

Bracco Sustainability Report

2024

Sustainability at the core of our **growth**



Reading Guide

The Bracco Group has chosen to release this voluntary Sustainability Report to outline and share the economic, social, and environmental impacts of its activities over the year 2024. The information was gathered from the main organizational areas of the Group worldwide, coordinated and overseen by the Corporate Social Responsibility function.

Bracco S.p.A has reported in accordance with the 'GRI Sustainability Reporting Standards' as published by the GRI (Global Reporting Initiative) for its 2024 report, covering the period from January 1st to December 31st 2024.

For ease of reference, the appendix contains a 'GRI Content Index' that illustrates the reported GRI indicators and provides clear links to the document's contents. In addition to adhering to the GRI framework, we have initiated the integration of the European Sustainability Reporting Standards (ESRS) to enhance transparency and ensure compliance with evolving regulatory requirements.

The Sustainability Report is prepared on an annual basis; however, its preparation and publication timeline do not coincide with the financial reporting process. For the purposes of this document, "Bracco" or "Bracco Group" (hereinafter referred to as the "Group") denotes the Parent Company Bracco S.p.A. (or the "Company") and all its subsidiaries as of December 31st 2024.

Performance indicators, unless otherwise stated:

- cover the entire Bracco Group at a global level
- refer to the reporting period from January 1st to December 31st 2024

The Scope of economic data aligns with that of the Bracco Group's Consolidated Financial Statements 2024. The Scope of social and environmental data includes the companies within the Bracco Group as of December 31st, 2024. It should be noted that, while maintaining continuity with previous reports for accurate comprehension of the Company's activities, the environmental data and information Scope primarily covers the Group's production plants, whilst other locations were considered irrelevant for the purpose of this report.

To evaluate activity trends, when relevant and available, the indicators are presented in comparison to the previous year. Directly measurable quantities have been incorporated to minimize reliance on estimates. The Sustainability Committee and other Bracco governing bodies have been informed.

Where estimates are unavoidable, they are 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.

For any further information you can contact us at:

csr@bracco.com

→ www.bracco.com/sustainability



Letter to our Stakeholders

Our purpose is to improve **people's lives** by shaping the **future of prevention and precision imaging**. For close to a century, we have pursued that by putting our solutions, values and expertise at the service of patients and healthcare professionals. Achieving this purpose also means caring for the **health of our planet**. That's why sustainability is not a side effort - it's at the heart of our **growth strategy**.

The future of **healthcare** is full of promise, yet securing that future sustainably is a complex challenge - for the whole sector. The evolution of healthcare has been a story of **immense progress** - progress that has given millions of people the chance to live longer, healthier, and more dignified lives. As a pharmaceutical company, our responsibility is to continue delivering this benefit in the most sustainable way possible.

Environmentally, healthcare carries a significant **carbon footprint** which all players have a responsibility to reduce. And we need to keep medicines and clinical substances out of water and ecosystems.

Economically, we need to tackle rising healthcare costs associated with **aging** societies, growth in **chronic diseases**, and the **price** of new drugs and treatments. If we don't, health spending could outstrip economic growth and government spending up to 2040¹. We also need to invest in the growth and renewal of the health workforce (Europe is training doctors at half the rate to meet future health needs and a quarter of the rate needed for nurses²).

How do we tackle these issues?

Our starting point at Bracco is our own operations. As a Life Sciences company, we are part of a hard-to-abate industry, but we've set a clear goal to be carbon neutral in our own operations by 2030.

We are actively investing in **renewable energy generation, energy efficiency and optimisation of our processes**. 25% of our energy needs in Italy (home to two of our largest production plants globally) are now covered by solar energy and we are bringing online projects to replace natural gas with biomethane.

We've also succeeded in **reducing volatile organic compound emissions** by 64% over the past five years through investments in green chemistry to improve air quality around our production sites. And we are making significant **progress** in reducing waste by designing our products differently and **reusing, recycling and recovering resources**. In 2024 we sent 36% less waste to landfill than 2023.

We also know that we have huge potential to drive positive impact on sustainability for our partners and customers through our solutions and through value chain collaboration.

In 2024, we put in place a collaboration with Dutch water technology company, Zereau, to pilot a new approach to **recovering iodine waste** by working with hospital partners to capture iodine from patient urine and prevent it from entering wastewater.



We reached 13,000 radiologists and ultrasound healthcare professionals with **educational activities and support**. And we're working with radiology societies to contribute to the **growth and renewal of the global corpus of health professionals** (35% of trainees we sponsored in 2024 were below 35 years of age).

We're also designing our solutions to **help customers save time**, be more efficient, deliver

a better patient experience and reduce their environmental footprint. For example, for certain forms of cancer diagnostics, contrast-enhanced ultrasound can serve as an alternative to MRI and CT scans, **avoiding the need for radiation exposure** for patients, **speeding up patient services, freeing up scarce capacity, and using vastly less energy**. Likewise, we're also using **AI to enhance MRI** scans and **boost confidence in diagnosis**, helping **avoid the need for repeat scans, enabling a better**

patient experience. None of this is possible without a deep level of **trust** between Bracco and our partners and customers.

We dedicate this report to our stakeholders—not only as an account of our progress, but also as an invitation to deepen our collaboration in building a sustainable future for healthcare.

A final word on responsibility. At Bracco, being a family-owned company also means taking care of people, the planet, and future generations. We've long embraced what is now called **corporate social responsibility**, guided by strong values and a commitment to act with integrity.

Today, this sense of responsibility continues to shape how we grow and contribute to a more sustainable future.

Diana Bracco
President and CEO
Bracco Group

Fulvio Renoldi Bracco
Vice President and CEO
Bracco Imaging

¹ OECD (2024), *Fiscal Sustainability of Health Systems: How to Finance More Resilient Health Systems When Money Is Tight?*, OECD Publishing, Paris, <https://doi.org/10.1787/880f3195-en>.

² BERNINI, A., ICARDI, R., NATALE, F. and NEDEE, A., Healthcare workforce demand and supply in the EU27, Publications Office of the European Union, Ispra, 2024, doi:10.2760/1683259, JRC139503.

Bracco at a Glance

Who we are

1927
Year of foundation

~4,000
Employees

€2.0 BN
Consolidated revenues

11
Research and Innovation centres worldwide

9
Production plants worldwide

45%
of executive leadership positions filled by women by 2030*. 33% of executive positions are currently female

48% WIR
Women Inventor Rate for Italian and Swiss R&D centers, measuring the proportion of inventors who are women listed in patent applications filed in 2024

Key sustainability targets and progress

Carbon neutral
operations by 2030: on track

Minimize waste
across our value chain: 35.8% decrease in quantity of waste sent to landfill compared to 2023

100,000 HCPs
reached through educational activities in 2024

29
average hours of training per employee in 2024

51% CO₂ minimum reduction
in Scope 1 and 2 emissions by 2030. Actions approved or implemented as of 2024 amount to a 70% reduction in Scope 1 and 2 emissions (75 kt CO₂e) compared to 2014 baseline

2024 Recognitions

EcoVadis Gold Medal
in 2024, we were once again recognized among the top 5% of companies certified by EcoVadis

Top Employer 2024
Italy and China

80%
of suppliers assessed on their ESG performance
New system set up in 2025 (first update in 2026)

Innovation Award JFR 2024
for development of an innovative gadolinium-based contrast agent (gadopiclenol)

→ [Discover more](#)

Federchimica Annual Responsible Care 2024 Award
facility award for Ceriano Laghetto for advancing sustainability and reducing CO₂ emissions

Recognised by Italian Patent and Trademark Office
in 2023 as a National Historic Brand

We support **United Nations Global Compact**

Product spotlight on sustainability

Gadopiclenol
enables a 50% lower gadolinium dose compared to recommended dose of other Gadolinium-Based Contrast Agents used in magnetic resonance imaging

Contrast-enhanced Ultra Sound
provides faster, lower-cost imaging for focal liver lesions with as little as 7% of the annual energy use of CT and 1.5% of MRI scanning

Multidetector CT online
iomprol protocol can reduce contrast volume administered by 15% and radiation dose by 11% for patients, decrease iodine waste by 73-100% and decrease plastic consumable waste by up to 93%

AiMIFY
uses AI-powered software to enhance magnetic resonance imaging of the brain to increase confidence in diagnosis and avoid repeat scans

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Trust & Governance

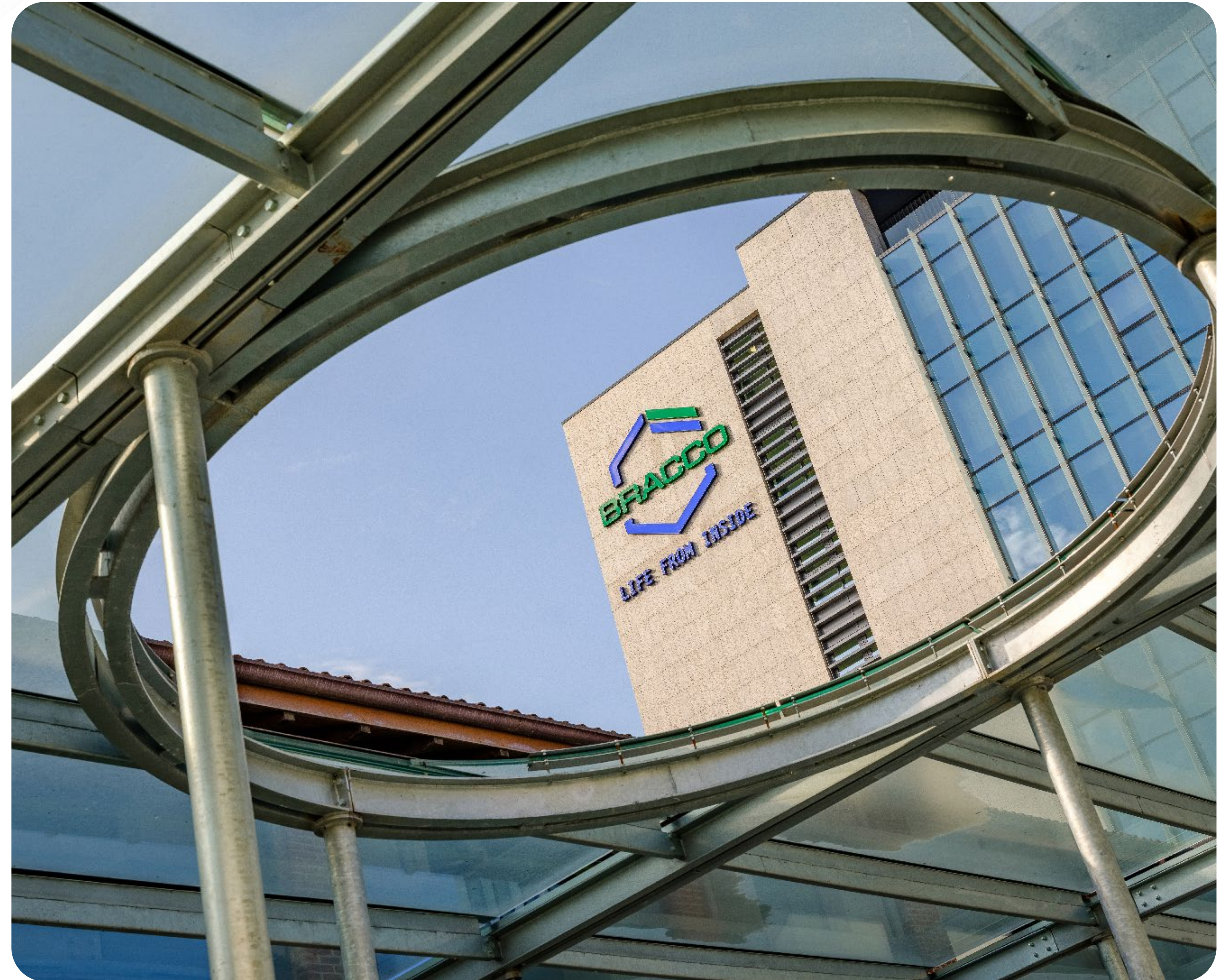
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This is Bracco

Putting sustainability at the core of our growth

- Our Business and Sustainability
- An Evolving Future
- How we Govern for Sustainability



Our Business and Sustainability

- Our Purpose
- What We Do
- Our Global Reach
- Business Growth and Sustainability



Our Purpose

We are a family-owned company and a world leader in diagnostic imaging. We have been active for almost a century.

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

We aim to provide the healthcare industry with the tools it needs to deliver successful clinical outcomes and to push the boundaries of healthcare and health diagnostics, while protecting the integrity of natural systems.

We invest in research and development to advance contrast imaging; we work to spread knowledge, best practice and learning within the healthcare community; and we act with integrity in all our relationships with stakeholders.

We believe that a healthy planet and society provide the foundations for healthy individuals and that sustainability is not just a responsibility, but a generator of value. We seek to embed sustainability in all our daily operations and integrate responsible practices throughout our value chain.



What We Do

We specialize in innovative diagnostic imaging solutions that meet the clinical needs of today's healthcare professionals. We offer a comprehensive range of evidence-based imaging agents, procedures, and devices designed to elevate diagnostic imaging practices and protocols.

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

Our contrast media solutions are distributed to patients in over 100 countries through our network and we have operational presence across North America, China, Europe, and Japan (see map below). We manage a global supply chain that ensures efficient production, distribution, and logistics, minimizing environmental impact without compromising the highest quality standards.

Our daily efforts are directed towards studying and refining advanced and sustainable techniques and solutions in diagnostic imaging, with the goal of advancing science and prevention. Our business is structured around three key areas: Imaging Agents; Medical Technologies; and Health Services.

Imaging agents

Our Imaging Agents business includes the research, development, production, and marketing of contrast media and solutions designed to enhance the effectiveness of diagnostic imaging, ensure patient safety, and optimize cost efficiency. We aim to continually improve and innovate our product portfolio through research in order to serve as a global leader in primary diagnostic imaging modalities:

- **X-ray/Computed Tomography (CT):** We provide advanced technology and high patient throughput. CT plays a crucial role in delivering efficient, high-quality care.
- **Magnetic Resonance Imaging (MRI):** Our MRI clinical application solutions enable magnetic resonance professionals to provide patients with a scanning experience that prioritizes stability, safety, and efficacy.
- **Ultrasound:** Ultrasound is a safe and accessible imaging service that provides real-time insights to support accurate diagnoses and personalised patient care. The integration of advanced contrast agents and evolving technology enables enhancement of diagnostic precision, offering a reliable and flexible alternative for a wide range of medical needs.
- **Molecular Imaging:** A type of imaging that enables physicians to monitor the distribution, uptake, and excretion of tracers and utilise the data to visualize physiological processes, enabling diagnosis and treatment of diseases.

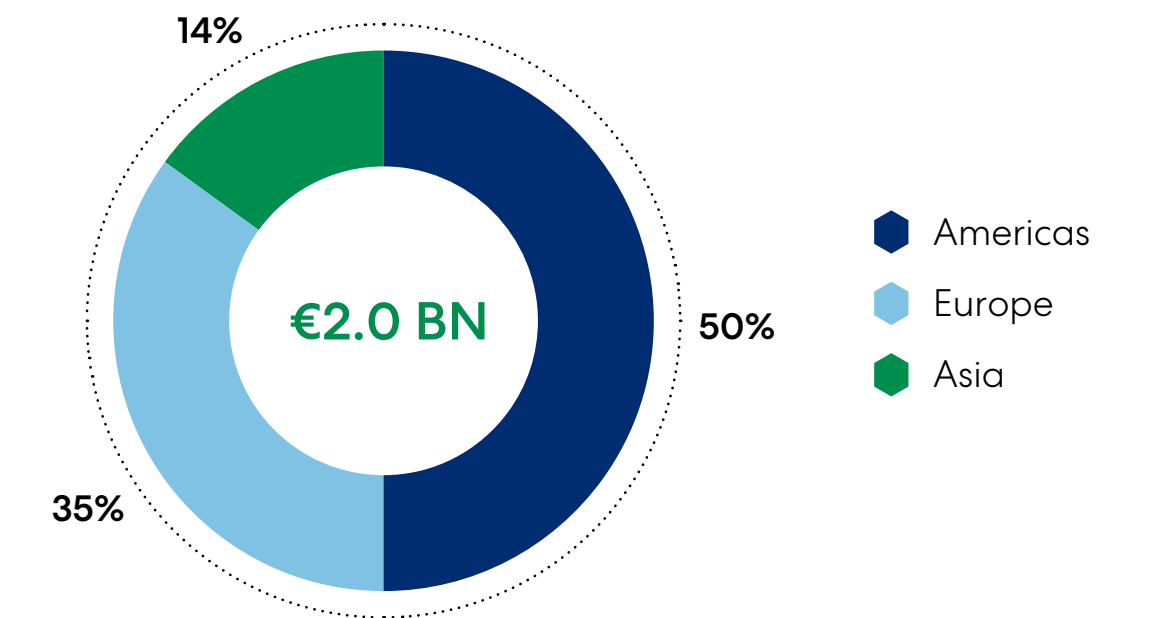
Medical technologies

Bracco Medical Technologies offers advanced systems designed for the administration of contrast media in cardiovascular angiography and radiology. It also provides software solutions to support decision-making processes and monitors radiation doses. These technologies ensure efficiency and control while streamlining medical procedures. separately.

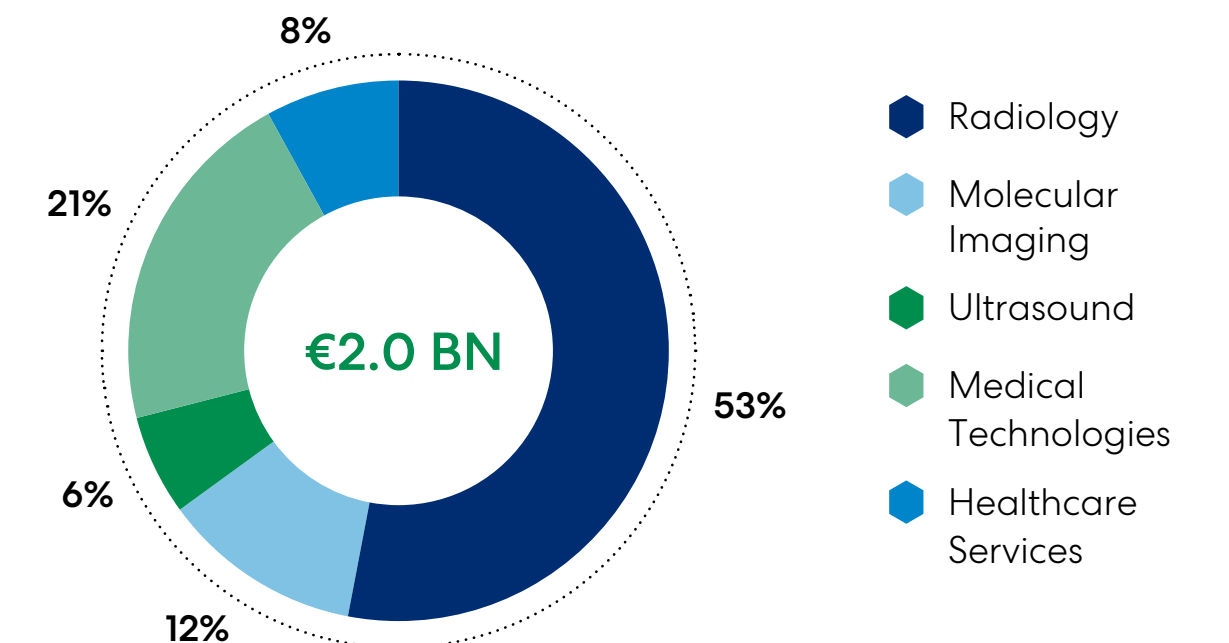
Healthcare services

Centro Diagnostico Italiano (CDI) is a company operating as an accredited, private health provider in Italy. It offers diagnostic services, surgery, outpatient consultations, laboratory tests, and genetic medicine services. It provides services to private patients covered by insurance funds as well as National Health Services (SSN). CDI serves over 600,000 patients annually and has a staff of over 2,000 people, including specialist doctors, healthcare technicians, nurses, and administrative employees. A detailed report on its services and practices is available separately.

Turnover by area



Revenues by product



Our Global Reach



Legend

- R&D — 8 Centres
- 3 Laboratories
- 9 Production Sites
- 1 Headquarters

Business Growth and Sustainability

Our growth priorities

As a global leader in diagnostic and precision imaging we have a key role to play in enabling our partners and customers to deliver the best possible outcomes for patients. Our business priorities outline how we do that in a way that builds and strengthens our unique capabilities and make best use of our efforts and resources to generate value for our business and our stakeholders:

- **Strengthen portfolio leadership**
- **Expand growth platforms**
- **Implement Bracco People Way**
- **Deliver growth and profitability**

Sustainability as an enabler of our growth

Sustainability is fundamental to how we deliver on our purpose to improve people's lives. We have a broad conception of sustainability that encompasses four mutually reinforcing commitments that support our mission and our growth priorities.

- **Environmental sustainability:** we commit to reducing our environmental footprint while improving people's lives with integrity and care
- **Innovation:** we push the boundaries of science and technology, developing solutions that benefit both patients and planet
- **Trust:** we build trust through transparency, reliability and ethical practices with healthcare professionals, partners and communities
- **Education:** we empower healthcare professionals and the wider community to drive change, through education and knowledge-sharing

Our 2030 sustainability strategy incorporates key goals such as reducing emissions, expanding renewable energy sources, investing in people and their skills, improving patient care, supporting healthcare providers with the most effective, efficient and sustainable products we can provide, and integrating R&D into our ESG initiatives. Our strategy is a response to key risks and opportunities that impact the core drivers of our growth such as our likelihood of winning business with customers or our exposure to regulatory risks.

Key risks and opportunities include:

- Managing the impact of climate risks on our production and supply chain
- Meeting evolving regulatory and industry standards on greenhouse gas emissions, pollution and waste
- Responding to the call from our customers to show how we are taking action to reduce our emissions as part of their supply chain
- Meeting demand for smarter, cleaner, more efficient products and services that deliver equal or better outcomes for patients
- Conserving valuable chemicals throughout the lifecycle of our products and avoiding waste
- Ensuring the security of our energy supply and building resilience to energy shocks
- Demonstrating to our stakeholders that we are a responsible partner of choice
- Supporting our strategy for attracting and retaining the best of talent and ensuring we are an employer of choice



A detailed plan for Environment, Society and Governance (ESG) specifies our measurable goals and annual targets and is aligned with 11 of the 17 UN's 2030 Sustainable Development Goals (SDGs).

It represents our vision for a sustainable future and serves as a roadmap for our 2030 sustainability strategy, allowing us to keep track of our biggest achievements each year. It is reviewed every six months by our Sustainability Committee in light of evolving value opportunities and stakeholder feedback.

In what follows in this report, you'll find details of actions taken across our ESG plan and the progress made in the past year.

Guided by responsibility and innovation, we are committed to reducing our environmental footprint while improving people's lives with integrity and care. Sustainability is at the core of every operation.

A time for action

**A perspective from Gaela Bernini,
Corporate Social Responsibility Director at Bracco
and Secretary General of the Bracco Foundation**

The World Meteorological Organization (WMO) confirmed 2024 as the hottest year ever recorded, with the global average temperature rising to 1.55°C above pre-industrial levels (1850–1900) confirming a trend of record-breaking heat with the last 10 years being the warmest on record.

This alarming milestone covers both land and ocean temperatures. For the first time in human history, we have breached this critical threshold – but it's set to continue with the WMO estimating a 70% chance that the next 5 years will average above 1.5°C. It's a wake-up call we can no longer ignore given the World Health Organization's (WHO) assessment that climate change is the biggest health threat facing humanity.

In December 2024, the World Economic Forum (WEF) published the report "The Cost of Inaction", outlining the economic consequences—particularly for businesses—of failing to implement decisive and effective climate action. The conclusion, which aligns with previous studies, is unequivocal: the cost of doing nothing far exceeds the investments required for adaptation and mitigation.

According to WEF estimates, climate change has already caused over \$3.6 trillion in damages globally and could lead to a 22% drop in global GDP by 2100 if no substantial action is taken. The European Green Deal remains a crucial and valid commitment, setting ambitious emissions reduction targets: -55% by 2030, -60% by 2040, and net-zero emissions by 2050.

At the same time, the European Commission, notably with the Budapest Declaration on the European Competitiveness Pact adopted on November 8th, 2024, has reaffirmed its commitment to the visions laid out in reports by Mario Draghi and Enrico Letta. The goal is clear: to ensure shared prosperity by making the EU the world's first climate-neutral continent, effectively aligning decarbonization with industrial competitiveness. This is both a timely and necessary intervention.

The recent simplification of the CSRD and CSDDD regulations has been positively received by businesses, helping reduce excessive bureaucratic burdens. However, progress on data comparability remains essential. To thrive in the long term, companies also require regulatory certainty and stability, enabling them to plan strategically and invest with confidence.

As part of this movement, Bracco is focusing on technological innovation and global collaboration to reduce environmental impact and energy consumption. But at the root of innovation are skilled people working together – and so our sustainability strategy prioritizes investing in education and building stakeholder trust. That's how we'll succeed in placing sustainability at the core of operations and growth, alongside our continued prioritization of patients and their safety.

Gaela Bernini,
CSR Director, Bracco and Secretary
General, Bracco Foundation



ESG key targets

At Bracco, we drive sustainable growth through clear ESG targets, focusing on education, innovation, and green technology. Our 2030 goals include empowering young talent, advancing healthcare solutions, and minimizing environmental impact.

Through strategic initiatives, we foster innovation, knowledge-sharing, and ethical business practices to create lasting value for all stakeholders. These are the key commitments guiding our ESG strategy:



Environment

We are dedicated to significantly reducing our environmental footprint by cutting emissions and waste, investing in renewable resources such as photovoltaic systems, and transitioning to green resources like biomethane. Our strategy also emphasizes minimizing environmental impact through initiatives that enhance waste recovery, promote material reuse, and ensure responsible disposal.

2030 Goal

- At least 51% absolute reduction Scope 1 and 2 emissions by 2030
- Achieve carbon neutrality in our own operations by 2030
- Reduce water % in biological sludge in our Ceriano Laghetto plant



Social

We continuously advance innovative solutions to improve patient health, enhancing both diagnostic accuracy and treatment effectiveness. We foster an equitable work environment that embraces diverse and inclusive perspectives based on merit. Education is a fundamental pillar of our approach, with investments in training programs to support the professional development of healthcare practitioners and future talent as well as employees.

2030 Goal

- Have women occupy 45% of executive leadership positions³
- Involve roughly 130,000 people (radiologists, students, etc.)^{*}
- More than 7500 hours volunteered by Bracco People



Governance

We prioritize a governance framework that ensures transparency, compliance, and ethical conduct. This involves regular supplier assessments to align our operations with responsible and sustainable practices. We emphasize ethics in all business activities and provide continuous training and compliance programs to address corruption and bribery.

2030 Goal

- Conduct a total of 70 compliance audits (around Code of Ethics, Model 231, Bracco's whistleblowing policy and others) by 2030 (cumulative since 2023)
- Assess 80% of suppliers about their ESG performance

³ All Diversity, Equity, and Inclusion (DEI) targets, procedures, and principles apply across the entire Bracco Group, except for subsidiaries and legal entities based in the United States.

^{*} The baseline year for this goal has been set as 2027.

An Evolving Future

- Trends Shaping the Future of Diagnostics and Imaging
- Our Role in the Value Chain
- Education – Nurturing Knowledge for Future Growth
- Innovation – Pushing our Frontiers



Trends Shaping the Future of Diagnostics and Imaging

Healthcare and the healthcare system are evolving in response to broader macro-trends. Understanding these macro-trends is critical to evaluating risks and opportunities for the health system and for health imaging. They provide the context for strategic decisions on how we anticipate future demand, manage long-term risk (including sustainability risks) and identify opportunities for innovation.

Below are some of the trends we see as most significant for the future of health diagnostics and imaging. Collectively, these trends present significant opportunities for diagnostics and imaging; from supporting early intervention and precision medicine to integrating AI for greater diagnostic confidence. However, they also bring new challenges and risks linked to fragilities within existing health systems as well as new demands from an evolving regulatory landscape.

Ageing populations

- The number of the people aged 60 or over is expected to increase from 1bn in 2020 to 2.1 billion in 2050 and over-60s are occupying a higher proportion of the population⁴
 - Two-thirds of over-60s will be located in what are now classed as low and middle-income countries
- Health spending as a percentage of GDP per capita rises sharply from age 50 and an ageing society stands to generate increasing cost pressures for the health system⁵
- **Opportunities:** increased need for health diagnostics, particularly as part of strategies that promote healthy ageing. Rising demand for value for money diagnostics

- **Risk:** rising cost pressures will increase scrutiny on expenditure

Shifting disease burden

- The majority of the world's disease burden is now associated with noncommunicable disease such as heart disease, cancer, diabetes, and other conditions.
- **Opportunity:** many of these diseases can either be avoided or more effectively managed through early detection.

Health system fragility

- Health spending has increased as a share of GDP in OECD countries from 7% to over 9% since 2020 and is projected to rise to 11.8% by 2040, outstripping expected growth in government revenues⁶
- Pressure on health workforces (projected growth in health personnel is less than projected need)
- Healthcare systems will need to adopt strategies for mitigating costs through disease prevention as well as making more efficient and productive use of resources
- **Opportunities:** increased need for health diagnostics, particularly as part of prevention and early detection strategies. Rising demand for value-for-money diagnostics
- **Risks:** rising cost pressures will increase scrutiny on expenditure. Availability of trained health personnel and technicians

Rapid technological advancement

- Artificial intelligence enabled by multi-modal data integration is already enhancing efficiency, improving accuracy, and supporting faster, data-driven medical decisions
- New era of drug design give rise to new opportunities for personalised and precision medicine
- Advances in imaging hardware
- **Opportunities:** high quality imaging is an enabler of precision medicine. New opportunities for diagnostics innovation
- **Risk:** operational and regulatory risk concerning data management and privacy

Evolving behavior and attitudes towards health

- Growing consumer market for health and wellbeing products and services driven by a more empowered and digitally active consumer base
- Increasing demands for a holistic and personalised approach to health
- **Opportunity:** growing demand for accurate and personal health data and diagnostics

Growing environmental scrutiny

- Increasing focus on providing healthcare without planetary harm in light of the need for global action on climate change as well as increasing attention to the potential impacts of healthcare waste and patient-excreted chemicals

- **Opportunity:** growing market for less environmentally impactful products (e.g. through green chemistry, bio-based compounds, etc.)
- **Risk:** increased scrutiny from regulators and customers on the environmental footprint of the health imaging industry

A complex geopolitical picture

- Growing geopolitical competition risks creating regulatory fragmentation and supply chain disruption that harms efforts to generate common standards and a global market for healthcare products
- **Risk:** increased economic and regulatory complexity for the health imaging industry

The implications for Bracco

This brief outline makes clear that we are part of a complex health systems in evolution. We'll need continued investment in innovation and deeper collaboration across the value chain to respond to changing needs – whether that's developing new imaging techniques that unlock new treatment frontiers for patients or developing circular solutions to recover chemicals from post-imaging urinary waste.

The sustainability of health imaging will be important both in addressing the wider health system's environmental footprint as well as ensuring health systems continue to become more agile and efficient as they adapt to a changing demographic, economic and social context.

⁴ WHO (2024), Ageing and health, <https://www.who.int/news-room/fact-sheets/detail/ageing-and-health>.

⁵ WHO (2019), Sustainable Health Financing with an Ageing Population.

⁶ OECD (2024), Fiscal Sustainability of Health Systems: How to Finance More Resilient Health Systems When Money Is Tight?, OECD Publishing, Paris, <https://doi.org/10.1787/880f3195-en>.

Our Role in the Value Chain

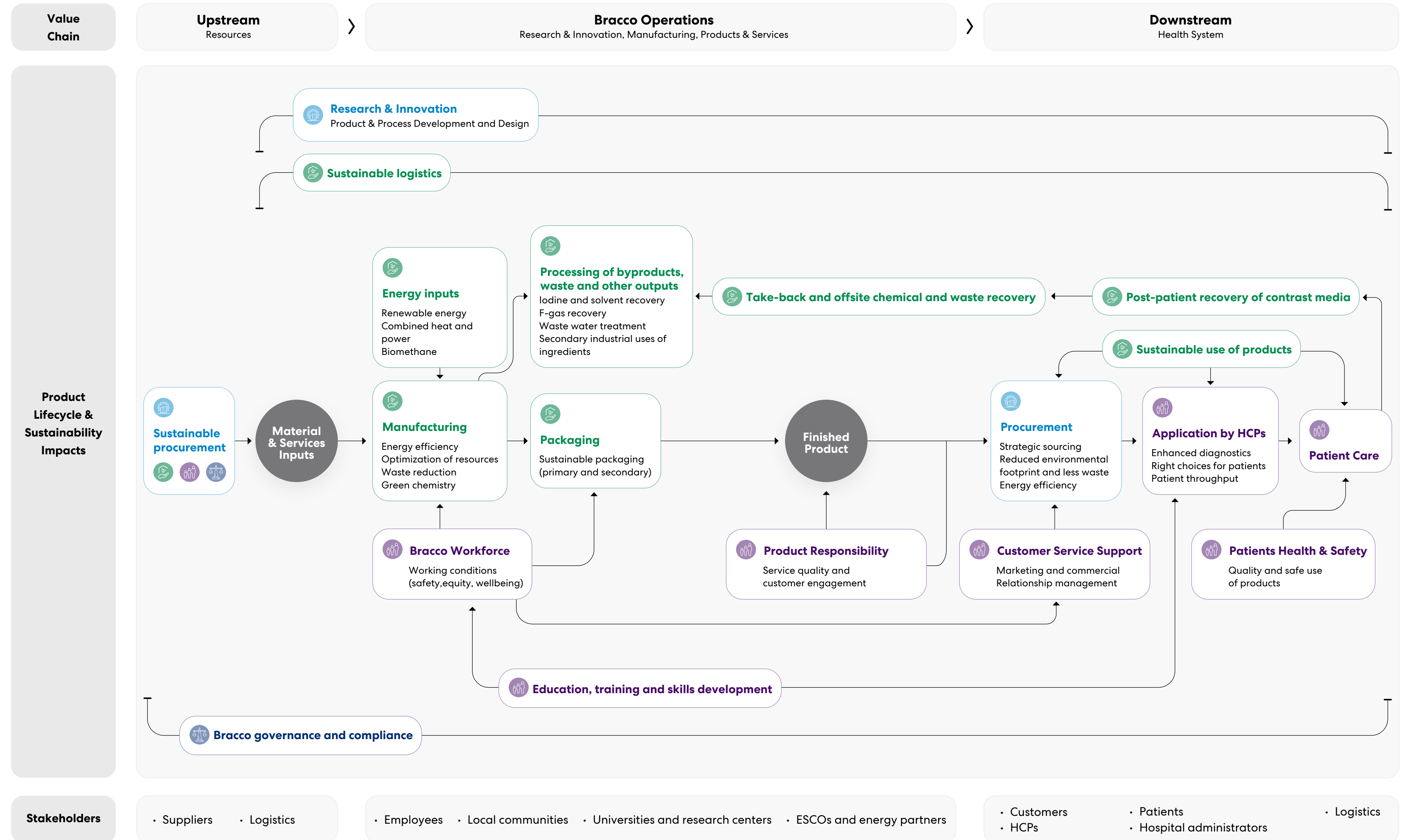
Within our value chain, we seek to be a force for good, both in supporting the health system downstream of health imaging (e.g. through educational initiatives and constant innovation to improve patient outcomes) as well as upstream (e.g. through fair and sustainable procurement and initiatives to protect the environment on which we all depend) as well as in our own operations.

This graph provides a high-level illustration of how we relate to our wider value chain and how that shapes the focus for our approach to sustainability.

Details of these dynamics are further explained in the subsequent pages of this report.

Legend

- Environmental impact**
 - Social impact**
 - Governance activity**
 - Cross-cutting impacts**
- **Value flow**



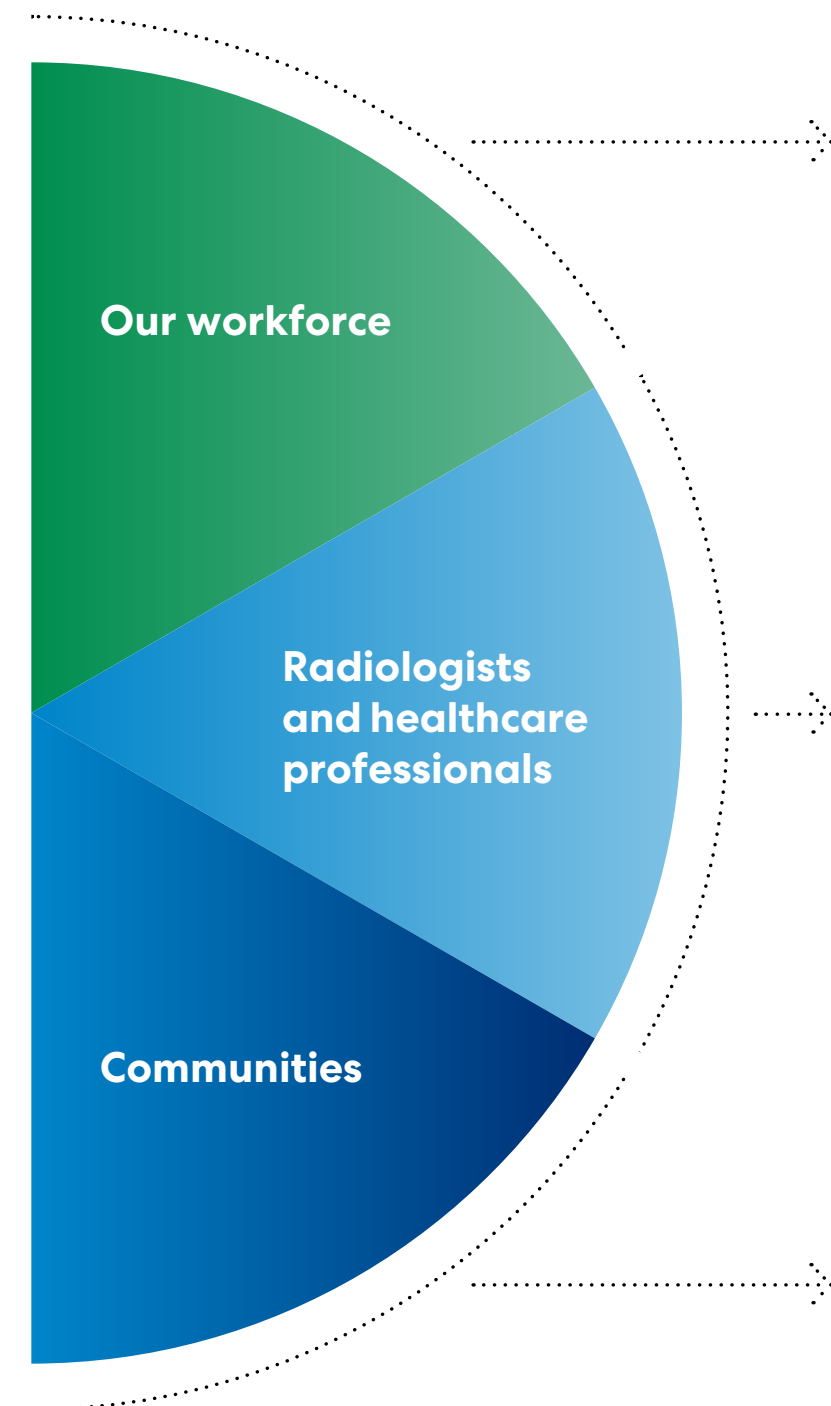
Education – Nurturing Knowledge for Future Growth

Bracco is a company built on pushing forward the frontiers of science and clinical practice in diagnostic imaging to further medical progress and meet the needs of patients. Education, to develop skills and to build and share knowledge, is therefore fundamental to ensuring the growth and health of our business.

Our commitment to education encompasses three broad groups: our workforce; the community of healthcare professionals we serve; and communities.

As new generations and new technologies come into play, the need for education is ever-growing to ensure patients benefit from the latest diagnostic technology, techniques and practice as well as for efficient and sustainable diagnostic practice.

Working with customers, partners and the wider community, Bracco is committed to making medical imaging education more accessible to all as well as investing in the continual evolution of expertise and knowledge of our own people.



Our workforce

Our staff are fundamental to our ability to innovate and maintain our position at the leading edge of diagnostic imaging. We actively support continuous learning and professional growth through educational programs, partnerships, and training initiatives.

[Read more about the WOW academy and our approach to learning on page 65](#)

Radiologists and healthcare professionals

We support knowledge-sharing for established professionals and sponsors PhDs and internships for students and trainee diagnostic clinicians to push the field of practice in diagnostic imaging today.

[Read more about how we're reaching 13,000 health professionals on page 63](#)

Communities

We promote learning and STEM education within our local communities to nurture the development of future generations of scientist and health professionals.

[Read about two of Bracco Foundation's initiatives: Progetto Diventerò and the "Life as a Scientist" exhibit on page 68](#)



100,000

Healthcare Professionals reached through educational activities worldwide in 2024

1,211

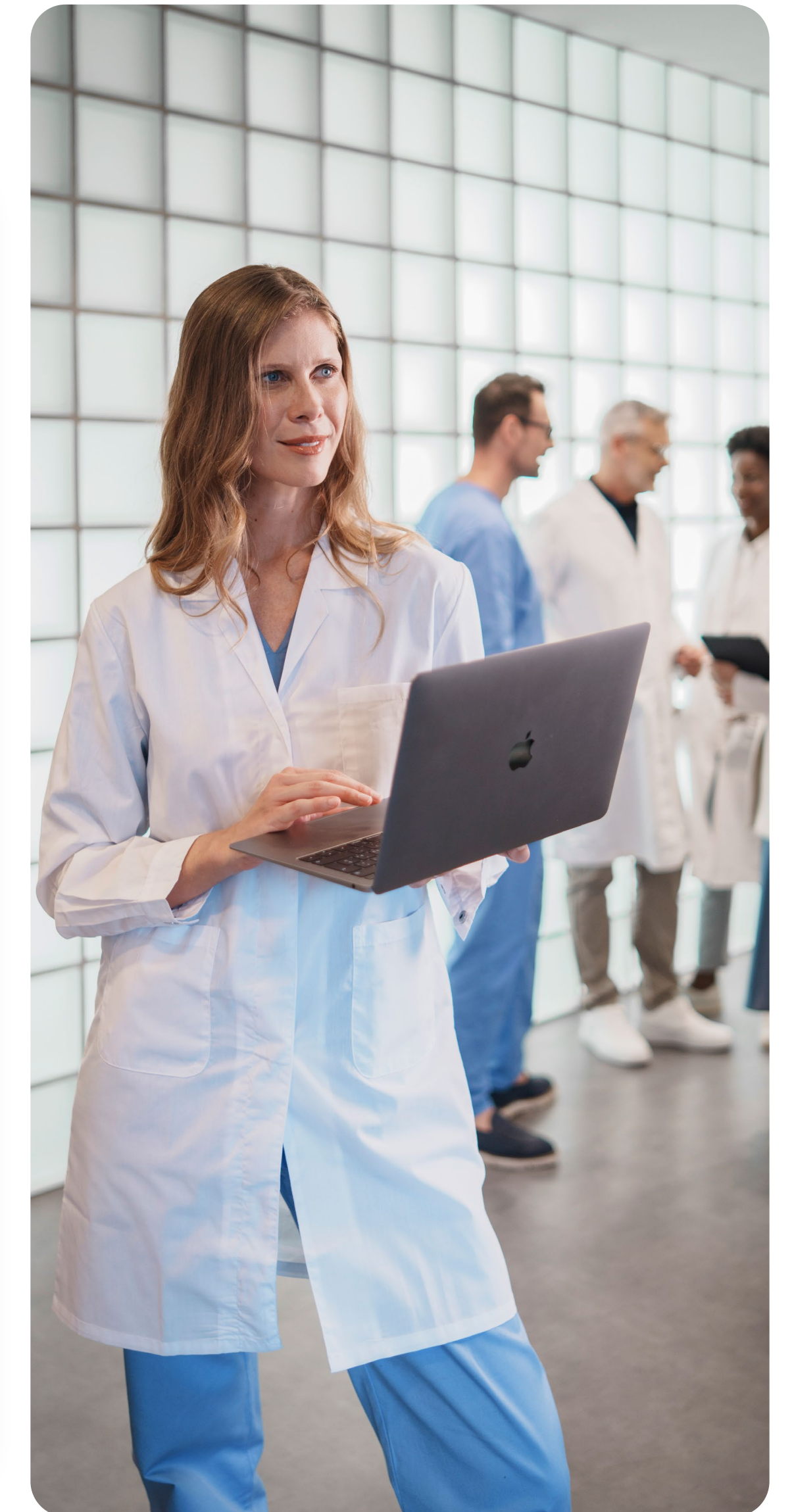
Leading experts involved as faculty

4,191

Students involved in Bracco programs to support psychological wellbeing or scholarships (cumulative based on 2019 reference year)

29

average hours of training per employee in 2024



Innovation – Pushing our Frontiers

Looking to the future, sustainability will continue to be a core driver of growth and innovation at Bracco, guided by three key challenges:

- 1. How do we enable and provide continuous improvement in patient care?**
- 2. How do we enable imaging departments and hospital partners to operate more sustainably and efficiently?**
- 3. How do we drive sustainability across the whole lifecycle of our products, from production to end of life?**

Many of the solutions we have developed drive impact across all those challenges at the same time. For example, contrast-enhanced ultrasound (CEUS) offers an alternative to CT and MRI scans for characterizing focal liver lesions that avoids the need for radiation exposure, increases patient throughput, frees up the capacity of MRI and CT scans, and uses vastly less energy ([see p. 29](#)).

Similarly, we are using AI to enhance imaging from MRI scans for small and poorly enhanced lesions. The approach increases the accuracy and confidence in diagnosis, avoiding the need for repeat MRI scans, saving time for patients and supporting efficient use of hospital resources ([see p. 49](#)). This can be combined with the use of specially formulated gadolinium-based contrast agents that enable a 50% lower gadolinium dose compared to the recommended dose of other macrocyclic Gadolinium-based Contrast Agents for benefits to both patients and the environment.

We have world-class scientific expertise within the company. For us, being a leader in diagnostic and precision imaging means playing a role in pushing the boundaries of scientific understanding and application. And each year, we invest around

10% of our revenues back into R&D in order to do so. We are applying green chemistry principles to synthesise contrast media in ways that minimize harm to the environment from production.

But we anticipate that many breakthroughs for sustainability and patient care will be made by working in closer collaboration with partners and stakeholders across the value chain. For example, we are working with hospital partners to recover Bracco iodinated contrast media leftovers for recovery iodine for further industrial use ([see p. 37](#)) and we are partnering with them to trial new models to recover contrast media from patient urine ([see p. 41](#)).

Further embedding circularity throughout imaging will involve us designing and building new technologies and processes in collaboration with our partners that integrate consideration of patient needs, patient flows, and sustainability performance. Similarly, we can envisage collaboration with medical equipment producers that harness our expertise in contrast imaging to inform the design of more energy efficient imaging tech in the future.

The pathway to the future of sustainable imaging is a vision of ever closer collaboration with radiologists, hospital partners, research institutes, tech companies and other key players in the value chain.



How we Govern for Sustainability

- Sustainability Governance
- Double Materiality Assessment
- Our Institutional Relations and Partnerships



Sustainability Governance

Sustainability is a fundamental aspect of our operations, impacting every aspect of our business. This commitment is reflected in our governance structure, which is designed to be responsible, transparent, and forward-looking. We maintain a clear separation between governance and management roles and responsibilities.

The Board of Directors of the parent company, Bracco S.p.A., consists of 9 members, 4 of whom are women. The nomination process for the Board of Directors is determined by the company's bylaws, as well as Italian law and regulations. Additionally, where required, statements, strategies, policies, and goals are developed and updated by senior executives and approved by the Board of Directors of Bracco S.p.A.

Our Sustainability Committee, composed of executives from various departments, plays a key role in supporting and monitoring sustainability targets. The Committee meets every six months to align targets, to approve the Double Materiality Analysis, the policies, the Sustainability Report, and to update on ESG actions. Chaired by the CEO, it ensures top-level vision is aligned with the Group's strategy. Operational managers sometimes join for specific discussions, and key departments included are Human Resources, Technical Operations, Global Commercial Operation, Health Safety Environment, Corporate Development, Global Marketing, Corporate Internal Audit, Corporate Social Responsibility (CSR), Global Procurement, R&D, Global Legal & Compliance, and Finance. The CSR Department facilitates the Committee's activities. In 2024, the Board of Directors received a comprehensive update on the newly introduced and updated ESG policies, along with an in-depth analysis of the related training and communication activities.

Our reward structures are designed to align with our strategy and achieve sustainable growth. The incentive system is based on bonuses, commissions, and other cash compensations that are contingent on individual performance, including:

- A global MBO (Management by Objectives) system for eligible leadership roles
- Sales incentives for sales roles
- Local variable pay systems for other specific roles
- One-off (lump-sum) bonuses

Company performance is evaluated against sustainability objectives and impacts, integrating ESG criteria into our performance management system. The sustainability objectives considered are diverse and vary depending on the manager's role and responsibilities. These objectives generally fall into the following categories:

- **Environment:** reducing environmental impact, improving energy efficiency, waste management, and increasing the use of renewable resources
- **Social:** enhancing employee well-being, promoting equity, safeguarding human rights, strengthening our commitment to patients and healthcare professionals and engaging with the local community
- **Governance:** ensuring business ethics, transparency, accountability, and effective management of ESG risks

A digital revamp for ESG data

In 2025, Bracco will launch an ambitious ESG digitalization project to enhance sustainability strategy, reporting, and planning through a high-level enterprise platform. This initiative will support a more efficient, transparent, and compliant approach to ESG management.

By implementing this structured approach, Bracco will achieve a more efficient, data-driven, and compliant ESG reporting and planning framework, fully leveraging the capabilities of the new digital platform. The project will unfold in several key phases:

1. Data integration and collection

We will integrate and collect ESG data across multiple sources, including both structured data from internal records and unstructured data such as spreadsheets and shared drives. By unifying all relevant data sources, we will create a comprehensive and centralized data environment

4. Stakeholder collaboration and compliance

The platform will facilitate collaboration among key functions such as sustainability, accounting, internal risk, and audit. Stakeholder engagement will be strengthened through integrated workflows, enabling the collection and documentation of insights

2. Standardization and automation

To improve efficiency, we will standardize data collection processes, linking disclosure requirements to individual metrics. This will accelerate the reporting and audit process while ensuring consistency. Automated real-time dashboards will track ESG metrics and performance, providing valuable insights for decision-making at a global level

5. Centralized data management for future growth

In the final stage, all ESG data will be centrally managed within a single digital platform, enabling automated aggregation and direct linkage to source data. This will enhance reporting accuracy, streamline processes, and provide a scalable solution for future sustainability initiatives at global level

3. Strengthening governance and controls

A core objective is to enhance governance and internal controls. By improving the reliability and transparency of ESG data, we aim to build greater trust in the reporting and decision-making process

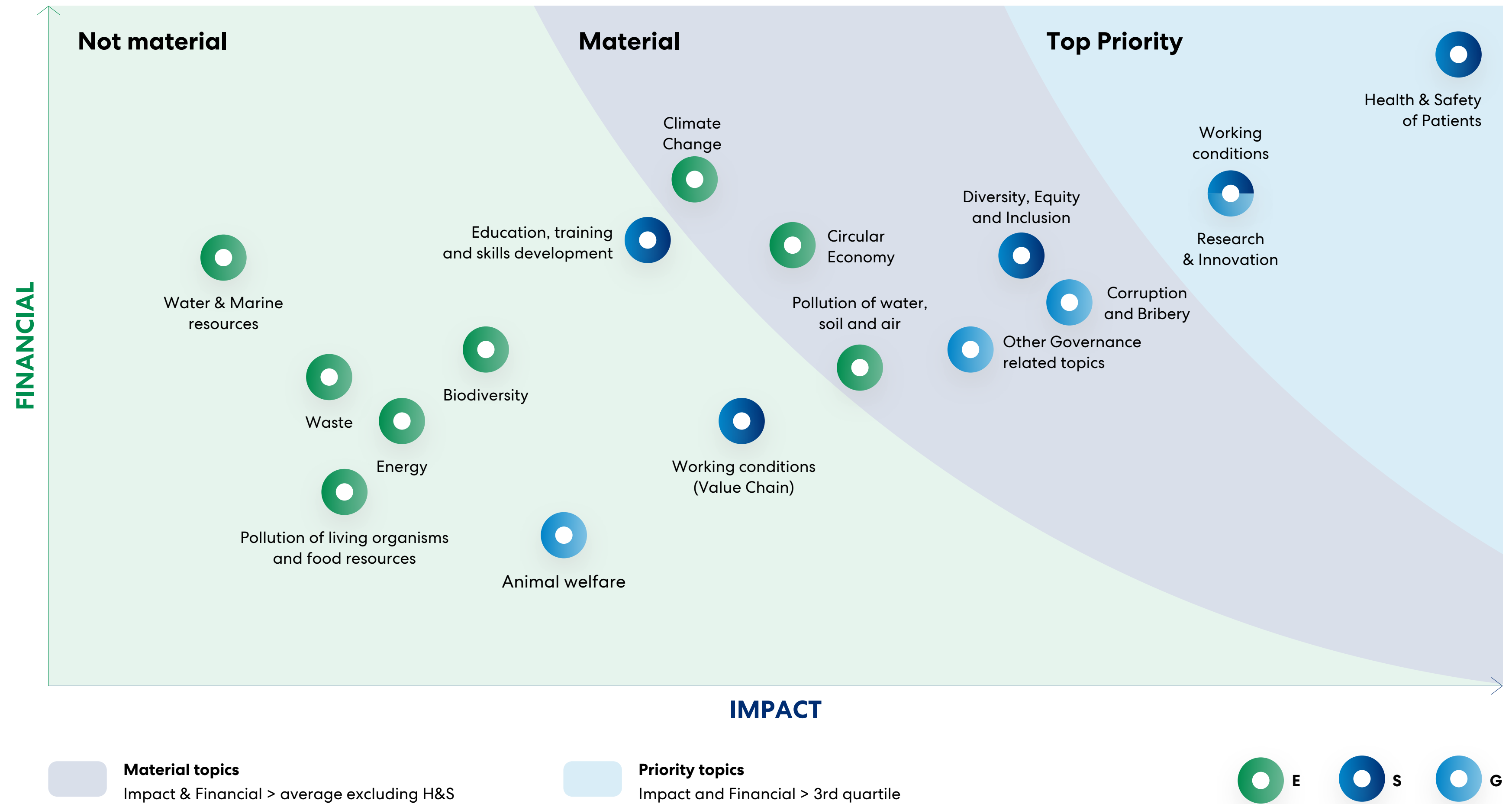
Double Materiality Assessment

Following previous assessments, a double materiality analysis was carried out according to both the “GRI 3: Material Topics 2021 standard” and “Implementation Guidelines EFRAG IG 1 – Materiality Assessment”. The matrix refresh for 2024 was conducted with the objective of expanding the input from internal stakeholders not included in the previous evaluation, and deepening the analysis of Impacts, Risks, and Opportunities (hereafter “IROs”).

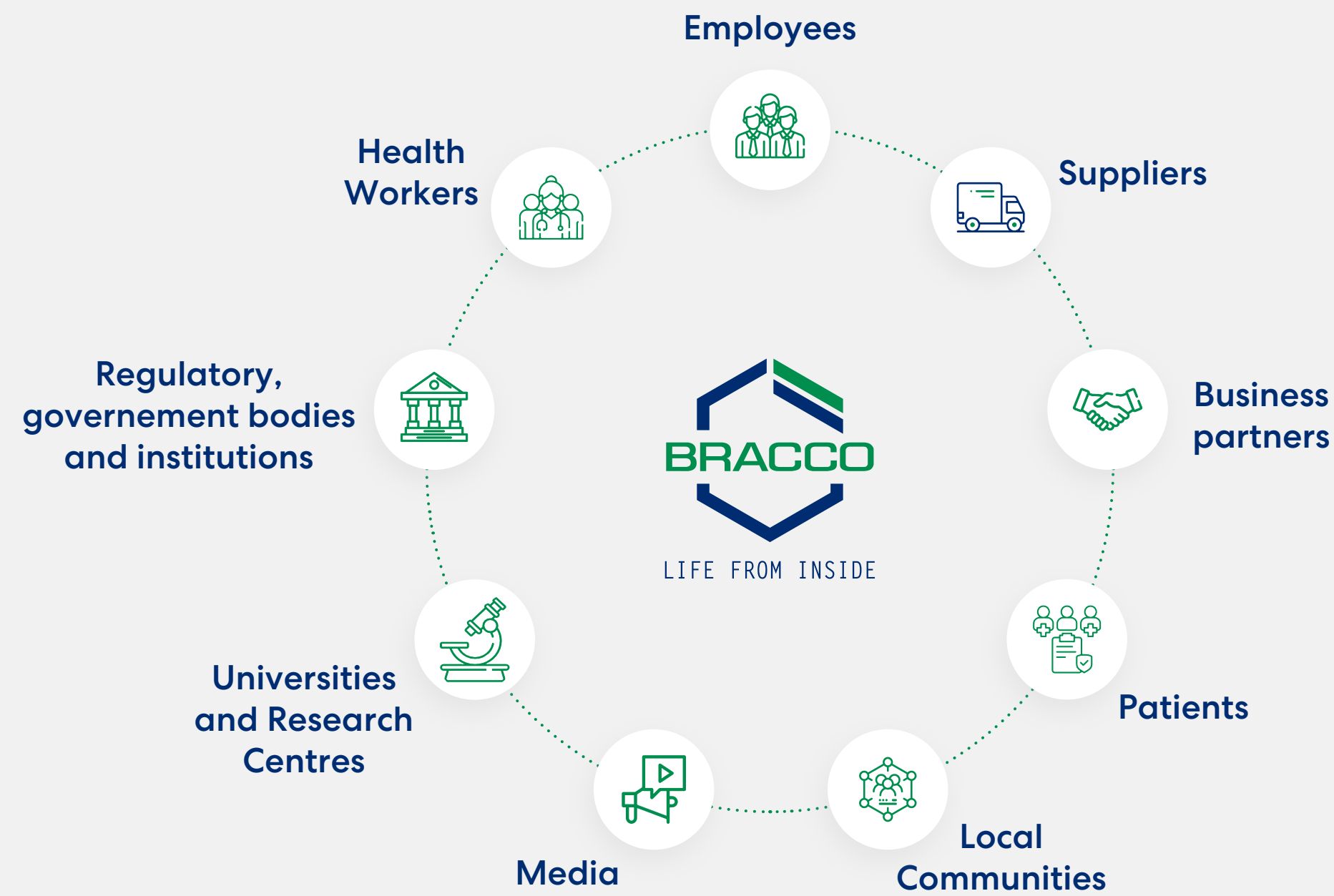
The process began with the selection of the most relevant topics. The shortlisting activity (selection of a narrowed set of sustainability topics) started with the screening of the long list provided by ESRS-1 AR16. These topics were assessed based on their potential impacts, risks, and opportunities within the value chain. The results of this process led to a higher level of detail, analyzing many topics at the sub-topic level, and the integration of two firm-specific topics.

Each topic included in the shortlist was analyzed with the goal of identifying actual and potential impacts, both positive and negative, as well as the associated financial risks and opportunities.

Based on these approaches, the entire value chain was mapped, considering impacts not only from the company’s direct operations but also from relationships and partnerships. For example, the following elements and their relationships with Bracco were analyzed to understand and prioritize the IROs: suppliers, customers, subsidiaries, product life cycle and regulatory evolution.



Our Stakeholders



The matrix incorporates 2024 results while maintaining continuity with the 2023 analysis and the external stakeholder views reflected in it. The focus in 2024 was on mapping impacts, risks, and opportunities by consulting experienced departments.

The survey, with an 80% response rate from nearly 100 participants, aimed to explore dimensions related to each topic in compliance with EFRAG guidelines.

E1	Climate Change
E1	Energy
E2	Pollution of water, soil and air
E2	Pollution of living organisms and food resources
E3	Water & Marine Resources
E4	Biodiversity
E5	Circular Economy
E5	Waste
S1	Working conditions (Own Workforce)
S1	Diversity, Equity and Inclusion
S2	Working conditions (Value chain)
S4	Health & Safety of Patients
G1	Corruption and Bribery
G1	Other Governance related topics
G1	Animal welfare
S1/Bracco	Education, training and skills development
G1/Bracco	Research & Innovation

Our Institutional Relations and Partnerships

Our institutional relations and partnerships are an important way in which we seek to bring our voice to bear on issues that shape our wider value chain, whether that's promoting local development in the areas where we are present, exchanging best practice, or participating in projects that celebrate the contribution of Made in Italy manufacturing excellence worldwide.

In alignment with our ongoing commitments, we have sustained our affiliations with the following organizations: Cluster Lombardo Scienze della Vita (Board of Directors 2022-2024), Farmindustria, Milano & Partners (members), Assobiotec (Board of Directors 2023-2026), Italian-German Chamber of Commerce, AIDAF, CEFIC, and ALISEI.

In 2024, new collaborations have been established, including the Presidency of Federated Innovation @MIND (2024-2027), the partnership for the 50th anniversary of Caritas Ambrosiana, and the collaboration with the Swiss Embassy in Italy.

Looking ahead, key projects for 2024 and those planned for 2025 include EXPO Osaka 2025, STEP Futurability District, and a partnership with the UK Embassy in Italy for the Pontignano Conference.

ITALY	Business federations: Confindustria; Federchimica; Assolombarda
	Chamber of Commerce of Milan Monza Brianza Lodi and Parcam srl
	Fondazione Fiera Milano
	AIRI – Associazione Italiana per la Ricerca Industriale
	Assonime
	Federated Innovation @ MIND (FEI@MIND):
	Fondazione Collegio Università Milanesi
	Sodalitas Foundation
	Italian Association Family Companies
	Conservative Congregation
INTERNATIONAL	American Chamber of Commerce in Italy
	Italian Chamber of Commerce in China
	Italy-China Council Foundation
	Italian-German Chamber of Commerce (AHK Italien)
	Italy-Japan Business Group (IJBG)
	Italian-Swiss Chamber of Commerce (CCIS)
	Launch of the first working groups relating to the contents and initiatives in view of the Osaka Expo 2025, both with the Italian Commissioner for the Italian Pavilion and with the Japanese organizers.



ENVIRONMENT S G

Planet & Innovation

Expanding and deepening our action on environment as we grow

- Overview
- Climate Change and Energy
- Pollution
- Circular Economy
- Water Management, Biodiversity and Other Topics



Expanding and deepening our action on environment as we grow

Overview

We are committed to clear and credible targets for reducing our environmental impact and taking action to mitigate our footprint. As part of our sustainability plan, we aim to cut Scope 1 and Scope 2 carbon emissions by at least 51% on our 2014 baseline and achieve carbon neutrality in our own operations by 2030. Our long-term commitment goes beyond reducing emissions and waste. We strive to integrate circular practices into every aspect of our work. This vision encompasses all areas of our operations, from sustainable packaging initiatives and the elimination of tertiary cardboard to the recovery of iodinated and gadolinium-based contrast media and the adoption of green chemistry principles.

Material topics

- Climate change mitigation
- Climate change adaptation
- Pollution of air
- Pollution of water
- Pollution of soil
- Resources inflows
- Resources outflows

Other topics included

- Energy
- Waste
- Pollution of living organisms and food resources*
- Water and Marine Resources*
- Biodiversity*

In their own words



Bracco's energy strategy: efficiency, self-generation, biomethane

Interview with **Emiliano Di Penta**, Energy Management Director, Bracco



"The Re.Water Project" to reduce contrast media in wastewater

Interview with **Erik Bruno**, R&D Sustainability and Packaging Innovation Manager, Bracco Imaging

Highlights

-24%

VOC Emissions compared to 2023

50%

lower gadolinium dosage with gadopichlenol, a gadolinium-based contrast agent for MRI

2030 targets and progress

Area	Target 2030	Progress 2024
Climate change and energy	Reduce annual Scope 1 and 2 emissions by at least 51% (55 kt CO ₂ e) on 2014 baseline year	Actions approved or implemented as of 2024 amount to a 70% reduction in Scope 1 and 2 emissions (75 kt CO ₂ e) compared to our 2014 baseline
	Achieve carbon neutrality in our own operations based on projected 2030 Scope 1 and 2 emissions of 190 kt CO ₂ e	Actions approved or implemented as of 2024 amount to a 39% reduction in projected Scope 1 and 2 emissions (75 kt CO ₂ e) 2030 carbon neutrality roadmap developed comprising 62% reduction via renewable energy and energy optimization and 38% via offsets
Circular economy	Achieve 100% reduction in production of secondary materials used (i.e. drums) by 2025 by internally recovering API drums	80% reduction achieved since 2022
Waste management, biodiversity and other topics	Reduce water % in biological sludge in our Ceriano Laghetto plant	45% reduction in water content in sludge since 2022

Climate Change and Energy



Our approach

Climate change is a highly material issue for our business as confirmed by our stakeholders through our double materiality analysis. Our challenge is to decouple business growth from emissions growth so that we can increase sales and reduce our emissions at the same time, ensuring both the environmental and financial sustainability of our business.

As our production volumes have increased in recent years, we have upheld efforts to lower our carbon footprint: over the past three years we have succeeded in reducing CO₂ emissions from our production plants by investing in renewable energy generation, including through the use of biomethane, and optimizing energy consumption.

Our commitment

Be pioneers in sustainable energy practices, substantially increasing our production of energy from renewable or lower-emission sources

Minimize our carbon footprint and boost energy efficiency across all our operations.

Our achievements

43%

of purchased annual electricity came from renewable sources in 2024

14,880

Total estimated photovoltaic energy production (MWh) for 2025

>40%

energy consumption at the Torviscosa plant covered by solar photovoltaic in 2025



Impacts, Risks and Opportunities

Climate change mitigation in our supply chain

We collaborate with suppliers that use fleets with low CO₂-emission engines or LNG-powered trucks. As we extend the Scope of our climate action, in 2024 we analyzed our European logistics network to optimize manufacturing sites, warehouses, and customer distribution. Based on this study, we designed a new logistics strategy that aims to reduce transport distances and lower emissions.

Energy

To reduce the environmental impact associated with steam generation, we are partnering with an ESCO to invest in off-site biogas production plants, aiming to decrease the use of fossil-fuel derived natural gas. The biomethane produced will be consumed “virtually” by Bracco through Guarantees of Origin and specific agreements in line with applicable regulations. In 2024, we also launched an Energy Monitoring System for the cogeneration plant in Ceriano. This pilot project is part of a broader initiative to leverage digital platforms to monitor energy consumption, production, and related KPIs.

Policies

HSE Policy

The Health, Safety, and Environment (HSE) Policy articulates the Group’s principles regarding health, safety, and environmental issues. It establishes a framework for setting objectives and implementing actions to minimize environmental impact. For climate change, this includes developing sustainable practices to achieve carbon neutrality by 2030 in our own operations and transitioning to generating renewable energy for consumption.

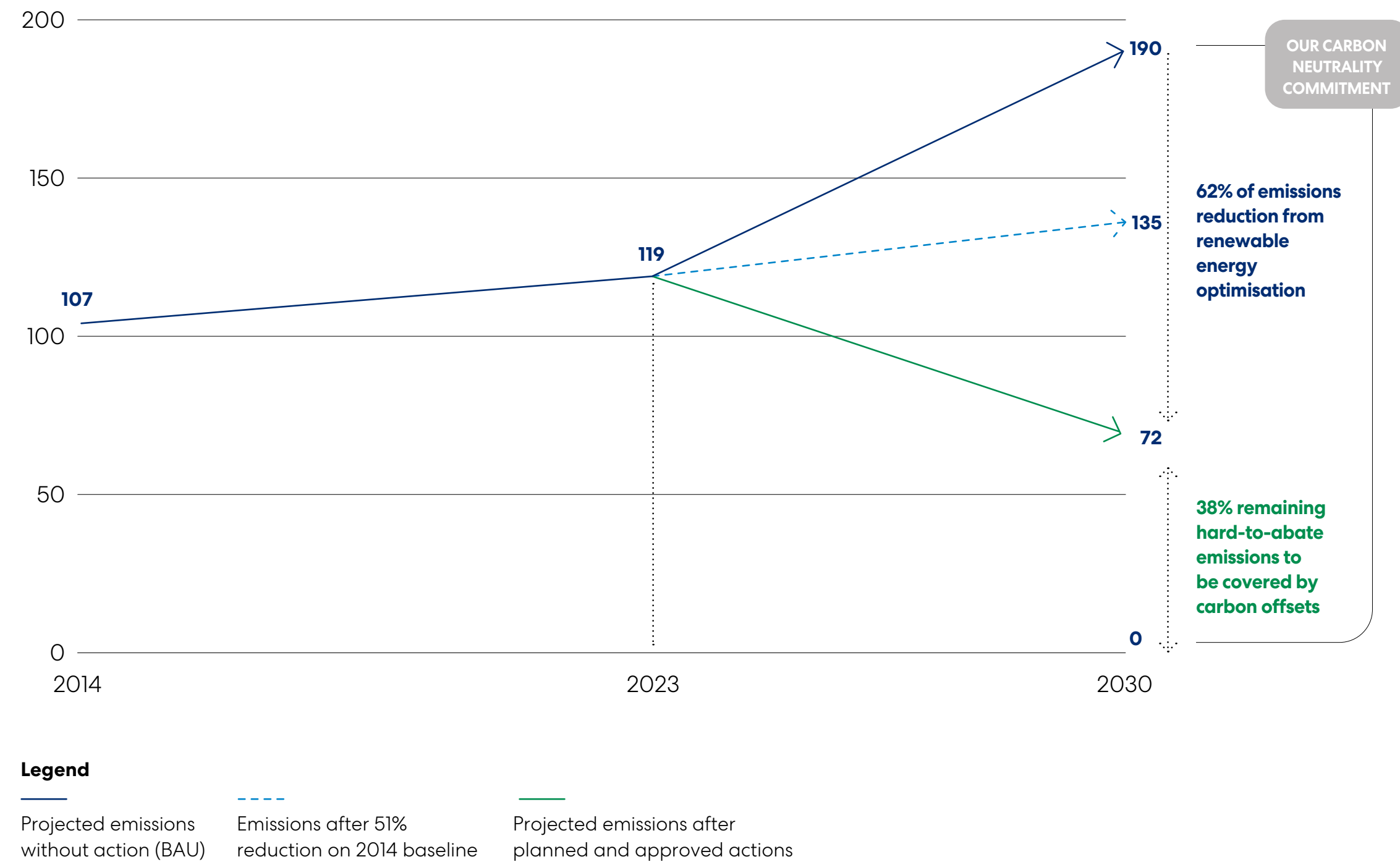
Actions and Metrics

Transition plan

We commit to achieve carbon neutrality by 2030 (Scope 1 and 2 emissions), with a goal of reducing direct emissions by 51% in respect of a 2014 baseline year. A decarbonization roadmap has been established for Scope 1 and 2 emissions based on anticipated growth in operational emissions linked to business

growth. Our commitment toward carbon reduction is based on two main pillars: transitioning to renewable energy sources; and energy efficiency and reduction of energy consumption through effective management of the energy system.

Decarbonisation roadmap



38%
Transitioning to renewable energy

- Self-production of thermal and electric energy carriers
- Purchase of certificates as guarantee of origin
- Biomethane production from decentralized plants

24%
Optimizing energy consumption

- Energy recovery
- Energy efficient equipment
- Renewal of facilities

38%
Carbon offsetting

- Carbon offsets pending post-2030 clean energy investments to be identified

For Scope 3 emissions, we have conducted a thorough carbon footprint assessment, encompassing our entire value chain. We have generated emissions performance metrics which will be incorporated into our data collection process for 2025, enabling us to establish specific targets in line with the agreed baseline. This will help us address specific challenges and review targets in both upstream and downstream areas.

Energy

Bracco is committed to energy efficiency as a driver for sustainability, aligning with the goals of the Clean Industrial Deal⁷ to foster green industrial practices. Building on our 2023 objectives, we are continually refining our strategies through in-depth analysis and advancements in technology.

We are making significant strides in sourcing renewable energy, investing in high-efficiency plants and developing low-energy consumption products. As part of our commitment to effective energy management, in 2024, we renewed our UNI ISO 50001 certification, which supports a structured and systematic approach to monitoring energy consumption across our industrial sites, aiming for reductions through more efficient processes and the adoption of higher-performance technologies. By 2027, we aim to achieve a 10–30% reduction in emissions from natural gas consumption, supported by a 33% co-investment in off-site biomethane production plants.

In 2024, we celebrated the operational launch of all photovoltaic plants through the Renewability Consortium (see box below), bringing online 9.19 MW of capacity and an estimated 14,880 MWh of production for 2025. This capacity will meet about 40% of the Torviscosa SPIN plant's energy needs. In 2024 we commissioned Bracco's first on-site photovoltaic systems: a 260 kW roof-top installation at our new Headquarters in Milan, which covers 15% of its energy needs, and a 160 kW roof-top system at the Torviscosa site, which will be expanded in coming years.

Renovating our new Milan Headquarters for energy efficiency

Our Milan Headquarters underwent significant redevelopment that began in 2023 and finished in 2024 with a reopening and reactivation of the space. The project focused on energy efficiency and recovery of abandoned brownfield sites, avoiding further land use. The area is located at a historical manufacturing site built by Fulvio Bracco in 1949 in the Lambrate neighbourhood. The building has now been completely electrified with zero use of natural gas and is equipped with:

- 1 photovoltaic system of approximately 260 kWp divided into 4 sections on all available rooftops, capable of providing more than 15% of the site's electricity needs
- 2 high-efficiency geothermal heat pumps, combined with a booster to make them multivalent, with a total capacity of 650kW for heating, cooling and domestic hot water
- 44 electric vehicle charging points
- A bike-to-work station with 20 e-bikes
- A smart system with integrated sensors for automated management of heating and lighting

The site received the prestigious LEED Gold certification from the US Green Building Council (USGBC).



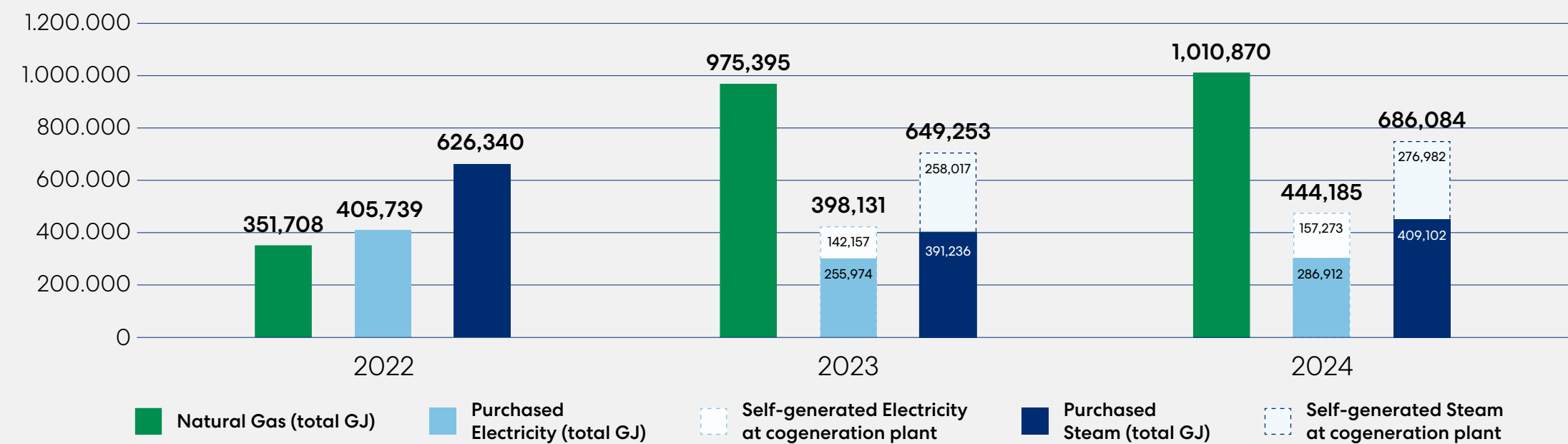
⁷ The Clean Industrial Deal is an initiative launched by the European Commission on February 26, 2025, to assist Europe's energy intensive industries in transitioning to net-zero emissions and foster development of clean technology companies.

Looking ahead, our plans include new steam generators and a high efficiency trigeneration plant slated for 2027/2028, which will reduce primary energy consumption at Torviscosa by a further 15% by switching from separate production of electricity and steam to combined generation (17 tons CO₂ eq). To enhance

our energy management, we launched an Energy Monitoring System for the Ceriano cogeneration plant in 2024, with plans to expand this system to all general meters by 2025. Additionally, we started several new energy reduction projects at the active pharmaceutical ingredient (API) sites.

Energy Consumption

The increase in gas consumption between 2022 and 2023 is due to the repurchase of the cogeneration plant in Ceriano. Electricity that had previously been purchased is now generated by Bracco.



In 2024...
43%

of purchased annual electricity comes from renewable sources

In 2025...
14,880

Total estimated photovoltaic energy production for 2025 (MWh)

>40%

energy consumption at the Torviscosa plant covered by solar photovoltaic in 2025

PRODUCT SUSTAINABILITY SPOTLIGHT

Contrast-enhanced ultrasound: a low-energy, cost-effective alternative for imaging

When it comes to characterizing focal liver lesions, contrast-enhanced ultrasound (CEUS) offers lower-cost diagnostic information compared to computed tomography (CT) or magnetic resonance imaging (MRI) scans. Using CEUS enables health facilities to increase patient throughput, reduce patient backlog and improve operational efficiency. Beyond these social and economic benefits, choosing CEUS has positive impacts for the planet too because it is substantially less energy intensive than CT and MRI scans.

Modality	Energy per year (avg)
CEUS	2,500 kWh
CT	20,000-35,000 kWh
MRI	80,000-170,000 kWh

ACTION SPOTLIGHT

The Renewability Consortium (Italy)

The Renewability Consortium is a Bracco-led initiative in collaboration with a consortium of three companies to generate renewable energy.

In 2024, Bracco's photovoltaic parks became fully operational, covering 25% of the energy needs of its Italian sites (including CDI). The production capacity has enabled us to cut the carbon footprint of the Torviscosa plant (SPIN) by covering 40% of the site's energy needs.

Optimization Spotlight

Total SPIN consumption:

35,000 MWh/y

consumption covered by Renewability production:

14,700 MWh/y

Supply chain emissions reduction

In 2024, we conducted a thorough analysis of our European logistics network, examining the locations of manufacturing sites, warehouses and major domestic customers. Based on the study, we are developing a new logistics strategy for Europe.

This new approach aims to reduce the movement of goods, resulting in fewer trucks on the road, shorter travel distances, and lower emissions. By minimizing the transportation of goods, we can achieve both economic and sustainability benefits.

Towards more sustainable company mobility

Bracco is committed to sustainable mobility in the workplace, reducing emissions and promoting efficient, eco-friendly commuting. Through initiatives like low-emission vehicles, carpooling, e-bikes, and public transport incentives, the company

enhances workplace mobility while minimizing environmental impact. Various projects have been implemented across different regions to support this goal.

Environmental actions in our supply chain

Direct shipping from manufacturing sites, bypassing distribution hubs

To ship out Europe our manufacturing site in Germany passed through our maincenter. Until May 2023, products were routed through Belgium before being shipped. From 2024 we ship directly from the manufacturing site eliminating unnecessary steps, reducing emissions.

Increasing rail transport to replace truck distribution

In 2024, we transitioned container shipments from U.S. main Warehouse in Memphis via rail instead of using one truck per TEU (container), significantly lowering road transport emissions.

Minimizing air shipments

In collaboration with the Quality and Regulatory Departments, we've reduced air shipments to a maximum of just 3%, opting for alternative transport modes and investing in higher inventory levels to support this shift.

Reducing temperature-controlled shipments

In June 2024, together with our local quality assurance team in France, we conducted temperature monitoring tests on select routes. The results confirmed that parcels could be dispatched to France without temperature control, eliminating the need for refrigerated trucks in the domestic market, except during the summer, when temperature-controlled distribution remains necessary.

Implementing a CO₂ tracking system for EU primary distribution

In the second half of 2024, we collaborated with an IT company to develop a Transportation Management System (TMS). Among its features, the system monitors emissions from all transport operations managed by Bracco HQ, including shipments from manufacturing sites to hubs, affiliate warehouses, and distributors. This step forward will help us take focused action and make the most of our sustainability efforts in the near future.



USA — Bracco promotes sustainable mobility by offering hybrid work options, reducing commuting needs, and by offering hybrid fleet vehicles.. The new Carnegie Center office includes EV charging stations, bike-sharing, and public transport access

Mexico — A carpooling program connects employees for shared rides, and there are subsidies for public transport use. A fuel efficiency program trains sales representatives in eco-driving to cut fuel costs and emissions

Brazil — Since 2024, Bracco's fleet runs entirely on ethanol, a renewable fuel from sugarcane that reduces greenhouse gas emissions by 89% compared to gasoline

Italy — The BEMOVE project promotes carpooling with an internal mobility network and incentives for cyclists and walkers. The BIKE TO WORK initiative offers free corporate e-bikes for daily commutes and work-related travel

South Korea — Employees receive incentives for using public transport or walking to work. The company also uses hybrid rental cars to cut gasoline use by 30%

Germany (BIPSO) — Employees benefit from a bike-leasing program with tax reductions and a job-ticket initiative that subsidizes public transport costs for a greener commuting

Canada — Bracco has transitioned over 60% of its fleet to electric or hybrid vehicles, continuing its efforts to reduce emissions

Switzerland — A sustainable mobility project includes co-financed railway subscriptions and e-bike provisions. Charging stations for electric vehicles have been installed in Cadempino and Geneva

CDI — The company is integrating hybrid vehicles to lower emissions and promote sustainable mobility



In its second year, the **BEMOVE** project keeps on reinforcing Bracco's commitment to sustainable mobility by improving transportation efficiency while reducing traffic and pollution. Launched in 2023, the initiative began with internal feedback and a mapping of key locations in Italy and Switzerland, paving the way for a more sustainable commute. Participation has steadily increased at corporate level, with a 14% rise in registered users (26% after privacy adjustments)

compared to the previous year. The most significant progress is seen in active mobility, with bike and walking trips more than doubling (+114% vs 2023). Carpooling has grown more gradually, with a 3% rise in trips and a loyal, consistent user base. During European Mobility Week, our collective actions made a real difference: 490 certified trips, 6,289.82 km saved, and 817.70 kg of CO₂ emissions avoided.



IN THEIR OWN WORDS

Bracco's energy strategy: efficiency, self-generation, biomethane

An energy team of four that doubled its size over 2024 is putting in place concrete initiatives toward decarbonization, ever greater energy independence and continuous improvement

"In 2024 the decision was taken to double the number of people in the Energy Management Department and to integrate it into the company – an important step demonstrating investment in an area crucial to Bracco's transition," explains Emiliano Di Penta, Energy Management Director and Team Head since 2024.

What are the challenges for management of energy at Bracco?

The biggest issue is that growth in demand for contrast media drives an increase in energy usage for production. We use a lot of steam in our processes and for that reason we are a "hard-to-abate" sector – meaning that we have a challenging road ahead to reduce our carbon footprint. We're acting first of all on our industrial processes, optimizing and electrifying them wherever economically feasible. At the same time, we need to deploy more efficient technologies and find renewable and more sustainable sources of energy.

What were the main achievements in 2024?

In 2024, all our new off-site solar PV plants within the Renewability Consortium and the first two on-site plants at our Milan headquarters and at Torviscosa came online, generating enough electricity to cover 25% of our purchased power for all our Italian sites (including CDI). Furthermore, we confirmed a decision to generate our own electricity and heat for the Torviscosa site, through the development of steam generators and a high-efficiency tri-generation plant for heating, cooling and power which will be operational in 2028. Finally, we renewed our UNI ISO 50001 certification for our Italian sites, with certification for BIPSO in Germany coming in 2025.

Why are you taking the route of biomethane?

Bracco has decided to be a pioneer in the use of biomethane, with the aim of reducing our carbon footprint for processes which rely on natural gas and which are not suitable for electrification. We are investing, together with an Energy Service Company (ESCO), in the development of an "off-site" biomethane plant to reduce the use of fossil-fuel derived methane. The biomethane produced will be attributed to Bracco's energy consumption from the second half of 2026 through Guarantees of Origin and contracts in line with the latest regulations.

“Bracco remains firmly committed to greater efficiency and using fossil-free alternative energy to help combat the climate crisis.”



Emiliano Di Penta,
Energy Management Director, Bracco



Bracco's corporate energy team.
Left to right: Simone Cibi, Alberto Emondi, Emiliano Di Penta, Matteo Bruzzano.

Pollution



Our approach

For Bracco, reducing pollution is a commitment to positively impact both public health and sustainable development. By limiting atmospheric emissions, water pollution and soil contamination, we help safeguard ecosystems and natural environments in the areas where we operate. Strict management of hazardous substances is necessary to ensure community safety and protect human health.

Environmental responsibility is integral to our operations. We have implemented environmental management systems in all our production facilities, complying with the highest European standards to assess and mitigate environmental impacts. Our approach includes analyzing raw materials, energy use, and product outputs, focusing on atmospheric emissions, water, and soil pollution.

Our commitment

Implement advanced technologies to reduce pollution from our operations

Apply green chemistry principles to minimize environmental impact

Our achievements

-24%

VOC Emissions vs. 2023

-99%

Reduction in contrast media waste from 348 liters to 450 ml through the use of CT Expres injectors in functional testing



Impacts, Risks and Opportunities

Pollution of air

We are committed to continuously improving our environmental performance. Air pollutant levels are decreasing and we remain dedicated to monitoring and minimizing emissions such as NOx, SOx, and CO to protect air quality and human health.

Pollution of water

We recognize the growing attention on iodinated contrast media (ICM) detected in surface and groundwater. Our understanding of the potential impacts of ICM breakdown products continues to evolve and we are working to develop effective solutions to minimize their environmental impact.

Pollution of soil

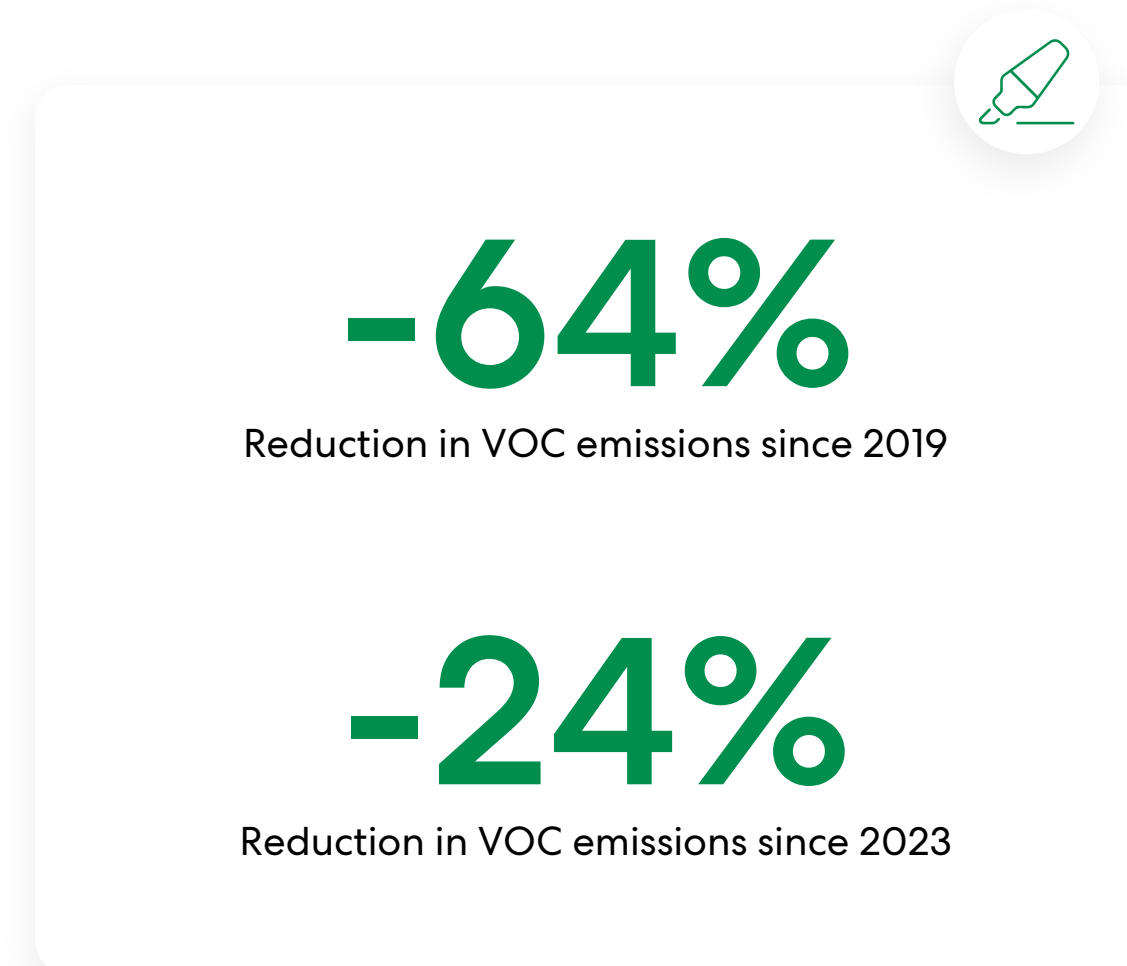
We have proactively overseen remediation efforts to tackle historical pollution at Bracco sites linked to the industrial activities of previous owners.

For water discharges, we ensure high biodegradability and stable conditions in our treatment plants, achieving over 90% degradation efficiency. In wastewater streams with low volumes and high pollutant concentrations, we apply physical technologies such as reverse osmosis.

We continue to manage soil remediation activities at the Ceriano Laghetto site, aiming to contain and reduce previous pollution from chlorine derivatives.

Advancing clean solutions through applying green chemistry principles

Our innovation strategies incorporate green chemistry principles to minimize production of hazardous substances. Green chemistry and reverse osmosis systems have contributed specifically to the reduction of Volatile Organic Compounds (VOC) and other air pollutants.



Recovering contrast media from patient urine

The Re.Water Project is a new initiative developed in partnership with Zereau BV, a Dutch scale-up company founded in 2021 to improve management of the end-of-life phase of contrast media. Our collaboration with Zereau focuses on developing and testing scalable, robust urine collection and filtration devices with the goal of integrating the devices into hospital radiology departments. This will enable a reduction in environmental pollution by collecting contrast media when patients use these special toilets at the end of their visit.

In 2024, we completed a thorough scouting of technology propositions and conducted lab testing to evaluate the effectiveness of the selected technology. In 2025, we move into an implementation phase and will launch a pilot project in selected European countries, aiming to reduce the amount of contrast media entering the sewage system and downstream to environmental water bodies. **See feature story for more details**

F-gas recovery project

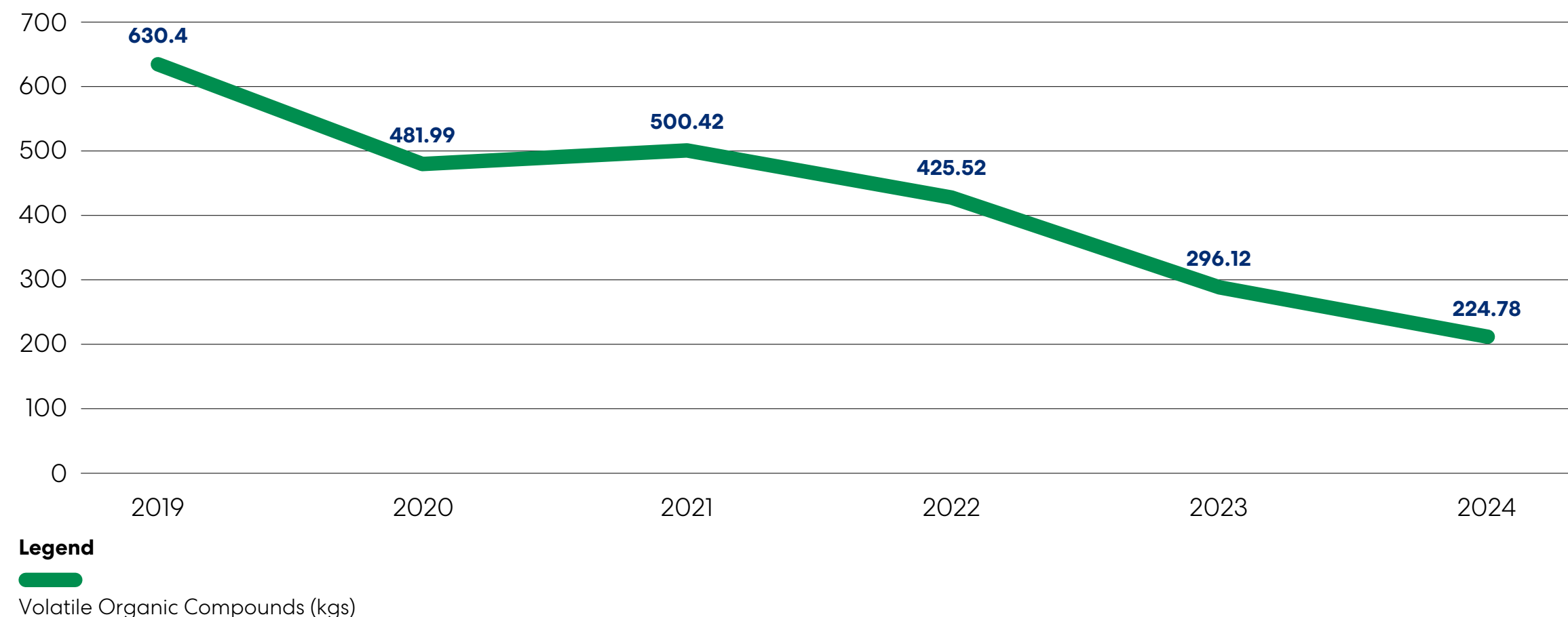
The F-gas recovery project aims to significantly reduce the environmental impact of fluorinated gases (F-gases). In 2023, a pilot plant was made fully operational, having successfully implemented a proprietary gas recovery system connected to a freeze-dryer. The project began with an extensive scouting phase to identify possible technology solutions, followed by testing and evaluation of their effectiveness.

Currently, the on-site use of F-gases recovery technologies allows for a reduction of the emissions by at least 95%. Furthermore, ongoing actions are being taken to recover and recycle F-gases, with performance being monitored after each manufacturing lot.

Actions and Metrics

Addressing pollution

We are reducing our environmental impact across all production plants, focusing on air and water pollution. This effort starts with our Research & Development and continuous improvement functions, which drive the adoption of best available technologies. We have implemented advanced systems to manage hazardous substances, reduce emissions, and ensure regulatory compliance. Atmospheric emissions are treated with solvent recovery systems, wet scrubbers, activated carbon filters, and catalytic combustors.



ACTION SPOTLIGHT



Reducing the environmental impact of consumables testing

Our BMT/Acist medical systems team in Minnesota developed a solution to dramatically reduce the level of waste of contrast media used in functional testing of CT Exprés injector consumables.

CT Exprés Disposables must undergo functional testing as part of EU Medical Device Regulation to ensure they meet safety and performance standards. But the waste of contrast media during functional testing created significant challenges in terms of environmental impact, budget inefficiencies, and health and safety concerns.

By optimizing the contrast media bottle design and testing setup, the team enabled recycling of contrast media and better fluid control, achieving a >99% reduction in contrast use from 348 litres to just 450 ml, resulting in improved efficiency, cost savings, and sustainability across various testing scenarios.

The modified design has since been validated, approved by Quality Assurance and documented as part of EU medical device regulation compliance.

Optimization Spotlight

>99% reduction

in contrast use

from **348** liters to just **450** ml

during functional testing of CT Exprés Disposables.

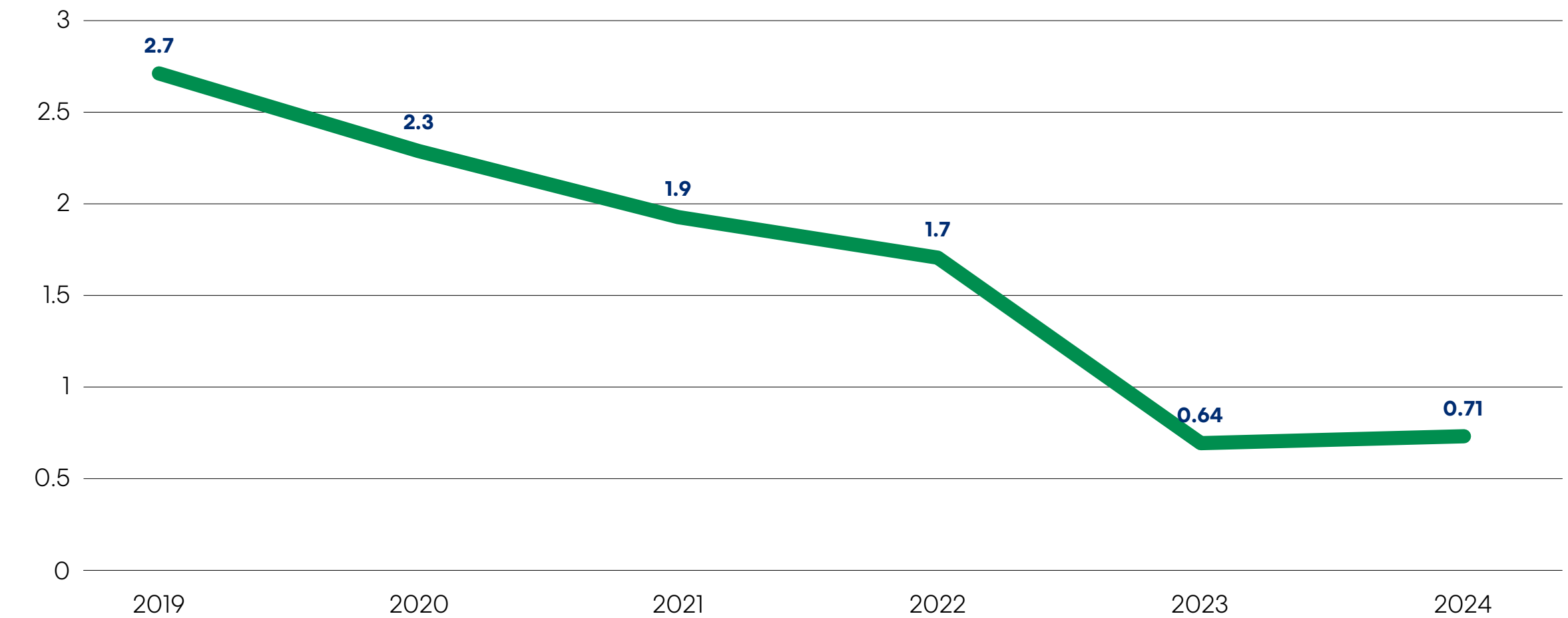


Managing sludge

Sludge is a byproduct of water purification. We aim to reduce the volume of sludge sent to landfill in alignment with waste hierarchy principles. While some waste management steps are unavoidable, we have developed a sludge treatment solution

that involves drying. By using hot water from nearby facilities, we reduce the total mass sent to landfill and minimize the environmental impact on the soil matrix.

Specific Sludge Production (Ceriano - t/t)



Legend
█ Specific Sludge Production (t/t)

Circular Economy



Our approach

At Bracco, we recognize the fundamental connection between circular economy principles and ethical waste management. At the heart of this relationship is prevention, which serves as the foundation for a sustainable materials cycle in which raw materials and products are reused. This guiding principle drives our efforts to reduce waste and optimize resource utilization.

At the heart of our circular business model is the waste hierarchy, a framework with six priorities focused on optimizing resource use. Waste prevention sits at the top of this pyramid – wherever possible, we seek to prevent the production of waste. When prevention isn't possible, we focus on reduction, reuse, recycling, energy recovery, and finally, safe disposal. Across all production sites we have established a prevention policy that emphasizes reusing raw materials and goods to minimize waste generation, and we remain committed to continuously improving resource management and ensuring regulatory compliance.

Our commitment

Take the lead in sustainable manufacturing by adopting advanced waste reduction strategies and maximizing resource efficiency.

Promote innovative solutions that drive environmental stewardship and enhance operational effectiveness.

Our achievements

>80%

Iodine transformation yield from API production to the finished product

42%

of total waste from internal operations reused, recycled or recovered

24%

increase in the recovery rate of API drums compared to 2023



Impacts, Risks and Opportunities

Resources inflows

We are committed to advancing sustainable packaging for our products. Our new packaging projects focus on incorporating recycled and eco-friendly materials into the production of secondary packaging.

Resources outflows

We are continuously investing in research and innovation to improve iodine yield, recover organic solvents, and extend the lifecycle of steel drums by reusing them.

Waste

We take the impact of waste generation seriously and adopt waste management procedures throughout our operations. We prioritize waste reduction strategies, safe disposal methods, and innovative recycling initiatives.

Policies

HSE Policy

The Health, Safety, and Environment (HSE) Policy outlines the Group's principles concerning health, safety, and environmental matters.

This policy provides a framework for establishing objectives and implementing measures to reduce environmental impact.

In alignment with the goals of the Clean Industrial Deal, we focus on the circular economy, which includes: Circular economy initiatives aimed at reducing waste production and increasing recycling; Increasing production cycle efficiency and maximizing the recycling of solvents and strategic raw materials.

Actions and Metrics

Waste reduction

All production plants follow methods for drug commercialization approved by national authorities. These practices support the recovery and reuse of raw materials. In manufacturing Active Pharmaceutical Ingredients (APIs), we use over 80,000 tons of raw materials of 100 different types and adhere to strict Good Manufacturing Practice (GMP) standards.

As part of our internal assurance, a Dedicated Waste Audit Plan was implemented across the waste value chain, including selected disposal providers at their facilities. Targets for waste diversion from landfills were established, with rigorous monitoring of metrics at each site level. The results showed that 42.4% of the total waste was successfully diverted from landfills through recycling, recovery, and reuse.



42%

of total waste from internal operations reused, recycled or recovered

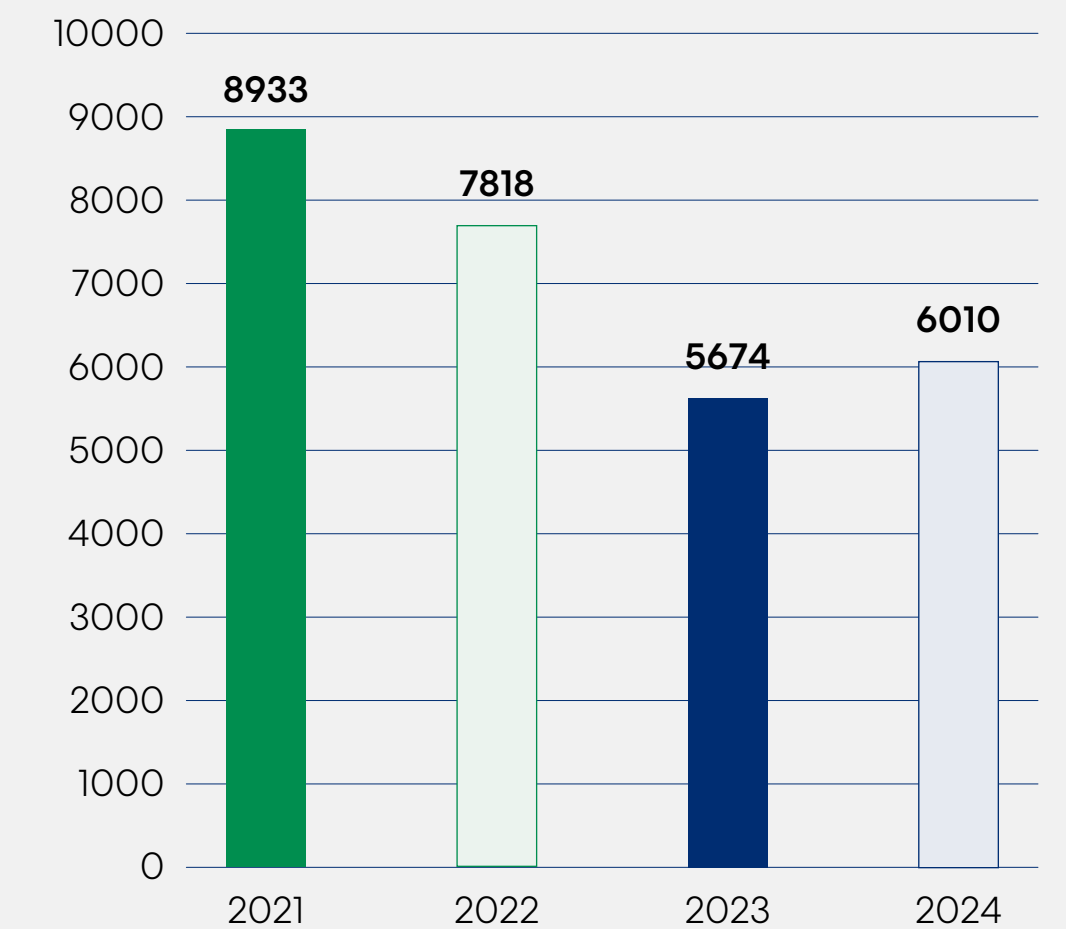
4.3%

increase in quantity of waste sent to reuse, recovery or recycling in 2024 compared with 2023

35.8%

decrease in quantity of waste sent to landfill in 2024 compared with 2023

Total tons of waste



Reducing impact through sustainable packaging

We apply circular economy principles to packaging design and use. We consider both functionality and lifecycle environmental impact. We are exploring the introduction of innovative, low-impact and eco-friendly materials for packaging. Our goal is to develop new packaging solutions that adopt an eco-design approach to reuse, recover, and recycle whenever feasible.

In 2024, we concentrated on evaluating alternative packaging materials. Our tests focused on various shipping box designs aimed at reducing paper usage. We will continue packaging development in 2025 to identify optimal solutions for design and sustainability.

We also aim to use recycled materials wherever possible. In 2024, we used a total of 709 tons of recycled glass, representing 15% of our total input materials, and 67% recycled paper, which is crucial for recycling the cartons used to package finished products.



24%

increase in the recovery rate of API drum since 2024, compared to 2023

2

Life cycle Assessments concluded in 2024 for new eco-designed products and processes out of 10 targeted by 2030



Saving paper in Germany with new box designs

The Chamäleon Project aims to develop a new line of packaging for Bracco Imaging Pharmaceutical Sterile Operations (BIPSO), including the use of alternative packaging materials.

Based on tests conducted in 2024, we are assessing two different shipping box designs, FEFCO 0201 and FEFCO 0204, both of which offer the potential to reduce paper usage.

In 2025, we will continue packaging development to determine the most sustainable and cost-effective solution.

Re.Viva: Collaborating with our clients to recycle iodine

We aim to make sustainability easy, practical, and impactful. Our iodine recycling program Re.Viva (see box below) tackles a key environmental challenge, reducing Iodinated Contrast Media emission into water, through the provision of a seamless, cost-effective solution for healthcare providers.

Designed to integrate smoothly into customer workflows, it supports sustainability goals, strengthens Bracco's brand, and fosters customer engagement.

Initialization

- Create contract
- Capture details of container locations in hospitals / radiological practices
- Deliver first container

Container exchange

- Initialize pick-up
- Initialize sending of new container

Finalize and document recycling

- Capture actual weight recycled
- Create documents as proof of proper disposal for customer



Re.Viva: Making iodine recycling easy

Re.Viva is a programme initiated in Germany that brings together Bracco, its customers and technical partners to enable iodine recycling.

Iodine recycling

The Re.Viva iodine recycling program reduces the environmental impact associated with customer use of our products by offering a seamless and scalable solution. Designed to encourage customer participation, it promotes responsible resource management and waste reduction.

Notwithstanding regulatory challenges, including strict hazardous waste classification and handling costs, Re.Viva has established an efficient, automated, model that is potentially transferable to other countries.

Its streamlined processes make implementation simple for both customers and Bracco, ensuring secure and sustainable data management within our systems.

PRODUCT SUSTAINABILITY SPOTLIGHT

CT Solutions: effective and responsible use of iodine

A recent study found that using Bracco's MDCT (multidetector CT) online iomeprol protocol reduced mean contrast volume administered by 15% and mean radiation dose by 11% compared to regular practice. Furthermore, multi-use solutions may decrease plastic consumable waste by up to 93% when utilising multi-use injectors.



ACTION SPOTLIGHT

Fluorinated gas recovery in Geneva

In our Geneva ultrasound contrast media production lines, fluorinated gases play a crucial role in all CEUS product formulations; however, they are also potent greenhouse gases with high Global Warming Potential (GWP).

To substantially mitigate the impact we invested in recovery systems which we integrated into our production cycle to recover the gas and put them into cylinders, in compliance with pharmaceutical good management practices.

We now recover an average of 95% of the gases which were formerly released into the atmosphere from production processes and laboratory analyses. The gases are either recycled or destroyed.

Optimization Spotlight concerning SF6

140,000 T of CO₂

saved in production since November 2021



Water Management, Biodiversity and Other Topics



Our approach

Water is essential for life, and safeguarding our water resources is vital for the wellbeing of ecosystems and communities. By managing our water usage and discharge responsibly, we contribute significantly to preserving the health and resilience of both ecological systems and the communities that rely on it.

While water is a renewable resource, ensuring its clean and responsible use remains a top priority. We source water from aqueducts or proprietary wells and tap into aquifers. When handling water discharge, we implement strict analytical controls and treatments to ensure compliance with legal regulations.

Our commitment

Drive sustainable water management by embracing innovation and proactive strategies for responsible resource use in the future.

Preserve and restore biodiversity and ecosystems.

Invest in the recovery and upkeep of historical industrial sites and architectural assets

Our achievements

-36%

Reduction in water consumption in water-stressed areas in 2024 compared to 2023

-17%

Reduction in overall water consumption in 2024 compared to 2023



* Topics in this section were not identified as material within our stakeholder analysis but we view them as important to Bracco's sustainability agenda and so have provided an update on actions.

Updates and Actions

Wastewater management and process optimization

We are committed to responsible wastewater management, ensuring full adherence to regulations as well as process optimization. Dedicated site-level committees continuously monitor data and performance, driving improvements through a structured continuous improvement approach. Our key initiatives involve:

- COD reduction projects – Specific projects have been implemented at our Ceriano and Torviscosa sites to reduce Chemical Oxygen Demand (COD) and enhance wastewater treatment efficiency.
- Saponification process in Ceriano – A new saponification process has been introduced for the permeate discharge stream, significantly reducing nitrogen levels in the effluent. By increasing the COD/N ratio, the wastewater treatment system has improved denitrification potential, achieving extremely low nitrogen concentrations at discharge.
- Sludge stream optimization – In Ceriano, process enhancements and the installation of new online monitoring technologies have improved sludge stream management, further optimizing wastewater treatment performance.

The main steps have been:

- Risk identification and prioritization – an assessment identified the most critical areas, helping to prioritize which plants require detailed water footprint analysis.
- Consideration of key risk factors – physical, regulatory, and reputational risks were analyzed to develop a targeted water management strategy.
- Water footprint assessment at Torviscosa – a dedicated study was conducted to quantify and map direct water consumption, establishing a baseline for future water conservation strategies.

These assessments enable us to proactively manage water resources, mitigate risks, and enhance our sustainability performance.



-36%

Reduction in water consumption in water-stressed areas in 2024 (compared to 2023)

-17%

Reduction in overall water consumption in 2024 (compared to 2023)

Water risk and footprint assessment

As part of our commitment to sustainable water management, we have conducted a water risk assessment to evaluate environmental conditions and water-related risks across Bracco's production plants, including Ceriano Laghetto, SPIN Torviscosa, Colletterto Giacosa, BIPSO Singen, Shanghai, Canada, and Geneva.

Biodiversity impact

We started a project to evaluate the impacts on biodiversity from activities conducted in the Ceriano Laghetto area. A survey process was defined based on an initial preliminary analysis (baseline) followed by subsequent levels of assessment. This will be succeeded by a second phase involving potential targeted regeneration interventions, including the introduction of native nectareous species with staggered flowering periods, the installation of shelters for pollinators, and a final third phase of monitoring the results of the interventions.

For biodiversity monitoring, the protocol includes the evaluation of data derived from satellite analyses (remote estimation) and information from field monitoring using sensors (on-site measurement). Indicators have been identified to reflect the current state of biodiversity and the area's capacity to support wild pollinators. The analysis has facilitated the planning of site-specific interventions and the development of a biodiversity regeneration strategy. We are planning to expand our monitoring to other sites in the following years, with the goal of expanding our targets and positive impact across the majority of our production footprint.

Developing biodiversity KPIs

Biodiversity KPIs developed for our production plant in Ceriano Laghetto:

PAI - Pollinator Abundance Index: an index measuring the relative abundance of pollinators for a given pixel on a map

NP - Nectar Potential: an estimate of the average nectar productivity of a plant species and its honey potential (calculated

by assigning a nectar production value from scientific literature to each type of land cover).

MSA LU - Mean Species Abundance related to Land Use: an index that quantifies the abundance of living species in a given area relative to the abundance of those species in natural and undisturbed habitat conditions

Ceriano Laghetto Plant: Now vs Target 2027		
	2024	2027
PAI	Low	High
NP	Medium / Low	High
MSA LU	Low	High

IN THEIR OWN WORDS

“The Re.Water Project” to reduce contrast media in wastewater

Introducing Bracco’s pilot project to collect urine from patients administered with contrast media, through filtering devices installed in hospitals and diagnostic facilities

Bracco is investing to find innovative solutions to manage end-of-life of contrast media with the aim to reduce its presence in the environment, particularly in water bodies. “The presence of contrast agents in hospital wastewater, which is primarily due to patient urinary excretion, is a growing point of attention”, explains Erik Bruno, Sustainability and Packaging Innovation Manager, “there is no easy solution for this: that’s why our Re.Water Project has a strong focus on collaboration with our clients and a high-level technical partner”.

How was the Re.Water Project born?

In 2024, we started a collaboration with Zereau, a Dutch company specialized in wastewater treatment technology, that developed specific devices for the collection and filtration of urine from patients administered with contrast media for CT and MRI diagnostic procedures.

How will the system work?

Patients will be asked to use specific toilets after their diagnostic procedure. Filters saturated with contrast media are removed and replaced by fresh filters. Saturated filters are treated in a third-party facility for the recovery of precious raw materials, such as iodine, and refurbished to be reused as part of a circular approach to materials.

What’s the role of patients?

Their collaboration is crucial, because they will be asked to wait a certain amount of time after their scan, in order to increase the quantity of contrast media that can be recollected from their urine and avoid its emission into sewage.

What are the next steps?

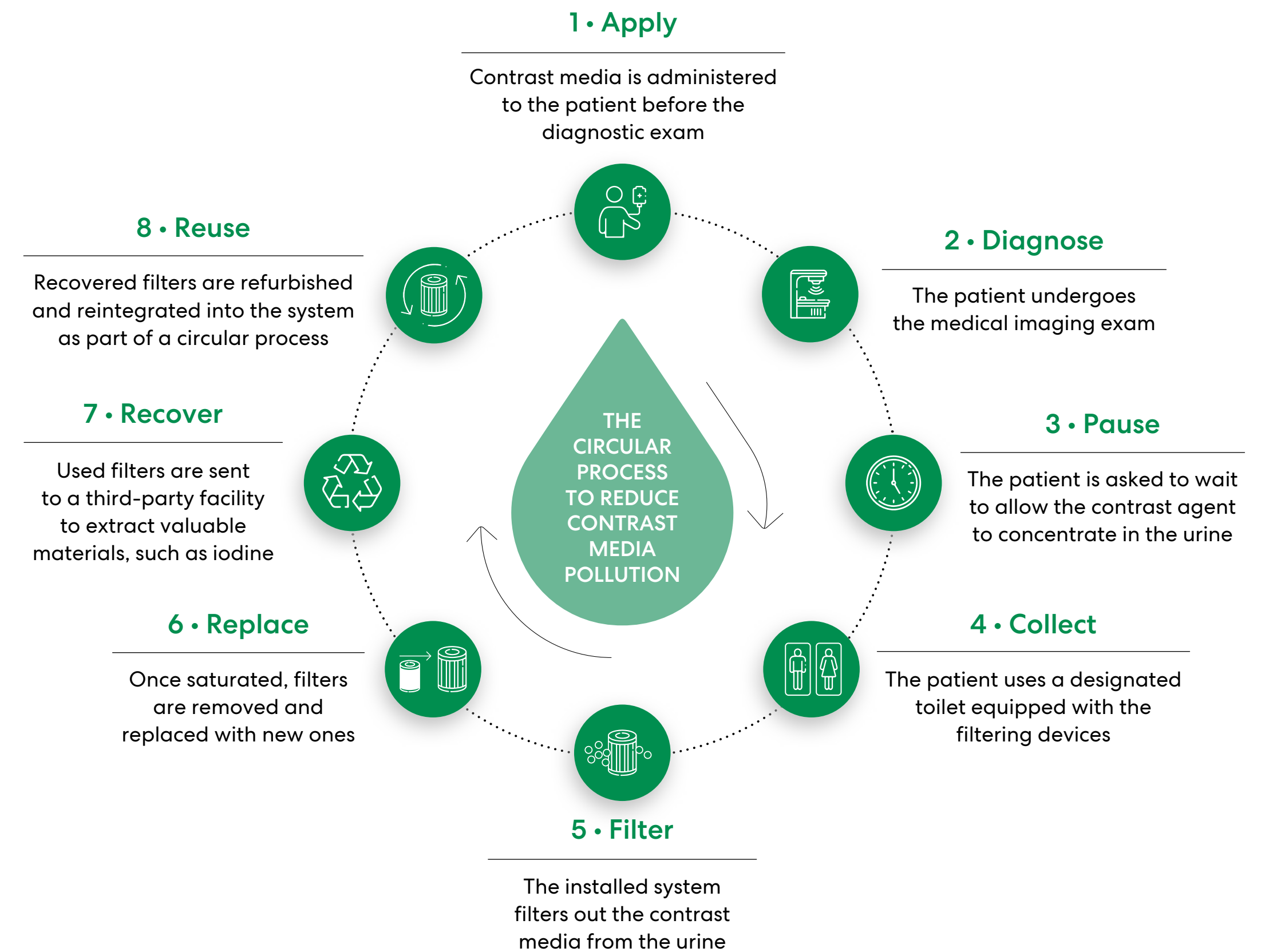
A selected number of hospitals in Europe will take part into the pilot project during 2025. If the pilot is successful, this approach could be scaled up and could become a sustainability best practice to be implemented at hospital level.

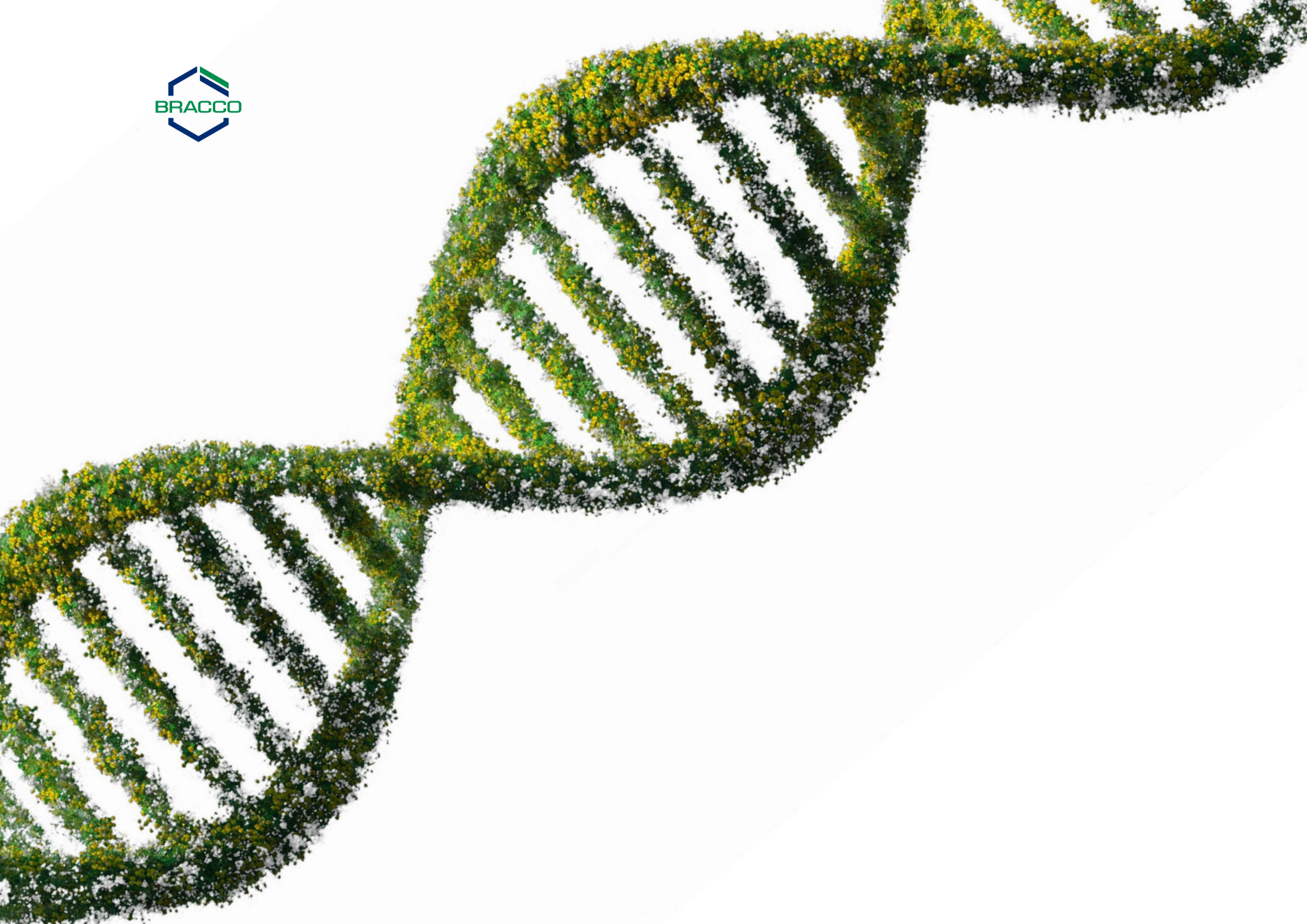
“Our aim is to significantly reduce the environmental footprint of medical imaging.”

Erik Bruno,
R&D Sustainability and Packaging
Innovation Manager, Bracco Imaging



How it works





E SOCIAL G

People & Education

Developing people and skills to evolve diagnostics

- Overview
- Health and Safety of Patients
- Own Workforce
- Education, Communities and Social Development



Developing people and skills to evolve diagnostics

Overview

Our mission is driven by the ambition to enhance people’s wellbeing on a global scale. We do that by enabling and providing patient-centered care through the products, support and training we offer to healthcare professionals. Innovation and rigorous research, as well as education and knowledge-sharing are central to our strategy. We provide clinicians and health professionals with state-of-the-art diagnostic tools and advanced technological solutions to enable continuous progress in treatment. We work closely with partners and customers to ensure the healthcare community remains up to date on the latest best practice. Our social impact also rests on harnessing the talents of our people and looking after their wellbeing by investing in welfare programs, continuous learning and ensuring an inclusive and equitable environment. We also invest to support the development of the global community of health professionals we serve, as well as the local communities in which our business is based.

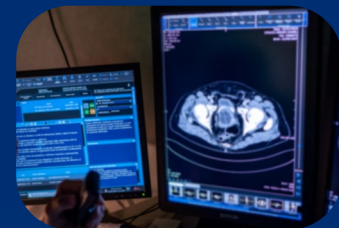
Material topics

- Health and safety of patients
- Working conditions

Other topics included

- Equal treatment and opportunities for all
- Education, training and skill development
- Access to quality information
- Privacy

In their own words



Empowering Next Generation Leaders in Radiology

The voices of some of the many **healthcare professionals** involved in Bracco’s education initiatives



Spotlight on China

Interview with **Valtero Canepa**, Head of APAC Region, Bracco



Introducing AiMIFY

Interview with **Elena Magalotti**, Global Brand Manager, Contrast Management & Digital Health, Bracco Imaging

2030 targets and progress

Area	Target 2030	Progress 2024
Health and safety of patients	Maintain the percentage of reports on adverse events submitted in due time to regulatory authorities above the defined target (97.5%)	98% of reports submitted in due time
	Set actions and processes to design new products and digital solutions with a significant positive impact on patients	Not publicly available due to their confidential nature
Own workforce*	Reach target of ensuring 45% of executive positions are filled by women	33% of executive positions are currently filled by women
	Train all corporate employees with an IT account through the Data Protection Program	2,532 employees have been trained as of 2024
Education, communities and social development	Involve 130,000 people in targeted training projects (radiologists, students, etc.) ensuring up to 40% of radiologists and ultrasound HCPs involved are under 35 by 2027	42,900 people involved in targeted training initiatives, with 35% of participants under the age of 35 (cumulative data since 2020)
	Sponsor at least 45 PhDs and extracurricular internships by 2030	27 PhDs and internships financed
	Have more than 7,570 work-hours dedicated by Bracco employees to volunteer activities by 2030	2,030 cumulative volunteer work-hours in 2024, (cumulative data since 2023)
	Support a total of 6,000 students through projects focused on psychological wellbeing or scholarships in our community	4,191 students (cumulative data since 2020)

* All Diversity, Equity, and Inclusion (DEI) targets, procedures, and principles apply across the entire Bracco Group, except for subsidiaries and legal entities based in the United States.

Health and Safety of Patients



Our approach

The quality of our products and services has always been central to earning the trust of patients and healthcare providers. Maintaining this trust and delivering the high standard of care we strive for requires an unwavering commitment to patient safety. We have a fundamental ethical responsibility to prioritize patient safety above all else and our materiality analysis confirms that our stakeholders likewise prioritize patient safety above other issues.

Patient health and safety are core to how we drive social impact and create value for our stakeholders. Through ongoing research and innovation, we continuously raise safety standards for patients and improve the quality of our products and we share that information with the health community to ensure they are in a position to provide the best possible care for their patients.

Our commitment

To uphold the highest standards of quality in our business operations

To ensure risk identification, mitigation, and full compliance with the strictest control standards and regulatory requirements

To push the boundaries of scientific research, exploring new frontiers, while ensuring we only release products that are safe for consumers

Our achievements

23

Pharmacovigilance Audits in 2024 (22 in 2023; 13 in 2022)

98%

of individual reports⁸ received were submitted in due time

13

Gender-balance clinical trials

48% WIR

Women Inventor Rate for Italian and Swiss R&D centers, measuring the proportion of inventors who are women listed in patent applications filed in 2024



⁸ 'Individual reports' refers to reports of suspected adverse events associated with the use of a product.

Impacts, Risks and Opportunities

Health and Safety of end-users

We are committed to ensuring the health and safety of end users by designing and conducting clinical trials that protect their rights, integrity, and confidentiality. The Global Medical & Regulatory Affairs team upholds the highest standards of safety and quality by overseeing the clinical development and approval of new imaging agents and devices. Through innovative solutions like the gadopichlenol injection, we are cutting the standard gadolinium dosage in half, enhancing the risk/benefit profile for patients.

Access to quality information

We are dedicated to improving patient access to essential health information by developing solutions that enhance clarity, transparency, and availability. Through digital tools and educational initiatives, the company empowers the global community of healthcare professionals with the knowledge they need to make informed decisions, fostering greater awareness, engagement, and trust in their medical journey.

Privacy

We implement robust privacy measures to significantly enhance customer privacy based on comprehensive policies, procedures, and controls to protect personal data. We ensure the highest standards of data protection through strict adherence to the General Data Protection Regulation (GDPR) and the latest Customer Relationship Management (CRM) guidelines.

Policies

Quality Policy

At Bracco, quality is core to everything we do: beyond compliance, quality is a key driver of business growth, competitiveness, and sustainability. By minimizing and eliminating errors that could have environmental and social impacts, we uphold a culture of quality as a strategic asset. Our commitment to continuous improvement is embedded in the Bracco Quality Policy, which guides our efforts to enhance processes, activities, products, and services.

Our teams work continuously to reduce risks and maximize benefits for all people that interact with our products. The Global Medical & Regulatory Affairs department ensures patient safety and healthcare quality by overseeing the development and approval of new medical imaging agents and devices. Its research enhances imaging procedures, supports medical education, and provides scientific data to improve patient management.

Patient safety remains a top priority across our clinical research, risk assessment, and safety monitoring initiatives. Through continuous innovation, we proactively mitigate risks, ensuring quality excellence, reducing regulatory timelines, and accelerating patient access to new medical imaging solutions. Bracco adheres to all regulatory and corporate quality standards, guaranteeing the integrity of clinical studies and the highest protection for participants.



2,200+

Patents granted globally in Bracco's portfolio

4.3

Average impact factor of items published in scientific journals

52%

of R&D and Medical function staff are women

48% WIR

Women Inventor Rate for Italian and Swiss R&D centers, measuring the proportion of inventors who are women listed in patent applications filed in 2024



BED Blue Earth Diagnostics

Journal papers	18
Conference abstracts with	23
Acceptance rate	100%
Podium presentations	12
Scientific posters presented	13

BET Blue Earth Therapeutics

Journal papers	2
Conference abstracts with	4
Acceptance rate	100%
Podium presentations	12
Scientific posters presented	13

Corporate Drug Safety and Pharmacoepidemiology (CDSP)

Corporate Drug Safety and Pharmacoepidemiology (CDSP) units, part of the Global Medical & Regulatory Affairs division, play a critical role in overseeing Bracco's global safety surveillance and risk management programs. Operating across all continents, these units ensure the highest ethical and quality standards in pharmacovigilance, adhering also to ISO 9001 certification.

They are responsible for monitoring safety systems in all countries where our products are developed or marketed, whether directly or through outsourced services, while maintaining strict oversight of distributors and third-party providers.

A key element of this system is the Pharmacovigilance Risk Management Plan, which provides a comprehensive assessment of each product's safety profile.



Evaluation: assess the product's epidemiology, clinical and non-clinical data, and regulatory requirements



Risk Identification: identify known and potential risks, applying routine and ad hoc risk minimization measures



Preventive Approach: carefully consider even suspected risks using a prudential and preventive strategy



Benefit-Risk Assessment: conduct ongoing post-approval evaluations to ensure the product's benefits for patient and public health safety

Data Protection Policy

The Data Protection Program is designed to define the activities, roles, and responsibilities necessary to comply with privacy regulations and keep the company structure aligned with current legal requirements. Its main objectives include overseeing and implementing the Personal Data Breach Management Process.

The Data Protection Program and Data Breach Management Procedure apply to all companies within the group, ensuring a consistent and compliant approach to data security and privacy

Healthcare Services Policies

CDI has created a comprehensive set of policies over the years to ensure the health and safety of end users and patients, as well as to mitigate risks. Below is a selection of relevant topics.

- **Complaint Management:** defines procedures for patients to report dissatisfaction and ensures a consistent approach to address complaints
- **Disaster Preparedness & Business Continuity:** identifies emergency scenarios, coordination strategies, and measures to maintain service continuity
- **Aggression Procedure:** implements organizational and structural measures to reduce the risk of aggression towards operators and provides them with the necessary skills to manage such events
- **Fall Prevention Program:** aims to prevent and reduce accidental falls among users, especially vulnerable groups

- **Personal Data Protection Policy:** defines activities, roles, and responsibilities to comply with privacy regulations and ensure data security
- **Personal Data Breach Management Procedure:** ensures governance and implementation of the process for managing personal data breaches within the CDI Group



Photon-Counting CT (PCCT): Revolutionizing Medical Imaging

Photon-counting CT (PCCT) is a cutting-edge technology installed by the Centro Diagnostico Italiano (CDI) that significantly benefits both radiologists and, most importantly, patients. Unlike traditional CT scans, PCCT uses advanced detectors to capture individual photons and measure their energy precisely. This allows for sharper, more detailed images with resolutions up to 0.2 millimeters while reducing noise and artifacts. It enhances diagnostic accuracy, especially for small lesions, and lowers radiation exposure by efficiently utilizing X-ray data. This is particularly valuable for cancer patients and patients needing frequent imaging.

PCCT is applied in several clinical areas:

- **Cardiology:** provides clearer images of coronary arteries and calcium deposits for more accurate cardiovascular diagnoses
- **Oncology:** improves tumor detection and characterization, as well as carotid wall analysis
- **Neurology:** offers better differentiation between white and gray matter, aiding the diagnosis of neurodegenerative diseases
- **Orthopedics:** enhances bone structure definition, helping detect microfractures and assess periprosthetic areas more accurately

The goals of investing in such advanced technology include:

- High-resolution images with reduced radiation exposure
- Enhanced visualization of anatomical structures
- Improved early and accurate diagnoses
- Optimized use of contrast agents
- Personalized therapeutic treatments



Action and Metrics

PRODUCT SUSTAINABILITY SPOTLIGHT

MRI – Gadopiclenol: Reduced Gadolinium, Enhanced MRI Experience

Gadopiclenol delivers effective enhancement at half gadolinium dosing due to its high relaxivity, enhancing the MRI experience and enabling more conscientious consumption of gadolinium.

Gadopiclenol allows efficient enhancement at a 50% lower gadolinium dose compared to the recommended dose of other macrocyclic Gadolinium-based Contrast Agents.

In Europe, 19 tons of gadolinium are administered to patients every year; gadopiclenol's lower dosing might contribute to gadolinium use reduction.

Social monitoring system

For digital communications, we apply a web and social media monitoring system that enables real-time tracking of adverse events, issues, and complaints. This ensures continuous oversight of online activity. Additionally, at the customer relations level, our sales representatives receive direct reports from customers.

Quality management system

We implement a quality management system to ensure compliance and efficiency in clinical studies, maintaining a focus on key activities that protect human subjects and ensure reliable data.

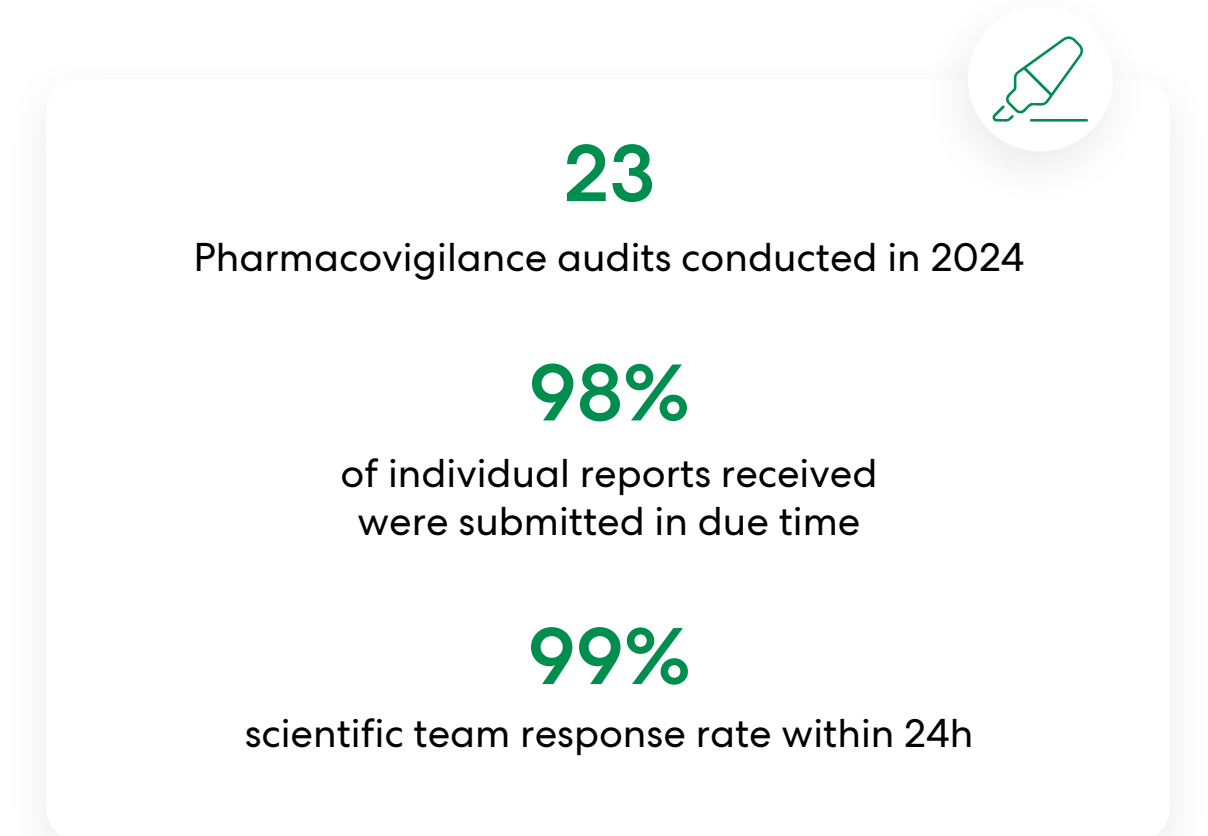
Guided by our ethical principles, we prioritize participant safety above scientific or societal interests, while ensuring our data meets regulatory requirements across jurisdictions.

Our risk management framework defines critical risks, acceptable levels, mitigation measures, and communication strategies. We also uphold the highest standards of data integrity adhering to ALCOA principles – ensuring our data is Attributable, Legible, Contemporaneous, Original, and Accurate.

Pharmacovigilance

Bracco's pharmacovigilance system operates with the highest standards of compliance and transparency, ensuring patient safety and regulatory adherence worldwide. Managed through a structured, integrated approach, it undergoes regular audits at corporate, regional, and local levels. Continuous training is a priority, with employees and third-party representatives regularly educated on their roles and responsibilities within the pharmacovigilance framework.

Safety evaluation is a core goal of clinical research and essential for designing and conducting initial human trials. After market approval of a new product, the Marketing Authorization Holder monitors safety through a pharmacovigilance and pharmacoepidemiology system aligned with global regulations.



PRODUCT SUSTAINABILITY SPOTLIGHT

AiMIFY: AI-powered contrast enhancement

AiMIFY uses AI-powered software to significantly enhance magnetic resonance imaging (MRI) of the brain, particularly for detecting small and poorly enhanced lesions. The product was developed through a collaboration between Bracco Diagnostics and Subtle Medical. It received FDA clearance as Class II software as a medical device (SaMD) for magnetic resonance imaging (MRI) of the brain.

*FDA (510) Cleared. CE (MDR) marked. Not available in all geographies, please refer to your local representative to know more.

IN THEIR OWN WORDS

Introducing AiMIFY⁹: a new AI-powered software to “boost” diagnostic confidence

Our new cutting-edge deep-learning technology is poised to redefine diagnostic precision and efficiency for brain MRIs, setting new standards in the field for the ultimate benefit of patients

In 2024 Bracco and Subtle Medical, a pioneering innovator in the use of artificial intelligence (AI) for image acquisition, launched AiMIFY, an AI-powered software, which has received clearance by the US Food and Drug Administration (FDA) for use in the United States as a medical device for contrast-enhanced magnetic resonance imaging (MRI) of the brain. “This is a major step to unlock the potential that AI brings to medical imaging”, explains Elena Magalotti, Global Brand Manager, Contrast Management & Digital Health, “we are joining forces to empower radiological professionals and improve outcomes for patients worldwide”.

How does AiMIFY work?

The software applies advanced AI algorithms to amplify contrast in brain MR images, achieving up to twice the enhancement level obtained with a labelled dose of gadolinium-based contrast agents (GBCAs). This increased image clarity supports radiologists and neuroradiologists in identifying lesions with greater detail than what is possible with standard post-contrast imaging.

What are the main benefits for doctors and patients?

Better highlighting of small, poorly enhancing lesions and improved overall image quality are key factors in more confident and accurate diagnosis, and more informed decision-making on possible treatment. The software is designed as a support for physicians and can improve workflow in medical facilities as well as the mental health of staff, particularly during times of increased stress. It is intended to be used

retrospectively, which can help reduce brain re-scans and patients' exposure to contrast media.

What is the potential of this technology?

We will be able to further optimize the use of contrast media, maximizing the information we derive from images for the benefit of the patient, the environment and overall sustainability in radiology. In addition, the application of this technology in clinical practice opens the door to new discussions and collaborations with different stakeholders to continue pushing the boundaries of what is possible in medical imaging.

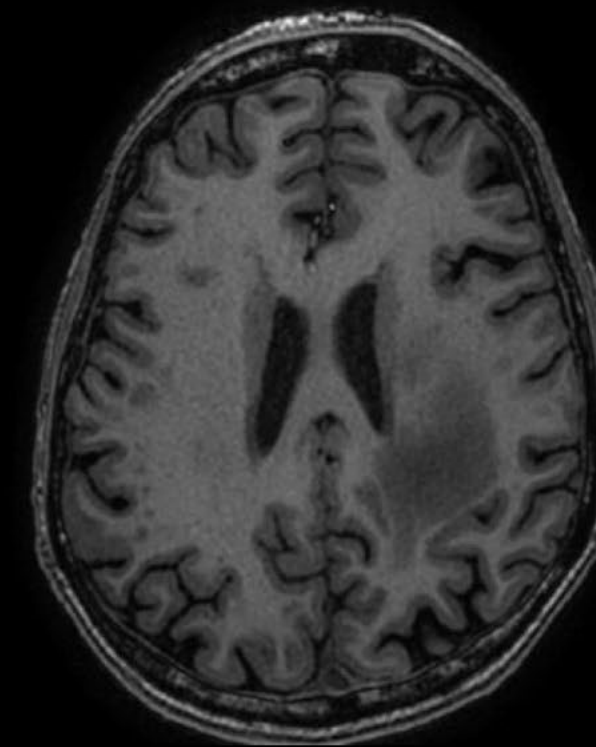
“With AI support, we are redefining what is possible in radiology.”



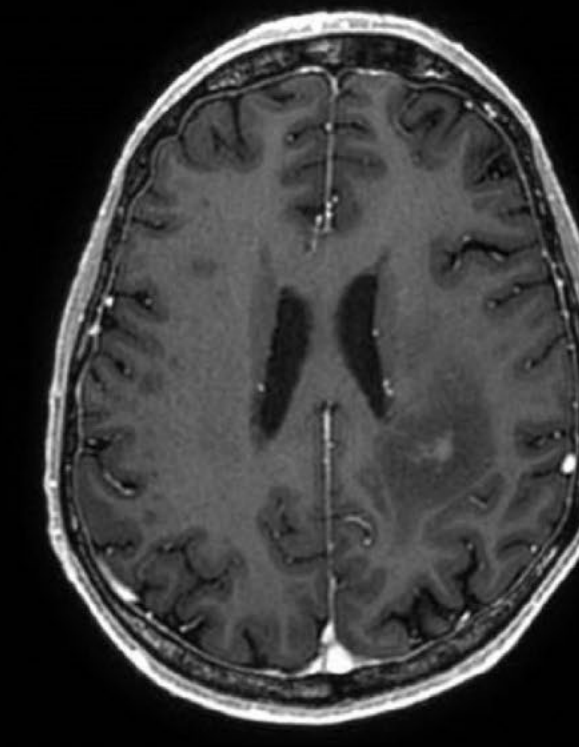
Elena Magalotti,
Global Brand Manager,
Contrast Management & Digital Health,
Bracco Imaging

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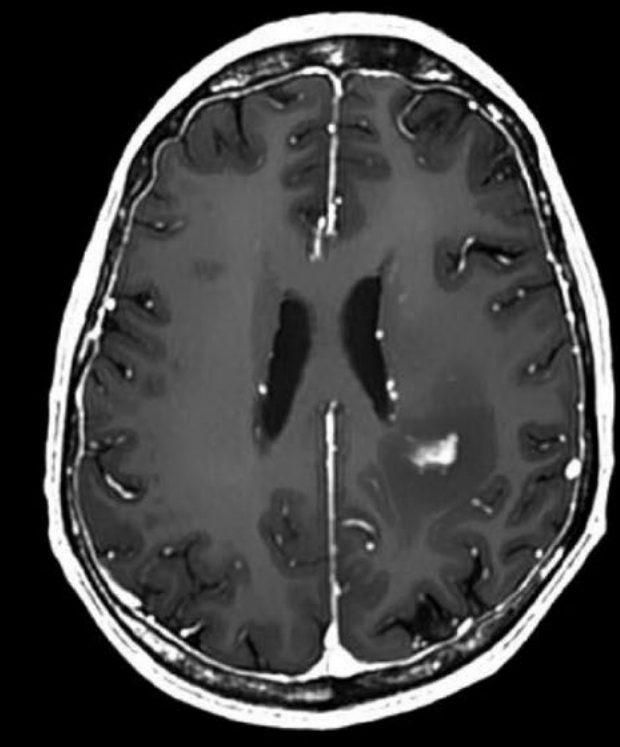
PRE - CONTRAST



POST - CONTRAST



AiMIFY



Patient_0167: Lymphoma



⁹ FDA (510) Cleared. CE (MDR) marked. Not be available in all geographies, please refer to your local representative to know more.

Own Workforce



Our approach

We view our people as our greatest asset. Their skills and dedication drive our success. Investing in their development is a core part of our vision. By empowering employees to grow personally and professionally, we strengthen both individual careers and our organization.

Our people development strategy starts with ensuring the health and safety of our employees and fostering a safe, supportive, and inclusive work environment where everyone feels protected.

Our approach to attracting and retaining talent is underpinned by a commitment to supporting employee wellbeing, investing in training and development opportunities, and promoting their overall health.

Our commitment

To prioritize the health and safety of our employees and subcontractors

To ensure the wellbeing of all employees through fair wages, healthy working hours, and comprehensive benefits

To invest in continuous training and skills development, empowering our employees to grow professionally and adapt to evolving working environments

Our achievements

100%

of our sites have undergone a health & safety risk assessment

27%

of new hires in 2024 were under 30*

29

average hours of training per employee in 2024

TOP EMPLOYER 2024 IN ITALY & CHINA



* This figure does not include hiring data from the United States.

Impacts, Risks and Opportunities

Working conditions

In Bracco we are committed to enhancing working conditions through collective agreements, flexible hours, and programs that promote both psychological and physical wellbeing, including remote work options. We ensure the health and safety of our employees and subcontractors through education and training on key standards. We implement risk assessments, audits, and health and safety management systems to ensure consistent application of safety measures.

Equal treatment and opportunities for all

We are dedicated to ensuring equality in employee treatment, compensation and recruitment, while also offering continuous learning and career development opportunities. We have made strong progress: 33% of our top management are women and we have an average base salary ratio of 95.5 % for women compared to men*.

Education, training and skills development

We actively support continuous learning and professional growth through educational programs, partnerships, and training initiatives. In 2024, we launched the WOW Academy, establishing a new way to drive professional development, sharpen skills, and enhance communication across our organization.

Our employees receive regular performance and career development reviews, while we also support students with initiatives promoting psychological wellbeing and scholarships.

Privacy

We prioritize strong privacy measures to protect employee data, implementing policies, procedures, and controls that ensure compliance with the General Data Protection Regulation (GDPR). Over 1,000 employees have participated in data protection training. We maintain strict privacy safeguards within our whistleblowing procedures. We adopt a privacy by design approach and every initiative impacting data protection undergoes assessment and requires prior approval from the Group Data Protection Officer (DPO).

Policies

Career Management, Training and Working Conditions Policy

In 2024, we introduced the career Management, Training and Working Conditions Policy to foster a supportive and inclusive workplace with access to necessary resources and fair conditions. This policy ensures a skilled and motivated workforce, helping us innovate and stay competitive, and reflects our commitment to each employee's potential.

Key principles

- Implementing a transparent recruitment process that includes job postings, fair selection criteria, and equal opportunity practices
- Providing resources and opportunities for employees to enhance their skills and advance their careers through training programs, mentorship, and career development initiatives
- Regularly reviewing and updating wage and benefits packages to remain competitive in the market and ensure employee satisfaction
- Establishing regular channels of communication between management and employees to address concerns and improve working conditions

Social Dialogue Policy

We believe in fostering a culture of trust and social harmony through open and transparent dialogue with our employees. Our Social Dialogue Policy, introduced in 2023, applies to all Bracco employees across Europe, the UK, Switzerland, and North America and reflects our commitment to upholding corporate values while respecting local laws and collective agreements. We actively engage with employee unions and representative

organizations at both local and national levels, holding regular meetings to communicate and share:

- Corporate objectives
- How to communicate and apply the values of Bracco Code of Ethics
- Statements on notice periods linked to organizational restructuring
- Policies, procedures, regulations and employee handbooks
- Annual reports
- Social and sustainability reports

We recognize the right to collective bargaining and the importance of employee representation in creating an excellent work environment. Additionally, dedicated worker representatives are regularly involved in monitoring health and safety, reinforcing our commitment to employee wellbeing.



51.5%

of workers covered by collective agreements worldwide

72%

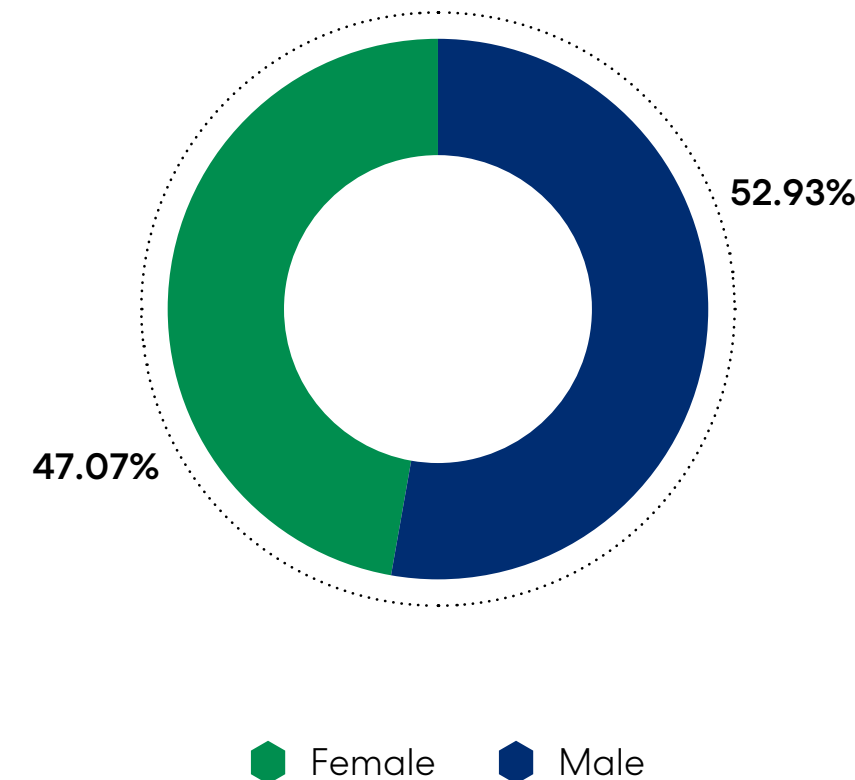
of workers covered by social dialogue

* These figures do not include employee and/or salary data employees based in the United States.

Recruitment Policy

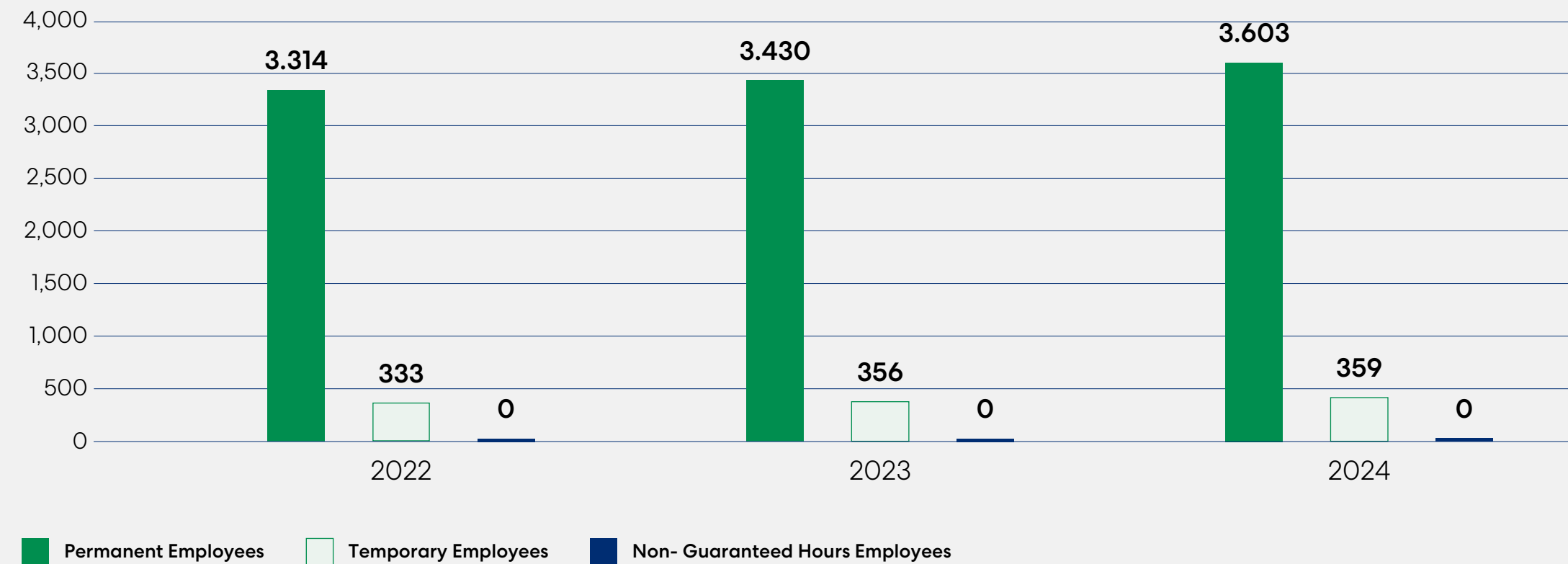
We are committed to fostering an inclusive and well-managed workplace through a strong set of policies and procedures that address workforce-related impacts, risks, and opportunities. Our recruitment approach is guided by principles of fairness, transparency, and equal opportunity. We aim to provide all applicants, regardless of background, with equitable access to opportunities and consideration based on their qualifications and potential. To support objective hiring decisions, we strive to incorporate structured interviews, and where practicable, diverse interview panels. These practices are intended to help reduce unconscious bias and ensure that candidates are evaluated on merit and alignment with role requirements.

Employee Breakdown by Gender



* Corrective Actions Preventive Actions - a quality management process to identify, investigate, and address issues or nonconformities to prevent their recurrence.

Breakdown by Type of Contract



Data Protection Program

We believe that everyone working within our Group must adhere to the highest international privacy standards in all business dealings and relationships, wherever we operate. Our goal is to implement and enforce effective systems that ensure the protection of personal data.

The Data Protection Program outlines a set of principles, rights, duties, and responsibilities that all recipients must comply with. To safeguard personal data, we enforce robust organizational measures and require each company within the Bracco Group to adopt these principles and integrate appropriate technical solutions, including IT security measures. Local adaptations may be made to align with specific regulatory and social contexts, but

they must always be in full compliance with legal requirements and our core privacy commitments.

Health, Safety and Environmental Policy

At Bracco, Health, Safety, and Environmental (HSE) responsibility are core priorities. Our HSE Policy drives efforts to ensure a safe workplace, reduce environmental impact, and promote sustainability. Climate action, accident prevention, and employee wellbeing remain strategic focuses, supported by joint HSE committees at our sites. These committees identify hazards, update policies, investigate incidents, and strengthen HSE culture through regular meetings. We empower employees to report unsafe conditions without fear of retaliation, reinforcing this with

clear policies, training, and performance monitoring (e.g. HSE observations and CAPA* closure rates). In 2024, we introduced the HSE Events Procedure to standardize reporting, investigation, and resolution of safety incidents, along with guidance on non-conformity and investigations to provide structured methodologies for incident analysis.

These initiatives enhance our commitment to a safe and responsible workplace.



23

audits conducted at Italian sites in 2024

100%

of our sites have undergone a health & safety risk assessment

127

new employees trained on HSE practices in Italy

Human Rights Policy

At Bracco, we integrate human and labor rights into every aspect of our operations, ensuring that dignity, fairness, and respect are fundamental workplace principles. Our Human Rights Policy, aligned with the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, applies globally across all our businesses.

We are committed to upholding internationally recognized human rights, both within our operations and across our business relationships, ensuring that we do not contribute to human rights abuses. Through continuous improvement, we work to create a responsible and ethical work environment for all.

Diversity and Inclusion Policy*

Bracco is committed to fostering a diverse and inclusive workplace, believing it is essential for innovation, creativity, and sustainable growth. Our policy ensures respect and equality for all employees, actively promotes participation and development, and supports various initiatives, including training, communication and cultural events.



44%

of board members are women*

4.46%

Gender pay gap in 2024**

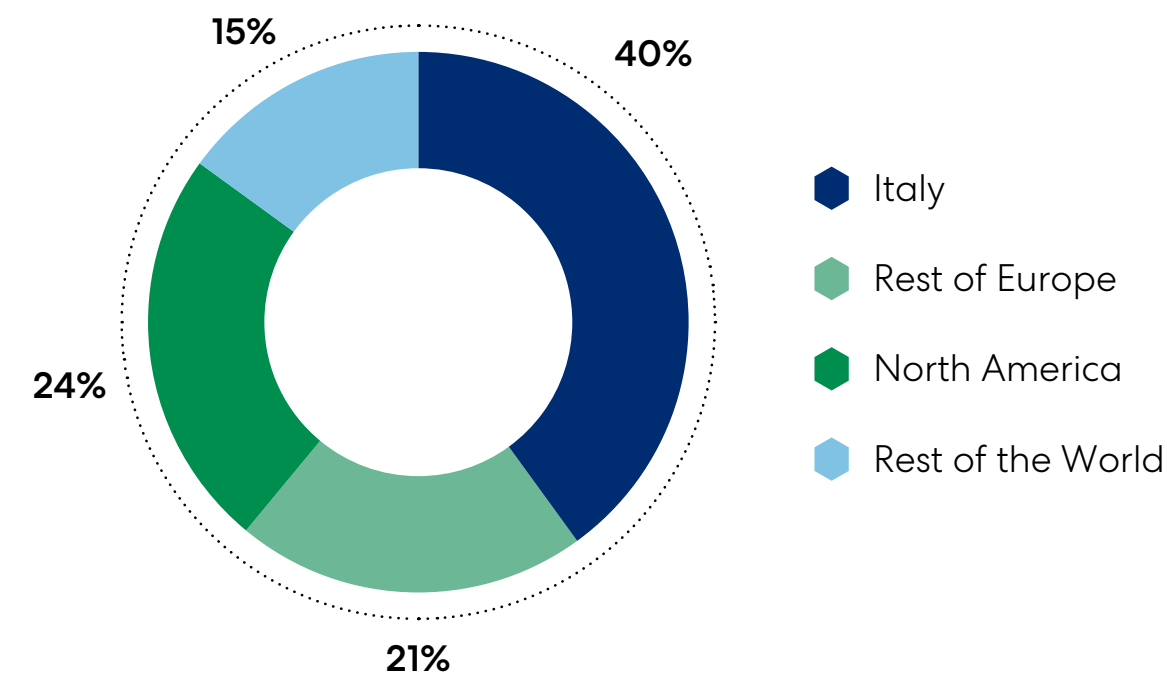
92.5%

of the total workforce received training on DE&I*

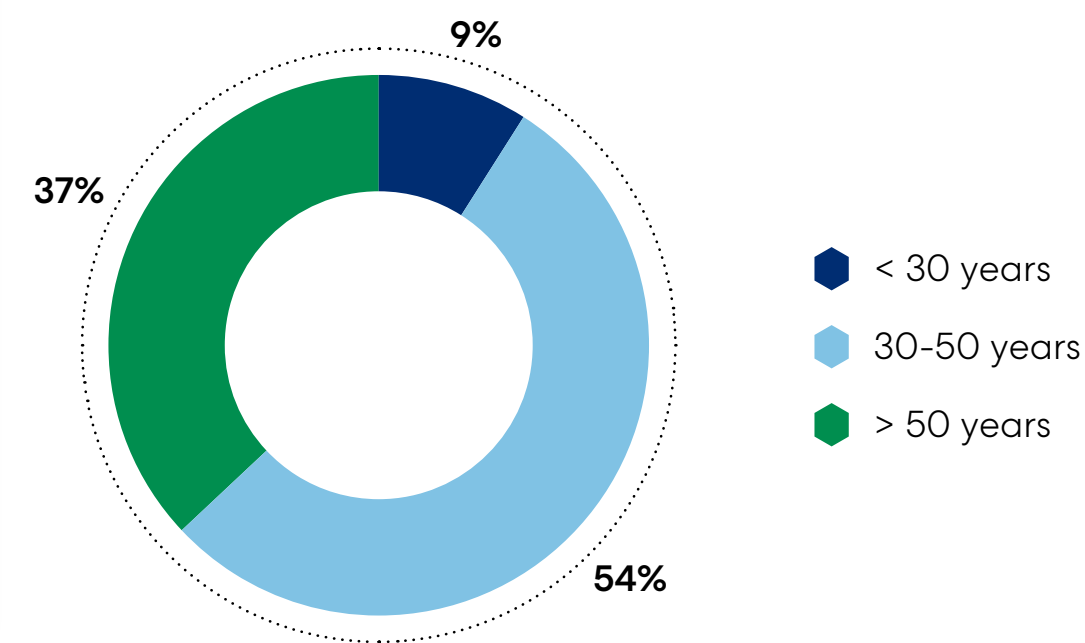
33%

women at top management level*

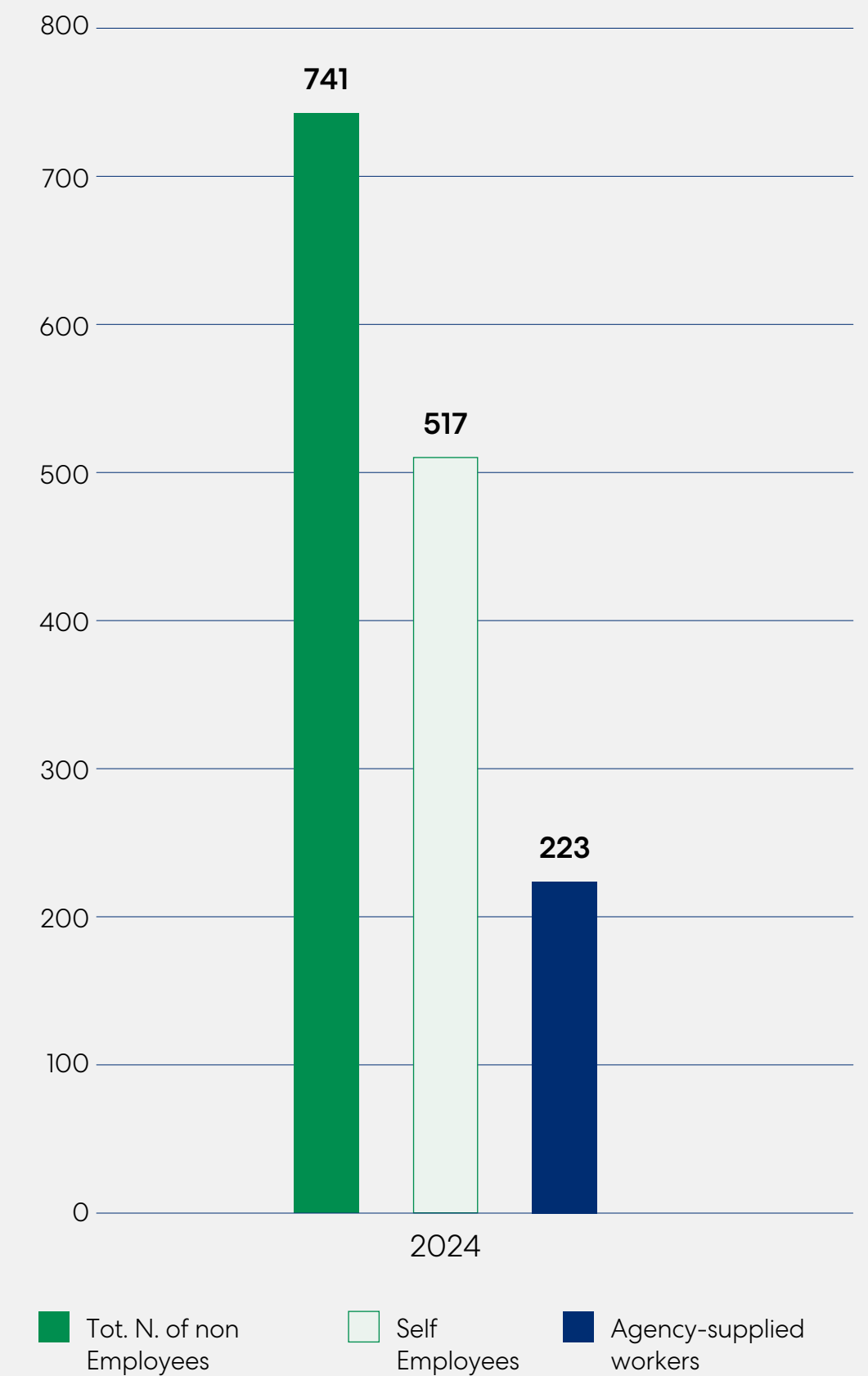
Employees breakdown by geographical area



Employees by age groups



Characteristics of non-employees



* All Diversity, Equity, and Inclusion (DEI) targets, procedures, and principles apply across the entire Bracco Group, except for subsidiaries and legal entities based in the United States.

** These figures do not include employee and/or salary data employees based in the United States

Compensation and Benefits

We take a holistic approach to rewards and recognition, including salary, benefits, performance management, talent development, and work-life balance. Our compensation and benefits strategy aligns with our business model, with HR playing a key role in creating programs that attract and retain top talent while supporting our financial goals.

We conduct annual salary reviews to ensure fairness and alignment with individual contributions. To stay competitive, we regularly benchmark salaries and benefits against industry standards, offering comprehensive packages that include base salary, bonuses, health insurance, retirement plans, and other perks.



Key principles

- **Pay-for-Results:** salaries and bonuses are directly tied to responsibilities, business performance, achievements, and individual contributions
- **Competitiveness:** we benchmark compensation against market and industry data to ensure competitive and fair pay
- **Internal Equity:** in line with our Diversity & Inclusion Policy*, our compensation guidelines reinforce Bracco's commitment to equal pay for equal work and the elimination of gender pay gaps

100%

of our workforce covered by living wage analysis that is reviewed annually

0%

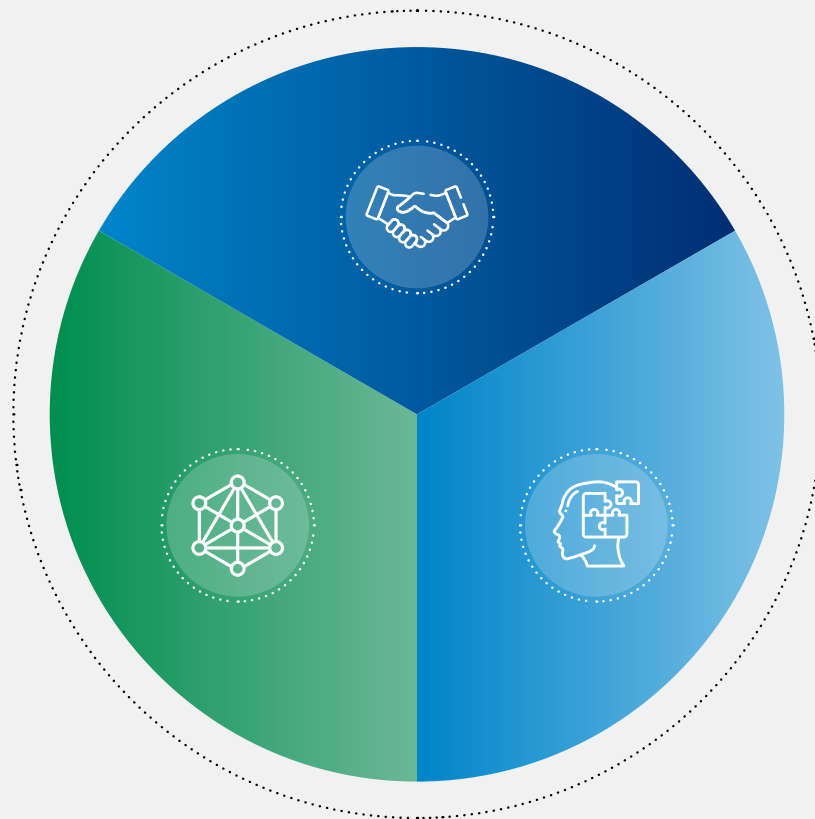
of our workforce paid below living wage

* All Diversity, Equity, and Inclusion (DEI) targets, procedures, and principles apply across the entire Bracco Group, except for subsidiaries and legal entities based in the United States.

Career Management, Training & Working Conditions Policy

We believe that an engaging workplace is the result of a shared commitment to shape a company culture that is both aligned with our strategic vision and deeply respectful of individual needs, aspirations, and potential. We have launched a cultural transformation journey called the Bracco People Way.

It is an integrated vision and approach that places people at the center, recognizes the value of every contribution, and guides the organization toward the future with a human, inclusive, and sustainable perspective. The Bracco People Way is built upon three main areas of action:



The Bracco People Way

- **Talent Acquisition & Employer Branding** to attract and welcome the best talent by authentically telling our story and offering a meaningful onboarding experience
- **Learning & Development** to foster continuous growth, support skill development, and empower personalized career journeys, placing learning at the core of our future
- **Change & Transformation** to accompany the organization through key moments of evolution, enabling a change-ready culture that embraces opportunities and turns challenges into learning experiences.

Key principles

1. Implementing a transparent recruitment process that includes job postings, fair selection criteria, and equal opportunity practices
2. Providing resources and opportunities for employees to enhance skills and advance their careers through training programs, mentorship, and career development initiatives
3. Regularly reviewing and updating wage and benefits packages to remain competitive in the market and ensure employee satisfaction
4. Establishing regular channels of communication between management and employees to address concerns and improve working conditions

WOW Academy - a new way of working

The WOW Academy was established to drive professional development, sharpen skills, and enhance communication across our organization. Through tailored training programs, we are shaping a new way of working – one that aligns seamlessly with Bracco’s core values to create a more dynamic, collaborative, and excellence-driven workplace.

- **Mentoring for growth:** a dedicated mentoring program engaging 22 employees to cultivate a strong culture of learning and development
- **Leadership in action:** a specialized training initiative designed to enhance managerial skills within our plants, empowering leaders to excel
- **Effective communication:** a pathway to enhance communication skills from structure to storytelling to performance moments
- **Effective project execution:** Aimed at ensuring projects are delivered in line with expectations, this program focuses on both technical and behavioral aspects, enabling teams to make a real difference in achieving results

Actions and Metrics

Training and skill development

We see learning and development as one of the main drivers of both individual and collective growth, as well as a strategic lever to fuel innovation and support the cultural transformation we are embracing. Employees spent an average of 29 hours in training in 2024.

Our commitment takes the shape of a broad and structured learning ecosystem, integrating a variety of methods and channels designed to meet the diverse needs of our people and to value every learning style. The online platform Learning Hub is one important tool in this system. It offers a rich and intuitive digital environment that enables everyone to explore learning content at their own pace – from technical skills to our core values and organizational behaviors – and strengthens cultural alignment across the company.

We provide highly interactive in-person training paths, focused on behavioral and soft skills that are essential to driving change, such as the ability to cultivate a culture of dialogue as a foundation for effective and generative professional relationships. We also offer high-value experiential programs, including mentoring pathways and co-creation activities (e.g. design thinking), which foster cross-functional collaboration and participatory innovation.

At Bracco, learning is much more than a series of courses: it is a precious resource, a shared experience, and a collective movement that involves a growing number of people. Around this movement, we are seeing the emergence of communities of practice and networks of internal trainers – true knowledge

ambassadors who contribute with passion and enthusiasm to the growth of the entire organization.

Through this approach, we aim not only to develop skills, but also to build genuine connections, nurture curiosity, and shape a culture of continuous learning, empowering every person to be an active protagonist in their own development and in the future of Bracco



29

average hours of training per employee in 2024

54.2%

of total workforce received regular performance and career development reviews

Bracco People Way

At Bracco, we consider people development, alongside learning, to be one of the most powerful strategic levers for ensuring business continuity and preserving the wealth of knowledge that defines our organizational identity.

Our commitment takes the shape of a broad and structured learning ecosystem, integrating a variety of methods and channels designed to meet the diverse needs of our people and to value every learning style.

People development is a dynamic and continuous process; one that goes beyond mapping out future roles. It nurtures the daily dialogue between individuals and the organization, strengthens sense of belonging, and supports generational transfer of expertise, reducing the risk of knowledge loss and building a strong culture of continuity.

We view people development as a shared responsibility and ongoing growth path that strengthens the organization's vitality and readiness to face change with resilience and vision.



27%

of new hires in 2024 were under 30*



Driving digital transformation with Workday

In 2024, we laid the groundwork for the global launch of Workday in 2025, reinforcing our commitment to digital and cultural transformation through #BraccoPeopleWay. This platform will streamline organizational processes, enhance efficiency, and serve as the key source of employee data. Meanwhile, we continued to strengthen a culture of dialogue through the Beyou performance and feedback tool, engaging around 300 employees across Europe. China and Japan also piloted the performance management system, which, thanks to Workday, will be globally managed by 2026. In the coming years, Workday will play a key role in integrating talent and organizational processes with a unified approach across the Group.

* These figures do not include employee and/or salary data employees based in the United States

HSE Voice Campaign

In 2024, we launched the Health, Safety and Environment (HSE) Voice campaign to actively engaging employees in creating a safer, healthier workplace. By gathering feedback and suggestions, this initiative helps us understand perceptions of HSE, recognize strengths, identify areas for improvement, and drive continuous progress in workplace safety and wellbeing.

To support this commitment, we provide access to essential health and safety information through various communication channels, including safety meetings, bulletin boards, emails, and digital platforms. Additionally, at our Ceriano Laghetto site, we have introduced a process safety training program to enhance employee awareness and reinforce a strong safety culture.

Social assistance

We support our employees through various social assistance programs and assistance, including: family leave; life insurance; medical expense reimbursement; psychological counseling; support for meals and transportation; company cars and smartphones; tuition reimbursement; and financial aid for children of employees.

100%

of employees are covered by social protection against income loss due to major life events

Cybersecurity training program

We have made significant strides in enhancing our cybersecurity and data protection programs since 2023. A key initiative in this effort was the introduction of an advanced cybersecurity training program, powered by the CyberGuru platform. This platform, designed to be engaging and accessible, encourages employees to participate in continuous learning and stay up to date with security best practices.

Our goal with this program is to ensure that every employee understands the importance of cybersecurity, knows the company's policies, and can identify potential risks. By empowering our team with this knowledge, we're not only improving our corporate governance but also reducing the risk of data breaches. This training plays a critical role in safeguarding both employee and customer personal data, helping us protect privacy and uphold individual rights. Beyond technical security, the program fosters a culture of awareness and responsibility across the organization.

83%

of employees are entitled to take family leave

Digital innovation for efficiency, productivity and sustainability



Secure Access Service Edge (SASE)

In 2024, Bracco upgraded its digital platform, replacing physical servers with hyperconverged hardware (VxRail) at its datacenter, reducing energy consumption. These changes are part of a broader SASE project to enhance cybersecurity and reduce hardware, especially in European offices, supporting a secure smart working environment.

Performance metrics

- Percentage of on Cloud servers with respect to the servers on-premises
- Number of decommissioned servers following the migration

Veeva Validation tool

In 2024, Bracco selected a digital validation tool, with a pilot project planned for 2025. The transition from paper-based processes to digital solutions like Veeva aims to reduce paper consumption, aligning with sustainability goals by minimizing waste, deforestation, and energy use.

Performance metrics

- Reduction in Paper Usage
- Decrease in energy consumption due to digital processes.
- Improvement in compliance rates with regulatory standards
- Increase in employee efficiency and satisfaction

SAP Commerce Cloud BDI for US market

Bracco's 2024 implementation of SAP Commerce Cloud improved global accessibility, enhanced the US customer experience, and streamlined e-commerce operations. The platform reduces errors, increases efficiency, and replaces semi-manual processes, supporting better governance.

Performance metrics

- Improvement in customer satisfaction and loyalty metrics
- Increase in operational efficiency and reduction in error rates
- Number of users from diverse geographic locations accessing the platform

Digital tool for CSRD

In 2024 we chose a CSRD reporting tool for the entire Group, with implementation planned for 2025. This platform will enable integrated reporting by consolidating financial, sustainability, and governance data into a single, unified report, enhancing decision-making and strategic planning. Additionally, it will strengthen compliance and risk management by ensuring data integrity and adherence to regulatory standards.

Performance metrics

- Rates of adherence to data protection and regulatory compliance standards
- Improvement in the accuracy and timeliness of reporting
- Improvement in employee productivity and satisfaction

Health and safety management system

We have a comprehensive Health and safety management system that complies with local laws and ISO 45001 certification at our manufacturing sites. The system encompasses all employees, activities, and workplaces, emphasizing risk prevention, continuous improvement, and worker wellbeing.

We communicate essential health and safety information through various channels, including safety meetings, bulletin boards, emails, and digital platforms. Employees receive extensive health and safety training tailored to their roles and associated risks, covering general safety rules, emergency response, and high-risk tasks. To protect employee health, we provide mandatory medical check-ups based on job risks, with optional screenings available for preventive care. Regular risk assessments, audits, and inspections help us continuously enhance our health and safety system, ensuring its effectiveness and alignment with the best international practices.



560

indoor noise measurements taken

711

chemical samplings taken

ACTION SPOTLIGHT

Action on Health and Safety in 2024



Making personal safety more comfortable

At the Ceriano Laghetto, production site, workers used full-face masks with ABEK-P filters during loading activities, which became uncomfortable, especially in high temperatures. In response, the HSE team introduced electric fan-assisted respirators in key production areas to enhance worker comfort and safety.

The project improved comfort, ventilation, and communication for workers, while reducing filter usage and disposal costs.

Promoting safety culture in China

An initiative was launched to involve all employees in Environmental, Health, and Safety (HSE) management.

The project promoted HSE culture through a newsletter, recognition cards, flash meetings with front-line workers, and an “EHS Star” award for outstanding performance.

The initiative received strong support from employees, with survey scores highlighting safety as a top priority.

Innovating to reduce manual transfer of loads

Employees had to manually transfer heavy trays (~150 kg) of contrast media, requiring significant effort.

The technical team developed an in-house transfer plate, and refined it after testing. The new pneumatic transfer plate eliminates the need to manually push the trays to get the contrast agent bottles onto the packaging machine.

Enhancing employee knowledge on safety

ACIST Heerlen’s HSE team introduced VCA (SCC) certification to enhance safety training to enhance employee knowledge of workplace hazards, personal protective equipment, safety regulations, fire prevention, and environmental protection.

A total of 24 employees participated in the training, with 23 successfully passing the exam.

Reducing factory noise at SPIN Torviscosa

The use of pneumatic vibrators posed a high noise exposure risk. To reduce noise exposure and improve product flow, pneumatic vibrators were replaced with electric ones.

Thanks to the replacement of vibrators, there has been a significant improvement in dB levels across various areas of the plant.

Getting employees walking at BIPSO Germany

BIPSO challenged themselves to walk 10,000 steps (or more) at least 3 times a week over a period of 3 months. The steps taken were tracked by the employees in a database provided.

A total of 25 participants from diverse departments successfully completed the challenge, voluntarily recording their progress in a database.

Education, Communities and Social Development



Our approach

Education is a fundamental pillar of our approach to driving social impact – both within radiology and health diagnostics community that we serve, but also beyond to the local communities in which our business is embedded.

In the radiology and health imaging community, our investments in education aim fundamentally to support the development of the health workforce in the future but also harness knowledge-sharing within that community.

Within our local communities, we work to make a positive impact through community engagement activities, volunteer efforts, and supporting initiatives that align with our values. Our aim is to build strong relationships with our communities that foster trust, mutual understanding and create opportunities for collaboration.

Our commitment

To nurture the development of the radiology and health imaging community now and for the future

To engage with the local communities in order to recognize and respond to their needs

To create a positive impact through a range of initiatives, including health, charity, arts and culture, and educational programs

To support and respect human rights ensuring freedom of association, elimination of forced and child labor, non-discrimination in employment, and a safe, healthy work environment

Our achievements

100,000

Healthcare Professionals reached through educational activities worldwide in 2024

466

Students supported through projects for psychological wellbeing or scholarships in 2024



Updates and Actions*

Education – developing skills in the healthcare community at global level

In 2024, our work with the diagnostic imaging community continued to grow. We engaged over 1,200 leading experts who contributed to Bracco's events and scientific advancements.

We supported young professionals through scholarships and over 300 CME-accredited programs, reflecting our belief that 'knowledge lies in sharing.' Additionally, we facilitated nearly 10,000 onsite clinical and application visits worldwide, fostering knowledge-exchange, research, and the evolution of clinical practice.



100,000

Healthcare Professionals reached through educational activities worldwide in 2024

328

Number of accredited programs supported

9,567

Onsite support through clinical and application visits



* Topics in this section were not identified as material within our stakeholder analysis but we view them as important to Bracco's sustainability agenda and so have provided an update on actions.

IN THEIR OWN WORDS

Empowering Next Generation Leaders in Radiology

Below are the voices of some of the many healthcare professionals and physicians involved in Bracco’s education initiatives. They come from different backgrounds but share a common goal: enhancing knowledge and fostering cross-disciplinary exchange, with a focus in 2024 on collaborating with Next Gen experts

A lifelong learning path with AI challenges ahead

“Education in radiology is more vital than ever, as rapid technological advances—such as artificial intelligence—are transforming the field. It is essential that we equip both current and future generations of radiologists with the skills and knowledge needed to meet these emerging challenges and to advance towards a more patient-centred medical care. That’s why reliable partners, such as Bracco, are so important to the ESR.”

**Minerva Becker,**

Deputy Clinical Director Division of Radiology, Chair of the Unit of Head and Neck and Maxillo-facial Radiology, Diagnostic Department, Geneva University Hospitals and President of the ESR — European Society of Radiology

Gaining confidence and knowledge through interaction with peers

“I had the pleasure of moderating the event “ESR and Bracco: Young Clubs Take the Lead” at the ECR conference in Vienna. This event was the final touchpoint in a long project that brought together six young clubs of different subspecialty societies within the European Society of Radiology and it provided a unique opportunity for young professionals to challenge themselves with real clinical cases. Thanks to Bracco for highlighting the essential role of the young clubs – a space for personal and professional growth for future leaders in radiology.”

**Federica Vernuccio,**

Associate Professor of Radiology at the University of Palermo and Chair of RSNA — Radiological Society of North America regional committee for Europe

Strengthening leadership and sustainability skills

“ESOR and Bracco have established a longstanding, strong and mature partnership, through which we can really make new projects happen. Not only are we developing new courses dedicated to sustainability, but we share a common goal to create and support future reliable leaders in radiology by providing young professionals with skills and tools to grow.”

**Christian Loewe,**

Head of Division of Cardiovascular and Interventional Radiology at Medical University of Vienna and Educational and Scientific Director of ESOR — European School of Radiology



Interdisciplinary collaboration for the benefit of patients

“The multidisciplinary fellowship programs supported by Bracco share the idea of bringing together a practicing surgeon and a radiologist working in the same discipline at an external center to collaborate and get a sense of each other’s knowledge and skills. The goal is also for them to become more aware of the challenges they each face and how they manage these challenges. Because, for the care of the patient, we need the two sides – surgical and imaging – to really work together and understand each other.”



Andrea G. Rockall,
Clinical Chair of Radiology, Imperial College London, and Chairperson of the ESR - European Society of Radiology board of directors

A scholarship as a life-changing experience

“Being able to access the scholarship program has been an incredible experience and has had a great impact on both my professional and personal career. The most impactful and valuable experience was the opportunity to have structured mentoring and a hands-on approach in a highly qualified training center in my chosen subspecialty. I got instant feedback on my cases each day and I certainly gained self-confidence and valuable knowledge that I can use in my work.”



Natia Burjanadze,
Bracco Fellow, ESOR Visiting Scholarship Program in Urogenital Radiology at Innsbruck University Hospital

Putting young people at the center

“I thank Bracco for supporting and including the young clubs of radiology societies: they are an important target audience and should be represented at all important conferences.”



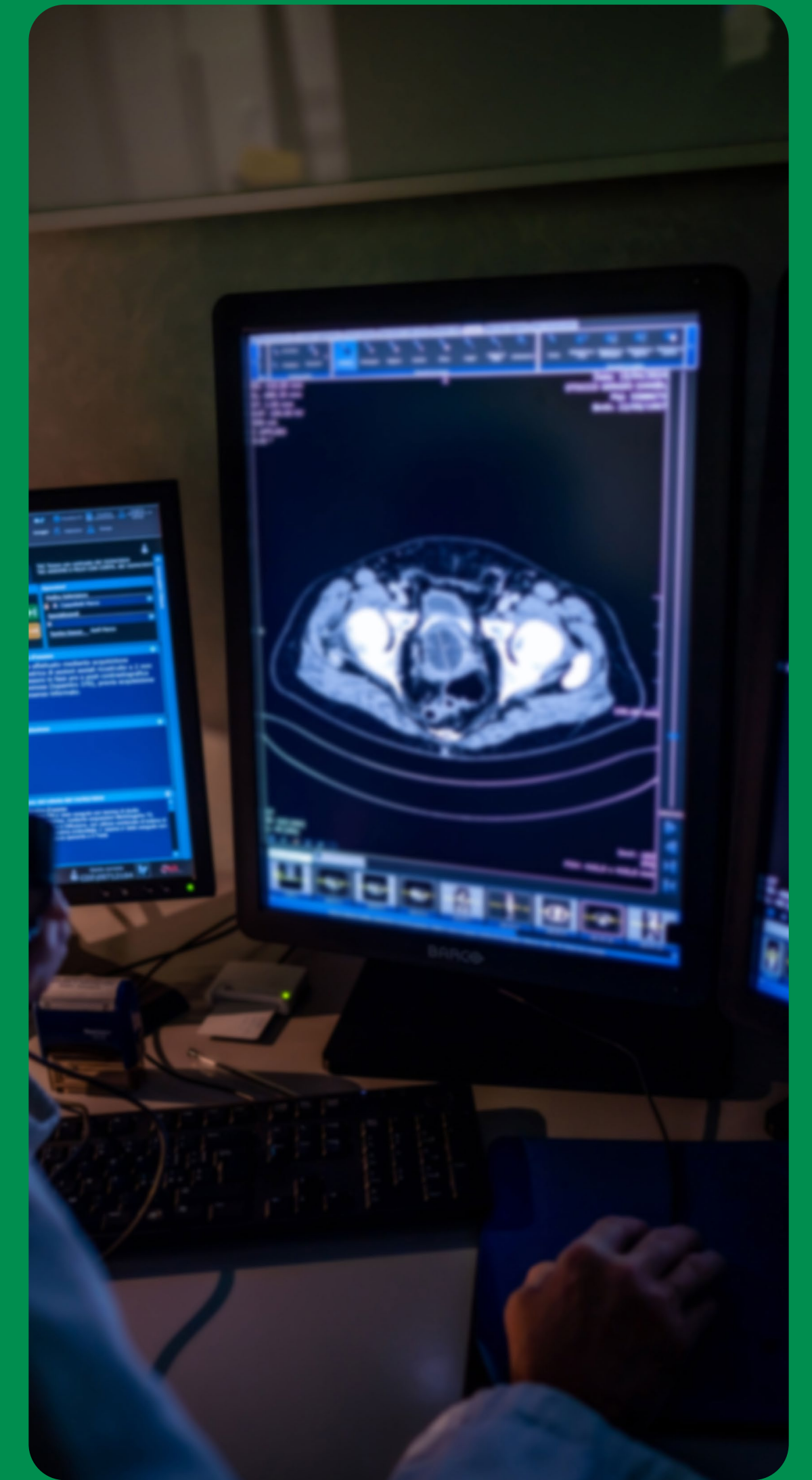
Saif Afat,
Managing Senior Physician at the University Hospital of Tübingen

The future still has to be shaped

“I am confident that Bracco will continue to help us in educating the next generation of radiologists. Because education must be at the heart of innovation.”



Ioana Gheonea,
Professor, Radiology and Imaging Department, University of Medicine and Pharmacy, Craiova, and Chairperson of Young European Society of Radiology and Imaging Committee.



International Education: a Focus on Radiology and Ultrasound Projects

In 2024, we continued to support international educational activities through various initiatives. We present how we are reinforcing our commitment to being a true “partner” to customers and users in the imaging field.

Building bridges in radiology: China meets in the west

Bracco has focused on enhancing global collaboration in radiology, particularly between Chinese and international experts. By organizing discussions at major conferences such as China Congress of Radiology, European Congress of Radiology, European Society of Gastrointestinal and Abdominal Radiology, International Cancer Imaging Society, and Euroson, we have enabled conversations on key scientific topics and differences in radiological practices. These exchanges have laid the groundwork for long-term international partnerships.

Next Gen initiative

In 2024, we strengthened our focus on the Next Gen initiative and expanded beyond our existing partnerships with scientific societies like the European School of Radiology (ESOR) and the Radiological Society of North America (RSNA) to include direct collaboration with “Next Gen” experts via partnerships with Young Clubs of the European Society of Radiology (ESR), European Society of Neuroradiology (ESNR), European Society of Cardiovascular Radiology (ESCR), and ESUSOBI at the regional level. At the 2024 European Society of Radiology Congress, we hosted a “Next Generation Radiology” panel with senior and

emerging leaders focused on AI’s impact on radiology and the evolution of medical education, engaging over 300 participants and sparking further international initiatives.

We also directly sponsored several initiatives to support young radiologists, including the ESCR Young Club’s Cardiovascular course (80+ participants), the ESNRise lounge at the ESNR annual meeting, and the European Society of Medical Imaging Informatics (EUSOBI) AI contest, in which 28 participants developed AI solutions for central nervous system applications. Empowering young professionals proved highly effective, enhancing our brand and networking opportunities. Looking ahead, these “Next Gen” educational formats are now a permanent part of Bracco’s educational portfolio alongside regional and national scientific society programs.

Gadopiclenol Launch

Another key focus area in 2024 has been providing education around the launch of gadopiclenol, Bracco’s new MRI product. These educational efforts have focused on the scientific features and benefits of the product. The strong collaboration with the Medical Team has ensured the dissemination of accurate and research-based information through internal education, customer webinars, conference symposiums and dedicated meetings.

Bracco Global Academy

After a limited launch in selected European countries, in 2024 we expanded the Bracco Global Academy worldwide and boosted internal awareness. Key efforts have included the development of a dedicated portal for France and China as well as expanded access in the UK, Switzerland, and Nordic countries for

radiographers, and the creation of localized versions for Mexico and Brazil to integrate with their local educational platforms.

Bracco Fellowships

Fellowships and scholarships through leading institutions are key to supporting the next generation of radiologists and driving innovation in practice. Bracco has always championed these initiatives, reaffirming its commitment to the future. The impact of such programs is well illustrated by an analysis conducted by ESOR, which highlights how they significantly enhance radiologists’ professional development through comprehensive support, high-quality training, and substantial financial aid, ensuring participants are well-prepared for career advancement.



13,000

Radiology and Ultrasound healthcare professionals reached through cross-country educational activities

4.72

Average rate of satisfaction with our educational programs (on a 5-point scale)

35%

of trainees below 35 years of age trained in 2024*



Improving clinical skills through Bracco fellowships

A new study, published in February 2025, has assessed the perceived impact on radiologists’ professional development of European School of Radiology (ESOR) training programs, including the various types of fellowships that Bracco has been supporting thanks to its longstanding partnership with ESOR (Bracco’s first scholarship program dates back to 2007). A cross-sectional survey targeted alumni who participated in ESOR programs from 2011 to 2023. The survey included questions on demographics, professional background, ESOR program details, and career impact. 190 participants between 29 and 33 years of age (54% were female) responded to the survey, highlighting how ESOR training programs significantly enhanced their professional development through comprehensive support, high-quality training, and substantial financial aid, ensuring participants are well-equipped for career advancement.

Key points of the study:

- For 91% of participants the programs met or exceeded their expectations
- 96% said that the programs secured their current jobs
- 96% used what they learned at their home institutions

You can read the full article [“Assessing the perceived impact of ESOR training programs on radiologists’ professional development”](#).

* This figure does not include training data for United States.

Education – promoting a culture of health in communities

For over two decades, the Bracco Psycho-Pedagogical Centre (CPP) has served as a key resource for the psychological wellbeing of minors and families in Lombardy. In partnership with the municipalities of Cesano Maderno, Ceriano Laghetto, and Milan, our three centers provide free support to children and adolescents experiencing behavioral issues and learning difficulties. Additionally, we offer a free certification service for specific learning disorders.



191

Families assisted by CPP in 2024

4.26

Average rating achieved for the psychological wellbeing of children (a significant improvement from 3.74 on a 5-point scale)

Social responsibility in action - sports and community development

Sports have always been an integral part of our Corporate Social Responsibility (CSR) initiatives, reflecting our commitment to values like fair play, teamwork, discipline, and resilience. Every year, we support four amateur youth sports clubs in Milan and Torviscosa – communities where our company has longstanding roots – helping to develop young talent and promote ethical sportsmanship.

Our support goes beyond financial sponsorship and we actively contribute to fostering a responsible and inclusive sporting environment. One of our sponsored teams, Bracco Atletica, has seen four of its athletes compete in the Paris Olympics. Through these initiatives, we seek to drive positive social impact and contribute to the growth of local communities.



Social responsibility in action – volunteering for impact

We actively promote sustainability and corporate volunteering through internal and external initiatives across different countries, aiming to reduce environmental impact, foster responsible practices and support local communities (see box for a snapshot of examples from across our footprint).



A snapshot of community action across the world in 2024

Italy — 48 Bracco & CDI runners participated in the Milano Relay Marathon charity program raising € 6,100 for VIDAS and Soletterre, two non-profit organizations active in the healthcare sector.

USA — Bracco ran a series of educational programs including sustainability webinars and medical imaging symposiums and coordinated awareness campaigns including Earth Day and International Women's Day. Employees volunteered at the sister League of San Diego, with 192 employees participating in a team-building charity event and 19 employees directly contributing to facility improvements.

Germany — BIPSO is improving waste separation in offices and preparing for the 2025 implementation of ISO 50001 to enhance energy efficiency and reduce CO₂ emissions. BIPSO collaborates with Wellcome,

a social organization, to support families without assistance in the early months after childbirth.

Switzerland — Bracco partnered with Caritas Ticino to organize volunteering activities in 2025, including sorting clothing and warehouse support.

UK — Staff supported community science fairs and advocacy initiatives for prostate cancer awareness, including educational events, podcasts, and film screenings focused on health equity.

China — Bracco China supported community development through a donation of a series of digital teaching materials and educational resources to Tiebian School in rural Sichuan, benefiting 268 students and 24 staff members.

Bracco China also launched a Breast Cancer Awareness Campaign in collaboration with local authorities and partners, including a free screening service. Together with the women's federation and local partners, Bracco China also organized a healthcare knowledge lecture and free screening for residents.

Lastly, Bracco China has promoted sustainable meeting practices for over four years, eliminating or digitizing over 90% of printed materials and using electric vehicles for transport. More than 92% of meeting setups use recyclable materials, 80% of which are reusable. Vendors are encouraged to adopt sustainable solutions.

Mexico — Bracco introduced measures to reduce water and energy consumption and launched hospital sustainability programs to promote low-energy imaging techniques. In support of social inclusion,

Bracco supports a local soccer team for marginalized communities. Starting in 2025, it will launch medical outreach programs and mentoring initiatives for radiology and biomedical students.

Brazil — Bracco supports the Vila Beira Mar community by organizing food donations for local families.

Japan — Volunteers engaged in city clean-ups and visits to local care homes in the Kanto and Kansai regions, collecting 20 bags of garbage and creating 60 decorations to support community development and environmental protection.

Korea — Employees participated in a charity marathon to support children with cancer.

IN THEIR OWN WORDS

Spotlight on China: sustainability as the value that drives business activities

A story of environmental action, spanning decarbonization to raising awareness of sustainability with customers, suppliers and partners, and a social commitment to support equal opportunities, rural education and the prevention of cancer

Bracco's longstanding relationship with China is based on mutual respect and collaboration and has an ever-greater focus on environmental and social sustainability. Our first products were introduced into the Chinese market in the 1990s. Today Bracco is present in China with 430 staff across a joint venture (70% held by Bracco; 30% held by Sine, a Shanghai pharmaceutical group), and two wholly owned subsidiaries in Hong Kong and mainland China, Bracco Imaging Medical Technologies (Shanghai) Company Ltd and Bracco Far East Ltd, Valtero Canepa, Head of APAC Region, in China since 2013, explains.

a significant step in the improvement of our energy efficiency and the continuous reduction of our environmental footprint. We strive to communicate our efforts to all our stakeholders to increase awareness of sustainability at all levels and contribute to changing behavior by working first and foremost with our customers, suppliers and partners. As regards social sustainability, we concentrate on three themes: equal opportunities; support for school education; and the promotion of preventative health.

What is the value of sustainability for Bracco China?

It's a fundamental value that guides our business activities and strategic decisions, in line with the global commitments of Bracco Group. Sustainability isn't just an environmental objective, but an economic and social responsibility that must be integrated throughout all aspects of our operations.

How does Bracco give visibility to the importance of sustainability?

Our commitment includes both environmental and social aspects. In all the dozens of conferences we participate in we use electric mobility, print only on recycled paper, ban plastic, and reuse our displays to minimise production of new ones. Furthermore, since 2023, we've been able to reduce 547 tons of annual CO₂ emissions through a solar panel installation at our South plant that is able to generate 657,000kWh a year. This initiative represents

Speaking of equal opportunities, how did the idea come about to bring to Shanghai Bracco Foundation's Photo Exhibition "Life as a Scientist"?

The issue of women in STEM careers is hugely relevant in China, a country in which women are increasingly taking up leadership roles in hospitals. It's worth noting that Bracco China is majority female, including within the leadership team. At the important Chinese Congress of Radiology (CCR 2024), we therefore decided to organize a Chinese edition of the exhibit "Life as a Scientist" at the Bund 1 Art Museum in Shanghai. We included a tribute to China by adding 8 portraits of Chinese women radiologists commissioned especially for the event.

How do you act to support school education and preventative health?

First of all we seek to integrate within the Chinese context. Our staff are key to helping us here. For example, staff members,



many of whom grew up in rural areas in China, are helping with an initiative we began in 2018 to identify and support rural schools through donations of refurbished computers (around 60 a year). And each year we donate over a thousand books, gifted by our staff, who continue to dedicate great enthusiasm to this cause. As regards preventative health, for the past 3 years in October, we've been organizing with volunteer doctors, free, open community screenings for cancer, to raise awareness of breast cancer. The response has always been positive and this year we plan to organize a series of free screenings within our production sites, open to the local community, to promote public health and the prevention of other types of cancer besides breast cancer.

“Bracco is at the forefront of innovation and sustainability in China. This excellence is a differentiation factor recognized by our partners and customers.”

Valtero Canepa,
Head of APAC Region, Bracco



Collège Fulvio Bracco in Benin

For over 15 years, Bracco has been contributing to improving quality and access to education in Barei, Benin. Through our partnership with the organization, Amici dell’Africa, we contributed to the construction of the Fulvio Bracco Collège, providing classrooms, laboratories, sports fields, and essential utilities.

Each year, we fund around 40 scholarships for orphaned girls and top students. This contribution has radically increased the school enrolment rate within the community, particularly for girls, allowing them to escape forced marriages and risks related to premature pregnancies.

Djamila, a 19-year-old student, who has been awarded the scholarship multiple times, recently explained: “Winning the scholarship is a great opportunity for me: it allows me to pay for all the necessary material required to attend classes, but it also provides a strong motivation to work hard and

do well in school”. In the future she hopes to continue her studies and pursue a law degree, with the ambition of defending women’s rights, helping other young girls, escape forced marriages.

In 2024, Bracco’s contribution was also used for the reconstruction of the sports field, allowing the students to engage in various sports activities including volleyball, basketball, and five-a-side football. Moreover, the good condition of the field will enable the school to host other schools and sports teams during local tournaments, engaging with the local community and amplifying the impact of this contribution.

In 2024, the school served 627 students, with an increasing number of girls, and has significantly improved academic performance, with middle school pass rates rising from 15% to 78%, and Baccalauréat success rates reaching 75%.



Bracco Foundation

Bracco Foundation was founded on a commitment to social responsibility and the values that have guided the work of the Bracco family and the Bracco Group for close to 100 years.

The Foundation aims to create and promote cultural, artistic and scientific works that improve quality of life and social cohesion, with a particular focus on women and young people.

These are a few notable project highlights from 2024.



Progetto Diventerò

The Bracco Foundation has increasingly focused its efforts on supporting women and young people. Progetto Diventerò is a multi-year initiative by the Bracco Foundation that supports educational and professional development for deserving young people in various fields. With a focus on career guidance, and STEM career insights, the project is structured around three areas: research; educational pathways for universities; and programs for schools.

Similarly, the Foundation places gender equity at the core of its mission and actively works to enhance the visibility of women's expertise. It nurtures talent, encourages young people to pursue scientific careers, highlights excellence, and promotes recognition of the role of women in art, science, and history.



Life as a Scientist

Bracco and the Bracco Foundation have launched several initiatives focused on women's empowerment, aiming to break stereotypes often associated with roles and professions traditionally considered "for men."

The exhibition "Life as a Scientist" was conceived with this vision in mind. It showcases photographs of 44 top-level Italian female scientists from various fields, providing a powerful platform to increase their visibility. By highlighting their achievements, the exhibition serves as an inspiration for younger generations, demonstrating that women can succeed at the highest levels of technical and scientific disciplines, despite longstanding prejudices. Over its 5-year history, the exhibition has traveled extensively - from Italy to the USA, Mexico, Panama, Costa Rica, Prague, and Israel. It was also displayed at the Italian Parliament in Rome.

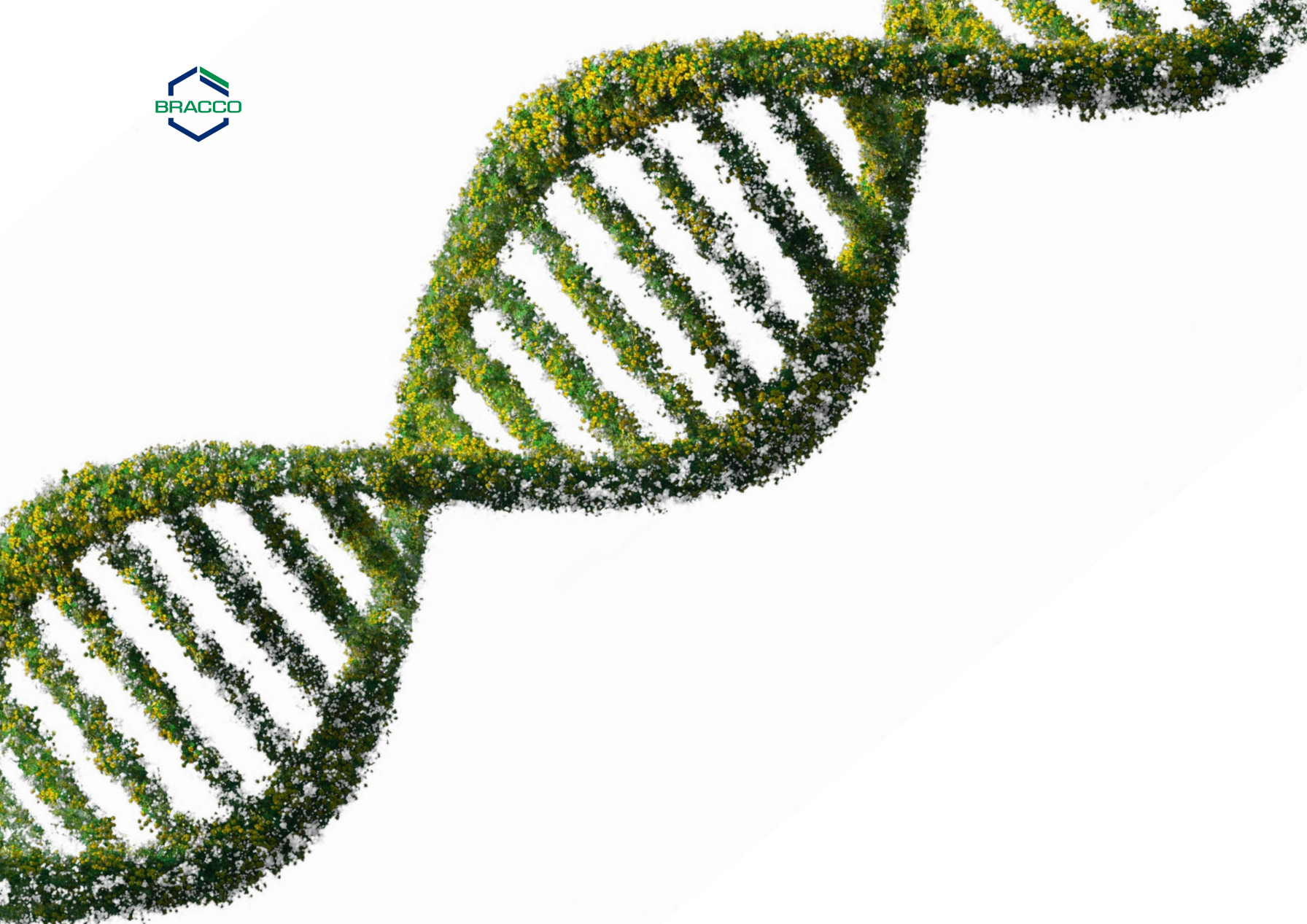
In 2024, the exhibition reached São Paulo, Brazil, and Shanghai, China, where the photographs of the scientists were featured at national radiology congresses, complemented by the presence of outstanding local scientists. Additionally, last November, the exhibition was presented in Geneva to celebrate the inauguration of Exagon, the Bracco Suisse production expansion.



Exhibition "Piero della Francesca. The Augustinian Polyptych reunited" for the first time in 555 years

Bracco Foundation, widely recognized for its dedication to exploring the connection between science and art, played a key role in reuniting Piero della Francesca's Augustinian Polyptych for the first time in 555 years. Originally created between 1454 and 1469 and later dismantled, its surviving panels were scattered across museums in Europe and the U.S. In 2024, thanks to Bracco Foundation's collaboration with major museums, the masterpiece was reassembled at Milan's Poldi Pezzoli Museum. The Foundation also supported a non-invasive diagnostic study, providing new insights into the artist's techniques and the polyptych's history.





E S GOVERNANCE

Trust & Governance

Putting good governance and ethical business at the core of our culture.

- Overview
- Business Conduct
- Sustainable Procurement



Putting good governance and ethical business at the core of our culture

Overview

We are dedicated to fostering sustainable business practices and upholding the highest standards of ethical conduct throughout our operations and value chain. Governance at Bracco aims to ensure transparency and accountability across all our decision-making processes. Our commitment to being an ethical and responsible business means, first and foremost, prioritizing human wellbeing. For us that means working beyond the confines of our own operations to advocate for responsible and sustainable procurement practices and supporting our suppliers and partners to embed a culture of ethics and responsibility throughout our shared value chain.

Material topics

- Corporate culture
- Protection of whistleblowers
- Management of suppliers
- Corruption and bribery

Other topics included

- Animal welfare

Highlights

100%

of our Board of Directors received training on Model 231 and Code of Ethics

73%

of our workforce* has received training on anti-corruption, with a focus on 100% of functions at risk

100%

of new suppliers are qualified through Be Procurement¹¹, our Group's vendor management portal

In their own words

A Compliance Roadshow in Europe to build trust

Interview with **Anna Lisa Nicelli**, Compliance Director EMEA, Bracco



2030 targets and progress

Area	Target 2030	Progress 2024
Business conduct	Train all relevant personnel operating in sensitive areas through the Global Anti-corruption Program and Global Antitrust Program	-
	Conduct a total of 70 audits in the area of compliance (Code of Ethics, Model 231, Bracco's Whistleblowing Policy and others) by 2030*	20 audits carried out since baseline year*
	Deliver 10,000 hours of training on Model 231 and the Code of Ethics, ensuring widespread awareness and compliance across the organization	4,100 hours completed since baseline year*
Sustainable procurement	80% of suppliers assessed on their ESG performance and physically audit of 100% of suppliers identified as being at risk	New system set up in 2025 target (first update in 2026)

¹¹ All new suppliers of the Bracco Group undergo internal qualification on the Be Procurement portal. As part of the qualification process, suppliers must complete a general questionnaire on ESG aspects.

* Cumulative since 2023.

Business Conduct



Our approach

Ensuring uniform and ethical practices across all markets is essential to building and maintaining trust in our business. By adhering to strict standards of integrity – respect for rules and respect for people – we aim to strengthen our relationships with key stakeholders, including investors, business partners, employees, customers and the wider public.

Our approach goes beyond compliance with law and regulatory provisions to instil ethical values, transparency and good governance within our culture. That means ensuring that everything, from how we set strategy and plan investment, to how we design products and services, select commercial partners and recruit talent, reflects our values.

We combine proactive measures to manage risks and prevent unethical practices with mechanisms that ensure a swift and appropriate response through sanctions and enforcement action when issues arise. We further demonstrate our commitment to accountability and long-term value creation through open and transparent communication of our goals, targets and policies on sustainability.

Our commitment

Ensure transparency and accountability in our decision-making through good governance

Provide anti-corruption training and information to employees to reinforce a culture of awareness on corruption to Bracco's ESG Standards, enhancing our reputation

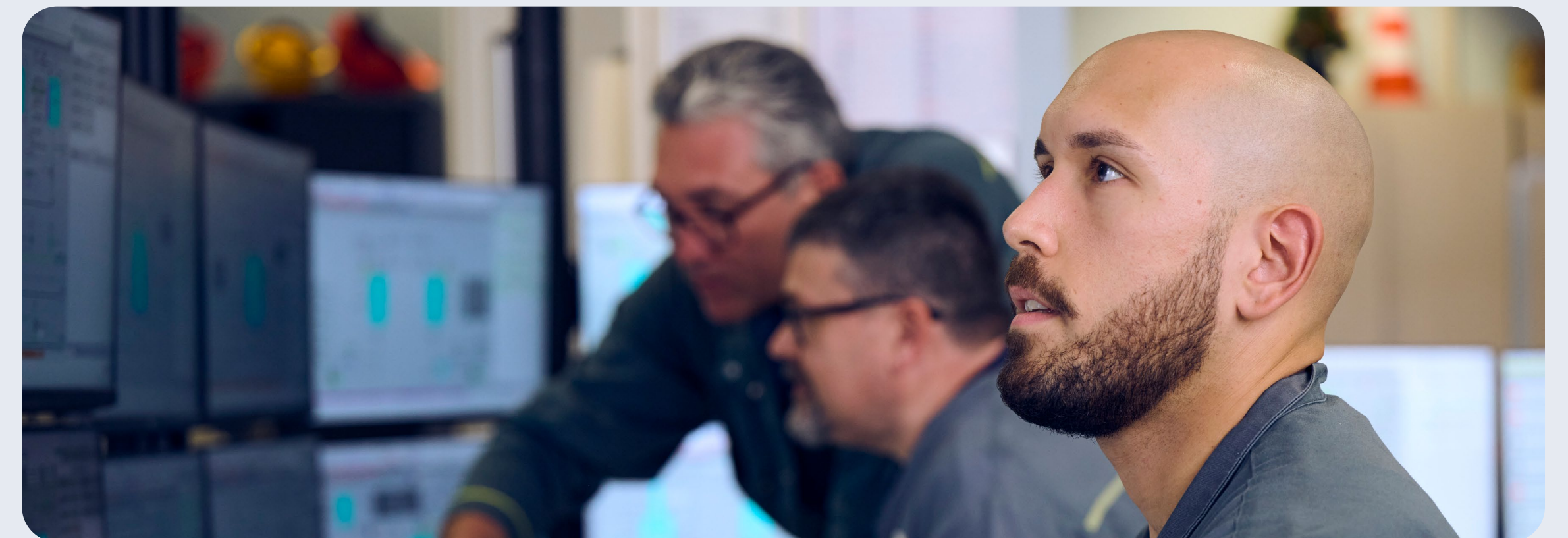
Our last achievements

2,155

employees received training on Model 231 and Code of Ethics

73%

of our workforce* has received training on anti-corruption, with a focus on 100% of functions at risk



*Cumulative data from 2023.

Impacts, Risks and Opportunities

Corporate culture

We are committed to maintaining the highest ethical standards through rigorous processes, adherence to precautionary principles, and protection of human rights. Our alignment with the United Nations Global Compact (UNGC) reflects our commitment to sustainable and socially responsible practices.

We work to actively extend our values and ethics to the healthcare professional (HCP) community by investing to support continuous learning and development to support skill development and promote innovation and best practice, including the correct use of our products.

Our approach to corporate culture is critical to safeguarding and enhancing the perception of Bracco among our employees and stakeholders as an ethical and reliable organization, thereby improving employee retention.

Research and innovation

Research at Bracco aims to develop innovative solutions that enhance patient care, support healthcare professionals and reduce environmental impact. We seek to optimize production processes, improve efficiency, and drive sustainable advancements in medical imaging. By continuously investing in innovation, we aim to anticipate industry needs, ensure the highest quality standards, and contribute to a healthier future for both people and the planet.

Protection of whistleblowers

As part of our commitment to ethical business conduct, we have established robust procedures and a dedicated channel to ensure confidentiality for whistleblowers and protection of their personal data. These mechanisms enable employees and stakeholders to report concerns safely and transparently, fostering a culture of trust and accountability.

Animal welfare

The Animal Welfare Body is responsible for upholding the six principles of Animal Research Ethics, ensuring the value and quality of life of animals are prioritized. Currently, it is not possible to fully substitute animal experiments and our continued work on the discovery of new and effective diagnostic agents will therefore require continued use of animal testing for the foreseeable future.

Corruption and bribery

We are committed to preventing unethical practices and behaviors through the implementation of strict procedures and enforcement of necessary sanctions. The Board of Directors has established a Supervisory Body to oversee and ensure the effective implementation of Model 231¹² (see Policies below for details). Our global Anti-Corruption Program aims to prevent illicit behaviors, improve management efficiency, and adopt a unified approach for addressing related risks.

Policies

Whistleblowing

All reports, whether internal or external, are managed by Corporate Internal Audit (CIA) through the whistleblowing mechanism. All Group companies have adopted one policy to guarantee confidentiality of whistleblowers and protection of their personal data. In line with Bracco's new whistleblowing policy and the Speak Up program, the Corporate Internal Audit (CIA) function of Bracco S.p.A. has been designated as the Report Manager. Whistleblowers have the option to select whether Corporate Internal Audit or a Local Compliance Officer, if any, handles their report directly via the Speak Up platform (see 'Actions and Metrics' for further details). If a Report is submitted via another individual, he or she must forward it to the Report Manager through Bracco's Speak Up channels within seven days, ensuring adherence to Group Policy.



Model 231

We are committed to ensuring the proper and transparent management of all our activities, supported by the implementation of procedures and controls to mitigate risks. All Italian companies have adopted the Organization,

Management, and Control Model in accordance with Legislative Decree 231/01. To guarantee the accurate and reliable management of activities, the Board of Directors has appointed a Supervisory Body which oversees and monitors the effective implementation of "Model 231". The Supervisory Body also communicates, twice a year, with the Board of Directors regarding the effective application of the Code of Ethics and Model 231 within the Group and relevant regulatory changes.



¹² Model 231 is a state-defined set of procedures introduced by legislative-decree in Italy that guides companies on how to manage risks for which they could be legally and criminally liable.

Code of Ethics

Social responsibility is one of the Bracco Group's founding principles and lies at the core of our operating model and business philosophy. The Bracco Group Code of Ethics defines a set of principles, rights, duties, and responsibilities that all recipients (i.e. employees, suppliers and business partners) must adhere to. Prepared in accordance with compliance guidelines and control standards stemming from voluntary, legislative and international regulation, the document can be supplemented by individual Group companies in order to align with local social and regulatory contexts, so long as any additional provisions do not conflict with the principles established by law and the Group code.

The CDI Group, for example, has developed its own code of conduct, which defines the rights, duties, and responsibilities of all individuals operating within it, particularly in relation to interactions with public administration and officials. This code supports our approach to balancing economic, social, and environmental priorities while ensuring ethical and professional conduct.

Anti-corruption and antitrust program

All our companies in the imaging and medical devices sectors adhere to complementary anti-corruption policies that align with our Code of Ethics. Our objective is to ensure compliance with international regulations and uphold principles of integrity, striving to exceed requirements and promote ethical excellence.

In 2024, we delivered comprehensive anti-corruption and antitrust training across the Group and updated both the Anti-Corruption Risk Assessment and the Global Anti-Corruption Program in preparation for the coming year. As part of the

Anti-Corruption Program, a dedicated risk assessment section identifies and evaluates all sensitive activities to ensure compliance and mitigate potential risks.

Our global Anti-Corruption Program focuses on three main goals:

- 1** Preventing illicit behaviors and related sanctions
- 2** Harmonizing management methods to improve efficiency and control
- 3** Adopting a cohesive approach to the subject



73%

of our workforce* has received training on anti-corruption, with a focus on:

100%

of the functions at risk

*Cumulative data from 2023.

Risk management in sustainability reporting

Risk Management System

In recent years the Corporate Internal Audit department has developed a risk framework to support Management in identifying and assessing the main risks faced by the Bracco Group. The framework also maps key mitigation measures and, based on audit and advisory activities, helps define additional mitigation plans aimed at strengthening and evolving the internal control and risk management system.

The risk assessment process aims to support Management in identifying key risks, which are evaluated based on the defined Group Risk Model. Through a self-assessment process, both qualitative and quantitative risk analyses are conducted, and mitigation plans are shared and monitored for effective implementation. In 2024, we identified three areas: strategic, external, operational risk. We identified 25 risks, including financial crises, cyber security, regulatory changes, disasters, and commodity fluctuations. Finally we underlined some ESG (Environmental, Social, and Governance) issues, categorizing them into three pillars: Climate Change, Environment, and Social.

This process not only serves to design a risk-based audit plan, focusing on the top risks, and a monitoring and reporting system for the agreed mitigation plans, but it also seeks to promote overall risk awareness and support decision-making by the respective risk owners.

Risk management in sustainability reporting

We adopt a risk-based approach to sustainability within our Double Materiality Assessment, integrating ESG risk assessment

and internal controls into our identification of risks and impacts (IROs identification).

Corporate Internal Audit department will share, within a governance framework currently being defined and validated by an external consultant, an update every six months with the Board of Directors, Statutory Board, and External Auditor, ensuring transparency and accountability in ESG disclosures.

Animal welfare

We are committed to high ethical standards and animal welfare in all Bracco-initiated animal studies, whether conducted internally or through third parties. This global policy ensures compliance with industry standards in line with the 3R approach of replacement, reduction and refinement of animal studies. It mandates professional education for staff, appropriate housing and veterinary care, and the minimization of animal discomfort, following best veterinary practices.

The Global R&D Director is responsible for policy implementation, ensuring that all Bracco Research Centers are informed of their responsibilities. Bracco aligns with key international guidelines, including the US National Research Council's Guide for the Care and Use of Laboratory Animals, the European Convention for the Protection of Vertebrate Animals, and DeGrazia and Beauchamp's framework of principles for animal research ethics.

Bracco's Animal Welfare Body requires that any studies involving non-human primates undergo rigorous review and approval by the Head of Global R&D and the CEO.

Actions and Metrics

Speak Up program

As part of the new Whistleblowing Policy, Bracco has introduced a Speak Up hotline, to create a safe and confidential space for reporting concerns and provide a platform for supporting and promoting ethical business practices and integrity.

Launched in 2024, the Speak Up program allows employees and stakeholders to report, confidentially or anonymously, potential violations of the Code of Ethics, policies, or standards. Accessible 24/7 in 11 languages, it can be reached through a toll-free telephone hotline or an online portal, ensuring ease of use for anyone, anywhere. Reports are carefully reviewed, with follow-ups managed by the Corporate Internal Audit Director and Risk Operational and Compliance Audit Manager.

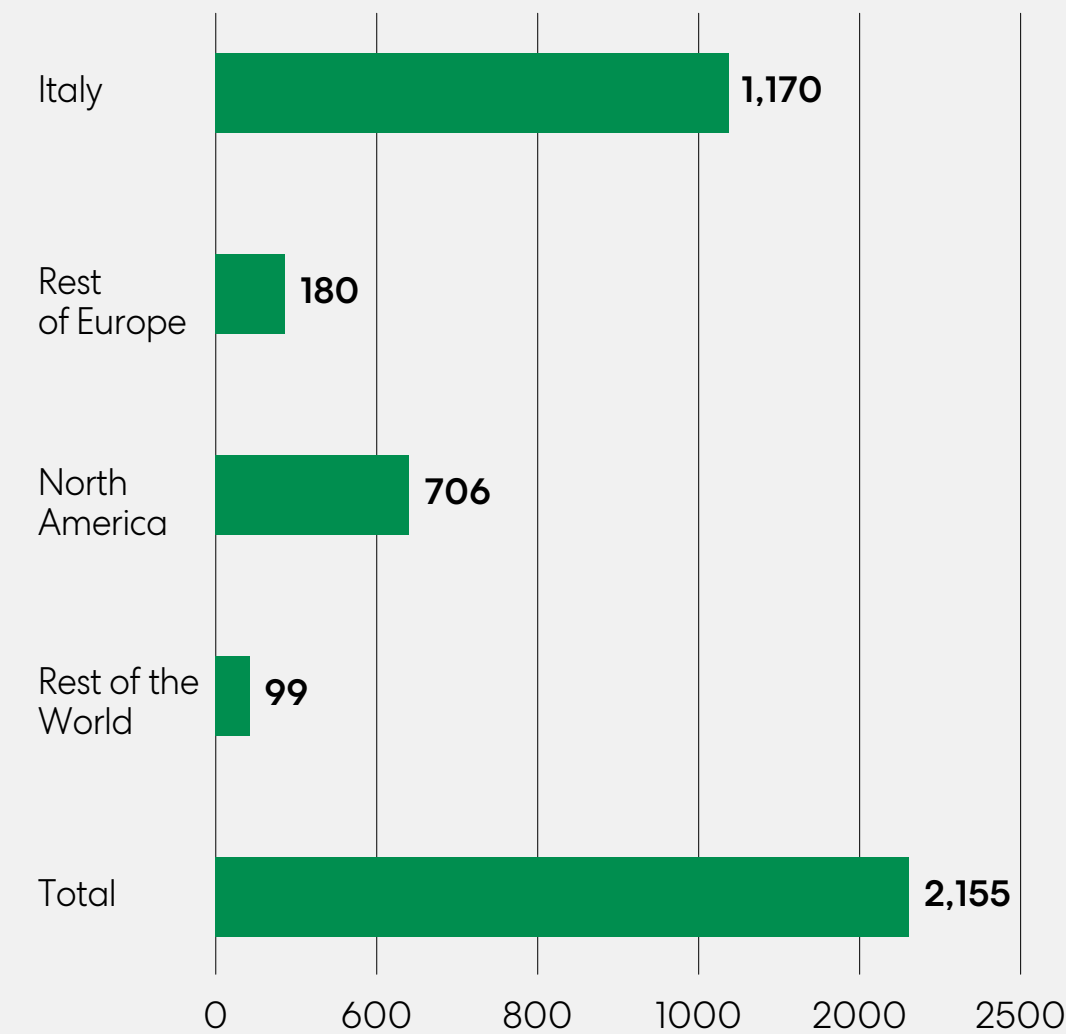
Bracco is committed to ensuring that anyone who raises a concern is treated with fairness and respect. Anyone who believes they have faced unfair treatment for having spoken up can immediately reach out to a senior manager or the Report Manager for support and action.

Model 231 training

Bracco is dedicated to ensuring all employees are well-informed of Model 231 and its principles. We offer regular training sessions through online courses and our learning management system, which monitors participation and assesses comprehension of the model.

All pertinent policies and guidelines are available on the company intranet, enabling people to stay up to date with the latest compliance requirements and best practices.

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



Employees

Anti-corruption and antitrust training

Education is essential to preventing corruption. We are meticulous in ensuring all individuals with a key role in risk management receive anti-corruption and antitrust training. All employees in risk-related functions receive specialized training, and we extend this training to managers, administrators, and supervisors to maximize impact. Our standardized courses provide clear and practical guidance, making it easy for all employees to comprehend their responsibilities and uphold Bracco's commitment to integrity.

723

employees who received training in Anti-corruption in 2024

Anti-corruption training

Purpose: Ensure all employees fully understand anti-corruption policies and procedures and their role in promoting compliance and ethics

When: Upon joining (new-hire employees) and periodically (for existing employees)

774

employees who received training in Antitrust in 2024

Antitrust training

Purpose: Guarantee business conduct that aligns with international regulations and upholds principles of ethics and integrity.

When: Upon joining (new-hire employees) and periodically (for existing employees)

Conflicts of interest

Understanding and managing conflicts of interest are crucial to maintaining transparency and ethical conduct within our organization, ensuring company integrity and promoting trust among our stakeholders.

According to Article 2391 of the Italian Civil Code, each director must inform other directors and statutory auditors of any personal or third-party interest they might have in a company transaction. They must specify the nature, terms, origin, and relevance of this interest. If the director is a managing director, they must refrain from carrying out the transaction and consult the board. In these cases, the board of directors must provide adequate justification for the transaction, ensuring it is appropriate for the company.

Before their appointment, board members must declare the absence of any ineligibility causes as outlined in Article 2382 of the Civil Code. Additionally, they must ensure there are no prohibitions against their holding the office of director, as enforced in any member state of the European Union. The company also files information relevant to the Ultimate Beneficial Owner with the Italian Chamber of Commerce.

Sustainable Procurement



Our approach

We strive to create positive economic, social and environmental impact by selecting partners who share our values and by promoting best practices throughout our supply chain. Supplier management presents an opportunity to uphold our reputation, build a strong, value-aligned supply chain, and proactively mitigate risks.

We ensure our suppliers uphold social responsibility, environmental stewardship, and ethical conduct through rigorous evaluation and selection processes. We continuously foster a culture of ethical and sustainable business practices across our supply chain and use periodic assessments and monitoring to help track our indirect impact.

Our commitment

Collect qualitative and quantitative data for reliable and transparent assessment of suppliers, using advanced tools and technologies to set benchmark references

Work with our vendors and provide support in understanding and adhering to Bracco's ESG standards

Our achievements

23

of our key suppliers have been directly evaluated through a pilot ESG questionnaire before roll-out to 80% of our suppliers by 2030

100%

of new suppliers are qualified through Be-Procurement, our Group's vendor management portal



Impacts, Risks and Opportunities

Management of suppliers

We are dedicated to ensuring that our suppliers align with our commitment to social responsibility, environmental stewardship, and ethical conduct. Selection and evaluation of all suppliers happens on the Be-Procurement platform and includes an initial ESG screening. In addition, we are introducing ongoing supplier assessments via ESG Digital Tool for a deeper level of ESG scrutiny of the majority of our supply chain, amplifying our impact in the years to come.

Enhancing our reputation as a sustainable partner and operator supports stronger collaboration and more enduring partnerships with suppliers. We seek suppliers who share our prioritization of ethics and transparency.

Policies

Sustainable Procurement Policy

We are committed to promoting healthy competition by upholding vigorous and fair business practices for procurement. Recognizing the pivotal role we play in driving positive change, we leverage our partnerships and industry collaborations to make a significant impact on labor, human rights, diversity, health and safety, and environmental practices. Our Sustainable Procurement Policy, implemented by the Global Procurement Function, seeks to ensure environmental, social, legal, and regulatory compliance.

We request business partners to adhere to our Human Rights Policy, encouraging them to develop similar standards and adopt appropriate action. We expect all partners to comply with applicable laws and regulations, in addition to the Bracco Code of Ethics and Supplier Code of Conduct, which outline our expectations for ethical business practices, environmental sustainability, and employment standards.



Actions and Metrics

Selection of suppliers

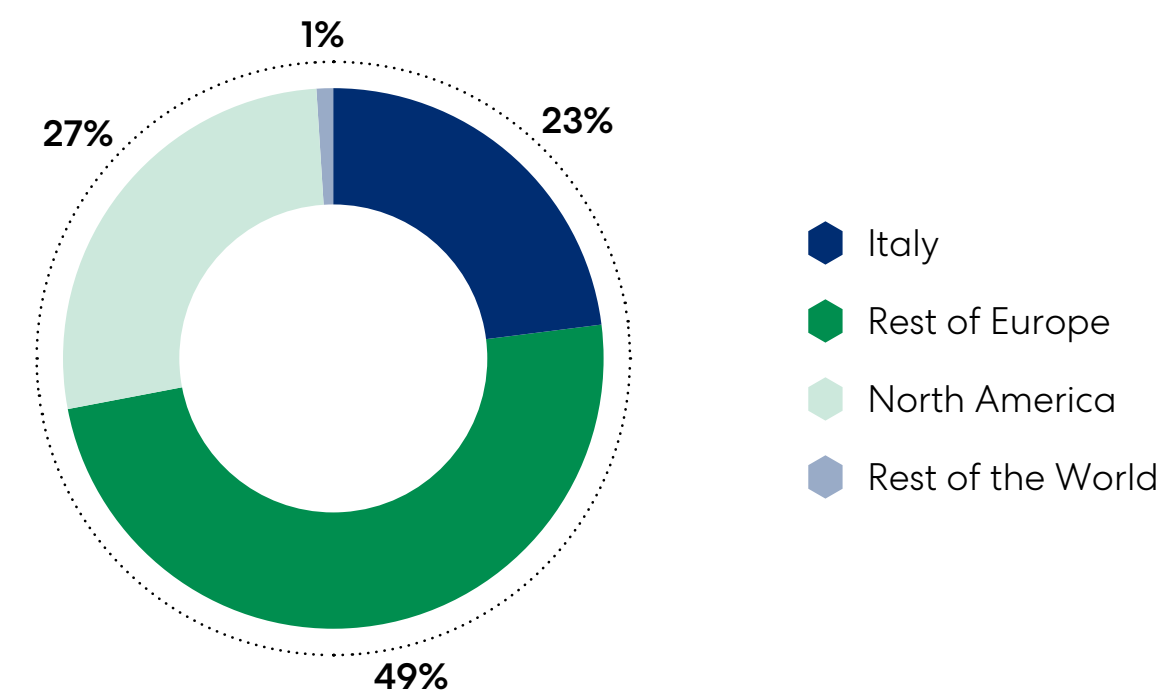
We have a global network of 7,964 suppliers located primarily in regions where our production facilities or commercial operations are based. Our supply chain involves procuring both direct materials required for manufacturing and indirect materials and services necessary for regular operations.

The main procurement categories include:

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

We use various platforms to manage our supply chain and enhance vendor management. These platforms help in selecting, evaluating, and qualifying suppliers according to financial criteria, ESG standards and Bracco's Code of Ethics.

Suppliers by Region



Supply chain management

The implementation of the Be-Procurement platform has significantly enhanced our supplier management in terms of economic reliability and environmental, social, and governance (ESG) criteria. By leveraging specialized software, Be-Procurement has bolstered and made the qualification process of suppliers more traceable.

Our assessment of suppliers is based on three categories of evaluation:

Risk Matrix

Supplier risks are assessed annually or during the approval process. If the risk matrix identifies potential risks, additional due diligence processes are carried out.

Ethical Monitoring

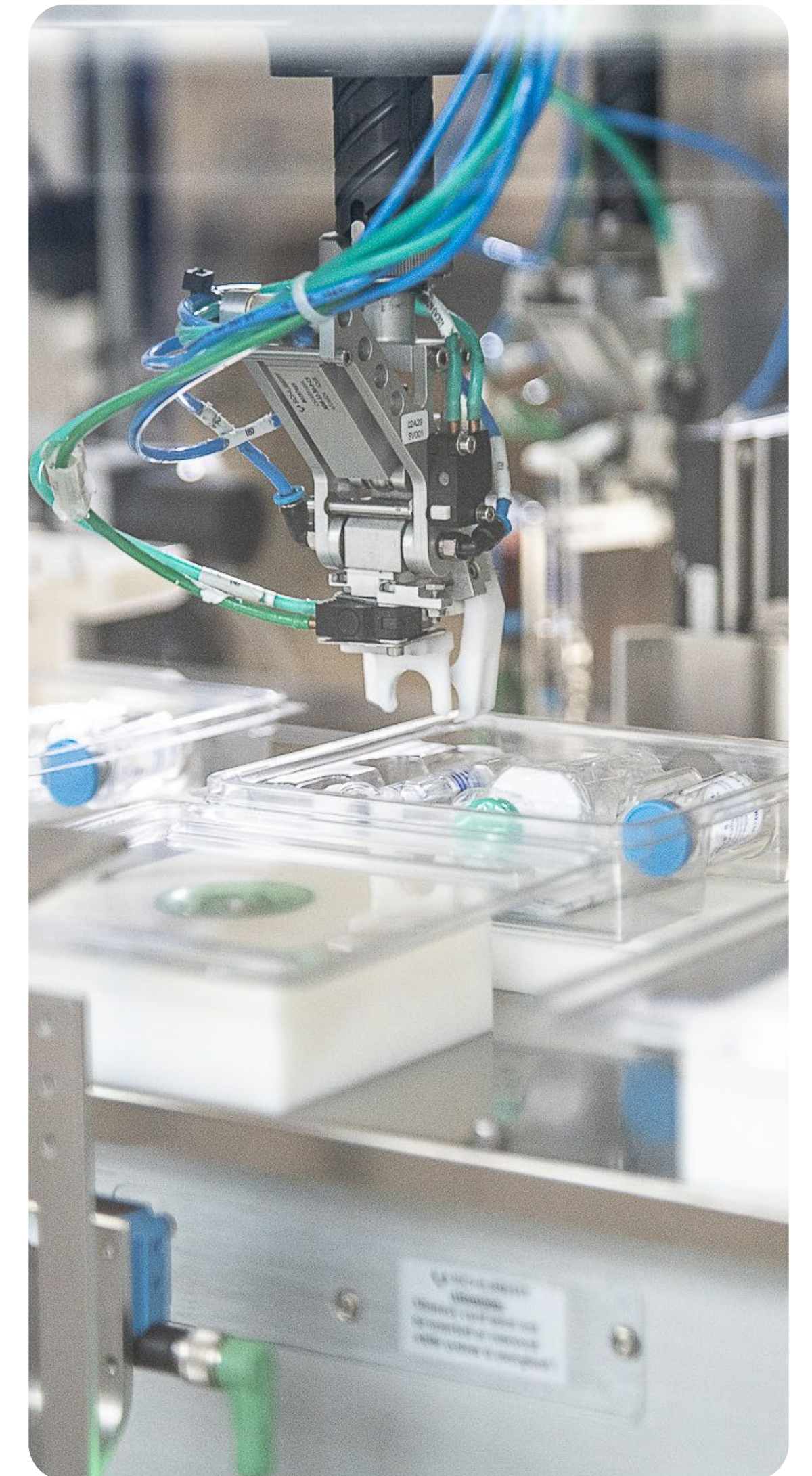
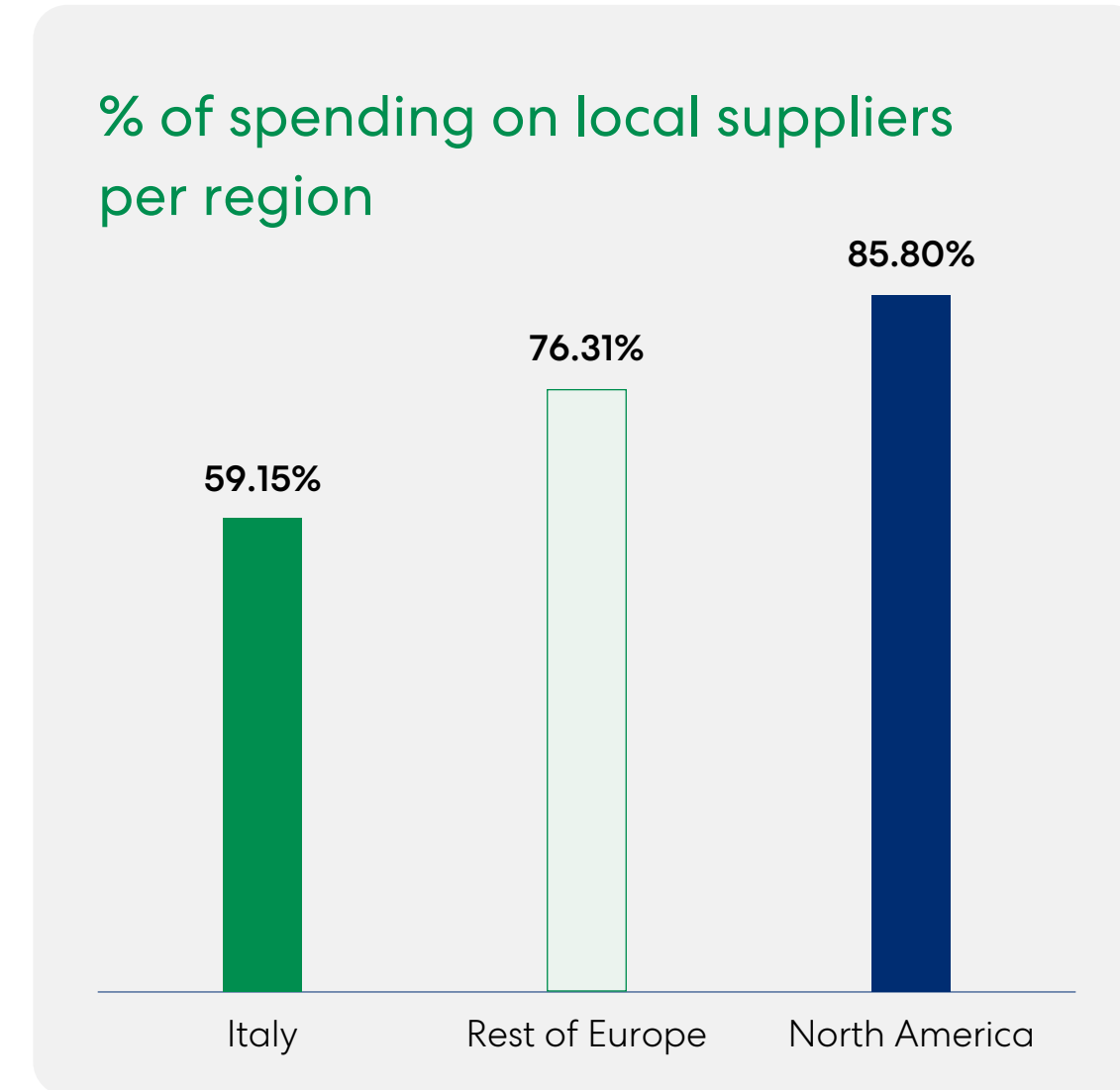
Medium/high risk suppliers are continuously monitored on different platforms, with any ethical due diligence updates communicated to the Procurement Team.

ESG Monitoring

Medium/high risk suppliers are continuously monitored on different platforms, with any ESG due diligence updates communicated to the Procurement Team.

In 2025, we will be able to build in a more comprehensive ESG assessment through the inclusion of the ESG Digital Tool in our supplier evaluation processes. Our aim is to obtain an overall understanding of all our suppliers, starting with Bracco Imaging.

The tool will evaluate over 1,500 suppliers, categorizing them by a range of risk levels, with a focus on environmental factors and country-specific impacts, including negative media coverage. This assessment will help us define supplier risks more accurately and strengthen our commitment to sustainable procurement practices.



Our assessment of suppliers

In 2024, an evaluation of suppliers was conducted by preparing and submitting specific questionnaires on ESG topics to a select group of 23 key suppliers.

Each supplier, chosen via the EcoVadis portal based on their previous assessments and ratings, completed a questionnaire consisting of approximately 40 questions across three ESG criteria (see table below). The questionnaire covered the most pertinent environmental, social, and governance aspects of our commitments, material topics, and supplier selection criteria.

The results demonstrated a high level of maturity and preparedness of our suppliers in tracking each topic and providing standardized organizational and management solutions. The majority of suppliers expressed their perspectives across ESG themes, along with the certifications attained (e.g. ISO standards), and public disclosures made available over the years. Given the excellent outcomes of this initial assessment, we plan to extend this initiative to other suppliers and complement the analysis with joint programs, training sessions, and corrective actions as necessary.

Environmental Practices

- Environmental management system and certifications
- Management of resources
- Waste management
- Carbon footprint
- Sustainable procurement



Governance Practices

- Sustainability governance
- Ethics and compliance
- Transparency and reporting
- Stakeholders engagement

Social Practices

- Labour relationships
- Diversity & inclusion
- Community
- Working conditions in the supply chain



Starting in 2025

>1,500

suppliers to be monitored through the ESG Digital Tool

>70%

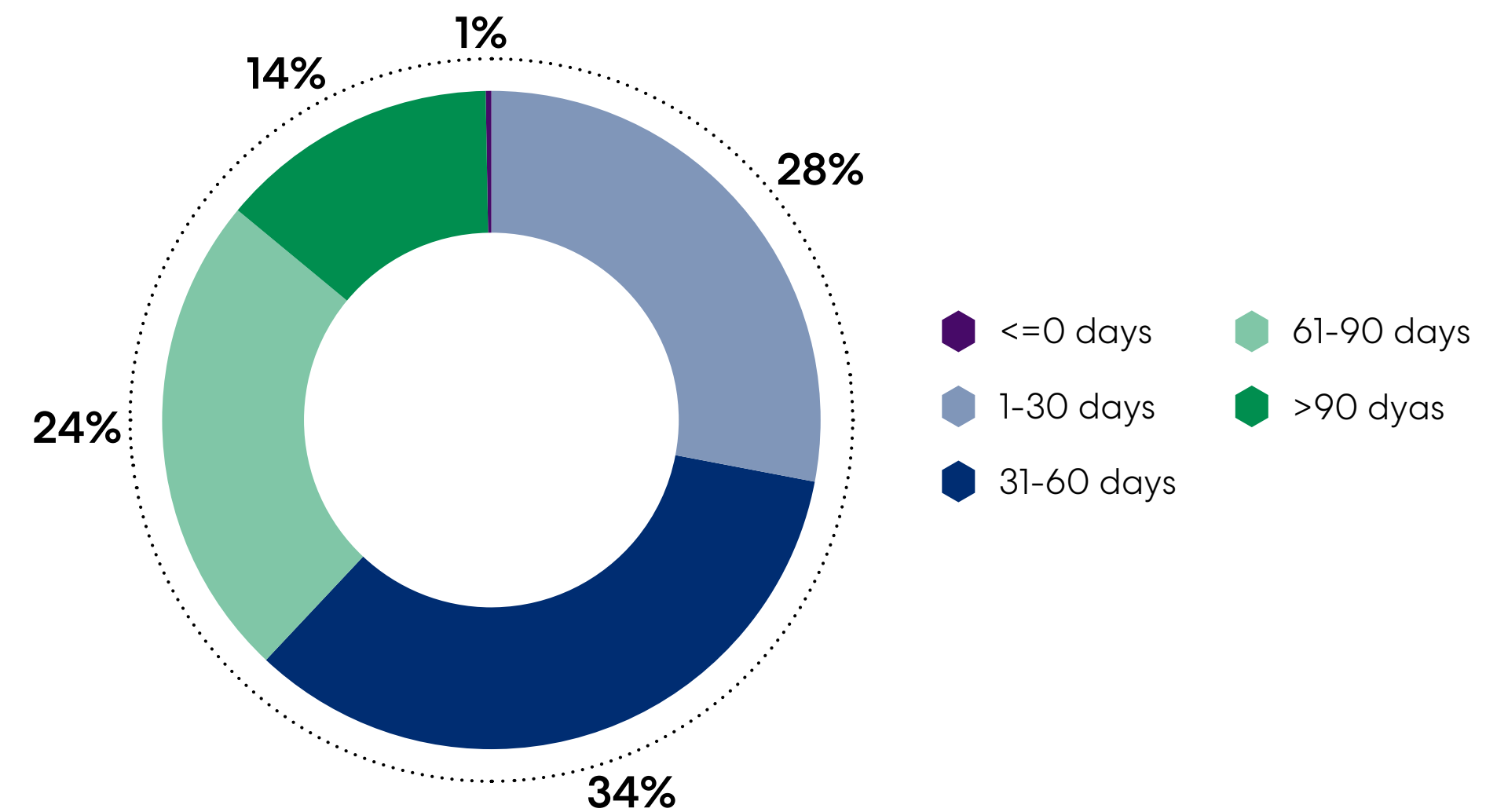
of Italian buyers are Adaci L2 certified (a certification with ESG training)

Management of payments

Our policy for supplier payments is designed to foster transparent and timely financial practice. This policy, drafted by our Treasury department, takes into account the urgency and due date of invoices to ensure seamless weekly payment cycles. We commit to minimizing delays and upholding the financial integrity of our transactions. Our standard payment terms are set at 60 days from invoice date, a benchmark adjustable to market

standards in different countries. By adhering to these terms, we aim to maintain a balanced cash flow and support our partners' financial stability. Our metrics show 62% of our payments are processed within 60 days. On average it takes us 64 days to settle an invoice from the beginning of the contractual or legal payment term.

Days Payable Outstanding by payment term



IN THEIR OWN WORDS

A Compliance Roadshow in Europe to build trust

A shared culture of compliance becomes a means for doing business with integrity and transparency, in which all our choices translate our company values into action

“Creating a shared culture of compliance within all functions and at all levels of the business isn’t just a question of respect for the rules, it’s a strategic pillar for strengthening trust internally and externally.” This is the vision of Anna Lisa Nicelli, Compliance Director EMEA, who in 2024 launched a Compliance Roadshow throughout Bracco’s European offices to spread the idea in a series of meetings targeted primarily at sales functions but also all other functions – medical, marketing and communications – with a direct impact on business.

What’s the point of a culture of compliance?

A shared culture of compliance transforms every employee into an ambassador for integrity. When compliance is understood not as a burden, but a value, everyone in the company becomes active in promoting and guaranteeing business ethics. This generates transparency for external stakeholders as well as greater awareness internally: two essential elements for building solid relationships with customers, suppliers, regulators and the health system.

What are the most interesting insights you came away with from the roadshow?

Above all it’s the understanding that the market trusts businesses that are long-term and coherent in their choices – whether that’s in environmental sustainability, management of people, or marketing. For example, anti-corruption regulations directly impact the sensitive relationship we have with the medical community, and medical professionals recognize sustainable and transparent positioning over time as being of enormous value.

What are the next steps?

In the future we’d like to establish a Compliance Committee – a working group involving representatives from diverse functions (sales, marketing, medical, etc.) to discuss critical or complex issues. At the same time, a group of Compliance Champions would help to raise awareness among colleagues of the risks of compliance failures that might not be fully understood in practical and everyday settings, but have impacts both for the company and for business.

Our Vision

Promoting a culture of integrity and accountability



Understand

We respond to the increasing market demand for business ethics, accountability and transparency, especially within the healthcare and life sciences industries.



Assess

We set a clear vision and assess key risks.



Act

We apply our values to everyday business and operations.



Communicate

We choose words carefully and are authentic in order to avoid “trustwashing”.



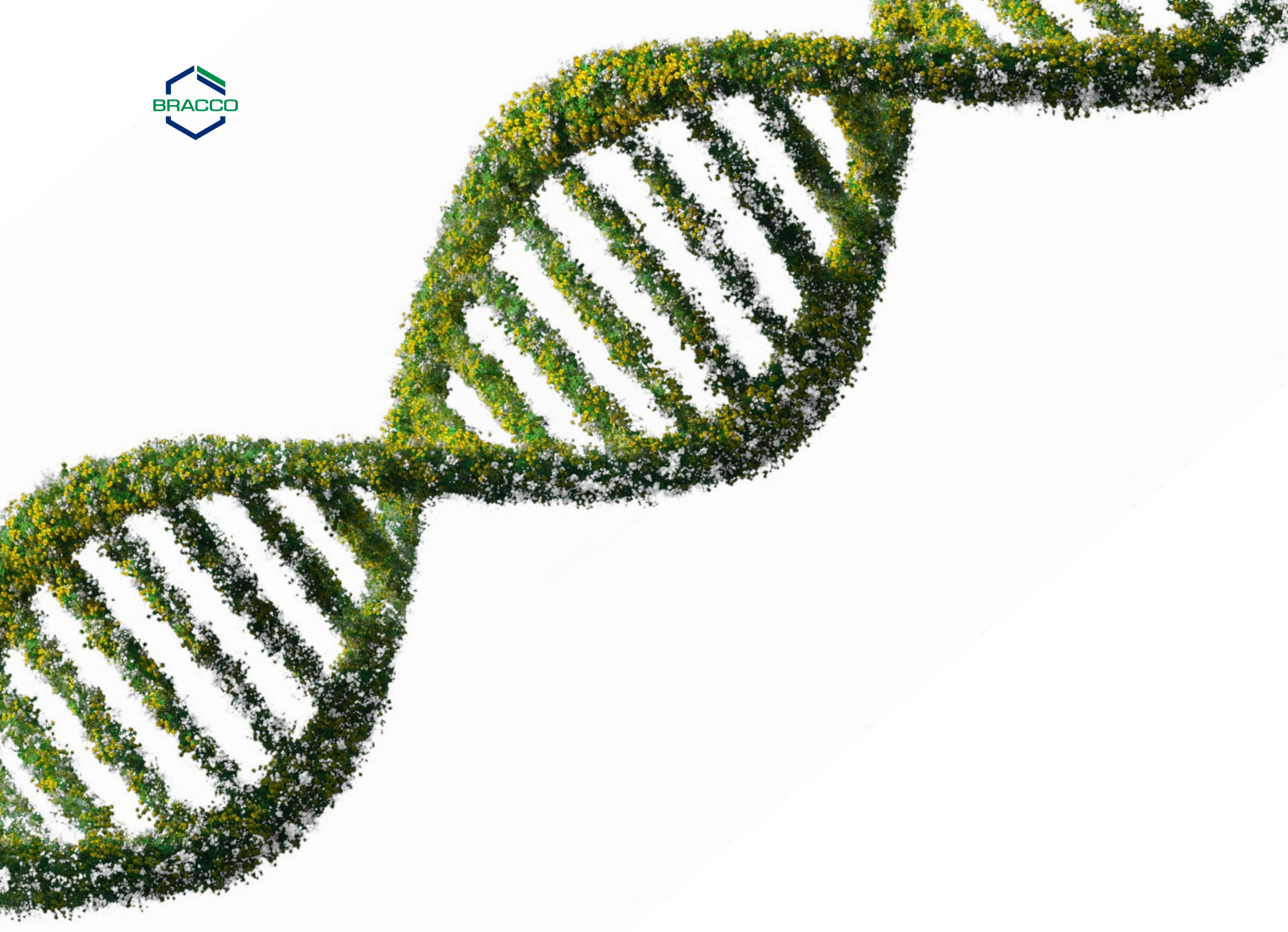
Build

We see compliance as a strategic advantage that requires long term investment - reputation takes years to build, but a moment to destroy.

“It’s about walking the talk. Trust comes from being consistent in what we say and what we do.”

Anna Lisa Nicelli,
Compliance Director EMEA, Bracco





GRI and ESRS Indices

GRI Index

GRI Standard	Disclosure	Pages	Notes
GRI 2: General Disclosures 2021	2-1 Organizational details	-	Headquarter Via Egidio Folli 50 20134 Milan Italy
	2-2 Entities included in the organization's sustainability reporting	4	
	2-3 Reporting period, frequency and contact point	4	
	2-4 Restatements of information	4	
	2-5 External assurance	-	This Sustainability Report is not subject to external assurance.
	2-6 Activities, value chain and other business relationships	9	
	2-7 Employees	53, 99	ESRS: S1-6
	2-8 Workers who are not employees	53, 99	ESRS: S1-7
	2-9 Governance structure and composition	-	Not applicable because Bracco SpA is not a listed company and it is not required by law to report the following information
	2-10 Nomination and selection of the highest governance body	-	The nomination process of the Board of Directors is ruled by the by-laws and by the Italian law and regulations. Please note that some criteria are not applicable because Bracco SpA is not a listed company

GRI Standard	Disclosure	Pages	Notes
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	-	Chair of the Board is a Senior Executive. The Chairwoman has all the powers to act in the name and on behalf of the Company. She reports to the Board and the conflicts of interest are managed according to the applicable law.
	2-12 Role of the highest governance body in overseeing the management of impacts	20	
	2-13 Delegation of responsibility for managing impacts	20	Reports of the Chairwoman, of the Corporate Internal Audit and of the Coordinators for Safety and Environment to the Board.
	2-14 Role of the highest governance body in sustainability reporting	20	
	2-15 Conflicts of interest	74	
	2-16 Communication of critical concerns	-	No communication of Critical Concern on ESG matter has been brought to the attention of the BoD
	2-17 Collective knowledge of the highest governance body	20	In 2024, activities relevant to sustainable development were shared with the Board of Directors

GRI Standard	Disclosure	Pages	Notes
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	-	Not applicable because Bracco SpA is not a listed company and it is not required by law to report the following information
	2-19 Remuneration policies	20	ESRS GOV-3
	2-20 Process to determine remuneration	20	ESRS GOV-3
	2-21 Annual total compensation ratio	101	13.23
	2-22 Statement on sustainable development strategy	3	
	2-23 Policy commitments	27, 36, 45, 51, 72, 76	
	2-24 Embedding policy commitments	27, 36, 45, 51, 72, 76	
	2-25 Processes to remediate negative impacts	27, 33, 36, 48, 56, 74, 77	
	2-26 Mechanisms for seeking advice and raising concerns	72	
	2-27 Compliance with laws and regulations	-	No significant instances of non-compliance with social, economic and Environmental regulations were brought to the attention of the Board of Director of Bracco S.p.A.

GRI Standard	Disclosure	Pages	Notes
GRI 2: General Disclosures 2021	2-28 Membership associations	23	
	2-29 Approach to stakeholder engagement	22	
	2-30 Collective bargaining agreements	51, 99	ESRS S1-8
GRI 3: Material Topics 2021	3-1 Process to determine material topics	21	
	3-2 List of material topics	21	
	3-3 Management of material topics	22, 25, 43, 70	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	77, 87	
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	72, 73	
	205-2 Communication and training about anti-corruption policies and procedures	73, 87, 88, 100	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	99	ESRS E5-4

GRI Standard	Disclosure	Pages	Notes
GRI 301: Materials 2016	301-2 Recycled input materials used	36, 37, 99	ESRS E5-4
	301-3 Recovered products and their packaging materials	89	
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	29, 90	
	302-3 Energy intensity	91	
	302-4 Reduction of energy consumption	28	
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	92	
	303-4 Water discharge	93	
	303-5 Water consumption	93	

GRI Standard	Disclosure	Pages	Notes
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	40	
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	94	
	305-2 Energy indirect (Scope 2) GHG emissions	94	
	305-3 Other indirect (Scope 3) GHG emissions	-	
	305-5 Reduction of GHG emissions	30	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	33, 94	
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	40, 95	
	306-3 Waste generated	36, 95	

GRI Standard	Disclosure	Pages	Notes
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	78	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	52, 99	ESRS S1-6
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	ESRS S1-11
GRI 401: Employment 2016	401-3 Parental leave	57	ESRS S1-15
GRI 402-1 Minimum notice periods regarding operational changes	GRI 402-1 Minimum notice periods regarding operational changes	-	Bracco typically provides between one and four weeks' notice to employees and their representatives prior to implement significant operational changes that could substantially affect them. The specific notice period depends on the relevance and impact of the change, with more significant changes warranting a longer notice period.

GRI Standard	Disclosure	Pages	Notes
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	58	
	403-2 Hazard identification, risk assessment, and incident investigation	57	
	403-3 Occupational health services	57	
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	57	
	403-5 Worker training on occupational health and safety	58	
	403-6 Promotion of worker health	52	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58	
	403-8 Workers covered by an occupational health and safety management system	96	
	403-9 Work-related injuries	96	

GRI Standard	Disclosure	Pages	Notes
GRI 404: Training and Education 2016	404-1 Average hours of training per	56	ESRS S1-13
	404-2 Programs for upgrading employee skills and transition assistance programs	56	ESRS S1-13
	404-3 Percentage of employees receiving regular performance and career development reviews	55	ESRS S1-13
GRI 3 – Material Topics	3-3 Management of material topics	22, 25, 43, 70	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	53, 100	ESRS S1-16
	405-2 Ratio of basic salary and remuneration of women to men	97	ESRS S1-16
GRI 410-1 Security personnel trained in human rights policies or procedures	410-1 Security personnel trained in human rights policies or procedures	-	0%

GRI Standard	Disclosure	Pages	Notes
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	59	
GRI 3 – Material Topics	3-3 Management of material topics	-	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	46, 101	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	48	
GRI 417: Marketing and labelling	417-1 Requirements for product and service information and labeling	-	All Bracco products are accompanied by a package insert including relevant users information. In particular: Indications and usage, dosage and administration, contraindications, warnings and precautions, adverse reactions, use in specific populations

GRI Standard	Disclosure	Pages	Notes
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	No incident of non-compliance with regulations resulting in a fine or penalty. The Drug Safety system was subject to more than 20 inspections and audits in various geographies
	417-3 Incidents of non-compliance concerning marketing communications	-	No incident of non-compliance was identified during 2024
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	97	

GRI Index

GRI 204-1

Proportion of spending on local suppliers

2024			2023			2022		
Italy	Rest of Europe	North America	Italy	Rest of Europe	North America	Italy	Rest of Europe	North America
59,15%	76,31%	85,80%	65,82%	95,74%	88,77%	65,82%	85,50%	88,77%

GRI 205-2

Number of members of the Board of Directors who have received communication on Model 231 and Code of Ethics

	From January 1st to December 31st 2024					From January 1st to December 31st 2023					From January 1st to December 31st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Total CDA members (Capogruppo)	9				9	9				9	9				9
Total CDA members who received communication on anti-corruption policies and procedures (Capogruppo)	9				9	9				9	9				9
% of participation	100,00%				100,00%	100,00%				100,00%	100,00%				100,00%

GRI 205-2

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

	From January 1st to December 31st 2024					From January 1st to December 31st 2023					From January 1st to December 31st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Total CDA members (Capogruppo)	9				9	9				9	-				-
Total CDA members who received communication on anti-corruption policies and procedures (Capogruppo)[training]	9				9	9				9	-				-
% of participation	100,00%				100,00%	100,00%				100,00%	-				-

GRI 205-2

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

	From January 1st to December 31st 2024					From January 1st to December 31st 2023					From January 1st to December 31st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Executives (Managers)	62	6	52	9	129	63	10	10	1	84	12	7	10	6	35
Managers (Executives)	235	20	120	19	394	260	15	7	9	291	14	20	11	11	56
White collars (Employees and equivalent)	327	117	383	71	898	429	46	90	51	616	74	44	112	56	286
Blue collars (Workers)	71	37	151	-	259	293	15	20	5	333	23	7	27		57
TOTAL	1.170	180	706	99	2.155	1.045	86	127	66	1.324	123	78	160	73	434

GRI 205-2

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

	From January 1st to December 31st 2024					From January 1st to December 31st 2023					From January 1st to December 31st 2022				
	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total	Italy	Rest of Europe	North America	Rest of the world	Total
Executives (Managers)	62	6	52	9	129	63	10	10	1	84	12	7	10	6	35
Managers (Executives)	235	20	120	19	394	260	15	7	9	291	14	20	11	11	56
White collars (Employees and equivalent)	327	117	383	71	898	419	46	90	51	606	74	44	112	56	286
Blue collars (Workers)	71	37	151	-	259	293	15	20	5	333	23	7	27		57
TOTAL	1.170	180	706	99	2.155	1.035	86	127	66	1.314	123	78	160	73	434

GRI 301-3

Recovered or regenerated products and their packaging materials

	UoM	2024		2023		2022	
		Recovered products	% recovered products	Recovered products	% recovered products	Recovered products	% recovered products
API Drums 90 Liter	Tons	175	74%	68	50%	70	51%
API Drums 90 Liter	Tons	161	82%	135	82%	134	53%

GRI 302-1
Energy Consumption

	UoM	2024	2023	2022			
		Total	Total GJ	Total	Total GJ	Total	Total GJ
Natural Gas	mc	29.422.053	1.010.870	28.389.506	975.395	10.236.707	351.708
Of which used for production processes	Mc	27.492.398	944.572	26.405.993	907.246	8.689.459	298.549
Of which not for production processes	Mc	1.929.655	66.298	1.983.513	68.149	1.547.248	53.160
Diesel	L	5.315	202	7.850	298,30	7.730	297
Of which used for production processes	L	5.315	202	7.850	298,30	7.730	297
Of which not for production processes	L	0	0	0	0	0	0
LPG	L	0	0	3	0	5	0
Of which used for production processes	L	0	0	0	0	0	0
Of which not for production processes	L	0	0	3	0	5	0
Petrol/Gasoline	L	0	0	0	0	0	0
Of which used for production processes	L	0	0	0	0	0	0
Of which not for production processes	L	0	0	0	0	0	0
Renewable fuels [specify]		0	0	0	0	0	0
of which used for production processes		0	0	0	0	0	0
of which not for production processes (e.g. for heating)		0	0	0	0	0	0
Consumed electricity		119.185.954	429.069	114.790.856	413.247	112.705.222	405.739

Purchased electricity		79.609.370	286.594	71.096.553	255.948	112.674.827	405.629
of which renewable (certified - e.g. guarantees of origin)		54.056.097	194.602	37.771.661	135.978	35.993.984	129.578
Self-produced electricity		52.170.049	187.812	55.938.801	201.380	30.395	109
of which renewable (certified - e.g. guarantees of origin)		88.579	319	7.401	27	30.395	109
Self-produced and sold electricity		12.593.466	45.336	12.244.498	44.080	0	0
of which renewable (certified - e.g. guarantees of origin)		112	0	144	1	0	0
Consumed cooling (e.g. chilled water plant)		0	0	0	0	0	0
Purchased cooling		0	0	0	0	0	0
Self-produced		0	0	0	0	0	0
Sold cooling		0	0	0	0	0	0
Consumed heating		29.774.076	107.187	4.068.000	14.645	570.000	2.052
Purchased heating (e.g. district heating)		203.000	731	324.000	1.166	570.000	2.052
Self-produced heating		29.571.076	106.456	3.744.000	13.478	0	0
Sold heating		0	0	0	0	0	0
Consumed steam		285.196.823	1.026.709	268.769.517	967.570	250.671.715	890.606
Purchased steam		115.225.872	414.813	109.682.812	394.858	175.623.839	632.246
Self-produced steam		171.557.424	617.607	160.092.805	576.334	73.407.286	264.266
Sold steam		1.586.473	5.711	1.006.100	3.622	1.640.590	5.906

GRI 302-3

Energy intensity Ceriano e Torviscosa (Colleretto until 2023)

	2024	2023	2022
Absolute energy consumption	1.422.836,40	1.374.297,47	1.168.606,10
“Organization-specific metric” – Tons of product	6.572,94	6.041,97	5.513,48
	216,4687944	227,4583939	211,9545231

Marcinelle, CDI, ACIST Netherlands, BDI USA, Bracco Enjengineering Losanna

	2024	2023	2022
Absolute energy consumption	70.025,28	73.692,74	77.082,07
“Organization-specific metric” – Worked hours	1.730.124,50	1.614.127,00	1.748.675,30
	0,040474128	0,045654857	0,044080265

Colleretto (from 2024), ACIST USA, Bracco Suisse Ginevra, Bracco Eisai Saitama

	2024	2023	2022
Absolute energy consumption	70.367,75	36.485,95	41.274,02
“Organization-specific metric” – pieces of product	4.409.613,00	2.848.313,00	3.312.968,00
	0,015957807	0,01280967	0,012458323

BIPSO Germania, Bracco Sine Shangai

	2024	2023	2022
Absolute energy consumption	73.996,35	71.736,30	74.465,82
“Organization-specific metric” – Liters of injectable solution	2.560.968,00	2.222.971,00	2.364.233,00
	0,028893898	0,032270463	0,031496821

EZ-EM Canada

	2024	2023	2022
Absolute energy consumption	25.360,08	24.820,09	26.672,28
“Organization-specific metric” – Kgs of BaSO4	1.369.547,00	1.429.415,00	1.224.607,00
	0,018517131	0,017363812	0,021780276

GRI 303-3
Water withdrawal

Megaliters	2024		2023		2022	
	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress
Surface water (total)	0	0	0	0	0	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Groundwater (total)	14.301	0	14.104	0	13.812	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	14.301	0	14.104	0	13.812	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Seawater (total)	0	0	0	0	0	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0

Megaliters	2024		2023		2022	
	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress
Produced water (total)	0	0	0	0	0	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Third-party water (total)	250	1.153	237	1.110	1.338	17
Freshwater (≤1,000 mg/L Total Dissolved Solids)	250	1.153	237	1.110	1.338	17
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Total third-party water withdrawal by withdrawal source						
Total water withdrawal	14.551	1.153	14.341	1.110	15.150	17

GRI 303-4
Water discharge

Megaliters	2024		2023		2022	
	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress
Surface water (total)	14.291	0	13.627	0	13.161	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	14.291	0	13.627	0	13.161	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Groundwater (total)	0	0	487	0	397	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	487	0	397	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Seawater (total)	0	0	0	0	0	0
Freshwater (≤1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Produced water (total)	118	1.114	125	1.161	1.182	13
Freshwater (≤1,000 mg/L Total Dissolved Solids)	118	1.114	125	1.161	1.182	13
Other water (>1,000 mg/L Total Dissolved Solids)	0	0	0	0	0	0
Third-party water (total)	14.291	0	13.627	0	13.161	0
Total water discharge	14.409	1.114	14.239	1.161	14.740	13

GRI 303-5
Water consumption

Megaliters	2024		2023		2022	
	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress	Areas without water stress	Areas with water stress
Total water consumption	65,267	85,753	47,083	135,511	169,820	1,240

GRI 305-1 & 2
Scope 1 & 2

	Unit of measure	2024	2023	2022
GHG Emissions – Scope 1				
Refrigerant gas refilling	kgCO ₂ eq	3.984.885	4.860.626	359.951
Fuel consumption	kgCO ₂ eq	60.231.325	57.934.108	20.756.240
Total	kgCO₂eq	64.216.210	62.781.859	21.116.191
GHG Emissions – Scope 2				
Electricity consumption from the national grid Location-based	kgCO ₂ eq	24.066.820	21.700.973	30.546.164
Electricity consumption from the national grid Market-Based	kgCO ₂ eq	13.075.553	15.647.692	35.470.803
District heating	kgCO ₂ eq	36.469	58.205	97.316
Steam	kgCO ₂ eq	20.700.328	19.704.133	29.984.258
Cooling	kgCO ₂ eq	0	0	0
Total - Location based	kgCO₂eq	44.803.616	41.463.311	60.627.738
Total - Market based	kgCO₂eq	33.812.350	35.410.031	65.552.378
Fuel Consumption (Car fleet)	kgCO ₂ eq	680.787	737.500	947.401

GRI 305-7

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

	Units	2024	2023	2022
NOx	kg	19.802,00	20.274,75	9.913,35
SOx	kg	53,25	102,92	41,67
Persistent organic pollutants (POP)	kg	0,00	0,00	0,00
Volatile organic compounds (VOC)	kg	224,78	296,12	425,52
Hazardous air pollutants (HAP)	kg	0,00	0,00	0,00
Particulate matter (PM)	kg	37,51	100,29	89,59
VIC	kg	230,40	250,02	184,97
CO	kg	991,00	1.206,20	201,47
Total	kg	21.338,94	22.230,30	10.856,57

GRI 306-2
Waste by type and disposal method

KGs	2024			2023			2022		
	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total	Hazardous	Non-hazardous	Total
Reuse	-	24.465,00	24.465,00	-	38.896,00	38.896,00	-	62.045,00	62.045,00
Recycling	546.038,00	414.576,20	960.614,20	728.403,00	502.601,20	1.231.004,20	805.747,30	1.321.338,00	2.127.085,30
Composting	-	-	-	-	-	-	-	89.278,00	89.278,00
Recovery <small>(including energy recovery)</small>	289.329,66	1.255.077,00	1.544.406,66	129.805,87	1.026.513,00	1.156.318,87	2.260,70	107.750,00	110.010,70
Incineration <small>(mass burn)</small>	17.573,00	74.489,00	92.062,00	5.456,09	109.134,00	114.590,09	6.482,50	64.365,00	70.847,50
Deep well injection	-	-	-	-	-	-	-	-	-
Landfill	8.929,00	80.120,00	89.049,00	44.220,00	94.440,00	138.660,00	18.268,00	64.040,00	82.308,00
On-site storage	-	-	-	-	-	-	-	-	-
Other¹	1.151.729,50	2.148.275,00	3.300.004,50	1.095.333,90	1.899.409,00	2.994.742,90	1.217.935,55	4.059.122,00	5.277.057,55
Total	2.013.599,16	3.997.002,20	6.010.601,36	2.003.218,86	3.670.993,20	5.674.212,06	2.050.694,05	5.767.938,00	7.818.632,05

¹ "Other" includes all disposal methods classified as follows: D9 (Physico-chemical treatment, resulting in compounds or mixtures that can be eliminated through one of the processes from D1 to D12), D13 (Preliminary aggregation before one of the operations from D1 to D12), D14 (Preliminary reconditioning before one of the operations from D1 to D13); D15 (Preliminary storage before one of the operations from D1 to D14 (excluding temporary storage at the site where the waste is generated)).

GRI 204-1

Proportion of spending on local suppliers

	2024			2023	2022					
	Italy	Rest of Europe	North America	Italy	Rest of Europe	North America	Italy	Rest of Europe	North America	
Local Suppliers (€)	295.187.637	144.468.208	432.997.481	362.838.392	167.630.308	436.970.873	254.240.049	104.145.065	337.531.972	
Total per Region (€)	499.081.123	189.323.783	504.684.631	551.262.469	175.080.572	492.249.441	386.268.378	121.802.894	380.231.119	
%	59,15%	76,31%	85,80%	65,82%	95,74%	88,77%	65,82%	85,50%	88,77%	

GRI 403-8

Workers covered by an occupational health and safety management system

	2024			2023		
	N. of employees	Total employees	% of employees	N. of employees	Total employees	% of employees
Number of all employees who are covered by an occupational health and safety management system	3135	3135	100%	2992	2992	100%
Number of all employees who are covered by an occupational health and safety management system that has been internally audited	2250	3135	72%	2723	2992	91%
Number of all employees who are covered by such a system that has been audited or certified by an external party	1750	3135	56%	1712	2992	57%

GRI 403-9

Work-related injuries

No. workrelated injury	2024	2023	2022
Number of fatalities as a result of work-related injury	-	-	-
Number of high-consequence work-related injuries (excluding fatalities) - with lost days > 6 months	-	-	-
Number of recordable work-related injuries (excluding fatalities) - with lost days > 3 days	9	6	13
Types of work-related injury			
due to movement (e.g. sprains, low back pain)	4	2	
Fall	4	3	
Cut	1	1	

GRI 405-2

Ratio of basic salary and remuneration of women to men

	2024		2023		2022	
	Ratio	Uom	Ratio	UoM	Ratio	UoM
Ratio of basic salary and remuneration of women to men	95,54	%	97,40	%	97,97	%

GRI 418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

	2024	
	Ratio	Uom
Total number of substantiated complaints received concerning breaches of customer privacy	0	n
Total number of identified leaks, thefts, or losses of customer data	1	n

ESRS Index

The table below presents all data points derived from other EU legislation, as listed in ESRS 2 Appendix B. It specifies where these data points are located in our report.

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ESRS Annex

ESRS E5-4

Incoming resource flows

	UoM	2024	2023	2022
Overall total weight of products and technical and biological materials used during the reporting period (selection of 10 strategical materials)	Tons	62.123	-	-
Percentage of biological materials (and biofuels used for non-energy purposes) that are sustainably sourced	%	0	-	-
Absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging)	Tons	650	-	-
Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials	%	1,05	-	-

ESRS S1-6

Characteristics of Bracco's employees

	2024			2023			2022		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Permanent employees	1.652	1.951	3.603	1.586	1.844	3.430	1.537	1.777	3.314
Temporary employees	213	146	359	199	157	356	181	152	333
Total	1.865	2.097	3.962	1.785	2.001	3,786	1.718	1.929	3.647
% on the total	47%	53%		47%	53%		47%	53%	
Employees who left (turnover rate)	176	219	9,97%						

ESRS S1-7

Characteristics of non-employees in Bracco's own workforce

	2024
Total	
Self-employed	517,64
Agency-supplied workers	223,95
Total	741,59

ESRS S1-8

Coverage of collective bargaining

	2024		2023		2022	
	Coverage	Uom	Coverage	UoM	Coverage	UoM
% of total employees covered by collective agreements	51,46	%	53,8	%	53,7	%

ESRS S1-9

Diversity Metrics (Senior Management by Age Group)

	2024				
	<30 years	30-50 years	< 50 years	Total	UoM
Executives		74	193	267	Number
Managers	9	345	350	704	Number
Employees (White collars)	252	1372	659	2283	Number
Employees (Blue collars)	99	331	278	708	Number
Total	360	2122	1480	3962	Number
	<30 years	30-50 years	< 50 years	Total	UoM
Executives	0,0%	3,49%	13,04%	6,74%	Percentage
Managers	2,50%	16,26%	23,65%	17,77%	Percentage
Employees (White collars)	70,00%	64,66%	44,53%	57,62%	Percentage
Employees (Blue collars)	27,50%	15,60%	18,78%	17,87%	Percentage
Total	100,00%	100,00%	100,00%	100,00%	Percentage

ESRS S1-13

Training and skills development metrics

	UoM	2024		2023		2022	
		Male	Female	Male	Female	Male	Female
% of workforce who received regular performance and career development reviews	%	51,96	56,22	55	52	58	51

ESRS G1-4

Cases of active or passive corruption

	UoM	Functions at risk	Managers	Other own workers	TOT 2024	TOT 2023	TOT 2022
Training extension							
Total	Hours	239	-	-	239	-	-
Total training recipients	Number	239	-	-	239	-	-
Delivery method and duration							
E-learning training	Hours		-	-	-	-	-
Frequency							
How often is training required?	Text	always for newly hired employees / rolling for other employees	-	-	-	-	-
Topics covered							
Anti-corruption	Text	239	-	-	239	-	-
Whistleblowing	Text	-	-	-	-	-	-
Code of Ethics	Text	-	-	-	-	-	-
Model 231	Text	-	-	-	-	-	-
Anti-fraud	Text	-	-	-	-	-	-

Other KPIs

SOCIAL

Metrics on Health & Safety of Patients

	2024		2023		2022	
	Value	Uom	Value	UoM	Value	UoM
Number of product recalls	0	Number	0	Number	0	Number
Number of pharmacovigilance audits conducted	23	Number	22	Number	20	Number
Percentage of reports submitted in due time	98	%	99	%	98	%

Health and Safety of Own Workforce – other metrics

	2024		2023		2022	
	Value	Uom	Value	UoM	Value	UoM
Percentage of sites for which an employee health & safety risk assessment has been conducted	100	%	100	%	100	%
Number of employees trained on health and safety issues	1.734,00	Number	3.088,00	Number	3.084,00	Number
Number of hours worked by the total of the workforce	7.463.040	Hours	7.155.840	Hours	7.113.600	Hours
Number of days lost to work-related injuries, fatalities and ill health	240	Days	58	Days	454	Days
Any quantitative KPI on the topic of employee health and safety (Near Miss)	184	Near miss	116	Near miss	113	Near miss
Number of work-related accidents (lost days >3)	8	Number	6	Number	13	Number
Percentage of the total workforce across all locations represented in formal joint management-worker health & safety committees	82	%	82	%	82	%

	2024		2023		2022	
	Value	Uom	Value	UoM	Value	UoM
Percentage of the total workforce across all locations who received training (internally or externally) on environmental issues	100	%	100	%	100	%
Other indicator on the % of the deployment of environmental actions throughout all company operations (participant of HSE Voice program)	100	%				

Diversity & Inclusion Metrics

	2024		2023		2022	
	Coverage	Uom	Coverage	UoM	Coverage	UoM
Percentage of women at top management level	33	%	32,3	%	30,4	%
Gender pay gap	4,46	%	2,60	%	2,03	%

Compensation ratio

	2024	2023	2022
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	13,23	14	15

Training

	2024	2023	2022
Average hours of training per employee	28,89	27,47	NA
Percentage of the total workforce across all locations who received career- or skills-related training	17	10	NA

GOVERNANCE

Corruption & Bribery

No. of incident	2024	2023	2022
Number of confirmed corruption incidents	1	0	0

Whistleblowing

No. of reports	2024	2023	2022
Number of reports related to whistleblowing procedure	13	2	4

Information Security

No. of incidents	2024	2023	2022
Number of confirmed information security incidents	3	0	1

Child Labor & Forced Labor

No. of incidents	2024	2023	2022
Cases of child labor, forced labor or human trafficking	0	0	0



Sustainability at the core of our **growth**

Bracco Sustainability Report 2024

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