



Taking care at every step

Bracco Sustainability Report 2021



LIFE FROM INSIDE



MESSAGE TO STAKEHOLDERS

2022 Sustainability Report

Measuring the impact of our actions, in an objective and certified manner, evaluating not only the immediate consequences, but also the mid- to long-term ones. This is Bracco's approach to sustainability, which is in its DNA.

Indeed, over its 95-year history, four generations of our family have experienced firsthand the importance of respecting the environment with safe, advanced production processes, limiting as much as possible the impacts on biodiversity and preserving ecosystems, reducing waste, consistently investing in R&I, and taking care of people responsibly and inclusively. For us, it is the only way of doing business; it is no coincidence that for as many as 27 years now, our Group has been publishing an environmental report.

We have now decided to take the next step, and create a multi-year program: the 2022-2030 Sustainability Plan. This tool engages the whole corporate strategy through a concrete "Action Plan" which sets goals and monitors the results.

We are experiencing a time of momentous change in which companies must lead and not follow: we have done that by asking ourselves what kind of legacy we want to leave to future generations, and we are proud of the outcome.

The 2022-2030 Sustainability Plan consists of three areas of impact,

which are, naturally, interconnected: People, Innovation and Planet. In these areas, Bracco will provide its own tangible contribution to as many as 11 of the 17 2030 Sustainable Development Goals (SDG) established by the United Nations.

The first area of impact that our plan focuses on is People, with special attention to safeguarding and promoting diversity, as well as gender and age inclusion.

The second area is innovation, which revolves around our unwavering focus on the excellence of high-quality products and services; our research improves people's lives and the safety of patients, thanks to precision imaging and cutting-edge prevention.

Lastly, when it comes to our commitment to protecting the Planet, we have drawn concrete inspiration from the principles of the circular economy and from clean chemistry. While in terms of the fight against climate change, Bracco has set a target of reaching carbon neutrality by 2030. How? By aiming for a transition to renewable and self-produced sources of energy, reducing emissions and waste generation, and promoting responsible practices along the entire value chain.

Diana Bracco, Bracco Group President and CEO

Fulvio Renoldi Bracco, Bracco Imaging Vice President and CEO



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

As a company, Bracco has always worked in the present, with an eye to the future. Our rich history of innovative healthcare solutions began over 95 years ago, and since the 60s we have developed and introduced several groundbreaking innovations in diagnostic imaging that have changed the history of the practice worldwide.

This is not simply innovation for its own sake. From the outset, the business has sought to operate for the benefit of people. This is why our purpose is “to improve people’s lives by shaping the future of prevention and precision imaging.” One of the key ways in which we accomplish this is by improving our approach to sustainability and embedding it into every facet of the business and across our value chain. Healthier people can only exist if we build a healthier world, today and tomorrow.

In 2021 we have made significant strides in revealing a clearer and more impactful path to both setting and achieving our goals.

We understand that healthier people can only exist if we build a healthier world, today and tomorrow.

Since 2019 we have been committed to improving our objectively measured sustainability performance through a process that takes into account the issues of greatest impact and also sets medium-to-long term objectives. In 2021 we made significant strides towards defining a clearer and more impactful path to the setting and achievement of our goals. This includes the development of a new materiality matrix, healthcare provider and in-country staff surveys in order to understand the market’s perceptions of sustainability as a whole. An important component is the revamping of our business strategy to use sustainability as an enabler across operations and plans, and to create a more formalised sustainability plan up to 2030. An accompanying action plan for the period until 2027 is a key focus in 2022.

READING GUIDE

This Sustainability Report covers the economic, social and environmental sustainability of the Bracco Group in 2021.

The collection of information involved the main organisational areas of the Group at a global level, with the coordination and supervision of the CSR function.

Principles for defining content:

- Materiality
- Stakeholder inclusion
- Completeness of data
- Group operations context

Principles for the quality of the information reported:

- Balance
- Accuracy
- Verifiability
- Comparability

This report complies with the "GRI Sustainability Reporting Standards" published by the GRI (Global Reporting Initiative) according to the "Core" option. 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. With regard to the specific standards GRI 403 (Occupational health and safety) and GRI 303 (Water and effluents), the most recent version from 2018 has been adopted. For the specific standards of GRI 306 (Waste) the 2020 version has been used.

For the purposes of this document, "Bracco" or "Bracco Group" (hereinafter also referred to as the "Group") means the Parent Company Bracco S.p.A. (or "Company") and all subsidiaries as of 31 December 2021.

Performance indicators, unless otherwise stated:

- Concern the entire corporate perimeter of the Bracco Group;
- Refer to the reporting period 1 January - 31 December 2021.

To assess the dynamic trend of activities, the indicators are also reported in relation to the previous year where relevant and available. Directly measurable quantities have been included in order to limit the use of estimates as much as possible. Where estimates are unavoidable, they have been based on the best available methodologies and appropriately reported. The Sustainability Report is published annually. This document is also available on the Company's website in the Corporate section:

<https://www.braccoforasustainablefuture.com/en>

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



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1

OUR COMMITMENT TO SUSTAINABILITY AND OUR STAKEHOLDERS

- 1.1. New Materiality Assessment
- 1.2. Sustainability as an Enabler of our Business Strategy
- 1.3. Sustainability Plan: A Focus on Practicality and Continuity
- 1.4. 2021 Milestones



During 2021 we started the process of identifying a new Materiality Matrix in order to enrich our disclosures in the field of sustainability and to identify new areas of relevance for the sector and the Group itself. The business took a "double materiality" approach aimed at identifying matters that are relevant to the business itself, as well as to the market, environment, and people.

1.1 New Materiality Assessment

1.



OUR COMMITMENT TO SUSTAINABILITY AND OUR STAKEHOLDERS

Materiality Matrix Development

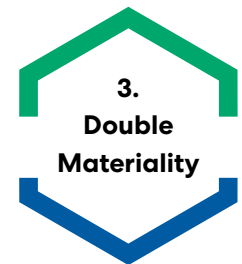
The development of the matrix went through 3 distinct phases:



Identification of ESG issues potentially relevant to the Group



Realisation of online surveys for the identification of priority ESG issues



Definition of the Group's Materiality Matrix

1. Desk Analysis

To support the process of updating the issues relevant to the Group, the approach included an examination of various sources of information required to identify the universe of potentially relevant sustainability issues. This included the evaluation of macro-trends, aspects relevant to the Healthcare and Diagnostic sectors,

a benchmarking analysis and best practice contained in the sustainability reports of the main players within the ESG sector. Twenty themes were identified and divided into 5 macro-areas: Business Ethics, Responsibility towards People, Responsibility towards Patients, Environmental Responsibility and Social Responsibility.



Environmental responsibility

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

Responsibility towards patients

- Products and services quality
- Patient health and safety
- Research & Development and Intellectual property

Social responsibility

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

Responsibility towards people

- Worker health and safety
- Diversity and equal opportunity
- Welfare and wellbeing
- Attraction, management and development of human resources

Business Ethics

- Transparency and responsible business
- Responsible supply chain management
- Data protection
- Digital innovation and emerging technologies
- Governance and ESG strategy
- Bioethics and transparency in clinical trials

2. Stakeholder Involvement

With a view to maintaining transparency and achieving closer involvement of the main actors in the business, two online surveys were prepared for internal and external audiences. These were designed to evaluate the issues of greatest relevance to those audiences within the ambit of the 5 macro areas and twenty themes.

External Stakeholders

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

Internal Stakeholders

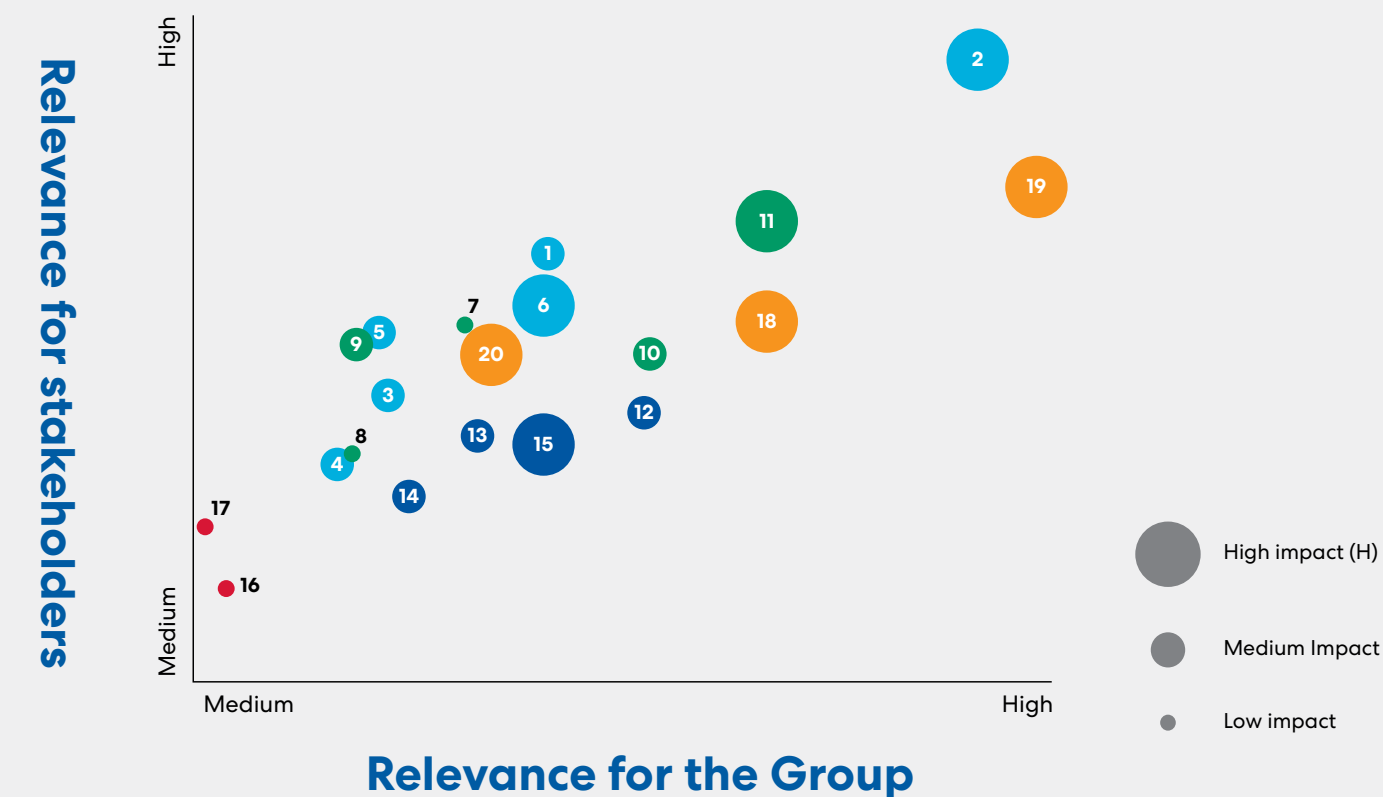
Participants:
Bracco Executives

3. Double Materiality

The process then included the evaluation and placement of the ESG issues with the greatest relevance and impact to the organisation within the materiality matrix. Their priority was defined according to a dual perspective ("ESG materiality" and "financial materiality").

ESG materiality refers to issues that reflect the actual or potential significant social and environmental impacts of an organisation and its value chain.

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



Interpretation of Results

The materiality matrix as shown below represents Bracco's vision in respect of ESG issues through the dual lenses of both company and the external environment. The relative size of the bubbles on the graph also gives an indication of the impact of these issues from low to high. It is important to note that the vision held for Bracco by its executives is largely aligned with that of external stakeholders.

Key areas of importance present in both sets of surveys include:

Business Ethics:

specifically a commitment to transparency and responsible business practices.

Responsibility towards patients:

For a company that operates within the healthcare sector it is unsurprising that patient health and safety are considered to be amongst the most impactful topics, and are thus essential to the Groups' performance.

The vision held for Bracco by its executives is aligned with that of the company's external stakeholders.

The results of this materiality matrix have been used to structure this report. Key attention has been paid to a restructured 'Governance and Business Ethics' section, including a new subsection devoted to [sustainability management](#). The focus on [patient safety](#) has remained at the core of our operations and the structure of this report.

1	Governance ESG strategy	
2	Transparency and responsible business	H High Priority
3	Responsible supply chain management	
4	Data protection	
5	Bioethics and transparency in clinical trials	
6	Digital innovation and emerging technologies	H High Priority
7	Climate Change Mitigation and Adaptation	
8	Water resource management	
9	Monitoring and reduction of waste and discards	
10	Circular Economy and innovative sustainable solutions	
11	Environmental protection and safety	H High Priority
12	Worker health and safety	
13	Diversity and equal opportunities	
14	Welfare and wellbeing	
15	Attraction, management and development of human resources	H High Priority
16	Community involvement and support	
17	Promotion of the culture of health	
18	Products and services quality	H High Priority
19	Patients' health and safety	H High Priority
20	Research & Development and Intellectual property	H High Priority

Business Ethics

Environmental Responsibility

Responsibility Towards People

Social Responsibility

Responsibility Towards Patients



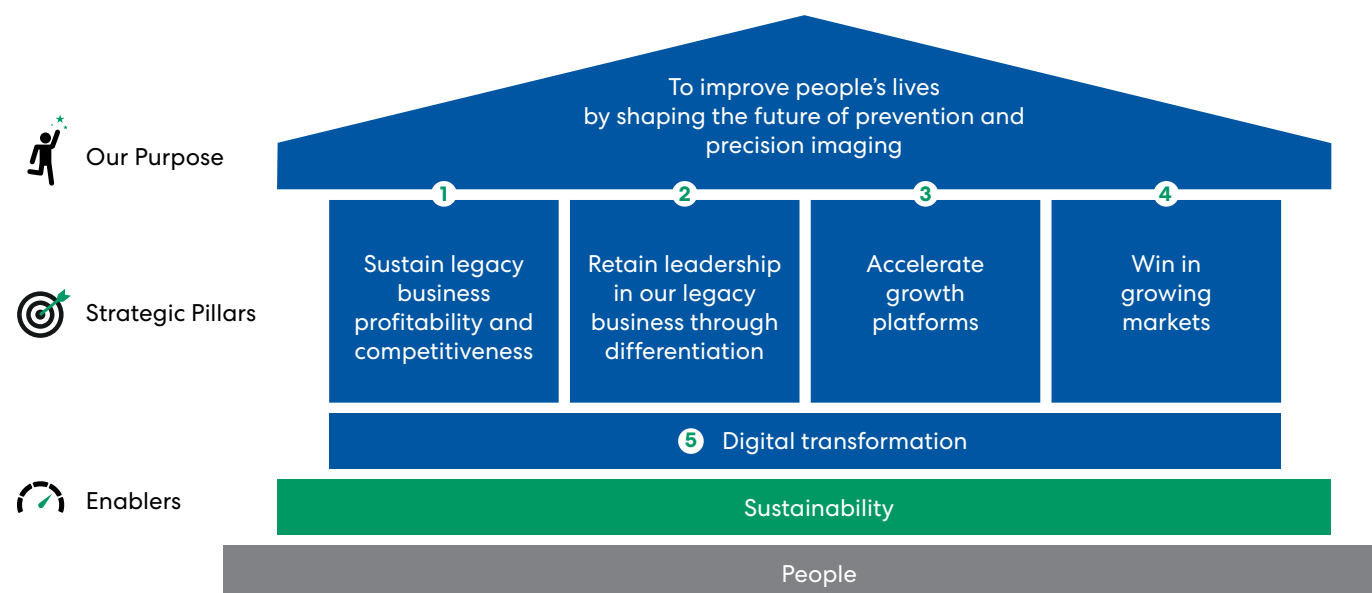
1.2 Sustainability as an Enabler of our Business Strategy



In crafting and refining our business strategy up to 2027, sustainability takes on an even sharper focus, not as a separate pillar to be seen as distinct from the rest of the company's operations, but as a core enabler across all 5 pillars of our strategic plan.

In our business strategy Sustainability takes on an even sharper focus.

Bracco Strategic Plan 2022-2027



Although a proper commitment to sustainability and measurement of our impact is not new within Bracco, the Group has given greater form and substance to its values and ambition through the development of a Sustainability Plan.

The Plan is the expression of the Group's ambitions for a more sustainable future and a practical tool to define and monitor its sustainability strategy across the 2022-2030 horizon. An "Action Plan" is a vital part of the overall Sustainability Plan and is intended to give an indication of key objectives, actions and targets until 2027.

1.3 Sustainability Plan: a focus on Practicality and Continuity



There are three resulting areas of impact: People, Innovation and Planet. Bracco sees these three areas as being interconnected and integrated with each other, and has identified a set of top actions the company needs to take across them. Additionally, Bracco's Sustainability Plan has been framed in accordance with the UN's 2030 Sustainable Development Goals (SDGs). In particular, the Bracco Group's Sustainability Plan highlights its contribution to 11 of the 17 Sustainable Development Goals (SDGs).

The 2021 Sustainability Report also gives a detailed account of our activities over the past year within each of these three core pillars:

Pillar 1 People: Expresses our commitment to patients, healthcare providers, employees and the communities in which we operate.

Pillar 2 Innovation: Revolves around our constant innovation concerning high-quality products and services that improve people's lives and patient safety. This is also evidenced in our commitment to innovative educational initiatives that promote STEM subjects among younger generations.

Pillar 3 Planet: Embodies our respect for and protection of natural resources, with specific emphasis on the circular economy and achieving a net zero status.

In this section, we have laid out a summary of some of our key focal areas within each pillar.



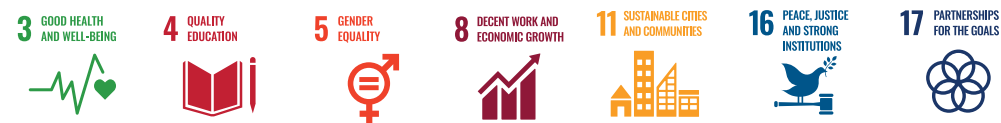
Bracco has defined 3 key areas of impact: People, Innovation and Planet. These have been framed in accordance with the UN's 2030 Sustainable Development Goals (SDGs), and highlight the Group's contribution to 11 of the 17 Goals.



// Pillar 1: People

Always committed to enhancing people and protecting their individuality inside and outside the company, the Group has set itself challenging objectives in the social sphere. With the intention of safeguarding and promoting diversity, gender and age inclusion, Bracco has set itself the goal of increasing the number of women in executive positions within the company through the promotion of female leadership by means of international training and mentoring projects.

2030 Goal:
Reach 45%
of women
in executive
leadership
positions.

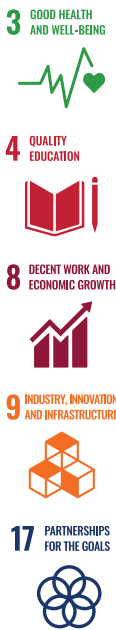


// Pillar 2: Innovation

Over the years Bracco has distinguished itself as a promoter of innovation in the field of Life Sciences. Moreover, Bracco Research and Development is dedicated to enhancing the Group's innovation potential as a competitive factor as well as an essential element for the sustainable growth of the company and the sector in which it operates. Collaboration and sharing of know-how are essential to allow the healthcare sector to grow and positively impact society for the benefit of the health community and the broader social community. For this reason, the Group is also committed to the training of new biomedical researchers, the promotion and the equal access of STEM subjects. One objective is to involve about 10,000 people (radiologists, students, etc.) in targeted training projects with a particular focus on younger generations, involving at least 4,000 people under the age of 35.

2030 Goal:
Promotion of STEM
subjects through
targeted training.

Projects:
10,000 radiologists
and students, with
4,000 being under
the age of 35.



// Pillar 3: Planet

Notable here is the Group's emphasis on energy transition and real change – in other words, Bracco is fully embracing sustainable transformation by investing in the best technologies available. As part of its commitment to the environment, the Group is making its energy use more efficient, reducing emissions and waste generation, promoting opportunities for the circular economy, and entrenching sustainable and responsible practices along the entire value chain. With respect to the fight against climate change, Bracco has also set a target to be carbon neutral by 2030. This ambition will be realised by investing in self production from renewable sources (e.g. photovoltaic systems), migration to green sources (e.g. biomethane, hydrogen) and full acquisition of energy from renewable sources.

Bracco has
set a target
to be carbon
neutral by
2030.





1.4 2021 Milestones



Beyond the evolution and formalisation of our sustainability planning, Bracco has made several strides this year to stay at the forefront of external changes and regulation, further digitizing our processes in a secure and compliant way.

It is important to note that the points outlined below only represent some of the newer initiatives or innovations embarked upon in the 2021 year, and do not reflect the entirety of what the Group does or has achieved in its sustainability journey to date. A more detailed view is given within each chapter.

Governance and Business Ethics

3,224

Employees trained

around the world on **Model 231 and the Code of Ethics**

154

Employees trained

on privacy protection in 2021



Multidisciplinary Sustainability Committee

Multidisciplinary Sustainability Committee set up to oversee new **sustainability initiatives**



Risk Assessment

Risk Assessment and updating of Model pursuant to Legislative Decree 231/01



Data Protection Program

Implementation of the **Data Protection Program** (published on the intranet and website)

Pillar 1: People

Patients

9

Pharma covigilance audits

were conducted with positive results during 2021

20

Clinical trials

involving about 390 people were planned or conducted

Healthcare Providers

40,900

Imaging professionals reached

by 109 accredited Bracco-sponsored webinars and podcast held globally



Collaborations on events and webinars

with EuSoMII, ESOI and ESOR



"Mind the STEM Gap"

Launch of the "Mind the STEM Gap" Manifesto by the Bracco Foundation to counter gender stereotypes and facilitate access to scientific disciplines for girls

Employees



Diversity and Inclusion Policy

New Diversity and Inclusion Policy effective from Q1 2021 at Corporate level



The Bracco People Way

Launch of The Bracco People Way - definition of the Group's Values and Behaviours with an accompanying roadmap for the development and transformation of processes in HR

593

New hires

in 2021 of which 47% are young people under 30

Employees

24

BeDigital training

launched 2021



Top Employer

for 2021 in Italy



NetWORK for Inclusion group

was started at Blue Earth Diagnostics Inc in the US

Communities

6,000

pupils supported by the CPP

and 180 families assisted by Bracco Psycho-Pedagogical Centre (CPP)



Advocacy partnerships

In 2021, the Blue Earth Diagnostics created 9 new advocacy partnerships, sponsoring more than 15 advocacy events, and formed 4 new society partnerships

33

Unique activities

carried about globally in 2021 for communities, employee welfare and the broader promotion of health

Pillar 2: Research and Innovation

+100

Newly Granted Patents

worldwide among which are **11 European patents** and **29 US patents**

40

New Patent Applications

filed for international and priority patents



Innovation Centre

New open **innovation center** in Shanghai (China) came into operation

5.44

Average Impact Factor

for items related to the Imaging business unit published in international **scientific journals**



Blue Earth Therapeutics

founded which deals with the development of rhPSMA as a therapeutic radiopharmaceutical, with the aim of helping men with advanced prostate cancer. Blue Earth Therapeutics holds the exclusive license for therapeutic applications of PSMA radiohybrid technology

100%

Acceptance Rate

for the 42 newspaper articles and 93 conference excerpts presented by Blue Earth Diagnostic

53

Conferences

in which Blue Earth Diagnostic delivered 33 podium presentations and presented 68 scientific posters

Pillar 3: Planet

70%

Reduction of Sludge

Building of a Sludge drying plant aimed at 70% reduction of sludge from **waste water** treatment in Ceriano Laghetto using energy otherwise lost

9%

Reduction in Waste Production

compared to 2020

72%

Solvents Recovered

from indirect raw materials used in production processes at Ceriano and Torviscosa sites

26%

Below the Limits of Discharge Salinity

thanks to the new Na2S2O5 recovery and HCl storage plant in Ceriano Laghetto

2.6 tons

Saved of Packaging production

A reduction in consumption of virgin material used in production of secondary packaging equal to 2.6 tons in Colletterto Giacosa

160%

of Electricity from Renewable Sources

with Certificates of Origin

100%

from Renewable Sources

EE purchased from grid from **renewable sources** with GO for all Italian sites and for the Singen site



Photovoltaic Fields

Feasibility studies for the installation of **photovoltaic fields** in Ceriano Laghetto, Torviscosa and Shanghai



Certification

ISO 50001 certification for Bracco Imaging and SPIN



2

COMPANY

- 2.1. We are Bracco
- 2.2. Our Global Presence
- 2.3. Our Business Areas, Products and Services
- 2.4. Our Communications with Stakeholders
- 2.5. Bracco Foundation: a specific focus on Women and Youth



2.1 We are Bracco

We are a multinational company active in the field of Life Sciences and a world leader in diagnostic imaging. Our business is focused on three distinct areas: Imaging Agents, Medical Technologies and Health Services. In every industry, our commitment is to ensure patient safety and the highest levels of care. We also pride ourselves on researching and perfecting increasingly advanced and sustainable techniques and solutions, investing approximately 10% of reference turnover in R&D activities.

The Group's main products are contrast agents - medical substances used to improve the diagnostic accuracy of biomedical imaging and the care of patients affected by diseases of varying types and severity. We have a commercial presence across every continent, and our contrast media is sold in over 100 countries.

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

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

The Group employs more than 3,700 people and achieved a consolidated turnover of EUR 1.7 billion in 2021.

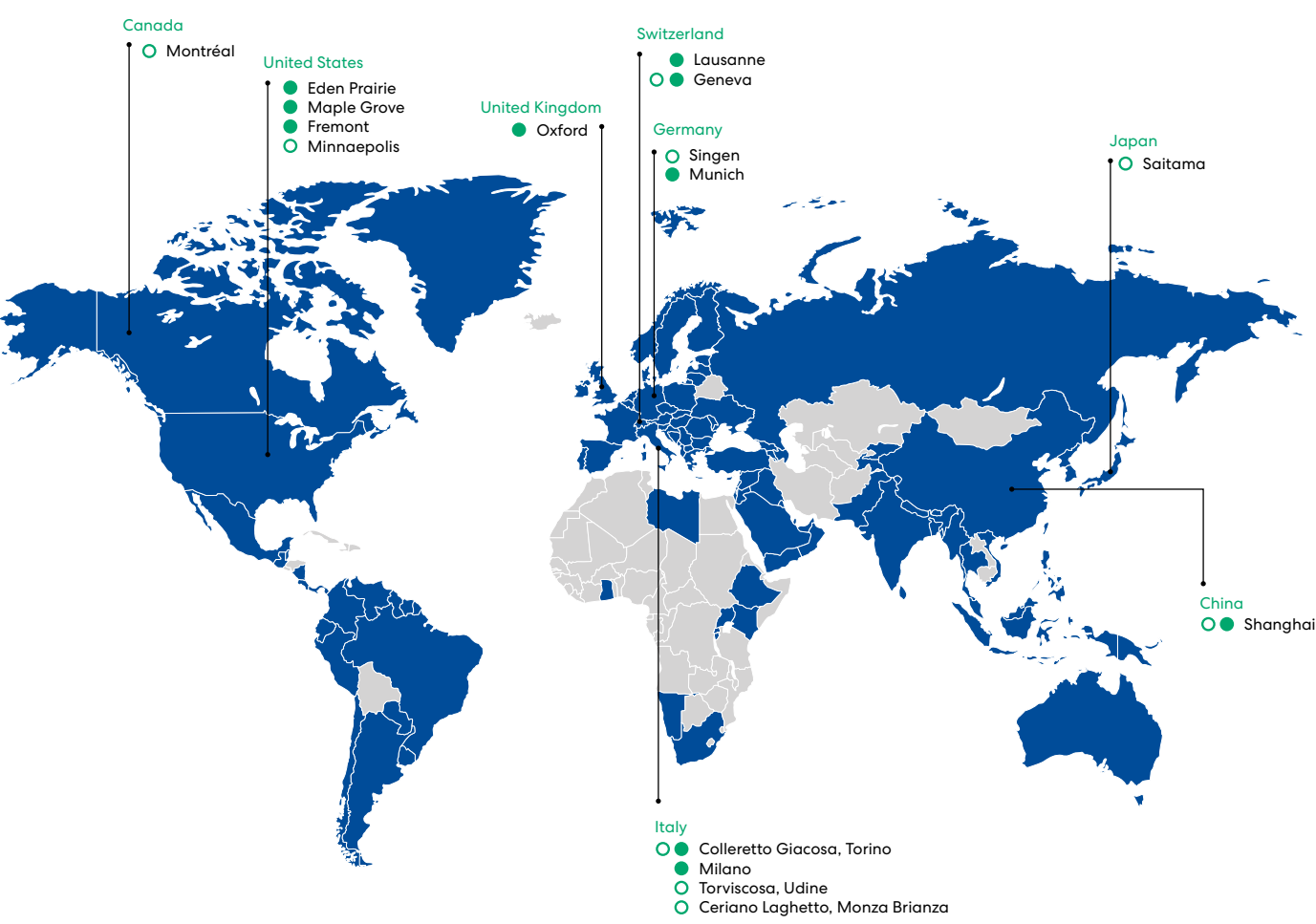
We are a multinational company active in the field of Life Sciences and a world leader in diagnostic imaging. Our business units are focused in Imaging, Medical Technologies and Health Services.

We also pride ourselves on our research and innovation, investing approximately 10% of company turnover in R&D specifically.



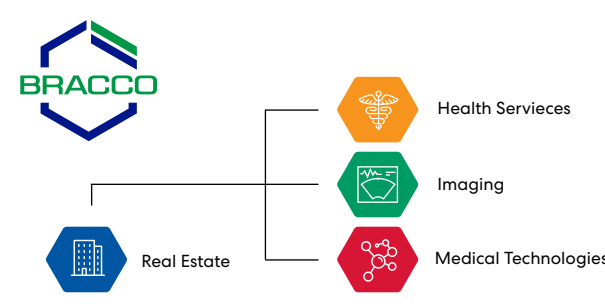
2.2 Our Global Presence

Sales in more than 100 countries



Map Key

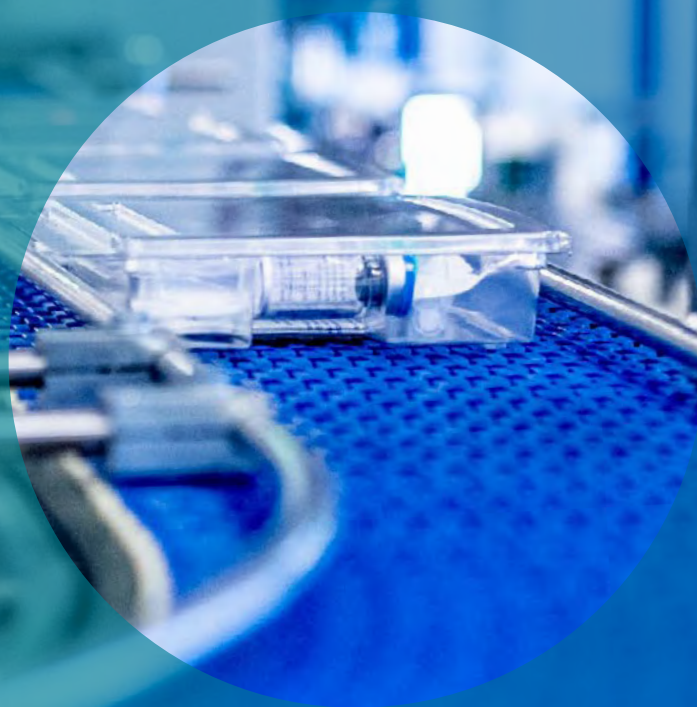
- Research and development centres
- Production plant



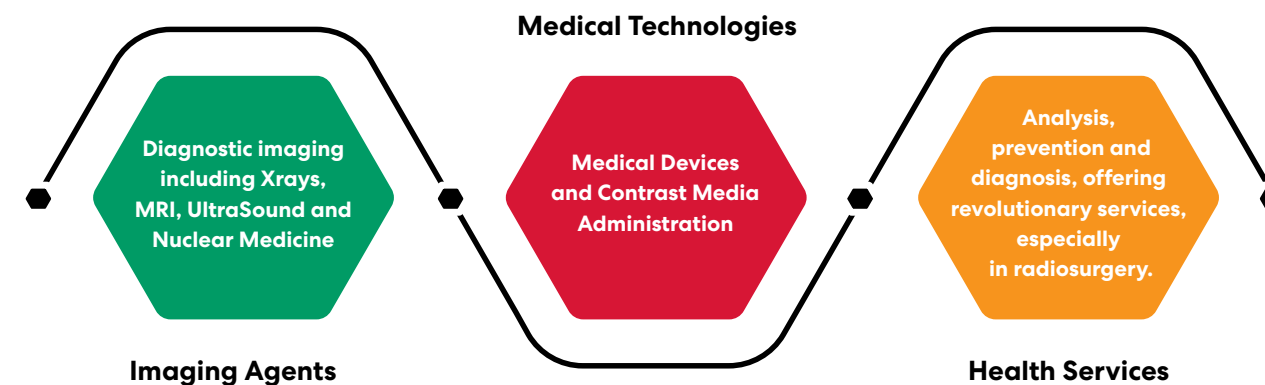
Turnover percentages:

- North America: 50%
- Europe: 32%
- China: 10%
- Asia, Pacific, Africa, Japan: 7%
- Latin America: 1%

2.3 Our Business Areas, Products and Services



We have three Businesses specialised in different areas of Life Sciences: Imaging Agents, Medical Technologies and Health Services. We have given a brief overview of our key business areas on the previous page, however, the achievements of these are further elaborated on in [Pillar 2: Research and Innovation](#), with an annex devoted to the [Centro Diagnostico Italiano \(CDI\)](#).



Imaging Agents^[1]

The Imaging Agents Business is specialised in the research, development, production and marketing of contrast media and solutions to improve the efficiency of diagnostic imaging, patient safety and cost effectiveness. The Group offers an extensive and innovative product portfolio resulting from internal research, and occupies a leading position at a global level in the main diagnostic imaging modalities.

Medical Technologies

Bracco Medical Technologies is specialised in advanced systems for the administration of contrast media for cardiovascular angiography, radiology, as well as software that supports radiologists in decision-making and the monitoring of radiation doses on patients. This ensures ease and control in the generation of images, and simplifies cardiovascular procedures.

Health Services

The Centro Diagnostico Italiano (CDI) offers services related to prevention, diagnosis, and treatment placing excellence and technological development at the basis of a constantly evolving and personalised offer with over 400 thousand people served annually and over 880,000 individual accesses to the facilities. We have devoted a separate report to its services and practices.

ACIST MEDICAL SYSTEMS ACIST

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

Our service areas include:

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

[1] For more information about the products, please refer to the website: www.bracco.com/it/prodotti-imaging-diagnostico.

The reputation of our company is synonymous with credibility, awareness of choices and behaviours, reliability of information, and respect for the commitments made to all of our stakeholders. For this reason, the Bracco Group communicates in a transparent and timely manner with its interlocutors through the publication of the Group's Consolidated Financial Statements, the Sustainability Report and using all online and offline communication channels, including the internet, social media, press, TV, radio, advertising and events. The interaction between Bracco and its stakeholders concerns economic, scientific, social, environmental, cultural and business issues relating to all the Group's companies, our CSR function and the Bracco Foundation itself.

2.4 Our Communications with Stakeholders

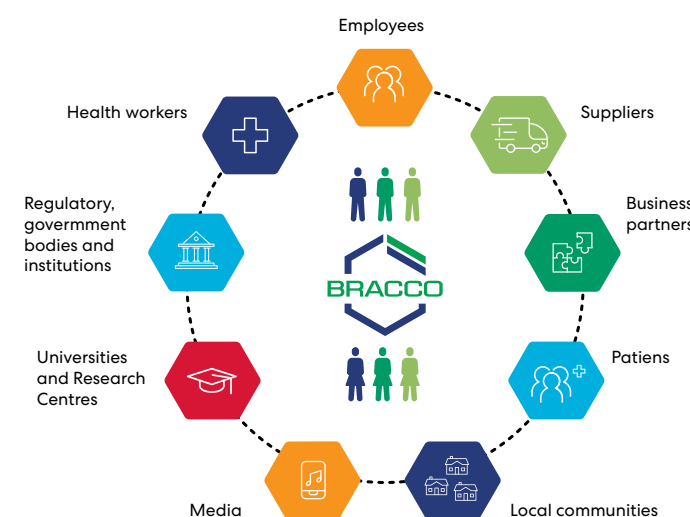
In 2021, we updated the list of stakeholders relevant to the Group and the business. Among these, we have identified the Media as a new stakeholder of fundamental importance. The identification and mapping of stakeholders was done in preparation for their involvement in the identification of material issues, as presented within our new materiality assessment. Additionally, we have also conducted several global surveys with both healthcare providers and Bracco client-facing staff to understand the healthcare community's associations with sustainability and their expectations regarding how companies like Bracco should conduct themselves.

External Communication Highlights

CEO Strategy and 360-Degree Communication Campaign

With regard to digital communication the CEO strategy continued with particular impetus, reinforcing the company's brand reputation thanks to the image of Diana Bracco, President and CEO of the Group in a 360-degree communication campaign aimed at conveying the Group's credibility, prestige and values.

Stakeholders



Dubai Expo 2021

On 2021, the Group participated in Expo Dubai 2020 as Official Gold Sponsor of the Italian Pavilion. In Dubai, Bracco brought a large multimedia installation called ["The Beauty of Imaging"](#) that was included in the exhibition itinerary of Palazzo Italia and showed the combination of art and science, making visitors from all over the world aware of the importance of predictive and personalised medicine. Bracco also organised several scientific workshops in Dubai, and supported the great concert of the Accademia della Scala organised on the National Day of Italy.

Internal Communication Highlights

In 2021 the intranet was redesigned and reorganised, improving the circulation of information within the company and fostering greater employee involvement. Concerning these values, the Human Resources department launched a major campaign on the model of values and behaviours on the intranet. These describe the Group's identity and explain our way of working at Bracco and are further elaborated on in the [employee section](#) of Chapter 4.

Ongoing COVID Communications

2021 continued to be a year influenced by the presence of the global pandemic, with the Omicron variant emerging towards the end of the year. While the safety of our people and stakeholders remains of primary concern to us, the situation did not prevent us from continuing our operational activities. Business continuity was assured through the implementation and communication of precise procedures in line with both regulation and best-in-class safety standards.

The [Bracco Foundation](#) led by President Diana Bracco, was born in 2010 from the rich heritage and values that have matured over the Bracco Family and Group's 95 year history.

The Foundation aims to create and disseminate expressions of culture, art and science to improve the quality of life and social cohesion with a specific focus on female empowerment and the world of youth.

What the Foundation Does

- Enhancement and preservation of national and international cultural, historical and artistic heritage;
- Promotion of scientific culture and protection of health, with particular attention to women's prevention;
- Support for vocational education and training of youth;
- Development of solidarity initiatives as a contribution to collective wellbeing.

How the foundation chooses projects

- Multidisciplinary approaches;
- Integration of knowledge;
- The adoption of innovative approaches and the measurement of the results and impact of interventions are a fundamental part of its work.

*f*B Fondazione
Bracco



The Bracco Foundation aims to create and disseminate expressions of culture, art and science, with a specific focus on female empowerment and the world of youth.



2.5 The Bracco Foundation: a specific focus on Women and Youth



3

GOVERNANCE AND BUSINESS ETHICS: THE POWER OF ACCOUNTABILITY

- 3.1. Our Commitment to Good Corporate Governance
- 3.2. Sustainability Management: Ensuring Successful Execution
- 3.3. The Code of Ethics: Compliance and Integrity
- 3.4. Business Transparency
- 3.5. Bioethics and Transparency in Clinical Trials
- 3.6. Protection of Privacy
- 3.7. Institutional Relations and Partnerships



Our governance is based on transparency and collegial decision-making processes. There are 56 people working on the various Boards of Directors of the Group's subsidiaries. The Board of Directors of the parent company, Bracco S.p.A., is composed of 9 members, 4 of whom are women.

3.1 Our Commitment to Good Corporate Governance

We care as much about the way we achieve results as we do about the results themselves. As a multinational company that is a worldwide leader in diagnostic imagery, we understand the power of transparency to drive change and improved results. We take our responsibility as an ethical business seriously, as is evidenced by our

governance structure, our own strong code of ethics, the adoption of policies and legislative decrees, and the protection of personal data. Together these represent a means by which to guarantee transparency and good practice both for our own people, and for all the stakeholders that interact with our business.

SDGS and Material Topics



Business ethics

Transparency and Responsible Business

Governance and ESG Strategy

Bioethics and Transparency in Clinical Trials

Data Protection

Ethics initiatives in 2021

+3,224

employees around the world trained on **Model 231 and the Code of Ethics**

~1,700

employees trained on Data Protection Programme since the launch of the project

154

employees trained on privacy protection in 2021

POLICIES AND REFERENCE DOCUMENTS

[Code of Ethics](#)

Organisation, Management and Control Model ex 231

Global Anti-corruption Programme

Global Anti-trust Programme

Data Protection Programme

[Whistleblowing](#)



3.2 Sustainability Management: Ensuring Successful Execution

Bracco is committed to developing and formalising our strategic plans and actions, thereby maintaining constant supervision of the Group's ESG performance. An overview of our [new materiality assessment](#) and [sustainability plan](#) has been given as part of the introduction to this report. This section therefore focuses on some of the governance structures we have put in place to ensure the successful execution of our plans.

Supervisory Body for Model Pursuant to Legislative Decree 231/01

To ensure the correct and transparent management of the Company's activities, the Board of Director has appointed a Supervisory Body composed of three members (two external). The responsibility of this Supervisory Body is to oversee and monitor the effective implementation of the Organisation, Management and Control Model, pursuant to Legislative Decree 231/01 (Model 231) adopted by the Company. More on this can be found in the [Business Ethics](#) section.

Sustainability Committee

This past year has seen the formalisation of an internal Bracco Sustainability Committee, a multidisciplinary team comprised of executives across the business that supports our sustainability agenda and monitor the delivery of its targets.

Key Business Functions as Champions of Environmental Sustainability

Sustainability is a value and a key part of our corporate culture. Our attention to the environment is reflected in our Code of Ethics and in our Health Safety and Environment Policy.

Bracco has put a Supervisory Body in place to update and monitor the effective implementation of the Model pursuant to the Italian Legislative Decree 231/01.

Specific teams play a crucial role in ensuring that environmental sustainability is not just talked about, but operationalised. This is further elaborated on in [Chapter 6](#) where we talk about our specific environmental initiatives.

The Research & Development activity plays a crucial role in improving, optimizing and creating new opportunities to improve our environmental impact. This includes investigating and implementing the best solutions to make syntheses more sustainable by maximising energy efficiency, reducing the consumption of raw materials and favouring the choice of less dangerous and low-impact substances.

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

The Corporate Health Safety Environment (CHSE) function promotes the achievement and sharing of company objectives with a view to sustainability for the environment and maximum safety of workers.

Team GIN-CO₂

Team GIN-CO₂ is a multifunctional team dedicated to the management of objectives aimed at reducing our carbon footprint, efficient energy management and the circular economy.

3.3 The Code of Ethics: Compliance and Integrity

3.



GOVERNANCE AND BUSINESS ETHICS: THE POWER OF ACCOUNTABILITY

Updated in 2020, our [Code of Ethics](#) identifies the sets of principles, rights, duties and responsibilities that all the people of the Company must follow and, as far as their key area of competence is concerned, enforce. The document is mandatory both in terms of its core principles and the spirit it embodies for all the companies within the Group even if each Company is granted the possibility of detailing the rules at a local level, based on the applicable legislative and social context.



La responsabilità sociale è un valore fondante del Gruppo Bracco ed è al centro dei nostri comportamenti e della nostra filosofia imprenditoriale.

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



Diana Bracco

President and CEO of the Bracco Group



3.4 Business Transparency

Our work can make a difference to the economic and social wellbeing of stakeholders. Running a transparent organisation is part of what drives our progress on both an individual and company-wide level. Compliance with laws, as well as a strong sense of reliability and integrity are a part of our DNA. Anyone who participates directly or indirectly in the company's activities must ensure compliance with the highest ethical standards.

+4,424

employees trained on Model 231 and the Code of Ethics from 2019-2021

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

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

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

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

Updating Control Systems During the Pandemic

In view of the 231 impacts, the Supervisory Body was constantly updated on the management of the health emergency and on the measures taken by the Companies necessary to face the persistence of the COVID emergency during 2021.

In addition, the main activities completed during 2021 include:

1. The updating of the Organisational Model: the risk assessment activity was carried out which concerned:

A. Tax regulation;

B. Directive 2017/1371/EU on the "fight against fraud to the Union's financial interests by means of criminal law" (so-called "PIF Directive");

C. trafficking in illicit influence;

D. fraud in sports competitions and abusive exercise of gaming or betting activities;

E. national cyber security offences.

Finally, the Supervisory Bodies analysed the Special Parts of the Model prepared, which were subsequently presented to the respective Boards of Directors for final approval.

2. Update of the "Inspections by Public Authorities and Private Entities" procedure: the update was necessary to expand the scope of inspections to third parties in general, Public Authorities and Private Entities, in order to manage them uniformly and in compliance with the principles of transparency, correctness and traceability of the activities

Prevention of Corrupt and Anti-Competitive Behaviour

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

~4,000 

people trained in anti-corruption procedures and policies since the start of the program.

Continuous Steps Toward Ever Greater Transparency

2020

- Update of the Code of Ethics
- Group Whistleblowing Policy Update
- Organisational Model Update

2021

- Risk Assessment 23
- Model 231 Update
- Updated Risk Mapping











Global Anti-Corruption Programme & Global Anti-Trust Programme

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

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

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

Global Anti-Corruption Programme		Global Anti-trust Programme
~1,925* people in the Imaging Group trained since 2018	+3,500 people in Imaging and ACIST	+1,300 people of the Group trained since 2019
*The reported data refer to the number of people, employees of the Imaging Group, who have received training provided since the launch of the Global Anti-corruption Programme in 2017.		The reported data refer to the number of people, employees of the Imaging Group and the ACIST Group, who have received training provided since the launch of the Global Antitrust Programme in 2018.

Total	1,923		Total	1,332	
Rest of the World	460		Rest of the World	446	
North America	815		North America	457	
Rest of Europe	360		Rest of Europe	244	
Italy	288		Italy	185	

Monitoring System for Compliance With Programmes

Every year the General Manager and Country Manager of foreign companies sign an Assurance Letter to guarantee compliance with the Programmes, the Code of Ethics, and to report any possible violations. The Corporate Internal Audit verifies compliance through the risk-based audit plan approved by the Chairman of the Group and the Board of Directors of Bracco S.p.A.

Maximum Attention to Sensitive Processes

With reference to anti-corruption issues, a project was launched in 2021 aimed at reviewing and expanding the Ethical Due Diligence process towards Third Parties.

Reporting Unlawful Behaviour: The Whistleblowing System

We manage any reports of offences committed during the company's activity, coming from inside or outside the Group, through a Whistleblowing System that follows general principles and procedures defined in a policy that guarantees the privacy and security of the whistleblower. Since 2017 all our companies have adopted a Whistleblowing Policy that defines the general principles and operating rules for the management of reports (updated during 2020). The System is currently provided for by the Code of Ethics, the Organisation, Management and Control Models pursuant to Legislative Decree 231/01 and the Anti-Corruption and Anti-Trust Guidelines of Bracco.

Risk Assessment^[2]

The constant change in external conditions and the dynamic evolution of the company-environment relationship are the prelude to a wide range of risks that must be carefully identified, evaluated, mitigated and monitored to protect business continuity and ensure the achievement of the ultimate goals of the company. On the basis of the methodology developed by the Corporate Internal Audit Department, top management is responsible for periodically measuring the risks to which the Group is potentially impacted. The final goal is to map the organisational, regulatory, operational and strategic mitigations necessary to reduce the risk to a level considered acceptable, according to quantitative and qualitative parameters.

The Operation of the Whistleblowing System

Reporting channels

Mail: corporateIA@bracco.com

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

Internal Audit, Via Caduti di

Marcinelle 13, 20134 Milano, Italy

Phone Number: +39 02 21772607

Tool: bracco.mrowhistle.com

Receiving reports

Group-wide Reporting Committee

Reporting management

Compliance with applicable legislation (confidentiality of the whistleblower, prohibition of retaliation, multitude of available channels)
Standardisation of survey processes
Process traceability

[2] For more detail, please refer to the specific section of the Bracco S.p.A. Management Report.



3.5 Bioethics and Transparency in Clinical Trials

The ultimate goal of our commitment to clinical research is to provide experimental evidence that meets the needs of patients and healthcare professionals. For this reason, we are dedicated to investigating the risk-benefit relationships given by the introduction of new medical imaging agents and devices into clinical practice that are not yet approved, and to constantly monitor the safety of our products already used in patient management.

“The ultimate goal of our clinical research is to provide experimental evidence that meets the needs of patients and healthcare professionals.”

Patient safety is a high priority, and Bracco carries out this mission under the guidance of its Core Values. Bracco's Code of Conduct establishes the company's expectations for the highest level of ethical business practices and applies to all Bracco affiliates, subsidiaries, distributors, and third-party service providers, and to all Bracco staff, including consultants, contract workers, and temporary workers.

In order to ensure good governance of safety monitoring and risk management operations and systems, it is key to:

- evaluate and strengthen leadership and allow all people in charge to be properly empowered and maintain oversight;
- establish a multidisciplinary framework which brings together internal and external stakeholders and collaborators with relevant expertise needed to analyse potential safety signals and characterise the safety profile for all products in development and post approval;

Transparency is essential: it is important to timely provide exhaustive information about risks and risk minimisation strategies related to the use of our products not only to regulatory authorities around the world, but also to healthcare professionals. Sharing and dissemination of factual and accurate information can prevent misinformation or misleading information which could lead to inappropriate patient management. This is not limited to information related to post-marketing safety monitoring, but also to the results of clinical studies of our products, promotional material, and any other relevant information, whatever the source and aim.

- closely monitor performance, and compliance with applicable laws and regulations;
- make sure that the interactions between all involved, internal and external stakeholders, follow sound moral principles of honesty, mutual trust and mutual respect, and transparency.

From Design to Final Reports: The Stages of Clinical Trials And Continuous Monitoring

The design and conduct of clinical trials ensure that the rights, integrity and confidentiality of the subjects participating in such research activities are protected. The monitoring of activities at trial centres, the management and analysis of data, and the final reports of such clinical trials ensure that the results are reliable and accurate.

The Clinical Quality Management System

The Group has adopted a control mechanism, defined as a Clinical Quality Management System which ensures that clinical trials are fully compliant with regulatory requirements and meet the international standards of ethics and scientific quality necessary to design, conduct, record and report research activities involving human subjects. All clinical trials are in full compliance with the regulations set by the regulatory authorities^[3].

Continuous Internal improvement

To update themselves on the operating procedures and standards to be respected and implemented, those who work in clinical research activities have access to training through a global Learning Management System (LMS) platform. Thanks to an innovative Key Quality Performance Indicator (KQI), the training courses are continuously updated to ensure compliance with the procedures and processes adopted by the Group.



^[3] Regulatory authorities include for example, the EU Directive 2001/20/ EC, 2005/28/EC, 2010/C82/01, EU Regulation No. 536/2014 of the European Medicines Agency (EMA), the Code of Federal Regulations (CFR) of the Food and Drug Administration (FDA) in the United States and the National Medical Products Administration (NMPA) in China. Bracco has been working closely with national and local regulatory authorities for years to ensure compliance with the highest international standards, such as the Declaration of Helsinki, the International Conference on Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH), and the Good Clinical Practices (GCP) standards.

Transparency and Data Protection

Providing transparent results helps ensure that decisions regarding the safety and efficacy of medicines and medical devices are supported by the best available scientific evidence, and are in accordance with the optimal allocation of public health resources.

We have chosen to meet the requirements for publishing protocols and results of clinical trials on public websites such as clinicaltrials.gov and EudraCT.

The Principles Underlying the Processing of Experimental Data

Protection and confidentiality of personal data of the patients under study	Copyright protection on the results of clinical trials	Transparency and publicity of data
General Data Protection Regulation (GDPR)	Recommendations for the Conduct, Reporting, Editing, and Publication of Scholarly Work in Medical Journals (ICMJE)	• Studies recorded on databases and databases open to the public
Health Insurance Portability and Accountability Act (HIPAA)		• Results disclosed regardless of the outcome of the trial

In 2021, 20 gender-balanced clinical trials involving about 390 people were planned or conducted. Around 20 studies are planned for 2022.

390 
people involved in **gender-balanced clinical trials**

Technology For Cost Reduction and Data Reliability

In recent years, agencies involved in the regulation of clinical trials, such as the US FDA and the European Medicines Agency (EMA), have promoted technological modernisation initiatives.

- Food and Drug Administration (FDA): Supports the use of electronic recordings, media and digital signatures in clinical trials;
- European Medicines Agency (EMA): Policies to support digital signatures in clinical trials;

Bracco has adopted the use of DocuSign, a system that saves time and costs by replacing traditional signatures on paper documents with digital ones. An even more innovative version, the DocuSign Part 11 module was implemented in 2021. This version is an inspection-proof implementation;

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

3.6 Protection of Privacy



To protect privacy and to maintain a relationship of trust with employees, customers, patients and broader stakeholders, we have adopted an organisational model, policies, procedures and tools suitable for and compliant with the latest standards.

Protection of Data Security and Confidentiality

Thanks to the introduction of a cross-functional team, we apply the provisions of the GDPR punctually and guarantee our commitment on Data Protection issues.

Data Protection Programme (DP Programme):

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

Already formally implemented by all the Group's subsidiaries in Italy and abroad, and applied to the commercial partners involved in the processing, the new Data Protection Programme has been the subject of an analytical updating process and has been progressively approved by the Boards of Directors of the companies in the countries in which the Group operates.



We apply a privacy by design approach to maintain a relationship of trust with employees, customers, patients and broader stakeholders.



Data Protection Officer (DPO)

Our Data Protection Officer is a specialised figure – an expert in the legislation and management of personal data, who is tasked with correctly implementing the European Regulation "2016/679" (GDPR). Duties:

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

The annual report of the activities carried out by the DPO is submitted to the Board of Directors for a systematic and comprehensive review of the efforts made.

Security and Data Protection: Actions Taken in 2021

Under the supervision of the DPO, the following activities were carried out:

- Implementation of the Data Protection Programme (published on intranet and website);
- Updating and revision of the processing registers for all branches through the help of One Trust IT tool;
- Training on the protection of personal data;
- Early detection of potential security incidents and their assessment according to the ENISA (European Union Agency for Cybersecurity) privacy risk assessment methodology;





- Adoption of new Data Processing Agreement templates with updated security measures and in accordance with the recent decisions of the EU Commission;
- Support to R&D Artificial Intelligence (AI) projects at national and international level;
- Update to the new requirements of the management of Bracco websites.

By applying a Privacy by Design approach, we ensure that every initiative with a possible impact on data protection is subjected to assessment and to the prior opinion of the DPO from the design phase where necessary.

For a Widespread Culture of the Importance of Privacy

We are committed to fostering an internal culture that values data protection by creating and supplying training modules and communication initiatives.

Since the launch of the project, around **1,700 people** have been trained in privacy through e-learning modules

Italy	890	
Rest of Europe	635	
North America	139	
Rest of the World	24	

Topics Covered in the Training Courses

Within the training courses, several topics were discussed, including:

- Group Data Protection Programme;
- Model of Privacy by-design and by-default;
- Updating of the Register of Treatments;
- Management of third parties;
- Process of detection and management of Data Breaches;
- Management of requests for the exercise of rights by the interested parties;
- SOPs that can be applied locally or for specific processes.

Digitalization in Favour of the Protection of Personal Data

Computer technology for the collection and periodic updates of the processing registers and the other main obligations

FEATURES

- Automation of privacy impact assessments and data mapping for the necessary operations within the Group;
- Precise identification of privacy risks;
- Implementation of the management and control activities of the aforementioned risks with an integrated and efficient approach.

BENEFITS

- Updating and innovation of the internal system for the protection of privacy and management of personal data;
- Timely compliance with data protection legislation.





3.7 Institutional Relations and Partnerships

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

Italian

Confindustria: Diana Bracco has held the role of Vice President for Research and Innovation and is now part of the National Board.

Federchimica: Present in the Presidency Council and in the General Council, in Federchimica Confindustria Dispositivi Medici, as well as the associations linked to it: Assobiotech, ASCHIMFARMA.

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

Chamber of Commerce of Milan Monza Brianza Lodi: Diana Bracco sits on the Chamber of Commerce, as well as in the Committee for the Promotion of Female Entrepreneurship.

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

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

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

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

National Cluster of Life Sciences ALISEI: Present with leadership role given the current Presidency of Diana Bracco.

Institute for International Political Studies (ISPI): Associates of the Institute, with which we collaborate; Diana Bracco sits on the Board of Directors.

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

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

Bocconi University: present on the Board of Directors

Fondazione Collegio Università Milanese: supporting members.

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

International

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

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

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

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

Embassies, Consulates and Representations: Constant dialogue with the network representing foreign countries in Italy and abroad, useful for collaborations for Group companies in the world.



4

PEOPLE: THE POWER OF OUR PURPOSE

- 4.1. Our Commitment to People
- 4.2. Patient Safety: Minimising Risks and Maximising Benefits
- 4.3. Healthcare Providers: Support Through Education
- 4.4. Employees: Diversity and Wellbeing
- 4.5. Communities: Our Local Contribution

Bracco has always been a company with people at the heart. Beyond our commitment to science and innovation, our core purpose is ultimately to improve people's lives.

4.1 Our Commitment to People



SDGS and Material Topics



- Worker health and safety
- Diversity and equal opportunities
- Welfare and wellbeing
- Attraction, management and development of human resources
- Patients' health and safety
- Community involvement and support
- Promotion of a culture of health

Our impact in 2021

20	+40.9k	593	6k
clinical trials involving about 390 people were planned or conducted	Imaging Professionals reached through accredited Bracco-sponsored webinars and podcasts	new hires in 2021 of which 47% are young people under 30	pupils and 180 families assisted by Bracco Psycho-Pedagogical Centre (CPP)

This includes the following stakeholder groups:

- 1. Patients:** For the people who are the ultimate end-users of the products that we supply, we focus on their safety, particularly through the proactive identification and minimisation of risks that could affect them or their health.
- 2. Healthcare Providers:** For the people who we support in diagnosis and patient management, we go beyond simply creating and enhancing more convenient, safe and precise products for use, through to a focus on supporting the next generation of radiologists, listening and responding to the healthcare community's opinions and needs, and promoting a more powerful voice for women in STEM.
- 3. Employees:** For us, diversity is a core driver of innovation and progress and thus a great deal of our efforts have been focused on promoting inclusion through targeted initiatives in compensation, off-site Smart Working and careful succession planning. Additionally, we have a strong focus on welfare initiatives that support a healthy work-life balance for all employees.
- 4. Communities:** As a company with a global presence, we have both centralised programmes and initiatives, as well as some that are unique to the challenges and opportunities of specific regions. While the initiatives we have are varied, a core focus on education is central to the Group's planning.

4.2 Patient Safety: Minimising Risks and Maximising Benefits

In all the countries in which we are present and in all areas where we operate, patient safety is a key goal of our clinical research, medical education, risk assessment and safety monitoring programmes and operations. For each individual subject exposed to our products, our mission is to prevent harm, minimise risk and maximise benefits.

Global Medical & Regulatory Affairs is a department devoted to improve patient safety and quality of care through the clinical development and approval of new medical imaging agents and devices, clinical research aimed at optimizing the benefit-risk ratio of medical imaging procedures, scientific information and medical education programmes to optimize imaging and patient management protocols, and constant monitoring of the safety of our products. Patient safety is a key goal of our clinical research, medical education, risk assessment and safety monitoring programmes and operations. For each individual subject exposed to our products, our mission is to prevent harm, minimise risk and maximise benefits.

The Organisation and Operating System of Supervision

An Overview of Corporate Drug Safety and Pharmacoepidemiology

The **Corporate Drug Safety and Pharmacoepidemiology** (CDSP) department operates within Global Medical & Regulatory Affairs. This department is specifically accountable for our global safety surveillance systems and risk management programmes. As such, CDSP operates in all the countries where our products are developed and/or marketed, directly or through outsourcing and strict supervision of safety monitoring operations of distributors and/or third-party service providers. A Quality Management System ensures responsible and efficient management of the operating processes related to safety monitoring.

The department is also responsible for the active research of possible unwanted side effects reported directly to the health authorities, or reported in scientific literature or social media. Reports of adverse events are then processed and transmitted to all health authorities promptly, either individually

Corporate Drug Safety and Pharmacoepidemiology is responsible for monitoring the safety of new and existing products.

Information is accrued, analysed and reported on globally and daily.

or periodically in an aggregate manner. Security data is stored and managed in a single electronic database, which is updated globally daily. The reporting of individual cases takes place in an electronic format according to guidelines and standards defined by the Health Authorities.



Ensuring Quality and Responsibility

The **Corporate Drug Safety and Pharmacoepidemiology** Operating Units, present on all continents, operate according to the same operating procedures in line with the highest ethical and quality standards in the sector and the general principles of the ISO 9001 standard. A control function, the Quality Management System, ensures responsible and efficient management of the operating processes of the Group's pharmacovigilance system^[4] through continuous monitoring of performance indicators. To further improve the efficiency of pharmacovigilance operations, the Bracco Group has equipped itself with new tools and innovative technological automation processes.

The proper functioning of the Bracco Group's pharmacovigilance system and compliance with current regulations are subject to periodic inspections conducted by various health authorities. In addition, the pharmacovigilance system is subject to regular audits at corporate, regional and local level, in accordance with a specific plan developed by the Corporate Quality Management function. Audits are conducted at predetermined intervals to assess the compliance of the Pharmacovigilance System and its QMS. During 2021, 9 pharmacovigilance audits were conducted. Their positive outcome confirmed that Bracco operates according to criteria of excellence and maximum transparency, in compliance with regulatory requirements and the highest standards in the field.



The pharmacovigilance system is subject to periodic inspections by various health authorities as well as regular audits at corporate, regional and local level. 9 audits were conducted in 2021 with positive outcomes.

[4] Pharmacovigilance is the discipline that deals with the identification, evaluation, understanding, and prevention of adverse reactions and any other problems related to taking a medicine in order to improve patient care and safety and contribute to public health.



Identification and Minimisation of Risks

The Global Risk Assessment Team

The **Global Risk Assessment Team** that operates within Corporate Drug Safety and Pharmacoepidemiology is comprised of expert doctors. This Team evaluates each individual report to determine its severity and any causal link between exposure to products and adverse events, and also periodically analyses all cases of adverse events for each individual product. In all this:

- It is of critical importance to protect patients and their privacy during the generation of safety data and the development of risk minimisation action plans;
- When planning risk assessment and risk minimisation activities, to always consider input from healthcare authorities and healthcare participants likely to be affected by these activities (e.g., from patients, pharmacists and pharmacies, physicians, technologists, nurses, etc.). Health authorities provide such signal identification systems, such as the EudraVigilance Data Analysis System (EVDAS)^[5] developed by the European Medicines Agency (EMA). The Bracco Group does not limit itself to these systems alone, but adopts all the most advanced analysis systems currently available. The signals thus identified must subsequently be validated in order to determine whether there is indeed a possible causal link between the observed signal and exposure to the product. The potential risks deriving from the use of a product in clinical practice are then described and promptly communicated both to the health authorities and to health professionals and patients, together with the most appropriate measures of prevention and management of the risks themselves.

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

Bracco uses signal identification systems such as the EVDAS system developed by the EMA, but goes beyond this to adopt all the most advanced systems currently available.

The Bracco Drug Safety Committee

In order to further ensure the optimal performance of the activities involved with monitoring the safety of use of Bracco products, and risk management and minimisation, a multifunctional committee, the Bracco Drug Safety Committee, has been operating for many years, as responsible for drug safety governance. The committee reviews drug safety information on a regular or ad hoc basis and decides on the best course of action to communicate and to mitigate risks as appropriate.

During 2021, the Committee maintained the robust business continuity plans activated since the onset of the Covid-19 pandemic, this led to the maintenance of critical pharmacovigilance processes, preventing any repercussions on the quality of pharmacovigilance activities and their compliance with regulatory requirements.



4.3 Healthcare Providers: support through Education

Bracco's educational offering has always underlined the company's commitment to supporting healthcare providers during their training and professional development. In 2021 this was further strengthened thanks to increased collaboration with various international scientific societies. We also pay specific attention to initiatives that empower women and celebrate diversity, as well as those that foster the development of the next generation of healthcare providers.

Bracco's educational offering has always underlined the company's commitment to supporting healthcare providers. The 2021 year's initiatives were further strengthened thanks to increased collaboration with international scientific societies.

Training Support for Innovation and Research

How do we do training activities?		
Educational programmes in collaborations with prestigious scientific societies	Tailor-made educational events (conferences, round tables, expert panels) to respond to the demand of local markets and address specific educational needs	Local educational events provided in different languages

Bracco Webinars to Share Knowledge

Our training offer in 2021 was conducted entirely online.

Bracco Webinars

Bracco holds Webinars with international Key Opinion Leaders with specific emphasis on markets such as China, Scandinavia and Latin America. These cover a wide range of topics and incorporate innovative training tools such as gamification, and the evaluation of live clinical cases. Bracco webinars hosted more than 4,000 participants.

Two initiatives were done in collaboration with the European Society of Medical Imaging Informatics (EuSoMII)

- Sponsorship of an annual series of EuSoMII WEBINARS 2021;
- Webinar BRACCO “AI for COVID – a multicentre study” was live streamed on the 30th of September 2021.

All webinars are available on-demand from the [EuSoMII website](#) or on the scientific society's YouTube channel.



Webinars ESOI
(European Society of Oncologic Imaging)

12 events, over 2,300 participants

Webinars and Podcasts for Imaging Professionals

With a view to providing training support to an ever-increasing number of professionals in the field of diagnostic imaging, a series of accredited programmes have been delivered in the form of webinars and podcasts by specialised providers thanks to an educational grant from Bracco.



Vendor	Total # Bracco-supported programs	2021 viewership/participants
ABC Medical Education	38	6,054
Applied Radiology	19	7,633
MedXcel Medical Education	8	1,162
North American Center for Continuing Medical Education	2	1,251
Northwest Imaging Forum	42*	24,842

*Includes worldwide podcasts

ESOR (European School of Radiology)
GALEN foundation

5 events, 650 guests

ESOR AIMS Korea Updates on Breast Cancer
Screening Clinical Trials I Seoul/Korea

1,200 participants

Other projects dedicated to US audiences: 15 webcasts with **more than 6,600 participants**

Radiologists meet with Referring Physicians

A series of webinars, launched in 2021, which show a discussion between radiologists and referring physicians to facilitate the choice of the best diagnostic path for different types of patients and clinical conditions.



Education and Research Support:
Bracco Diagnostics

Bracco Diagnostics Inc. takes the funding of the radiology community seriously, supporting multiple non-profit professional societies in this space. One of the initiatives we are most proud of is our unrestricted grant to the **Society for Advanced Body Imaging (SABI) Mentorship Programme**. This programme is designed to support the career growth and personal development of SABI members, from early career through to mature career stages. This programme, in part made possible due to the funding from Bracco, seeks to both enrich radiologists' professional experience and optimize their contributions to the field of body imaging to improve patient outcomes across the continuum of care.

Moreover we **finance the training of radiologists and health workers within the field of CT Colonoscopy (CTC)** to improve patients care in the USA, and we are a sponsor of the Radiological Society of North America (RSNA) to support researchers. Since we are devoted to knowledge generation, we also support Investigator-Initiated Research (IIR) to generate knowledge, consolidate information and influence local and national health policies.

Global Initiatives
Supporting Women

In 2021 we continued to use COVID-19 as an opportunity for further female empowerment, with a focus on the women healthcare professionals of today and tomorrow.

Women's Associations

- The company is a partner of the American Association for Women in Radiology (AAWR), in promoting female leadership in healthcare organisations;
- Bracco Nuclear Medicine supports the Women in Nuclear Medicine (WINM) initiative as an exclusive corporate sponsor in collaboration with the Society of Nuclear Medicine and Molecular Imaging (SNMMI).

A Focus on Youth With the "Hour of Science"
Project by the Bracco Foundation

"Ora di Scienza!" is an inclusive teaching project, involving middle and high school students and focuses on scientific skills, through:

- The "Mind the STEM Gap" Manifesto, launched by the Bracco Foundation in 2021 to counter gender stereotypes and facilitate access to scientific disciplines for girls;
- An International tour in Italy and USA of the photo exhibition "Life as a scientist" that presents some of the greatest Italian women scientists. These women were all protagonists of the "100 women against stereotypes" project that was created to increase the visibility of female expertise in sectors like STEM that are still male dominated.



4.4 Employees: Diversity and Wellbeing



The history and success of the Group are based on the skills and talents of our people, which we are committed to enhancing through policies and initiatives. We pay particular attention to female empowerment and to the promotion of diversity. We also prioritise employee wellbeing through initiatives designed to create and sustain a healthy work-life balance.



When it comes to our employees, Bracco pays particular attention to female empowerment, diversity, and creating and sustaining a healthy work-life balance.



Quick Facts:

3,730

At 31 December 2021, the Group had 3,730 employees

593

hired in 2021 of which 47% are young people under 30

47%

of staff are women

29%

of people in a management position are women

50%

received a periodic performance evaluation

+88,000

hours of training provided

100%

of employees and external workers in production sites and research centres are covered by a Health and Safety Management System

1,370

employees in Italy (433 of the Centro Diagnostico Italiano).

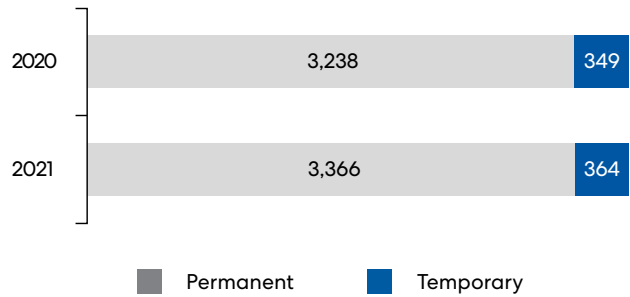


We are Top Employer 2021 in Italy confirming the centrality of people in the business, and the continuous attention paid to their satisfaction and wellbeing

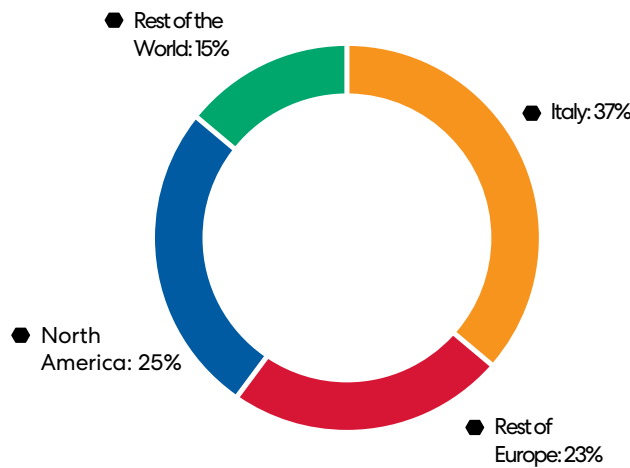


Percentage breakdown of employees at 31.12.21

by type of contract



by geographical area



Policies and reference documents

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



Diversity

We are committed to creating a work environment free from any kind of direct or indirect discrimination. This includes protecting our employees from any type of violence or harassment based on personal, political or cultural diversity, and fighting against gender stereotypes. We want to ensure fair, safe, meritocratic working conditions that respect human dignity, so that all people - regardless of gender, age, nationality or sexual orientation - can enjoy the same job opportunities.

Tools

Non-discrimination policy

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

New Policy on Diversity & Inclusion

Effective from the first quarter of 2021 at Corporate level

Positive impact	
Formalisation of the Group's role in supporting and promoting equal opportunities	Identification of a clear path towards the inclusion of diversity, gender, age, cultures and disabilities
Employer branding with activities and projects to support people	Performance of duties without penalizing private life
Continuous search for young female talents in STEM (Science, Technology, Engineering and Mathematics)	



Bracco has a strong tradition of supporting and promoting equal opportunities. This has been formalised in a new policy on Diversity and Inclusion which became effective from Q1 2021 at a Corporate level.



The contribution of women's work

Through politics, the Group protects:

- equal opportunities;
- the reconciliation of private and working life;
- motherhood, offering new mothers who require it informational, organisational and psychological support.

New Global Guideline on Talent Acquisition

It incorporates and implements the Diversity & Inclusion Policy, aiming to recognise and embrace people's differences to create an inclusive work environment that uses and values the talents, skills and contributions of all people. In particular, this Guideline establishes that the final short-list of candidates leaving the selection process must be inclusive and gender-balanced, comprised of at least one male and one female candidate.

New Global Guideline on Compensation

Still with a view to Diversity & Inclusion, the Compensation Guidelines embrace Bracco's commitment to equal pay. This has the specific objective of reducing, to the point of eliminating, any type of 'gender pay gap'.

New Global Guideline on Smart Working

These new Guidelines allow some categories of employees like parents of young children and those with disabilities to take advantage of additional days of offsite Smart Work.

New Global Guideline on Succession Plans

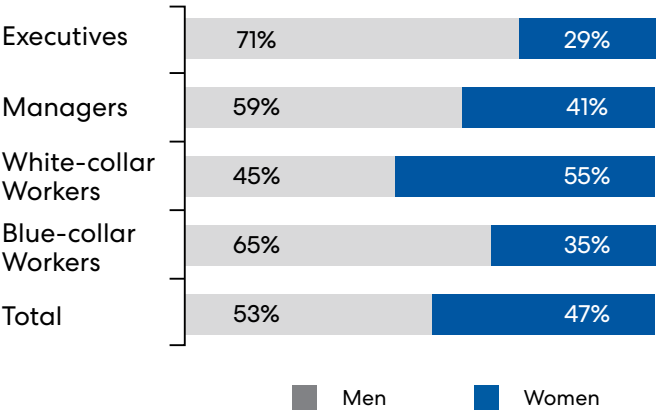
The Succession Planning process also draws from Bracco's Diversity & Inclusion Policy, with particular emphasis on creating a gender-balanced workforce of key position holders.

NetWORK for Inclusion – BED

In 2021, the NetWORK for Inclusion group was started in the US. This group aims to help promote equality and inclusion at Blue Earth Diagnostics Inc. There were monthly meetings, guest speakers and other content related to diversity shared in emails to employees. The initiative has now evolved into a newly formed group combining both Blue Earth Diagnostics Inc & Ltd, with the support of an outside consortium called Diversity Crew, which offers courses and certifications in diversity, equity and inclusion. There are currently eight members from the Company who will be certified in 2022.

Percentage breakdown of employees at 31.12.21

by category and gender



The Ratio of Men to Women in the Group's workforce

~47%

of our people are women

29%

of women hold executive roles

81%

of people in the CDI are women

82%

average ratio of women's basic salary to men

80%

average ratio of total pay between women and men



Employee Wellbeing

The heart of our company, employees are recognised as collaborators and treated like people rather than resources for use. We are committed to the creation and continual evolution of a welcoming work environment. A key part of this is recognising the multiple roles many of our people juggle, from their professional roles within the Group, through to parenthood, family responsibilities and their individual identities. As such we go beyond the call of duty to provide services and facilities that support mental health and a healthy work-life balance.

COVID – Reinstating Suspended Services and Renewing Supplementary Health Coverage

Some of the traditional Welfare services that were temporarily suspended during the COVID emergency have been resumed. Examples include psychological support within the company and summer camps for the children of employees. In 2021 the supplementary health coverage linked to Covid-19 has been renewed for the Group's Italian employees. This not only provides supplementary allowances in the event of infection, but also post-hospitalisation assistance, ranging from home doctor visits to the delivery of groceries among others.

Beyond 2021: Our Welfare system

In addition to the services suspended for Covid-19 mentioned above, the Group offers the following for Italian companies:

- Preventive medicine;
- Vouchers for the expense of goods and services;
- Psychological support;
- Social assistance;
- Bracco Wellness @ Home: app with movement, yoga and mindfulness classes;

Social Assistance

Social assistance from the group ranges from facilitation of access to local services, through to support in times of transition like maternity and retirement, and help in dealing with personal or health related hardships. Employees that are part of our global **companies** are guaranteed numerous benefits such as life insurance, reimbursement of medical expenses, contributions for meals and transport, company cars and smartphones for roles that require it. These are done in compliance with local regulations, but also aim to go the extra mile in ensuring safe and happy employees.

Work-Life Balance as an Enabler of Equal Opportunities

Bracco supports a healthy work-life balance through the adoption of forms of *Smart Working* or part-time, horizontal or vertical work. During the course of 2021, Smart Working was widely used in all group locations, with the exception of production plants. Those eligible for Smart Working continued their ordinary activities with the utmost respect for current regulations in order to ensure business continuity. In addition to the mandatory obligations in force in the various countries, a clear internal regulation was issued to all the people involved. We offer our people access to information and **preventive medicine** programmes by age and gender at Corporate level. Family members of employees also enjoy the benefits offered by the Centro Diagnostico Italiano Family Card (specialist visits, diagnostic tests, dental sessions, physiotherapy cycles etc.).

- Study support;
- Bracco Summer Camp for children;
- Reimbursement of expenses for the education of children;
- Scholarships for children.

Psychological Support in the Company: Life Counselling Online

First created in 2009 and dedicated for employees in the Italian Corporate offices, Life Counselling Online is a virtual space for discussion and the promotion of psychological wellbeing. This initiative is overseen by a psychologist and psychotherapist - an expert in clinical and community psychology. To get in touch employees just need to access the dedicated platform and register. This can also be done anonymously if desired.

Bracco Wellness @ Home: Promoting Fitness and Health Through an App

During Covid we created a dedicated fitness app that can be easily accessed at home directly from a smartphone, making it easy to participate in a lesson according to a person's own time, needs or habits. The contents are updated every week with new lessons, and are divided by type and level. Classes such as movement, yoga and mindfulness are offered among others to promote employee wellbeing.

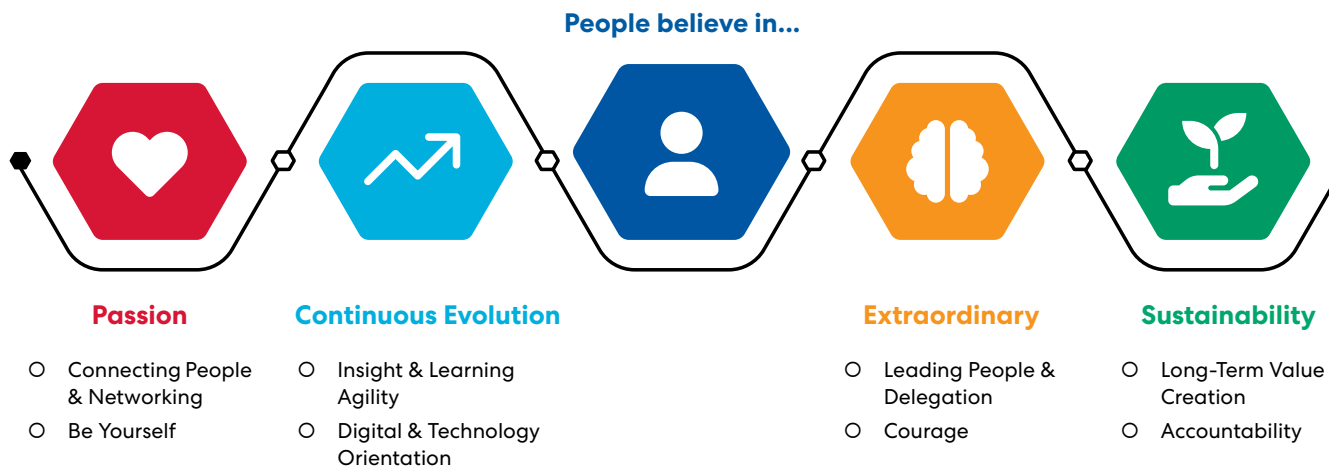
Engagement, Development and e-Learning

The New Bracco People Way

The year 2021 saw the birth of The Bracco People Way, a real roadmap for the development and transformation of the main processes in the field of human resources, with training, development and change projects. In 2021, the first phase of this roadmap was implemented: the definition of the Group's identity. In October 2021, the model of values

and behaviour was officially launched with a communication campaign that reached the entire Bracco Group, translated into over 10 languages. Towards the end of 2021, the second phase was launched, defined as Bottom-Up, with the aim of involving and listening to the people who work at Bracco at a global level which will close in the first months of 2022.

The new model of Values and Behaviours



Employee Engagement

People's engagement and motivation are the main ingredients for business success and their professional wellbeing. Bracco implements a broad and structured communication strategy in this area. Engagement is monitored with specific surveys aimed at selected groups such as young talent. We use a multitude of channels to communicate with staff including our intranet, newsletters, management information meetings, Bracco talks, mails and videos.

An Overview of Training Courses for Education and Skills Development

The company's training offer is constantly evolving in order to respond to the needs of people in different roles and stages of career progression.



BeDIGITAL: Promoting Digital Skills and a Digital Mindset

BeDIGITAL was the first training course totally dedicated to digital transformation. The project was carried out in partnership with MIP Politecnico di Milano and involved over 500 employees. The training started from a digital assessment, then moved on to an evaluation of people's digital competency on two parameters: digital skill and digital mindset. The contents of the course focused on three pillars: Digital Transformation, Innovation, and Project Management. During the project 13 "challenges" were defined by the company management, which were then further developed by groups of participants.

Fostering Female Leadership with EDGE

Another important initiative in 2021 was the launch of the training pilot on EDGE (Empower Develop Guide Elevate), dedicated to leadership with a focus on gender inclusiveness.

EDGE was the result of an idea introduced by 3 American colleagues and has been successfully tested in the American branch between 2020 and 2021, thanks to a group of 12 female managers. In Italy, the first pilot session will close at the beginning of 2022. EDGE alternates between moments of training in the classroom and moments of individual coaching, for a total of about 18 hours of training.

Performance Management System

We firmly believe in the principle of merit, and that the motivation and compensation of people be driven not only by monetary rewards, but also by training opportunities and career development.

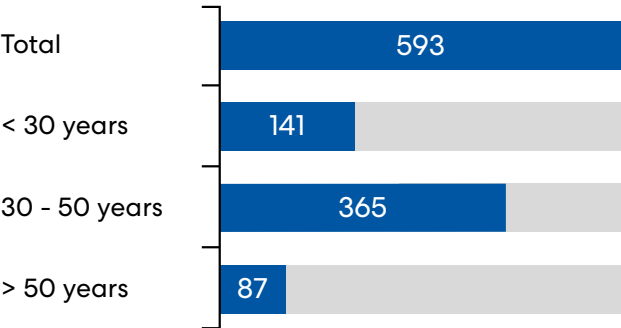
The annual salary review process rewards the achievement of individual business goals and performance. Based on the fundamental principle of merit, the system provides:

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

Attraction, Development and Selection of Talent

The processes of attracting and acquiring talent continued in 2021 with the aim of acquiring the professionalism necessary for investments and production continuity. The incoming hires stood at more than 16% with 593 people joining the Group, of which 47% were young people under 30 years of age.

Number of persons joined the Group by age group during 2021



The Selection of Personnel

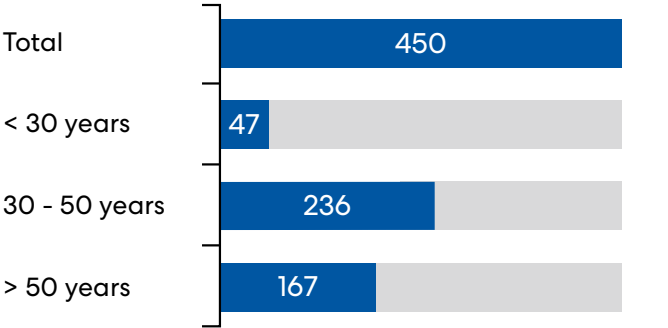
The selection and recruitment of personnel takes place through a structured process that aims to identify the most qualified person with respect to the role sought. CVs are accumulated from various sources and rigorously screened. Candidates are then interviewed by HR and line managers, and evaluated according to professional criteria and cultural fit. The 2021 selection process used a hybrid method, combining "remote" interviews by video conference with face-to-face meetings.

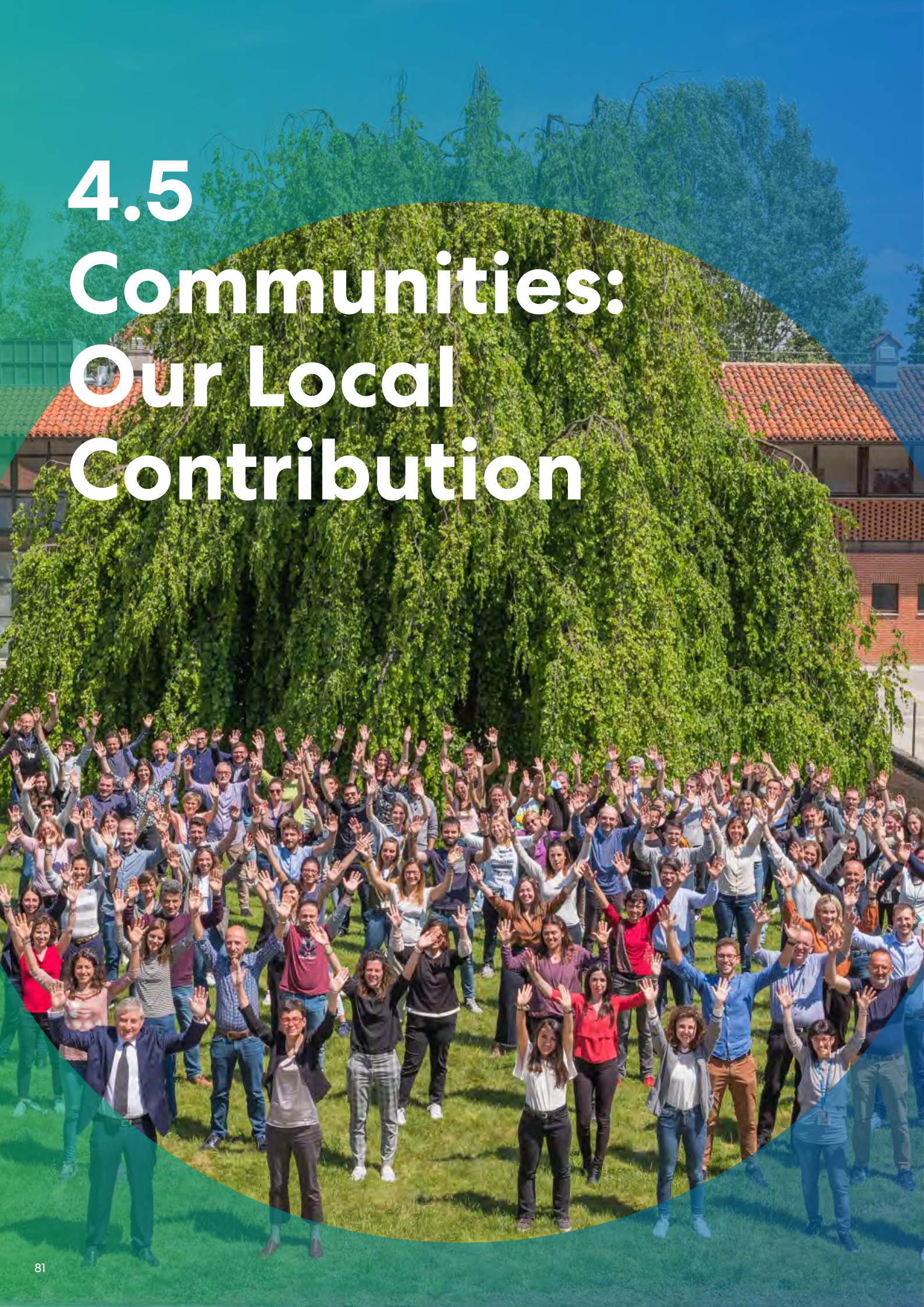


Bracco a Top Employer Again in 2021

Bracco has been recognised as a "Top Employer" for the third year running in Italy by the Top Employers Institute - the global authority on recognising excellence in people practices.

Number of persons leaving the Group by age group during 2021





4.5 Communities: Our Local Contribution



As a Group with a global footprint, our CSR activities span almost every corner of the globe, and allow for initiatives that are specific to the challenges or opportunities present in certain regions. Our passion for knowledge and education remains a core driver of centralised CSR activity, as does our focus on youth and diversity.



Our passion for knowledge and education remains a core driver of centralised CSR activity, as does our focus on youth and diversity.



Flagship Initiatives

Bracco Psycho-Pedagogical Centre (CPP)

For over twenty years, the Bracco Psycho-Pedagogical Centre (CPP) has been a point of reference for the promotion of the psychological wellbeing of minors and families in the Lombardy region. Born from an idea of the Bracco Group, it has been run in collaboration with the Municipal Administrations in Cesano Maderno, Ceriano Laghetto and Milan. The three centres offer free support to children and young people with behavioural problems and learning difficulties thanks to a team of psychologists and psychotherapists. It also offers a free certification service for the onset of specific learning disorder.

Our Commitment in Benin, Africa - College Fulvio Bracco, Benin

Bracco has been active in an international cooperation for over ten years with the Association "Amici dell'Africa O.N.L.U.S." This supports the African territory of Benin with interventions aimed at training, prevention of harm and job creation for youth. In particular, we have contributed to the construction of the Fulvio Bracco College, located in the village of Barei, in the north part of Benin, in an area typically without basic infrastructure. Bracco took care of the connection to the electricity and water network, created 3 school modules and an administrative one, built a laboratory for chemistry, physics and biology, and oversaw the development of sports fields. The College teaches around 900 students and the number of girls enrolled increases every year, a notable achievement given that female school attendance in the area is minimal.

CPP numbers 2021

3

active centres

6,000

pupils involved

180

families supported in 2021

Other Community Contributions

The table below gives an indication of some of the community initiatives that took place in 2021. This shows the culture of social responsibility inherent to the Company, and the meaningful contributions of individual entities and territories.

Region	Activity/Initiative	Focus Area
Community Specific		
Italy	Bracco for Sport/ We Play the Future	Support hundreds of young people who practice sports in the territories in which we are present.
Italy	WeFree Project	Prevention of drug addiction.
Italy	The Solidarity Supply Chain	Support to the homeless and marginalised members of society including access to basic services.
USA	Silver Sponsor of Life Ties 40th Anniversary Celebration Event (wellness challenge) - BDI	Support of Life Ties to help abused youth become self-sufficient adults.
UK	Donation to a local primary school and donation to IF Oxford - BED	Donations for the purchase of STEM related prizes. Donation to IF Oxford for annual science and ideas Festival.
China	CSR Donation trip to Guizhou - Bracco Sine	Donation of refurbished laptops and other teaching materials to Suiyang Middle School
China	CSR 2020 follow-up - Sine	Escorted top students from Moni, Sichuan on a trip to Shanghai with a Bracco plant and office tour.
Employee Welfare		
USA	BDI's Wellness Team - BDI (USA)	Encouraging employees to choose healthy lifestyles for physical and mental wellbeing. Recognized in 2021 with a Cigna Well-Being Award.
Europe and USA	Fitness challenges - BED	Fitness challenges using Count.it were established for employees in both Europe and the US
Europe	Employee engagement campaigns - BED	Aligned with the global awareness campaigns: World Mental Health Day and World Menopause Day.
EU, USA	My Health Rewards programme - ACIST NDL&USA	BMT and HLT Medical employees participated in healthy activity-based challenges, with resources and incentives offered by Medica.
EU, USA	Lease-a-Bike programme - ACIST NDL&USA	Allows participants to lease a bike, promoting both physical activity and a greener mode of transport.
USA	NetWORK - BED	Aims to help promote equality and inclusion at Blue Earth Diagnostics Inc.

Region	Activity/Initiative	Focus Area
CSR Initiatives with Employee Involvement.		
USA	"Petsgiving" donation drive - BDI	Employees donated numerous goods, including food, litter, beds, toys, towels, leashes etc. to benefit animal shelters.
EU, USA	Sponsored a local primary school - ACIST NDL&USA	Sponsored materials to refurbish the playground, team members gave time to build flower boxes and other creations.
EU, USA	Earth Today initiative - ACIST NDL&USA	Increased awareness and donation of a 10 square meter of land by the Europe employees.
EU, USA	Feed My Starving Children - ACIST NDL&USA	Team members volunteered at Feed My Starving Children. HLT members collected and donated more than 4,000 food items.
EU, USA	Local healthcare - ACIST NDL&USA	HLT Medical partnered with a local healthcare facility to provide handwritten holiday messages to long-term residents.
Promotion of a culture of health		
North America	Radiological Society of North America (RSNA) - BDI	As a sponsor, we support researchers working to improve patient care through radiology research and education.
USA	Global Investigator initiated Research Committee - BDI	Every year we offer scientific and economic support to numerous Investigator initiated Research (IIR)
USA	Advocacy partnerships - BED	Development of an extensive patient advocacy programme. In 2021, the Company created 9 new advocacy partnerships, sponsoring more than 15 advocacy events, and formed 4 new society partnerships
USA	Patient Engagers Programme: Combating prostate cancer - BED	Raising awareness and delivering education about prostate cancer and the role of diagnostic imaging through the first person stories of existing patients
USA	Movember - BED	Partnered with Zero in their Grow and Give campaign, specifically supporting and fundraising for men with prostate cancer.
Japan	Awareness-raising and educational campaigns - Bracco Eisai Japan	Awareness raising and educational campaigns to healthcare professionals, particularly in cardiac and neuroimaging fields.
China	Breast Cancer Awareness Campaign - Bracco Sine	Organised a lecture on breast cancer by three expert speakers in the Shanghai office.
USA	The Twin Cities Heart Walk event - ACIST NDL&USA	Participation in fundraising and annual twin cities heart walk event.
EU, USA	Walk with your Doctor event - ACIST NDL&USA	Participated in, and was a sponsor of the annual Walk with your Doctor event that promotes the battle against heart disease in Limburg.
USA	Go Red for Women campaign - ACIST NDL&USA	Supported the American Heart Association Go Red for Women campaign designed to empower, educate, and equip women to take charge of their heart health.



5

RESEARCH AND INNOVATION: THE POWER OF PROGRESS

- 5.1. Our Commitment to Research
- 5.2. Quality: Beyond Compliance
- 5.3. Patent Portfolio: A Group Asset
- 5.4. Digital innovation: Improving Efficiency, Quality and Engagement



5.1 Our Commitment to Research

Improving people's quality of life is our purpose and the yardstick by which we measure our success. We constantly develop quality products and services to ensure patients the best care with maximum safety. We invest approximately 10% of reference turnover in R&D activities and boast a portfolio of over 2,500 patents, with 10 R&D centres worldwide.



SDGS and Material Topics



Products and services quality

Digital Innovation and Emerging Technologies

Research & Development and Intellectual Property

Our impact in 2021

55%

of the people working in the **R&D function of the Global Business Unit Imaging** are women

40

new priority and international patent applications filed

20

clinical studies involving approximately 390 persons

10k+

of contacts achieved through multi-channel communication

Our Vocation for Research

We have always believed in research. Not only for the strategic development of the business but also to contribute to scientific progress.

Our numbers

10

Research Centres

5.44

Average impact factor of items from laboratories related to the Imaging Business Unit published in international scientific journals

~10%

annual turnover: **invested** in R&D activities



Collaborations with local and international universities, hospitals and research institutions

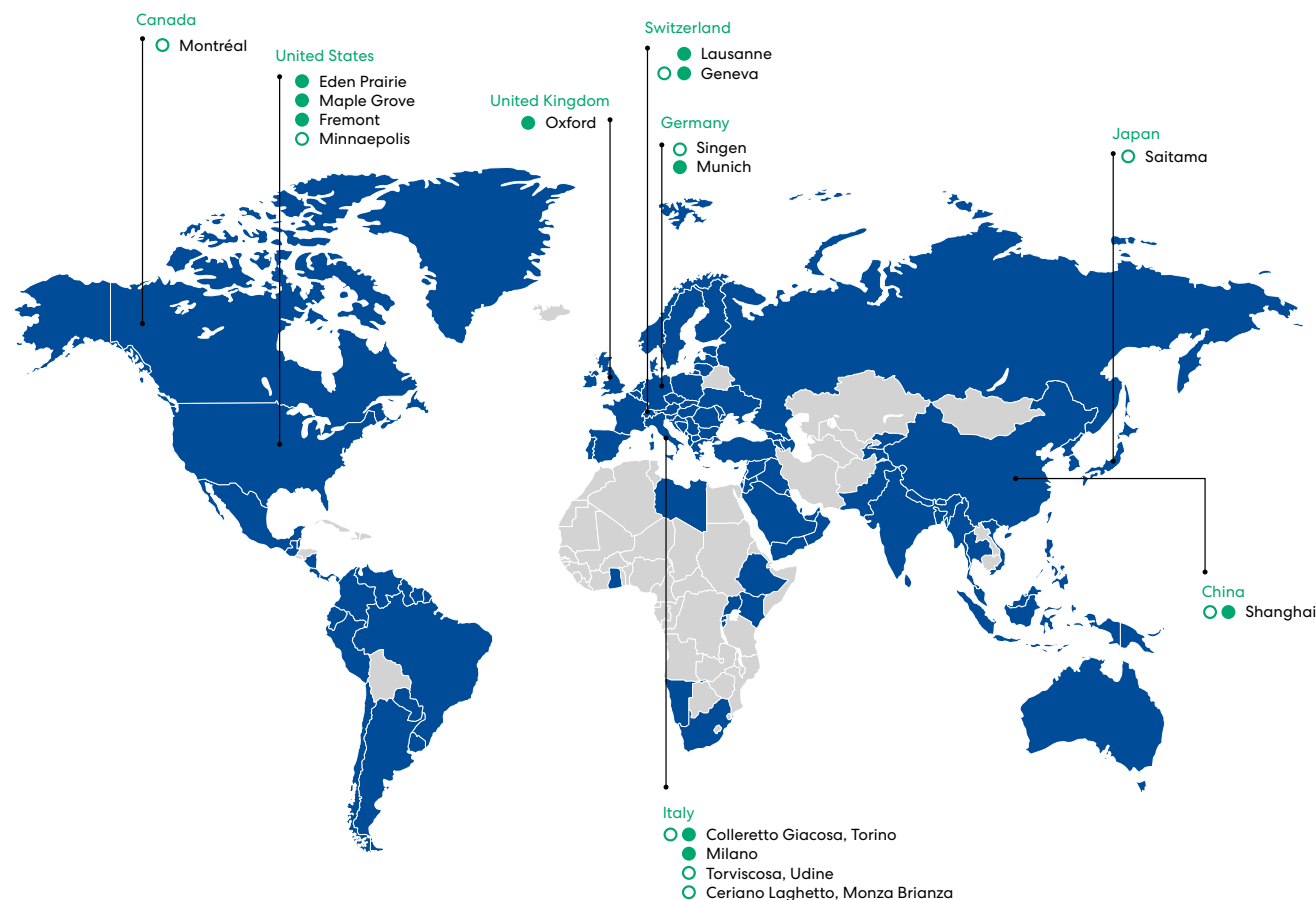


In addition to the headquarters in Milan, the Bracco Group's research activities take place, at centres in Geneva and Lausanne (Switzerland), Colletterto Giacosa (Italy), Oxford (UK), Freemont in Silicon Valley (US), Maple Grove and Eden Prairie in Minnesota (US) and Munich (Germany). Together these form one of the most important interdependent knowledge networks in the world. The centres share skills oriented towards continuous innovation, operating in a coordinated way. Over the years this network has consolidated local and international collaborations of excellence with universities, hospitals and research institutions. In 2021, the new open innovation centre in Shanghai (China) came into operation.

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

Map Key

- Research and development centres
- Production plant



- Bracco Imaging Agents is specialised in X-ray radiology, Magnetic Resonance and Ultrasonography, as well as in nuclear medicine thanks to the 2019 acquisition of Blue Earth Diagnostics;
- Bracco Health Services is specialised, through the Department of Laboratory Medicine of the Diagnostic Centre, in the innovation of products and services mainly in the field of precision medicine;
- Bracco Medical Technologies brings 2 solid business units together - Bracco Injengineering and ACIST Medical:
 - ACIST Medical is specialised in the Research and Development of products used in the catheterization laboratory for cardio-vascular and peripheral vascular diagnostics;
 - Bracco Injengineering is specialised in the Research and Development of the products used in the diagnostic imaging suite, where contrast injectors for CT and MRI imaging equipment are supplied.



Bracco Imaging: True Sight Enables Action

Improving the Diagnostic and Therapeutic Path of Cancer Patients

Bracco is developing an important platform in the field of Ultrasonography. The intent is to create a phospholipid microbubble for Molecular Imaging applications able to recognise specific endothelial receptors responsible for tumour neoangiogenesis. This is a novel breakthrough in the ultrasound field destined to significantly improve the diagnostic and therapeutic path of cancer patients and those suffering from severe inflammatory forms of it. Clinical trials are scheduled to begin in July 2022. Another strategic programme aims to use Microbubbles as a tool to increase the penetration of drugs through biological barriers, thus allowing therapeutic products to be delivered more effectively to specific pathological tissues.

Fluorescence-Guided Surgery

Bracco Imaging's R&D has entered the nascent market of fluorescence-guided surgery. The constant search for imaging systems that can provide useful information in real-time and guide the surgeon in a form of "augmented reality" is of fundamental importance in daily surgical practice. Thanks to the use of new molecular entities capable of selectively accumulating in the pathological districts, as well as high-sensitivity cameras, it is possible to better identify and differentiate between the tissue that needs to be removed and the tissue to be maintained. This makes the surgical technique more precise and more likely to improve the patient's outcome.

Our New Green Research Approach

Our laboratories are focused on the future, which is why we develop new products with a specific view to the environment. From the very first stages of work, we use environmentally friendly solvents and reagents.



The creation of a phospholipid microbubble for Molecular Imaging applications is a breakthrough in the ultrasound field that will improve the diagnostic and therapeutic paths of cancer patients. Clinical trials are scheduled to begin in 2022.



Medicine and Artificial Intelligence

Bracco has recently introduced a line of research in Artificial Intelligence algorithms (more specifically Machine Learning) with the aim of creating solutions that work in synergy with current and future contrast media.

Specific goals related to sustainability include:

- Generate greater value from current procedures in terms of quality of diagnostic information;
- Improve efficiency by reducing the workload for radiologists and speed up acquisition and reporting processes;
- Increase organisational flexibility through tools that facilitate the flow of information through web and mobile platforms;
- Optimize the dose of contrast agent administered to the patient.

Blue Earth Diagnostics: Innovation and Collaboration

Blue Earth Diagnostics has established a reputation for global leadership in the field of precision PET imaging for innovation and product development that transforms and improves the clinical management of cancer patients. The Company has a sustainable pipeline of resources and is working to expand existing licenses, develop new products through R&D programmes, and obtain new licensed products for development.

Blue Earth invests in expanding knowledge through global scientific collaboration. Therefore, it works closely with scientific investigators in order to share information at major conferences and in peer-reviewed publications. In particular, in the last 3 years they have:

Improving Scientific Understanding and the Delivery of Health Services

Blue Earth Diagnostics is committed to growth and innovation in support of patient health.

- Presented 42 newspaper articles and 93 conference excerpts, with a 100% acceptance rate;
- Delivered 33 podium presentations and 68 scientific posters presented in 53 conferences.

In 2021, Blue Earth also provided support to more than 42 externally sponsored academic studies on a range of cancer types in the US and EU.

Blue Earth Diagnostics Pipeline

Product Candidate	Potential use	Application	Preclinical	Phase 1-3	Approved US	Approved EU
Fluciclovine(¹⁸ F)	Suspected recurrent prostate cancer	PET imaging				
Fluciclovine(¹⁸ F)	Brain Metastases	PET imaging				
rhPSMA-7.3(¹⁸ F)	Prostate cancer	PET imaging				

Blue Earth Therapeutics Pipeline

Product Candidate	Potential use	Application	Preclinical	Phase 1-3	Approved
¹⁷⁷ Lu-rhPSMA-10.1	Prostate Cancer	Radiopharmaceutical Therapy			
²²⁵ Ac-thPSMA-10.1	Prostate Cancer	Radiopharmaceutical Therapy			

The Company:

- Has a comprehensive portfolio of nuclear medicine in prostate cancer;
- Continuing studies on additional areas of non-MET (such as neuro-oncology);
- Works to advance cardiac PET in Europe: Axumin® (¹⁸F-fluciclovine) is approved in the United States and Europe for use in positron emission tomography (PET) to identify prostate cancer recurrence. More than 165,000 doses of Axumin have been given to patients in the United States since the product was approved in 2016. Blue Earth Diagnostics has an exclusive license for the innovative prostate-specific membrane antigen radiohybrid technology (rhPSMA) for diagnostic imaging in prostate cancer. It rapidly progressed its candidate molecule (¹⁸F-rhPSMA-7.3) in two phase 3 clinical trials in the United States and Europe, evaluating use in newly diagnosed and recurrent prostate cancer. Enrollment for both studies was completed in 2021, with plans to submit a new drug application to the U.S. Food and Drug Administration in 2022 for primary staging and biochemical recurrence of prostate cancer;
- Blue Earth Diagnostics is advancing its mission to help patients with metastatic brain tumor, following completing patient enrollment for the Phase 2 clinical trial in 2021 and with Phase 3 enrollment expected to be completed in early 2022. Studies are evaluating the use of ¹⁸F-fluciclovine PET for the detection of recurrent brain metastases;
- In 2021, Blue Earth Diagnostics continued the development of regulatory and reimbursement dossiers for PET cardiology in the EU and commercial launch plans were developed;
- Bracco Imaging S.p.A. founded another company in 2021 - Blue Earth Therapeutics, which deals with the development of rhPSMA as a therapeutic radiopharmaceutical. Early development efforts for therapeutic applications are underway.

Despite the global COVID-19 pandemic, Blue Earth Diagnostics has successfully completed patient recruitment and site activities, continuing to reach the stages of clinical trials. Many of the smart remote working practices adopted in 2021 contribute to improving efficiency and flexibility in changing conditions and will be continued.

Blue Earth Diagnostics has established a reputation for global leadership in the field of precision PET imaging. This has been earned in part by its commitment to global scientific collaboration, including peer-reviewed publications, presentations and the sponsorship of external academic studies.

Ensuring Patient Access to Product and Consumables for Clinical Trials

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

Protecting the Environment and Improving Communities and Human Wellbeing

Blue Earth is a responsible organisation and community member that is committed to the development and delivery of innovative nuclear medicine solutions. We give the highest priority to the safety and health of our employees, patients and communities. As far as the environment is concerned, the radioisotopes used in our products and clinical trials have a relatively short duration. They are selected taking into account the wellbeing of workers and patients and managed with strict compliance with protocols.



Bracco Medical Technology: Innovations in Contrast Injections

Bracco Medical Technologies brings together two business units: ACIST® Medical Systems and Bracco Injeneering. Both are industry leaders in contrast injection technology.

By combining these two business units we can take advantage of the best practices developed in two different clinical areas by consolidating standard technologies that can be shared between groups.

ACIST develops advanced contrast delivery technologies that help simplify the operational complexity of hemodynamic rooms. ACIST's R&D activities cover a wide range of projects, from scouting new technologies, to feasibility studies and design, to product development and market launch.

The company's knowledge of software development and contrast media management is key in supporting other critical activities within the Bracco portfolio such as the development of an innovative solution for injectors in the radiology sector, done in collaboration with the R&D centres in Lausanne.

Traditionally, the field of research and development has primarily been focused on the "hardware" of medical devices, however technological advancement and new market trends have driven the expansion of the "software" side, including computer science, machine learning and artificial intelligence.

The ACIST Group's R&D centres are located in Eden Prairie, Minnesota (USA) and Pleasanton, California (USA) and work in close collaboration with Bracco Injeneering's R&D centres in Lausanne.

Innovative Product Launches in 2021

The year 2021 was characterised by the launch of several innovative products by Bracco Medical Technologies, which brought together ACIST Medical and Bracco Injeneering:

- elimination of all DEHPs from consumables in our CT, MRI and cardio-vascular contrast injectors. DEHP is a plasticizer that makes plastics flexible, but in recent years has been shown to be a teratogen, that can cause cancer, birth defects or other damage to reproduction;
- continuous refinement of the Fractional Flow Reserve (FFR) solution for *advanced Navvus II* catheter, with more efficient performance for the most complicated cases;
- expansion of the DPR algorithm (diastolic pressure ratio), for its use during procedures that consider the pressure index not hyperemic;
- the design and development of a new ceiling mount for CT Express creating free space for doctors in the CT imaging suite. This new accessory introduces the new articulated arm technology to the imaging suite, allowing positioning closer to the patient, reducing the use of plastic tubes and reducing contrast medium sprues;
- development of CAN4 connectivity for uncomplicated operations between BMT CT Express contrast injectors and Siemens CT scanners;
- the new Software Version Nexo 11.4 was piloted for the US market in early 2022.



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

An important common project between BMT and the rest of the Bracco Group concerns solutions for the injection and management of contrast media. ACIST's R&D centres are working intensively on a multi-year programme aimed at developing an innovative platform for the injection of contrast media in cardiological procedures. Beyond just delivering the best performance, this innovation revolves around the role of software, its connection with the hardware component, and connectivity and data management. This is to ensure better outcomes for patients and better decision-making support for doctors. This is a key programme that has made large strides in 2021, has drawn significant investments, and has set the expectation of bringing this new generation of injectors to the market in the coming years.

Focus on Product Cybersecurity

Given the evolution of the market and technology, ACIST is aware of the importance of technological skills, including software development and cybersecurity. To meet the increasing demand, ACIST is collaborating with various centres of excellence and primary actors to develop capability in these areas and to support the future business strategy. In addition, as of last year ACIST has been collaborating with the Italian Institute of Technology on a series of projects related to venous access devices and extravasation detection. These will continue over the next few years.



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



The year 2021 was characterised by the launch of several innovative products by Bracco Medical Technologies, which brought together ACIST Medical and Bracco Injeneering. These included the elimination of DEHPs from consumables in our CT, MRI and cardio-vascular contrast injectors, and the design and development of a new ceiling mount for CT Express, that enables better doctor movement and positioning in the CT Imaging suite.



For us, quality is embedded throughout the whole business and thus many of our flagship projects, such as the Quality Academy and Potential Quality Incident (PQI) Programme, are engineered to ensure that all employees and stakeholders across all departments are actively involved in creating and maintaining the highest standards. This goes beyond simple compliance,

as we see quality as a driver of business growth and competitiveness, and an essential component of sustainability given that we are minimising and eradicating mistakes that can have environmental and social costs. The quality and safety of the activities carried out in our research centres are guaranteed by the application of specific Standard Operating Procedures (SOPs).

Standard Operating Procedures

Basic in the pharmaceutical field, Standard Operating Procedures (SOPs) are documents that detail the specific steps to follow in all activities that need to be performed. These SOPs give instructions on different areas, including the safety and training of workers, instrument maintenance and the validation of experimental results. In particular, for all pharmaco-toxicology activities, the experimentation takes place according to the Good Laboratory Practice (GLP) procedures elaborated by the Organisation for Economic Co-operation and Development (OECD) and applied internationally. In addition, the R&D centre in Geneva includes a pilot plant operating according to good manufacturing practices (GMP) standards and is authorized to produce batches of pharmaceutical product for clinical trials.

Continuous Improvement Initiatives

- New model of remote Quality oversight to sustain the business continuity during the COVID-19 period;
- “Sentinel” project to identify and evaluate the costs of failures in operations, for the purposes of targeted remediation;
- Continuous process verification (CPV) to optimize lean and robust manufacturing processes;
- The digitization of different quality processes;
- Optimization of the quality function infrastructure;
- Employee engagement programmes on prevention, such as awards for the reporting of potential quality incidents;
- Improved decision-making supported by the deployment of risk management methodologies and tools.

5.2 Quality: Beyond Compliance

How we protect the environment in our laboratories		
Principle	What we do	Projects in progress
Risk Monitoring	In accordance with the REACH European regulation, we assess the risks of using the chemicals we produce and use on our sites.	Integrated Management System We have established procedures for managing identified risks through an integrated system for the registration, evaluation, authorisation and registration of chemicals.
Green Innovation	We are engaged in continuous innovation of processes and products to improve their environmental footprint We strictly adhere to internal protocols and regulations, because the health and safety of people, communities and the environment are our priority	Low impact X-ray We are developing a new production process in the field of X-rays which will: <ul style="list-style-type: none"> • reduce and/or eliminate the use of toxic and environmentally harmful solvents and reagents; • virtuous recycling of raw materials; • increased energy efficiency.
Health and Safety	We strictly adhere to internal protocols and regulations, because the health and safety of people, communities and the environment are our priority	Blue Earth Diagnostics and short-lived radioisotopes In its products and clinical trials, Blue Earth uses only short-term radioisotopes to protect patients, workers and the environment

Quality Above All

For us, the culture of quality is a strategic value. The commitment to continuously improve processes, activities, products and services is shared by all of the Group's people, laid out in the Quality Policy and implemented by the Quality Management System aligned with the most modern and innovative international standards **Quality Policy**. Formalised and shared at Group level, the Quality Policy adopted pursues the highest quality standards at an international level and promotes a culture on the subject within the company itself. From the Policy comes the Quality Management System, which constantly measures and improves processes and activities to ensure ethical and integrity-based behaviour in every activity.

Corporate Quality Management (CQM)

This has the task of adapting quality systems and adopting the tools necessary for their implementation and monitoring for the whole Bracco Group. It operates directly in 19 countries from the three offices in Milan (Italy), Cadempino (Switzerland) and Shanghai (China) through its own Governance, which ensures independence and effectiveness. The quality system adopted meets the requirements of national and international standards and regulations and guarantees safe and reliable products and services. In all its areas of activity, the Group complies with the most advanced and innovative regulations:

- Good Manufacturing Practices (GMP), good Distribution Practices (GDPs) and good Pharmacovigilance Practices (GVPs) for all medicinal products;
- Good Clinical Practices (GCPs) and good Laboratory Practices (GLPs) for all products;
- EU Medical Device Regulations;
- ISO 13485:2016 Medical devices Quality Management Standard;
- 21 CFR part 800 (US Code of Federal Regulations);
- ISO 9001:2015 Quality Management Systems (for the Ceriano and Torviscosa sites);
- ICH Guidelines (European Medicine Agency).

The workforce at CQM consists of 18 employees at 31/12/2021 with a current ratio of female to male employees of 1:1. The same ratio applies at a Directorship level.

Quality Transformation Journey

The medium-long term quality transformation plan launched in 2013 by the Corporate Quality Team includes five phases ranging from organisational redesign, to personnel involvement, and a future-focused quality programme. The Quality transformation objective is to promote a culture of shared quality and employee empowerment. The journey incorporates 18 major projects and continues to evolve year after year.

The Quality Academy

For the enhancement of quality culture and personnel upskilling, CQM launched the Quality Academy. This initiative is in answer to the evolution of the medical industry which requires new capabilities, skills and talents. The objective of the Quality Academy is to develop competencies that enhance individual performance and improve efficiency.

- Eight auditors successfully completed the audit certification programme;
- The "failure investigators" certification is on-going;

- The objective of Knowledge Transfer is to improve advanced corporate culture and Company's competences. 13 sessions were delivered in 2021.

Controls on Product and Service Reliability

At all production sites, medical device units and sales offices, dedicated Quality Management Reviews (QMR) are drafted monthly and annually, with the support of the Corporate Quality Team and presented to the Company and Senior Management. Likewise, for medical devices and pharmaceutical manufacturing and commercial operations, periodic Global Quality Councils are held, chaired by the CEO and with the participation of the various Company Executives and Operation Directors.

How Do We Guarantee the Quality of Our Procedures?

- Training, oversight and monitoring of operational activities at production sites, medical device units and commercial affiliates;
- Quality control on each medical device and pharmaceutical batches;
- On-going internal self-inspections are performed;
- Independent audits (74) are conducted at vendors and Bracco entities.

In 2021, the manufacturing sites received 16 inspections carried out by major Health Authorities and notified bodies in the United States, Canada, China and BSI with very positive results. The 4 inspections managed by the Health Authorities at subsidiaries and commercial affiliates have all received positive results from the inspectorates.

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

5.3 Patent Portfolio: a Group Asset

108

New **Bracco patents** in the world.
In 2021 the Group was granted 11 patents in Europe and a further 29 in the USA.

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

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

||

About 2,500 patents have been granted to Bracco globally, and about 450 patent applications are under examination at the main Patent Offices. During 2021, 40 new priority patent applications and international patent applications were filed.

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5.4 Digital Innovation: Improving Efficiency, Quality and Engagement



Embracing digitalization is a part of our ongoing efforts to enhance and improve the quality of the services and products offered by the Group, and a means of maintaining our commitment to transparency. Digital innovation allows us to anticipate new trends and to remain competitive.

2021 marked a turning point in the adoption of digital technologies within Bracco. The growth of enabling infrastructures (Cloud, Collaboration, Cybersecurity) and of application solutions (SaaS), made our group increasingly resilient by raising efficiency and quality. It also ushered in a significant cultural shift, as the potential of digital training became apparent post-COVID ([BeDIGITAL](#) is one such example of this). Foundations were also laid to transform people, culture and technology into the propellants for real digital transformation projects, acting as the basis for a real leap in worker experience and stakeholder relationships. A multi-year digital transformation programme aligned with the corporate strategic plan has been kicked off.

1,619

employees completed IT
security training

+10k

of contacts reached during
2021 through multilateral
communication

+3,500

participants in online
scientific symposia in 2021





Bracco also participated at several International online congresses and symposia training more than 3,500 participants.



Training Support for Innovation and Research

In chapter 4 that concerns our commitment to people, we cover some of our flagship digital training and educational initiatives for healthcare providers that have been strengthened in 2021 thanks to increased collaboration with various international scientific societies. The below represent some additional internal and congress initiatives that we have used to support staff and stakeholders.

Bracco Platform to Participate in Global Congresses

Web platform to participate in the main digital congresses in 2021: the platform represents the Bracco portfolio in imaging and our legacy in the Radiology business through training and more.

Bracco Web Campus: eLearning Platform for Commercial Functions

Platform of online courses on products customised in 7 languages and in more than 30 different ways depending on the different markets.

Gamification of the Learning Experience

Pilot eLearning gaming platform to strengthen the knowledge gained.

“Welcome Training”

2 online welcome training per year lasting 21 hours available to all new hires working in the commercial field in Bracco branches and our distributors.

Customer Engagement

Throughout 2021 Bracco continued and expanded the digitalization of the various customer engagement processes with **promotional**, **educational** and **training** initiatives.

Marketing Automation for Customers

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



Digital Platforms and Websites: Towards Paperless Knowledge Management

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

BraccoMDCT.com

Support for:

1. use of contrast media (Iopamidol and Iomeron) with the latest Computed Tomography (CT) technologies;
2. personalized approach to radiological examination based on the characteristics of the patient;
3. dissemination of content for educational purposes;
4. possibility to have the protocols available from tablets or smartphones through the DistinCTive app.

Through unrestricted educational grants we also support the development and implementation of thematic sites.

Free Scanning Technologies for HCPs: MDCT.Net

A digital platform created with an educational grant from Bracco focused on innovations in the field of CT (Computed Tomography). MDCT.net offers high-quality content, including podcasts, infographics, powerpoints and ebooks and practical and interactive tools, such as clinical cases, quizzes, TC protocols and calculators. In 2021 the platform has been further developed with the integration of a series of video graphics.

15,000 active users

on the digital platform created with an educational grant, MDCT.net

+150 Countries

of origin

Other Sponsored Sites

Other sites sponsored by Bracco include:

<http://www.mrisafety.com/>

<https://ceus-liver-course.com>

<http://cardiocontrast.com>

<http://icus-society.org/>





6

PLANET: THE POWER OF PROTECTION

- 6.1. Our commitment to Environmental Protection
- 6.2. Energy and Water Management
- 6.3. The Circular Economy: Reuse, Recycle, Recover
- 6.4. Packaging: Reducing Impact and Volume
- 6.5. Mobility: Progressive Impact Reduction and Fleet Replacement
- 6.6. Responsible Supply Chain Management

6.1 Our Commitment to Environmental Protection



For us, environmental sustainability is an enabler of our broader business strategy and informs much of our decision-making. We are aware that the chemical-pharmaceutical sector must be among those at the forefront of sustainable development. This is why we work to guarantee a future

for new generations by combining economic growth and environmental protection. Our main commitments are focused on the reduction of climate-changing gas emissions, use of renewable sources and the creation of opportunities for the circular economy.

SDGS and Material Topics



Climate Change Mitigation and Adaptation

Water resource management

Monitoring and reduction of waste and discards

Circular Economy and innovative sustainable solutions

Environmental protection and safety

Responsible Supply Chain Management

Our numbers in 2021

+160%

use of electricity from renewable sources with Certificates of Origin

9%

reduction in waste production compared to 2020

72%

of solvents recovered on the consumption of indirect raw materials in the production processes at the Ceriano and Torviscosa sites

Commitments

- Energy efficiency;
- Production and use of green energy;
- Reduction of waste;
- Reduction of emissions into the atmosphere;
- Recovery and recycling of raw materials used (e.g. solvents, iodine).



Sustainability as Part of the Company Vision

We promote sustainability as a basic component of our corporate culture. Attention to the environment is reflected in our Code of Ethics and in our Health Safety and Environment Policy. We have covered the key ways we operationalise this in the [Sustainability Management](#) section in Chapter 3. We ensure success through the definition of strategic objectives, and the deliberate involvement of R&D, Design and Development and the CHSE functions.

Environmental Protection: An Operational Strategy With Concrete Objectives

DIRECTION

Periodically review the Environmental Objectives which shall be:

- Relevant to the Group's business and stakeholders;
- Tangible and measurable;
- Linked to deadlines.

CHSE function

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

Our Strategy for Efficient Management of Energy and Emission Impacts

Our strategy to improve environmental performance pursues objectives and targets issued by the European Community in the Circular Economy Action Plan, part of the European Green Deal.

We are committed to introducing circularity in our production processes. Even in instances where a holistic overhaul is not possible due to the linear production model of the pharmaceutical chemical industry, we can and do still act on some of its specific phases.

Circularity

We bring circularity into the production of active ingredients through the recovery of raw materials, the reduction of waste production, and the reuse of packaging.

Low Impact Products

Our environmental responsibility requires us to take steps to build a climate-neutral, resource-efficient and circular economy. To limit the impact on the environment of production processes and reduce the carbon footprint we have defined a strategy, the effectiveness of which is monitored by the GIN-CO₂ Team.

The team is made up of several departments including:

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



The GIN-CO₂ Team is a multifunctional team, dedicated to the management of objectives aimed at reducing the carbon footprint, efficient energy management and the circular economy.

The planned interventions aim to:

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

GIN-CO₂ Ongoing Activity: Carbon Footprint of the Ceriano Laghetto Site

GIN-CO₂ has promoted a multi-function team dedicated to carbon foot print (CFP) reduction. Carbon Footprint is the amount of carbon dioxide released into the atmosphere as a result of the activities of Bracco. Bracco Imaging intends to measure and control the environmental impact of its activities in order to adopt an ecological and sustainable development model. The Ceriano Laghetto site has been chosen as a pilot to start a process of measuring and monitoring emissions aimed at achieving multiple objectives. For the year 2020, the carbon footprint deriving from raw materials and packaging, inbound and outbound transport, infrastructure, and waste production and disposal has been calculated. The carbon footprint

of all these activities was found to be 103.8 kt. During 2022, the calculation will be extended to the sites of SPIN Torviscosa and probably to BIPSO Singen and Bracco SINE Shanghai. The ultimate goal is to calculate the CFP at corporate level in order to identify potential areas of intervention to reduce emissions and monitor the evolution of emissions over time.

Bracco HSE Awards 2021: Internal Innovations

In 2017 we established the Bracco HSE Awards to spread good practices on the environment, health and safety in the company and to reward the best projects in this regard. This is another demonstration of our commitment to continuous improvement.

Projects Awarded in 2021

- CICA-Company internal cycling project: a 3 month challenge to motivate employees to use a bicycle more often to go to work and for use in their free time. The goal was to pedal as much as possible and the kilometers traveled by bicycle were recorded for each participant;
- Modernisation of the forklift fleet for safety and management: During the contract renewal phase, the machine park was modernised by providing new vehicles with the most modern security systems, installing signal lights, using low gassing lead acid battery technology (Thin Plate Pure Lead – TPPL – battery), non-spillable and maintenance free, and an activation system with a personal badge and monitoring of operator activities;
- First rinse project: a new system for the reduction of iodine and gadolinium in BIPSO wastewater, and an increase in iodine recovery for Bracco. A planet was installed to improve the collection and concentration of products to reduce the risk of wastewater pollution. Early results show a reduction of >90% of APIs in wastewater streams.



Bracco Imaging

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

Collection of paper and cardboard and sending for recovery.

With the start-up of activities during 2021, it was possible to revise the target of paper sent for monthly recovery, which was equal to about 20 cubic meters or 2 tons / month.
In the first year of recovery activity, 6.14 t were collected with a reduction in consumption of virgin material and equal to 2.6 t.

Waste and concentration of pollutants in wastewater

Increase in the recovered fractions with a consequent reduction in those sent to the purification plants.

In 2021 in Ceriano and Torviscosa the results of solvent recovery were 94.8% and 97% respectively. Vs the defined TARGET of:

- 90% - minimum recovery yield;
- MP extraction reduction.

Research & Development

In line with the Key Actions of the European Green Deal, the R&D functions include the application of sustainability in the phases of their study process.

Aims and Objectives:

- Investigating ways to develop positive products, services and economic schemes, and generate a virtuous circle between profitability, environmental impact and business citizenship;
- Increase product yields in the production process to ensure less use of resources and to reduce waste;
- Raw materials - continuous deepening of new recovery.

New Na₂S₂O₅ recovery plant and HCl storage in Ceriano Laghetto

Increased production of hydrochloric acid and disodium bisulfite solutions resulting from the recovery of process wastewater. These solutions are placed on the market.

In 2021, the total amount of solutions placed on the market increased by 22%. The increase in HCl recovered with the new plant was used for the infill of wastewater. The average value of the discharge salinity was 26% below the legal limits.

TARGET

- Maintenance of the discharge value 25% lower than the legal limits.

Sludge drying

In 2021, the progress of the construction and installation of a drying system that will go into full production at the end of the IIIQ of 2022 continued on schedule.

TARGET

- 70% - Reduction of waste from a sewage treatment plant.



Milan

New Headquarters

Renovation of the historic site with the aim of reducing the environmental impact below the values set by the PGT of Milan for buildings with low CO₂ impact. The area will be equipped with bike parking spaces and charging stations for electric cars, as well as designed to reduce the heat island effect.

TARGET

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

Torviscosa

Reduction of the use of catalyst (palladiate carbon)

Increase in the number of passes of an intermediate on palladium coal.

In 2021, the amount of palladized coal sent for regeneration decreased by about 50% compared to an increase in production of 4%.

TARGET

- -70% Reduction of waste from the hydrogenation process;
- +300% Increase in palladiate carbon reuse cycles.

Energy saving in MP recovery processes

Continuous concentrator for solvent recovery from mother water.

TARGET

- -96% Reduced use of steam for solvent recovery thanks to new equipment.

Our goals for the Circular Economy

- Reduce waste generation;
- Increase recycled content in products;
- Reduce soil sealing and restore abandoned or contaminated brownfields;
- Application of sustainability in the Research & Development phase.

The care of biodiversity and ecosystems in our activities

We are committed to mitigating the effects of productive activities on biodiversity and ecosystems. We choose production areas already dedicated to industrial activity for our infrastructures, in order to:

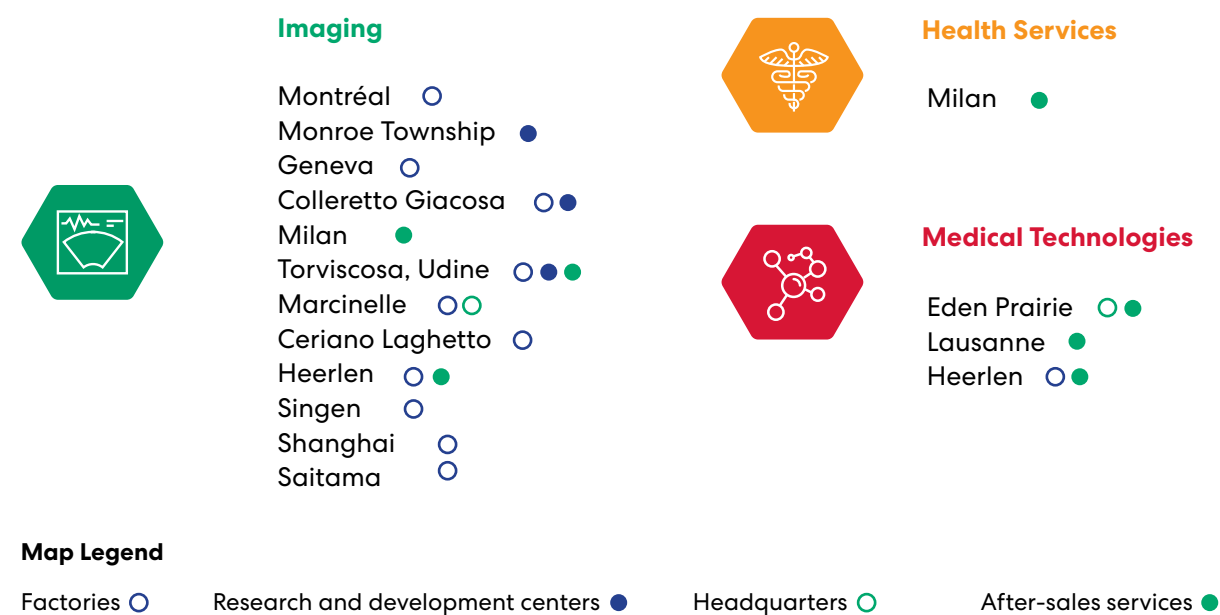
- not consume virgin soil;
- reduce the risk of habitat loss and fragmentation.

The conversion of abandoned areas has always been carried out with remediation and environmental reclamation operations.

Water is often referred to as the ‘element of life’. While it is a renewable resource, ensuring clean and responsible use of water remains a priority for the Group.

6.2 Energy and Water Management

Overview



Business Unit	Country	Plant	Activity
Bracco Imaging	Italy	Ceriano Laghetto Colleretto, Giacosa, Torviscosa, Marcinelle	Production, R&D, HQ
	Netherlands	Heerlen	R&D
	USA	Monroe Township	R&D
	Switzerland	Geneva	Production
	Germany	Singen	Production
	Canada	Montréal	Production
	Japan	Saitama	Production
	China	Shanghai	Production
	USA	Eden Prairie	HQ
BMT	Switzerland	Lausanne	R&D
CDI	Italy	Milan	Services

Group energy consumption for the main sources of supply [GJ]^[6]

Over 99% of the energy sources used by the Group to carry out its activities relate to:

Methane gas, mainly used for:

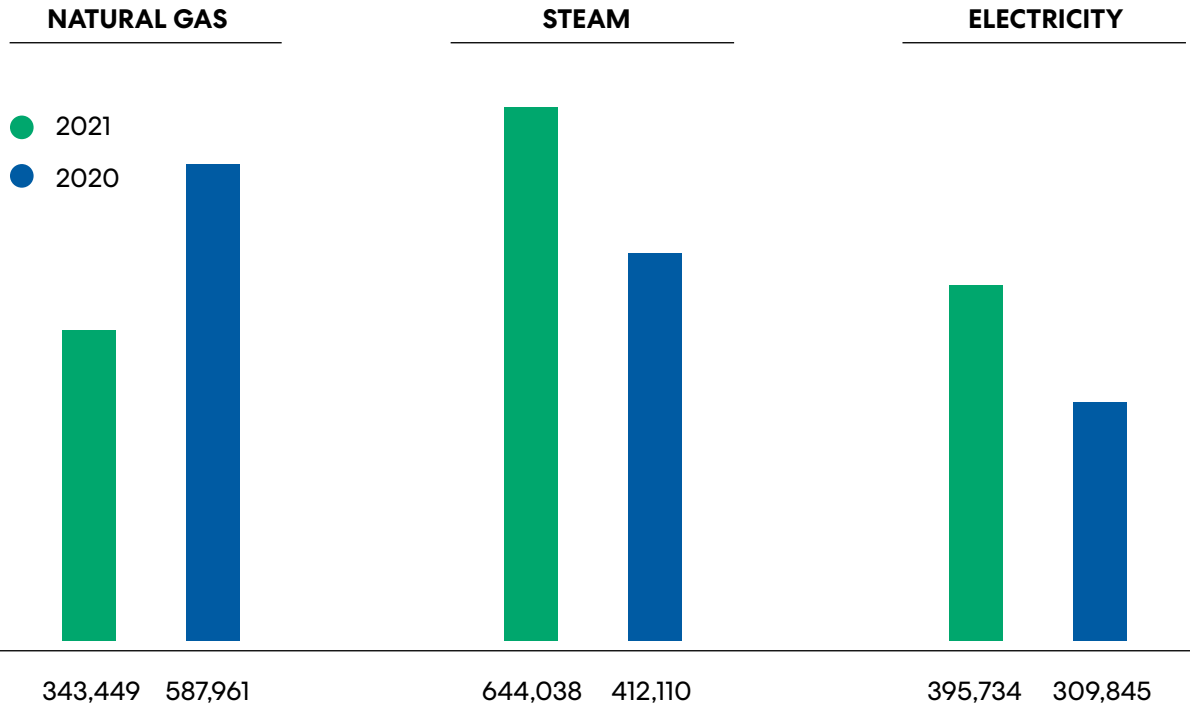
- Self-production of steam;
- Hot water production;
- Heating.

Steam, utilized:

- as a thermal carrier in the synthesis process in chemical plants and in the production process of pharmaceutical plants;
- in the form of clean steam for sterilisation activities;
- for air conditioning humidification systems within the departments of the pharmaceutical workshop.

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

- the operation of all the operating machines present in the production sites;
- lighting and operation of electronic equipment;
- the operation of office air conditioning systems.



[6] The energy conversion and emission factors used to calculate energy consumption and related emissions of greenhouse gases. Greenhouse gases are specified in the relevant tables in the "Performance Indicators" section of this Annual Report.

Transition to the use of energy from renewable sources and continuous energy efficiency

1994

Cogenerator installation in Ceriano Laghetto

2020

Disposal of Cogenerator owned by Bracco Imaging in Ceriano Laghetto

Supply of electricity and heat from a new cogenerator, owned by third parties, with high efficiency in Ceriano Laghetto

29% of the EE purchased by Bracco in the world comes from renewable sources with GO

100% EE from renewable sources in Geneva and Montréal

2021

ISO 50001 certification for Bracco Imaging and SPIN

100% of the EE purchased from grid from renewable sources with GO for all Italian sites and for the Geneva and Singen sites

Feasibility studies for the installation of photovoltaic fields in Ceriano Laghetto, Torviscosa and Shanghai

2022

Installation of about 600 m2 of photovoltaic fields equivalent to 138 kWh in the new Milan Headquarters

Feasibility studies for the installation of high efficiency cogeneration plants at the Torviscosa, Colleterto Giacosa and Singen (D) sites

Feasibility studies of green hydrogen production plants in Ceriano Laghetto

2025

Feasibility studies of plants for the production of other energy sources in Torviscosa

MILAN 2022: the Energy Efficiency of the Future Headquarters

For the new Headquarters in Milan, to be delivered at the end of 2022, two photovoltaic fields of 65 kW and 73 kW (for an area of about 600 square meters) and water-water heat pumps for heating, air conditioning and domestic hot water for about 750 kW will be built. These will ensure that 60% of the needs of the entire complex are met by energy from renewable sources.

With this effort the Group aspires to obtain the prestigious LEED GOLD certification on sustainable buildings of the U.S. Green Building Council (USGBC). In anticipation of the renewal of the company car fleet, which will consist of electric and hybrid cars, and parking spaces reserved for staff, 22 charging stations will be installed each equipped with 4 charging stations.



Our energy efficiency path

Replacement of refrigeration machines powered by climate-altering gas with machines powered by low GWP impact gas.	Colleretto Giacosa	2015
	Torviscosa	2016
	Ceriano Laghetto	2020
Implementation of electrical consumption monitoring systems for the reporting of anomalies and critical users. Allows for a reduction in energy consumption and the anticipation of any failures.	Colleretto Giacosa	2019
	Torviscosa	2019
	Ceriano Laghetto	2019
	Geneva	2019
Implementation of the ISO 50001 Management System to improve energy performance – including energy efficiency, consumption and use.	Colleretto Giacosa	2021
	Torviscosa	2021
Completed the installation of the new solvent recovery unit that will lead to an important saving of steam consumption thanks to the combination of new processes and new technologies. The thermal waste generated by the plant will in future be used for heating buildings and for the new sludge drying plant.	Ceriano Laghetto	2021
Supply of electricity and heat necessary to cover the needs of the production site from the new methane gas cogeneration plant owned by third parties.	Ceriano Laghetto	2020

Monitoring and optimization

In the wake of its success, the system of intelligent LED light installations has become a standard for all renovations or new constructions of the Group. For example, it was adopted:

- In the part of the Ceriano Laghetto plant that houses the major expansion of the production of the iodized contract medium;

- In the new production building at the Geneva site;
- In the strengthening of the pharmaceutical production of Colleretto Giacosa.

It is currently being installed into the new Milan Headquarters which are being built, as is planned for an upgrade project in Torviscosa.

Water management

The main water sources used in the production sites of the Group's companies come from underground aquifers and from the water networks of public aqueducts. To reduce the use of water, the Group has implemented a system for monitoring withdrawals at the source. This allows for a precise assessment of the consumption per ton of material produced within the main production sites.

For the Reduction of Water Use

Water consumption is mainly due to the use of water as a natural solvent and as a temperature regulation agent. In 2021, the main water consumption is attributable to the Italian plants specialised in the synthesis of APIs.

Project: monitoring system of withdrawals at source.

Benefit: water consumption assessments per tons of material produced in the main production sites.

~15,500

ml water withdrawal
of the Group in 2021

91%

of water drawn from
underground

9%

of water acquired from
third parties

Wastewater management

Activities started and completed

One of the main interventions concerned the increase and optimization of the recovery of saline solutions deriving from the production processes. The isolated solutions are reintroduced on the market or reused to correct the pH value of the wastewater sent to the wastewater treatment plant, thus avoiding the consumption of new raw materials and keeping the salinity of the wastewater under control.

Ongoing actions

Construction continues, according to the scheduled timing (delivery IIQ of 2022) of the expansion of the purification plant with the connected low-temperature drying plant for sludge. This exploits a thermal waste that would otherwise be dissipated in an evaporative tower.

Targets for Reducing Water Use

Water recovery and recycling: Encourage activities at all production sites, through targeted projects.

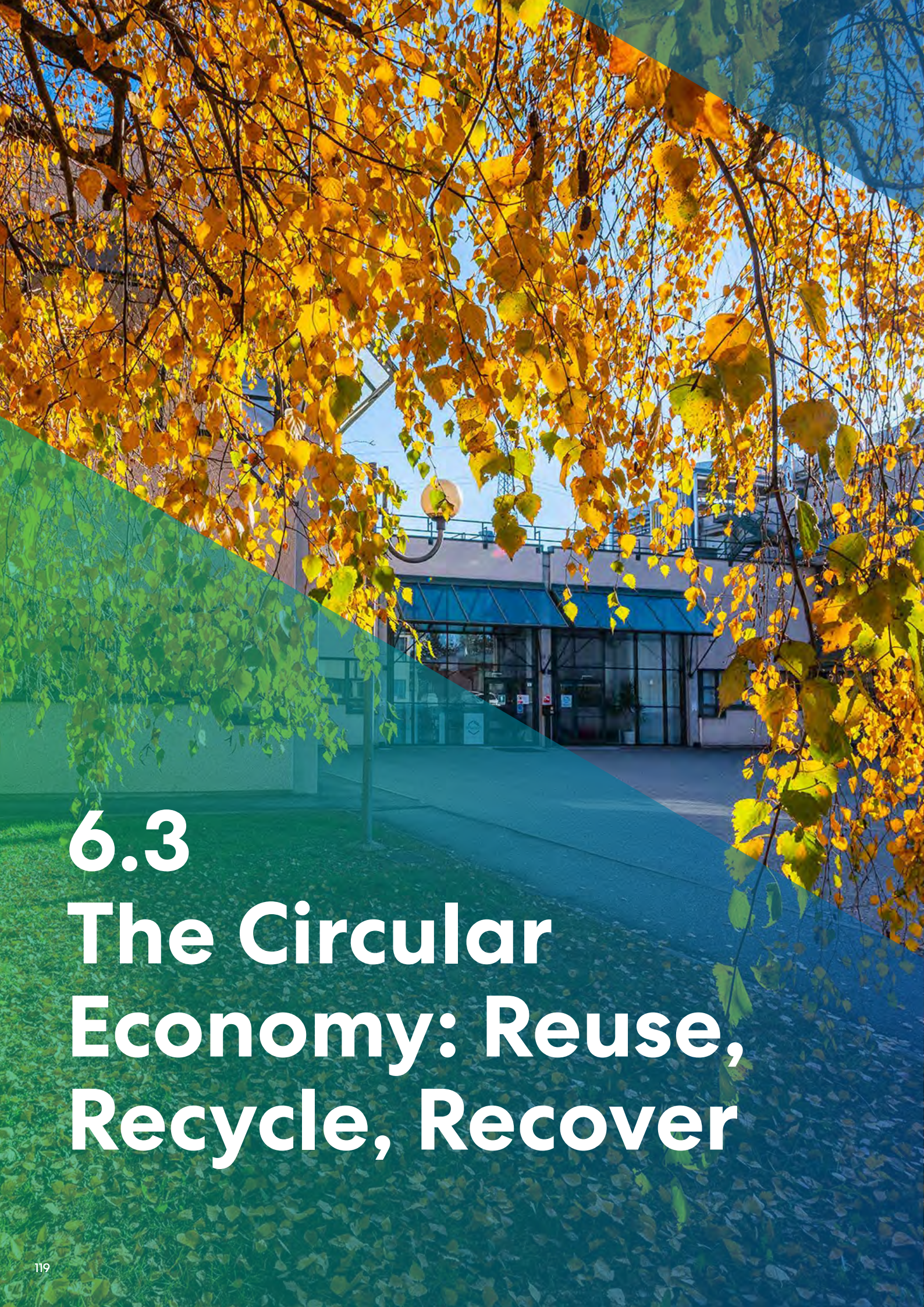
CERIANO LAGHETTO 2022

From the second half of the year, a stream of recycled water will be **used instead** of groundwater for the cooling of the new refrigeration units. An estimated 2,000 ML/a groundwater NOT extracted

TORVISCOSA 2022

Doubling of the cooling system of the evaporative tower type:

Benefit: the cooling capacity necessary for the production increase will be available, optimizing the consumption of water and electricity.



6.3 The Circular Economy: Reuse, Recycle, Recover

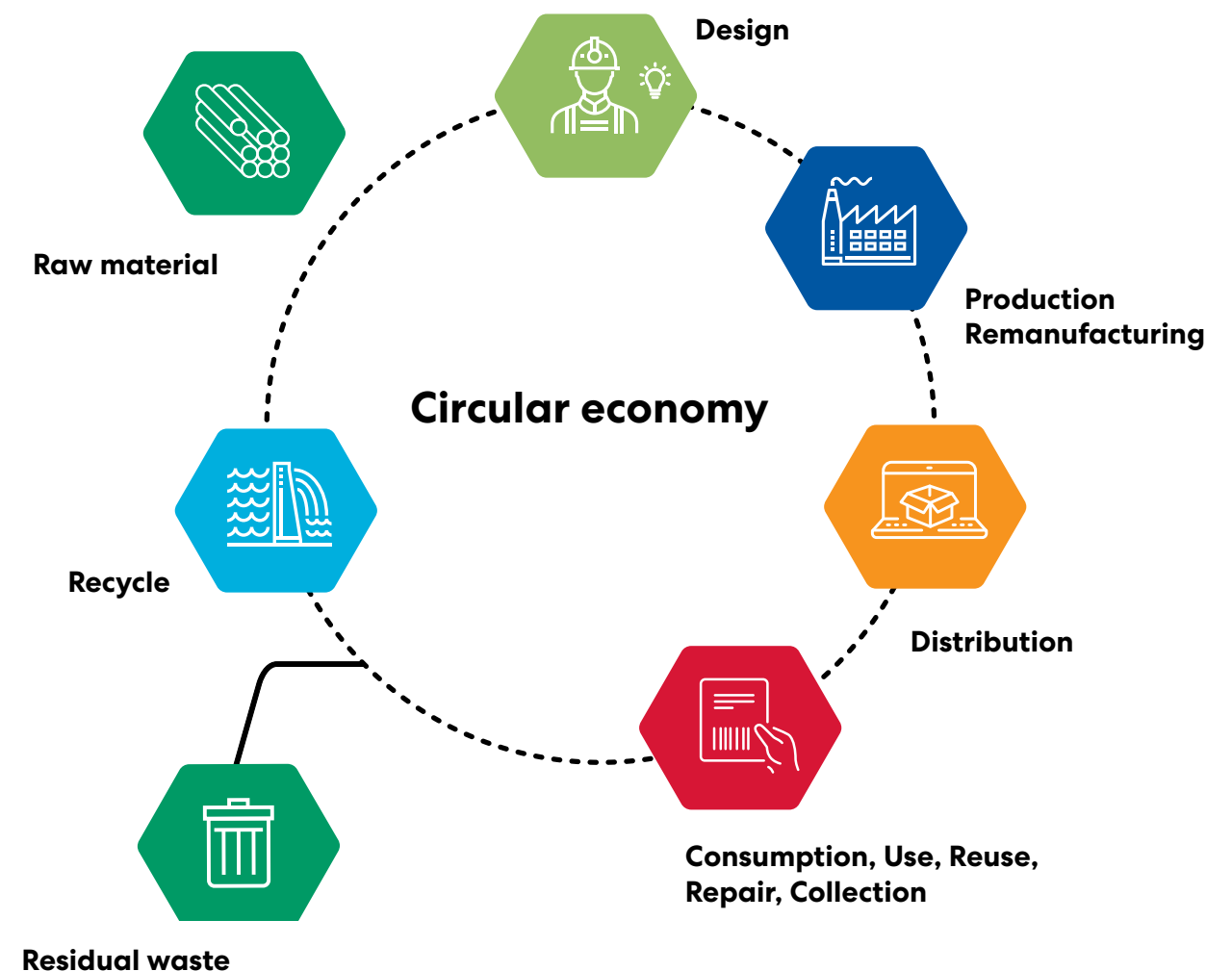


We have adopted a regenerative approach. We look at the life cycle of a product in an integrated way, to reduce and reuse waste through recycling and recovery, and extend the useful life of products and assets. It is our contribution to the transition to a circular economy.

By the end of the IIQ of 2022, plants for the recovery of iodine from low-concentration flows will be started.



We look at the life cycle of a product in an integrated way, to reduce and reuse waste through recycling and recovery, and extend the useful life of products and assets.





Our Commitment to Transparent and Environmentally Friendly Waste Management

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

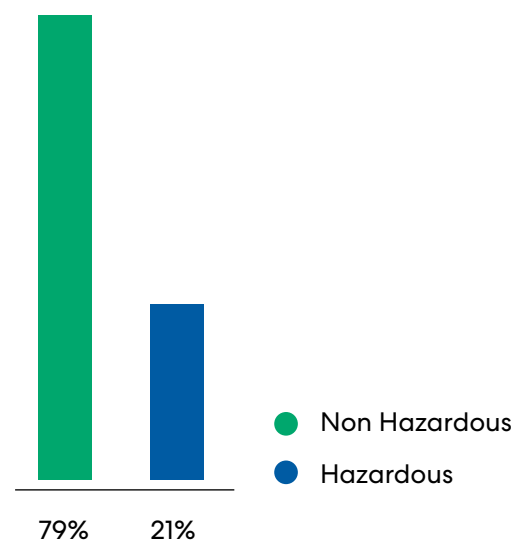
The **Policy** adopted at Group level encourages the delivery of waste to recovery and recycling plants, consistent with the characteristics of chemical-pharmaceutical products.

Added to this is the commitment to customers to:

- provide specific information on end-of-life management procedures for pharmaceutical products upon request;
- comply with the regulations in force in each country.

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

Total waste generated in 2021 [t]



Responsible and Careful Use of Raw Materials

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

Review of the industrial Synthesis Process

Recovery by condensation and distillation of solvents	Iodine recovery	Regeneration of resins and coal	Other activities
---	-----------------	---------------------------------	------------------

Benefits

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



Our commitment to making careful use of it translates into the constant search for innovative solutions to be implemented in production sites.

Following the example of the reverse osmosis plant for the recovery of fractions of iodized molecules in the washing water of pharmaceutical equipment in Singen, equivalent plants have been built and put into operation at our subcontractors.

At all the Group's sites, the separate collection and recovery of materials has been underway for years to encourage the recycling of plastic,

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

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

- 40,000 tons of raw materials saved in the production sites of Ceriano Laghetto and Torviscosa;
- 72% solvents recovered on the total consumption of indirect raw materials used in production processes.

R&D

We improve the efficiency of industrial wastewater treatment processes

We minimise the amount of solvents used

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

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

Recovery Activities in Ceriano Laghetto

In 2021, new solvent recovery plants were completed, combining new processes with plants using the best available technologies. After the approval of AIFA, they will be operational from mid-2022.

In 2022 the plant of the "Obelix" project in Ceriano Laghetto will come into operation, whose purpose is to retain and send to recovery the fractions of iodized molecules present in some low-concentration flows, otherwise destined for the purification plant.

Consumption of raw materials^[7]

2021	Production	2020
73,513		71,388
Intermediate API (Active Pharmaceutical Ingredients)		
15,732		15,199
Indirect by process		
56,479		54,891
Indirect for machines		
1,302		1,298
Packaging		
8,202		8,041
of which from renewable sources (paper)		
2,678		2,625

[7] Data concerning the raw materials used for the production process refer to the Ceriano Laghetto and Torviscosa (Italy) facilities. Process indirect raw materials refer to solvents, acids, bases and catalysts, while machine indirect raw materials include oils and other substances used for the operation of machinery.

6.4 Packaging: Reducing Impact and Volume



The principles of the circular economy guide our way of doing business every day, starting from the design of each activity.

Our Commitments to Low-Impact Packaging

The choice in favour of sustainable packaging takes into account both the functionality and the environmental impacts related to production, use and disposal.

The Group has in fact identified innovative, low environmental impact or biodegradable materials for primary and secondary packaging. It also encourages the reuse and recovery of materials used within its production processes with the aim of minimising unnecessary material or replacing it with 100% recyclable material when possible.

Three Steps to Responsible Packaging

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

Sustainable Packaging: 2021 in Numbers

Among the materials used for packaging, 15% of the glass used for packaging comes from recycled glass inside the glassworks, for a total of 636 tons in 2021^[8] 624 tons in 2020.

Also relevant is the recycling of cartons used to contain finished products, which at 64% comes from recycled paper and amounts to 1,668 tons in 2021^[8], 1,635 tons in 2020.

The continuous research and development of materials and solutions for packaging and a responsible approach to resource management have led to concrete results in terms of numbers and public recognition of our commitment to sustainability.



[8] Bracco EZEM Canada's share was added to the 2021 analysis.

6.5 Mobility Progressive: Impact Reduction and Fleet Replacement



We want to promote increasingly sustainable mobility. For this reason, we have launched a programme of progressive reduction and replacement of the car fleet with new cars with low polluting emissions.

Hybrid Fleet Programme – BDI (USA)

Bracco's commitment to sustainability extends to our US fleet programme. BDI implemented a hybrid vehicle project in 2019. Our first hybrid vehicle went into service in January of 2020 and hybrids now comprise approximately 40% of our dedicated sales and service fleet. Fuel efficiency went from 17.5 MPG in 2019 to 22.4 MPG in 2021. Allocation limitations due to the pandemic and chip shortage prevented us from ordering more than 20 vehicles for the 2022 model year, however, will still plan to have at least 70% hybrid vehicles in service by the end of 2023. Based on these changes the Bracco fleet has been able to avoid 264,148 kg of CO₂ emissions since 2019.

Mobility Management

Since 2021, we have launched a project dedicated to Sustainable Mobility with an analysis that involved more than 1,200 colleagues. We analysed the commuting of our people to reduce traffic congestion, pollutant emissions, costs incurred and comply with legal obligations.

The project involved 5 of the Group's offices in Italy and was developed in 4 phases:

1. Analysis of accessibility of locations (entrances, parking, public transport, mobility services);
2. Analysis of home-work mobility through anonymous geolocation;
3. Analysis of travel habits through an internal survey;
4. Analysis of priorities and definition of a travel plan with activities to be implemented.

By crossing the data obtained, we have identified the areas of improvement for the different locations with some solutions that we will evaluate and implement. Among these we are analysing the feasibility of inserting electric columns in the different locations, digital applications to encourage carpooling, e-micro mobility.

Objective to reduce the environmental impact: the transformation of the company fleet

The car fleet in 2021

- 239 company vehicles^[9];
- <1% impact of diesel, LPG and petrol on energy consumption.

CDI's commitment

- Adoption of a specific procedure to encourage the use of cars with a lower environmental impact;
- Progressive integration of the hybrid car fleet and ensuring low levels of CO₂ emissions.

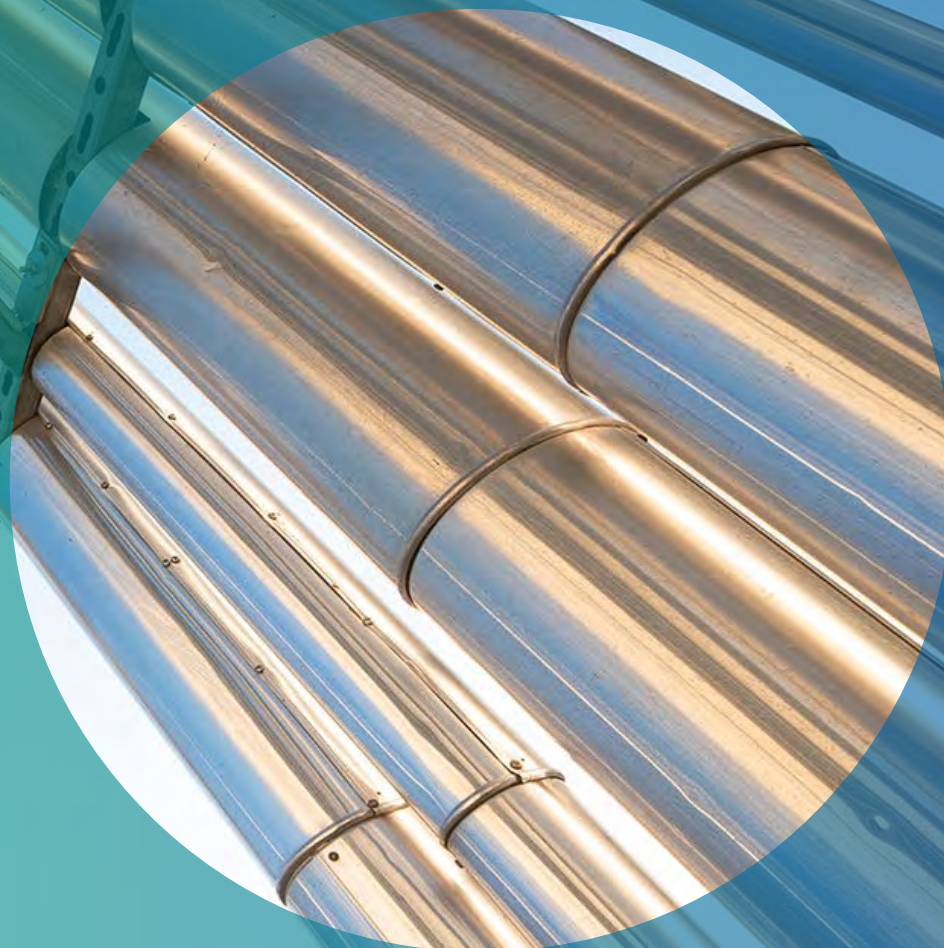
Bracco's commitment

- Adoption of a company policy to order cars that generate less and less emissions, in line with European programmes;
- Conversion of the entire fleet of pool cars of the Milan office with hybrid cars, already operational in the first months of 2021.

[9] The car fleet was calculated taking into account the share of Bracco Imaging, CDI and Bracco EZEM Canada.

6.6 Responsible Supply Chain Management

With suppliers we share the principles of social and environmental responsibility that inspire and impact every aspect of our business. We build a relationship based on fairness and transparency. This is how our commitment multiplies its positive impact on people, communities and the environment.



SDGS and Material Topics



Business ethics

Environmental responsibility

For suppliers

- Responsible supply chain management;
- Transparency and responsible business;
- Sustainable packaging;
- Consumption of raw materials.

Responsible sourcing

Bracco makes use of about 1,551 suppliers globally, mainly in countries where the Group is present with a production plant or where the Group operates with a commercial presence. The supply chain is characterised by the purchase of direct materials necessary for production activities and indirect materials and services aimed at the regular performance of activities. Among them, the main categories of purchase are represented by:

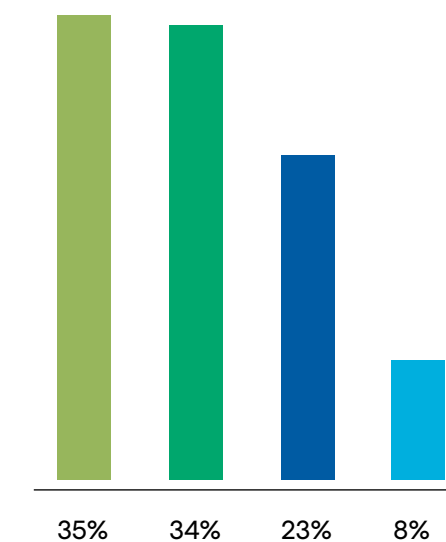
- API (Active Pharmaceutical Ingredients);
- industrial products and services;
- packaging material.

POLICIES AND REFERENCE DOCUMENTS

[Code of Ethics](#)

[Global Purchasing Policy](#)

% of the Group's 2021 suppliers by geographic area



- Italy
- Rest of Europe
- North America
- Rest of the World

Global Procurement Policy

For some time now, the Group has adopted a Global Procurement Policy that applies to all Bracco Imaging companies, including subsidiaries and joint ventures. The document defines the principles of behavior and activities of all functions that have a direct or indirect relationship with suppliers. It also requires the suppliers themselves to comply with the principles of fairness and ethics dictated by the Code of Ethics. In all purchase orders, both in the general conditions and in the ad hoc contracts, the reference to the Code of Ethics is explicit, and a violation by the supplier may result in the termination of the contractual relationship.

Selection of suppliers

A system of selection, evaluation and qualification of suppliers is the basis of responsible management of the supply chain. For this reason, in parallel with the verification activities carried out by the Quality function, we have implemented the Vendor Management portal of the Bracco BE-Procurement group.



How suppliers are evaluated:

Risk matrix: The procedure defines the position of the supplier in a risk matrix based on specific parameters such as the category of expenditure, the amount of expenditure and the country of origin. When the matrix highlights potential shortcomings on the part of the supplier, the supplier is subjected to an ethical monitoring activity based on several indicators, including a specific one dedicated to ESG (Environmental, Social, Governance) risks through our partner ECOvadis.

Ethical monitoring: depending on the strategic relevance of the supplier, a performance monitoring system based on data collected through the functions requesting the good or service is also in operation. The monitoring system is activated for all selected suppliers with the risk matrix criterion and for each new addition it transmits specific weekly "alerts" on any necessary updates.

Be-procurement: the supplier quality process is currently managed through Be-procurement. A performance measurement module is being developed that will integrate and monitor the relationship in a structured way during the entire period of the commercial relationship, according to several elements:

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

Performance monitoring: based on feedback from the functions requesting the good or service

Reliability and integrity: the relationship with suppliers

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

~80% of the expenditure

Of global sourcing has been addressed by local suppliers

35% of suppliers

are Italian

% of procurement budget expenditure towards the Group's local authorities in 2021 by geographical area^[10]



[10] Data reported covers the whole world excluding China and Eisai Bracco.

Performance indicators

Human resources

Organic and Diversity^[1]

Number of employees by type of contract (permanent and temporary), gender and geographical region [GRI 102-8]

Number of employees	to 31.12.2021			to 31.12.2020		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Italy						
Men	719	9	728	703	8	711
Women	594	48	642	569	30	599
Total	1,313	57	1,370	1,272	38	1,310
Rest of Europe						
Men	401	14	415	383	16	399
Women	408	17	425	403	26	429
Total	809	31	840	786	42	828
North America						
Men	508	1	509	504	1	505
Women	436	-	436	403	-	403
Total	944	1	945	907	1	908
Rest of the World						
Men	172	141	313	157	132	289
Women	128	134	262	116	136	252
Total	300	275	575	273	268	541
Total Group						
Men	1,800	165	1,965	1,747	157	1,904
Women	1,566	199	1,765	1,491	192	1,683
Total	3,366	364	3,730	3,238	349	3,587

Number of employees by type of employment (full-time and part-time), gender and geographical region [GRI 102-8]

Number of employees	to 31.12.2021			to 31.12.2020		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Men	1,945	20	1,965	1,874	30	1,904
Women	1,603	162	1,765	1,490	193	1,683
Total	3,548	182	3,730	3,364	223	3,587

[1] The figures relating to the staff refer only to employees of the Bracco Group, without considering the 145 external contractors at the production sites who worked for the Group in 2021.

Percentage of employees covered by collective bargaining agreements [GRI 102-41]

Percentage of employees	to 31.12.2021	to 31.12.2020
Employees covered by collective bargaining agreements	52.1%	53.4%

Number of employees entered by age group, gender and geographical area [GRI 401-1]

Number of employees	to 31.12.2021					to 31.12.2020				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Italy										
Men	26	34	6	66	9.07%	22	30	4	56	7.88%
Women	34	45	5	84	13.08%	21	26	2	49	8.18%
Total	60	79	11	150	10.95%	43	56	6	105	8.02%
%	47%	12%	2%	11%		40%	8%	1%	8%	
Rest of Europe										
Men	12	40	11	63	15.18%	8	26	6	40	10.03%
Women	6	22	4	32	7.53%	15	17	13	45	10.49%
Total	18	62	15	95	11.31%	23	43	19	85	10.27%
%	25%	14%	5%	11%		30%	9%	6%	10%	
North America										
Men	14	55	23	92	18.07%	7	26	8	41	8.12%
Women	19	53	24	96	22.02%	5	23	5	33	8.19%
Total	33	108	47	188	19.89%	12	49	13	74	8.15%
%	53.2%	22.9%	11.4%	19.9%		22.2%	9.8%	3.7%	8.1%	
Rest of the World										
Men	15	63	12	90	28.75%	5	24	6	35	12.11%
Women	15	53	2	70	26.72%	6	27	3	36	14.29%
Total	30	116	14	160	27.83%	11	51	9	71	13.12%
%	77%	27%	13%	28%		30%	12%	11%	13%	
Total Group										
Total	141	365	87	593	15.9%	89	199	47	335	9.3%
%	46.8%	18.1%	6.2%	15.9%		32.2%	9.6%	3.8%	9.3%	

Number of employees leaving by age group, gender and geographical area [GRI 401-1]

Number of employees	to 31.12.2021					to 31.12.2020				
	<30	30-50	>50	Total	Turnover	<30	30-50	>50	Total	Turnover
Italy										
Men	3	12	34	49	6.73%	5	12	28	45	6.33%
Women	8	20	13	41	6.39%	3	20	7	30	5.01%
Total	11	32	47	90	6.57%	8	32	35	75	5.73%
%	8.5%	4.8%	8.2%	6.6%		7.4%	4.6%	6.8%	5.7%	
Rest of Europe										
Men	4	20	23	47	11.33%	3	34	15	52	13.03%
Women	3	14	19	36	8.47%	4	25	20	49	11.42%
Total	7	34	42	83	9.88%	7	59	35	101	12.20%
%	9.9%	7.7%	12.8%	9.9%		9.1%	13.0%	11.8%	12.2%	
North America										
Men	4	45	39	88	17.29%	2	18	20	40	7.92%
Women	7	29	27	63	14.45%	4	21	19	44	10.92%
Total	11	74	66	151	15.98%	6	39	39	84	9.25%
%	17.7%	15.7%	16.0%	16.0%		11.1%	7.8%	11.1%	9.3%	
Rest of the World										
Men	8	52	6	66	21.09%	10	26	10	46	15.92%
Women	10	44	6	60	22.90%	4	44	3	51	20.24%
Total	18	96	12	126	21.91%	14	70	13	97	17.93%
%	46.2%	22.2%	11.5%	21.9%		37.8%	16.5%	16.5%	17.9%	
Total Group	47	236	167	450	12.1%	35	200	122	357	10.0%
Total	15.6%	11.7%	11.8%	12.1%		12.7%	9.6%	9.9%	10.0%	

Percentage of employees, by gender and by occupational category, who received a periodic performance and professional development assessment [GRI 404-3]

Percentage of employees	to 31.12.2021			to 31.12.2020		
	% Man	% Woman	% Total	% Man	% Woman	% Total
Executives	100%	100%	100%	100.00%	100.00%	100%
Middle managers	100%	100%	100%	100.00%	100.00%	100%
White Collar	55%	43%	48%	50.58%	41.57%	46%
Blue Collar	16%	32%	22%	19.41%	23.32%	21%
Total	51%	49%	50%	57%	50%	54%

Percentage of employees by occupational category, gender and age group [GRI 405-1]

Percentage of dependents	to 31.12.2021					to 31.12.2020				
	Man	Woman	<30	30-50	>50	Man	Woman	<30	30-50	>50
Executives	71%	29.4%	0%	26%	74%	74.2%	25.8%	0.0%	33.5%	66.5%
Middle managers	59%	41.2%	0.30%	52.13%	47.56%	58.2%	41.8%	0.3%	55.4%	44.2%
White Collar	45%	54.7%	10.58%	59.96%	29.45%	45.2%	54.8%	9.9%	62.8%	27.3%
Blue Collar	65%	35.2%	10.15%	45.82%	44.03%	66.5%	33.5%	10.1%	52.0%	38.0%
Total	52.7%	47.3%	8.07%	54.02%	37.91%	53.1%	46.9%	7.7%	57.8%	34.5%

Average ratio of basic salary and total remuneration of women and men for each occupational category [GRI 405-2]

Man/woman ratio	to 31.12.2021		to 31.12.2020	
	Basic salary	Total remuneration	Basic salary	Total remuneration
Executives	90%	88%	91%	90%
Middle managers	95%	93%	91%	91%
White Collar	80%	79%	81%	80%
Blue Collar	112%	113%	108%	109%
Total	82%	80%	81%	79%

Health & Safety^[12]

Number and percentage of workers covered by an occupational health and safety management system [GRI 403-8]

Employees	2021		2020	
	N. of employees	% employees	N. of employees	% employees
Number of all employees covered by an occupational health and safety management system	2,873	100%	2,828	100%
Number of all employees covered by an occupational health and safety management system that has been internally audited	2,706	100%	2,642	93%
Number of all employees covered by that system controlled or certified by an outside body	603	100%	697	25%

Non-employees contractors	2021		2020	
	N. of external workers	% external workers	N. of external workers	% external workers
Number of all workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by an occupational health and safety management system	145	100%	135	100%
Number of all workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by an occupational health and safety management system that has been internally audited	145	100%	135	100%
Number of all workers who are not employees but whose work and/or place of work is controlled by the organisation, who are covered by such a system that has been verified or certified by an outside body	115	100%	97	100%

[12] The consolidated scope for data relating to occupational health and safety refers to all production plants and research centers, specifically: Italy (Ceriano Laghetto, Colletterto Giacosa and Torviscosa), Switzerland (Geneva and Lausanne), Germany (Singen), China (Shanghai), the United States (Minneapolis and Monroe), Canada (Montréal) and Japan (Saitama). Furthermore, the most significant offices and locations were also considered: the Netherlands (Heerlen) Italy (Milan-HQ and Milan-CDI). The scope of data relating to external contractors refers to all production plants and research centres in Italy (Ceriano Laghetto, Colletterto Giacosa and Torviscosa) as well as in Germany and Japan.

Work-related injuries^[13] [GRI 403-9]

Employees	2021	2020
Number of recordable accidents at work	9	9
Number of accidents at work with serious consequences (excluding deaths)	0	0
Number of deaths following accidents at work	0	0
Hours worked	4,768,211	4,561,305
Multiplier	1,000,000	1,000,000
<i>rate of recordable accidents at work</i>	1.89	2.0
<i>rate of accidents at work with serious consequences</i>	0.0	0.0
<i>rate of deaths following accidents at work</i>	0.0	0.0

Non-employee contractors	2021	2020
Number of recordable accidents at work	1	3
Number of accidents at work with serious consequences (excluding deaths)	0	0
Number of deaths following accidents at work	0	0
Hours worked	245,367	248,657
Multiplier	1,000,000	1,000,000
<i>rate of recordable accidents at work</i>	4	12.1
<i>rate of accidents at work with serious consequences</i>	0.0	0.0
<i>rate of deaths following accidents at work</i>	0.0	0.0

[13] The accident ratio is calculated as the ratio between the number of accidents and hours worked by employees/external contractors, multiplied by 1,000,000 (Source: Sustainability Reporting Guidelines - version GRI Standards, Global Reporting Initiative). Recordable accidents at work are those accidents that entailed absence from work for more than three days, while accidents with serious consequences are accidents that entailed absence from work for more than six months.

Supply Chain^[14]

Number and percentage of suppliers by geographical area and product category^[15] [GRI 102-9]

Number of suppliers	2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
API	49	25	27	5	106
Industrial	459	456	317	115	1,347
Packaging	38	40	20	-	98
Total	546	521	364	120	1,551

Number of suppliers	2020				
	Italy	Rest of Europe	North America	Rest of the world	Total
API	51	29	30	5	115
Industrial	490	597	346	83	1,516
Packaging	38	30	21	-	89
Total	579	656	397	88	1,720

Percentage of suppliers	2021				
	Italy	Rest of Europe	North America	Rest of the world	Total
API	46.23%	23.58%	25.47%	4.72%	100.00%
Industrial	34.08%	33.85%	23.53%	8.54%	100.00%
Packaging	38.78%	40.82%	20.41%	0.00%	100.00%
Total	35.20%	33.59%	23.47%	7.74%	100.00%

Percentage of suppliers	2020				
	Italy	Rest of Europe	North America	Rest of the world	Total
API	44%	25%	26%	4%	100%
Industrial	32%	39%	23%	5%	100%
Packaging	43%	34%	24%	0%	100%
Total	34%	38%	23%	5%	100%

Proportion of expenditure to local suppliers by geographical area^[16] [GRI 204-1]

Proportion of expenditure	2021				2020			
	Italy	Rest of Europe	North America	Rest of the World	Italy	Rest of Europe	North America	Rest of the World
Local suppliers	69.03%	95.74%	88.33%	N/A	68.34%	85.71%	93.90%	N/A

[14] The consolidated scope for data concerning the supply chain refers to activities relating to the Bracco Imaging and Bracco Medical Technologies business units.

Environment^[17]

Materials^[18]

Total consumption of raw materials, in tons^[19] [301-1]

Consumption of raw materials	2021	2020
Production	73,513	71,388
Active Pharmaceutical Ingredients (API) Intermediates	15,732	15,199
Indirect for process ^[20]	56,479	54,891
Indirect for machines ^[21]	1,302	1,298
Packaging	8,202	8,041
<i>of which from renewable sources (paper)</i>	<i>2,678</i>	<i>2,625</i>

Consumption and recovery of solvents used in production processes, in tons

Consumption of solvents	2021	2020
Expected theoretical consumption of new solvents introduced into the system	42,491	41,621
Real consumption of new solvents introduced into the system	2,062	1,987
Annual savings in consumption of solvents used for the production process	40,429	39,634
% solvent recovery on the total consumption of indirect raw materials used for the process	72%	72%

Materials used that come from recycling, as a percentage [301-2]

Type of material	2021	2020
Glass	15%	15%
Paper	64%	64%

Recovered or reclaimed products and related packaging materials, as a percentage [301-3]

Type of material	2021	2020
90 litre API containers	60%	60%
60 litre API containers	60%	60%

[15] Due to the completion of the collection and calculation process, the data relating to the number of suppliers and consequently the percentage of suppliers by geographic area and product category in 2020 were restated compared to those published in the Bracco Group's Sustainability Report 2020. Please refer to the Sustainability Report 2020 published online for previously published data.

[16] Local suppliers refers to those suppliers located in the same geographic markets as those in which the Bracco Group operates. Due to the completion of the collection and calculation process, the data relating to proportion of expenditure by geographic area in 2020 were restated compared to those published in the Bracco Group's Sustainability Report 2020. Please refer to the Sustainability Report 2020 published online for previously published data.

[17] The consolidated scope for environmental information, if not specified otherwise, refers to all production plants and research centres, namely: Italy (Ceriano Laghetto, Collioretto Giacosa and Torviscosa), Switzerland (Geneva and Lausanne), Germany (Singen), China (Shanghai), the United States (Minneapolis and Monroe), Canada (Montréal) and Japan (Saitama). Furthermore, the most significant offices and locations were also considered: the Netherlands (Heerlen) and Italy (Milan-HQ and Milan-CDI).

[18] Data concerning the raw materials and solvents used and saved for the production process refer to the Ceriano Laghetto and Torviscosa (Italy) plants. Instead, data concerning the raw materials used for Packaging refer to all Bracco Group production sites.

[19] Due to the completion of the collection and calculation process, the data relating to total raw material consumption in tons in 2020 were restated compared to those published in the Bracco Group's Sustainability Report 2020. Please refer to the Sustainability Report 2020 published online for previously published data.

[20] Solvents, acids, bases and catalysers.

[21] Oils and other substances used for the operation of machinery

Energy and Emissions^[22]

Total energy consumption within the organisation by energy source, in GJ [GRI 302-1]

Energy Consumed	Units of measurement	2021	2020
Natural gas	GJ	343,449	587,961
Steam purchased	GJ	644,038	502,914 ^[23]
Electricity purchased	GJ	395,734	309,845
<i>of which purchased from renewable sources and covered by certificates of Guarantee of Origin</i>	<i>GJ</i>	<i>234,867</i>	<i>90,198</i>
Electricity self-produced from renewable sources (photovoltaic) and consumed internally	GJ	108	107
Diesel	GJ	7,500	6,381
LPG	GJ	0.7	0.9
Petrol	GJ	1,518 ^[24]	381
Total	GJ	1,392,240	1,407,483

Self-produced energy within the organisation for sources of energy production and energy sold, in GJ [GRI 302-1]

Self-produced energy and energy sold	Units of measurement	2021	2020
FROM NATURAL GAS			
Electrical energy	GJ	-	54,647
<i>Of which sold</i>	<i>GJ</i>	<i>-</i>	<i>41</i>
Steam	GJ	251,454	400,407
<i>Of which sold</i>	<i>GJ</i>	<i>6,718</i>	<i>6,736</i>
FROM RENEWABLE SOURCES			
Electrical energy	GJ	108	107
Total self-produced energy	GJ	251,562	455,161
<i>Of which sold</i>	<i>GJ</i>	<i>6,718</i>	<i>6,777</i>

[22] Lower heating value of natural gas equal to 0.034287GJ/smc, Lower heating value of diesel equal to 42.88 GJ/t, Lower heating value of automotive diesel equal to 42.82 GJ/t and Lower heating value of LPG equal to 46.13 GJ/t (source: NIR - Italian greenhouse gas inventory 1990-2017 National inventory report 2020). Average density of diesel fuel equal to 0.84 kg/l (source: FIRE: Guidelines for the appointment of the Energy Manager 2018 - version 2.1). Average passenger car diesel density of 1,348 l/t and average LPG density of 1,888 l/t (source: UK Government GHG Conversion Factors for Company Reporting - Conversion factors 2020).

[23] Due to the completion of the collection and calculation process, the data refers to steam purchased for 2020 for the Torviscosa production site and the related calculations for emissions were restated compared to those published in the Bracco Group's Sustainability Report 2020. The 2020 figure was refined based on the kWh accounting provided by the supplier, which considers the enthalpy to be that of the delivery point. Previously, the accounting of tons of steam delivered was estimated considering the enthalpy jump. Please refer to the Sustainability Report 2020 published online for previously published data.

[24] With a view to extending the scope of reporting, for the calculation of car fleet consumption, the 2021 data also take into account the car fleet of the Canadian site (which includes a total of 21 cars) as well as the Italian legal entities. For the Canada data, consumption was estimated based on kilometers driven for business purposes.

Number and consumption of company cars used within the organisation [GRI 302-1]

Car fleet ^[25]	Units of measurement	2021	2020
Cars used for business purposes	n.	73	56
Cars used for business and personal purposes	n.	166	154
Total Cars	n.	239	210
Total consumption for cars used for business purposes	GJ	2,103	1,212
Total consumption for cars used for business and personal purposes	GJ	6,552	5,062
Total consumption	GJ	8,655	6,275

Energy intensity for some production sites of the organisation, according to specific measurement metrics [GRI 302-3]

Energy intensity (sites of Colletterto Giacosa, Ceriano Laghetto and Torviscosa)	Units of measurement	2021	2020
Absolute energy consumption	GJ	1,417,393	1,116,998
Material produced	ton	5,454	5,290
Energy intensity	GJ/ton	260	211

Energy intensity (Eden Praire, Geneva and Saitama sites)	Units of measurement	2021	2020
Absolute energy consumption	GJ	38,326	22,776
Pieces produced	N. pcs	2,724,807	2,534,181
Energy intensity	GJ/pcs	0.01	0.01

Energy intensity (Singen and Shanghai sites)	Units of measurement	2021	2020
Absolute energy consumption	GJ	73,723	69,068
Injectable solution	Litres	2,198,434	2,388,892
Energy intensity	GJ/liter	0.03	0.03

Energy intensity (Montréal site)	Units of measurement	2021	2020
Absolute energy consumption	GJ	28,645	29,739
Barium sulphate	Kg	1,500,454	1,323,320
Energy intensity	GJ/Kg	0.2	0.02

[25] To calculate the consumption of the car fleet in 2021, exclusively the Italian legal entities and Bracco EZEM were taken into consideration.

Direct (Scope 1) and indirect (Scope 2, calculated according to the location-based and marketbased approach) greenhouse gas emissions in CO₂ equivalent [GRI 305-1, GRI 305-2]^[26]

GHG emissions	Units of measurement	2021	2020
Direct emissions (Scope 1)	tCO _{2eq}	21,033	71,947
<i>of which due to energy consumption</i>	tCO _{2eq}	20,233	35,274
<i>of which due to the car fleet</i>	tCO _{2eq}	800	597
<i>of which due to the use of APIs in production processes</i> ^[27]	tCO _{2eq}	-	36,076
Indirect emissions (Scope 2) - Location-based approach	tCO _{2eq}	59,968	44,532
Indirect emissions (Scope 2) - Market-based approach	tCO _{2eq}	51,340	49,454
Tot Scope 1 and Scope 2 (Location-based)	tCO_{2eq}	81,001	116,479
Tot Scope 1 and Scope 2 (Market-based)	tCO_{2eq}	72,373	121,401

Emissions of nitrogen oxides (NO_x), sulphur oxides (SO_x) and other significant pollutants into the atmosphere [GRI 305-7]^[28]

Nitrogen oxides (NOX), sulphur oxides (OSX) and other significant emissions	Units of measurement	2021	2020
Nox	Kg	6,125	11,379
Sox	Kg	79	41
Persistent organic pollutants (POPs)	Kg	0	0
Volatile organic compounds (VOCs)	Kg	500	482
Particulate matter (PM)	Kg	97	65
Vic	Kg	260	210
Co	Kg	127	452

[26] Source of emission coefficients for fossil fuel sources: DEFRA, UK Government - GHG Conversion Factors for Company Reporting 2021. The reporting standard used (GRI Sustainability Reporting Standards 2016) provides two different approaches for calculating Scope 2 emissions: "Location-based" and "Market-based." The "Location-based" approach involves using a national average emission factor related to the specific national energy mix for electricity generation (source of emission factors for Italy: ISPRA - National Inventory Report 2021; source of emission factors for other countries: TERNA, International Comparisons, 2019). The "Market-based" approach requires the use of an emission factor defined on a contractual basis with the electricity supplier, and that the purchase of renewable electricity with Certificates of Guarantee of Origin does not result in greenhouse gas emissions calculated according to this approach. It should be noted that electricity purchased from plants in: Montreal (Canada), Geneva (Switzerland), Collietto (Italy), Torviscosa (Italy), Marcinelle (Italy), CDI (Italy) and Singen (Germany) appears to be certified by 100% Guarantees of Origin. For all plants, given the absence of specific contractual agreements with electricity suppliers, emission factors related to national "residual mixes" (source of residual mixes: AIB - European Residual Mixes 2020 (Ver. 1.0, 2021-05-31)) were used where possible. For countries whose "residual mix is not available, national average emission factors relative to the specific national energy mix were used (TERNA, International Comparisons, 2019).

[27] Starting from 2020, with a view to continuous improvement of the reporting process, Bracco now reports GHG emissions relating to the APIs used in its pharmaceutical products. Being critical to the therapeutic effect, these APIs cannot be replaced by low-GWP alternatives. At the same time, Bracco is implementing pioneering engineering solutions to reduce related GHG emissions, managing to recover 232 kg of SF₆ as of November 2021. The amount not recovered during 2021 of 1,397 kg of SF₆ (equivalent to 32,820 t CO_{2eq}) has been voluntarily offset.

[28] Any significant changes in other emissions into the atmosphere are due to the calculation method: the verifications are performed according to the monitoring plan established by the control bodies, which requires an annual/half-yearly analysis of the average flow rates of the chimneys to be performed in the plant's heaviest operating conditions. The values thus obtained, expressed in mass flow rates, are multiplied by the plant's total annual hours of operation. The figure is therefore by its very nature indicative and may fluctuate from one year to another.

Waste

Waste produced by the organisation divided by type and method of disposal, in tons [GRI 306-2]

Waste	2021			2020		
	Hazardous	Non-Hazardous	Total	Hazardous	Non-Hazardous	Total
Recycling	806	1,717	2,523	841	1,935	2,776
Recovery	2	452	454	-	383	383
Incineration	1	2	3	1	-	1
Other ^[29]	1,078	4,874	5,952	1,049	5,574	6,623
Total	1,887	7,045	8,932	1,891	7,892	9,783

Water

Water withdrawals of the organisation divided according to the types of sources in all areas and areas of water stress [GRI 303-3]

Water withdrawal ^[30]	Units of measurement	2021		2020	
		All Areas	Areas of water stress	All Areas	Areas of water stress
Groundwater (total)	MI	14,232	0	14,595	0
Fresh water (≤1,000 mg/L total dissolved solids)	MI	14,232	0	14,595	0
Other waters (>1,000 mg/L total dissolved solids)	MI	0	0	0	0
Third-party water (total)	MI	1,366	13	1,222	11
Fresh water (≤1,000 mg/L total dissolved solids)	MI	1,366	13	1,222	11
Other waters (>1,000 mg/L total dissolved solids)	MI	0	0	0	0
Total	MI	15,597	13	15,816	11

[29] The category "Other" refers to waste managed by third-party entities to be sent for composting, energy recovery and to the landfill.

[30] To calculate water withdrawal, all plants of the Bracco Group were taken into consideration, with the exception of the Monroe (US) production sites.

Water discharges of the organisation divided according to the types of sources in all areas and areas of water stress [GRI 303-4]

Water discharge ^[31]	Units of measurement	2021		2020	
		All Areas	Areas of water stress	All Areas	Areas of water stress
Surface water (total)	MI	13,558	0	13,961	0
Fresh water (≤1,000 mg/L total dissolved solids)	MI	13,558	0	13,961	0
Other waters (>1,000 mg/L total dissolved solids)	MI	0	0	0	0
Groundwater (total)	MI	442	0	388	0
Fresh water (≤1,000 mg/L total dissolved solids)	MI	442	0	388	0
Other waters (>1,000 mg/L total dissolved solids)	MI	0	0	0	0
Third-party water (total)	MI	1,206	11	842	11
Fresh water (≤1,000 mg/L total dissolved solids)	MI	1,206	11	842	11
Other waters (>1,000 mg/L total dissolved solids)	MI	0	0	0	0
Total	MI	15,206	11	15,191	11

Total water consumption by the organisation in all areas and areas of water stress [GRI 303-5]

Water consumption ^[32]	Units of measurement	2021		2020	
		All Areas	Areas of water stress	All Areas	Areas of water stress
Total water consumption	MI	170	1	170	1

[31] To calculate water discharges, only the Ceriano Laghetto, Colletterto Giacosa, Marcinelle and Torviscosa (Italy), Geneva (the data from which were estimated based on the difference between water drawn and consumed), Shanghai (China), Saitama (Japan) and Singen (Germany) plants were taken into consideration.

[32] To calculate water consumption, only the Ceriano Laghetto, Colletterto Giacosa and Torviscosa (Italy), Singen (Germany), Geneva (Switzerland), Shanghai (China) and Saitama (Japan) plants were taken into consideration. Due to an extension of the reporting scope and the completion of the collection and calculation process, the data relating to 2020 relating to the production sites of Ceriano (Italy) and Geneva (Switzerland) relating to water discharge were restated compared to those published in the Bracco Group's 2020 Sustainability Report. For the data published previously, please refer to the 2020 Sustainability Report published online.

Governance and transparency

Members of the Board of Directors of the Parent Company Bracco S.p.A. by gender and age group [GRI 405-1]

BoD by gender	to 31.12.2021			to 31.12.2020		
	Man	Woman	Total	Man	Woman	Total
Total	5	4	9	5	4	9

BoD by age	to 31.12.2021				to 31.12.2020			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Total	-	-	9	9	-	-	9	9

Global Anti-corruption Program^[33]

Number of members of the Board of Directors of Bracco Imaging S.p.A. and ACIST Medical Systems (ACIST) to whom anti-corruption policies and procedures have been communicated [GRI 205-2]

Members of the Board of Directors	to 31.12.2021		to 31.12.2020	
	Bracco Imaging	ACIST	Bracco Imaging	ACIST
Members of the BoD	-	-	-	-
Members of the BoD who received communication on anti-corruption policies and procedures	-	-	-	-
% participation	-	-	-	-

Number of employees to whom anti-corruption policies and procedures have been communicated, by professional category and geographical area [GRI 205-2]

Number of employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	6	2	21	-	29
Middle managers	17	3	24	-	44
White Collar	19	6	219	-	244
Blue Collar	-	-	58	-	58
Total	42	11	322	-	375

Number of employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	4	4	30	-	38
Middle managers	13	18	28	-	59
White Collar	19	100	220	-	339
Blue Collar	4	23	54	-	81
Total	40	145	332	-	517

[33] The data refer to the company Bracco Imaging S.p.A., which is the parent company of the Italian and foreign companies operating in the imaging sector and ACIST Medical Systems.

Number of members of the Board of Directors of Bracco Imaging S.p.A. who have received training on anti-corruption policies and procedures [GRI 205-2]

Members of the Board of Directors	to 31.12.2021		to 31.12.2020	
	Bracco Imaging	ACIST	Bracco Imaging	ACIST
Members of the BoD	-	-	-	-
Members of the BoD who received communication on anti-corruption policies and procedures	-	-	-	-
% participation	-	-	-	-

Number of employees who received training on anti-corruption policies and procedures, by occupational category and geographical area [GRI 205-2]

Number of employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	6	2	21	-	29
Middle managers	17	3	24	-	44
White Collar	19	6	219	-	244
Blue Collar	-	-	58	-	58
Total	42	11	322	-	375

Number of employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	4	2	17	-	23
Middle managers	13	10	7	-	30
White Collar	19	51	42	-	112
Blue Collar	4	11	-	-	15
Total	40	74	66	-	180

Global Anti-Trust Program^[34]

Number of employees who have received training on antitrust policies and procedures, by occupational category and geographical area [GRI 205-2]

Number of employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	5	7	2	1	15
Middle managers	17	33	3	5	58
White Collar	19	27	30	15	91
Blue Collar	-	3	-	-	3
Total	41	70	35	21	167

Number of employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	5	3	15	7	30
Middle managers	12	3	6	64	85
White Collar	14	4	48	266	332
Blue Collar	4	-	-	23	27
Total	35	10	69	360	474

[34] The data refer to the company Bracco Imaging S.p.A., which is the parent company of the Italian and foreign companies operating in the imaging sector and ACIST Medical Systems.

Model 231 and Code of Ethics

Number of members of the Board of Directors of the Parent Company Bracco S.p.A. to whom the policies and procedures on Model 231 and the Code of Ethics were communicated [GRI 205-2]

Members of the Board of Directors of the Parent Company	to 31.12.2021	to 31.12.2020
	Italy	Italy
Members of the BoD	-	9
Members of the BoD who have received the communication	-	9
% participation	-	100.00%

Number of employees of the Parent Company Bracco S.p.A. to whom the policies and procedures on Model 231 and the Code of Ethics have been communicated [GRI 205-2]

Employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	63	47	87	19	216
Middle managers	240	175	98	125	638
White Collar	360	408	619	369	1,756
Blue Collar	271	197	119	27	614
Total	934	827	923	540	3,224

Employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	67	42	81	19	209
Middle managers	236	169	93	126	624
White Collar	733	403	596	356	2,088
Blue Collar	274	214	138	40	666
Total	1,310	828	908	541	3,587

Number of members of the Board of Directors of the Parent Company Bracco S.p.A. who have received training on the Policies and Procedures on Model 231 and the Code of Ethics [GRI 205-2]

Members of the Board of Directors of the Parent Company	to 31.12.2021	to 31.12.2020
	Italy	Italy
Members of the BoD	-	9
Members of the BoD who have received the communication	-	9
% participation	-	100.00%

Number of employees of the Parent Company Bracco S.p.A. who have received training on Policies and Procedures on Model 231 and Code of Ethics^[35] [GRI 205-2]

Employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	63	47	87	19	216
Middle managers	240	175	98	125	638
White Collar	360	408	619	369	1,756
Blue Collar	271	197	119	27	614
Total	934	827	923	540	3,224

Employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	5	4	23	-	32
Middle managers	6	8	26	-	40
White Collar	63	50	202	1	316
Blue Collar	19	10	48	-	77
Total	93	72	299	1	465

[35] During 2021, training hours on Model 231 and Code of Ethics policies and procedures increased as courses were delivered to more than 90 percent of the corporate population of the entire Bracco Group worldwide.

Privacy

Number of employees who have received privacy training^[36]

Employees	to 31.12.2021				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	7	6	7	-	20
Middle managers	19	7	3	-	29
White Collar	30	19	40	-	89
Blue Collar	16	-	-	-	16
Total	72	32	50	-	154

Employees	to 31.12.2020				
	Italy	Rest of Europe	North America	Rest of the World	Total
Executives	16	12	18	4	50
Middle managers	27	48	20	10	105
White Collar	39	42	50	10	141
Blue Collar	15	3	1	-	19
Total	97	105	89	24	315

[36] During 2021, privacy training hours were reduced as courses are not repeated on an annual basis. Training for 2021 is mainly for new hires or companies that were not reached in the previous period.

Material Topics

BUSINESS ETHICS	
Topic	Description
Transparency and Responsible Business	Fight against active and passive corruption and ethical and transparent conduct of business activities, with particular reference to the adoption of: ethical principles, guidelines and international standards in the definition of codes of conduct and norms of conduct, Organisation Model, Management and Control 231, Code of Ethics, principles and Codes of conduct.
Governance and ESG Strategy	Integration of sustainability into the Group's strategy and business management through a governance system that also takes ESG issues into account to ensure management of business activities that considers the totality of social, environmental and economic aspects that may affect the Group's activities and on which the Group itself impacts.
Data Protection	Diligence and professionalism in the management of personal and sensitive data to ensure their security and maintain their confidentiality. Continuous investments in tools and technologies for the privacy of personal data, also in line with the regulations in force in the countries in which the Group operates (e.g. GDPR).
Digital Innovation and Emerging Technologies	Promotion of a growth strategy based on digital innovation, in order to anticipate new trends and be competitive in the market, enhancing and strengthening the offer through digital processes that stimulate a continuous evolution and quality of services provided in a responsible manner.
Bioethics and Transparency in Clinical Trials	Transparent conduct in compliance with regulations regarding ethical issues related to the use of new technologies and products in clinical trials to ensure patient safety and awareness.
Responsible Supply Chain Management	Adoption of initiatives, policies and practices for a responsible management of procurement processes, including qualification process, selection, and supplier assessment/audit activities (e.g. use of a portal for selection, audit and inspection activities, requirement of specific certifications). It also protects human rights in business activities along the value chain.

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

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

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

SOCIAL RESPONSIBILITY	
Topic	Description
Community involvement and support	Development and promotion of social, educational and cultural initiatives, international cooperation projects and pro-bono solidarity activities with particular attention to the communities and the territory in which the Group operates.
Promotion of the culture of health	Initiatives to promote access to medicines, health care and education, health technologies and services in order to prevent the outbreak and progression of disease.

GRI Content Index

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

Material topics	GRI Standards	Scope of material topics	Involvement of the organisation in impacts
Transparency and responsible business	GRI 205 Anti-corruption	Bracco Group	Direct involvement
Governance and ESG strategy	n/a	Bracco Group	Direct involvement
Data protection	GRI 418 Consumer privacy	Bracco Group; Patients	Direct and indirect involvement
Digital innovation and emerging technologies	n/a	Bracco Group; Business Partners; Universities and research centres; Medical professionals; Healthcare organisations and diagnostics centres	Direct involvement and connected with its activities
Bioethics and transparency in clinical trials	n/a	Bracco Group	Direct involvement
Responsible supply chain management	GRI 204 Procurement practices GRI 308 Supplier environmental assessment	Bracco Group; Suppliers; Business Partners	Direct involvement and connected with its activities
Worker health and safety	GRI 403 Occupational health and safety	Bracco Group; Employees	Direct involvement
Diversity and equal opportunity	GRI 405 Diversity and equal opportunity GRI 406 Non-discrimination	Bracco Group; Employees	Direct involvement
Welfare and wellbeing	GRI 401 Employment	Bracco Group; Employees	Direct involvement
Attraction, management and development of human resources	GRI 102 General disclosure GRI 401 Employment GRI 404 Training and education	Bracco Group; Employees	Direct involvement

Material topics	GRI Standards	Scope of material topics	Involvement of the organisation in impacts
Products and services quality	n/a	Bracco Group; Business Partners; Patients; Healthcare organisations and diagnostics centres; Patients	Direct and indirect involvement
Patient health and safety	GRI 416 Customer health and safety	Bracco Group; Medical professionals; Healthcare organisations and diagnostics centres; Patients	Direct and indirect involvement and connected with its activities
Research & Development and Intellectual property	n/a	Bracco Group	Direct involvement
Climate Change Mitigation and Adaptation	GRI 302 Energy GRI 305 Emissions	Production sites and research centres	Direct involvement
Water resource management	GRI 303 Water and effluents	Production sites and research centres	Direct involvement
Monitoring and reduction of waste and discards	GRI 303 Water and effluents GRI 306 Waste	Production sites and research centres	Direct involvement
Circular Economy and innovative sustainable solutions	GRI 301 Materials	Bracco Group; Production sites and research centres	Direct involvement
Environmental protection and safety	n/a	Production sites and research centres	Direct involvement
Community involvement and support	GRI 413 Local communities	Bracco Group; Local communities	Direct involvement
Promotion of the culture of health	n/a	Bracco Group; Local communities	Direct involvement

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

Indicator	Page	Notes
GRI 102: GENERAL DISCLOSURES (2016)		
Profile of the Organisation		
102-1	Name of the Organisation	Pag. 4
102-2	Activities, brands, products, and services	Pag. 31-32
102-3	Location of headquarters	Headquarter Via Caduti di Marcinelle 13, 20134 Milan
102-4	Location of operations	Pag. 29-30
102-5	Ownership and legal form	Pag. 4; 39-40
102-6	Markets served	Pag. 29-30
102-7	Scale of the organisation	Pag. 27-30
102-8	Information on employees and other workers	Pag. 131-150
102-9	Supply chain	Pag. 127-130; 131-150
102-10	Significant changes to the organisation and its supply chain	Pag. 4
102-11	Precautionary Principle or approach	Pag. 41-48
102-12	External initiatives	Pag. 58
102-13	Membership of associations	Pag. 58
Strategy		
102-14	Statement from senior decision-maker	Pag. 0
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Pag. 45-52
Governance		
102-18	Governance structure	Pag. 39-40
Stakeholder engagement		
102-40	List of stakeholder groups	Pag. 34
102-41	Collective bargaining agreements	Pag. 72-80; 131-134
102-42	Identifying and selecting stakeholders	Pag. 10-12
102-43	Approach to stakeholder engagement	Pag. 10-12
102-44	Key topics and concerns raised	Pag. 11-12

Indicator		Page	Notes
GRI 102: GENERAL DISCLOSURES (2016)			
Reporting practice			
102-45	Entities included in the consolidated financial statements	Pag. 4	
102-46	Defining report content and topic Boundaries	Pag. 154-162	
102-47	List of material topics	Pag. 11-12	
102-48	Restatements of information	Pag. 4	
102-49	Changes in reporting	Pag. 4	
102-50	Reporting period	Pag. 4	
102-51	Date of most recent report	Pag. 4	
102-52	Reporting cycle	Pag. 4	
102-53	Contact point for questions regarding the report	Pag. 4	
102-54	Claims of reporting in accordance with the GRI Standards	Pag. 4	
102-55	GRI content index	Pag. 154-162	
102-56	External assurance	-	
TOPIC-SPECIFIC STANDARDS			
GRI 200: ECONOMIC SERIES (2016)			
Material aspect: Procurement practices			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 127-130; 154-155	
103-2	The management approach and its components	Pag. 127-130	
103-3	Evaluation of management approach	Pag. 127-130	
GRI-204: Procurement practices (2016)			
204-1	Proportion of spending on local suppliers	Pag. 129-130; 137	

Indicator		Page	Notes
Material aspect: Anti-corruption			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 45-48; 154-155	
103-2	The management approach and its components	Pag. 45-48	
103-3	Evaluation of management approach	Pag. 45-48	
GRI-205: Anti-corruption (2016)			
205-1	Operations assessed for risks related to corruption	Pag. 46-47	
205-2	Communication and training about anti-corruption policies and procedures	Pag. 46-47; 144-149	
GRI-205: Anti-corruption (2016)			
205-3	Confirmed incidents of corruption and actions taken		In 2021, the Group did not record any confirmed incidents of corruption.
GRI 300: ENVIRONMENTAL SERIES (2016)			
Material aspect: Materials			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 124; 154-155	
103-2	The management approach and its components	Pag. 124	
103-3	Evaluation of management approach	Pag. 124	
GRI-301: Materials (2016)			
301-1	Materials used by weight or volume	Pag. 124; 138	
301-2	Recycled input materials used	Pag. 138	
301-3	Reclaimed products and their packaging materials	Pag. 138	
Material aspect: Energy			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 113-117; 139-141; 154-155	
103-2	The management approach and its components	Pag. 113; 117	
103-3	Evaluation of management approach	Pag. 113-117	
GRI-302: Energy (2016)			
302-1	Energy consumed within the organisation	Pag. 139-141	
302-3	Energy intensity	Pag. 139-141	

Indicator		Page	Notes
Material aspect: Water			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 118; 142-143; 154-155	
103-2	The management approach and its components	Pag. 118	
103-3	Evaluation of management approach	Pag. 118	
GRI-303: Water and effluents (2018)			
303-1	Interactions with water as a shared resource	Pag. 118	
303-2	Management of water discharge-related impacts	Pag. 118	
303-3	Water withdrawal	Pag. 142	
303-4	Water discharge	Pag. 143	
303-5	Water consumption	Pag. 143	
Material aspect: Emissions			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 107-117; 141; 154-155	
103-2	The management approach and its components	Pag. 107-117	
103-3	Evaluation of management approach	Pag. 107-117	
GRI-305: Emissions (2016)			
305-1	Direct (Scope 1) GHG emissions	Pag. 141	
305-2	Energy indirect (Scope 2) GHG emissions	Pag. 141	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Pag. 141	
Material aspect: Effluents and waste			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 118; 120; 142; 154-155	
103-2	The management approach and its components	Pag. 118; 120	
103-3	Evaluation of management approach	Pag. 118; 120	
GRI-306: Waste (2020)			
306-1	Waste generation and significant waste-related impacts	-	
306-2	Management of significant waste-related impacts	Pag. 142	
306-3	Waste generated	-	

Indicator		Page	Notes
Supplier environmental assessment			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 129; 154-155	
103-2	The management approach and its components	Pag. 129	
103-3	Evaluation of management approach	Pag. 129	
GRI-308: Supplier environmental assessment (2016)			
308-1	New suppliers that were screened using environmental criteria	Pag. 129	
GRI 400: SOCIAL SERIES (2016)			
Material aspect: Employment			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 72-80; 154-155	
103-2	The management approach and its components	Pag. 72-80	
103-3	Evaluation of management approach	Pag. 72-80	
GRI-401: Employment (2016)			
401-1	New employee hires and employee turnover	Pag. 80; 131-134	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pag. 72-79	

Indicator		Page	Notes
Material aspect: Occupational health and safety			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 72-80; 154-155	
103-2	The management approach and its components	Pag. 72-80	
103-3	Evaluation of management approach	Pag. 72-80	
GRI-403: Occupational Health and Safety (2018)			
403-1	Occupational health and safety management system	Pag. 72	
403-2	Hazard identification, risk assessment, and incident investigation	Pag. 72-80	
403-3	Occupational health services	Pag. 72-80	
403-4	Worker participation, consultation, and communication on occupational health and safety	Pag. 72-80	
403-5	Worker training on occupational health and safety	Pag. 77-78	
403-6	Promotion of worker health	Pag. 72-80	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pag. 72-80	
403-8	Workers covered by an occupational health and safety management system	Pag. 135	
403-9	Work-related injuries	Pag. 136	
Material aspect: Training and education			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 78-79; 154-155	
103-2	The management approach and its components	Pag. 78-79	
103-3	Evaluation of management approach	Pag. 78-79	
GRI-404: Training and education (2016)			
404-3	Percentage of employees receiving regular performance and career development reviews	Pag. 133	

Indicator		Page	Notes
Material aspect: Diversity and equal opportunities			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 74-76; 154-155	
103-2	The management approach and its components	Pag. 74-76	
103-3	Evaluation of management approach	Pag. 74-76	
GRI-405: Diversity and equal opportunity (2016)			
405-1	Diversity of governance bodies and employees	Pag. 72-76; 134	
405-2	Ratio of basic salary and remuneration of women to men	Pag. 134	
Material aspect: Non-discrimination			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 11-12; 74-76; 154-155	Refer to Reading Guide (pag. 4)
103-2	The management approach and its components	Pag. 74-76	
103-3	Evaluation of management approach	Pag. 74-76	
GRI 406: Non-discrimination (2016)			
406-1	Incidents of discrimination and corrective actions taken		During the reporting period, there were no incidents of discrimination
Material aspect: Local communities			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 82-84; 154-155	
103-2	The management approach and its components	Pag. 82-84	
103-3	Evaluation of management approach	Pag. 82-84	
GRI-413: Local Communities (2016)			
413-1	Operations with local community engagement, impact assessments, and development programmes	Pag. 82-84	

Indicator		Page	Notes
Material aspect: Customer health and safety			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 63-66; 96-98; 154-155	
103-2	The management approach and its components	Pag. 63-66; 96-98	
103-3	Evaluation of management approach	Pag. 63-66; 96-98	
GRI-416: Customer Health and Safety (2016)			
416-1	Assessment of the health and safety impacts of product and service categories	Pag. 63-66	
Material aspect: Customer Privacy			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 54-56; 102-104; 154-155	
103-2	The management approach and its components	Pag. 54-56; 102-104	
103-3	Evaluation of management approach	Pag. 54-56; 102-104	
GRI-418: Customer Privacy (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		In 2021, the Group recorded no cases of breaches of customer privacy and losses of customer data.
Material aspect: Digital innovation			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 88; 102-104; 154-155	
103-2	The management approach and its components	Pag. 88; 102-104	
103-3	Evaluation of management approach	Pag. 88; 102-104	

Indicator		Page	Notes
Material aspect: Bioethics and transparency in clinical trials			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 50-52; 154-155	
103-2	The management approach and its components	Pag. 50-52	
103-3	Evaluation of management approach	Pag. 50-52	
Material aspect: Environmental protection and safety			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 107-118; 154-155	
103-2	The management approach and its components	Pag. 107-118	
103-3	Evaluation of management approach	Pag. 107-118	
Material aspect: Research and development and intellectual property			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 50-52; 88-104; 154-155	
103-2	The management approach and its components	Pag. 50-52; 88-104	
103-3	Evaluation of management approach	Pag. 50-52; 88-104	
Material aspect: Product and service quality			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 96-98; 154-155	
103-2	The management approach and its components	Pag. 96-98	
103-3	Evaluation of management approach	Pag. 96-98	
Material aspect: Promotion of the culture of health			
GRI-103: Management approach (2016)			
103-1	Explanation of the material topic and its Boundary	Pag. 4; 11-12; 68-70; 77-79; 154-155	
103-2	The management approach and its components	Pag. 68-70; 77-79	
103-3	Evaluation of management approach	Pag. 68-70; 77-79	

**TAKING CARE AT EVERY STEP
SUSTAINABILITY REPORT 2021
BRACCO GROUP**

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