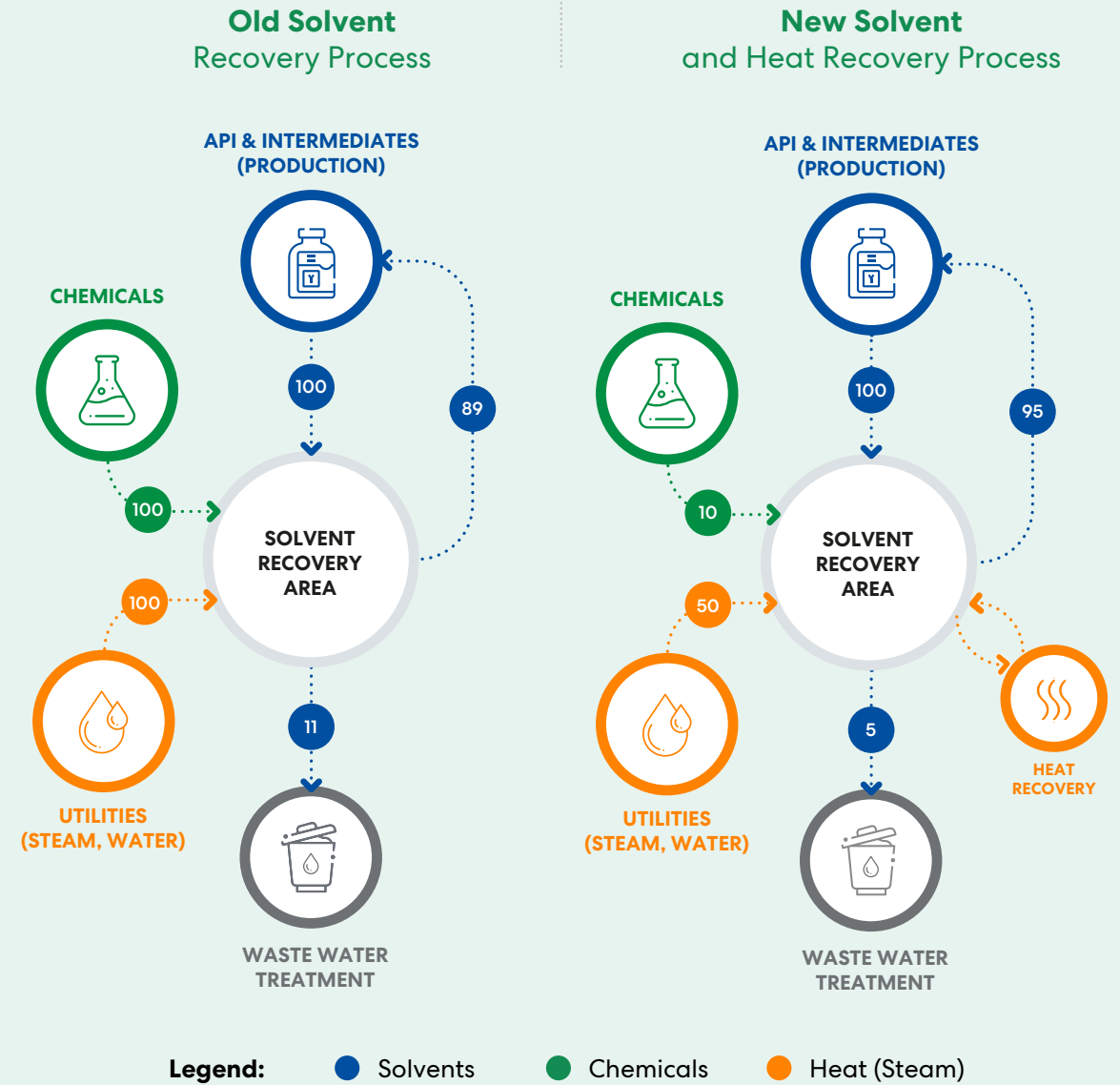
- Reduced solvent and raw material consumption
- Less organic substances discharged to wastewater treatment plant
- Reduced sludge production and disposal
- Reduced steam consumption
- Reduced cooling water consumption

-500 m3/h

Cooling water consumption reduction

-6500 ton/y of equivalent CO₂

Quantified emission reduction of the whole project



The infographic compares the old and new solvent recovery plant. The new one provides lower starting utilisation than before and a much higher recovery of solvents, chemicals and utilities. Quantities shown are relative percentages on the base units used.

2.3 Making Everyday Operations Circular

SDGs



Our commitment

- We lead in sustainable manufacturing by implementing cutting-edge waste reduction measures and optimizing resource utilization.
- We foster innovative solutions to drive environmental responsibility and operational efficiency.

Our approach

Central to our approach to building a circular business is the adoption of the waste hierarchy, a structured framework comprising six priorities aimed at optimizing resource utilization. At the apex of this pyramid lies waste prevention, our preferred option.

In instances where prevention is not feasible, we prioritize reduction, reuse, recycling, energy recovery, and safe disposal. Across all our production sites, we've implemented a prevention policy emphasizing the reuse of raw materials and goods to mitigate their transition into waste. Additionally, we continuously seek opportunities to improve resource management and regulatory compliance.

Why it matters

At Bracco, we acknowledge the intricate interrelation between the tenets of the circular economy and the ethical waste management. At the core of this connection is prevention, the basis for a virtuous cycle in which raw materials and products are reused. This principle guides us in our endeavor to minimize waste and maximize resource utilization.

Our achievements



42% REDUCTION IN WASTE IN 2023 COMPARED TO 2019 AND **27%** COMPARED TO 2022

60% REDUCTION IN CO₂ EMISSIONS BY SWITCHING FROM PLASTIC TO PAPER PACKAGING FOR CEUS* PRODUCTS

27% DECREASE IN TOTAL WASTE PRODUCTION **100%** OF SERVICEABLE STEEL DRUMS REUSED

Note: *contrast enhanced ultrasound.

Our Impacts

DRIVING EFFICIENCY AND WASTE REDUCTION IN PHARMACEUTICAL MANUFACTURING

In line with our sustainability pledge, every production site, whether for active ingredients or finished product, implements operational methods sanctioned by national authorities overseeing drug commercialization.

These methods facilitate the recovery and reuse of raw materials. In manufacturing Active Pharmaceutical Ingredients (APIs), we utilize 83,000 tons of raw materials, comprising around 100 different types, subject to stringent Good Manufacturing Practice (GMP) protocols for quality and regulatory compliance.

Our dedication to the circular economy is reflected in various initiatives:

- We achieved an iodine yield of over 80% and recovered 96,6% of organic solvents at our state-of-the-art plants;
- We successfully reused 100% of the serviceable steel drums;
- We used reverse osmosis technology to reduce by 97% the amount of trace substances deriving from contrast media and prevent it from entering our sewage system at the BIPSO plant.



A SUSTAINABILITY LEAP FOR CEUS PRODUCT: BENEFITS FOR OUR CUSTOMERS

In 2023, we took a significant leap forward in our sustainable packaging for our CEUS* product line, particularly enhancing our efforts in China through Bracco Sine, the joint venture between Bracco Imaging and Shanghai Sine Pharmaceutical, responsible for the production and development of diagnostic imaging products in China. We developed a new packaging line that focuses on cost reduction and environmental responsibility.

Key improvements include a switch from plastic to paper in our single box packaging, leading to a cost reduction of 30% per bottle, while also slashing CO₂ emissions by up to 60% compared to traditional plastics. The chosen material is not only sourced sustainably but is also 100% recyclable and biodegradable, ensuring a minimal environmental footprint.

Additionally, we have optimized our carton sizing from 10 to 30 boxes per carton, achieving a 43% cost reduction and reducing cardboard usage per bottle, furthering our dedication to sustainability and operational efficiency.

Note: *contrast enhanced ultrasound.

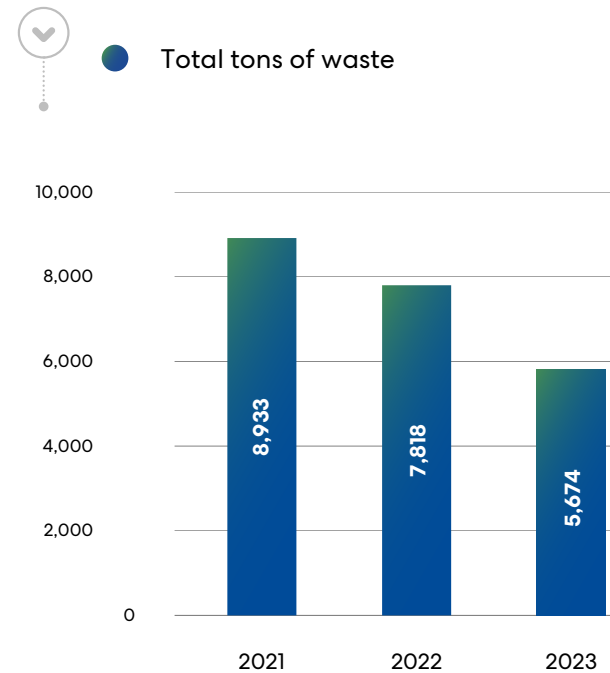
A SHIFT TOWARDS DRUM REUSE

We implemented a strategic initiative focused on the reuse and recycling of drums used in the production process.

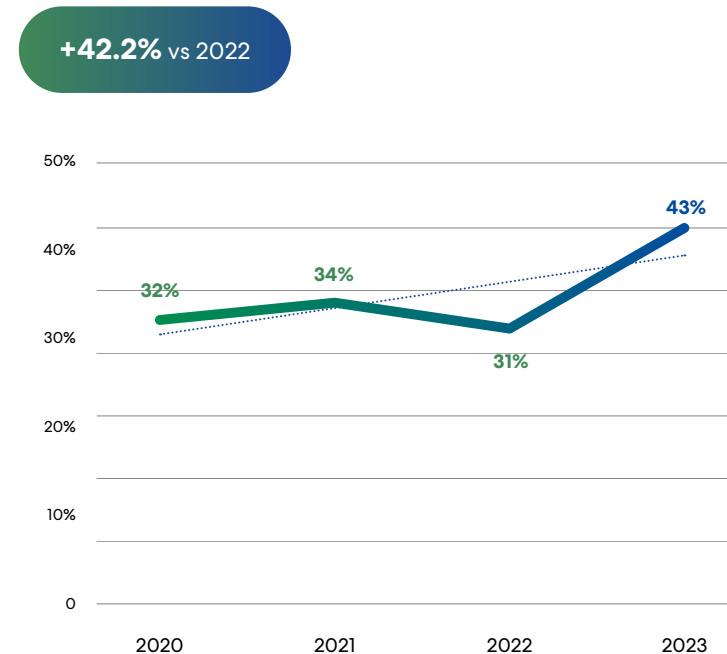
Starting in 2023, we opted to send drums directly to an external recovery company for thorough washing and recycling.

This shift promotes resource conservation and reuse, increasing our impact in a responsible production cycle.

Total waste



% of waste sent for recovery



2.4 Becoming Stewards of Water and Biodiversity

SDGs



Our commitment

- We pursue sustainable water management through innovation and proactive measures for a future of responsible resource usage
- We continue to prioritize the preservation and restoration of biodiversity and ecosystems
- We recover and maintain historical industrial sites and architectural assets, ensuring a balance between production activities and environmental conservation

Our approach

Our commitment extends beyond material concerns, as we understand that every action we take has a direct impact on various environmental factors. Despite its renewable nature, ensuring clean and responsible water usage remains a top priority. We draw water directly from aqueducts or via proprietary wells from aquifers. In dealing with discharging water after use, we adhere to stringent analytical controls and treatments to ensure compliance with legal limits.

Why it matters

Water is the element of life and maintaining the integrity of our water resources is essential for the well-being of both ecosystems and communities. By responsibly managing our water usage and discharge practices, we play a crucial role in preserving the health and resilience of our environment as well as the communities that depend on it.

Our achievements

93% OF WATER FROM UNDERGROUND SOURCES AND **7%** ACQUIRED FROM THIRD PARTIES

ABOUT **2,000 ML/A*** OF GROUNDWATER FOR COOLING PREVENTED FROM EXTRACTION USING RECYCLED WATER USAGE AT SOME SITES

Note: *(megaliters per annum)

Our Impacts

MONITORING WATER SOURCES FOR EFFICIENT AND ETHICAL USE

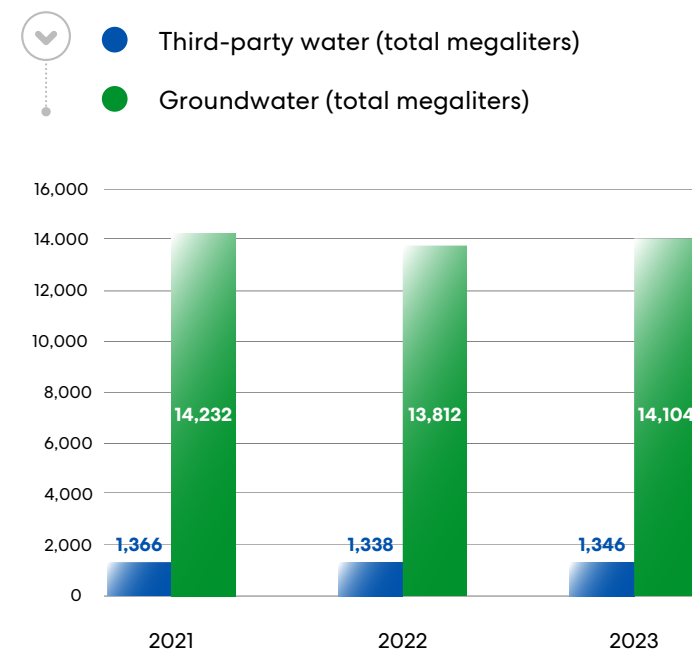
The main water sources used at the Group's production sites come from underground aquifers and the public water network. To reduce water usage, we implemented a monitoring system to track withdrawals at the source, allowing us to precisely assess water consumption per ton of material produced at our main sites.

This was done using the Aqueduct tool, which allows us to constantly monitor and verify the impact of our actions related to areas of high-water stress, affirming our proactive approach to water resource management.

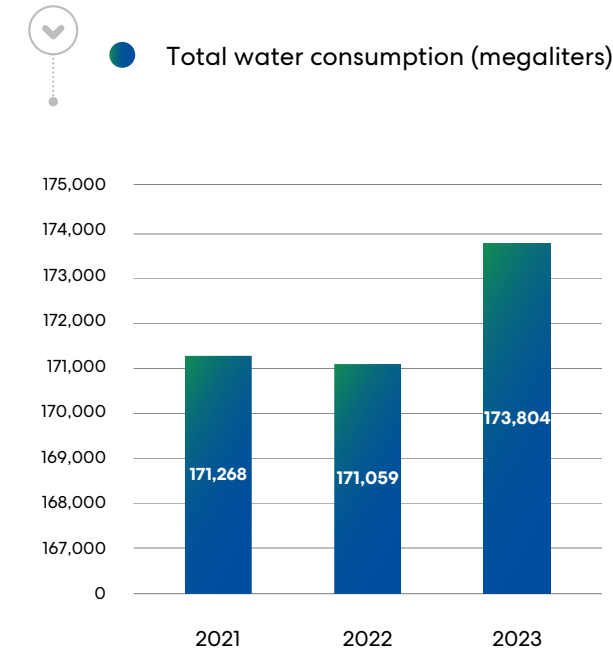
INNOVATIVE COOLING SYSTEMS TO REDUCE GROUNDWATER EXTRACTION

We have made significant strides in improving cooling systems to optimize water usage. It will allow us to utilize a stream of recycled water to cool new refrigeration units, reducing the extraction of groundwater by around 2,000 ML/a. Similarly, we've also doubled the cooling system of an evaporative tower to enhance cooling capacity and optimize water and electricity consumption.

Water withdrawal



Water consumption



Spotlight on Innovation: The Water Project

The project "Circular Water 4 Healthcare" is an open innovation project, implemented in the Federated Innovation @MIND ecosystem. We sponsor this project jointly with different healthcare companies.

The aim is to define replicable best practices in water resources management and deal with wastewater in hospitals, implementing processes that can become models of innovation.

A change in perspective will open up new opportunities to lower environmental impact and to promote the recovery of materials.

PROTECTING THE BIODIVERSITY OF OUR ECOSYSTEMS

Production activities can have direct or indirect impacts on nature and animal species. We decided to consolidate our commitment to comply with the intention of the new Article 9 of the Italian Constitution Act: "The Republic promotes the development of culture and scientific and technical research. It protects the landscape and the historical and artistic heritage of the nation. It protects the environment, biodiversity and ecosystems, also in the interests of future generations."

We apply this in all our plants all over the world, carrying out environmental analyses according to international criteria and standards, analyzing the dependencies on ecosystem services.

SAFEGUARDING BIODIVERSITY THROUGH INDUSTRIAL HERITAGE CONSERVATION

The recovery of historical industrial sites preserves architectural structures and plays a crucial role in biodiversity conservation. By restoring and installing production plants in areas of historical and architectural significance, we ensure the highest quality of products while also safeguarding habitats and ecosystems associated with these sites.

While our current environmental analyses may not directly assess impacts on biodiversity, our focus on ecosystem services underscores our commitment to preserving natural resources and cultural-recreational aspects, which indirectly contribute to biodiversity conservation.

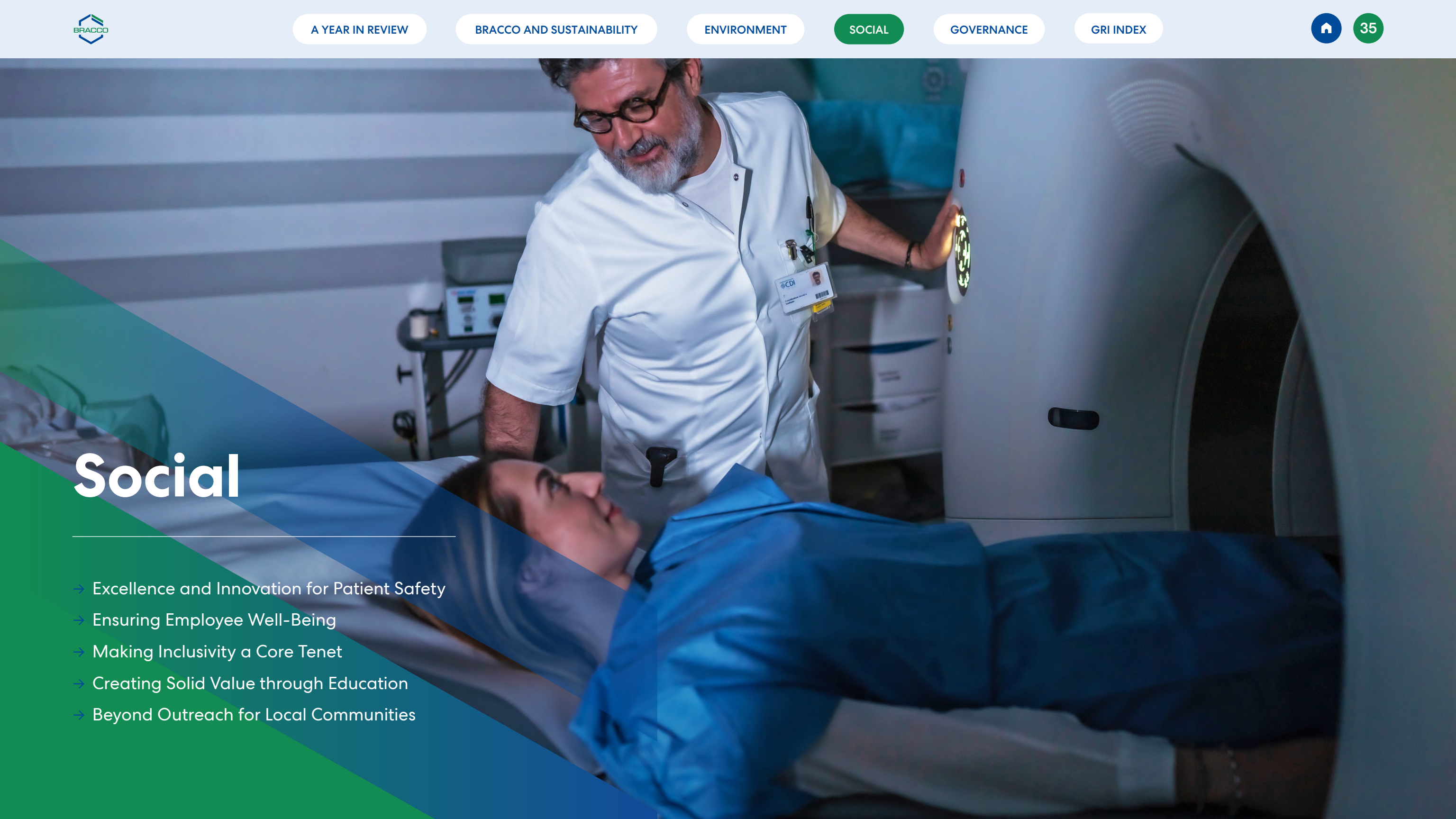
PROMOTING SYNERGY BETWEEN INDUSTRY, CULTURE AND ENVIRONMENTAL CONSERVATION

The restoration efforts exemplified by the Bracco Foundation's work on the statues of Leone Lodi showcase the positive synergy between industry, territory, and environmental conservation.

Through initiatives like the restoration of historic industrial sites such as the SNIA Viscosa site, we not only establish advanced production facilities but also contribute to the protection of historical and cultural heritage.

By purchasing and repurposing iconic buildings like the Information and Documentation Center with the Auditorium, Museum, and Marinotti Tower, we honor

the past while promoting environmental awareness and sustainable development and culture. This approach fosters a harmonious relationship between industrial progress and the preservation of biodiversity and ecosystems, ensuring a sustainable future for generations to come and promoting culture through the preservation of industrial memory.



Social

- Excellence and Innovation for Patient Safety
- Ensuring Employee Well-Being
- Making Inclusivity a Core Tenet
- Creating Solid Value through Education
- Beyond Outreach for Local Communities

Creating a Positive Impact on People

Our ambition

The purpose of our work starts and ends with people. We are dedicated to improving the quality of life of people by advancing patient-centered care through innovation and high-quality research; promoting employee well-being; championing diversity, equity, and inclusion; and serving our local communities through long-term educational initiatives and engagement programs.

We are committed to improving the lives of millions of patients by equipping clinicians with the latest developments in diagnostics and supporting researchers and healthcare professionals by staying at the forefront of advancements in treatments and new technological solutions.

Facts

PATIENTS

MRI and dose halving:

50%

of standard gadolinium dose used with gadopichlenol. Thanks to its high contrast enhancement potency, gadopichlenol allows reduced exposure of patients to gadolinium, up to half the dose approved for all other general-purpose agents in clinical use.

HCPs

11,400+

Healthcare Professionals reached through educational activities in 2023

R&D spotlight

2,100 patents granted globally in Bracco's portfolio

WORKFORCE

Hires:

27%

new hires under 30 compared to the total hires, above our 2023 target of at least

20%

Women:

+26%

of women executives in Bracco, since 2021

Topics

- Excellence and Innovation for Patient Safety
- Ensuring Employee Well-Being
- Making Inclusivity a Core Tenet
- Creating Solid Value through Education
- Beyond Outreach for Local Communities

Stories



Innovation in MRI

A high contrast-enhancement potency of a novel contrast agent for MRI allows to reduce exposure of patients to gadolinium.

Interview with **Alberto Spinazzi**, Chief Medical and Regulatory Officer, Bracco

3.1 Excellence and Innovation for Patient Safety

SDGs



Our commitment

- We ensure the highest quality in our way of doing business by working closely with the functions that identify and minimize risk to adhere to the maximum control standards and regulatory requirements
- We strive to conduct research that goes beyond the limits of what is considered possible

Our approach

Patient health and safety have always been at the forefront of our activity, and by making it a priority, we maximize our social value and positively affect our stakeholders. Through continuous research and innovation, we continue to improve the level of safety for our patients and the quality of our products.

Why it matters

We have built up trust with our patients and healthcare providers since 1927, thanks to the quality of our products and services. Ensuring patient safety is necessary to guarantee this trust and to achieve the quality of care we seek to provide. We also have an ethical responsibility to put patient safety above all else. Our materiality analysis showed that our internal and external stakeholders believe patient safety is the most important topic.

Our achievements

83

NEW BRACCO PATENTS, INCLUDING **33** NEW PATENTS GRANTED IN EUROPE AND THE US

22

PHARMACOVIGILANCE AUDITS IN 2023, **13** MORE THAN IN 2022

13

GENDER-BALANCED STUDIES



Our goals

26

NEW STUDIES PLANNED FOR 2024



Our Impacts

THE IMPORTANCE OF COMPLIANCE IN SAFETY

The Corporate Drug Safety and Pharmacoepidemiology (CDSP) department oversees our global safety surveillance systems and risk management programs. The CDSP Operating Units follow procedures with the highest ethical and quality standards, including the ISO 9001 standard.

The Global Risk Assessment Team is a group of expert doctors who evaluate individual reports to determine any link between exposure to products and adverse events. Input comes from healthcare authorities and participants, and potential risks are communicated to health authorities, professionals and patients.

LIFE-SAVING RESEARCH AND INNOVATION

Improving people's quality of life is our purpose and the yardstick by which we measure our success. Scientific advancement that is rooted in research and innovation can ultimately save lives; therefore, we consider it a core value and strategic pillar of our Group.

We deliver innovative solutions that meet the wants and needs of the ever-evolving healthcare industry through our extensive network of research and innovation centers worldwide and our support for those working in the field every day to provide greater solutions.

Big numbers in 2023

11

INNOVATION CENTERS

5.1

AVERAGE IMPACT FACTOR 2023 OF ITEMS PUBLISHED IN INTERNATIONAL SCIENTIFIC JOURNALS

2,100

PATENTS GRANTED GLOBALLY IN BRACCO'S PORTFOLIO

Spotlight on Innovation

Financial and human resource investments in R&D maximize our value for end-users and for our loyal clients. These developments promise to further elevate our efforts.

➤ Ultrasound platform for improved treatment

In August 2022, clinical trials started investigating the performance of a lipid microbubble for Molecular Imaging applications that can recognize specific vascular receptors involved in neoangiogenesis, with the aim of improving the diagnostic and treatment path of patients with cancer or severe inflammatory conditions. Now that the trial is completed, the regulatory dossier is being prepared to move forward to the next and final step of clinical development, which is seeking market authorization.

➤ Augmented reality for surgery

Bracco Imaging is investing in R&D activities in the field of fluorescence-guided surgery, technologies that can provide real-time guidance to the surgeon in the form of “augmented reality”, identifying and differentiating between tissue that needs to be removed and the tissue to be maintained, making the surgical technique more precise and effective.

➤ Cutting-edge platform for radiopharmaceutical treatments

In 2019, Bracco Imaging strategically expanded its oncology offerings through the acquisition of **Blue Earth Diagnostics**. This move bolstered its nuclear imaging solutions in urology and beyond. Building on this success, Bracco established **Blue Earth Therapeutics** in 2021, a dedicated, cutting-edge platform focused on developing radiopharmaceutical treatments. Blue Earth Diagnostic has an established reputation and global leadership in the field of precision positron emission tomography (PET) imaging for innovation and product development, transforming and improving the clinical management of cancer patients.

➤ Blue Earth Diagnostics Jan – Dec 2023

19 journal papers and
23 conference abstracts with
96% acceptance rate
17 podium presentations and
11 scientific posters were presented

➤ Gadolinium and dose halving

Gadopiclenol injection was launched and commercialized in the U.S. in 2023 and will be launched also in Europe in 2024.

It utilizes only half of the standard dose of gadolinium, improving the risk/benefit profile for the patient and reducing the environmental impact. It is the result of a global, strategic collaboration between Bracco and Guerbet in research, development, and manufacturing.

➤ Expanding injection technologies

BMT (Bracco Medical Technologies) brings together two entities, ACIST Medical Systems and Bracco Injengineering. Both are leaders in contrast injection technology.

In 2023, BMT not only invested heavily in innovation in its field, but also broadened its focus to contrast injectors for Stress Echo Cardiology applications in partnership with Bracco CEUS (Contrast Enhanced Ultrasound).

54% of people working in the R&D GBU Imaging are women, aligned with 2022
48% of people working in R&D and Medical are women
37 new priority and international patent applications filed in 2023

➤ Blue Earth Therapeutics

3 journal papers and
5 conference abstracts with
100% acceptance rate
1 podium presentation
3 scientific posters were presented

Innovation in MRI

A high contrast-enhancement potency of a novel contrast agent for MRI allows to reduce exposure of patients to gadolinium.

A joint research collaboration between Bracco and Guerbet led to the development of Gadopiclenol, a new gadolinium-based contrast agent with a contrast-enhancement potency which is 2.5 to 4 times higher than that of all similar agents in clinical use.

In 2022, Gadopiclenol was approved by the United States (US) Food and Drug Administration following Priority Review, i.e., an accelerated review of new drug applications granted by the US Agency for a medicinal that demonstrates the potential to be a significant improvement in safety or effectiveness.

In the case of Gadopiclenol, it was due to its very high contrast enhancement efficacy that allowed to improve image quality and diagnostic efficacy of MRI at a lower dose compared to other MR agents of the same class.

The accelerated approval in the US was followed by approval at a reduced dose also in the European Union, the United Kingdom, and Switzerland”, explains Alberto Spinazzi, MD, Bracco Chief Medical and Regulatory Officer.

What is the clinical value of Gadopiclenol?

The clinical value of Gadopiclenol is linked to the combination of its high contrast-enhancement potency, also called “relaxivity”, and its high stability. The possibility to use a lower dose without compromising the diagnostic performance of a contrast-enhanced MR examination allows to reduce the exposure of patients to the metal gadolinium. This is clinically relevant for all the patients, and particularly important for children and patients who need to undergo multiple contrast-enhanced MRI examinations in their lifetime. Because these medicinal products are eliminated almost exclusively by the kidneys, a reduced dose is also highly beneficial for patients with impaired renal function. Moreover, Gadopiclenol is very stable. Following the administration of this new MR contrast agent to patients, the gadolinium ion, essential for contrast enhancement on the MR image, is retained in the molecule and does not accumulate in tissues.

Is the reduced dose also beneficial for the environment?

Definitely. Gadolinium-based contrast agents (GBCAs) are widely and increasingly used to improve the diagnostic quality of contrast-enhanced MR

examinations. After receiving a dose, patients eliminate the GBCA in the sewage water. From there, these agents enter the surface water, and are found in drinking water. There is growing concern regarding the environmental impact of GBCAs because of their ubiquitous presence in the aquatic environment. Therefore, the possibility to reduce the GBCA dose to patients is one of the strategies aimed at reducing the presence and concentration of GBCAs in the water system.

“Being able to reduce the dose of gadolinium-based contrast agent without compromising the diagnostic efficacy of an MR examination is good news for both patients and the environment.”



Alberto Spinazzi,
Chief Medical and
Regulatory Officer,
Bracco



OUR STUDIES

Working alongside the Research and Development department, the Global Medical & Regulatory Affairs (GM&RA) department aims to develop and evaluate new imaging agents and devices. We deliver innovative solutions that meet the extensive requirements for imaging agents and devices as well as the needs of the ever-evolving healthcare industry.

When conducting **clinical research**, we apply a risk-based approach to ensure efficient execution and the well-being of participants. We carefully consider both potential risks and benefits and implement robust risk control measures to guarantee the integrity of study data. **The goal is to constantly increase the value created for our patients, clients and communities.**

QUALITY AS A CORE COMMITMENT

In clinical research, compliance and quality are also guaranteed by our **Clinical Quality Management**, which ensures clinical trials comply with regulations and standards.

Where applicable, the Group adheres to the following:

- Good Manufacturing Practices (GMP), Good Distribution Practices (GDPs) and Good Pharmacovigilance Practices (GVPs)
- Good Clinical Practices (GCPs) and Good Laboratory Practices (GLPs)
- U 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)

We also guarantee that our employees comply with all applicable laws and regulations regarding **Data Protection**.

Activities that fall under our responsibility include management of data collected during both Bracco-sponsored clinical studies and Investigator-Initiated Studies.

Big numbers in 2023

13

GENDER-BALANCED STUDIES

982

PEOPLE INVOLVED

26

NEW STUDIES PLANNED FOR 2024

A PET imaging agent for patients with prostate cancer

Based on an innovative radiohybrid technology, the flutufolastat (¹⁸F) molecule assists physicians to localize the second most diagnosed cancer in men worldwide.¹

Blue Earth Diagnostics, a Bracco Group company, owns exclusive worldwide rights to rhPSMA diagnostic imaging technology. After conducting pivotal clinical trials, it was granted approval in 2023 by the U.S. Food and Drug Administration (FDA) for use in the U.S., with the plan to expand into other countries, as explained by David E. Gauden, D.Phil., CEO of Blue Earth Diagnostics.

What diagnostic needs did the molecule meet?

There is an unmet clinical need in the diagnosis and staging of prostate cancer. PSMA-PET agents, such as flutufolastat (¹⁸F), have the potential to fulfil this need by providing high-quality diagnostic information that can optimise patient management and treatment for patients who have prostate cancer.

What are the features of flutufolastat (¹⁸F)?

Flutufolastat (¹⁸F) represents a new class of engineered, high-affinity PSMA-targeted PET

radiopharmaceuticals based on novel radiohybrid technology. It binds to and is internalized by cells that express PSMA, including prostate cancer cells, the vast majority of which overexpress PSMA. It is labelled with the ¹⁸F radioisotope, which can enhance PET scan resolution to facilitate effective detection of disease.^{2,3} Molecular imaging with flutufolastat (¹⁸F) PET may identify the location and extent of prostate cancer across the care continuum. Results of the scan can reveal crucial information for clinical decision-making and frequently result in changes to a patient's intended management plan.^{4,5}

What are the molecule's potential future applications?

Scientific and medical research never stops. Our sister company, Blue Earth Therapeutics, is developing clinical-stage therapeutic radiopharmaceuticals using a variant of the rhPSMA molecule. Moreover, PSMA receptors are not specific to prostate cancer, and they are also present in other tumour types.

There are companies investigating other uses of PSMA-PET, which has the potential to be applied to other cancers or diseases.



David E. Gauden,
D.Phil., CEO of Blue
Earth Diagnostics

References: ¹<https://uroweb.org/guidelines/prostate-cancer/chapter/epidemiology-and-aetiology> - ²Rauscher I, et al. *J Nucl Med.* 2020;61(1):51-57 - ³Wurzer A, et al. *J Nucl Med.* 2020;61(5):735-742 - ⁴Rauscher I, et al. *J Nucl Med.* 2021; 62:1719-1726 - ⁵Vogel ME et al. *Front Oncol.* July 2021; 11:715020

The Digital Human Twin of CDI - Centro Diagnostico Italiano

A virtual, multidimensional replica of a patient can help a physician assess the patient's health risks and optimize the course of prevention or treatment.

Digital twins are virtual replicas of even very complex physical systems. "In healthcare, a particularly interesting application is to organize a patient's clinical information and process it through sophisticated artificial intelligence algorithms for the benefit of doctors," explains Alessandro Maiocchi, Innovation Hub Director at Bracco, who led the project to develop the Digital Human Twin prototype, launched in 2023, in collaboration with doctors and the Innovation, Research and Development department of CDI - Centro Diagnostico Italiano.

A Digital Human Twin represents the whole patient by aggregating medical history data into a single platform. Through the application of mathematical AI models, patient data can be extracted, analysed, and compared in real time, generating personalized risk predictions for predetermined diseases.

The Digital Human Twin thus offers the physician an immediate and holistic representation of a series of seemingly "disconnected" information that collectively

describes the patient's health status and represents its evolution over time. This tool helps physicians to develop personalized prevention and treatment strategies in line with the paradigms of precision medicine.

The longer-term goal of the Digital Human Twin project is to provide patients with a participatory tool to actively contribute to maintaining or improving their health.

"The Digital Twin prototype integrates AI to better utilise clinical data information from many different sources."



Alessandro Maiocchi,
Innovation Hub Director,
Bracco



This image was generated by artificial intelligence

3.2 Ensuring Employee Well-Being

SDGs



Our commitment

- We prioritize the health and safety of our employees and subcontractors to foster a motivated and healthy workforce
- We create a safe workplace where everyone can feel protected and supported

Our approach

Our people development strategy is designed to attract and retain individuals, and none of this is possible without putting the health and safety of our employees first. We are committed to creating a supportive, safe and inclusive work environment where everyone feels protected, prioritizing an approach to employee well-being, investing in training and development opportunities, and promoting the overall health of our employees.

Why it matters

We view our global workforce as a valuable asset. Investing in employee well-being is fundamental for the success of individuals and the company as a whole, as evidenced also in the double materiality analysis. Employees who feel valued, supported and empowered have the tools to drive organizational success and deliver exceptional patient care.

Our achievements

72%

OF EMPLOYEES COVERED BY AUDITED HEALTH AND SAFETY MANAGEMENT SYSTEMS, IN LINE WITH 2022

600

INDOOR NOISE MEASUREMENTS TAKEN

73%

OF OUR SITES ARE ISO 14001 & 45001 CERTIFIED

695

CHEMICAL SAMPLINGS TAKEN

TOP EMPLOYER 2023
IN ITALY (4th year)



Our Impacts

HEALTH AND SAFETY FIRST

We conduct regular risk assessments, which inform our decision-making and comply with all relevant regulations. We also encourage workers to report any work-related hazards at dedicated boxes in every production site without fear of reprisal. To ensure compliance, we also collaborate with Enhesa to determine what legislation is applicable to HSE.

We also continuously measure indoor noise levels and take workplace chemical samplings to comply with occupational exposure limits, which are supplemented by additional audits in other plants. Our commitment also extends to our contracting companies, with all sites managing activities with contractors through risk assessments and work permits.

We have implemented dedicated IT tools for HSE management to digitalize processes and collect data. Furthermore, we go beyond regulatory requirements by voluntarily participating in the Responsible Care Program, aiming to foster a safe chemical environment, particularly through recent production upgrades.

2,745

EMPLOYEES UNDERWENT HEALTH AND SAFETY MANAGEMENT SYSTEM AUDITS
(72% OF OUR WORKFORCE)

600

INDOOR NOISE MEASUREMENTS

695

CHEMICAL SAMPLINGS

364

NEW EMPLOYEES TRAINED ON H&S PRACTICES IN ITALY

We have obtained **ISO 45001** certifications for the Montreal, Geneva, Singen, Shanghai and Heerlen sites, adding them to a list of already certified sites that includes Torviscosa, Ceriano Laghetto and Collettero Giacosa. The Shanghai site also received **ISO 14001** certification, joining other sites.

Our system of scheduled audits prevents accidents and conducts risk assessments. In 2023, 23 internal audits were conducted in Italy as part of a 3-year audit plan, while a total of 14 audits were carried out for the sites of Heerlen, Geneva, Shanghai, Monroe, Montreal and Singen, in preparation for ISO certifications.

Our commitment to compliance safeguards our workers, protects our clients from value chain risks and promotes the adoption of best practices.

73%

OF SITES ARE BOTH ISO 14001 AND ISO 45001 CERTIFIED

23

AUDITS WERE CONDUCTED AT ITALIAN SITES, 3 MORE THAN IN 2022

14

AUDITS WERE CONDUCTED AT SITES, 5 MORE THAN IN 2022

HSE AWARDS: ADVANCING COLLECTIVE WELL-BEING

In 2023, we developed a project at the Torviscosa site that addresses the hazards of 5-NIPA ACID powder, which is an irritating substance that can be explosive when released into the air. The project introduced a semi-automatic and confined system for the unloading of the big bag containing the hazardous powder, minimizing dust dispersion and significantly reducing the average values of samples measured during the year.

FAIR COMPENSATION THAT VALUES OUR PEOPLE

Our HR and CSR teams implement initiatives that prioritize the welfare and well-being of our people in every department. We ensure that employees receive fair compensation. The living wage analysis we conducted this year showed that all our employees receive compensation that is well above living wage standards. Paying living wages is an integral part of our commitment to social and ethical responsibility and reflects our values as a company. We regularly review and adjust our compensation levels to ensure they meet or exceed the local living wage standards.

COMPENSATION PRINCIPLES

Bracco Group believes in the concept of total rewards and merit. The concept goes beyond simple compensation and includes all the perceived value from benefits, performance management, talent development and work-life balance. The annual salary review process is conducted by employee supervisors.

Key principles

Pay-for-results: salaries and bonuses are closely linked to responsibilities, business results, achievements and individual performance.

Competitiveness: we use market data or survey data to find competitive pay for our industry and assist in setting compensation packages.

Internal equity: consistent with our Diversity & Inclusion Policy, our Compensation Guidelines uphold Bracco's commitment to equal pay for equal work and strive to eliminate any gender pay gap.

THE BRACCO PEOPLE WAY: LISTEN AND ACT

We empower our people to speak up through direct engagement initiatives. We launched **The Bracco People Way** program to continuously transform and improve our Human Resources processes and share our values directly with our people.

In 2023, we focused on improving the quality of dialogue and feedback with 290 individuals across all countries. In 2022, we launched **CHAT** (Clear expectations, Habits, Alliance, and Talk), the first global program involving all employees. It aims to create a culture of shared dialogue and ongoing feedback in which people feel psychologically secure to share their thoughts and opinions.

In 2023, the CHAT Program trained all employees in Italy and has been delivered to China, Canada, Brazil, Germany and Switzerland. The program was also enriched by the internal community of employees who served as trainers for the program and the training workshops.

The model of values and behaviours



Passion

- Connecting People & Networking
- Be Yourself



Continuous Evolution

- Insight & Learning Agility
- Digital & Technology Orientation



People believe in

Extraordinary

- Leading People & Delegation
- Courage



Sustainability

- Long-Term Value Creation
- Accountability



100% EMPLOYEES WORLDWIDE COVERED BY OUR LIVING WAGE BENCHMARK ANALYSIS

Top employer CERTIFICATION RECEIVED IN 2023 FOR THE FOURTH CONSECUTIVE YEAR



THE CHANGE PROJECT

One of our flagship initiatives is the CHANGE project, which aims to create a dynamic and empowering learning environment. In 2023, three CHANGE initiatives were established:

- 1 **“ASK ME ANYTHING”**: in routine meetings, people could feel free to ask questions to managers;
- 2 **“WIKI OF BEST PRACTICE”**: a digital platform was created to share information and experience for the global sales team;
- 3 **“CLOSETS CLEAN-OUT”**: everyday work life was simplified for each corporate function.

COMPREHENSIVE SOCIAL ASSISTANCE

Our comprehensive social assistance system includes a range of services that go beyond local regulations to ensure the safety and happiness of our employees.

This includes facilitating access to local services, offering support during transitional periods such as parental leave or retirement and providing special help 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.

PROMOTING HEALTH AND FLEXIBILITY

Our companies offer a variety of resources on health and **work-life balance**. These include webinars and access to programs and newsletters covering general health, mental health and wellness topics.

A mindfulness program was introduced in 2023 for all people in Italy, aiming to connect mindfulness to everyday experiences. We also allow people flexible working conditions, as specified in the Global Guidelines on Smart Working. Many of our entities also promote an active lifestyle through gym memberships and online fitness classes.

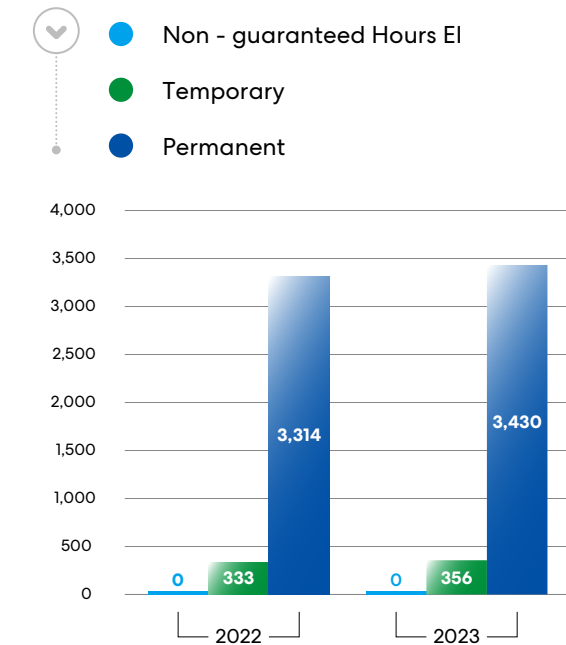
In some locations (e.g., Canada) even on-site chair massages are organized once a month from a massage therapist. Additional benefits are granted also to most temporary and part-time employees:

- Preventive medicine
- Vouchers for the expense of goods and services
- 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 DIALOGUE FOR STRONG EMPLOYEE RELATIONSHIPS

The **Social Dialogue Policy** introduced in 2023 further cemented our commitment to these standards. We officially recognize the right to collective bargaining and the role of employee representation in fostering excellent work conditions. Ad-hoc worker representatives are also regularly involved in the monitoring of health and safety.

Breakdown by type of contract



54%

OF WORKERS COVERED BY COLLECTIVE AGREEMENTS WORLDWIDE

1,808

HOURS OF TRAINING DELIVERED

3.3 Making Inclusivity a Core Tenet

SDGs



Our commitment

- We embrace diversity in our company and support and empower employees throughout their entire personal and professional journey
- We ensure equal job opportunities without discrimination of any form so that everyone has access to a fair and inclusive work environment

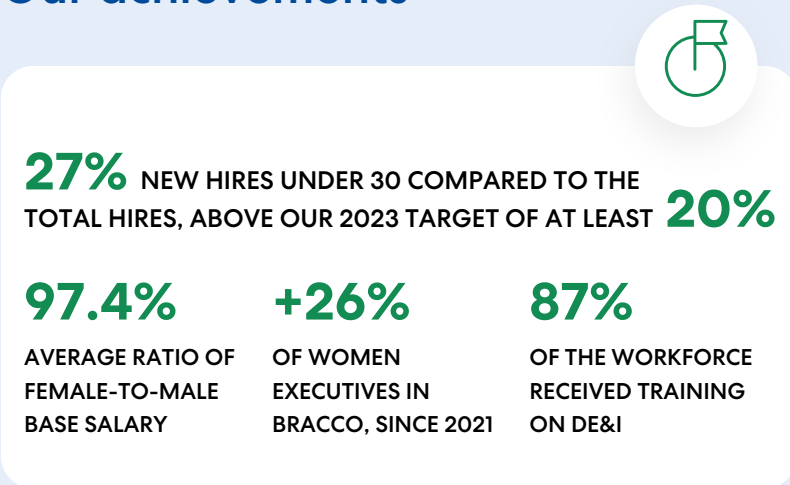
Our approach

Our commitment to fostering a diverse and inclusive company encompasses the entire professional relationship with our employees. We implement this approach in all areas of our employees' work life because we believe empowering individuals will set the company up for success.

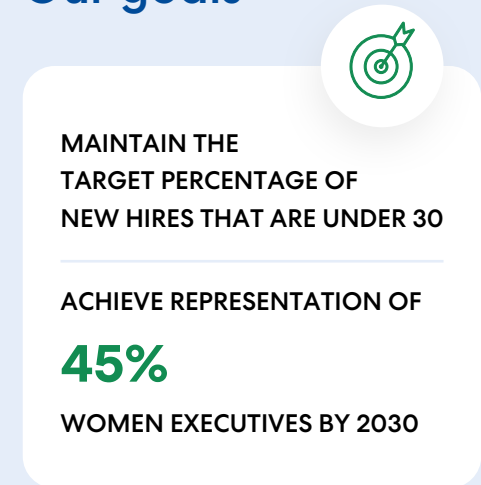
Why it matters

Embracing diversity creates a positive impact for everyone. The diversity of our workforce enriches our perspectives, drives innovation across all our activities and ultimately creates value for our clients and patients.

Our achievements



Our goals



Our Impacts

OUR INCLUSIVE RECRUITMENT AND SELECTION PROCESS

Establishing an inclusive company starts with the recruitment and selection processes, identifying the most qualified individuals following the Global Guideline on Talent Acquisition.

We gather resumes from various sources and then rigorously screen them. Candidates are then interviewed by HR and line managers to be evaluated

on professional criteria and cultural fit. As outlined in the Guidelines, the shortlist of candidates from the selection process should be inclusive and gender-balanced, with representation of at least one male and one female candidate.

We are also careful to bring in young talents in these processes.

	Male	Female	Total
Italy	792	701	1493
Rest of Europe	400	404	804
North America	484	409	893
Rest of the Word	323	273	596
Total	1999	1787	3786

ACHIEVING DIVERSITY ACROSS THE COMPANY

We champion diversity throughout our entire workforce and continue to improve our gender-balance ratios. Our Succession Planning Process Guideline focuses on fostering a gender balance among key positions and leadership.

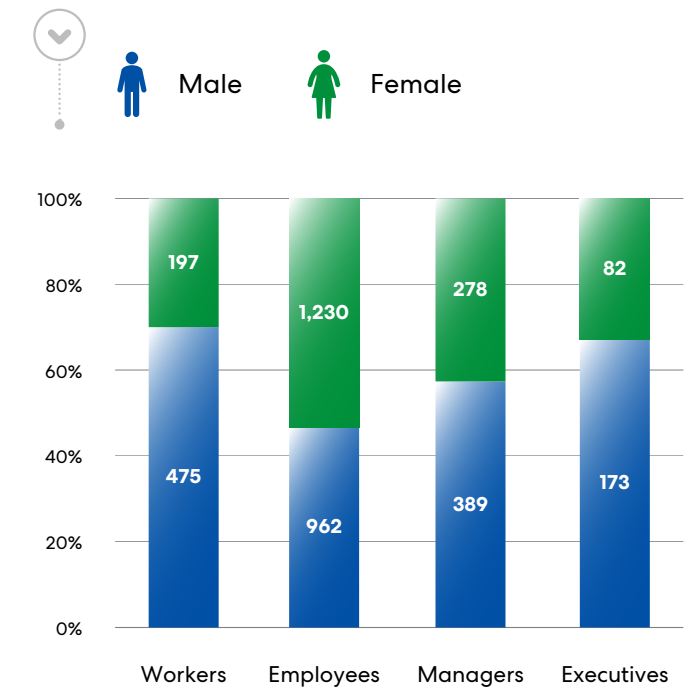
27%

NEW HIRES UNDER 30 COMPARED TO THE TOTAL HIRES, ABOVE OUR 2023 TARGET OF AT LEAST 20%

+26%

INCREASE IN WOMEN EXECUTIVES AT BRACCO SINCE 2021

Breakdown by category and gender 2023



EQUAL PAY FOR EQUAL WORK

We are working to close all types of gender pay gaps. IT tools were introduced in Italy to monitor these disparities and to pursue pay equity at all levels of the organization.

All our commitments regarding fair pay and equal remuneration for equal responsibilities, from salary to non-monetary benefits, can be found in our Global Guideline on Compensation.

BUILDING A PLACE FOR EVERYONE

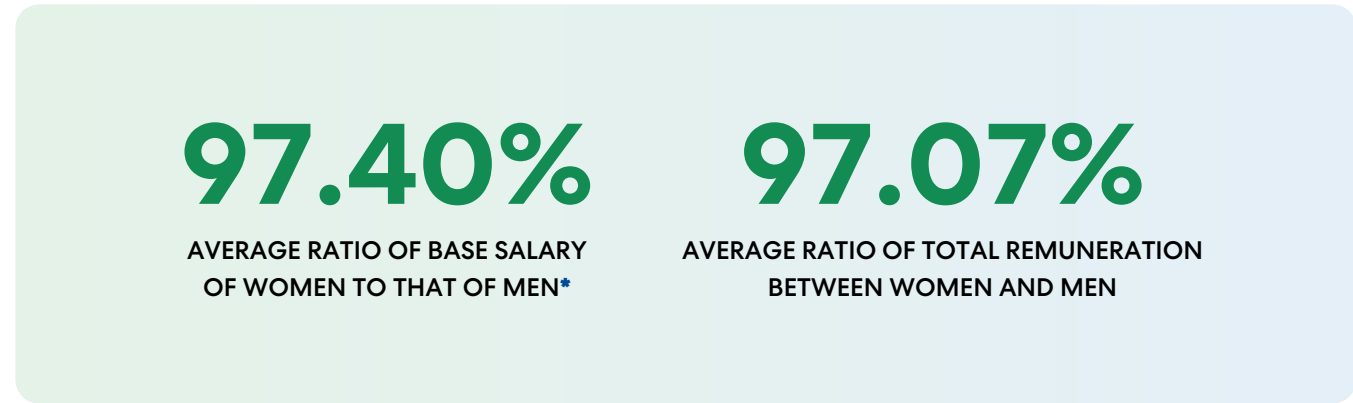
We implement special measures to support employees with diverse needs, including parents of young children and workers with disabilities.

These employees can benefit from additional remote working days, as outlined in our new Guidelines on Smart Working. This flexibility approach allows everyone to be valued without discrimination despite the presence of special necessities.

D&I SELF ASSESSMENT

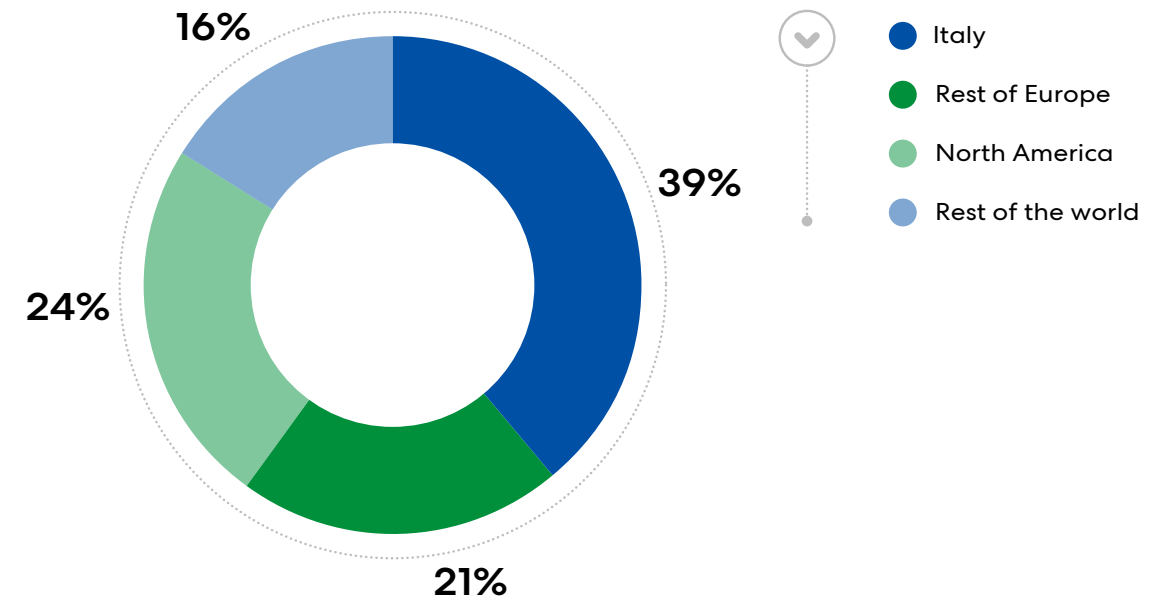
We are also a signatory of the Charter for Equal Opportunity and Equality at Work promoted in Italy by **Fondazione Sodalitas**. This is a statement of intent to promote an inclusive corporate culture and policies

that are free of discrimination and prejudice and value diverse talent. Adoption of this helps us annually monitor the progress of our commitment through the Sodalitas D&I Self Assessment.



Note: *This year, we started calculating these ratios as the average of the ratios of each professional category without measuring by the size of each category. This allows us to better capture the ratios in smaller segments, such as management.

Employee breakdown by geographical area



DE&I: a step toward an ever more inclusive culture

The Inclusion Makers program was born out of a bottom-up demand to acquire knowledge and skills on inclusion issues through masterclasses and collective discussions.

Bracco has consistently prioritized Diversity, Equity, and Inclusion, striving to lead the way as these critical issues continue to evolve. “As a company with a long history and heritage, it is now facing a major generational change among its people,” explains Valentina Tosetti, People Development & Employer Branding Director.

In 2023, we launched the Inclusion Makers program, which aims to create a collaborative and innovative workplace that actively promotes inclusion, leveraging the diverse strengths and perspectives of the whole team.

The project is a direct continuation of a research collaboration with MIDA consulting and Università Cattolica del Sacro Cuore, completed in 2022.

This research examines how Italians view what drives companies to adopt diversity, equity, and inclusion strategies and actions.

A total of 428 Bracco employees responded to the research questionnaire, highlighting three focus areas:

- Enriching one’s knowledge on DE&I topics and tools
- Working in an environment where merit is recognized fairly and transparently
- Feeling free to express themselves and manage conflict

Based on these responses, we structured a training and engagement program open to everyone in 2023. Starting in January 2024, six online masterclasses have been held, addressing key DE&I topics. The entire Bracco team in Italy was invited to participate, with strong support from the CEO and leadership, emphasizing Bracco’s commitment to DE&I initiatives. Additionally, our top management has also undergone DE&I training.

87%

Percentage of the total workforce across all locations who received training on diversity, discrimination and/or harassment

Our focus on inclusion encompasses the following topics:

Why is diversity a value?

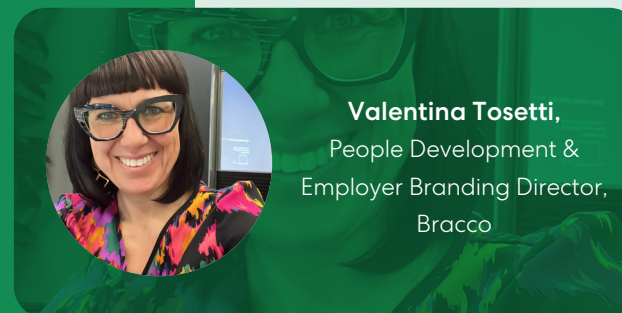
Managing unconscious bias

Empowering civil courage

Speaking the language of inclusion

Building bridges in relationships with others

Final call to action to co-design 2025 new initiatives



Valentina Tosetti,
People Development &
Employer Branding Director,
Bracco

3.4 Creating Solid Value through Education

SDGs



Our commitment

- We believe that investing in education and training is crucial to drive development and innovation forward
- We implement high-impact educational initiatives and support global educational programs

Our approach

We believe the value of knowledge lies in sharing what we know, beyond the walls of our company. By continuously connecting with local and global communities through partnerships, cross-institutional events and education we can fulfil our mission of bringing innovation to markets, driving societal advancement and improving patient care.

Why it matters

We champion and promote the value of knowledge because we believe it is the key to unlocking endless possibilities to improve lives. If it is not shared widely and applied correctly, its value is limited.

Our achievements



OVER **11,400** HEALTHCARE PROFESSIONALS REACHED THROUGH EDUCATIONAL INITIATIVES IN 2023

33% OF YOUNG HEALTHCARE PROFESSIONALS REACHED THROUGH EDUCATIONAL ACTIVITIES	4.79/5.00 AVERAGE RATE OF SATISFACTION WITH OUR EDUCATIONAL PROGRAMS	MORE THAN 90% OF PARTICIPANTS SURVEYED FOUND THE COURSES USEFUL OR VERY USEFUL
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Our goals



65,000 PEOPLE INVOLVED IN TARGETED TRAINING PROJECTS (RADIOLOGISTS, STUDENTS, ETC.) BY 2027

UP TO **40%** OF PEOPLE INVOLVED UNDER 35

Our Impacts

EDUCATION FOR ALL

We provide educational programs that cover a variety of topics, formats and targets. Many healthcare professionals (HCPs) recognize us as an important supporting entity for their professional growth because our events are tailored to specific needs and interests. In 2023, we reached over 11,400 professionals, of which 33% were residents or recent board-certified healthcare professionals.

Our educational initiatives include:

- 1 Partnerships with scientific societies**
- 2 Educational programs with local partners and international experts**
- 3 Programs with a specific focus on younger experts**

BRACCO'S PRINCIPLES OF EDUCATION

Connection to innovation: With a strong foundation in education and continuous learning, we can foster innovation within the company and the community.

Responsibility: It is our responsibility to our stakeholders to invest in and provide support for education.

Empowering new generations: We recognize the importance of empowering new generations with knowledge and skills, nurturing their aspirations, and building a knowledge-based society.

Our support for education and training has grown alongside technological advancements, especially as we consider the impact of AI in our sector. Bracco aims to further explore the contribution of technology and ensure that it serves progress, the community, and patients.

New technologies don't frighten us, but rather they inspire us to regulate them effectively and derive the best positive outcomes. Technology must always be at the service of humanity, not the other way around. Our future also depends on the great attention and care we give to education so we must go hand in hand with the evolution of technology.

6,000

HEALTHCARE PROFESSIONALS REACH THROUGH EDUCATIONAL ACTIVITIES DEVELOPED WITH BRACCO LOCAL PARTNERS

11,400

HEALTHCARE PROFESSIONALS REACH THROUGH EDUCATIONAL ACTIVITIES IN 2023

>5,400

HEALTHCARE PROFESSIONALS REACH THROUGH EDUCATIONAL ACTIVITIES WITH SCIENTIFIC SOCIETIES

33%

% YOUNG HEALTHCARE PROFESSIONALS REACHED THROUGH EDUCATIONAL ACTIVITIES

PARTNERSHIPS FOR SUCCESS

Several of our educational initiatives are implemented in collaboration with valuable partners. For example, we collaborate on fellowships and scholarships for young people entering healthcare.

This aid allows participants to improve their skills, build expertise and bring different ways of working to their country. In addition, these programs allow them to develop long-lasting relationships that positively

impact their personal and professional lives. We also promoted youth development through initiatives in the various countries where we operate.

For example, in April 2023, BMT in the U.S. participated in Bring Your Child to Work Day, introducing children to the exciting world of STEM. And in Korea, 54 distinguished Korean radiologists were awarded Educational Grants.

4.79/5.00

AVERAGE RATE OF SATISFACTION
WITH OUR EDUCATIONAL PROGRAMS



BRACCO FELLOWSHIPS



2-4 months fellowships in key European Radiology centers focused on either clinical, research, management technique

VISITING SCHOLARSHIPS



3 months of training in highly esteemed European academic training centers

LEADERS ON THE HORIZONS



Grants given for clinical research paper or a clinical review article

RESEARCH & EDUCATION GRANTS



Grants for clinical medical students, residents, fellows to support research and educational projects

PROGETTO DIVENTERÒ



Grants + 1.5 month of training in key Italian Radiology Centers awarded by Fondazione Bracco

**THE IMPORTANCE OF PARTNERSHIPS
IN THE WORDS OF OUR CEO
FULVIO RENOLDI BRACCO**

Collaboration and partnership building are fundamental to real progress. Bracco is committed to supporting the valuable efforts of scientific societies, such as ESOR, that strive to equip young radiologists with the necessary knowledge and skills for the future.

Together we have supported over 450 scholarships and fellowships. At this year's ECR, we co-hosted the educational event "Unlocking Next-Gen Radiologists" with ESR. The goal was to foster a dialogue between current radiology leaders and future innovators at ECR.

Understanding the needs of new radiologists is critical and supporting them is the logical next step. Going forward, we will continue to focus on collaborative projects and expanding our partnerships.

230

**COURSES COMPLETED
ON LEARNING
HUB IN 2023**

Silk Road Project

Building a bridge between Europe and China in radiology is the goal of Bracco's Silk Road project, which brought 11 radiologists from 4 European countries to the Chinese Congress of Radiology, in Jiangsu, Suzhou in November 2023.

Chinese and European physicians addressed various topics with panels on topics such as oncology imaging and modern challenges in radiology management, followed by networking, which fostered an exchange of ideas and perspectives. "In medicine, there are no borders, because diseases have no borders," said Prof. Josef Vymazal of the Czech Republic.

Collaboration among radiologists is therefore essential to scientific research, particularly in the exchange of data and cases, in an era in which new technologies are increasingly necessary for quicker and more precise analysis and diagnosis.



THE POWER OF LEARNING FOR OUR EMPLOYEES

The success of our core business and sustainability goals relies on the educational level of our workforce; therefore, we heavily invest in the training of our people. Employees continuously develop their knowledge and skills through our **training programs**, tailored to fit their specific needs and career aspirations. In 2023, we launched a training platform created with Artificial Intelligence, called **Learning Hub**, available in 20 different languages. The platform offers on-demand training in 8 playlists, one for each Bracco Behaviour, with some playlists dedicated to other Bracco projects or tools (e.g. CHAT or POWER BI). Two specific training initiatives on the Digital Transformation were also implemented: a training program on agile methodology involving over 30 people and a program focused on learning POWERBI.

We developed multiple programs specifically for managers, including a course on Managerial Skills for New Team Leaders and the Trust Journey for LTeam, which teaches collaborative working methods.

50%+

**EMPLOYEES RECEIVED REGULAR
PERFORMANCE AND CAREER
DEVELOPMENT REVIEWS**

Bracco Global Academy: the value of sharing knowledge

BGA is a multimedia hub with learning resources for healthcare professionals worldwide. We want to actively promote high-quality scientific content for healthcare professionals active in diagnostic imaging to improve patient care.

In the world of diagnostic imaging, staying informed on the latest advancements and honing one's skills is paramount for professionals who strive for excellence. Launched in 2023, the Bracco Global Academy provides resources and programs tailored to meet the diverse needs of diagnostic imaging professionals. There are around 60 resources available, including webinars, video graphics, peer-reviewed articles, e-books, and symposia presentations from the main international radiology conferences. All materials have been created alongside leading experts in the scientific community, to ensure high quality content. The Bracco Global Academy highlights the best learning opportunities managed by leading scientific societies to stay up to date in the diagnostic field.

“We believe that education is a fundamental part of spreading innovation and ultimately caring for patients,” says Francesca Pelliconi, Customer Education & Training Director.

“And collaboration also means teamwork for Bracco. Dr. Antonella Filippone leads our medical affairs and scientific information as our scientific director and holds a key role in ensuring the quality of the content as well as engaging directly with specific innovative programs such as the webinar series ‘Confident Diagnosis in MRI of the Liver’, which is a highlight on the platform.”

Registration is free, and all content is accessible worldwide thanks to the digital format and English language. The Bracco Global Academy is continuously updated and enriched with new resources specifically created for the platform or adapted from other webinars and international educational events.

To ensure a greater reach of our content, we are also developing localized versions with dedicated language materials for certain locations.



Francesca Pelliconi,
Customer Education
& Training Director,
Bracco



3.5 Beyond outreach for Local Communities

SDGs



Our commitment

- We actively engage with the local communities where we operate to listen and understand their communities
- We generate a positive impact on our communities through health, charitable, sport and educational projects

Our approach

We strive to create a positive impact through local community engagement, volunteer efforts and initiatives that share our values. Our global CSR teams increase both the number and scale of initiatives year after year because, for us, this is a long-term commitment.

Why it matters

To expand the scope of our outreach and strengthen our social purpose, we extend our commitments to the local communities where we operate. Our outreach helps us build a strong relationship with the communities where we operate, fostering trust, mutual understanding, and collaboration.

Our achievements



1,800+ INDIVIDUALS SUPPORTED IN ITALY THROUGH CSR PROJECTS

464 EMPLOYEES PARTICIPATED IN VOLUNTEERING ACTIVITIES IN 2023
(12% OF OUR WORKFORCE)

SCORE IMPROVEMENT **FROM 0 TO 75%** (OVER 10 YEARS) ON FINAL HIGH SCHOOL EXAMS FOR BAREI (BENIN) STUDENTS ATTENDING FULVIO BRACCO COLLEGE

Our Impacts

EMPOWERING WELLNESS AND PROMOTING A CULTURE OF HEALTH

We are committed to the global promotion of health awareness and culture by supporting a diverse range of health organizations and initiatives.

In the United States, we play a key role alongside inspiring organizations like Medical Alley, a prominent community of over 800 healthcare partners dedicated to fostering innovation and improving care. In other countries where we operate, we implement projects that align with these principles.

IN SUPPORT OF THOSE MOST VULNERABLE

Societies are only as strong as their most vulnerable people. Therefore, we create social value by supporting those who need it most.

This includes activities like meal packing and food donation events in the U.S., where 80 employees volunteered their time. In rural China, we made a significant impact by donating 80 laptops and over 2,000 books to schools.

In Italy, the **Bracco Psycho-Pedagogical Centre** offers free support to families and children dealing with behavioral problems.

SPORT FOR CHANGE

We believe in the role of sports in promoting health and development. For over 20 years, our **“We Play the Future”** project has empowered hundreds of young people in Italy. Partnering with Bracco Atletica, Bracco Pro Patria Volley, Enotria Football Club, and Libertas Torviscosa, we foster inclusion and youth development through sports, while encouraging self-expression and sustainable programs. In 2023, we supported more than 1,000 young athletes and 100 coaches.

Furthermore, every year our own employees around the world regularly participate in local events dedicated to raising awareness of various health issues.

In the UK, BED Inc. has proudly supported over 20 runs/walks alongside Zero, a charity dedicated to eradicating prostate cancer, while in Korea our team participates in a yearly marathon to raise funds and support vulnerable communities. In Italy, our employees participated in the Milano Marathon, supporting the NGO **“Soletterre”**.

INTERNATIONAL COOPERATION: OUR WORK IN BENIN WITH THE FULVIO BRACCO COLLEGE

As part of our commitment to education, we are especially proud of our engagement in Benin. For more than 10 years, Bracco has been collaborating with the **“Amici dell’Africa O.N.L.U.S.”**. In Benin, we helped build the **Fulvio Bracco College** which has three school modules, an administrative building, and a laboratory for chemistry, physics, and biology, as well as sports fields, and provide necessary infrastructure like electricity and water. The College currently has around 435 students, with a growing number of girls every year.

In terms of impact, the average score of students on their results has increased significantly, demonstrating an improvement in the quality and accessibility of education. Throughout the last 10 years, the average score on the national examination in Benin taken at the end of lower secondary education, increased from 15% to 78%. More importantly, the average score for the BAC, the national secondary school diploma, went from 0% to 75%.

FONDAZIONE BRACCO: THE CROSSROADS OF ART AND CULTURE

The Bracco Foundation, led by Diana Bracco, has been carrying on a legacy of strong family values for more than 95 years, with a focus on corporate social responsibility. Its mission is to cultivate and share expressions of culture, art, and science to improve quality of life and social cohesion, with a particular focus on empowering women and supporting young people. In 2023, among others the Foundation promoted the exhibition **“A Masterpiece for Milan”** at the Diocesan Museum of Milan, which welcomed 25,000 visitors. **The exhibition used diagnostic imaging technology:** a series of non-invasive diagnostic analyses were made on one of Fra Angelico’s paintings to examine its constituent materials and the manufacturing techniques. Additionally, recognizing the evidence of scientific studies, Bracco Foundation decided to hold a parallel photographic exhibition called **“Beato Angelico. L’arte nei luoghi di cura”** in the headquarters of the Centro Diagnostico Italiano in Milan to develop further its program “Arts in the health care centres”.

Mind the STEM Gap – Together

“Mind the STEM Gap” is the manifesto for **Fondazione Bracco’s support for female access to STEM (Science, Technology, Engineering and Mathematics) disciplines, overcoming gender stereotypes. Launched in 2021, it features dedicated activities each year, mainly involving adolescent girls and boys.**

In 2023, the principles of the manifesto came to life in the “Mind the STEM Gap - Together” project, thanks to 136 posters opposing stereotypes about women in science, created by 150 female students from four high schools in Lombardy, guided and supported by the Design Department of the Politecnico di Milano university.

The images feature great female scientists of the past, such as Hedy Lamarr, Marie Curie, and Rita Levi Montalcini, and some from today, such as astronaut Samantha Cristoforetti and mathematician Maryam Mirzakhani, along with a careful and sharp analysis of the most common phrases that fuel gender bias.

“The students created an eclectic, colourful and provocative, yet very serious gallery that reminds us that taking the leap (mind the gap!) toward an equitable society is a collective responsibility,” said

Diana Bracco, President of the Bracco Foundation. A shortened version of the exhibition has been displayed on several occasions (in some high schools, at the Politecnico di Milano, at the CDI headquarters on Via Saint Bon in Milan, and at the Papa Giovanni XXIII Hospital in Bergamo), while the full display of 136 posters is always visible in a **virtual show** curated by the students.

“Mind the STEM Gap - Together” is a project by Fondazione Bracco, Politecnico di Milano, and Fondazione Politecnico di Milano, realized with the contribution of Regione Lombardia. From July to December 2023, an estimated 348,650 people were reached, including 20,000 students and school staff and 10,000 online visitors.

FB Bracco
Foundation



H: \> Humans are allergic to change

Governance

- Fostering Ethical Conduct Against Corruption
- Defending Human Rights & Welfare
- Pursuing Sustainable Procurement in Our Supply Chain

Building a More Ethical Business

Our Ambition

In our pursuit of sustainable business practices, we are fiercely committed to upholding the highest standards of ethical conduct throughout our operations and value chain. Good governance serves as the bedrock of our organization, guiding our decision-making with transparency and accountability.

We use this rigorous approach to ethics and responsibility to ensure the utmost respect for human welfare. Additionally, we actively seek to spread this culture of ethics and sense of responsibility to every part of our supply chain through responsible and sustainable procurement practices.

Facts

100%

of our employees received communication on human rights topics

87%

executed training on the Human Rights Policy

100%

of suppliers are qualified through Be Procurement (our digital platform to ensure responsible choices)

Topics

- Fostering Ethical Conduct Against Corruption
- Defending Human Rights & Welfare
- Guaranteeing Animal Welfare
- Ensuring Data Protection
- Pursuing Sustainable Procurement in our Supply Chain

4.1 Fostering Ethical Conduct Against Corruption

SDGs



Our commitment

- We continuously carry out compliance audits to determine the effectiveness of our systems.
- We train employees in anti-corruption and explain our commitment to them, fostering a culture of awareness and sharing updates about the structure of our organization.

Our approach

Our approach is multifaceted, incorporating both proactive measures and responsive actions. We invest in procedures that aim to prevent unethical practices and behaviors, while also enforcing sanctions when necessary, maintaining a vigilant stance against malpractice.

Why it matters

Corruption and bribery risk completely undermining our efforts to build an ethical business by distorting incentives, ruining work culture, exposing the company to risks and negatively affecting institutions. We are committed to fighting malpractice within our organization through implementation guidelines, controls and training.

Our achievements

1,314+

EMPLOYEES RECEIVED
TRAINING ON MODEL 231
(880 MORE THAN 2022)

0

CORRUPTION CASES
IN 2023



Our Impacts

EMPLOYING MAXIMUM EFFORTS AGAINST CORRUPTION

All our subsidiaries operating in the Imaging and Medical Devices sectors adhere to complementary anti-corruption policies, coherent with the principles stated in the Code of Ethics.

The aim is to ensure compliance with international regulations and principles of integrity and to go beyond what's required, wherever possible, influencing positive change and encouraging ethical excellence.

Our global Anti-corruption Program is based on three objectives:

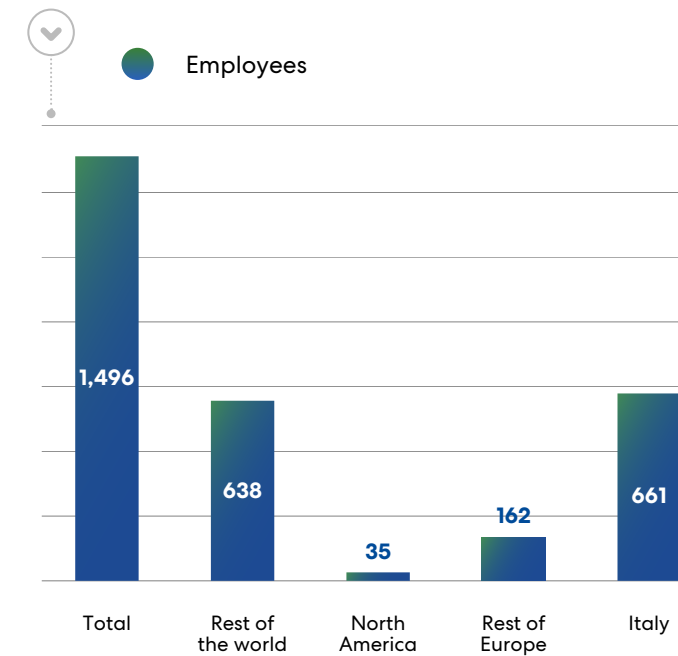
- 1 To establish a process to prevent illicit behaviors and related sanctions
- 2 To harmonize management methods by improving efficiency and control
- 3 To adopt an organic and unified approach to the subject

In 2023, Corporate Internal Audit (CIA) carried out numerous compliance audits, especially for European subsidiaries relating to Advertising & Promotional activities. On the other hand, the Global Legal & Compliance Department, following the Compliance Plan 2024, is updating the Anti-Corruption Risk Assessment and the Global Anti-Corruption Program as well as providing the entire Group with anti-corruption and antitrust training.

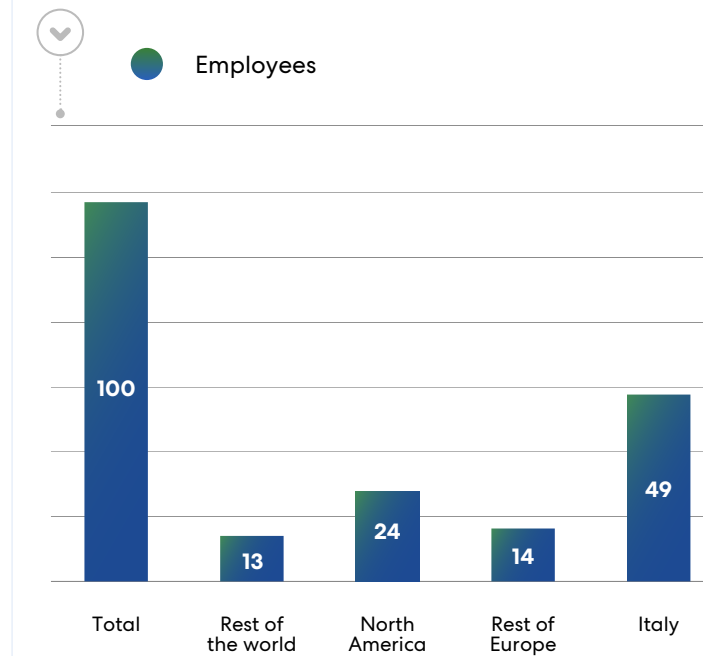
100%

OF BOARD MEMBERS HAVE BEEN MADE AWARE OF ANTI-CORRUPTION POLICIES AND PROCEDURES

Employees trained on Anti-Corruption Policies and Procedures (2023)



New-Employees trained on Anti-Trust Policies and Procedures (2023)



The main risks are mapped and assessed based on an internally developed framework, and solutions for mitigation are then elaborated. This activity, carried out at Group level, aims to promote awareness about the main risks and thus to support decision-making.

The goal is to reduce the level of residual risk through an appropriate and shared mitigation plan. These actions not only support our goal of achieving a positive impact, but also protect our stakeholders from value chain risk.

WHISTLEBLOWING: OUR WATCHDOG SYSTEM

Any reports of offences committed, whether internally or externally, are handled by CIA through a whistleblowing mechanism. This practice is based on policies that guarantee confidentiality and protection of personal data and has been adopted by all the Group's companies. The whistleblowing system is laid out in the **Code of Ethics**, and in 2023 some allegations were received, and implementation of corrective actions followed.

In 2024, the **Whistleblowing Policy** will be updated following the new legislation at European and Italian level, with the implementation of a new web platform and a specific hotline to strengthen the process.

Maximum diffusion within and outside the Group will be guaranteed, and in 2024, a training program will be provided to all employees in Italy.

A SOLID CONTROL SYSTEM AT THE BASIS OF OUR ORGANIZATION

We aim to guarantee correct and transparent management of our activities, and fundamental to this is the application of procedures and controls to mitigate risks.

All Italian companies have adopted the **Organization, Management and Control Model pursuant to Legislative Decree 231/01**.

Furthermore, the Board of Directors has appointed a Supervisory Body composed of three members (two externals).

It oversees and monitors the effectiveness of how the so-called "Model 231" is implemented. Several compliance audits were carried out to verify the

adequacy of controls to mitigate corruption risk in critical areas: conferences, entertainment expenses, sales and marketing. Local management shared the recommendations and was willing to resolve the highlighted issues, promptly taking action.

An external firm evaluates the 231 Italian compliance system that was adopted, offering independent and professional judgement to further improve our practices.



4.2 Defending Human Rights & Welfare

SDGs



Our commitment

- We go beyond mandatory actions because we actively seek to positively impact multiple areas
- We actively implement new ways of safeguarding human rights
- Guaranteeing animal welfare
- We continue to focus on improving our privacy
- Ensuring data protection

Our approach

We implement ethical considerations across different aspects of our business, ensuring every decision and action contributes a positive impact. This allows us to be a responsible corporate citizen and make every aspect of our company count for a better future. We are especially committed to ensuring animal welfare in our operations.

Why it matters

For us, ethical business practices involve more than just following regulations. We believe in going beyond compliance and actively influencing positive change in the world by sharing and encouraging ethical excellence. This commitment is not limited to internal policies but is part of our company culture.

Our achievements



87%

OF EMPLOYEES EXECUTED
TRAINING ON HUMAN
RIGHTS POLICY

1,282

OF OUR EMPLOYEES RECEIVED
TRAINING ON PRIVACY POLICIES
AND PROCEDURES.

Our Impacts

THE POLICIES THAT SUPPORT AN ETHICAL BUSINESS

The main reference document outlining our commitments on this and other topics is our Code of Ethics. It sets out the principles, rights and duties that the people in our Group must follow.

It is a mandatory document for all companies in the Group, identifying the principles and the spirit that must be followed according to the applicable local legislation and context for each subsidiary. Additionally, our new Business Ethics Policy defines more specific commitments in this area.

Our **active policies** in the field of **Business Conduct** stipulate due diligence processes, applying the precautionary principle and respect for human rights. Each policy is approved by top management, and the policy commitments are applied to all Group activities and third parties who have business relationships with us. The policy commitments are communicated through e-mails, training and on the intranet. The dissemination of policies takes place on the **Learning Management System**, where employees digitally sign the policies.

Policies are then made available on the intranet, and any employee can ask for clarification or raise concerns digitally or in meetings with the Function involved. Anonymous reports are handled through the Whistleblowing procedure.

For each regulated process duties are segregated, and each policy defines roles and responsibilities according to the activities covered by the process. The policies are communicated to all employees involved in the process, and training is laid out for anyone involved in the business.

When appropriate, compliance with policies is also required for business partners. In 2023 and early 2024, we have actively engaged in the creation of **new policies** addressing crucial topics, while also revising and updating existing ones.

Our effort is to constantly align our principles and strategies with **United Nations Global Compact (UNGC)**, adopting sustainable and socially responsible policies.

THE POLICIES THAT GUIDE OUR DECISION MAKING

All Group policies are available to all employees on the company intranet. In addition, staff get regular updates on our policies through online training courses or the LMS training system, which keeps track of whether the issued policy is read and understood.

COMPLIANCE IN RELATIONS WITH HEALTHCARE PROFESSIONALS

Our **Compliance Plan 2024** foresees the review and rationalization of sensitive processes related to relationship with HCPs and HCOs. In addition, our corporate compliance culture will be further strengthened through the “**Enhance Bracco’s Compliance Culture**” Project.

GUARANTEEING PRIVACY AND DATA PROTECTION

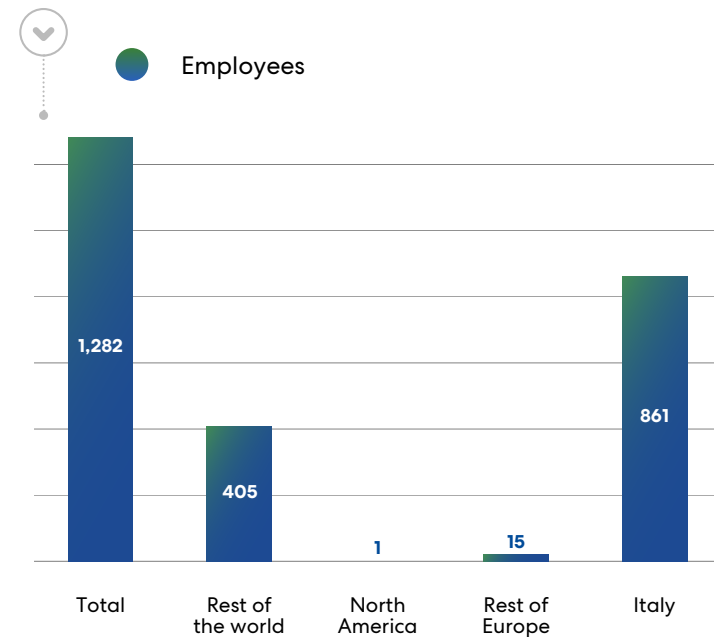
We are always committed to the protection of privacy and personal data; therefore, our organizational model and tools are compliant with the latest standards and the provisions of the European Regulation 2016/679 (GDPR). Our **Data Protection**

Program has been implemented by all Group subsidiaries, ensuring integrity and compliance with local and international regulation and providing guidance on control activities for risk prevention. We implemented robust policies, procedures, and controls to safeguard the personal data of customers, employees, partners, and other stakeholders.

In 2023, our commitment to this topic was extended through the support for R&D and Marketing projects in the field of artificial intelligence (AI). Additionally, we issued new guidelines for Customer Relationship Management (CRM), while constantly monitoring the new EU-U.S. Data Privacy Framework.

Our commitment is also evident through training modules and communication to spread internal values and culture. Over a thousand employees participated in the new training program in 2023. In 2024, we plan to cooperate with new and existing processes, supporting innovation dealing with the new EU AI Act, conducting new assessments in critical areas, and proactively prioritizing data protection.

Employees trained on privacy policies and procedures in 2023



A NEW COMMITMENT TO HUMAN RIGHTS

We are constantly committed to supporting and respecting human rights internationally, understanding the reach of our products, operations and services across the world. For this reason, in 2023, we introduced the Human Rights Policy, applicable to all companies and business operations of the Group.

The policy reinforces our protection of human rights globally by expressing our expectations, applying due diligence and establishing a grievance mechanism. Throughout our operations and those of our value chain, we are committed to defending human rights. The policy has been published on our intranet and other learning programs have been introduced on Success Factors.

OUR REMUNERATION POLICIES

The following is an overview of how our highest governance body and senior executives are compensated, in line with relevant market practices:

- **Fixed Pay** (reflects responsibilities, job characteristics, experience and skills in accordance with local legislation and collective contracts);
- **Variable pay** (bonuses, incentives, commissions, and others);

- In case of special circumstances, sign-on bonuses or recruitment incentive to attract executives from external markets;
- **Termination payments** in accordance with market practices and legislation;
- **Retirement benefits**, under the Pension Plan, in accordance with market practices and local legislation;
- Executives are eligible for a **Long-Term Incentive (LTI)** system, which orients them with the Long Term and Strategic objectives of the Strategic Plan;
- The **Global MBO Bonus Plan system** is designed to provide an effective way to motivate and compensate eligible individuals, annually, through cash bonuses also based on the achievements of the Group. At the beginning of each year, participants are assigned two types of objectives: Group financial objectives or functional and individual objectives.

100% OF EMPLOYEES RECEIVED COMMUNICATION OF THE HUMAN RIGHTS POLICY AND **87%** HAVE ALREADY RECEIVED TRAINING ON THE TOPIC

SAFEGUARDING ANIMAL WELFARE

Our procedures and protocols ensure responsible animal welfare management, both internally and at the laboratories of third parties. Our Animal Welfare Policy follows the U.S. 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, which aim to secure the reduction and replacement of animal studies.

Furthermore, we embrace the six principles of Animal Research Ethics by DeGrazia and Beauchamp, which include and go beyond the 3Rs (Reduce, Refine, Replace).

In place of the principle of Reduction, computer simulation, tissue cultures, and cell-based and in-ovo methods are used.

In 2023, we started an analysis process at two of our sites (in Italy and Switzerland) with the aim of providing the necessary documentation to be accredited by 2025 to the AAALAC, a non-profit organization that promotes the humane treatment of animals in science through voluntary accreditation and assessment programs.

4.3 Pursuing Sustainable Procurement in Our Supply Chain

SDGs



Our commitment

- We spread a culture of positive and ethical conduct throughout our supply chain
- We actively look for shared values and reliability while choosing our suppliers
- We activate business partnerships that can help us create a sustainable impact

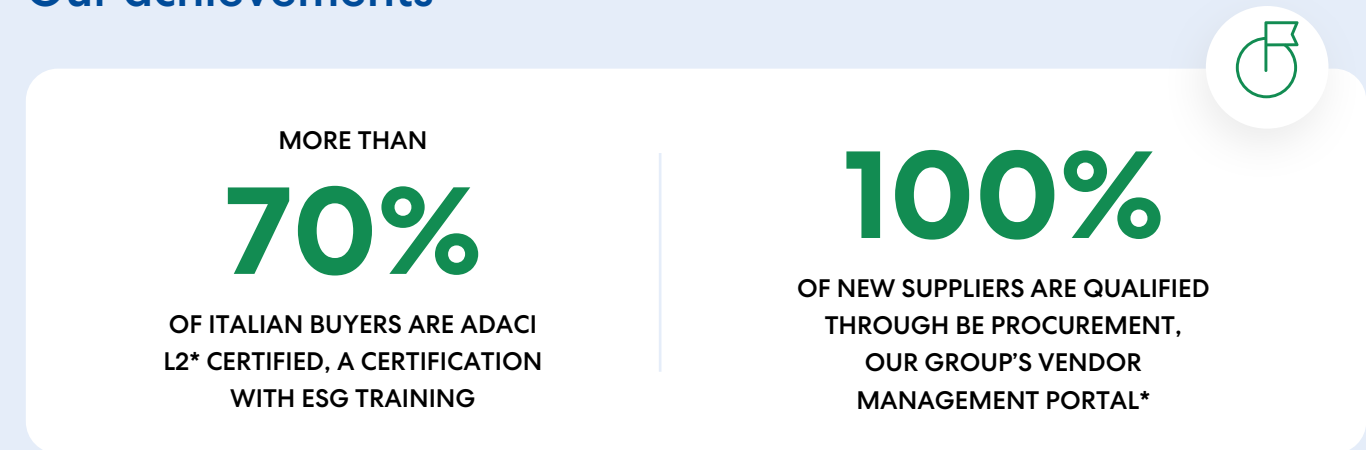
Our approach

We are committed to making sure that our suppliers share our values of social responsibility, environmental stewardship, and ethical conduct, and we do this through our rigorous supplier evaluation and selection processes and by spreading a culture of ethical and sustainable business practices with every individual and company we work with throughout our supply chain.

Why it matters

We want to ensure a positive impact, not just through our immediate actions, but also beyond, by promoting good practices along our supply chain. Building partnerships and business collaborations based on fairness and transparency is at the heart of our mission, reinforcing our collective dedication to making a difference on people, communities, and the environment.

Our achievements



Note: *ADACI L2 (<https://www.adaci.it/>) is a certification of quality for purchasing and supply management professionals to improve and recognize their skills also on ESG topics;

*we are in the process of qualifying the suppliers providing before the introduction of BeProcurement

Our Impacts

SELECTING ONLY THE BEST SUPPLIERS

We have 1,529 suppliers worldwide, mainly located where our production plants are based or where we have a commercial presence. Our supply chain is characterized by the purchase of direct materials necessary for the production activities and indirect materials and services aimed at the regular performance of activities.

The main purchase categories are:

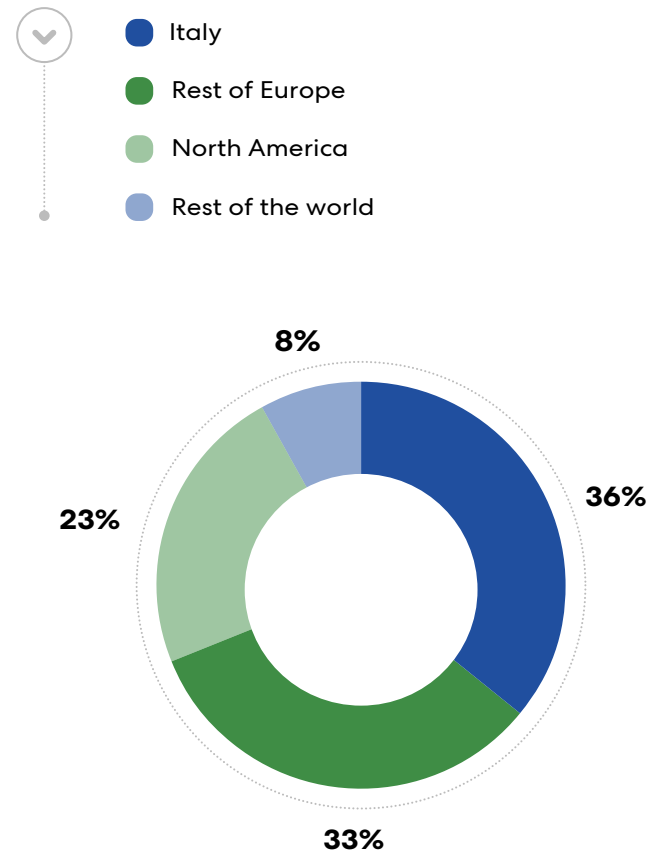
- Active Pharmaceutical Ingredients (API);
- Industrial products and services;
- Packaging materials.

To ensure responsible supply chain management, we implemented a platform called Be-Procurement, that works in parallel with our Quality Function to help us in the selection, evaluation, and qualification of suppliers.

100% OF NEW SUPPLIERS ARE QUALIFIED THROUGH BE PROCUREMENT, OUR GROUP'S VENDOR MANAGEMENT PORTAL*

Note: *we are in the process of qualifying the suppliers providing before the introduction of BeProcurement

% of the group suppliers by geographical area



Be-Procurement platform for responsible supply chain management

We evaluate suppliers based on the following parameters:

Risk matrix
the supplier is positioned in a risk matrix based on specific parameters. For existing suppliers, the risk is calculated yearly, while for new suppliers it is calculated during the approval process. When the matrix highlights potential shortcomings on the part of the supplier, they are subjected to further ethical due diligence processes by the Legal & Compliance Department or external provider.

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.

Environmental, Social and Governance (ESG) monitoring
All new suppliers registering to the Be-Procurement platform are searched in the EcoVadis database and, when available, their ESG Sustainability score is downloaded on the Be-Procurement platform through integration for consultation by all stakeholders. In 2023, 10% of suppliers for packaging materials were audited with on-desk and on-site audits.

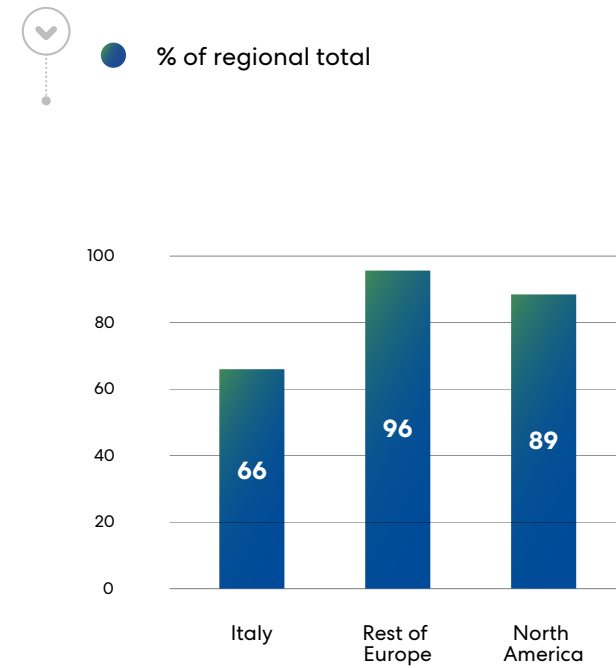
On-site audits in other ESG-sensitive categories extend into 2024, by re-proposing the audits already carried out in 2023, adding to these 10 suppliers in product categories that are relevant from both a business and ESG perspective. Suppliers will be selected in a targeted manner to ensure a constant flow of information even after the audit activities.

SEARCHING FOR RELIABILITY AND INTEGRITY IN OUR SUPPLIER RELATIONS

We are committed to supporting local communities and their economies by choosing local suppliers who excel in quality, skills, and experience, as expressed in the Bracco Supplier Code of Conduct. This document outlines our policies on the following topics:

- Labor Practices and Standards
- Environmental Policy
- Ethics
- Compliance
- Monitoring Approach

Spending on local suppliers by geographical area in 2023



SPREADING ETHICAL CONDUCT THROUGHOUT THE SUPPLY CHAIN

Our procurement policies underscore our commitment to ethical conduct and sustainability across all aspects of our operations.

Through our **Global Procurement Policy**, we establish clear guidelines for behavior and interactions with suppliers and expect them to comply with principles of fairness and ethics, as they are outlined in our Code of Ethics. This ensures accountability and integrity in all procurement activities, with strict repercussions for any violation. Complementing this,

MORE THAN 70% OF ITALIAN BUYERS ARE ADACI L2* CERTIFIED, A CERTIFICATION WITH ESG TRAINING

Note: *ADACI L2 (<https://www.adaci.it/>) is a certification of quality for purchasing and supply management professionals to improve and recognize their skills also on ESG topics

our new **Sustainable Procurement Policy** reflects our ongoing dedication to fostering healthy competition and driving positive change.

We continuously review and refine our **ESG targets**, engaging in partnerships and collaborations to enhance our impact on labor, human rights, diversity, health, safety, and environmental practices. By adhering to these policies, we affirm our unwavering commitment to responsible business practices and the pursuit of a sustainable future.

New Policies

We present an overview of our newly established policies and updates to existing ones, designed to enhance our governance framework and commitment to sustainability.



BUSINESS ETHICS POLICY ('24)

Provides guidelines for:

- Preventing corruption
- Anti-fraud
- Anti-laundering
- Potential conflicts of interest

All Bracco employees are required to read and accept the policy

In 2023, 1,324 employees were trained on Model 231 and the Code of Ethics



CAREER MANAGEMENT, TRAINING AND WORKING CONDITIONS POLICY ('24)

Outlines HR's commitment regarding:

- The selection and hiring process
- Transparent selection criteria and equal opportunity practices
- Training and professional development programs
- Communication between management and employees

Policy used by all HR functions



SOCIAL DIALOGUE POLICY ('23)

It promotes company-wide engagement and consensus:

- Facilitating continuous dialogue, consultation and exchange of information
- Including representatives of workers and the employer to address common concerns and favor long-lasting group relations



HUMAN RIGHTS POLICY ('23)

It strengthens our commitment to protecting human rights through:

- The explicit commitment to respecting the main international conventions on human rights
- Monitoring respect for human rights across the value chain
- Training of all employees on the subject

In 2023, 87% of employees executed training on Human Rights

Updates to existing policies



HSE POLICY

We added new topics in line with company commitments regarding the reduction of greenhouse gas emissions and the circular economy.

All employees at production sites receive training on HSE topics



DIVERSITY AND INCLUSION POLICY

It contributes to a work environment that embraces diversity and offers equal opportunities. More specifically, we included responsibility for policy implementation.

In 2023, 87% of the workforce received training on diversity, discrimination and harassment



SUSTAINABLE PROCUREMENT POLICY

It aims to promote our ESG practices and values among our partners and collaborators. We better defined:

- The policy review mechanism
- Responsibility in terms of governance and its implementation

All our suppliers have received training through the Be-Procurement portal



A YEAR IN REVIEW

BRACCO AND SUSTAINABILITY

ENVIRONMENT

SOCIAL

GOVERNANCE

GRI INDEX



73

GRI INDEX

List of Material Topics

Material Topic	Description
Corruption and Bribery	Corruption and bribery are plagues that can completely offset efforts by distorting incentives, ruining work culture, exposing the company to risks and affecting institutions. Conscious of the importance of this topic, we are committed to fighting malpractice with all our means through implantation guidelines, controls and trainings.
Innovation, Research and Animal Welfare	We relentlessly pursue research and development to bring innovative medical products and services to life, ensuring these advancements benefit patients for years to come. Through research we actively implement new ways of safeguarding animal welfare
Climate Change	This topic includes climate change mitigation such as actions including the reduction of direct emissions, the improvement of energy efficiency, and the acquisition of energy from renewable sources
Circular Economy	We recognize the connection between circular economy and waste management. At the core of this connection lies the principle of prevention, serving as the cornerstone for initiating a virtuous cycle of reusing raw materials and products. This principle guides us in our endeavor to minimize waste and maximize resource utilization.

Water, Air and Soil Pollution	We identified atmospheric emissions, water pollution, and soil pollution as significant environmental aspects. While our Active Pharmaceutical Ingredients (APIs) production plants do not use Substances of Very High Concern (SVHC) or microplastics, we've established rigorous management procedures for handling hazardous substances, ensuring safe use and disposal
Health & Safety and Wellbeing of own Workforce	We are dedicated to creating a safe and healthy work environment. We achieve this through ongoing development of internal health and safety programs, providing comprehensive safety training to all employees, and actively monitoring for potential hazards to prevent accidents.
Diversity, Equity and Inclusion	We champion a culture of respect and belonging by fostering internal activities and procedures that promote diversity, equity, and inclusion. This commitment extends to all employees, regardless of disability, gender, age, ethnicity, or religion. The very heterogeneity of our working force that enriches our perspectives, contributes to the innovative drive at the core of our activities
Health & Safety of Patients	We put patient well-being first by offering products, services, and technologies designed to ensure accurate diagnoses and minimize risks; Through continuous research and innovation, we keep improving the level of safety through our various functions focused on the identification and minimization of risk prioritizing the quality of our products

GRI Content Index

Statement of use	Bracco S.p.A has reported the information cited in this GRI content index for the period 1 January – 31 December 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Note
GRI 2: General Disclosures 2021	2-1 Organizational details	/	Headquarter Via Egidio Folli 50 20134 Milan Italy.
	2-2 Entities included in the organization's sustainability reporting	P. 4	
	2-3 Reporting period, frequency and contact point	P. 4	
	2-4 Restatements of information	P. 4	
	2-5 External assurance	/	This Sustainability Report is not subject to external assurance.
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	P. 9	
	2-7 Employees	P. 50,81	
	2-8 Workers who are not employees	P. 50,83	
	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	P. 14	
	2-11 Chair of the highest governance body	P. 14	

GRI Standard	Disclosure	Location	Note
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	P. 14	
	2-13 Delegation of responsibility for managing impacts	P. 14	
	2-14 Role of the highest governance body in sustainability reporting	P. 14	
	2-15 Conflicts of interest	/	
	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	P. 51	
	2-18 Evaluation of the performance of the highest governance body	/	
	2-19 Remuneration policies	P. 67	
	2-20 Process to determine remuneration	P. 46	

GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	P. 83	
	2-22 Statement on sustainable development strategy	P. 3	
	2-23 Policy commitments	P. 66	
	2-24 Embedding policy commitments	P. 66	
	2-25 Processes to remediate negative impacts	Psg. 27, 39, 67	
	2-26 Mechanisms for seeking advice and raising concerns	P. 66	
	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	P. 14	

GRI Standard	Disclosure	Location	Note
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	P. 12	
	2-30 Collective bargaining agreements	P. 84	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	P. 12	
	3-2 List of material topics	P. 12	
	3-3 Management of material topics	P. 12, 18, 29, 32, 37, 44, 62, 74	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	P. 70	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 62, 74	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	P. 63	

GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	P. 64	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	P. 87	
	301-2 Recycled input materials used	P. 87	
	301-3 Reclaimed products and their packaging materials	P. 87	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 18, 74	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	P. 19, 22	
	302-3 Energy intensity	P. 19	
	302-4 Reduction of energy consumption	P. 22	

GRI Standard	Disclosure	Location	Note
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 32, 74	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	P. 33, 91	
	303-4 Water discharge	P. 92	
	303-5 Water consumption	P. 32, 93	
	GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	P. 33
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 18, 74	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P. 93	

GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	P. 93	
	305-3 Other indirect (Scope 3) GHG emissions	P. 93	
	305-5 Reduction of GHG emissions	P. 22	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P. 25, 93	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 29, 74	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	P. 29	
	306-3 Waste generated	P. 29	

GRI Standard	Disclosure	Location	Note
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	P. 69	
	401-1 New employee hires and employee turnover	P. 49	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	P. 47	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 44, 74	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	P. 45	
	403-2 Hazard identification, risk assessment, and incident investigation	P. 45	
	403-3 Occupational health services	P. 45	
	403-4 Worker participation, consultation, and communication on occupational health and safety	P. 45	

GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	P. 45	
	403-6 Promotion of worker health	P. 45	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 45	
	403-8 Workers covered by an occupational health and safety management system	P. 96	
	403-9 Work-related injuries	P. 97	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	P. 55	
	404-3 Percentage of employees receiving regular performance and career development reviews	P. 55	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 48, 74	

GRI Standard	Disclosure	Location	Note
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	P. 49	
	405-2 Ratio of basic salary and remuneration of women to men	P. 50	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P. 58	
GRI 3: Material Topics	3-3 Management of material topics	P. 12, 37, 74	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	P. 38	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	/	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	/	In 2023, the Group recorded no cases of breaches of customer privacy and losses of customer data

Performance Indicators

GRI 2-7

Total number of employees by gender and by region

Head Count	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Male	Female	Total	Male	Female	Total
Italy	794	699	1.493	741	658	1.399
Rest of Europe	400	404	804	404	409	813
North America	484	409	893	486	391	877
Rest of the World	323	273	596	298	260	558
Total	2.001	1.785	3.786	1.929	1.718	3.647

Total number of employees by type of contract, gender and region

Head Count	from 1st January to 31st December 2023				from 1st January to 31st December 2022			
	Permanent	Temporary	Non guaranteed hours employee	Total	Permanent	Temporary	Non guaranteed hours employee	Total
Italy								
Male	785	9	-	794	727	14	-	741
Female	660	39	-	699	621	37	-	658
Total	1.445	48	-	1.493	1.348	51	-	1.399
Rest of Europe								
Male	381	19	-	400	390	14	-	404
Female	387	17	-	404	399	10	-	409
Total	768	36	-	804	789	24	-	813

Total number of employees by type of contract, gender and region

Head Count	from 1st January to 31st December 2023				from 1st January to 31st December 2022			
	Permanent	Temporary	Non guaranteed hours employee	Total	Permanent	Temporary	Non guaranteed hours employee	Total
North America								
Male	484	-	-	484	486	-	-	486
Female	408	1	-	409	391	-	-	391
Total	892	1	-	893	877	-	-	877
Rest of the World								
Male	194	129	-	323	174	124	-	298
Female	131	142	-	273	126	134	-	260
Total	325	271	-	596	300	258	-	558
Total								
Male	1.844	157	-	2.001	1.777	152	-	1.929
Female	1.586	199	-	1.785	1.537	181	-	1.718
Total	3.430	356	-	3.786	3.314	333	-	3.647

Total number of employees broken down by full-time/part-time, gender and region

Head Count	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Italy						
Male	787	5	792	736	5	741
Female	618	83	701	574	84	658
Total	1.405	88	1.493	1.310	89	1.399
Rest of Europe						
Male	387	13	400	327	82	409
Female	319	85	404	387	17	404
Total	706	98	804	714	99	813
North America						
Male	484	-	484	486	-	486
Female	409	-	409	391	-	391
Total	893	-	893	877	-	877
Rest of the World						
Male	323	-	323	298	-	298
Female	273	-	273	260	-	260
Total	596	-	596	558	-	558

Head Count	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Full-time	Part-time	Total	Full-time	Part-time	Total
	Total					
Male	1.981	18	1.999	1.847	87	1.934
Female	1.619	168	1.787	1.612	101	1.713
Total	3.600	186	3.786	3.459	188	3.647

Total number of employees by age group and region

Head Count	from 1st January to 31st December 2023				from 1st January to 31st December 2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Italy	167	761	565	1.493	133	701	565	1.399
Rest of Europe	53	408	343	804	63	418	332	813
North America	67	419	407	893	67	414	396	877
Rest of the World	29	451	116	596	31	414	113	558
Total	316	2.039	1.431	3.786	294	1.947	1.406	3.647

GRI 2-8

Number of external workforce (FTE or HC) by occupational category and gender

FTE	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Male	Female	Total	Male	Female	Total
Temp. employment agencies	159,09	163,70	322,79	193,64	174,25	367,89
Consultant	74,53	47,96	122,49	47,06	47,68	94,74
Interns	17,00	20,90	37,90	16,33	24,57	40,90
Others	-	-	-	5,00	3,52	8,52
Total	250,62	232,56	483,18	262,03	250,02	512,05

GRI 2-21

Annual total compensation ratio

	2023	2022	2021
Annual total compensation for the organization's highest-paid individual	1.061.000	1.061.000	1.061.000
Median annual total compensation for all employees (excluding the highest-paid individual)	78.093	78.010	72.623
Annual total compensation ratio	14	14	15

GRI 2-30

Percentage of total employees covered by collective bargaining agreements.

Number of employees	as of 31st December 2023	as of 31st December 2022
Total number of employees	3.786	3.647
Total number of employees covered by collective bargaining agreements	2.037	1.957
Total percentage	53,8%	53,7%

GRI 205-2

Number of members of the Board of Directors to whom anti-corruption policies and procedures have been communicated

Board members	from 1st January to 31st December 2023				
	Italy	Rest of Europe	North America	Rest of the world	Total
Total CDA members	6		3		9
Total CDA members who received communication on anti-corruption policies and procedures	6		3		9
% of participation	100%		100%		100%

Number of employees to whom anti-corruption policies and procedures have been communicated

N. of person	from 1st January to 31st December 2023				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	48	9	4	41	102
Managers	193	38	1	115	347
White collars	259	76	30	365	730
Blue collars	161	39	-	117	317
Total	661	162	35	638	1.496

Number of CDA members who have received training on anti-corruption policies and procedures

Board members (Holding)	from 1st January to 31st December 2023				
	Italy	Rest of Europe	North America	Rest of the world	Total
Total CDA members	6	N/A	N/A	N/A	6
Total CDA members who received training on anti-corruption policies and procedures	1	N/A	N/A	N/A	1
% of participation	16,67%	N/A	N/A	N/A	16,67%

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

N. of person	from 1st January to 31st December 2023				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	48	9	4	41	102
Managers	193	38	1	115	347
White collars	259	76	30	365	730

Blue collars	161	39	-	117	317
Total	661	162	35	638	1.496

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

N. of person	from 1st January to 31st December 2023				
	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	3	1	5	-	9
Managers	35	1	1	-	37
White collars	11	12	17	13	53
Blue collars	-	-	1	-	1
Total	49	14	24	13	100

Number of employees who have received communication on Model 231 and Code of Ethics

N. of person	from 1st January to 31st December 2023					from 1st January to 31st December 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	63	10	10	1	84	12	7	10	6	35
Managers	260	15	7	9	291	14	20	11	11	56
White collars	429	46	90	51	616	74	44	112	56	286
Blue collars	293	15	20	5	333	23	7	27	-	57
Total	1.045	86	127	66	1.324	123	78	160	73	434

Number of employees who have received training on Model 231 and Code of Ethics

N. of person	from 1st January to 31st December 2023					from 1st January to 31st December 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Executives	63	10	10	1	84	12	7	10	6	35
Managers	260	15	7	9	291	14	20	11	11	56
White collars	419	46	90	51	606	74	44	112	56	286
Blue collars	293	15	20	5	333	23	7	27	-	57
Total	1.035	86	127	66	1.314	123	78	160	73	434

GRI 301-1

Total weight of materials that are used to produce and package primary products and services

Type of material	Unit of measurement	2023	2022
RAW MATERIALS FOR PRODUCTION	tons	86.951	76.432
APIs (Active Pharmaceutical Ingredients) Intermediates	tons	2.238	2.293
Indirect for processes (Solvents, acids, bases and catalysers)	tons	84.610	73.375
Indirect for machines (Oils and other substances used for the operation of machinery)	tons	103	76
MATERIAL FOR PACKAGING	tons	8.286	8.250
of which renewable material (paper)	tons	2.732	2.702

GRI 301-2

Total weight of recycled materials that are used to produce and package primary products and services

Type of material	Unit of measurement	2023		2022	
		Recycled input materials used	% recycled input materials	Recycled input materials used	% recycled input materials
Glass	tons	757	16	888	16
Paper	tons	1.680	64	1.810	67

GRI 301-3

Recovered or regenerated products and related packaging materials

Type of material	Unit of measurement	2023		2022	
		Recovered products	% recovered products	Recovered products	% recovered products
API Drums 90 liter	tons	68	50%	70	51%
API Drums 60 liter	tons	135	82%	134	53%

GRI 302-1

Energy consumption

Type of consumption	Unit of measurement	2023		2022	
		Total	Total GJ	Total	Total GJ
Natural gas	mc	28.389.506	975.395	10.236.707	351.708
of which used for production processes	mc	26.405.993	907.246	8.689.459	298.549
of which not for production processes (e.g. for heating)	mc	1.983.513	68.149	1.547.248	53.160
Diesel	l	49.788	1.891,95	7.730	297
of which used for production processes	l	49.788	1.891,95	7.730	297
of which not for production processes (e.g. for heating)	l	0	0	0	0
LPG	l	3	0	5	0
of which used for production processes	l	0	0	0	0
of which not for production processes (e.g. for heating)	l	3	0	5	0
Petrol/Gasoline	l	0	0	0	0
of which used for production processes	l	0	0	0	0
of which not for production processes (e.g. for heating)	l	0	0	0	0
Other (specify)	(insert UoM)	0	0	0	0

Renewable fuels (specify)	(insert UoM)	0	0	0	0
of which used for production processes	(insert UoM)	0		0	
of which not for production processes (e.g. for heating)	(insert UoM)	0		0	
Consumed electricity	kWh	113.469.734	408.491	112.705.222	405.739
Purchased electricity	kWh	71.079.917	255.888	112.674.827	405.629
of which renewable (certified - e.g. guarantees of origin)	kWh	34.423.040	123.923	35.993.984	129.578
Self-produced electricity	kWh	54.633.510	196.681	30.395	109
of which renewable (certified - e.g. guarantees of origin)	kWh	0	0	30.395	109
Self-produced and sold electricity	kWh	54.617.220	196.622	0	0
of which renewable (certified - e.g. guarantees of origin)	kWh	0	0	0	0
Consumed cooling (e.g. chilled water plant)	kWh	0	0	0	0
Purchased cooling	kWh	0	0	0	0
Self-produced	kWh	0	0	0	0
Sold cooling	kWh	0	0	0	0

Type of consumption	Unit of measurement	2023		2022	
		Total	Total GJ	Total	Total GJ
Consumed heating	kWh	3.744.356	13.480	570.000	2.052
Purchased heating (e.g. district heating)	kWh	356	1	570.000	2.052
Self-produced heating	kWh	3.744.000	13.478	0	0
Sold heating	kWh	0	0	0	0
Consumed steam	kWh	270.174.474	972.628	250.671.715	890.606
Purchased steam	kWh	110.635.517	398.288	175.623.839	632.246
Self-produced steam	kWh	160.545.057	577.962	73.407.286	264.266
Sold steam	kWh	1.006.100	3.622	1.640.590	5.906

Consumption of car fleet

Cars only for professional use	Unit of measurement	2023		2022	
		Total	Total GJ	Total	Total GJ
Diesel	l	32.500	1.235	26.538	1.018
Number of vehicles	n.	32		30	
Petrol /Gasoline	l	15.000	524	9	0
Number of vehicles	n.	13		41	

LPG	l	0	0	0	0
Number of vehicles	n.	0		0	
Methane (CNG)	mc	0	0	0	0
Number of vehicles	n.	0		0	

Cars for both professional and personal use	Unit of measurement	2023		2022	
		Total	Total GJ	Total	Total GJ
Diesel	l	175.140	4.659	247.214	6.640
Number of vehicles	n.	96		133	
Petrol / Gasoline	l	66.242	1.620	79.738	1.946
Number of vehicles	n.	65		83	
LPG	l	0	0	0	0
Number of vehicles	n.	0		0	
Methane (CNG)	mc	0	0	0	0
Number of vehicles	n.	0		0	
Electric vehicles	n.	0		n.	3
Hydrogen vehicles	n.	0		n.	0

GRI 302-3

Energy Intensity

Colleretto, Ceriano e Torviscosa:

	2023	2022
Absolute energy consumption	1.379.548	1.430.465,32
Organization-specific metric <i>(Please refer to the Guidance for further information)</i>	6.041,62	5.513,48
Energy intensity ratio for the organization	188,1268474	259,448922

ACIST USA, Bracco Suisse Ginevra, Bracco Eisai Saitama:

	2023	2022
Absolute energy consumption	35.316,44	41.274,02
Organization-specific metric <i>(Please refer to the Guidance for further information)</i>	2.848.313,00	3.312.968,00
Energy intensity ratio for the organization	0,012399071	0,012458323

Milan Headquarter, CDI, ACIST Netherlands, BDI USA, Bracco Enjeeneering Lausanne:

	2023	2022
Absolute energy consumption	71.618,24	77.082,07
Organization-specific metric <i>(Please refer to the Guidance for further information)</i>	1.706.477,00	1.748.675,30
Energy intensity ratio for the organization	0,041968477	0,044080265

BIPSO Germany, Bracco Sine Shangai

	2023	2022
Absolute energy consumption	72.287,10	74.465,82
Organization-specific metric <i>(Please refer to the Guidance for further information)</i>	2.222.971,00	2.364.233,00
Energy intensity ratio for the organization	0,03251824	0,031496821

EZ-EM Canada

	2023	2022
Absolute energy consumption	24.820,09	26.672,28
Organization-specific metric <i>(Please refer to the Guidance for further information)</i>	1.429.415,00	1.224.607,00
Energy intensity ratio for the organization	0,017363812	0,021780276

GRI 303-3

Water withdrawal (Megaliters)

Source	2023		2022	
	All areas	Areas with water stress	All areas	Areas with water stress
Surface water (total)	0	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Other water ($>1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Groundwater (total)	14.104	0	13.812	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	14.104	0	13.812	0
Other water ($>1,000$ mg/L Total Dissolved Solids)	0	0	0	0

Seawater (total)	0	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Other water ($>1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Produced water (total)	0	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Other water ($>1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Third-party water (total)	237	1.109	1.338	17
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	237	1.109	1.338	17
Other water ($>1,000$ mg/L Total Dissolved Solids)	0	0	0	0
<i>Total third-party water withdrawal by withdrawal source</i>				
Surface water	/		/	
Groundwater	/		/	
Seawater	/		/	
Produced water	/		/	
Total water withdrawal	14.341	1.109	15.150	17

GRI 303-4

Water discharge (Megaliters)

Destination	2023		2022	
	All areas	Areas with water stress	All areas	Areas with water stress
Surface water (total)				
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	13.627	0	13.161	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	13.627	0	13.161	0
Groundwater (total)	0	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	487	0	397	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	487	0	397	0
Seawater (total)	0	0	0	0
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
Other water ($> 1,000$ mg/L Total Dissolved Solids)	0	0	0	0

Third-party water (total)	125	1.161	1.182	13
Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids)	125	1.161	1.182	13
Other water ($> 1,000$ mg/L Total Dissolved Solids)	0	0	0	0
<i>Total third-party water discharge sent for use to other organizations</i>				
	/	/	/	/
Total water withdrawal	14.239	1.161	14.740	13

GRI 303-5

Water Consumption (Megaliters)

	2023		2022	
	All areas	Areas with water stress	All areas	Areas with water stress
Total water consumption	38,293	135,511	169,820	1,240
Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact	0	0	0,000	0,000

GRI 305-1,2

Emissions Scope 1-2

	Unit of measure	2023	2022
GHG emissions - Scope 1			
Refrigerant gas refilling	kgCO _{2eq}	368.586	359.951
Fuel consumption	kgCO _{2eq}	57.993.961	20.756.240
Total	kgCO _{2eq}	58.349.672	21.116.191
GHG emissions - Scope 2			
Electricity consumption from the national grid - Location-based	kgCO ₂	21.695.834	30.546.164
Electricity consumption from the national grid - Market-Based	kgCO _{2eq}	17.170.743	35.470.803

District heating	kgCO _{2eq}	64	97.316
Steam	kgCO _{2eq}	19.875.283	29.984.258
Cooling	kgCO _{2eq}	0	0
Total - Location based	kgCO_{2eq}	41.571.181	60.627.738
Total - Market based	kgCO_{2eq}	37.046.090	65.552.378

GRI 305-7

Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

Emissions	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Unit of measurement (kg)	Result of the measurement	Approached used	Unit of measurement (kg)	Result of the measurement	Approached used
NOx	kg	20.274,75		kg	9.913,35	
SOx	kg	102,92		kg	41,67	
Persistent organic pollutants (POP)	kg	0,00		kg	0,00	
Volatile organic compounds (VOC)	kg	296,12		kg	425,52	
Hazardous air pollutants (HAP)	kg	0,00		kg	0,00	
Particulate matter (PM)	kg	100,29		kg	89,59	

Emissions	from 1st January to 31st December 2023			from 1st January to 31st December 2022		
	Unit of measurement (kg)	Result of the measurement	Approached used	Unit of measurement (kg)	Result of the measurement	Approached used
VIC	kg	250,02		kg	184,97	
CO	kg	1.206,20		kg	201,47	
Total		22.230,30			10.856,57	

GRI 306-2

Waste by type and disposal method

(Please report the unit of measure)	2023			2022		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Reuse	-	38.896,00	38.896,00	-	62.045,00	62.045,00
Recycling	728.403	502.601,20	1.231.004,20	805.747,30	1.321.338,00	2.127.085,30
Composting	-	-	-	-	89.278,00	89.278,00
Recovery (including energy recovery)	129.823,87	1.026.513,00	1.156.336,87	2.260,70	107.750,00	110.010,70
Incineration (mass burn)	5.456,09	109.134,00	114.590,09	6.482,50	64.365,00	70.847,50
Deep well injection	-	-	-	-	-	-
Landfill	44.220,00	94.440,00	138.660,00	18.268,00	64.040,00	82.308,00

On-site storage	-	-	-	-	-	-
Other (specify)	1.095.333,90	1.899.409,00	2.994.742,90	1.217.935,55	4.059.122,00	5.277.057,55
Total	2.003.218,86	3.670.993,20	5.674.212,06	2.050.694,05	5.767.938,00	7.818.632,05

GRI 401-1

New hires (by age group, gender and region)

N. of persons	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Total Em- ployees at 31.12.23	<30	30-50	>50	Total	Turn over %	Total Em- ployees at 31.12.22	<30	30-50	>50	Total	Turn over %
Italy												
Male	794	51	65	1	117	14,74%	741	22	40	10	72	9,72%
Female	699	46	35	4	85	12,16%	658	34	32	2	68	10,33%
Total	1.493	97	100	5	202	13,53%	1.399	56	72	12	140	10,01%
%		58%	13%	1%	14%			42%	10%	2%	10%	
Rest of Europe												
Male	400	10	32	12	54	13,50%	404	4	24	6	34	8,42%
Female	404	9	23	5	37	9,16%	409	9	19	7	35	8,56%
Total	804	19	55	17	91	11,32%	813	13	43	13	69	8,49%
%		36%	13%	5%	11%			21%	10%	4%	8%	

N. of persons	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Total Em- ployees at 31.12.23	<30	30-50	>50	Total	Turn over %	Total Em- ployees at 31.12.22	<30	30-50	>50	Total	Turn over %
North America												
Male	484	12	46	26	84	17,36%	486	18	47	14	79	16,26%
Female	409	12	34	14	60	14,67%	391	17	40	13	70	17,90%
Total	893	24	80	40	144	16,13%	877	35	87	27	49	16,99%
%		36%	19%	10%	16%			52%	21%	7%	17%	
Rest of the World												
Male	323	7	62	12	81	25,08%	298	6	31	9	46	15,44%
Female	273	8	39	3	50	18,32%	260	5	39		44	16,92%
Total	596	15	101	15	131	21,98%	558	11	70	9	90	16,13%
%		52%	22%	13%	22%			35%	17%	8%	16%	
Total Group												
Total	3.786	155	336	77	568	15,0%	3.647	115	272	61	448	12,3%
%		49%	16%	5%	15%			39%	14%	4%	12%	

Terminations (by age group, gender and region)

N. of persons	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Total Em- ployees at 31.12.23	<30	30-50	>50	Total	Turn over %	Total Em- ployees at 31.12.22	<30	30-50	>50	Total	Turn over %
Italy												
Male	794	8	26	33	67	8,44%	741	5	20	34	59	7,96%
Female	699	11	19	11	41	5,87%	658	13	22	17	52	7,90%
Total	1.493	19	45	44	108	7,23%	1.399	18	42	51	111	7,93%
%		11%	6%	8%	7%			14%	6%	9%	8%	
Rest of Europe												
Male	400	6	38	14	58	14,50%	404	6	24	15	45	11,14%
Female	404	6	19	17	42	10,40%	409	8	22	21	51	12,47%
Total	804	12	57	31	100	12,44%	813	14	46	36	96	11,81%
%		23%	14%	9%	12%			22%	11%	11%	12%	

N. of persons	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Total Em- ployees at 31.12.23	<30	30-50	>50	Total	Turn over %	Total Em- ployees at 31.12.22	<30	30-50	>50	Total	Turn over %
North America												
Male	484	9	41	36	86	17,77%	486	12	51	39	102	20,99%
Female	409	4	18	20	42	10,27%	391	12	66	37	115	29,41%
Total	893	13	59	56	128	14,33%	877	24	117	76	217	24,74%
%		19%	14%	14%	14%			36%	28%	19%	25%	
Rest of the World												
Male	323	3	35	18	56	17,34%	298	5	47	9	61	20,47%
Female	273	3	29	5	37	13,55%	260	3	38	5	46	17,69%
Total	596	6	64	23	93	15,60%	558	8	85	14	107	19,18%
%		21%	14%	20%	16%			26%	21%	12%	19%	
Total Group												
Total	3.786	50	225	154	429	11,3%	3.647	64	290	177	531	14,6%
%		16%	11%	11%	11%			22%	15%	13%	15%	

GRI 403-8

Workers covered by an occupational health and safety management system

EMPLOYEES

Number employees	From January 1st to December 31st 2023	Number employees	% employees
Number of all employees who are covered by an occupational health and safety management system	2.992	2.992	100%
Number of all employees who are covered by an occupational health and safety management system that has been internally audited;	2.723	2.723	100%
Number of all employees who are covered by such a system that has been audited or certified by an external party	1.712	1.712	100%

EXTERNAL WORKERS

Number external workers	From January 1st to December 31st 2023	Number external workers	% external workers
Number 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	123	123	100%
Number 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	123	123	100%
Number of all workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party	123	123	100%

GRI 403-9

Work-related injuries

EMPLOYEES

Work-related injury	
No. work-related injury	From January 1st to December 31st 2023
Number of fatalities as a result of work-related injury	-
Number of high-consequence work-related injuries (excluding fatalities) - with lost days > 6 months	-
Number of recordable work-related injuries (excluding fatalities) - with lost days > 3 days	6

Main types of work-related injury	
Types of work-related injury	From January 1st to December 31st 2023
due to movement (e.g. sprains, low back pain)	2
Fall	3
Other	1

Temporal data	
Hours	From January 1st to December 31st 2023
Number of hours worked	5.015.648
Denominator for calculation (example 200.000, 1.000.000, etc.)	14.000.000

EXTERNAL WORKERS

Work-related injury	
No. work-related injury	From January 1st to December 31st 2023
Number of fatalities as a result of work-related injury	-
Number of high-consequence work-related injuries (excluding fatalities)	-
Number of recordable work-related injuries	-

Main types of work-related injury

Types of work-related injury	From January 1st to December 31st 2023
Impact	-
Fall	-
Other	-

Temporal data

Hours	From January 1st to December 31st 2023
Number of hours worked	213.933
Denominator for calculation	5.000.000

GRI 404-3

Employees receiving regular performance and career development reviews

Number of people	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Males	% Males	Females	% Females	Total	% Total	Males	% Males	Females	% Females	Total	% Total
Executives	167	97%	79	96%	246	96%	174	100%	76	100%	250	100%
Manager	385	99%	269	97%	654	98%	367	100%	262	100%	629	100%
Employees (White Collar)	557	58%	526	43%	1.083	49%	509	54%	498	42%	1.007	47%
Workers (Blue Collar)	65	14%	48	24%	113	17%	61	14%	46	24%	107	17%
Total	1.174	59%	922	52%	2.096	55%	1.111	58%	882	51%	1.993	55%

GRI 405-1

Total Employees by employee category and gender

Number of people	from 1st January to 31st December 2023						from 1st January to 31st December 2022					
	Males	% Males	Females	% Females	Total	% Total	Males	% Males	Females	% Females	Total	% Total
Executives	173	68%	82	32,2%	255	7%	174	70%	76	30,4%	250	7%
Manager	389	58%	278	41,7%	667	18%	367	58%	262	41,7%	629	17%
Employees (White Collar)	962	44%	1.230	56,1%	2.192	58%	940	44%	1.192	55,9%	2.132	58%
Workers (Blue Collar)	475	71%	197	29,3%	672	18%	448	70%	188	29,6%	636	17%
Total	1.999	52,8%	1.787	47,2%	3.786	100%	1.929	52,9%	1.718	47,1%	3.647	100%

Total Employees by employee category and age

Employee category	from 1st January to 31st December 2023								from 1st January to 31st December 2022							
	<30	% <30	30-50	% 30-50	>50	% >50	Total	% Total	<30	% <30	30-50	% 30-50	>50	% >50	Total	% Total
Executives	-	0%	72	28%	183	72%	255	6,74%	-	0%	69	28%	181	72%	250	7%
Manager	3	0,45%	336	50,37%	328	49,18%	667	17,62%	1	0,16%	318	50,56%	310	49,28%	629	17%
Employees (White Collar)	233	10,63%	1.320	60,22%	639	29,15%	2.192	57,90%	231	10,83%	1.281	60,08%	620	29,08%	2.132	58%
Workers (Blue Collar)	83	12,35%	306	45,54%	283	42,11%	672	17,75%	62	9,75%	279	43,87%	295	46,38%	636	17%
Total	319	8,43%	2.034	53,72%	1.433	37,85%	3.786	100%	294	8,06%	1.947	53,39%	1.406	38,55%	3.647	100%

GRI 405-2

Average basic salary (RAL) of women to men by employee category

Employee category	Ratio of women to men (%)
Executives	95%
Manager	93%
Employees (White Collar)	81%
Workers (Blue Collar)	120%
Weighted average of the ratios of each professional category with the number of employees in the category	91%
Average of the ratios of each professional category	97,40%

Average total remuneration of women to men by employee category

Employee category	Ratio of women to men (%)
Executives	95%
Manager	93%
Employees (White Collar)	80%
Workers (Blue Collar)	121%
Average of the ratios of each professional category	97,07%



Our Sustainable Journey to the Future

Bracco Sustainability Report 2023

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