

Bracco Sustainability Report

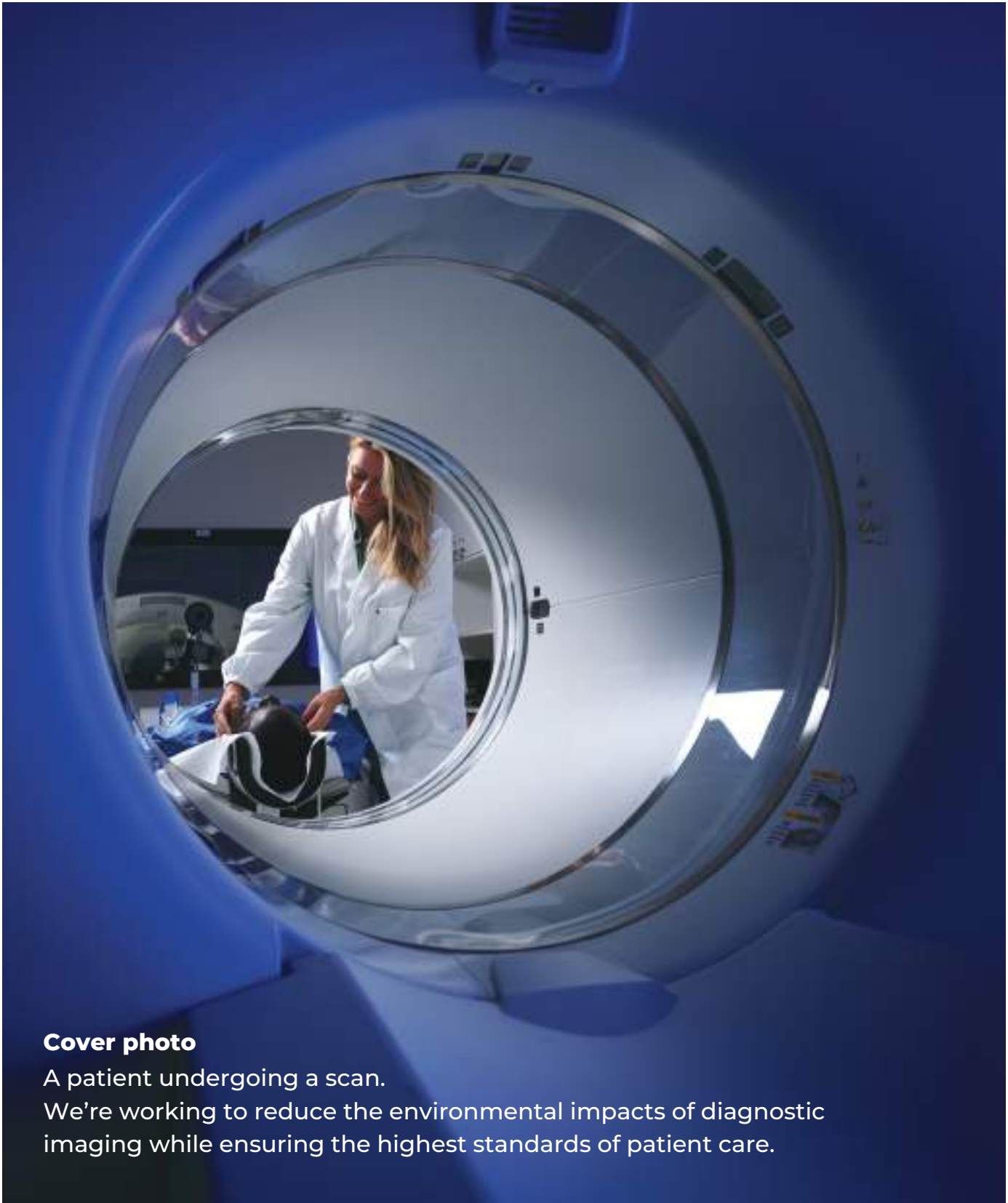
2025

# Sustainability at the core of our growth



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**Cover photo**  
A patient undergoing a scan.  
We're working to reduce the environmental impacts of diagnostic imaging while ensuring the highest standards of patient care.





# Introduction

- Reading Guide
- Letter to our Stakeholders
- Bracco at a Glance



# 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 2025. 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 'GRI Sustainability Reporting Standards' as published by the GRI (Global Reporting Initiative) for its 2025 report, covering the period From January 1st to December 31st, 2025. This report has been prepared in accordance with the GRI Standards. 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 line with the GRI Standards, the appendix also includes a dedicated 'GRI Performance Indicators' section, featuring quantitative data tables that present our performance metrics in a clear and structured format.

The Sustainability Report is prepared on an annual basis; however, its preparation and its timeline for 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, 2025.

Quantitative 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, 2025

The Scope of economic data aligns with that of the Bracco Group's Consolidated Financial Statements 2025, while the Scope of social and environmental data includes the companies within the Bracco Group as of December 31st, 2025. 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 not considered material 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. In certain instances, quantitative restatements were necessary, driven by refinements in the calculation methodology and/or enhanced alignment with the standards. Wherever a restatement has been made, it has been clearly indicated. 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.

[www.bracco.com/sustainability](http://www.bracco.com/sustainability)

**For any further information you can contact us at:**  
[csr@bracco.com](mailto:csr@bracco.com)

## A Note on the Scope of Our DEI Commitments

The diversity, equity, and inclusion targets, metrics, initiatives, and guiding principles referenced throughout this Report reflect Bracco Group-wide commitments and apply only to those operating entities outside the United States.

To ensure full compliance with U.S. laws and regulations, our U.S.-based entities operate independent workforce programs and are not included within the scope of the Group-level DEI disclosures presented here.

Where data or initiatives specific to U.S. operations are referenced, this is noted expressly.



# Letter to our Stakeholders

We are living through a time of profound global uncertainty, but for Bracco the direction is clear: international growth through research, innovation, and sustainability.

Sustainability is not just about doing what's right for the planet: **it's also about doing what's right for patients and the future of diagnostic imaging.**

As Bracco approaches its centennial, we want to emphasize that people have always been at the heart of our journey. For nearly one hundred years, our commitment has extended beyond innovation and scientific excellence to the patients we serve, the customers and healthcare professionals who rely on our solutions, our employees, and the communities in which we operate. **This enduring focus on people continues to guide the way we create value and shape the future.**

That is why, for us, taking a comprehensive approach to sustainability means embracing several aspects, spanning from environmental stewardship to innovation, education, and the way **we maintain trust with our stakeholders.**

Sustainability encompasses the ecosystem of customers, suppliers, partners, and institutions, and is rooted in a culture that breaks down silos in favor of a dynamic “network of relationships” where collective well-being plays a decisive role.

In this voluntary report, we outline how **we're making progress on this comprehensive ambition, combining clinical performance, operational excellence, and environmental commitment across the value chain.**

At our production sites, we continue to invest in energy-efficient technologies and renewable energy. At our Torviscosa manufacturing site, 48% of our electricity demand is now met through solar PV generation, while 60% of the steam used in our operations is self-produced.

In 2025, we reduced waste by 20% compared with 2024 and increased recycled and reused water in our operations by 23%.

We're deepening our understanding of our footprint by conducting full lifecycle assessments of the emissions associated with our products and mapping emissions within our supply chain. This ongoing work is part of our commitment to **providing rigorous information to our hospitals and radiology departments in support of their sustainability agendas.**

We've already made important strides in **integrating sustainability into product development** – such as **minimizing our use of rare earths in contrast agents and using AI to enhance diagnostic imaging, potentially reducing the need for repeat scans.**



At the center of our innovation efforts is patient well-being and **we're investing in exciting opportunities across the full range of imaging modalities**, including harnessing our technology in fields such as cell therapy. This reflects a shift from **product-centric to outcome-centric innovation** and, as you'll see in this report, we're increasingly finding that what works best for patients is also better for the planet and healthcare systems efficiency.

Sustaining the human foundation for health imaging has been – and remains – a core concern for Bracco. **We support the education, training and development of the next generation of imaging experts** through a broad range of educational events in partnership with leading scientific societies and scholars, through Bracco dedicated projects to next generation of radiologists, and through the Bracco Global Academy, our digital

education platform. In 2025, we reached globally 150.000 HCPs through educational activities.

More fundamentally, putting sustainability at the core of our growth is about more than doing what's right for our business: it reflects who we are as a company. **This report shows how we put our values of care, integrity, health, safety and environmental responsibility into practice**, while continuously improving and sharing best practices across our global footprint. Sustainability requires **a long-term vision**, and for Bracco this perspective has always been part of how we create lasting value.

**As we approach our centenary, we remain committed to carrying this legacy forward and to sharing this journey with all our stakeholders.**

**Diana Bracco**  
President and CEO  
Bracco Group

**Fulvio Renoldi Bracco**  
Vice President and CEO  
Bracco Imaging

<sup>1</sup> 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>.

<sup>2</sup> 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

~ 4,100

Employees

€2.2 BN

Consolidated revenue

10

Research and Innovation centres worldwide

8

Production plants worldwide

## Key sustainability targets and progress

DECARBONIZATION

~ 70%

of emissions from our baseline year (2014) is covered by actions completed or approved in our Scope 1 and 2 roadmap<sup>1</sup>.

20 ktCO<sub>2</sub>e

Scope 1 and 2 emissions avoided through implemented projects in 2025

SUPPLIER ESG

80%

of suppliers assessed on their ESG performance with the new tool by 2030. **100%** of those at risk will be physically audited. **30%** of suppliers currently assessed

New Supplier Code of Conduct

The document was updated embedding additional ESG criteria

GENDER DIVERSITY

45%

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

47% WIR

Women Inventor Rate for Italian and Swiss R&D centers, measuring the proportion of female inventors listed in patent applications filed in 2025

EDUCATION & TRAINING

150,000 HCPs

reached globally through educational activities

**47 average hours** of training per employee in 2025

MINIMIZE WASTE

44%

decrease in total waste directed to disposal<sup>2</sup> compared to 2024 in our own operations.

## 2025 Recognitions

ECOVADIS

Platinum Medal

in 2025, we were recognized among the top 1% of companies certified by EcoVadis

Discover more

TOP EMPLOYER 2025

Certified in:

Italy, China and Germany

FEDERCHIMICA AND FARMINDUSTRIA “BEST SHARED CORPORATE EXPERIENCES” AWARDS

Bracco Imaging was recognized for developing and integrating a social responsibility system, rooted in DE&I culture and parenthood support

NEW DIANA BRACCO COMPANY LIBRARY IN HEADQUARTERS

**215 members** in Milan and a library collection exceeding **3,000 titles**

UNITED NATIONS GLOBAL COMPACT

Bracco is a supporting signatory

## Product spotlight on sustainability

AiMIFY®

uses AI-powered software to enhance magnetic resonance imaging of the brain to increase confidence in diagnosis and avoid repeat scans<sup>3</sup>

GADOPICLENOL

-50%

lower gadolinium dose<sup>4</sup> compared to other GBCAs at standard recommended Gd-dose of 0.1mmol/kg, possibly resulting in the conservation of up to **9.5 tonnes** of gadolinium per year

CONTRAST-ENHANCED ULTRASOUND

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<sup>5</sup>

MULTIDETECTOR CT ONLINE

iomeprol protocol can reduce contrast volume administered by **15%** and radiation dose by 11% for patients. Multi-use solutions may decrease iodine waste by **73-100%** and decrease plastic consumable waste<sup>6</sup> by up to **93%**

1. Approved and implemented projects, currently cover emissions equivalent to 70% of our 2014 Scope 1 and 2 baseline, representing emissions that would have otherwise occurred without these projects; 1. Waste directed to disposal includes hazardous and non-hazardous waste sent to incineration (with and without energy recovery), landfilling or other disposal operations; 3. Before use of the product, please refer to locally approved IFU which will be made available upon request; 4. Compared to other GBCAs at standard recommended Gd-dose (0.1mmol/kg), 5. O'Brien M, et al. Assessing the impact and resource implications of contrast-enhanced ultrasound on workflow of patients with incidental focal liver lesions on the UK national health service. Acta Radiol Open. 2023;12(6):20584601231183131. Published 2023 Jun 13. doi:10.1177/20584601231183131, 6. Toia GV, et al. Consumable Material Waste and Workflow Efficiency Comparison Between Multi-use Syringeless and Single-use Syringe-Based Injectors in Computed Tomography. Acad Radiol. 2023;30(10):2340-2349. doi:10.1016/j.acra.2023.05.038; Lindsey JS, et al. Modeling the Environmental and Financial Impact of Multi-dose vs. Single-dose Iodinated Contrast Media Packaging and Delivery Systems. Acad Radiol. 2023;30(6):1017-1023. doi:10.1016/j.acra.2022.12.029; Dlotko E. PNS39 Wastage and Costs of Contrast MEDIA in Computed Tomography in the UK: Comparison of MULTI-Dose Versus Single-Dose Bottles. Value in Health. Published December 2020. https://www.valueinhealthjournal.com/article/S1098-3015(20)33739-6/fulltext; Elmar M. Merkle et al. The Impact of Modern Imaging Techniques on Carbon Footprints: Relevance and Outlook European urology focus 9(2023)891–893.





# This is Bracco

Putting sustainability  
at the core of our growth

- Our Business and Sustainability
- Shaping a Sustainable Future
- Governing for Sustainability





# Our Business and Sustainability

- Our Purpose
- What We Do
- Our Global Reach
- Our Role in the Value Chain
- Trends Shaping the Future of Diagnostics and Imaging
- Business Growth and Sustainability





## OUR PURPOSE

# Improving people's lives by shaping the future of prevention and precision imaging

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

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 nature.

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, software 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 and research centers across Americas, China and Europe (see map on the next page).

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 Portfolio

Bracco develops and provides a broad portfolio of pharmaceutical products for diagnostic imaging, including contrast agents and injectors for X-ray, Computed Tomography (CT), and Magnetic Resonance Imaging (MRI). The portfolio also includes microbubbles for Contrast Enhanced Ultrasound (CEUS), and Molecular Imaging through radioactive tracers and novel PET imaging agents, alongside AI-based solutions. It is also a global market leader in advanced contrast management technologies for cardiovascular angiography.

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:** We provide advanced technology and high patient throughput. CT plays a crucial role in delivering efficient, high-quality care.
- **Magnetic Resonance:** Our MRI clinical application solutions enable magnetic resonance professionals to provide patients with a scanning experience that prioritizes stability, safety, and efficacy.

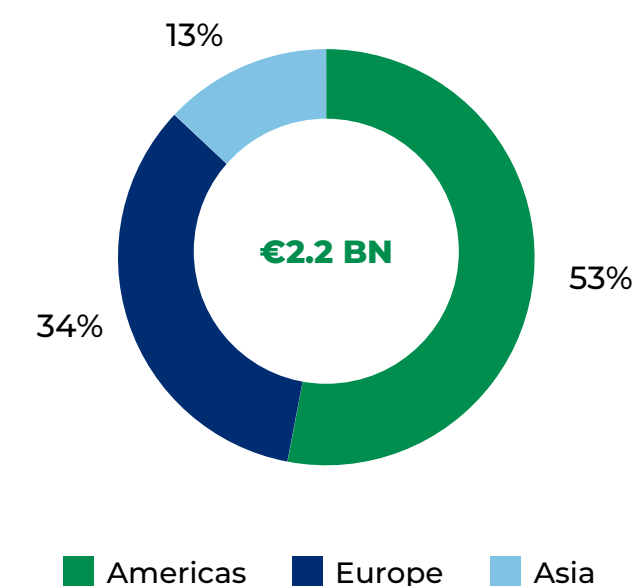
- **Ultrasound:** Ultrasound is a safe and accessible imaging service that provides real-time insights to support accurate diagnoses and personalized patient care. The integration of advanced contrast agents and evolving technology enables enhancement of diagnostic precision, offering a reliable and 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 utilize the data to visualize physiological processes, enabling diagnosis and treatment of diseases.
- **Cardiovascular:** We offer advanced devices, systems designed for the administration of contrast media in cardiovascular angiography. It also provides software solutions to support decision-making processes and monitors radiation doses. These technologies ensure efficiency and control while streamlining medical procedures.

## Healthcare services

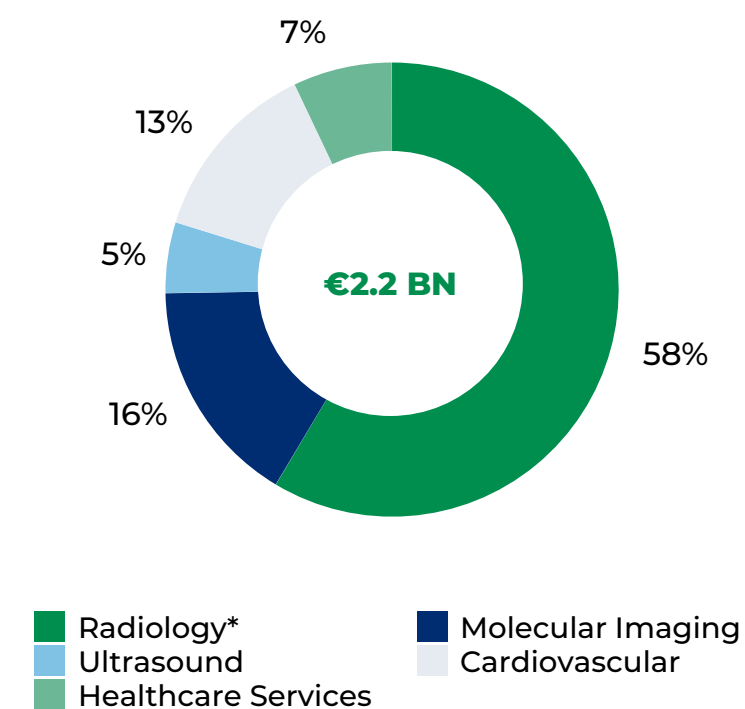
Centro Diagnostico Italiano (CDI) is a company operating as an accredited, private health provider in Italy. It offers diagnostic services, surgery, outpatient consultations, laboratory tests, and genetic medicine services. It provides services to private patients covered by insurance funds as well as national health services. CDI serves more than 600,000 patients a year and employs a staff of over 1,700 people, composed 40% of specialist

doctors, with the rest of the workforce made up of healthcare technicians, nurses, and administrative staff. Women account for 80% of all employees. In 2025, the organization brought on 57 new hires, 70% of whom were under the age of 40. In 2025, CDI celebrated its 50th anniversary, marking five decades of commitment to patient care. A detailed report on its services and practices is available separately.

### Turnover per area



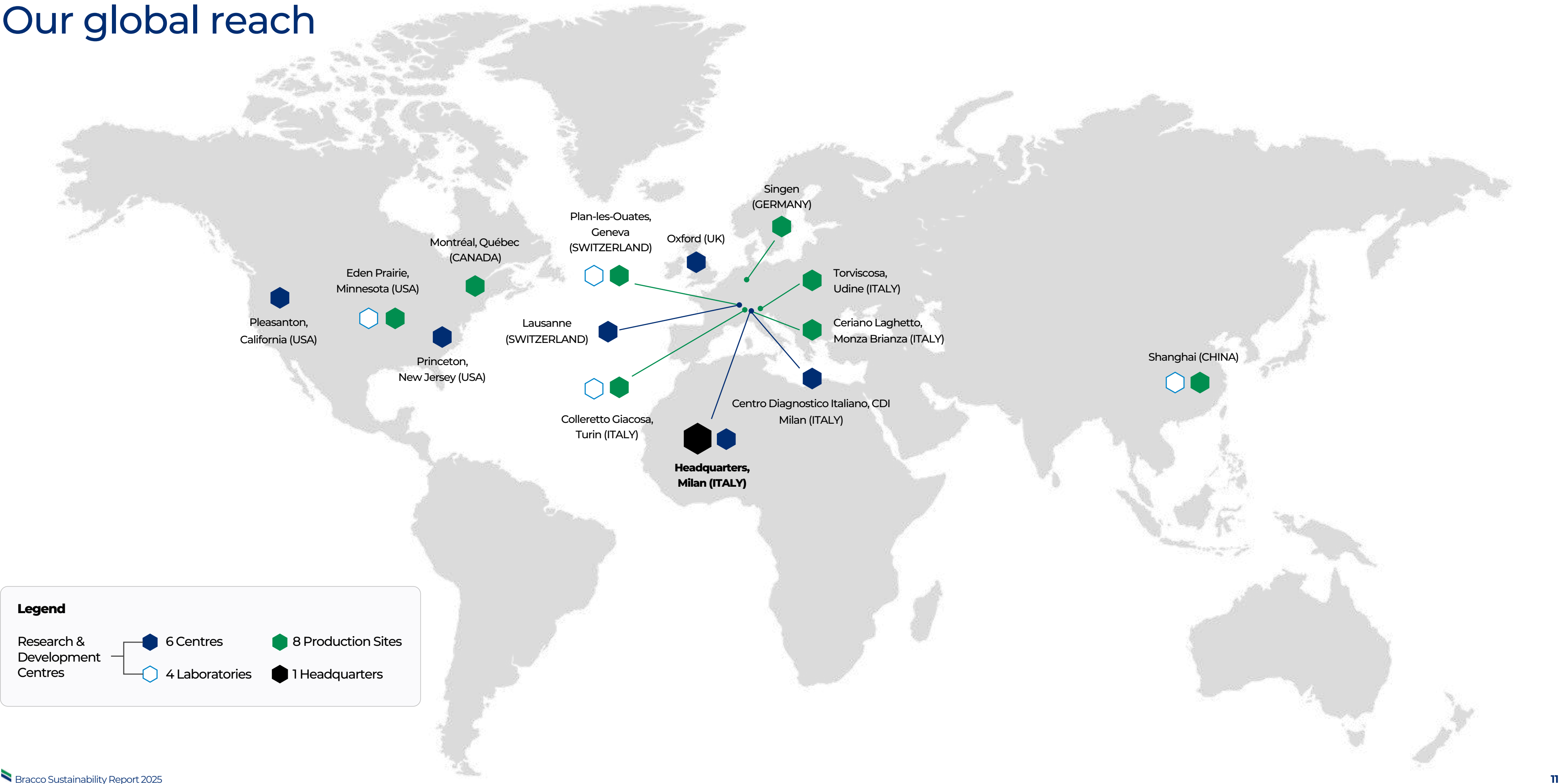
### Revenues by product



\*Radiology comprises X-ray, Computed Tomography (CT), Magnetic Resonance Imaging (MRI) modalities and the injectors.



# Our global reach





# 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 innovation to improve patient outcomes) as well as upstream.

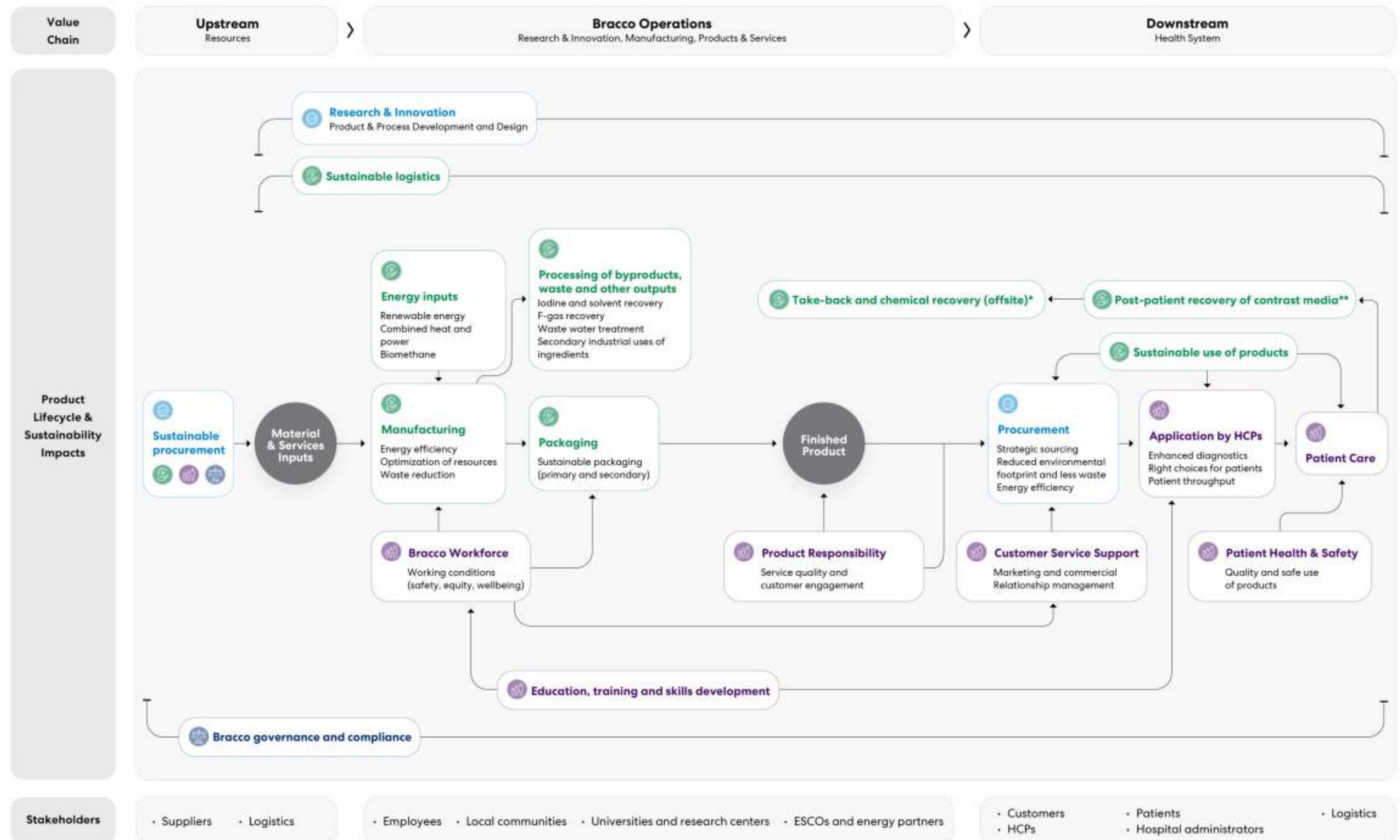
This graph provides a high-level illustration of how we relate to our wider value chain and how that shapes the focus for our approach to sustainability.

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

## Legend



→ Value flow



\*Take-back initiatives are included where geographically available or within pilot projects.

\*\*Post-patient initiatives are included where geographically available or within pilot projects.



## IN THEIR OWN WORDS

# Working with customers to unlock a triple win for patients, planet and efficiency

How sustainability has evolved to become an integrated part of Bracco's dialogue with customers

## How are you bringing sustainability into commercial operations?

My role is to sit alongside our commercial teams and customers to find practical ways our products, packaging, and distribution options can support customer goals: to use less, waste less, and work more efficiently. It's about translating sustainability into shared commercial value to create wins for patients, planet, and operations.

## What are customers looking for on sustainability?

It varies by modality, but a few asks are: lower gadolinium dose in MRI, iodinated contrast stewardship guidance and bulk fill sizes, and less plastic across the board. We're also asked for environmental attribute surveys and LCAs, with PCFs an emerging industry focus. So we engage our engineering and research teams early to embed sustainability before a product reaches market. Increasingly, hospitals and GPOs are looking at sustainability through a financial and operational lens, with procurement and finance teams leaning in alongside clinical and pharmacy leaders.

## Can you give an example of this in action?

Bracco collaborated with OhioHealth on a centralized distribution model, consolidating deliveries and improving inventory planning. That significantly reduced shipment frequency and transportation complexity, lowering the environmental footprint while strengthening supply reliability. What stood out was how closely sustainability outcomes aligned with operational and clinical priorities: fewer shipments, more efficient logistics, better demand planning, with no added burden for clinical or supply chain teams.

## How is Bracco engaging with customers on the benefits of integrating sustainability?

Externally, we bring sustainability into society meetings, CE/CME-accredited symposia, and collaborative sessions, and this year we co-sponsored the recycling and sustainability park at RSNA. We're also investing internally to equip our commercial teams for credible, data-grounded conversations with customers. For example, we created a five-week Sustainable Business Course anchored in NYU Stern's Return on Sustainability Investment methodology, with a capstone from Distinguished Professor Tensie Whelan.

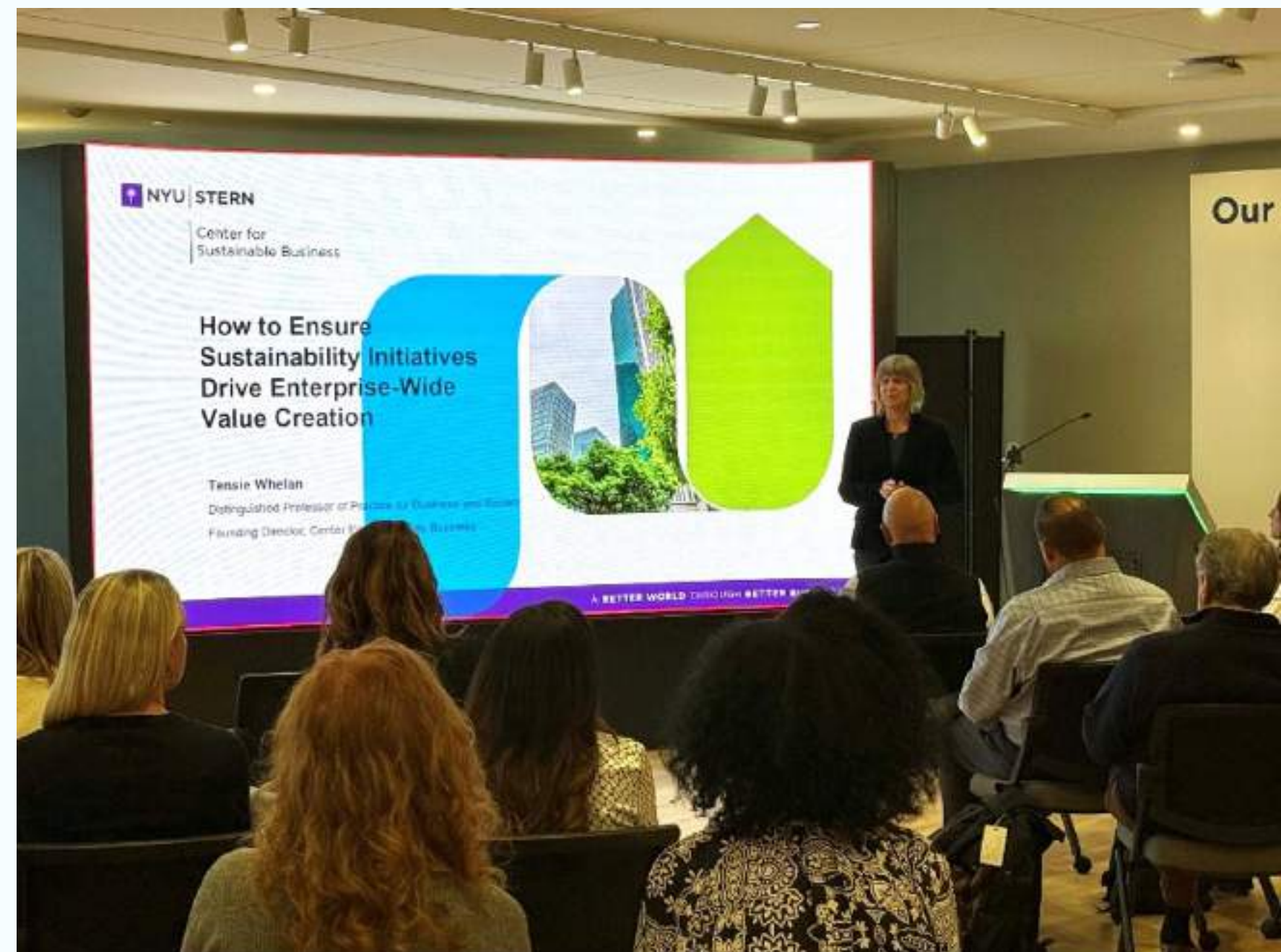
## What are your hopes for the future of sustainability in the industry?

My hope is that sustainability keeps weaving itself into the everyday work of imaging, through conscientious choosing of products, dose, packaging size, and when to power equipment down. The more we in industry can support those choices with better production, better information, and better quantification tools, the more impact we'll have together.



**Amy King**

Director of Sustainability, Commercial Operations,  
Bracco Americas



Distinguished Professor Tensie Whelan, Founding Director of the NYU Stern Center for Sustainable Business speaking to a cohort of customer-facing teams on the business value of sustainability.



# Business growth and sustainability

## Our strategic enablers

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 makes best use of our resources to generate value for our stakeholders and our business:

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

## Six strategic imperatives

Building on our growth priorities, we have defined six strategic imperatives that are shared across the organization and are critical to delivering long-term results:

- **Win through customer centricity**
- **Extract value from innovation**
- **Accelerate portfolio leadership**
- **Reinforce regional leadership**
- **Embed operational rigor**
- **Build a high-performance culture**

## Sustainability as an enabler of our growth

Sustainability is fundamental to how we deliver on our purpose to improve people's lives by shaping the future of prevention and precision imaging. 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 are better for patients and better for the planet
- **Education:** we empower healthcare professionals and the wider community to drive change, through education and knowledge-sharing
- **Trust:** we build trust through transparency, reliability and ethical practices with healthcare professionals, partners and communities

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.





# Shaping a Sustainable Future

- Environmental Sustainability - Our Approach
- Education - Nurturing Knowledge for Future Growth
- Innovation - Pushing our Frontiers





# Environmental Sustainability - Our Approach

Environmental sustainability is a core driver of Bracco's long-term growth and innovation. Environmental topics are key enablers of Bracco's strategy, as the way we use energy and resources, manage emissions and design our products and services has a direct impact on people, the environment, and the resilience of health systems.

Our Environmental Sustainability Strategy translates our long-term commitments on climate, natural resources, and product stewardship into clear pillars and a structured plan, with defined priorities and actions that guide how we run our sites, develop new solutions, and work with partners across the value chain.

**"We're working to reduce our impact on the environment across the entirety of our environmental footprint - from how we source materials, to how we produce, package and distribute our products. By working to integrate environmental sustainability into the very design of our products from the outset, we're working to support our customers to reduce their environmental impacts too."**



**Mariassunta Fiori**  
Group HSE, Director



## CLIMATE

We work to reduce our greenhouse gas emissions and improve energy efficiency across our operations. Our priorities include advancing our decarbonization roadmap across Scopes 1, 2, and 3, increasing the share of renewable energy, optimizing energy use at our sites, and reducing emissions.



## NATURE

We focus on responsible use and protection of natural resources. This covers water measurement, management, and water preservation initiatives within the entire water cycle: programs for iodine and API recovery, improved waste management. We also focus on actions to monitor and mitigate biodiversity impacts around our sites.



## PRODUCT

We adopt a life-cycle perspective for our products and solutions. This means evaluating the environmental impact and assessing the product carbon footprint of existing and new products, while developing more sustainable solutions whenever possible.

### How we deliver across the value chain

To deliver on these pillars, we embed responsible practices along the value chain, from our own operations to our relationships with suppliers and customers. This includes: strengthening governance and cross-functional collaboration on environmental topics, integrating sustainability into procurement, and working with partners on circular initiatives such as reuse, collection, and recovery programs.



# 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 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 our programs and our approach to learning on page 64](#)

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 150,000 health professionals on page 68](#)

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

[Read about two of Bracco Foundation's initiatives: progetto Diventerò nel Mondo and its participation at Expo 2025 Osaka on page 75](#)

## 150,000

Healthcare Professionals reached through educational activities worldwide in 2025.

## 1,645

Leading experts involved as faculty

## 2,420

Radiologists and Healthcare professionals involved in Bracco Global Academy, Bracco's digital ecosystem designed to deliver structured, high-quality education worldwide

**"Education is fundamental to the renewal and growth, both of Bracco as a business, but also more widely of the global diagnostics and imaging community."**

**It is vital to ensuring we are able to expand the pool of radiologists globally to respond to ever-growing demand, as well as to managing generational turnover within it.**

**It is the essential companion of innovation – creating the conditions for it to emerge and fueling its adoption.**

**And it provides a key contribution to global health equity - helping ensure that patients, wherever they are located in the world, get access to the best standards of practice.**

**That's why education lies at the heart of our sustainability approach."**



**Francesca Pelliconi**

Strategy & Operations Director, Global Marketing, Bracco Imaging



# From Values to Impact: Bracco's CSR Commitment

Social responsibility is embedded in Bracco's history. Corporate Social Responsibility is a core pillar of its sustainability strategy, translating long-term commitment into concrete actions that extend beyond business operations to support societal well-being and inclusive growth. CSR connects business values with community needs and aligns global priorities with local realities through a network of CSR Leads.

Bracco Foundation embodies this commitment, transforming the values of the Bracco Group and Bracco family into structured, long-term social impact initiatives. As a dedicated platform, it mobilizes resources, expertise, and partnerships to address societal challenges.

Through its four pillars - Art and Science, Welfare and Health, Education, and Gender Equality - the Foundation contributes to Bracco's broader CSR strategy, promoting social development, inclusion, and knowledge, while strengthening trust and long-term value creation.



**Gaela Bernini**

CSR Director, Bracco and Secretary General, Bracco Foundation



Bracco runners at the Milan Relay Marathon, running to support STEM scholarships through charity fundraising.



# Innovation - Pushing our Frontiers

For Bracco, innovation starts with listening to people's needs in order to advance well-being. That means putting patients first and working in close collaboration with healthcare professionals and the imaging community to understand how we can improve health and patient care. At the same time, innovation is essential to making health imaging more sustainable by reducing its impact on the environment and supporting more efficient use of resources within the wider healthcare system. Increasingly we see that what is better for the planet is better for patients too.

## Our innovation capacities and track record

Our commitment to innovation is grounded in sustained investment in research and development. In 2025, we invested 8% of our revenues back into R&D and developing new technologies and techniques for diagnostic and precision imaging. We have world-class scientific expertise within the company, located across ten innovation centers which feature four state-of-the-art experimental facilities. We have authored more than 75 scientific publications in indexed journals over the last five years. Our track record of innovation extends back decades with a portfolio of over 2,400 patents.

## Innovation for patient health

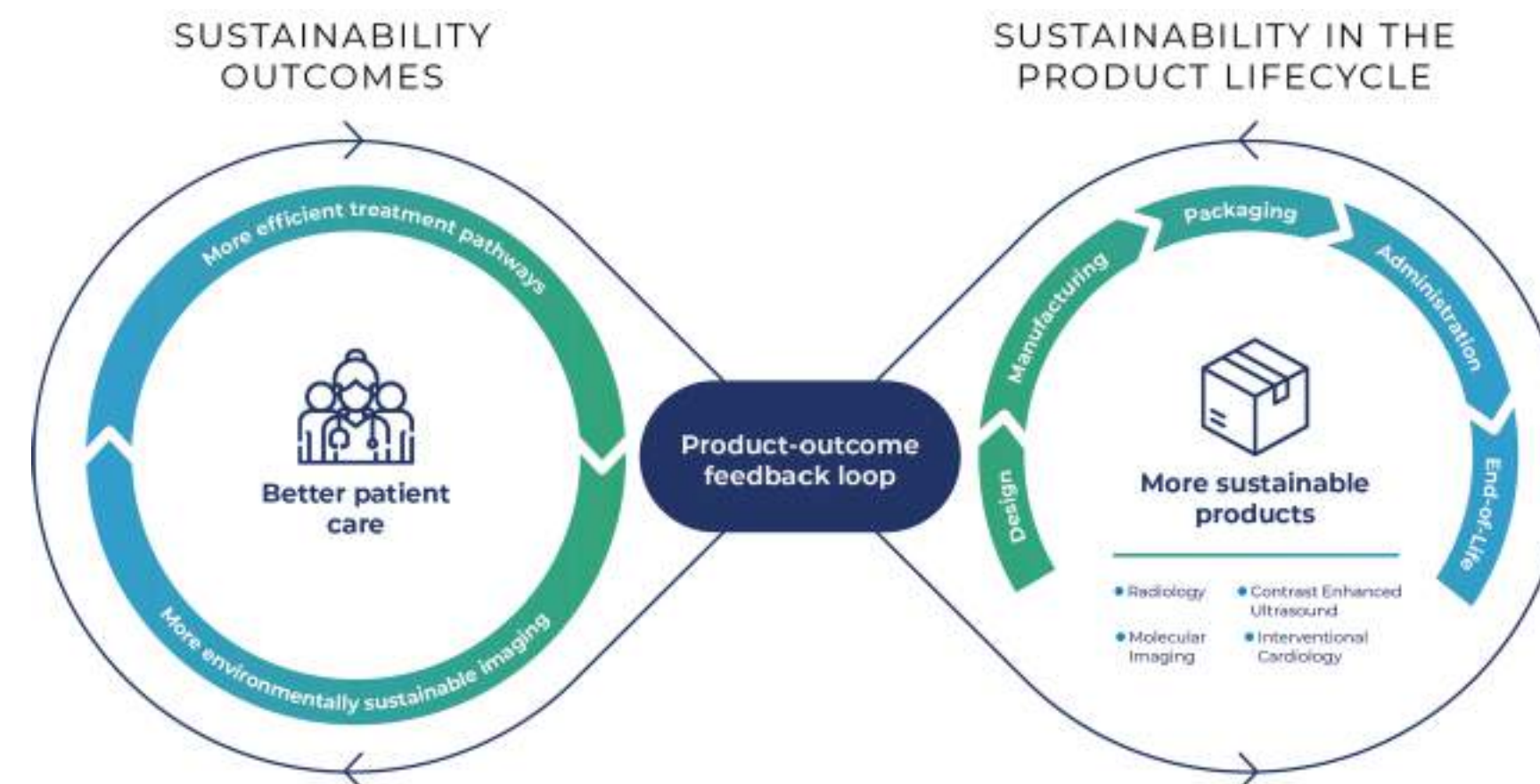
Imaging is the core of our business and we are constantly seeking ways to develop new technologies and approaches that increase both the accuracy and the efficacy of imaging to enable better treatment for patients.

For example, we are developing a novel radiotracer that binds to the fibroblast activation protein (FAP), a membrane protease that is highly expressed by cancer-associated fibroblasts (CAFs), to diagnose hard-to-image conditions such as pancreatic cancer.

Equally important, we are exploring imaging approaches that can reduce costs and treatment time for patients, while supporting better care planning and broader access to health. For example, we are developing an ultrasound contrast agent that enables imaging of angiogenesis for treatment of Crohn's disease.

We are also developing world-first applications of our technology in exciting new areas of health such as personalized medicine. A clear example of this is how we are using our patented microbubble technology to improve the cell therapy manufacturing workflow, shortening wait-times for patients to access the therapy (see story on p.21).

## Innovation for sustainable imaging





# Innovation - Pushing our Frontiers

## Innovation for planetary health and more efficient health systems

What's good for the planet doesn't mean compromising on patient outcomes: for instance, our gadopichlenol MRI contrast agent enables top quality performance at a 50% dosage of gadolinium with respect to conventional MRI agents, meaning usage of this rare-earth metal can be reduced by half without compromising results. By applying optimized processes to synthesize contrast media and circular approaches in our operations, we aim to minimize impact to the environment from production and offer more sustainable product alternatives for use in diagnostic imaging.

We are also exploring new solutions for pharmaceutical packaging. In 2025, we started designing a packaging solution for iodinated contrast media and preparing the first prototypes, which showed promising internal life-cycle assessment results. In parallel, we developed low-impact plastic and cardboard-based alternatives for secondary packaging through a science-based and data-driven approach. Both initiatives resulted in solutions in advanced state of development (see p.46 for information on our packaging initiatives).

Meanwhile, at the level of contrast media administration, we offer multidose injectors to enable withdrawal of contrast for multiple patients, thereby reducing the amount of contrast media leftovers. This avoids the need for single-use syringes and the accompanying plastic waste they generate, as well as improving overall workflow efficiency, all without compromising safety, quality or purity. Less waste in the environment, less waste in the health system.

Further embedding circularity throughout imaging will involve us designing and building new technologies and processes in collaboration with our partners. The Re.Water pilot project - launched and implemented last year - is a collaboration with hospitals and patients to collect contrast media from post-scan urine, deploying the technology of our partner, Zereau (see p.43).

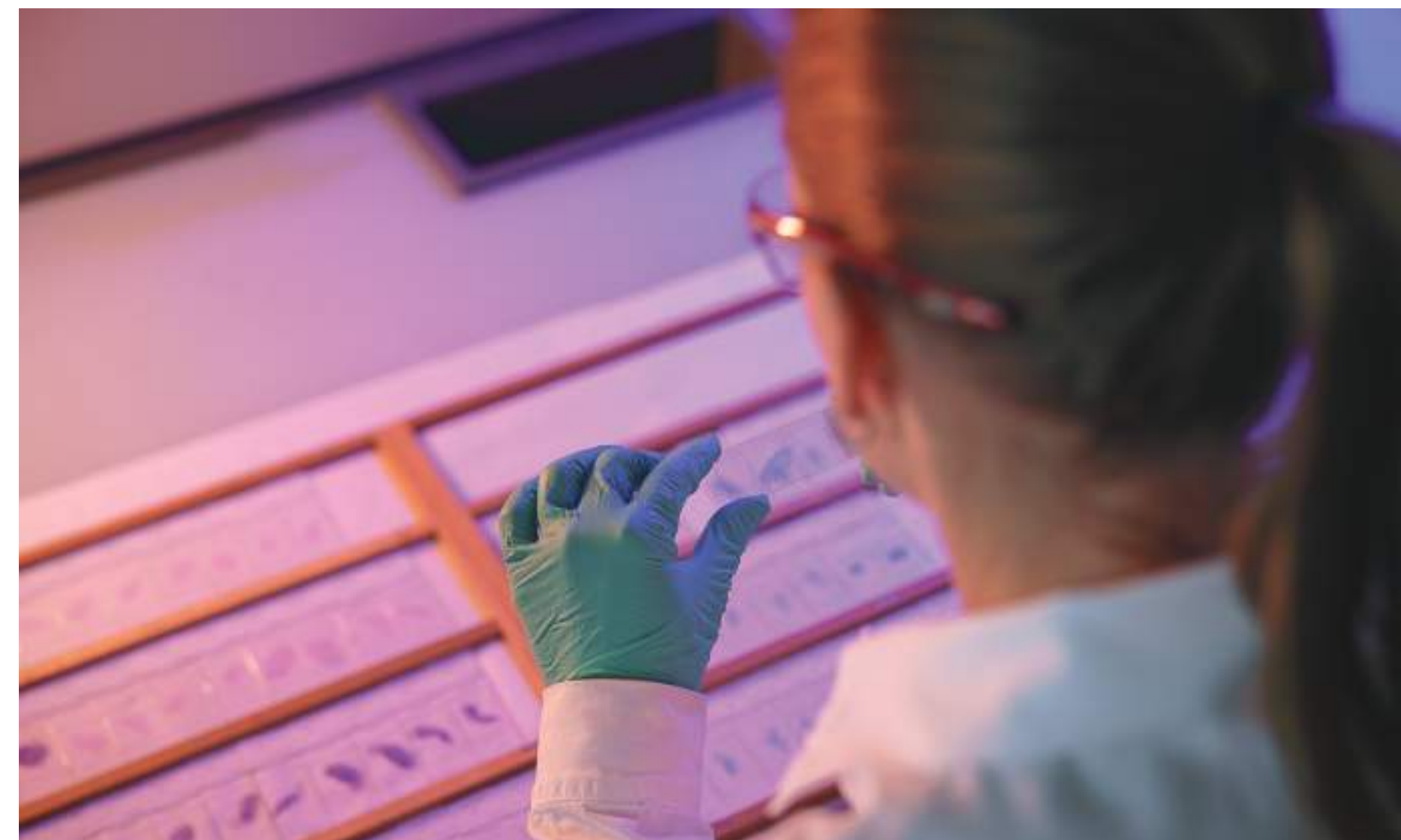
## Looking to the future

The pathway to the future of sustainable imaging is a vision of ever closer collaboration with healthcare professionals, hospital partners, research institutes, tech companies and other key players in the value chain. We're committed to playing our part to pushing the frontiers of imaging to support better outcomes for patients, planet and the health system.



**Fabio Tedoldi**

Head of Global Research & Development  
at Bracco Imaging Spa



**“Patient health and wellbeing are the number one priority in our innovation process, driving the development of all our products. But doing what's right for patients goes hand in hand with protecting the planet. Across our work, we are seeing ever clearer evidence that the future of radiology and imaging will be shaped by solutions that are better for patients, better for the environment and better for the efficiency of our health systems.”**



IN THEIR OWN WORDS

# Bracco's microbubble technology and the future of cell therapy

An inside look at how Bracco is applying its microbubble expertise to one of medicine's most promising frontiers, working to make cell therapy faster, more affordable, and more widely available

### What is cell therapy and why is it important?

Cell therapy is essentially a living medicine, used primarily to treat cancer patients. It's considered "living" because the treatment works by harvesting immune cells directly from the patient, which are then engineered to enhance their tumor-killing capabilities before being reinfused into the same person. In this way, the body's own immune system becomes a targeted weapon against the disease. Each treatment is built entirely around the individual receiving it. Unlike most existing treatments, cell therapy could, in theory, offer the possibility of a cure, rather than long-term disease management for certain conditions.

### What is Bracco's role in this field?

Our contribution lies in the manufacturing process, which in cell therapy is itself part of the drug. Our proprietary microbubble technology offers a gentler, more efficient method for selecting and purifying the T cells used in treatment. Unlike conventional magnetic separation, our approach uses lipid-based microbubbles that float cells to the surface of the liquid. This non-magnetic approach reduces stress on the cells and preserves their viability. Beyond cell selection, our technology can also activate the cells simultaneously, compressing two manufacturing steps into one.

### What does this mean for patients and the healthcare system?

Producing a cell therapy drug currently takes up to six weeks, a wait that critically ill patients often cannot afford. By preserving more cells and accelerating the process, our technology could help get treatments to patients faster. It could also help reduce the high costs that make these treatments out of reach for many patients today. Shorter treatment cycles also mean less time that critically ill patients spend in hospital waiting for their therapy, reducing the pressure on healthcare professionals, resources, and families.

### What investment has Bracco made to support this?

Bracco has revamped a dedicated manufacturing suite at its Geneva facility, already a GMP site producing microbubbles for diagnostic imaging at scale, to bring this cell therapy application closer to clinical readiness. The suite is designed to support greater automation and reduce human intervention in the manufacturing process, minimizing risk to the product, patient, and operators. At the same time, the broader Geneva campus was built to the most rigorous sustainability standards, with high energy efficiency at its core.

**"I believe deeply in what this in-house technology can do when applied to cell therapy. And being part of advancing it for patients who need it most is close to my heart."**



**Sophie He**  
Vice President, Cell Therapy, Head of M&A and Partnering, Bracco Imaging





## IN THEIR OWN WORDS

# Unlocking the potential of AI in radiology

A five-year research program funded by FISA to explore how AI can improve diagnostic performance and clinical practice

Artificial Intelligence for Contrast-enhanced Imaging (ALICIA) is a five-year research program funded by the Italian Fund for Applied Sciences\* (FISA) launched in September 2025 and currently underway. The initiative focuses on exploring the synergy between artificial intelligence (AI), contrast agents, and advanced imaging technologies to improve diagnostic performance.

AI has the potential to transform the role of contrast-enhanced imaging in radiology, improving diagnostic performance while making procedures safer and more sustainable. With the ALICIA research program, Bracco is advancing an R&D program in which AI works in close synergy with contrast agents and imaging technologies to enhance clinical value across multiple dimensions.

First, we are developing AI-based methods to optimize contrast enhancement in MRI and CT imaging. By leveraging advanced algorithms trained on both clinical and synthetic data, these tools can amplify subtle imaging features, enabling earlier and more accurate detection of small or weakly visible lesions. This approach supports more precise diagnosis and contributes to the shift toward preventive and personalized medicine.

Second, the program explores the integration of AI with emerging imaging technologies, such as spectral and photon-counting CT. These technologies generate richer and more complex datasets that go beyond conventional imaging. AI plays a critical role in extracting clinically meaningful information from these data, unlocking new possibilities for improving contrast sensitivity and diagnostic accuracy.

Third, we are developing AI-driven tools to improve workflow efficiency and quality control in clinical practice. These solutions automatically assess image quality, detect acquisition issues, and provide actionable recommendations to optimize protocols. By reducing errors and avoiding repeat scans, these tools enhance productivity, lower healthcare costs, and improve patient experience.

Through its integrated healthcare network and long-standing collaborations with academic institutions, Bracco is uniquely positioned to validate these innovations in real-world clinical settings. Ultimately, the goal of ALICIA is to improve patient outcomes, enhance the efficiency of healthcare systems, addressing the needs of patients and clinicians.

**“AI tools can amplify subtle features in diagnostic images, enabling earlier and more accurate detection of disease, thus paving the way to precision medicine”**



**Alberto Fringuello Mingo**

Digital Health R&D Manager for X-ray & CT



\* Fondo Italiano per le Scienze Applicate



# How we Govern for Sustainability

- Sustainability Governance
- Our Stakeholders and How We Engage Them
- Double Materiality Assessment
- Our Institutional Relations and Partnerships





# Sustainability Governance

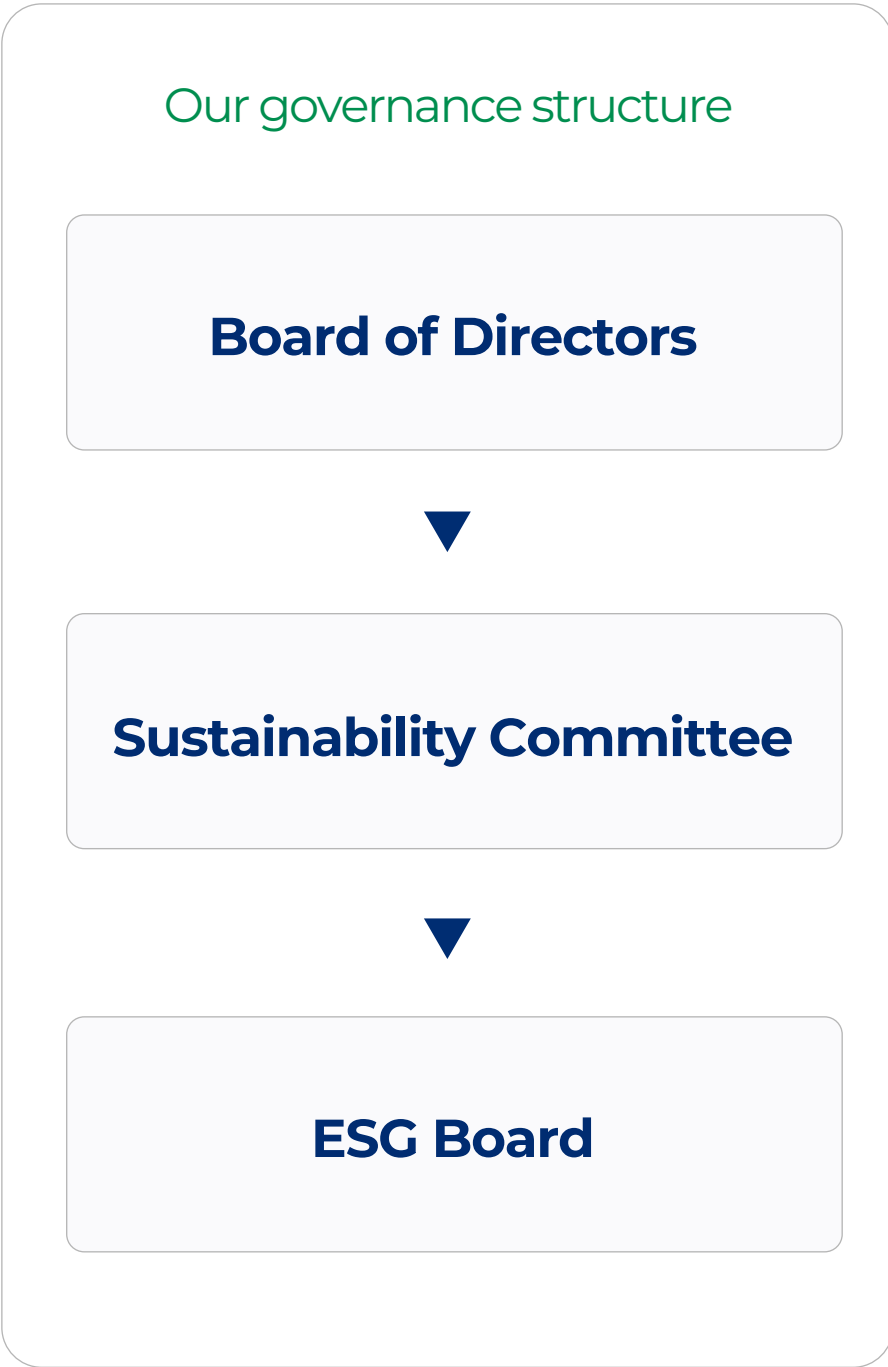
Sustainability commitment is reflected in our governance structure, which is designed to be responsible, transparent, and forward-looking. The **Board of Directors** of the parent company, Bracco S.p.A., consists of 9 members, 4 of whom are women. The nomination process for the Board of Directors is 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 review the ESG plan and its related targets. During these meetings, the Committee also re-validates the Double Materiality Analysis, reviews relevant policies and the Sustainability Report, and receives updates on the implementation and progress of ESG actions.

Chaired by the CEO, it ensures the top-level vision for sustainability is aligned with the Group's strategy. Operational managers sometimes join for specific discussions. Key departments included are Human Resources, Technical Operations, Global Commercial Operations, Health Safety Environment, Corporate Development, Global Marketing, Corporate Internal Audit, Corporate Social Responsibility (CSR), R&D, Global Legal & Compliance, and Finance.

The CSR Department facilitates the Committee's activities. In 2025, the Board of Directors received a comprehensive update on the newly introduced and updated ESG policies. The Sustainability Committee operates in close connection with the **ESG Board**, which is the Group's more operational sustainability governance body. Established in 2025, the Bracco ESG Board is responsible for defining, coordinating, and

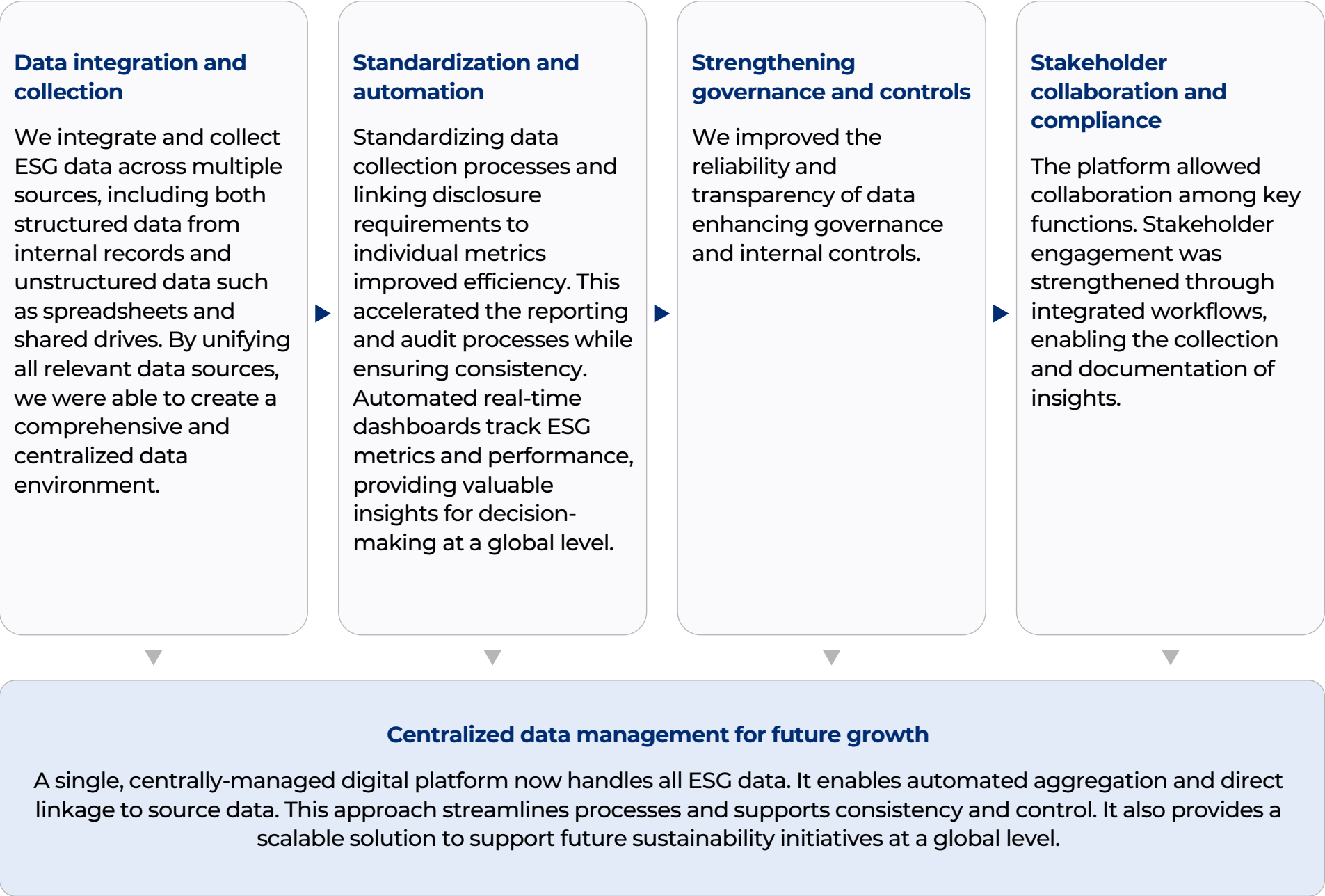
overseeing the ESG strategy in alignment with the Long-Term Plan and international sustainability frameworks. It ensures an integrated and consistent ESG approach across the organization. Our reward structures are designed to align with our strategy and achieve sustainable growth.



## The new ESG data digital journey

In 2025, Bracco launched an ambitious ESG digitalization project to strengthen sustainability strategy, reporting, and planning through a high-level enterprise platform. The initiative centralizes ESG information and enables a more efficient, transparent, and compliant management approach. It supports a structured, data-driven ESG

framework and fully leverages the capabilities of the new digital solution. The project was rolled out through five key phases and, as a result, ESG reporting and planning have become more consistent, reliable, and scalable across the organization.





# Our Stakeholder Network

## Approach

Our sustainability strategy is grounded in an ongoing, transparent dialogue with stakeholders to understand their expectations, address concerns, and integrate their perspectives into strategic decision-making. This engagement is fundamental to building long-term value and trust across our ecosystem.

We consider a broad spectrum of stakeholders, including those directly impacted by Bracco’s activities and products, as well as those who rely on ESG disclosures for informed decision-making.

To reflect this diversity, we adopt tailored engagement methods for each group. The following table outlines the list of stakeholders we engage with and how.



### Patients

As a diagnostic imaging company, patients are the center of our purpose to improve people's lives.



### Health professionals

Radiologists, technicians, and other health professionals are essential partners in delivering safe and effective diagnostic imaging.



### Employees

Our workforce, composed of around 4,000 people worldwide, is the driving force behind innovation and growth.



### Suppliers

We work with a global network of almost 8,000 suppliers, evaluated also according to ESG criteria.



### Business partners

We develop innovative solutions for diagnostic imaging and sustainability projects with our partners: hospitals, clinics, technology companies, scientific institutions and societies.



### Universities and research centres

We collaborate to promote scientific research, sponsor PhDs and internships, and foster the training of new generations of professionals in the healthcare sector.



### Regulators, government bodies and institutions

Key stakeholders in financing-treatments, setting safety and efficacy standards, and shaping policies that impact patient care and accessibility.



### Local communities

We interact with communities through educational programs, volunteering, and social initiatives.



### Media

Through press, digital channels, and internal platforms, we communicate our scientific achievements, educational initiatives and ESG projects.

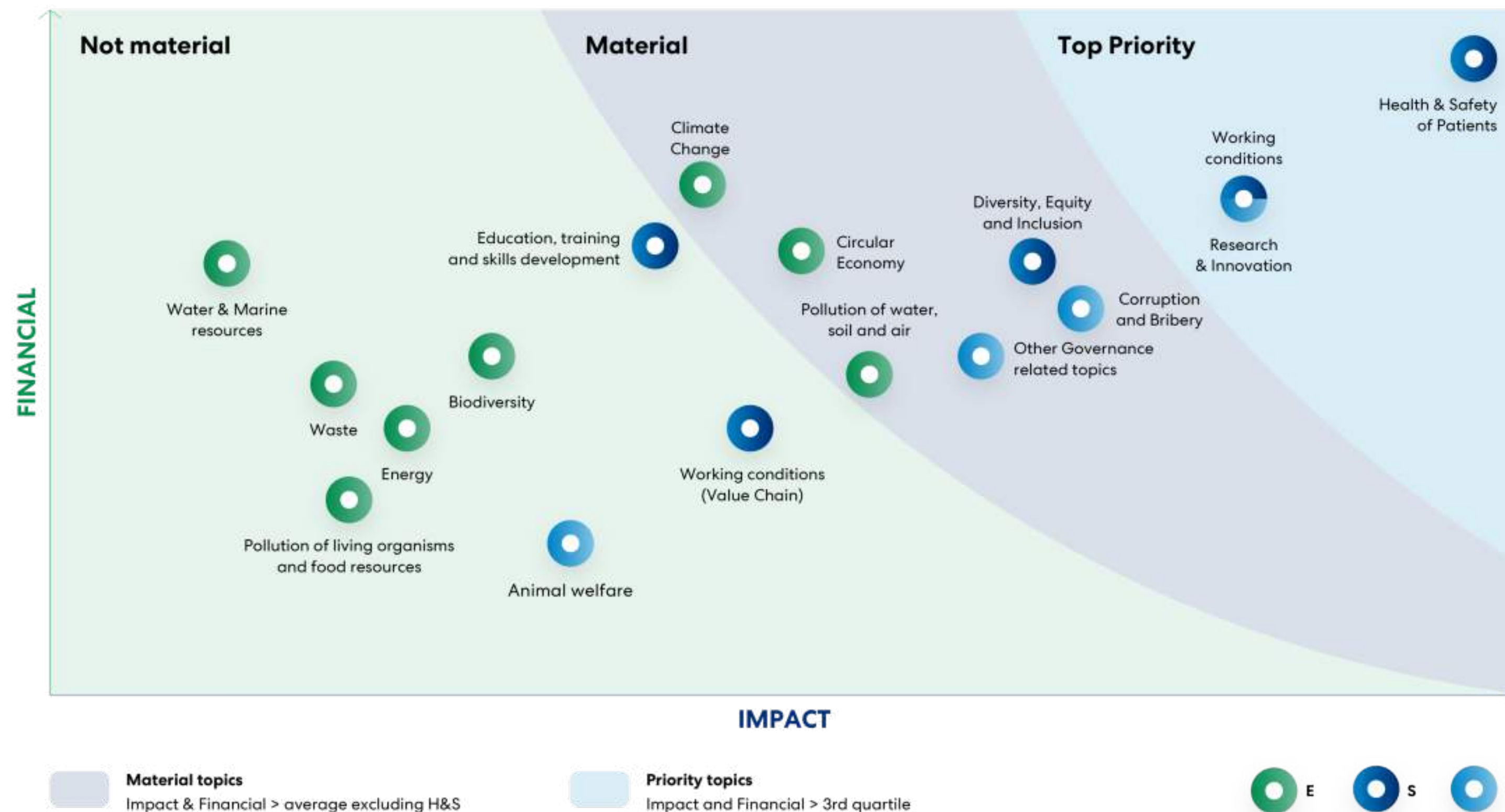


# Double Materiality Assessment

Bracco's double materiality analysis is a fundamental process for identifying the sustainability topics most relevant to the Group and its stakeholders, ensuring alignment with strategic priorities and regulatory requirements.

During fiscal year 2025, we took the decision to maintain the same double materiality assessment as 2024. This was taken in light of the evolving regulatory context and methodological updates, particularly the CSRD Directive, the ESRS standards and the forthcoming sustainability Omnibus package. Accordingly, an internal critical review was conducted, revisiting the analysis processes carried out in 2024 and confirming their validity for 2025.

In 2025, the topics "Water", "Biodiversity" and "Education, training and skills development" were strengthened in the disclosure. Given their importance, this report includes dedicated chapters describing the related Policies, Actions and Metrics, within the sections "Planet & Nature" and "People & Education", respectively.





# Our institutional relations and partnerships

Our institutional relations and partnerships remain a key lever through which we bring our voice to issues that shape our value chain. In 2025, we continued to promote local development in the areas where we operate, to exchange best practices with public and private stakeholders, and to take part in multi-stakeholder projects that highlight the contribution of Made in Italy manufacturing and scientific excellence worldwide.

In alignment with our ongoing commitments, we have sustained our affiliations with the following organizations: Cluster Lombardo Scienze della Vita, Farmindustria, Milano & Partners (members), Assobiotech (Board of Directors 2023-2026), Italian-German Chamber of Commerce, AIDAF, CEFIC, and ALISEI, Aschimfarma, Bioindustry Park Silvano Fumero S.p.A.

In 2025, the partnership with the Presidency of Federated Innovation @MIND (2024-2026) is still active, as well as the partnership for the 50th anniversary of Caritas Ambrosiana, and the collaboration with the Swiss Embassy in Italy established in 2024. Bracco contributed also with other Sponsorships on the occasions of the celebrations of the Italian Republic Day 2025, celebrated in many Italian representations in the world around the 2nd June, in particular the one organized by the Consulate General of Italy in Geneva and the one by the Permanent Mission of Italy to the United Nations in Geneva.

Bracco is also highly active in the education sector. We have established multiple partnerships with leading international education and research organizations. These include the American College of Radiology, the European Society of Cardiology, and the European Society of Radiology, among others.

In 2025, a key institutional project was Bracco's contribution to the Italian participation in Expo 2025 Osaka. As a partner of the Italian Pavilion, the Group supported the development of contents and initiatives aimed at showcasing Italy's excellence in life sciences and diagnostic imaging, in collaboration with the Italian Commissioner General for Expo 2025 Osaka. In parallel, Bracco continued to strengthen its collaborations with innovation hubs and international platforms for dialogue on health, science and sustainability.

Key projects 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 Milanese  
 Sodalitas Foundation  
 Italian Association of Family Businesses (AIDAF)  
 Conservative Congregation  
 Ispi Italian Institute for International Political Studies  
 UPC Unified Patent Court (Tribunale Unificato dei Brevetti – TUB)



## 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 (IJBC)  
 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.



# Planet & Nature

Expanding and deepening  
our action on the  
environment as we grow

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





# Expanding and deepening our action on the 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 avoid operational greenhouse gas emissions through the implementation of a broad portfolio of decarbonization initiatives. Our long-term commitment goes beyond reducing emissions and waste. We strive to integrate circular practices into every aspect of our work.

## MATERIAL TOPICS

- Climate change
- 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
- Biodiversity

## HIGHLIGHTS

# 100%

of operational sites for which an environmental risk assessment has been conducted

# 50%

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

# -20%

total waste generated vs. 2024

## IN THEIR OWN WORDS

**Ceriano Laghetto: building a more sustainable production site**

How a shared, site-wide effort is driving sustainable progress in nature, climate, and products

**The Re.Water pilot project to reduce contrast media in wastewater**

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

\* 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

\*\* Compared to other GBCAs at standard recommended Gd-dose (0.1mmol/kg)





# Expanding and deepening our action on the environment as we grow

2030 TARGETS AND PROGRESS

2025 UPDATE

| AREA                      | TARGET 2030                                                                                                                   | PROGRESS 2025                                                                                                                                                                                                                                              | STATUS   |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| CLIMATE CHANGE AND ENERGY | Reduce annual Scope 1 and 2 emissions through a comprehensive decarbonization agenda.                                         | Approximately 70% of baseline-year emissions (2014) is covered by actions completed or approved in our Scope 1 and 2 roadmap                                                                                                                               | ON TRACK |
|                           |                                                                                                                               | Scope 1 and 2 emissions avoided: 20 ktCO <sub>2</sub> e through implemented projects                                                                                                                                                                       |          |
| BIODIVERSITY              | Achieve improvement of Biodiversity Indicators in Ceriano plant (PAI; NP; MSA LU)                                             | Maintenance of prior-year values: <ul style="list-style-type: none"><li>Pollinator Abundance Index (PAI) - <b>Low</b></li><li>Nectar Potential (NP) - <b>Medium/Low</b></li><li>Mean Species Abundance related to Land Use (MSA LU) - <b>Low</b></li></ul> | ON TRACK |
| CIRCULAR ECONOMY          | Divert more than <b>50%</b> of waste from disposal by 2030                                                                    | <b>47%</b> of waste reused, recycled, or recovered (including energy recovery)                                                                                                                                                                             | ON TRACK |
|                           | Maximize solvent recovery used in API production plants (at least <b>95%</b> by 2030)                                         | <b>96.5%</b> solvent recovery rate in our API plants                                                                                                                                                                                                       | ACHIEVED |
|                           | Maximize iodine transformation yield from production of API to the finished product (at least <b>85%</b> by 2030)             | Iodine transformation yield at <b>89%</b>                                                                                                                                                                                                                  | ACHIEVED |
|                           | Run at least <b>10 internal LCA</b> (cumulative number) for new products and processes, including recycling scenarios by 2030 | <b>4</b> internal Lifecycle Assessments completed                                                                                                                                                                                                          | ON TRACK |



# 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 CO<sub>2</sub> emissions from our production plants by investing in renewable energy generation, including through the use of biomethane, and optimizing energy consumption.

## OUR COMMITMENT

- Adopt 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

\* The Energy Release mechanism, administered by the GSE, enables energy-intensive companies to access renewable electricity along with the associated Guarantees of Origin for the 2025–2027 period. Because this electricity is certified as renewable, it directly increases the reported share of energy consumption covered by renewable sources. For Bracco, which participated in the scheme through an aggregator, the mechanism results in an increase in renewable energy of 95,965 GJ per year over the 2025–2027 period.

\*\* Reference perimeter: Renewability (GO), PPA Bracco Sine, HQ Folli, Acist EU, Torviscosa



## OUR LATEST ACHIEVEMENTS

|                                                                                                                             |                                                                                    |                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>62%</div> <div>of annual electricity is purchased or produced from renewable sources (including Energy Release*)</div> | <div>15,353**</div> <div>Total photovoltaic energy production (MWh) for 2025</div> | <div>48%</div> <div>electricity consumption at the Torviscosa plant covered by solar photovoltaic energy in 2025 (excluding Energy Release)</div> |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|





# Impacts, Risks and Opportunities

## Climate change mitigation in our supply chain

We collaborate with suppliers that use fleets with low CO<sub>2</sub>-emission engines or LNG-powered trucks. Following the assessment of our European logistics network conducted in 2024, we continued implementing our logistics strategy.

Our efforts focus on manufacturing sites, warehouses, and customer distribution flows, with the objective of reducing transport distances, improving efficiency, and lowering emissions across the network.

## Energy

To reduce the environmental impact associated with steam generation, we are partnering with an ESCO to invest in off-site biomethane production plants, aiming to decrease the use of fossil-fuel derived natural gas.

The biomethane produced will be consumed by Bracco through Guarantees of Origin and specific agreements in line with applicable regulations. Since last year, Bracco has been implementing a broad initiative to leverage digital platforms for monitoring energy consumption, production, and related key performance indicators.

A concrete example of this approach is the Energy Monitoring System pilot project launched in 2024 at the cogeneration plant in Ceriano, which supports a more structured, data-driven approach to energy management.

# 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 emission reductions in our own operations and transitioning to generating renewable energy for consumption.



# Actions and Metrics

## Transition plan

Since the 2014 baseline, we have advanced our decarbonization agenda through a broad portfolio of initiatives.

Actions already completed or approved are expected to deliver avoidance of emissions equivalent to approximately 70% of baseline-year, demonstrating that climate considerations are already embedded in business decisions, capital investments, and operational practices.

Looking ahead, we will continue to prioritize real emissions reductions through structural decarbonization measures, including energy efficiency, renewable and low-carbon energy sourcing, process optimization, electrification, and innovative technologies.

This approach is intended to maximize direct emissions abatement and limit them to residual emissions that cannot yet be eliminated through technically and economically viable solutions. For Scope 3 emissions, we conducted a carbon footprint assessment across our entire value chain. This assessment supports the identification of specific challenges and the review of targets across both upstream and downstream activities.

We are also exploring decarbonization opportunities across our value chain to further expand the scope and impact of our climate actions. By leveraging innovation, operational excellence and continuous improvement, we aim to drive durable emissions reductions while strengthening long-term resilience and value creation.

# 32%

## Transitioning to renewable energy\*

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

# 38%

## Optimizing energy consumption\*

- Energy recovery
- Energy efficient equipment
- Renewal of facilities

\*The percentage is measured against the 2014 baseline and represents the volume of emissions expected to be avoided (or abated) through decarbonization initiatives



## Energy

Bracco views energy efficiency as a key driver of sustainability and an important part of its contribution to the Clean Industrial Deal\*. We are committed to continuously improving our operations through the adoption of advanced technologies, including high-efficiency plants, renewable energy sourcing, and low-energy consumption products. As part of our commitment, in 2025 we maintained our UNI ISO 50001 certification for our sites in Ceriano Laghetto, Colletterto Giacosa, Torviscosa, and our headquarters in Milan. Our Singen site also achieved certification for the first time.

The certification supports a structured approach to monitoring and managing energy consumption across our sites, helping drive reductions through more efficient processes and higher-performance technologies. By 2027, we aim to reduce emissions from natural gas by 10–30%, supported by co-investment in off-site biomethane

production plants or Biomethane Purchase Agreement. The first plant, in which Bracco holds a one-third stake, is expected to become operational in 2026 and generate enough gas annually to cover around 10–15% of the Group's total gas consumption.

At our Torviscosa site, we continued to advance our photovoltaic project to reduce reliance on fossil fuels and increase the share of renewable energy. A 160 kW photovoltaic system, operational since December 2024, supplied the Technical Building, Technical Warehouse, and Office Building throughout the year. In addition, a new photovoltaic system was installed at the Information and Documentation Center, further strengthening the site's long-term renewable energy strategy. In 2026, we plan to scale up our photovoltaic capacity, including an expansion at the Torviscosa site and the first installation at the Geneva site.



### ACTION SPOTLIGHT

## USA and Italy: two headquarters at the forefront of energy efficiency

The redevelopment of Bracco's Milan and Princeton headquarters reflects the Group's commitment to sustainable buildings and employee well-being.

Two years ago, we completed the results of the major redevelopment of our Milan headquarters, transforming a historic industrial site in the Lambrate district into a highly energy-efficient workplace. The project regenerated an existing brownfield area, avoiding additional land use, while fully electrifying the building and eliminating reliance on natural gas.

The site now combines on-site renewable energy generation with high-efficiency geothermal systems that provide heating, cooling and hot water, supported by smart energy management solutions. Sustainable mobility infrastructure, including electric vehicle charging points and a bike-to-work program, further contributed to the site's environmental performance.

Together, these initiatives enabled the headquarters to achieve LEED Gold certification, reinforcing Bracco's commitment to energy efficiency, urban regeneration, and sustainable workplace design.



In 2025, Bracco's Americas headquarters in Princeton, New Jersey, achieved LEED certification from the U.S. Green Building Council (USGBC), marking an important milestone in the Group's sustainable workplace strategy. Following a renovation project launched in mid-2024, the headquarters was transformed into a modern, energy-efficient, and people-centered workspace, with a strong focus on indoor environmental quality, efficient lighting systems, optimized ventilation, low-impact materials, and responsible water management solutions.

The project was led by Amy King, Director of Sustainability for the Americas, who coordinated cross functional teams and external partners to integrate environmental considerations throughout the design and implementation process. The certification reflects Bracco's commitment to creating healthy, efficient, and inspiring work environments, while reinforcing the role of sustainability as a driver of employee well-being of long-term value across its operations.

\*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, Bracco plans to install new steam generators by 2027, followed by a high-efficiency co-generation plant by 2031. At the Torviscosa site, the energy independence project is expected to deliver an additional 18% reduction in primary energy consumption compared to 2025 levels, alongside a 36% decrease in emissions (approximately 18,4 kt CO<sub>2</sub>e).

To strengthen energy management, the Energy Monitoring System will be expanded in 2026 to cover all general meters, improving the monitoring and control of energy consumption across operations. Additional energy efficiency projects were also implemented at active pharmaceutical ingredient (API) sites.

### ACTION SPOTLIGHT

## Driving efficiency improvements at Ceriano Laghetto

Advanced process optimization and steam generation upgrades are helping reduce energy intensity and improve site resilience.

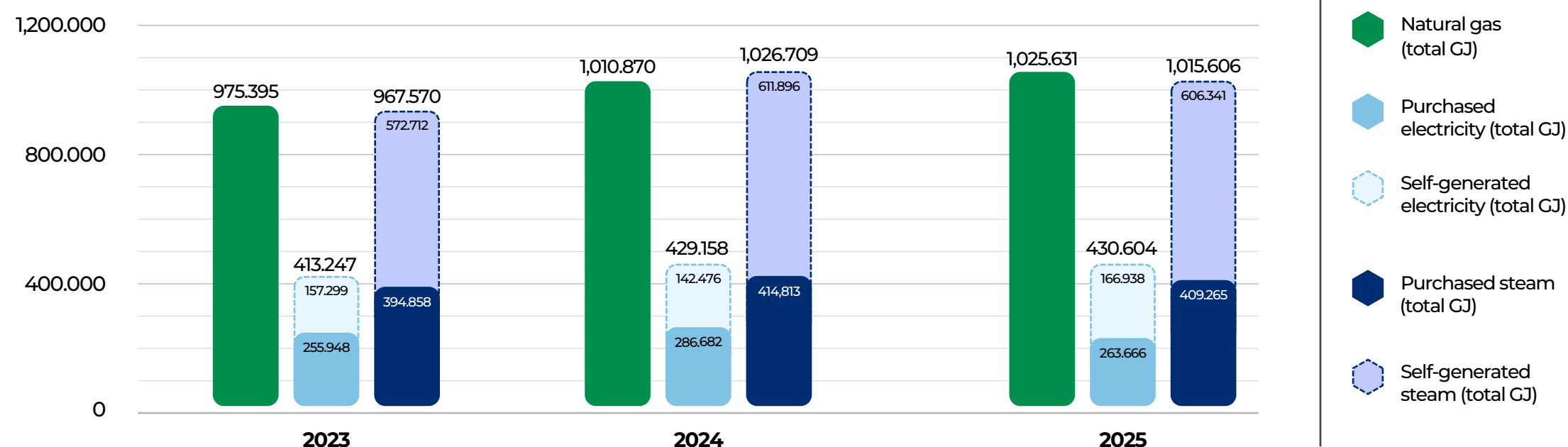
At our Ceriano Laghetto site, we expanded production capacity to meet growing market demand for the gadopicienol contrast agent, while integrating sustainability principles from the outset. Through advanced technologies and process optimization, we increased production capacity without a proportional rise in energy consumption, costs, or emissions.

The facility features natural ventilation, extensive air recirculation, full heat recovery for winter heating, and the exclusive use of recirculated cooling water, eliminating the need for groundwater withdrawals. High-efficiency equipment and targeted heat recovery further reduce energy intensity, while an optimized plant layout also minimizes material movements and reduces unnecessary space and waste.

The facility was designed to accommodate future renewable energy installations, supporting Bracco's long-term decarbonization pathway. We also upgraded the steam generation system by replacing the main boiler economizer, improving the steam generator efficiency by lowering flue gas temperatures and recovering heat to pre-heat the feed water.

This process, completed in March 2025, reduces fuel consumption while allowing the boiler to operate at maximum performance. It also supports saturated steam production and strengthens the reliability of site operations when external cogeneration capacity is limited. All the steps we are taking to advance sustainability at our Ceriano Laghetto site are detailed in the story on page 36.

### Total energy consumption



60%

of consumed steam in 2025 is self-produced

4.3%

reduction in energy consumption in Ceriano Laghetto site in 2025





## 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. We are reducing logistics-related emissions by streamlining direct shipments from manufacturing sites, limiting temperature-controlled transport to periods when it is required, and advancing a CO<sub>2</sub> tracking capability for EU primary distribution to better target reduction actions.

### ACTION SPOTLIGHT

## Promoting sustainable mobility through employee engagement in Italy

Bracco's BEMOVE initiative is supporting greener travel choices, from carpooling and active mobility to public transport, cycling, and electric vehicles.

Three years ago, we launched BEMOVE to make sustainable commuting in Italy easier and more engaging. What began as a vision is now a program that is generating real impact through everyday actions that make the difference.

Between 2024 and 2025, certified sustainable trips increased by 25%, with a 30% rise in bike journeys, a 71% increase in walking, and an 8% growth in active users compared to 2024. Since its launch in 2023, BEMOVE has enabled 64,027 sustainable trips, including 27,215 carpooling journeys, 36,812 active mobility trips and the transport of 17,033 passengers – around 5,700 per year.

These actions have saved 725,857 km (equivalent to 18 trips around the world), avoided 106,324 kg of CO<sub>2</sub>, generated €162,895 in economic savings, and contributed to the equivalent of a forest of 5,317 trees absorbing CO<sub>2</sub>. A key milestone in 2025 was the European Mobility Week call to action, during which colleagues certified 596 sustainable trips, a further 23%

increase compared to 2024, demonstrating continuous improvement and strong employee engagement.

Since every participant makes a difference, we also recognized our top contributors of 2025, those who made sustainable mobility part of their everyday routine.



## Toward more sustainable company mobility globally

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.

### Local mobility initiatives across Bracco sites

|                                  |                                                                                                                                                                                                    |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>THE NETHERLANDS (HEERLEN)</b> | Bracco promotes low-carbon commuting through a lease-a-bike program, involving 17 participants. The site also supports electric mobility by providing 10 EV charging stations in the parking area. |
| <b>GERMANY</b>                   | Employees receive a monthly allowance for the use of public transport, encouraging more sustainable commuting habits.                                                                              |
| <b>SWITZERLAND</b>               | Rail passes support sustainable commuting. E-bike availability and EV charging infrastructure are also expanded.                                                                                   |
| <b>CANADA</b>                    | The site supports bike-to-work commuting by providing secure bicycle parking and on-site shower facilities. Free electric vehicle charging stations are also available.                            |
| <b>UNITED STATES</b>             | Hybrid and remote working options help reduce commuting-related emissions. Access to shared mobility services and public transportation is also improved.                                          |
| <b>MEXICO</b>                    | The site promotes virtual meetings and smarter commuting practices.                                                                                                                                |
| <b>BRAZIL</b>                    | The company fleet transitioned to ethanol, reducing emissions by approximately 89% compared with gasoline.                                                                                         |



## IN THEIR OWN WORDS

# Ceriano Laghetto: building a more sustainable production site

How a cross-functional approach is driving meaningful environmental progress at one of Bracco's largest manufacturing facilities

Ceriano Laghetto is one of Bracco's key production sites in northern Italy, spanning approximately 300,000 square meters, where environmental performance is a core operational priority.

Progress in this area is the result of a shared, multidisciplinary effort, with teams across production, engineering, sustainability, and management working toward a common agenda.

Our initiatives are structured around three pillars: **Climate, Product and Nature.**

## CLIMATE

## Energy in motion

At the site level, our cogeneration plant is key in reducing environmental impact. Operating at 80–85% energy efficiency, it generates up to 8 MWe of electricity, fully covering the facility's demand.

At the same time, it recovers thermal energy in the form of steam and superheated water, together supplying approximately half of the site's thermal needs. The result is a significant reduction in natural gas consumption and CO<sub>2</sub> emissions.

## PRODUCT

## Reducing the carbon and material footprint

By recovering iodine and solvents, we directly reduce the environmental footprint of Bracco's contrast media, closing material loops that would otherwise result in waste. Taken together, these initiatives reflect more than a series of individual projects: they represent a consistent, site-wide commitment to improving environmental performance through coordinated action.

## NATURE

## Protecting water and resources

Regarding the use of natural resources, iodine is the main raw material for our products. It is therefore essential to maintain high yields and to increase its recovery as much as possible, both to preserve the resource by reducing extraction and to prevent its release into the environment.

Last year, our systems allowed us to recover 350 tonnes of iodine, which was reintroduced into the production cycle.

A recently introduced sludge drying system has already reduced outgoing sludge weight by approximately 60%. This volume reduction brings substantial benefits in terms of disposal and cost savings for management and transportation.

The site's wastewater treatment plant processes volumes equivalent to the needs of 100,000 people, operating 24 hours a day. In parallel, the solvent recovery area contributes approximately 6,500 tonnes of CO<sub>2</sub>-equivalent savings annually, representing around 5% of the site's total carbon footprint.



Some of the people behind our processes and plant operations in Ceriano Laghetto: **Chiara Marchiori** (HSE - Environmental Management System), **Chiara Pecchi** (Project Engineer) and **Mattia Coppolino** (Head of Process Innovation & Production Support Labs)



# 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 ensuring 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



## OUR LATEST ACHIEVEMENTS

**-27%**

Reduction in VOCs emissions vs. 2024

**-14%**

Reduction in NOx emissions vs. 2024





# Impacts, Risks and Opportunities

## Air pollution

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 VOCs to protect air quality and human health.

## Water pollution

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.

## Soil pollution

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

# Actions and Metrics

## Addressing pollution

We are reducing our environmental impact across our production plants, focusing on air and water pollution. This effort starts with our R&D and operational teams, 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 using solvent recovery systems, wet scrubbers, activated carbon filters, and catalytic combustors. At selected sites, Integrated Environmental Authorizations (AIAs) set limits and monitoring requirements for atmospheric emissions and sewage discharges. Air emissions and other regulated substances are monitored through periodic measurements and approved calculations methods. This framework ensures continuous oversight, regulatory compliance, timely reporting to the authorities, and the effective prevention and control of air pollution from production activities.

## Advancing clean solutions through optimized chemical processes

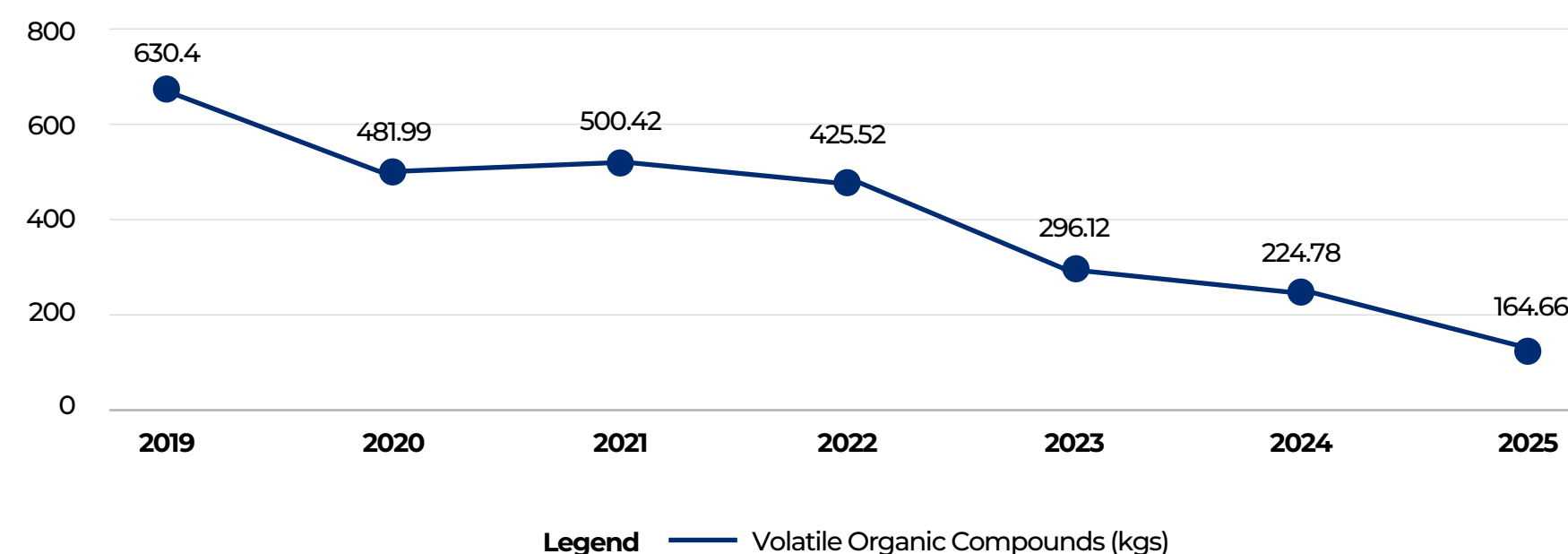
Our innovation strategies minimize production of hazardous substances. Optimized chemical processes and reverse osmosis systems have contributed specifically to the reduction of Volatile Organic Compounds (VOCs) and other air pollutants.

**-74%**

Reduction in VOCs emissions since 2019



## VOCs reduction over time



## Recovering contrast media from patient urine

The Re.Water pilot 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. The project 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 2025, the project moved into its pilot phase, confirming that the system can be effectively deployed in European healthcare settings to reduce contrast media discharge while preserving hospital workflows and patient experience. In 2026, activities will continue to focus on patient engagement, the collection of data on participation and iodine recovery, and ongoing technological enhancements.

At the same time, we will explore the applicability of this solution to other contrast agents, with the goal of expanding the initiative and positioning Re.Water as a sustainability best practice for hospitals.

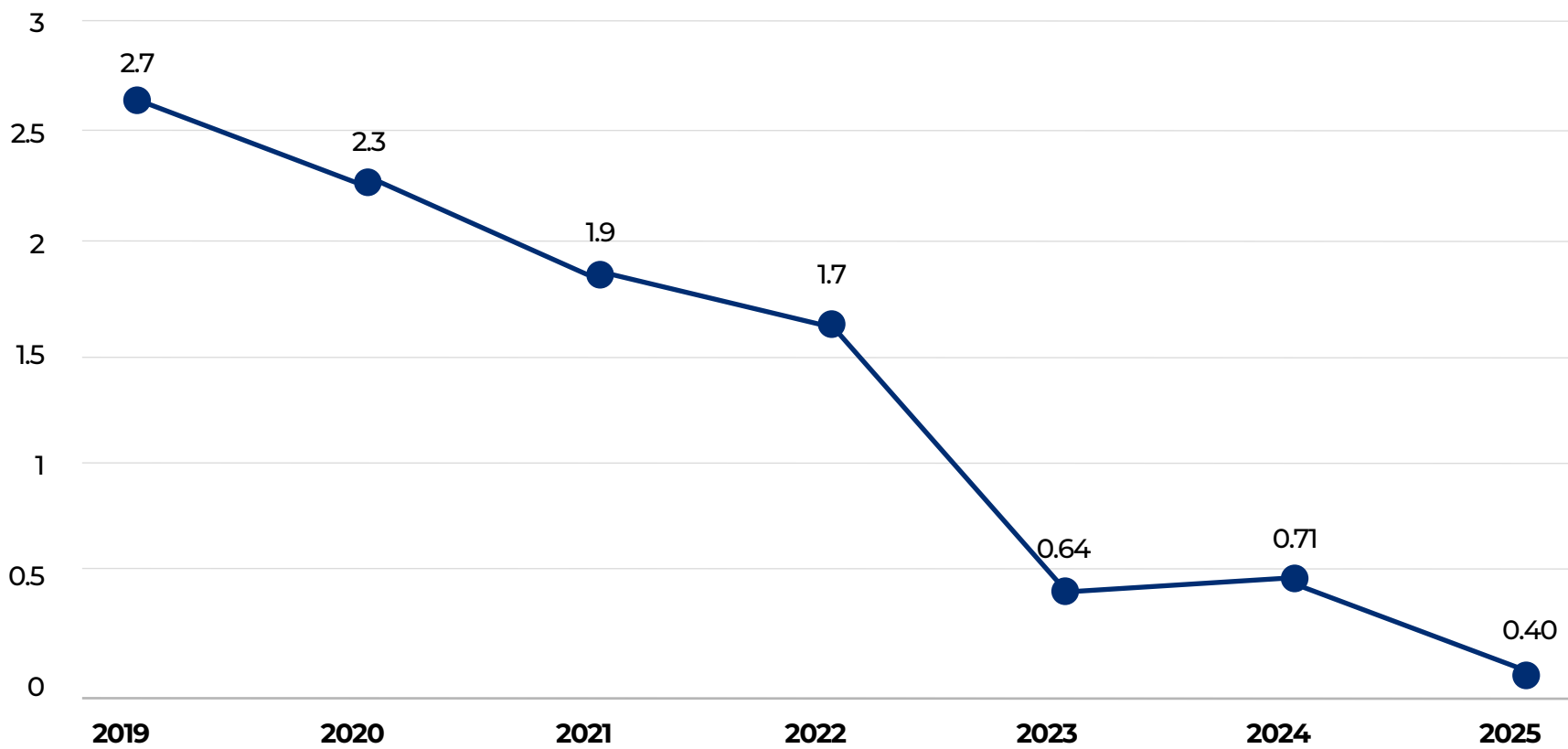
**See the feature story on page 43 for more details.**

# 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)

## ACTION SPOTLIGHT

### Improving wastewater treatment efficiency through pollutant removal and automated process control

At the Torviscosa (SPIN) site, we are implementing a chemical-physical pre-treatment plant. The system is designed to treat water pollutants linked with the production expansion, with completion scheduled by the end of next year.

The technology combines accelerated flocculation and sedimentation with powdered activated carbon adsorption to target key pollutants. It offers higher removal efficiency, a reduced footprint, and rapid adaptation to variable influent conditions in a fully automated manner. To evaluate the applicability to the SPIN site wastewater, a pilot test was conducted to verify efficacy and achievable yields.

The pilot confirmed a substantial reduction in pollutant loads and demonstrated the technical feasibility of the solution, providing a solid basis for our long-term wastewater treatment decisions.





# Water Management

## OUR APPROACH

Water is essential to life, and protecting our water resources is vital for the well-being of ecosystems and communities. The Bracco Group recognizes water as a critical resource for both its operations and the broader pharmaceutical value chain. This is particularly important in a context where over 50% of global GDP depends on water and natural resources, and where the world may face a supply gap of up to half the water needed by 2030.

As a global leader in contrast media manufacturing, a water-intensive process, we closely monitor water withdrawals across our production network. While a formal quantitative water-reduction target is still under development, we are actively shaping our water agenda at the plant level, while also leveraging CDP Water reporting as a driver for continuous improvement.

Ensuring clean and responsible use of water is a top priority. We source water from aqueducts or proprietary wells and tap into aquifers, and we apply rigorous analytical controls and treatment processes to manage discharges in compliance with legal requirements.

## OUR COMMITMENT

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



## OUR LATEST ACHIEVEMENTS

23%

total increase in water recycled and reused vs. 2024





# Water Management and related actions

## HSE Policy related to water

We manage water with a strong sense of responsibility, recognizing it as a vital resource for our operations and for the ecosystems and communities around our sites. Our commitment is embedded in the Group Health, Safety, and Environment (HSE) Policy, which sets a common framework for all environmental topics and guides the integration of sustainability principles into day-to-day decision-making.

Our policy promotes the reduction of water consumption across production cycles, the continuous monitoring of withdrawals and discharges, and the adoption of practices that encourage efficient and responsible water use, with particular attention to sites located in water-stressed areas and to potential impacts on local water resources.

## Risk-based approach, water footprint and compliance

In line with this policy, we are progressively strengthening a risk-based approach to water. In 2024–2025 we carried out a water risk assessment to evaluate environmental conditions and water-related risks at our main production plants in Italy, Europe, North America, and China. The assessment allowed us to identify and prioritize the most critical sites – including those located in water-stressed areas – and to define a more targeted water management strategy.

On this basis, we performed a Water Footprint Assessment at the Torviscosa site in 2024, adopting internationally recognized methodologies in line with ISO 14040–44 standards and using the concepts of a blue, gray, and green water footprint to obtain a comprehensive picture of water use and impacts.

In parallel, an AWS (Alliance for Water Stewardship) assessment is being developed to further strengthen our water stewardship approach and to support the definition of future water-related targets in line with emerging regulatory requirements.

Water discharges are managed in accordance with strict environmental permits issued by competent authorities, which define site-specific monitoring plans and minimum quality standards for effluents. Where local regulatory requirements are not in place, we apply internal standards aligned with sector best practices and scientifically informed criteria. Compliance is ensured through regular monitoring of key parameters, laboratory analyses, and the application of Best Available Techniques, supported by ongoing dialogue with environmental authorities.

## Operations and key actions

To translate this framework into practice, our sites continuously monitor water withdrawals, consumption and discharges, and implement targeted actions to improve efficiency and reduce impacts. Recent initiatives include:

- Water recovery through cooling towers: solutions that allow part of the water used for temperature control to be recirculated into production cycles, helping to limit overall withdrawals at plants with significant industrial cooling needs.
- Process optimization in water-stressed sites: at the SPIN Torviscosa plant, located in a water-stressed area, we have launched projects to optimize filtration and washing phases in chemical production, reducing demineralized water use, shortening cycle times, and improving overall plant efficiency. Discover these initiatives in the action spotlight section.

**5**

cooling towers with a thermal capacity of 3.5 MW active at the Torviscosa site

**-20%**

of Chemical Oxygen Demand (COD) out of production



## ACTION SPOTLIGHT

**SPIN Torviscosa: water efficiency projects in a water-stressed area**

A series of projects to optimize filtration and washing phases

The SPIN plant in Torviscosa is one of our sites that is located in a water-stressed area and is characterized by high water use linked to cooling needs and chemical production processes. In this context, we have implemented specific projects to optimize filtration and washing phases, reducing demineralized water consumption and improving overall efficiency, while safeguarding product quality.

**Iodoftal filtration: switching from two filtration stages to one**

At the SPIN Torviscosa plant, we researched, tested, and optimized filtration processes with the dual objective of reducing demineralized water use and improving process efficiency. Following positive results, the change was made permanent, resulting in estimated water saving of around 1,946 liters per batch and allowing the plant to reach a production level of up to 35 batches per week, compared with a target of 28.

**Reduction of demineralized water for column regeneration**

We also launched a project to reduce the quantity of demineralized water used for the post-regeneration washing of the column and to shorten the duration of this phase.

The objective is to cut water consumption by approximately 18,000 liters per cycle and reduce the phase time by about four hours.





## IN THEIR OWN WORDS

# The Re.Water pilot project to reduce contrast media in wastewater

Bracco Imaging presents the first results of its Re.Water pilot project, through which Centro Diagnostico Italiano has become the first facility in Italy to reduce the discharge of contrast media into hospital wastewater

Bracco Imaging has been working to find new ways to manage contrast media at the end of their lifecycle, with a focus on their presence in water bodies. After CT or MRI exams, contrast agents are naturally eliminated from the body through urine and, absent any intervention, pass through the sewage system and into surface waters.

The Re.Water pilot project, developed together with Zereau - a Dutch company providing innovative wastewater treatment technology - addresses this issue directly through dedicated filtration devices installed in hospitals and diagnostic facilities. Centro Diagnostico Italiano (CDI) in Milan is among the first facilities in Europe, and the first in Italy, to put this system into practice. The pilot in CDI involved more than 1000 patients so far, who underwent CT scans with iodinated contrast media, and more than 95% of them participated voluntarily.

After their exam, patients were asked to use a dedicated restroom equipped with filtration devices that capture contrast agents before they reach the drains. Beyond the direct benefit to wastewater quality, the project also aims to introduce a circular approach by implementing processes of valuable raw materials recovery.

For Bracco, caring for today's patients and protecting tomorrow's environment are not competing priorities but part of the same commitment. Patient response was positive. A large majority, 93%, felt the initiative genuinely contributed to reducing healthcare's environmental footprint, and 91% had no issue with the additional time spent at the facility after their exam, roughly an hour.

To test the system's effectiveness and patient engagement at scale, Bracco has built a network of four equipped facilities across Europe, including CDI and three other hospitals. Should the full pilot confirm what these early numbers suggest, Re.Water could become standard sustainability practice in hospital settings across Europe.

**“Our ambition is to build on these promising results and scale this project, making this approach a widespread clinical practice for a real reduction of contrast media's impact on the environment.”**



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

## A circular process to reduce contrast media pollution





# Circular Economy

## OUR APPROACH

At Bracco, we recognize the fundamental connection between circular economy principles and ethical waste management. At the core 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.

Our circular business model is based on 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 LATEST ACHIEVEMENTS

89%

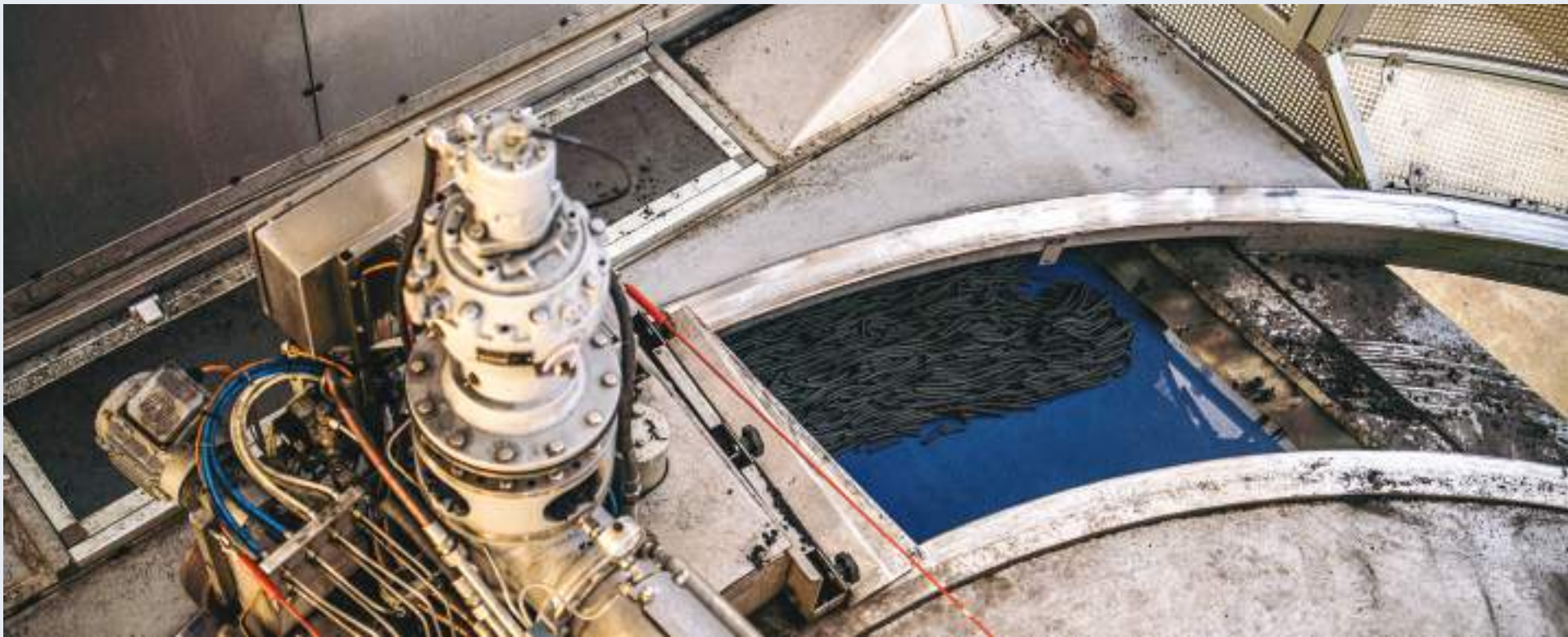
Iodine transformation yield from API production to the finished product in 2025

47%

of total waste from internal operations reused, recycled, or recovered (including energy recovery) in 2025

-20%

total waste generated vs. 2024





# Impacts, Risks and Opportunities

## Resources inflows

We are committed to advancing new packaging for our products. Our packaging projects focus on incorporating recycled 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

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 47% of the total waste was successfully diverted from disposal through recycling, recovery, and reuse (including energy recovery).

## Circular sourcing

Across our production activities, we purchased more than 85,000 tonnes of raw materials, of which approximately 18% were recycled. Compared to the previous year, this corresponds to an increase of about 14,000 tonnes in the amount of recycled raw materials used. The raw materials purchased are very diversified in category and adhere to strict Good Manufacturing Practice (GMP) standards.

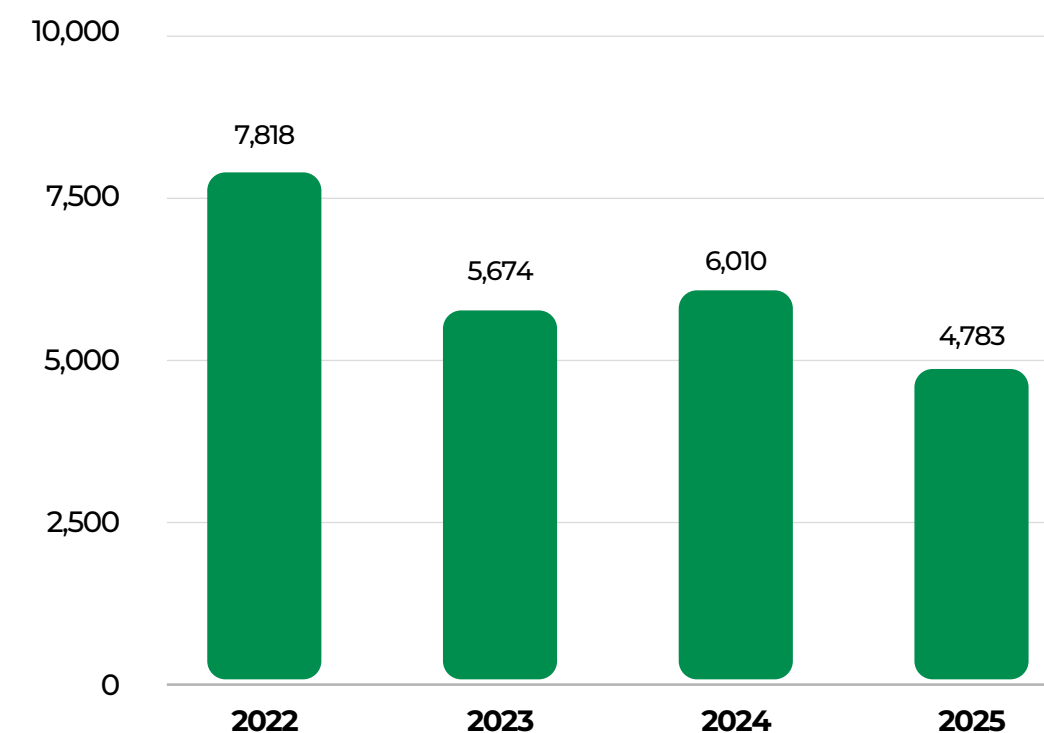
**-44%**

in total waste directed to disposal\* in 2025 compared to 2024 (GRI 306-5)

**47%**

of total waste from internal operations that was reused, recycled, or recovered (including energy recovery) in 2025

## Total tonnes of waste



\*According to GRI 306-5, waste directed to disposal include hazardous and non-hazardous waste sent to incineration (with and without energy recovery), landfilling, or other disposal operations.



# Actions and Metrics

## Our commitment to packaging development

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 materials for packaging. Our goal is to develop new packaging solutions that adopt an approach to reuse, recover, and recycle whenever feasible. In 2025, we further strengthened our packaging development activities by leveraging our end-to-end perspective across the entire product life cycle. Building on the work carried out in 2024, the focus expanded from the evaluation of alternative shipping solutions to a broader assessment of both primary and secondary packaging, with a strong emphasis on material selection.

Packaging development activities addressed all stages of the packaging life cycle, from design and material sourcing to use and end-of-life, while preparing the Group for the future application of the EU Packaging and Packaging Waste Regulation (PPWR). We also aim to use recycled materials wherever possible.

## Waste prevention

We adopt a pragmatic and impact-driven approach to waste management, guided by the principle of making sustainability easy, practical and effective across our operations. The Group prioritises waste prevention at source by reducing material use wherever possible, complemented by take-back schemes and recovery initiatives along the value chain.

Key projects include the Re.Water initiative, which enables the recovery of contrast media from hospital wastewater, as well as broader strategies for the recovery of valuable materials such as iodine and solvents from production processes. In parallel, the expansion of production capacity at the Ceriano site has been designed around modern technologies that minimize material losses, reduce waste generation and improve resource efficiency.

### CEUS

### PRODUCT SUSTAINABILITY SPOTLIGHT

## Driving circular economy through low-impact diagnostics\*

We promote Contrast-Enhanced Ultrasound (CEUS) as a resource-efficient diagnostic solution that supports circular economy principles in healthcare. When characterizing focal liver lesions, CEUS provides reliable diagnostic information at a lower cost compared to CT or MRI, enabling healthcare facilities to increase patient throughput, reduce backlogs, and improve operational efficiency.

At the same time, CEUS delivers clear environmental benefits, as it is substantially less energy-intensive than CT and MRI scans. By integrating CEUS into diagnostic pathways where clinically appropriate, we contribute to reducing energy consumption, optimizing the use of imaging resources, and lowering the overall environmental footprint of diagnostic imaging.

### ACTION SPOTLIGHT

## Fluorinated gas recovery in Geneva

### A system to mitigate impact

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

To substantially mitigate the impact, we invested in recovery systems which we integrated in our production cycle to recover the gas, 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.

4



internal Life Cycle Assessments concluded as of 2025 for new products and processes (out of 10 targeted by 2030)



\*O'Brien M, et al. Assessing the impact and resource implications of contrast-enhanced ultrasound on workflow of patients with incidental focal liver lesions on the UK national health service. Acta Radiol Open. 2023;12(6):20584601231183131. Published 2023 Jun 13. doi:10.1177/20584601231183131  
Elmar M, Merkle et al. The Impact of Modern Imaging Techniques on Carbon Footprints: Relevance and Outlook European urology focus 9(2023)891–893.



# Biodiversity

## OUR APPROACH

Biodiversity is essential to the resilience of natural systems and to the long-term sustainability of the communities and economies in which we operate.

At Bracco, we manage our sites and operations with the goal of limiting pressures on ecosystems, protecting habitats and ecosystem services, and contributing to their preservation and regeneration.

We incorporate biodiversity considerations into our environmental strategy, aligning our actions with applicable regulations and international best practices, while progressively extending our focus across the value chain.

## OUR COMMITMENT

- Drive sustainable water and land management at our sites through innovation and forward-looking resource stewardship
- Preserve and restore biodiversity and ecosystems in and around our production sites and research centers
- Invest in the recovery and upkeep of historical industrial sites and architectural assets



## OUR LATEST ACHIEVEMENTS

8

Sites worldwide started biodiversity assessment projects

3

Biodiversity KPIs monitored for our production plant in Ceriano Laghetto



# Policy, Updates and Actions

## Bracco's approach to biodiversity

Bracco adopts a safeguarding approach to biodiversity, recognizing its protection as a guiding principle for production activities. This commitment is formally embedded in the Group Health, Safety and Environment (HSE) Policy, which integrates biodiversity considerations into operational decision-making. In this context, Bracco assesses biodiversity conditions in areas affected by its activities and promotes actions to preserve natural ecosystems. Particular attention is given to the creation and protection of green areas surrounding production sites, with the aim of mitigating potential impacts, supporting local ecosystems, and contributing to the long-term conservation of biodiversity.

## Biodiversity assessment

Bracco has launched a multi-year biodiversity program in collaboration with specialized partners, covering eight production sites across Europe and America over the 2025–2027 period. With the aim to establish a science-based approach to biodiversity management, this initiative is aligned with the LEAP framework and the UNI/PdR 179 practice.

LEAP FRAMEWORK

Locate:

interface with nature

Evaluate:

dependencies & impacts

Assess:

material risk & opportunities

Prepare:

to respond and report

The project combines satellite data, public databases, and on-site IoT monitoring to assess biodiversity status, as well as nature-related impacts, risks, and dependencies. Based on these results, Bracco is developing a corporate-level biodiversity strategy supported by site-specific action plans and local ecological restoration initiatives, including biodiversity infrastructure and stakeholder engagement activities. This structured approach enables the translation of biodiversity data into concrete mitigation and regeneration measures at both corporate and site level. The assessments considered different biodiversity related KPIs:

- **Proximity to Protected Areas** – number of protected areas within a 0-5 km radius of the site
- **MSA LU (Mean Species Abundance related to Land Use)** – average abundance of wild species inhuman-altered habitats and their original abundance in a pristine reference ecosystem
- **PAI (Pollinator Abundance Index)** – presence and abundance of pollinating species within the study area, including bees, butterflies, wasps, beetles, and other insects performing this vital ecological function
- **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)
- **Hydrogeological Risk** – a parameter that quantifies hazards associated with hydrogeological instability
- **Climate Risk** – increase in average temperature within the specific area compared with historical or baseline values

## Implementing biodiversity solutions

As part of this program, Bracco implemented the first project phase at the Ceriano Laghetto site, selected as the pilot location to test and refine the biodiversity assessment and monitoring approach.

The survey process began with a preliminary baseline analysis and continued through subsequent levels of assessment. In the second phase of the project, targeted biodiversity regeneration actions were carried out, including the introduction of native nectar-rich plant species with staggered flowering periods and the installation of structures designed to support wild pollinators.



The effectiveness of these interventions is monitored through specific indicators that measure biodiversity quality and the ecosystem's capacity to sustain pollinators.

Building on these results and experience, the project has been progressively extended to additional sites included in the multi-year biodiversity program, supporting the deployment of site-specific actions and the development of a consistent Group-level biodiversity strategy.

The program combines satellite analyses and local actions, operating according to the PDCA\* cycle and the principles of the mitigation hierarchy to ensure continuous improvement. For each site, specific Targets were set regarding the hectares identified for ecological restoration.

## Monitoring biodiversity KPIs

Biodiversity KPIs for Ceriano Laghetto are monitored over time, with defined targets for 2027 to improve pollinator abundance, nectar potential, and mean species abundance related to land use.

| Ceriano Laghetto plant: now vs 2027 target |              |      |
|--------------------------------------------|--------------|------|
|                                            | 2025         | 2027 |
| PAI                                        | Low          | High |
| NP                                         | Medium / Low | High |
| MSA LU                                     | Low          | High |

\*PDCA (Plan–Do–Check–Act) is a four-step continuous improvement cycle used to plan, implement, monitor, and refine actions over time.



# People & Education

Developing people and skills  
for the future of diagnostics

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



# Developing people and skills for the future of diagnostics

## OVERVIEW

Our mission is to globally advance people's well-being by enabling patient-centered care through the products, training, and support we offer to healthcare professionals (HCPs). Innovation and rigorous research, as well as education and knowledge-sharing, are central to our strategy, alongside the delivery of state-of-the-art diagnostic tools and solutions that support continuous progress in treatment.

We invest in the development and well-being of our people through welfare programs, continuous learning, and ensuring an inclusive and equitable environment. We support both the global community of health professionals and 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

## HIGHLIGHTS

# 47

average hours of training per employee in 2025

# 54,100

people involved in cross-country training projects (radiologists, ultrasound experts, etc.)

## IN THEIR OWN WORDS

**Toward a more sustainable form of MRI**

Interview with Luca Bixio,  
Global Head of MR Portfolio at Bracco

**Training the minds that will transform radiology**

Bracco's educational initiatives empowering the next generation of radiology leaders

\* 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.





# Developing people and skills for the future of diagnostics

2030 TARGETS AND PROGRESS

2025 UPDATE

| AREA                                           | TARGET 2030                                                                                                                                                                                       | PROGRESS 2025                                        | STATUS        |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|---------------|
| 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%)                                                             | 99.3% of reports submitted in due time               | ON TRACK      |
|                                                | Patent 35* applications including inventions aimed at improving environmental sustainability by 2030                                                                                              | 16 patents published*                                | 16 / 35       |
| EDUCATION, TRAINING AND SKILLS DEVELOPMENT     | Involve 65.000** people in cross-country training projects (radiologists, ultrasound experts, etc.) by 2027, ensuring up to 40% of radiologists and ultrasound HCPs involved are under 35 by 2027 | 54,100* people trained, 50% under 35.                | ON TRACK      |
|                                                | Sponsor 50* PhDs and extracurricular internships by 2030                                                                                                                                          | 36* PhDs or extracurricular internships sponsored    | 36 / 50       |
|                                                | 6000* students supported through projects promoting psychological well-being or scholarships by 2030                                                                                              | 4,626* students supported                            | 4,626 / 6,000 |
| DIVERSITY, EQUITY AND INCLUSION                | Reach 45% of women in executive positions by 2030                                                                                                                                                 | 33% of women in executive positions                  | ON TRACK      |
|                                                | Maintain 35% of new hires under 30 by 2030                                                                                                                                                        | 27% of new hires under 30                            | ON TRACK      |
| HEALTH, SAFETY AND WELL-BEING OF OUR WORKFORCE | Achieve a Lost Time Injury (LTI) frequency rate for direct workforce of 0 by 2030                                                                                                                 | LTI frequency rate of 3.8                            | ON TRACK      |
|                                                | Increase to 85% the coverage of employees eligible for healthcare coverage by 2030                                                                                                                | 83.61% of employees eligible for healthcare coverage | ON TRACK      |
|                                                | Maintain the percentage of employees covered by a collective agreement to at least 50% through to 2030                                                                                            | 50.42% of employees covered by collective agreement  | ACHIEVED      |

\*Cumulative since 2023. \*\*Cumulative target since 2023. It refers to faculty or participants taking part in international exchanges for radiology and ultrasound specialists

# 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.

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 - sharing 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 and to ensure risk identification and mitigation

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

To uphold best-in-class patient safety by reinforcing robust monitoring, risk prevention, and post-market surveillance across the product lifecycle

To develop new products and health solutions that significantly improve management of major diseases by enhancing diagnostic accuracy and optimizing dosage

To embed safety-by-design and sustainability principles into R&D and lifecycle management to improve the environmental profile of our products while maintaining the highest standards of product quality for patients



## OUR LATEST ACHIEVEMENTS

# 47%

**Women Inventor Rate** in Italian and Swiss R&D centers, reflecting female inventors in patent applications filed in 2025

# 14

Pharmacovigilance Audits in 2025 (23 in 2024; 22 in 2023)

# 99%

of individual reports\* received were submitted in due time to regulatory authorities in 2025

\*'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 gadopicles 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 protect the personal data of Healthcare Professionals through comprehensive policies, procedures, and controls. 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.



\*Compared to other GBCAs at standard recommended Gd-dose (0.1mmol/kg)

# Policies

## Quality Policy

At Bracco, quality is a key driver of business growth, competitiveness, and sustainability. By minimizing errors and reducing environmental and social impacts, we uphold a culture of quality as a strategic asset, embedded in the Bracco Quality Policy, which guides our efforts to enhance processes, activities, products, and services. The Global Medical & Regulatory Affairs department further supports this commitment 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 is central to everything we do. We continuously work to mitigate risks, ensure quality excellence, shorten regulatory timelines, and accelerate patient access to new imaging solutions.

In doing so, Bracco adheres to all regulatory and corporate standards, guaranteeing the integrity of clinical studies and the highest level of protection for participants.

2,400

Patents granted globally in Bracco's portfolio

96

new Bracco Patents in 2025

5.6

Average impact factor of items published in scientific journals

51%

of R&D and Medical function staff are women



## Corporate Drug Safety and Pharmacoepidemiology (CDSP)

Corporate Drug Safety and Pharmacoepidemiology (CDSP) units, part of the Global Medical & Regulatory Affairs (GM&RA) 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 and adhere 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. GM&RA operates in the

development of contrast agents and medical devices, where health and safety are core elements of the product profile and are systematically assessed throughout all development phases. Safety evaluation is a primary objective of clinical research and a key component of first-in-human trials. After market approval, product safety is continuously monitored through a globally compliant pharmacovigilance and pharmacoepidemiology system.

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

### Pharmacovigilance Risk Management Approach

| 01                                                                                             | 02                                                                                         | 03                                                                                 | 04                                                                                                              |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Evaluation                                                                                     | Risk Identification                                                                        | Preventive Approach                                                                | Benefit-Risk Assessment                                                                                         |
| Assess the product's epidemiology, clinical and non-clinical data, and regulatory requirements | Identify known and potential risks, applying routine and ad hoc risk minimization measures | Carefully consider even suspected risks using a prudential and preventive strategy | 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.

Among its purpose, the Program also aims to ensure the protection of patients and participants in clinical trials. Its main objectives include overseeing and implementing the Personal Data Breach Management Process.

## Healthcare Services Policies

Over 50 years, Centro Diagnostico Italiano, our company operating as an accredited, private health provider in Italy, has developed a comprehensive set of policies designed to protect the health and safety of patients and service users while effectively managing operational risks.

The framework includes procedures for handling patient complaints, emergency preparedness and business continuity plans, measures to prevent and manage aggression toward healthcare staff, fall-prevention programs focused on vulnerable users, and robust policies for personal data protection and data breach management.





**ACTION SPOTLIGHT**

**Flutufolastat F 18: finding what others miss**  
 How Bracco’s PSMA-targeted PET imaging agent is transforming prostate cancer diagnosis and treatment

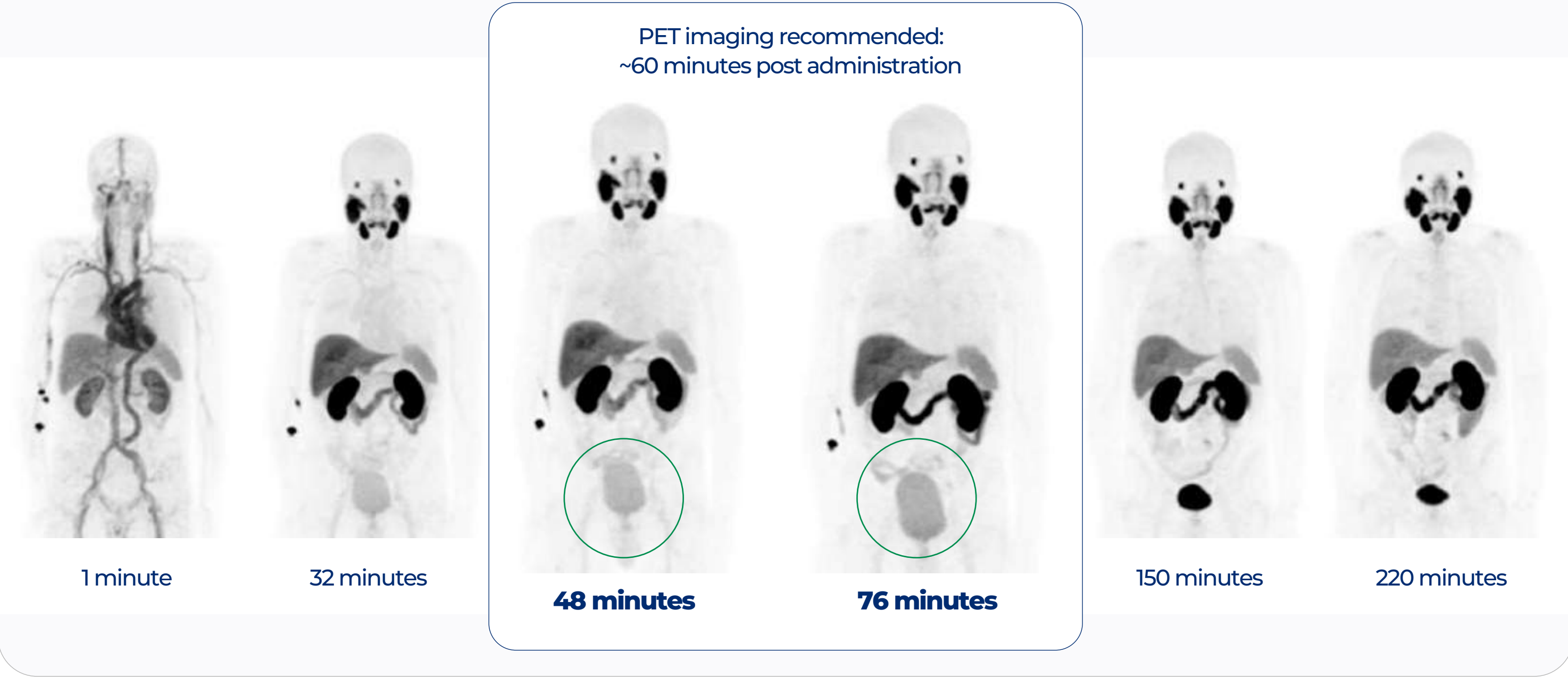
Flutufolastat F 18 detects and locates prostate cancer with greater clarity and precision than conventional imaging methods. By delivering a more complete picture of the disease in a single scan, it's changing the way prostate cancer is diagnosed and treated, supporting more confident clinical decisions and a better experience for patients and providers.

Traditionally, finding and evaluating prostate cancer might involve multiple imaging procedures and biopsies, often spread across several weeks or months while the disease continues to evolve. Flutufolastat F 18 simplifies this process with a single PET scan that gives clinicians a more detailed view of the disease, helping them move faster toward an appropriate diagnosis and precision treatment plan for patients. In particular, it can make a significant difference in detecting lesions in the pelvic region that are often obscured by the bladder, which are easy to miss with other imaging techniques and radiopharmaceutical products.

For healthcare systems, this means a more streamlined diagnostic workflow and better use of clinical resources. For patients, it means less uncertainty, shorter wait times, and faster access to care tailored to their individual needs, avoiding potentially unnecessary procedures and ultimately improving outcomes and quality of life.

**Images of prostate area visualization after the administration of Flutufolastat F 18**

Sequential PET images of a healthy volunteer after Flutufolastat F18 administration, demonstrating visualization of the prostate area over time. Imaging was performed across three sessions spanning from 1 to 248 minutes post-injection, with the subject permitted to leave the scanner and void urine between sessions.



# Actions and Metrics

## 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. In line with 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. In 2025, we strengthened our quality system by operationalizing Knowledge Management in line with new guidelines and advancing our digital transformation through a generative AI Quality Assistant, an LLM-based translation solution, and the implementation of the Electronic Batch Record in a plant.

## 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.

In 2025, the Drug Safety system was subject to 14 inspections and audits worldwide, with no critical findings and no cases of non-compliance resulting in fines or penalties. More than 99.3% of approximately 9,340 individual case safety reports were submitted on time, and all Periodic Safety Reports met regulatory deadlines, confirming Bracco's adherence to the highest regulatory and transparency standards.

AiMIFY®

PRODUCT SUSTAINABILITY SPOTLIGHT

### 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 collaboration between Bracco Diagnostics and Subtle Medical. It received FDA clearance as Class II software as a medical device (SaMD) for MRI of the brain.

<0.013%

of the total procedures in 2025 had adverse events

Zero

Product recalls in 2025

15

studies planned for 2026

14

Pharmacovigilance audits conducted in 2025

99%

of individual reports received were submitted in due time

99%

scientific team response rate within 24h

\*Before use of the product, please refer to locally approved IFU which will be made available upon request.



# Toward a more sustainable form of MRI

From half-dose\* contrast agents to AI-powered enhancement, Bracco is showing that sustainable innovation and the highest standards of patient care go hand-in-hand

## How is Bracco integrating sustainability into its MRI platform and products?

We adopt a dual approach to sustainability in our MR portfolio that seeks to advance innovation in patient care while at the same time delivering opportunities to reduce environmental impact. That means working “end-to-end” across the imaging value chain to improve sustainability performance.

## What does that look like in practice?

A lot comes down to doing more with less. For example, the use of gadolinium in imaging is subject to the ALARA principle that it should be as low as reasonably achievable. We use gadopichlenol as a contrast media that enables effective contrast enhancement at half the standard gadolinium dose, thanks to its very high relaxivity.

AI can also play a key role in complementing the efficacy of contrast media to potentially reduce the need for higher doses or repeat scans. AiMIFY® is an AI-powered solution\*\* developed in partnership with Subtle Medical that has been designed for contrast enhanced MR images of the brain to enable enhancement beyond the level achievable with the label dose.

Injectors can also make an important difference to time-stretched imaging departments under pressure to deliver by maximizing efficiency, facilitating rapid patient changeover and reducing contrast waste.

## What feedback are you getting from your customers about sustainability?

We are getting feedback that environmental performance is increasingly important - so long as it is consistent with the highest standards of quality in patient care. And we're seeing clear evidence for this. Our customers are confirming its ability to combine effective enhancement at half the conventional dose\*. Not only does this have an important impact for patients (e.g. breast cancer patients that required repeated scans), it also impacts the decision-making of physicians, radiologists, oncologists, and surgeons on patient care and treatment. We also see in our own surveys how much patients care about this. A survey of 300 patients revealed that 92% prefer low-Gd dose, with the same proportion indicating they would be willing to travel an additional 25 miles to facilities that provide this.

## What is something that makes you proud in your role as head of MRI?

I'm proud to be leading a global franchise in a market experiencing so many innovations and to be part of an organization that constantly listens to its customers and asks itself what can be done differently to better support patients - and do so sustainably. We were delighted with recent approvals from the FDA in the US and EMA in Europe for gadopichlenol to be extended for use with children since birth – great news for young patients who may require multiple MRI exams over the course of their lives.

**“Our customers are confirming the ability of gadopichlenol to combine effective enhancement at half the conventional dose. Not only does this have an important impact for patients... it also impacts the decision-making of physicians, radiologists, oncologists and surgeons.”**



**Luca Bixio**

Global Head of MR Portfolio at Bracco

**“The use of the higher relaxivity contrast agents at half the usual gadolinium dose allows us to provide lesion visualization while reducing the overall contrast exposure. The problem of the contrast exposure is really important, especially for women who have repeated the breast MRI.”**



**Professor Daniela Bernardi**

Radiologist, IRCCS Humanitas

\*Compared to other GBCAs at standard recommended Gd-dose (0.1mmol/kg)

\*\*Before use of the product, please refer to locally approved IFU which will be made available upon request.

# 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.

We also focus on unlocking our people's potential through a shared approach to performance, centered on growth, collaboration, and the transfer of expertise, thereby strengthening organizational continuity.

## OUR COMMITMENT

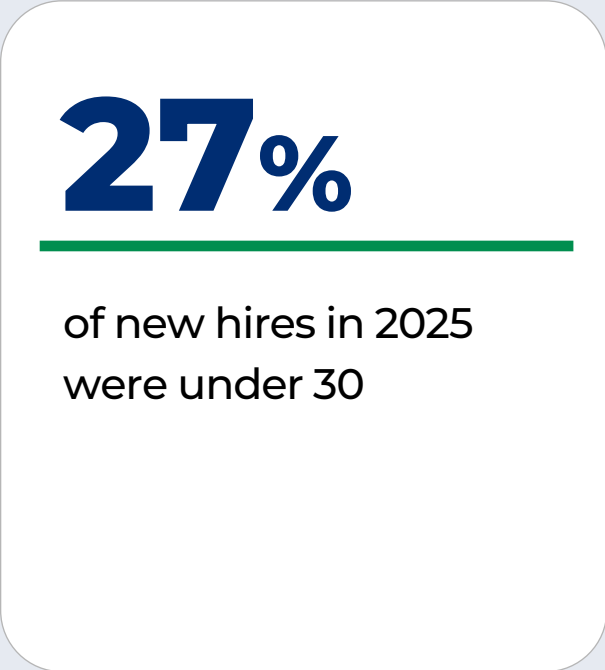
To prioritize the health and safety of our employees and subcontractors

To ensure the well-being of all employees through fair wages and working hours, and comprehensive benefits

To place people at the center, bringing Bracco's People Way to life through learning, belonging, and continuity



## OUR LATEST ACHIEVEMENTS





# Impacts, Risks and Opportunities

## Working conditions

At Bracco we are committed to enhancing working conditions through collective agreements, flexible hours, and programs that promote both psychological and physical well-being, including remote work options. We ensure the health and safety of our employees and contractors 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 are also aligning with the evolving European regulatory framework by proactively anticipating new requirements, including the EU Pay Transparency Directive.

## Education, training and skills development

We actively support continuous learning and professional growth through educational programs, partnerships, and training initiatives. Several strategic actions allow Bracco to drive professional development, sharpen skills, and enhance communication across the organization.

Additionally, our employees receive regular performance and career development reviews. We also support students with initiatives promoting psychological well-being and scholarships.

## Privacy

As outlined in our Data Protection Program, Bracco is committed to protecting the personal data of all data subjects, including employees. 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 consultation of the Group Data Protection Officer (DPO).

# Policies

## Career Management, Training and Working Conditions Policy

The recently introduced Career Management, Training and Working Conditions Policy fosters 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.

## 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 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 well-being.



New Diana Bracco company library in Headquarters

## Recruitment Policy

We are committed to fostering an inclusive and well-managed workplace through policies and procedures that address workforce impacts, risks, and opportunities. Our recruitment approach is guided by 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 employ structured interviews and, where practicable, diverse interview panels.

## Data Protection Program

The Bracco Group Data Protection Policy, also referred to as the Data Protection Program, outlines the set of principles, rights, duties, and responsibilities that all recipients and companies in the Group must comply with.

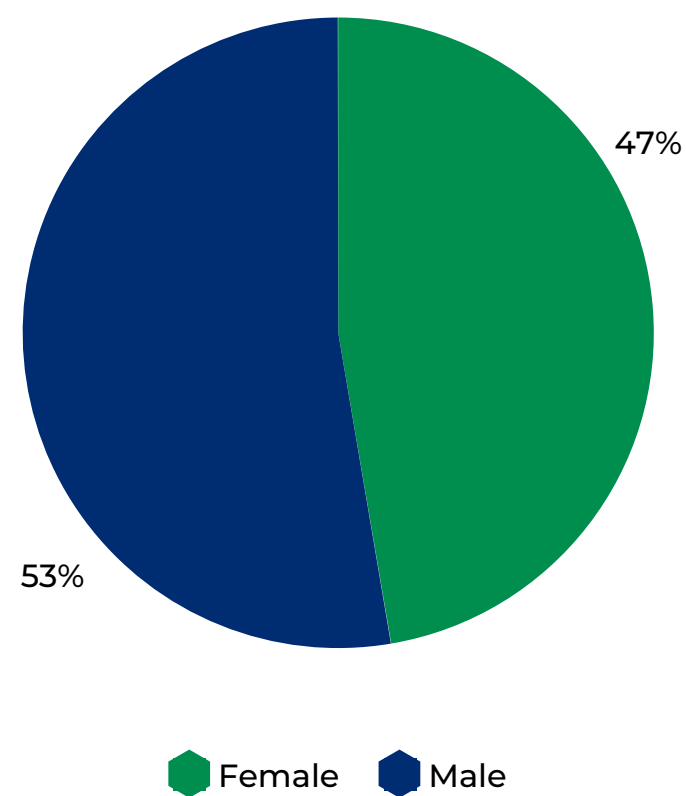
To safeguard personal data, we implement robust organizational and technical measures, including IT security controls, while allowing local adaptations to meet regulatory requirements and social contexts.

## Health, Safety & Environmental Policy

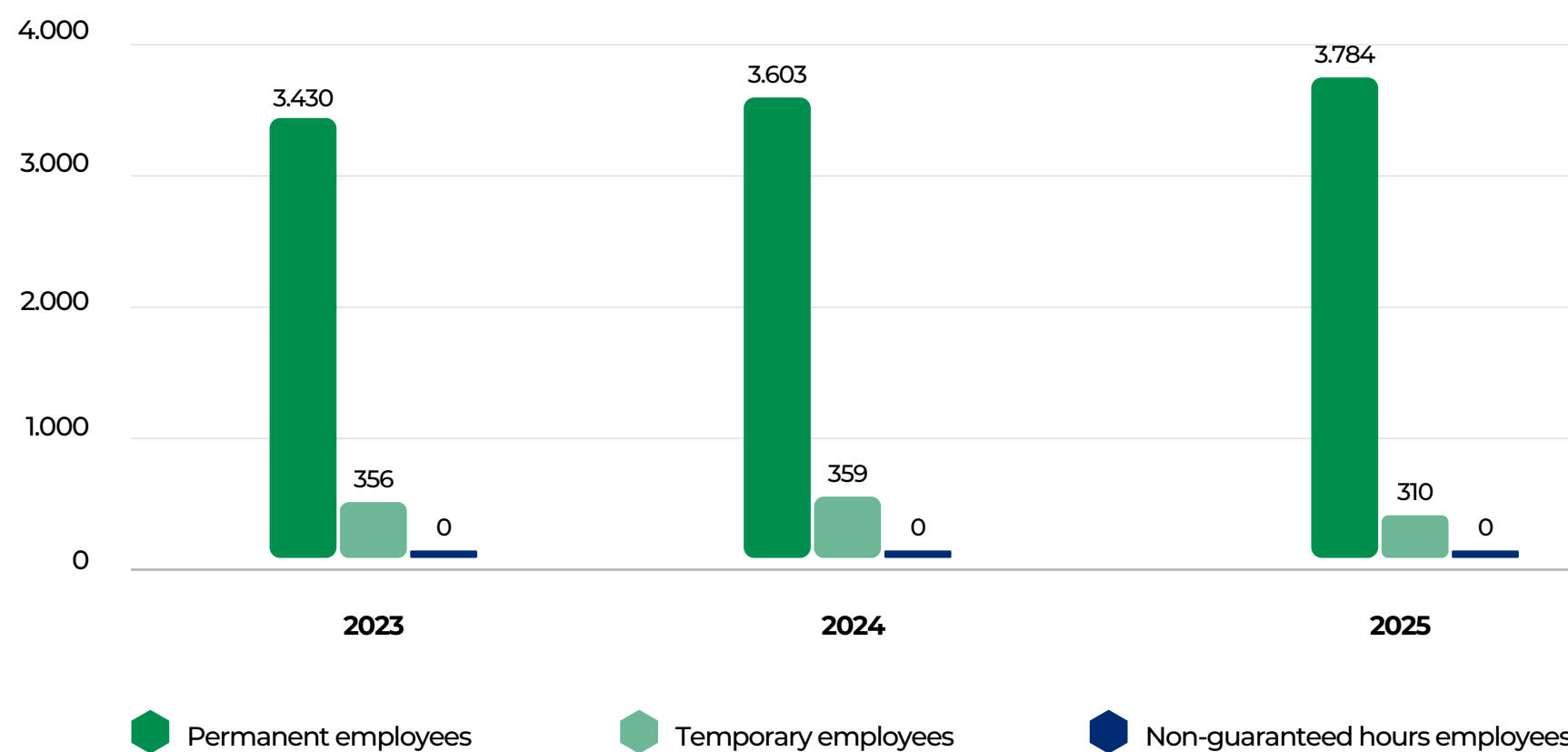
At Bracco, Health, Safety, and Environmental (HSE) responsibility are core priorities. Our HSE Policy drives efforts to ensure a safe workplace, reduce environmental impact, and support employee well-being. Joint HSE committees at our sites identify hazards, update policies, investigate incidents, and strengthen HSE culture. We encourage employees to report unsafe conditions without fear of retaliation, reinforcing this with clear policies, training, and performance monitoring.

In 2025, Bracco introduced a new ISO-aligned audit methodology at its Italian sites, based on fewer but more comprehensive, multi-day audits involving larger teams. This methodological update accounts for the reduction in the number of audits, which are now conducted in greater depth. In parallel, Bracco continued to invest in building a strong culture of safety and compliance, with 131 new employees trained on HSE practices in Italy during the year.

### Employee breakdown by gender



### Breakdown by type of contract



4

audits in the environment area as of 2025

5

social audits conducted as of 2025

12

operational audits conducted as of 2025

14

IT audits conducted as of 2025



## Human Rights Policy

Bracco integrates human and labor rights into all operations, ensuring that dignity, fairness, and respect are fundamental workplace principles. Our Human Rights Policy, aligned with international standards, applies globally across all our businesses and ensures we do not contribute to human rights abuses in any form.

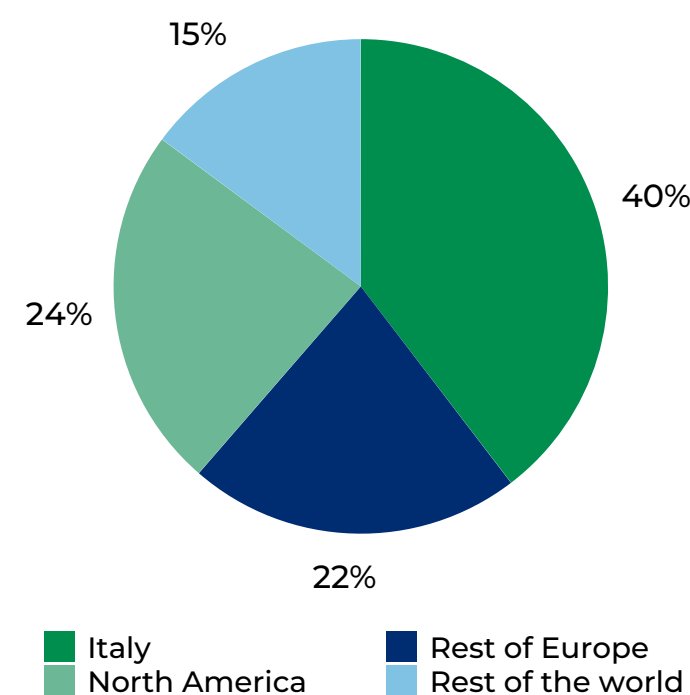
## Diversity and Inclusion Policy

Bracco is committed to building a diverse and inclusive workplace, that supports innovation and growth. We promote equal opportunity, respect for all employees, and ongoing initiatives that support participation, development, and cultural awareness.

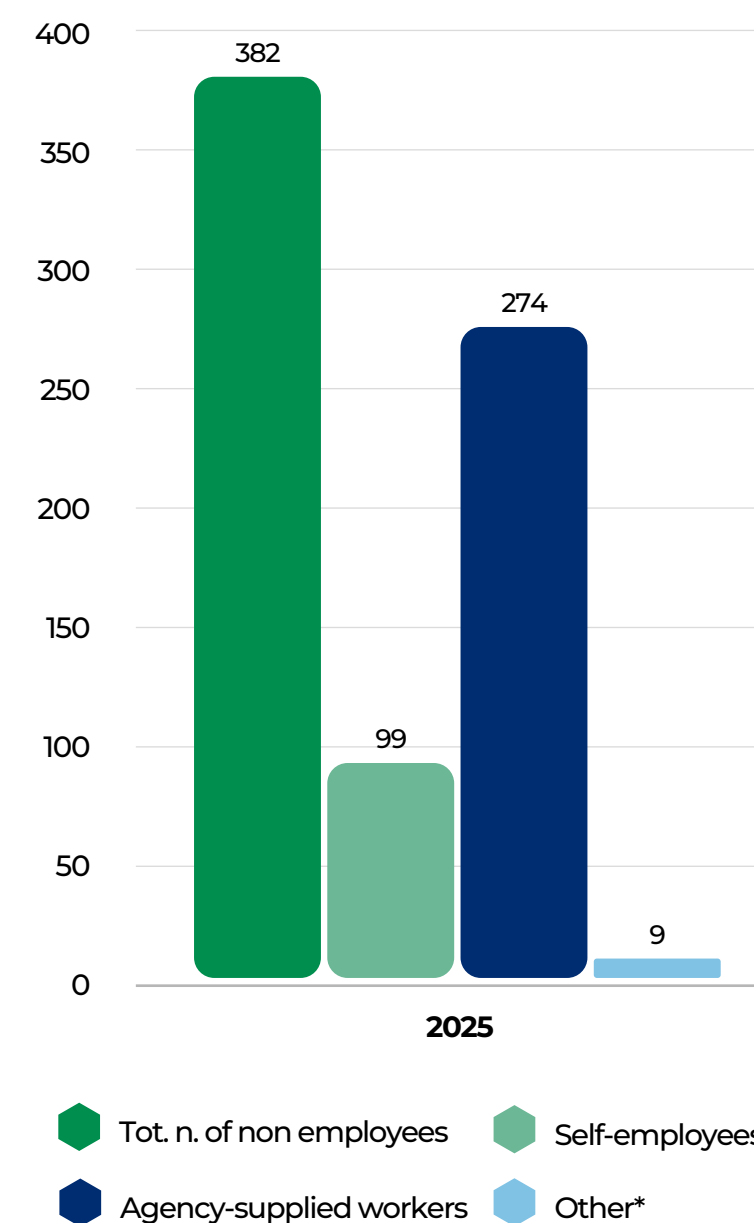
## Non-employee workers

Non-employee workers engaged by Bracco mainly include external consultants, temporary agency workers, and staff-leasing workers. Consultants are contracted through service agreements to provide specialized expertise on a project basis, while temporary agency and staff-leasing workers are provided by authorized staffing agencies to meet short- or long-term operational needs. These workers are primarily assigned to production sites or operational support functions, including manufacturing, quality control, laboratory activities, logistics, and administrative support.

### Employee breakdown by region



### Characteristics of non-employees



**44%**

of board members are women

**47%**

women employed in the whole organization

**6.73%**

gender pay gap in 2025

**33%**

women at top management level

\*Other non-employee workers may include external consultants, staff-leasing workers assigned to the organization on a long-term basis, or other forms of external workers.

### 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 perks.

The Bracco Group applies a benefits framework across its legal entities, ensuring no distinction between full-time, part-time, and fixed-term employees. Corporate health benefits typically include coverage for hospitalization, vision and dental care, specialist consultations, medical prevention and check-ups, rehabilitation, and mental health support.

Additional work-life balance and well-being initiatives, as well as fringe benefits, are also in place and can be accessed through dedicated digital platforms. Variations in benefit provision may occur in certain countries as a result of local regulatory requirements or market practices and are not related to employment status.

### The key principles of our approach

- 01 Pay-for-results**  
 Salaries and bonuses are directly tied to responsibilities, business performance, achievements, and individual contributions
- 02 Competitiveness**  
 We benchmark compensation against market and industry data to ensure competitive and fair pay
- 03 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 is covered by a living wage analysis that is reviewed annually. A figure exceeding the industry benchmark

50.4%

of our workforce across all locations covered by formal collective agreements concerning working conditions



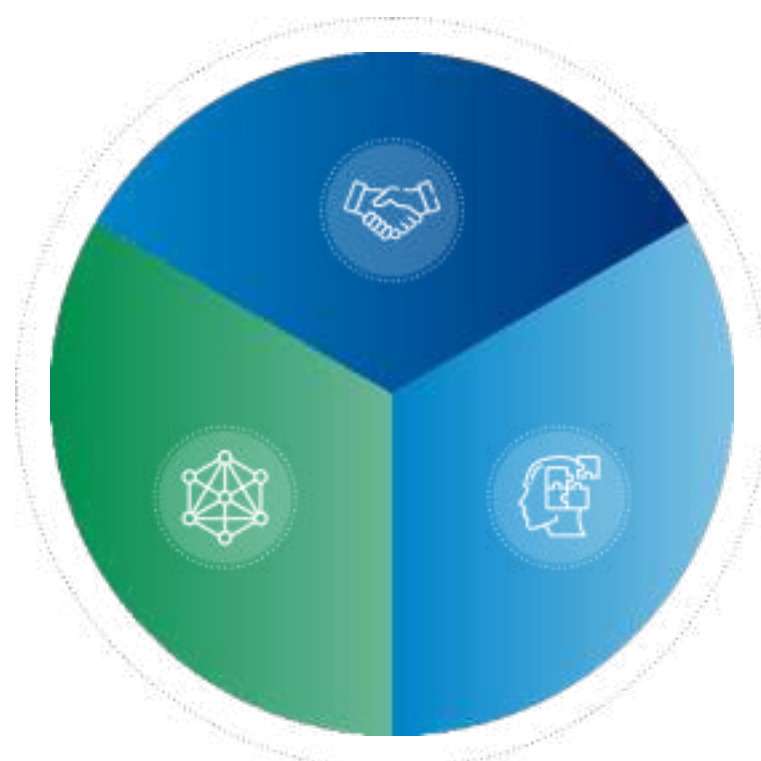
## Career Management, Training & Working Conditions Policy

An engaging workplace stems from a shared commitment to shape a company culture that reflects our strategic vision while respecting individual needs, aspirations, and potential.

To put this into practice, Bracco implements a range of initiatives and programs, including management training courses and workshops on soft skills. Together, these initiatives strengthen technical and interpersonal competencies, fostering personal development while enhancing the Group's overall performance.

Bracco's cultural transformation journey, known as the Bracco People Way, is an integrated vision that places people at the center of the organization. We view people development as a shared responsibility and an ongoing growth path that nurtures the dialogue between individuals and the organization, strengthens sense of belonging, and supports the generational transfer of expertise. This reduces the risk of knowledge loss and increases organizational resilience. 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

### 01 Fair recruitment

Implementing a transparent recruitment process that includes job postings, fair selection criteria, and equal opportunities practices

### 02 Employee development

Providing resources and opportunities for employees to enhance skills and advance their careers through training programs, mentorship, and career development initiatives

### 03 Competitive compensation

Regularly reviewing and updating wage and benefit packages to remain competitive in the market and ensure employee satisfaction

### 04 Open communication

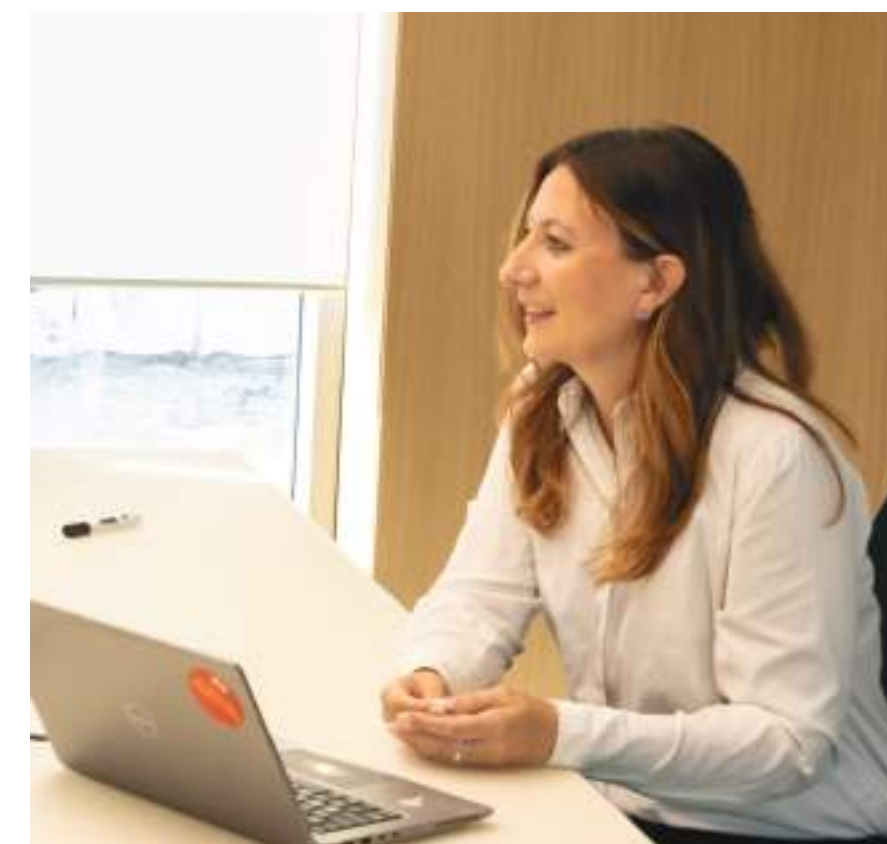
Establishing regular channels of communication between management and employees to address concerns and improve working conditions

## ACTION SPOTLIGHT

### Learning about the SDGs Turning knowledge into impact

Launched in 2024, the Sustainability Journey is a learning program that embeds sustainability into everyday decisions. It delivers short “sustainability pills” to around 3,800 employees worldwide in five languages, combining Sustainable Development Goals aligned content with actionable tips and quizzes.

By the end of 2025, over 57,000 pills were delivered with a 66% average open rate. The program has also fostered bottom-up participation, with employees volunteering as local ambassadors and proposing site-level initiatives. It was featured in “Sustainability on Stage”, the editorial platform of UN Global Compact Network Italia, which highlights best practices among member companies.



# Actions and Metrics

## Training, equal opportunities and career development

Learning and development are a key driver of individual and organizational growth at Bracco, supporting innovation and cultural transformation. The Group adopts a structured learning ecosystem that combines diverse formats, including in-person soft-skills training, mentoring, and co-creation initiatives such as design thinking, fostering collaboration and innovation.

During the year, Bracco successfully implemented the Workday HCM system across all countries, digitizing and harmonizing core HR processes. We also advanced our people development framework through the Grading Project and Job Architecture Project, strengthening role definition, career development, and compensation alignment. Talent identification activities continued in Italy and the EMEA region, alongside the global relaunch of the Learning Hub.

Learning at Bracco is increasingly seen as a shared, continuous process supported by communities of practice and internal trainers who contribute to knowledge exchange and organizational growth.

# 47

average hours of training

# 53%

of total workforce received regular performance and career development reviews

# 27%

of new hires in 2025 were under 30



## Equal treatment and pay transparency

Bracco has made tangible progress in advancing gender equality within the Group. Women represent 33% of top management positions, and the average base salary ratio between women and men stands at 93.3%. In line with the evolving European regulatory framework on equal pay and transparency, and in particular to the EU Pay Transparency Directive (Directive (EU) 2023/970), the Group has proactively initiated preparatory actions to strengthen internal processes, data governance, and remuneration policies. This approach reaffirms Bracco's commitment to fair, objective, and gender-neutral pay practices and transparent workforce management.



## Bracco's training and skills development initiatives

Bracco is investing in five key initiatives to strengthen training and skills development across the organization. The main goal is to build a more skilled, engaged, and future-ready workforce, ensuring that all employees have access to the tools and opportunities needed to grow.

01

**BOM University**  
a workshop training system

02

**Workday HCM system**  
a new digital tool for HR processes

03

**The Grading Project**  
a framework to assess key positions

04

**The Job Architecture Project**  
an organized structure of job roles

05

**The Learning Hub**  
an updated online platform



## Social assistance and welfare

We support our employees through a range of social assistance programs, 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 employees' children. Furthermore, 55% of employees are entitled to take parental leave\*.

Across 2025, Bracco strengthened its commitment to employee welfare, wellbeing, and social protection through a wide range of initiatives implemented across multiple geographies, reaching a broad workforce and generating measurable social value.

In Italy, targeted economic support benefited nearly 400 people, while internationally Bracco expanded initiatives promoting health prevention, physical and mental well-being, work-life balance, and inclusion. These encompassed global engagement programs such as STEPtember and awareness campaigns like Wear Pink Day in the U.S. Across Italy, Canada and the U.S. family oriented initiatives were also promoted, including Bring Your Kid to Work Day and flexible work and time-off policies.

Additional initiatives consisted of structured well-being and listening services in Switzerland, advanced health monitoring and ergonomic interventions in Germany. Across both countries, additional support was also provided through hotlines and occupational health programs. In Canada, Health Week programs and telemedicine access were also promoted, while in the U.S. comprehensive benefit packages supported employees' financial, physical, professional, and personal needs. Together, these actions reflect a comprehensive and integrated welfare system designed to support employees and their families throughout different stages of life, while strengthening well-being, resilience, and inclusion across the organization.

## Digital innovation for efficiency, productivity and sustainability

In 2025, Bracco advanced its digital transformation through four key initiatives. In the Legal function, a digital tool was introduced to support contract management, using AI-based capabilities to improve efficiency, consistency, and oversight across the Group. We also integrated the latest cloud-based, in-memory, real-time ERP platform. The initiative simplifies, harmonizes, and improves automation. It also lays the foundation for future AI integration.

In parallel, Bracco is piloting a digital solution to modernize validation processes, reduce paper use, and improve data integrity while enabling more efficient workflows. A new digital reporting platform was also implemented to integrate all available data into a single framework.

## Cybersecurity training program

Since 2023, Bracco has strengthened its cybersecurity and data protection framework through an ongoing advanced digital training program. The initiative increases employees' awareness of cybersecurity and company policies. It supports personal data protection, reinforces responsible governance, and fosters a culture of shared accountability through an interactive learning approach. In parallel, in 2025, a company-wide phishing simulation assessed employee readiness and identified areas for improvement, with results used to refine training activities. As an entity subject to the NIS2 Directive, Bracco has appointed dedicated representatives and is implementing a structured compliance roadmap to further mitigate risks.

### ACTION SPOTLIGHT

## Sustainable change starts from who we are

### The Bracco Operating Model (BOM) in its first year of adoption

In 2025, Bracco moved from designing to actively implementing a company-wide organizational transformation, changing the way people work, collaborate, and lead across the business. We began not by rolling things out, but by observing and listening to the organization.

The Bracco Network Analysis (BNA), a study spanning 19 countries and over 1,800 people, mapped how collaboration really happens and revealed what was already there: cross-functional communities, connectors bringing distant areas together, and an EMEA region that had functioned as one long before it was ever formalized. The transformation was designed around what was already working.

One element has been, and continues to be, central to driving this adoption: the Mission Based Team (MBT), a group of people who carry the transformation movement forward and keep it sustainable from within.

The MBT is a cross-functional group of leaders created to address the strategic and operational challenges of the new operating model, challenges that require accelerated, coordinated action across Functions, Platforms, and Regions.

Its purpose is to orchestrate change-making initiatives, define priorities, and use members' influencing skills and internal networks to make the BOM recognizable and drive its adoption. The team was designed on how Bracco really works, not on the org chart: it was built from scratch

through the same network analysis, identifying the people who already play a critical role in enabling collaboration, problem solving, and alignment across the company.

Rather than implementing change all at once, we started with focused pilots, testing new tools, processes, and behaviors on real work before scaling. One of those pilots gave rise to the Bracco Performance Way, our new performance model built on listening, collaboration, and continuous feedback, and anchored in three shared behaviors: innovation, results & impact, and collaboration.

In its first year, 3,741 employees were part of this new process, and a feedback network of 594 people strengthened connections across teams. To support the transition, the BOM University delivered 800 hours of training through 11 workshops focused on business and management. The program builds leadership, communication, and change management skills, supporting employees through transformation and encouraging new organizational behaviors.

It is in all of this that we find the true sustainability of this transformation: not a program driven by external pressure, but a change that people own, rooted in who Bracco and its people already are. Because change is built together.

\*The current data reflects a change in the data collection approach. Reporting is now aligned with GRI 401-3 and focuses on Parental Leave, whereas the previous reporting cycle followed ESRS requirements and covered the broader Family Leave metric under ESRS SI-15.

## 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. In previous years, noise measurements were higher due to the introduction of new machinery and production processes, which required more frequent and detailed assessments. In 2025, most measurements were conducted as part of a planned and routine monitoring program defined by site-level risk assessments, reflecting the stabilization of operational processes.

### ACTION SPOTLIGHT

## Protecting our people: health and safety actions

In 2025, we continued to strengthen our approach to health and safety across all our sites, implementing concrete actions to protect our people and improve working conditions. Our initiatives ranged from employee well-being programs to advanced automation solutions and the reduction of occupational exposure risks.

### Health week in Canada

Bracco implemented a Health Week initiative aimed at promoting employee well-being, addressing aging workforce needs, and encouraging cross-departmental interaction. The project included physical activities, expert-led sessions on ergonomics, sleep and personal finance, and internal HR-HSE communication campaigns, contributing to increased awareness of health-related topics across the site.

### Installation of on site 3D foot scan for safety shoes

At the Singen site, Bracco introduced on-site 3D foot scanning and customized insoles for employees required to wear safety shoes. The initiative leveraged advanced technology to reduce musculoskeletal discomfort, particularly affecting feet, back and knees, achieving high participation and positive feedback while improving workplace ergonomics.

### Modernization of production line with a new Pre-Filled Syringe production machine

Bracco modernized the pre-filled syringe production line through a comprehensive automation project at the Colletterto Giacosa site. The initiative significantly reduced manual handling and repetitive movements, lowered contamination risks, enhanced GMP compliance, and improved operational reliability to support future production volumes.

### Substitution of Phosphate Loading System

The Ceriano Laghetto site redesigned the phosphate loading process in the wastewater treatment plant by replacing manual handling of solid materials with an automated liquid dosing system. The project eliminated dust exposure and heavy lifting, improved process efficiency, and generated measurable safety and cost benefits.

### Implementation of a safety control system

To reduce risks associated with hot liquids and surfaces, Bracco implemented a new safety control system for Clean-in-Place (CIP) and Sterilization-in-Place (SIP) operations in Singen. The solution ensures that processes can only be initiated from outside hazardous areas, with automated access controls that significantly reduce burn risks without affecting production continuity.

### Reducing exposure

At the Heerlen site, Bracco optimized warehouse logistics by creating a dedicated area for specific products and eliminating forklift use in selected processes. This initiative reduced internal transport movements, significantly lowered ethylene oxide exposure, and improved overall workplace safety and operational efficiency.

265



indoor noise  
measurements taken

695

chemical samplings  
taken

### ACTION SPOTLIGHT

## SAFETY STARTS WITH ME

A program to incorporate safety  
into daily behaviors

In 2025, the Group strengthened its commitment to HSE through the global initiative Safety Starts with Me, a cultural and awareness raising program aimed at embedding safety into everyday behaviors through personal responsibility.

The initiative was rolled out through a structured set of operational and communication activities, including videos, visual materials and on-site posters.

The program was also supported by thematic initiatives addressing specific occupational risks - such as chemical safety, slips, trips and falls, and the “Stop & Think” approach - encouraging employees to pause, assess risks and adopt appropriate preventive measures before performing tasks.



# Education, Communities and Social Development

## OUR APPROACH

Education is a fundamental pillar of our approach to driving social impact – both within the 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 future health workforce 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 medical 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, culture, and education programs

To ensure respect for human rights and a safe and healthy work environment



## OUR LATEST ACHIEVEMENTS

# 150,000

healthcare professionals  
reached through educational  
activities worldwide in 2025

# 133

individual cases assisted by the  
Bracco Psycho-Pedagogical  
Center in 2025, aimed at  
supporting the psychological well-  
being of minors and their families



# Updates and Actions

## Developing skills in the healthcare community at the global level

In 2025, our work with the diagnostic imaging community continued to grow. We engaged over 1,645 leading experts who contributed to Bracco's events and scientific advancements. We supported young professionals through scholarships and over 380 CME-accredited programs, reflecting our belief that "knowledge lies in sharing". Additionally, we facilitated over 10,000 on-site clinical and application visits worldwide, fostering knowledge exchange, research, and the evolution of clinical practice.

150,000



Healthcare professionals reached through educational activities worldwide in 2025

388

Number of accredited programs supported

10,000

Onsite support through clinical and application visits

## Advancing imaging education, advancing care

Since its foundation, the Bracco Group has been guided by a simple, enduring belief: the future of imaging depends on education. In 2025, this founding principle continued to shape the way Bracco supports radiologists, clinicians, and healthcare professionals worldwide as they navigate the rapid evolution of imaging, technology, and clinical practice. For decades, the Group has invested not only in innovation, but in people: building knowledge, encouraging exchange, and fostering a global community grounded in excellence.

In 2025, our commitment to the education of healthcare professionals shaped an ecosystem of initiatives united by a common vision: ensuring that scientific innovation translates into better clinical decisions and improved patient outcomes. Throughout the year, this ecosystem engaged professionals across the globe through accredited educational programs, 126 fellowships, congresses, webinars and mentorship pathways, reinforced by a wide range of activities and more than 10,000 on-site clinical visits that brought learning directly into hospitals and daily practice. A key milestone of the year was the continued expansion of the Bracco Global Academy, our digital platform for structured, high-quality education, which in 2025 strengthened its role as a global space for scientific dialogue and remote clinical learning across a growing number of countries.

The platform's impact is also reflected in its results, with 2,420 users, more than 150 available resources and contents, and engagement across 14 countries. 2025 also marked a renewed focus on the next generation of imaging leaders, with young healthcare professionals representing a growing share of participants, especially within global programs, supported by a broad

international network of experts acting as mentors and scientific contributors. In educational initiatives young professionals accounted for 39% of participants, rising to 50% within global programs.

The true measure of this year's progress lies not in individual figures, but in the coherence of the overall strategy: international, regional, and local initiatives speaking the same scientific language and converging toward the same goal. In 2025, Bracco reaffirmed its longstanding commitment to improving, evolving, and expanding its educational ecosystem, standing alongside the professionals who shape its future.



## The value of our research

Peer-reviewed journal and scientific publications are a key indicator of the quality and impact of our research. Metrics such as BED and BET provide a structured overview of our scientific output, highlighting its contribution to innovation and long-term value creation.

### BED



#### Blue Earth Diagnostics

|                              |     |
|------------------------------|-----|
| Journal papers               | 22  |
| Conference abstracts         | 31  |
| Acceptance rate              | 97% |
| Podium presentations         | 9   |
| Scientific posters presented | 20  |

### BET

#### Blue Earth Therapeutics

|                              |      |
|------------------------------|------|
| Journal papers               | 3    |
| Conference abstracts         | 6    |
| Acceptance rate              | 100% |
| Podium presentations         | 3    |
| Scientific posters presented | 3    |



# Education: our initiatives around the globe

In 2025, 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



## Bracco's presence in the medical community

Bracco's role in its industry goes beyond that of a solution provider. The Group acts as a global ambassador of education in the medical field, championing the idea that true progress in Imaging emerges where innovation and sustainability intersect. Throughout 2025, we brought this vision to the most influential stages of the radiological community worldwide, from ECR in Europe to RSNA in the United States and JPR in Brazil, sharing our latest scientific advances, technologies, and clinical solutions. At each of these events, our presence

was not limited to showcasing products, but aimed at opening a wider conversation with healthcare professionals on how imaging innovation can translate into better clinical outcomes, more efficient care pathways and a more sustainable use of resources. This consistent advocacy across continents and scientific communities reflects our belief that educating today's and tomorrow's clinicians is the most powerful way to ensure that scientific and technological progress serves people, patients, and the planet alike.



## Sustainability engagement and education in the Americas

In 2025, Bracco reinforced its sustainability engagement through targeted education, professional outreach, and operational initiatives across the Americas. Bracco Americas supported sustainability-focused continuing education and industry events for healthcare professionals, while also strengthening internal awareness through structured training programs integrated into onboarding, leadership development, and field activities.

Sustainability capabilities were further embedded into the commercial organization through a dedicated business course for SAMs (Strategic Account Managers) and CAEs (Corporate Account Executives), complemented by an academic capstone lecture linking sustainability principles to practical decision-making. In parallel, Bracco contributed to thought leadership on responsible imaging practices and advanced circular economy pilots in Canada, assessing initiatives for glass bottle collection and iodine recycling designed to reduce environmental impact without disrupting clinical workflows.

## Next Gen - Korea

In 2025, Bracco further strengthened its Next Gen initiative, expanding beyond established partnerships with scientific societies to include direct collaboration with emerging experts through dedicated programs, such as Next Gen Korea. Launched in 2025, the initiative aims to reduce disparities in radiology training across hospitals in Korea by providing residents with broader access to advanced learning opportunities.

Delivered through an online format, Next Gen Korea enables real-time knowledge sharing among expert speakers and training hospitals, fostering a nationwide learning network that supports the development of clinical expertise and contributes to the continuous improvement of diagnostic quality.





# Education: our initiatives around the globe

In 2025, 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

## Bracco Global Academy

Building on the progress achieved in the previous year, 2025 marked a phase of growth and consolidation for the Bracco Global Academy, confirming its role as a truly global educational ecosystem. The platform expanded its international reach, enriched its portfolio of educational content, and continued to integrate digital learning with on-site clinical and practical experiences.

The platform now brings together 2,420 users across 14 countries, offering more than 150 educational resources designed to support accredited learning, expert networks, and on-site support. Through this evolution, the Bracco Global Academy further strengthened its contribution to advancing medical education, supporting professional communities, and fostering high-quality, accessible learning opportunities worldwide.

## 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 and sponsoring 126 fellowships in 2025.

2,400

Radiologists and Healthcare professionals involved in Bracco Global Academy, Bracco’s digital ecosystem designed to deliver structured, high-quality education worldwide

4.81

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

50%

of trainees below 35 years of age trained in 2025\*



### ACTION SPOTLIGHT

## Bracco Under 40 (BU-40) Training the Next Generation of Radiology

Among the most distinctive expressions of Bracco's educational mission is Bracco Under 40 (BU-40), an Italian project dedicated to the training of young doctors and specialists under forty years old, with the goal of developing talent and shaping a new generation of professionals in diagnostic and interventional imaging. Designed in collaboration with the leading scientific societies in radiology and interventional cardiology and their youth groups, BU-40 builds a structured learning

journey consisting of interactive courses, quizzes between specialty schools and hospitals, surveys, challenges and annual events, some led by established national Key Opinion Leaders and others by young, successful professionals. Through this model, Bracco reinforces its long-standing commitment to excellence in medical education, investing in early-career clinicians as the foundation for the future of imaging and patient care.



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



IN THEIR OWN WORDS

# Training the minds that will transform radiology

Bracco's long-standing commitment to education, innovation, and global collaboration is helping young radiologists grow into the leaders the field needs

Expanding access to medical imaging education has long been at the heart of what Bracco does.

Across the world, healthcare professionals, regardless of where they practice, need the resources to learn, grow, and ultimately deliver better care to their patients.

Here are some examples of the educational support Bracco provides to radiologists around the world.

## AIM China - exchanging excellence

A strong example of this commitment is the ESOR Advance Imaging Mentorship (AIM) China program, an innovative initiative designed to bridge the gap between outstanding young radiologists from China and leading European training centres.

**"I think wherever we are in the world, we are dealing with very similar challenges and problems. This includes workload, workforce pressures, and how we organize our work. I believe there is a lot we can learn from one another by seeing how others address the same challenges and by identifying opportunities for collaboration."**



**Christian Loewe**  
Director of the Division of Cardiovascular and Interventional Radiology, Department of Biomedical Imaging and Image-Guided Therapy, Medical University Vienna, Austria

The program goes well beyond a traditional training experience. It fosters meaningful international collaborations, brings together professionals from across the world, and continues to push the boundaries of research and innovation.

**"For me, Bracco is a creator of opportunities that opens doors across cultural and international platforms, allowing us to communicate, collaborate, and grow together. It helps us nurture the next generation of young radiologists, the leaders of the future. Bracco is both instrumental and indispensable in this mission."**



**Ling-yi Weng**  
West China Second University Hospital, Sichuan University, China

## Young clubs - shaping a brighter tomorrow

At ECR 2025, Bracco partnered with the European Society of Radiology to support the next generation of radiologists through a dedicated educational session and networking event, "Bracco and ESR: young clubs Take the Lead".

Designed by and for young professionals looking to grow beyond daily clinical practice, the session brought together emerging talent to improve proficiency and confidence in image-based diagnosis in different body districts through a challenge built on presentations of clinical cases and presented by the Young Clubs of different

**"I hope next year's event will be even bigger and include even more young clubs, because I believe the most important part of these congresses is connections."**



**José Pereira**  
Department of Radiology - Unidade Local de Saúde Almada-Seixal, EPE

subspecialty radiology societies. The event also created space for participants to connect directly with peers and experts in an informal setting, extending the conversation during a networking moment at the Bracco booth.

The initiative reflects Bracco's long-standing commitment to empowering the next generation of radiology professionals, giving them the tools, inspiration, and networks they need to drive innovation and progress in the field. Investing in young talent today is, ultimately, an investment in better patient care tomorrow.

**"In this field, you have to trust your instincts. Curiosity is essential for answering the difficult questions imaging presents, and a fair amount of luck also helps along the way."**



**Carlo Prosperini**  
Milano Statale University, Radiology School of Specialization

# Corporate Social Responsibility: Acting for Impact

Bracco's Corporate Social Responsibility strategy is rooted in a long-standing tradition of responsibility, care, and positive corporate citizenship, reflecting the Group's founding values.

Over time, it has evolved into a structured framework that places people, communities, future generations, and the environment at its core. At the heart of this approach is the idea of community, the bond that connects us and gives meaning beyond ourselves. Community means caring for our work, our colleagues, and the world we share. To support its international strategy, Bracco has established a global CSR Lead community connecting representatives across sites and countries. CSR Leads act as local points of contact for social impact initiatives.

They engage colleagues, share ideas, and work with the CSR Corporate team to translate global priorities into locally relevant actions. This commitment is expressed through four pillars: #WeStand4 People, Community, Environment, and Future Generations.

## Building stronger communities, one initiative at a time

In 2025, Bracco reinforced its commitment to social sustainability through a broad portfolio of initiatives spanning sport, education, healthcare access, and community support, developed in partnership with local organizations across multiple countries.

### Sport

Sport is a long-standing pillar of Bracco's CSR strategy, reflecting our belief in its power to instill values closely aligned with our culture and mission, particularly among younger generations. These include fair play, teamwork, discipline, and resilience. Each year, Bracco supports four amateur youth clubs in Milan and Torviscosa, communities where our sites have long been rooted, combining financial sponsorship with active engagement to address the evolving challenges of today's sporting environment. In 2025, sport initiatives brought together 36 teams engaging 1,299 athletes, a 19% increase compared to 2024. The strong focus on gender inclusion led to a 24% increase in female participation.



Photo by Gerald Bruneau for Bracco Foundation

### Education

For over two decades, the Bracco Psycho-Pedagogical Center (CPP) has supported the psychological well-being of minors and families across Lombardy. In partnership with the municipalities of Cesano Maderno, Ceriano Laghetto, and Milan, our centers provide free support for children and adolescents facing behavioral and learning challenges, including certified diagnosis of specific learning disorders. In 2025 the CPP supported 1,071 students through several activities, with users reporting a 27% perceived improvement in well-being. Beyond Italy, Bracco promoted inclusive community development through donation initiatives in Brazil supporting families in need, medical product donations in the United States benefiting vulnerable patients and professional medical training, and educational investments in rural China reaching over 2,700 students. In Shanghai, more than 240 residents benefited from free health screenings programs, providing early detection and preventive care to underserved populations. In Benin, 628 students were supported through education and inclusion initiatives.



### Volunteering

At Bracco, corporate volunteering is a key expression of our CSR strategy. By engaging employees in initiatives that benefit society and the environment, we strengthen our corporate identity, foster a strong sense of belonging, and support the development of soft skills through hands-on experiences. At the same time, our volunteering activities aim to generate positive, locally relevant impact in the communities where we operate, addressing social and environmental challenges while promoting awareness and responsible behaviors. Team-based volunteering also plays an important role in reinforcing collaboration and cultivating a supportive, inclusive work environment.

Together, all these initiatives demonstrate Bracco's global approach to generating tangible, locally relevant social impact through education, health, and community empowerment.

133



Individual cases assisted by CPP in 2025

4.83

Average rating achieved for the psychological well-being of children (improvement from 4.26 on a 5-point scale)



# Corporate Social Responsibility: Community Projects

The following initiatives illustrate how Bracco turns its values into concrete actions in the communities it supports

## Corporate volunteering: giving back to our communities

In 2025, colleagues took part in 10 volunteering initiatives across Italy, Switzerland, the Netherlands, the United States, and Japan, combining environmental action with social support. Activities included city and park cleanups in Milan and Japan, a seeded meadow project to enhance biodiversity at the Ceriano Laghetto production plant, and a tree-planting day in the U.S.

Additional community-focused initiatives included assisting food banks, volunteering at a blood drive, and sorting donated clothing with Caritas Ticino. Overall, 184 employees contributed 434 volunteering hours during the year, reflecting our shared commitment to creating positive impact in the communities and environments where we operate.



## Opening doors to education in Benin

Bracco's international CSR cooperation in Benin focuses on long-term initiatives to improve access to education and healthcare, with the goal of reducing school dropout and increasing attendance in the local area. Through its ongoing support of the Collège Fulvio Bracco in Barei, developed in partnership with Amici dell'Africa Onlus, Bracco helps create a safe, inclusive, and stimulating learning environment for 628 students (239 girls and 389 boys), achieving an average attendance rate of 80%.

This commitment resonates far beyond the local community, including with Bracco employees like Ashimi Traore, originally from northern Benin and now working as Molecular Imaging Global FP&A Manager at Blue Earth Diagnostics. In 2025, Bracco's commitment was further strengthened through educational, cultural, and infrastructural initiatives designed to keep students engaged and prevent early school leaving. Activities included a weekly theater workshop involving around

100 students, addressing social issues such as teenage pregnancy and family responsibility while encouraging the involvement of families and the wider community. A drawing workshop engaged 60 students, providing a space for self-expression through art inspired by local culture and everyday life.

The renovation of a multisports field was also completed, supporting students' wellbeing and reinforcing attendance through extracurricular activities. In addition, a new monitoring and reporting system was introduced to track attendance, academic performance, and emerging needs on a monthly basis, enabling early identification of students at risk of dropping out. Alongside education, in 2025, Bracco further strengthened its contribution to healthcare access by supporting a hospital in Djougou through the donation of over 11,000 repurposed medical devices, improving treatment efficiency and patient care.

**"Seeing Bracco invest in education in Benin showed me that the DNA of our company goes much deeper than I had imagined. Bracco is not only saving lives through the work we do in healthcare but also transforming lives and creating opportunities for people who might otherwise feel forgotten, even in remote communities like Barei, in northern Benin. I am truly proud to be part of an organization that is making a difference in the world in so many meaningful ways."**



**Ashimi Traore**

Molecular Imaging Global FP&A  
Manager at Blue Earth Diagnostics



## Sport: from local roots to international success

In 2025, our commitment to sport was highlighted by the outstanding achievements of Erika Saraceni, a Bracco-supported athlete who won the European Under 20 triple jump title, setting a new Italian record and emerged as one of the most promising talents in international athletics. Her success is a concrete example of how Bracco's support for sport contributes to nurturing excellence, developing talent, and fostering positive role models for the future.





Bracco Foundation was founded on a long-standing commitment to social responsibility and the values that have guided the work of the Bracco family and the Bracco Group for nearly 100 years. The Foundation creates and promotes cultural, artistic, and scientific initiatives that improve quality of life and social cohesion, with a particular focus on women and young people. These are the main areas in which the Foundation is active.



## Art and Science

The Bracco Foundation works at the intersection of artistic expression and scientific methodology, drawing on a century of expertise from the Bracco Group. It promotes the arts through a multidisciplinary approach in which scientific and technological expertise become tools for cultural enhancement. Using advanced imaging technologies, radiology, and non-invasive scientific analysis, it explores works of art in depth, making visible what would otherwise remain hidden. The Foundation also sees culture as a driver of social development and well-being, with a strong focus on reducing educational inequality through inclusive access to art and science. Music is another key area of engagement, used as a universal language to promote inclusion, education, and personal growth, especially among younger generations.



## Welfare and Health

The Bracco Foundation works in strategically important regions to promote a culture of prevention, bringing scientific, philanthropic, and social value to local communities. Guided by the principles of social design, it promotes models of community welfare aimed at strengthening the social fabric and improving access to healthcare services, while fostering collaborative networks to address community needs, with a focus on supporting the most vulnerable groups. Women's health is a long-standing strategic priority, embedded within a broader vision that links culture, access to knowledge, and collective well-being.



## Education

In this area, the Foundation acts as an enabler of knowledge and skills, going beyond funding to share methodologies, build networks, and create educational opportunities in both scientific fields and the arts. A key priority is career guidance and the promotion of STEM disciplines, developed through partnerships with schools, third-sector organizations, and cultural institutions. These initiatives are designed especially for girls and young women, encouraging scientific careers in line with broader gender equality goals. Longstanding collaborations with leading institutions, including Accademia Teatro alla Scala, further support the development of talent by making training and opportunities more accessible. Across all its work, the Foundation addresses educational inequality as a core, cross-cutting priority.



## Gender Equality

Women's empowerment is a priority across all areas of the Bracco Foundation's work, bringing together initiatives that promote a more inclusive and equitable culture, capable of strengthening women's presence in scientific, cultural, institutional, and professional contexts. A key focus is also placed on career guidance and the promotion of STEM disciplines among young women, where the Foundation highlights role models in science and research to broaden opportunities and encourage future scientific careers. Major international events, including the Olympic and Paralympic Games as well as leading platforms for cultural diplomacy, provide important opportunities to share these themes with broad and diverse audiences, with the aim of contributing to lasting cultural change.





This section highlights two of our main projects carried out in 2025 in the fields of art and science, education, and gender equality.



## ProgettoDiventerò nel Mondo STEM and gender equality across borders

ProgettoDiventerò nel Mondo, the "I will become in the World" project, is the international edition of progettoDiventerò, launched through a partnership between the Bracco Foundation and the Italian Ministry of Foreign Affairs and International Cooperation. The program extends the Foundation's long-standing training initiative to Italian school students abroad, to promote scientific culture and gender equality in STEM.

The project aims to promote STEM education and research while raising awareness of gender equality in science through the Mind the STEM Gap Manifesto. It encourages students to become ambassadors for inclusion, strengthen their sense of global citizenship and community, and support collaborative and innovative teaching approaches. Under a teacher's guidance, students translate the Manifesto, identify leading women in STEM from their country, and develop a digital project on the importance of careers in the scientific and technological fields.

The first edition (2024–2025) involved 10 schools, 35 classes, and 584 students across Italian schools abroad, with winning schools in Paris, Addis Ababa, and Lima. The second edition (2025–2026) expands participation to Italian sections in foreign, European, and international schools, reaching approximately 70 Italian language sections across multiple continents, and reinforcing the original objective of spreading Italian culture, scientific culture, and the values of gender equality in the global educational context.



## Bracco Foundation at Expo 2025 Osaka Bridging art, science and technology

The Bracco Foundation supported the development of content for "Bracco @ Expo 2025 Osaka", in connection with the Bracco Group's participation as Official Gold Sponsor of the Italy Pavilion at the Universal Expo in Osaka. Held from April 14 to October 13, 2025, under the theme "Designing Future Society for Our Lives", the Expo welcomed over 29 million visitors. The Foundation's showcased a permanent installation of the Portrait of Itō Mancho (1585), a work by the Italian painter Domenico Tintoretto and a historic symbol of the relationship between Italy and Japan. It was accompanied by an innovative video narration of the project for diagnostic analysis and scientific enhancement curated by the Foundation in collaboration with national universities and research centers. The Bracco Foundation also took part in Italy's National Day, featuring performances by students from the Ballet School of the Accademia Teatro alla Scala.

The project strengthened a broad network of strategic partnerships involving Italian public institutions as well as leading cultural organizations such as Fondazione Trivulzio, Biblioteca Ambrosiana, the Osaka Museum of Fine Arts, and the Accademia Teatro alla Scala. The initiative advanced knowledge-sharing around innovative diagnostics for cultural heritage preservation while increasing the visibility of a culturally significant work and strengthening ties between the two countries. The project also reinforced collaboration among Italian, European, and Japanese institutions in the academic and cultural sectors, and reinforced the international profile of Bracco and the Foundation at the intersection of science, art, and innovation.

# 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

**81%**

of our workforce has received training on whistleblowing, through the communication of a new policy and procedure\*

**100%**

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

\*In 2025, the training covered a significant portion of the workforce that had not received communication of the policy in 2024. Specifically, this percentage refers to employees who were informed, through the LMS, about the new Whistleblowing procedure. More targeted training sessions, including assessments to verify learning outcomes, will be carried out in 2026.



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

2030 TARGETS AND PROGRESS

2025 UPDATE

| AREA                            | TARGET 2030                                                                                                                                 | PROGRESS 2025                                          | STATUS        |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------|
| CORRUPTION & BRIBERY            | Train all relevant personnel operating in sensitive areas through the Global Anti-corruption Program and Global Antitrust Program by 2030*  | 5,489 hours of training completed since baseline year* | ON TRACK      |
|                                 | Conduct a total of 82** audits in the area of compliance (Code of Ethics, Model 231, Bracco's Whistleblowing Policy and others) by 2030*    | 30 audits carried out since baseline year*             | 30 / 82       |
|                                 | Deliver 9,000** hours of training on Model 231 and the Code of Ethics, ensuring widespread awareness and compliance across the organization | 4,500 hours of training completed since baseline year* | 4,500 / 9,000 |
| SUSTAINABLE PROCUREMENT         | 80% of suppliers assessed on ESG performance; 100% of at-risk suppliers physically audited.                                                 | 30% of suppliers assessed with the new digital tool    | ON TRACK      |
| OTHER GOVERNANCE-RELATED TOPICS | Deliver Data Protection Programme training to the corporate population with an IT account by 2030*                                          | 3,068 hours of training completed since baseline year* | ON TRACK      |
|                                 | Conduct a total of 9 environmental audits by 2030*                                                                                          | 4 audits carried out since baseline year*              | 4 / 9         |
|                                 | Conduct a total of 13 social audits by 2030*                                                                                                | 5 audits carried out since baseline year*              | 5 / 13        |
|                                 | Conduct a total of 39 operational audits by 2030*                                                                                           | 12 audits carried out since baseline year*             | 12 / 39       |
|                                 | Conduct a total of 37 IT audits by 2030*                                                                                                    | 14 audits carried out since baseline year*             | 14 / 37       |
|                                 | Maintaining an on-time closure rate of improvement actions at 95%, over the past 24 months.                                                 | On-time closure of improvement actions: 95%            | ACHIEVED      |

\*Cumulative since 2023.

\*\*The targets included in this report have been revised following an update of the sustainability plan.



# 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 laws and regulatory provisions, aiming to instill 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

\*Currently, the percentage covers a narrower scope, excluding China and Korea from the calculation, as the training is not delivered through the LMS (digital training tool) in those countries. The 54% refers to employees who have completed training on broader business ethics topics (including antitrust, data protection, and anti-corruption) over the past three years.



## OUR LATEST ACHIEVEMENTS

# 83%

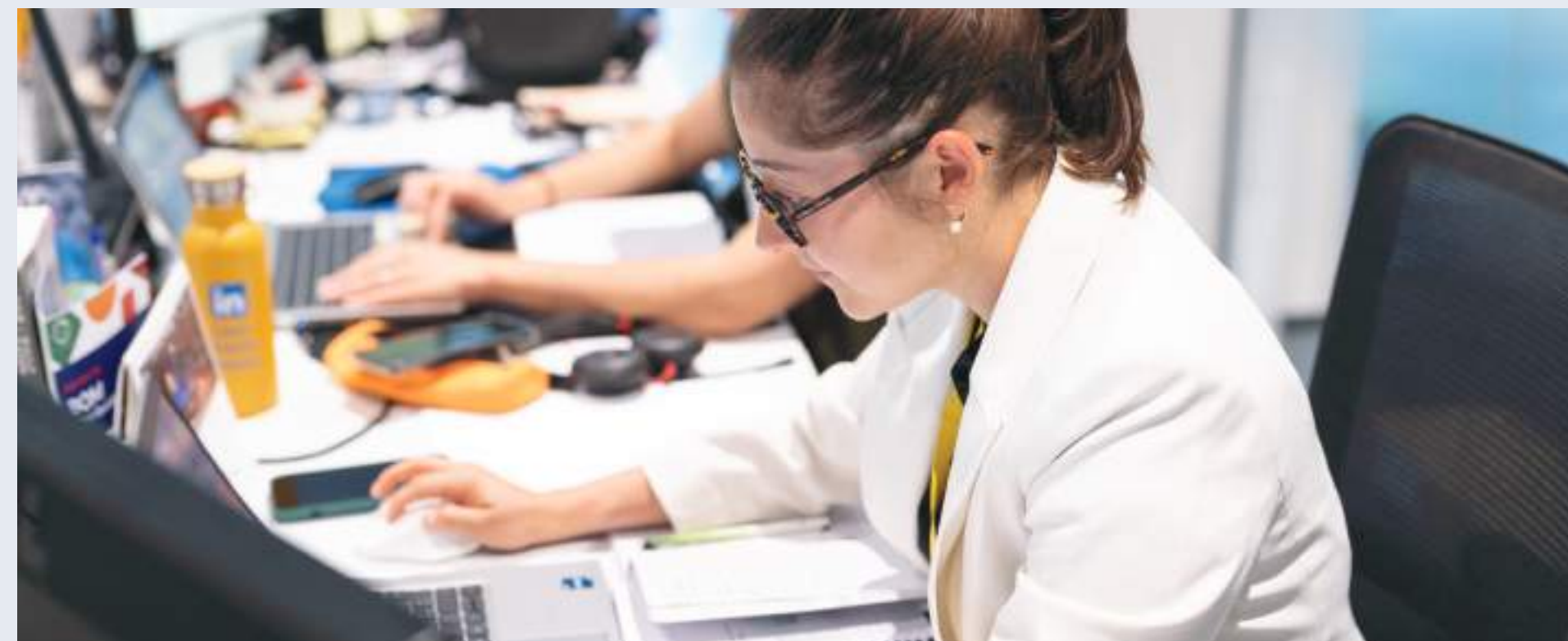
of sites have been covered by a risk assessment

# 1,822

employees received training on Model 231 and Code of Ethics

# 54%

of our workforce\* has received training on broad business ethics topics



# 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 in continuous learning and development to support skill development and to promote innovation and best practice, including in 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. Corporate Internal Audit is responsible for managing this process for the entire Group and reports periodically to the Board of Directors. This tool is also available to workers of third-party companies. These mechanisms enable employees and stakeholders to report concerns safely and transparently, fostering 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. As it is not yet possible to fully substitute animal experiments, our work on the discovery of new and effective diagnostic agents will require continued use of animal testing for the foreseeable future. However, we are introducing alternative and innovative approaches to minimize the use of animal testing wherever possible.

## Corruption and bribery

We are committed to preventing unethical practices and behaviors through strict procedures and the enforcement of necessary sanctions. The Board of Directors has established a Supervisory Body to oversee and ensure the effective implementation of Model 231\*\* (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.

The latest update to the Whistleblowing Policy, issued in 2024, strengthens whistleblower protection by formally establishing specific sanctions for any act of retaliation. In line with Bracco's policy and the Speak Up program, the CIA function of Bracco S.p.A. has been designated as the Report Manager.

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.



81%

of our workforce trained on business ethics issues (whistleblowing)\*

## Model 231

We are committed to ensuring the proper and transparent management of all our activities, supported by 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 ensure accurate and reliable management, the Board of Directors has appointed a Supervisory Body to oversee the effective implementation of Model 231. The Supervisory Body reports twice a year to the Board on the application of the Code of Ethics and Model 231 within the Group, as well as on relevant regulatory changes.



100%

of our board of directors trained on Model 231\*\* and our Code of Ethics

1,822

employees received training on Model 231 and our Code of Ethics

\*In 2025, the training covered a significant portion of the workforce that had not received communication of the policy in 2024. Specifically, this percentage refers to employees who were informed, through the LMS, about the new Whistleblowing procedure. More targeted training sessions, including assessments to verify learning outcomes, will be carried out in 2026.

\*\*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 2025, we delivered comprehensive anti-corruption and antitrust training across the Group, in line with our

commitment to ensuring that all relevant personnel operating in sensitive areas are properly trained.

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.

### ANTI-CORRUPTION PROGRAM

## Our global program focuses on three goals

### 01 Preventing illicit behaviors

Identifying and eliminating risks along with related sanctions

### 02 Harmonizing management methods

Improving efficiency and strengthening internal controls across the organization

### 03 Adopting a cohesive approach

Building a unified framework to address the subject consistently

## Risk management system

During 2025, the risk analysis activities for Companies Bracco S.p.A., SPIN S.p.A. and BRACCO RE S.R.L. were completed using the risk framework developed by the Corporate Internal Audit department in recent years.

The processes map and the related Organization, Management and Control Models 231 were updated accordingly and presented to the respective Boards of Directors for final approval.

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. With the support of a leading consulting firm, interviews were carried out with all key process owners.

The processes considered potentially exposed to criminal risk were subsequently mapped. Using the shared risk assessment methodology, the potential risks were evaluated, and the existing mitigation measures were reviewed, updated, and assessed. In 2025, significant risks related to corruption that we identified were: crimes against public administration, crimes against individual person, money laundering crimes and tax crimes. All risks were adequately mitigated through the relevant control mitigations.

Due to the residual risk evaluation, a specific remediation plan was defined and shared with each process owner. Its implementation is continuously monitored by Corporate Internal Audit and reported to the Supervisory Board and the Board of Directors. 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, it also seeks to promote overall risk awareness and support decision-making by the respective risk owners.

## 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 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.

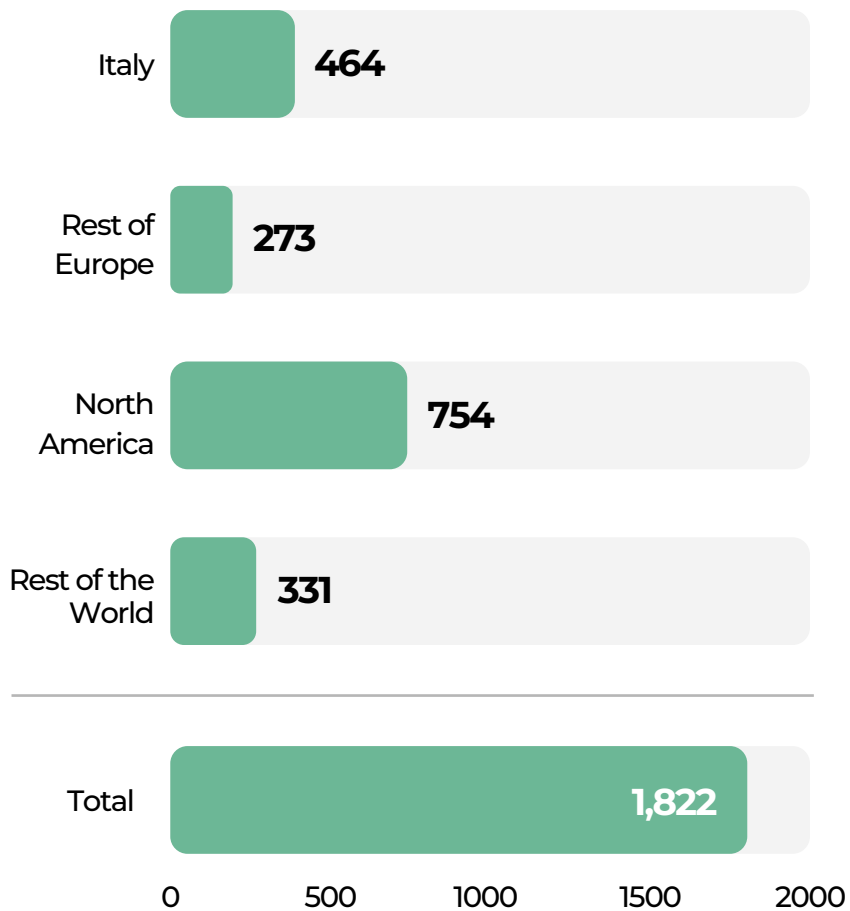
Launched in 2024, the Speak Up program allows employees and stakeholders to report, confidentially or anonymously, potential violations of the Code of Ethics, policies, or standards. Accessible 24/7 in 11 languages, it can be reached through a toll-free telephone hotline or an online portal, ensuring ease of use for anyone, anywhere. The tool is available to workers of third-party companies and included in the Supplier Code of Conduct shared with external stakeholders. Anonymous 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. The training is continuous and is supported by the HR department to ensure it reaches the entire Group.

### Employees trained on Model 231 and Code of Ethics in 2025



### ACTION SPOTLIGHT

## Building a shared culture of compliance

Ensuring integrity and transparency in all our choices to translate company values into action

Creating a shared culture of compliance across all functions and levels in the business is about more than ensuring respect for rules: it's a value that enables us to strengthen trust internally and externally with suppliers, customers, regulators and the health system. Our goal is for every employee to be an ambassador for integrity, actively promoting and guaranteeing business ethics. To achieve this and raise awareness of the importance of a compliance culture, we initiated a series of roadshows in 2024, initially focused on the EU, which continued throughout 2025. The Compliance Roadshows are targeted at all functions with a direct impact on business, including communications, sales, medical and marketing; and underline the core message that compliance is vital to building trust within the market. 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. The roadshows aim to strengthen knowledge of and compliance with rules on anti-corruption, HCP/HCO interactions, transparency, write-up, and speak-up. This year, we also introduced 'Compliance Catalyst', a new tool supporting faster, more focused in-house due diligence for business activities, already improving query quality and response times. Looking ahead to 2026, we will launch a global project to further reinforce Bracco's compliance culture. To support this, an anonymous employee survey was conducted in December 2025 across the EU, USA, LatAm, and APAC to assess awareness and perceptions of ethics and compliance and inform the project's development.

## 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.



## Anti-corruption & 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. The purpose of these two trainings is to guarantee that all employees understand our policies and their role in promoting ethical compliance, while ensuring business conduct that aligns with international regulations and upholds principles of integrity.

The courses are provided on a periodic basis for existing employees and are mandatory for all new employees upon joining. All employees in risk-related functions receive specialized training, which is extended to managers, administrators, and supervisors to maximize impact. Our standardized courses offer practical guidance, helping employees understand their responsibilities and act in line with Bracco's values of integrity.

## 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, specifying the nature, terms, origin, and relevance of the interest. Managing directors must refrain from carrying out such transactions and consult the board of directors, which in turn 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. They must also 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.

## Strengthening Compliance through audits

The Group has set a target to conduct a cumulative total of 82 compliance audits by 2030, covering key areas such as the Code of Ethics, Model 231, the Whistleblowing Policy, and other relevant internal policies and procedures. This target reflects a structured, multi-year approach to strengthening the compliance framework across the organization. As of 2025, 30 compliance audits have been completed, demonstrating solid progress toward the 2030 objective and confirming the Group's ongoing commitment to ethical conduct, transparency, and regulatory compliance.



# 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

\*Suppliers with a cumulative spending above €500,000 in 2025.



## OUR LATEST ACHIEVEMENTS

# 30%

of key suppliers have been directly assessed using a new digital tool (we commit to evaluate 80% by 2030)

# 100%

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

# 97%

of targeted suppliers\* of Italian companies assessed on ESG criteria through digital tool





# 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. Bracco incorporates the outputs from a digital tool as part of its supplier risk-assessment process. The company applies a structured approach that links policies, actions, and results.

In 2025, the Supplier Code of Conduct was updated for the Bracco Group at Global level, and this methodology is fully aligned with it. The new Code strengthens the connection between ESG evaluations and Bracco's internal governance and control framework. 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. The new Supplier Code of Conduct expands ethical and integrity safeguards by granting suppliers access to Speak Up channels for confidential (including anonymous) reporting and by strengthening periodic audits and monitoring activities.

It also introduces strategic sustainability objectives, such as those related to the circular economy, and places greater emphasis on water and waste management, responsible sourcing, and continuous environmental monitoring. In addition, the Code broadens the human rights framework by aligning with the Universal Declaration of Human Rights and reinforces commitments to social dialogue and the prevention of harassment.

# Actions and Metrics

## Selection of suppliers

We have a global network of 8,196 suppliers located primarily in regions where our production facilities or commercial operations are based.

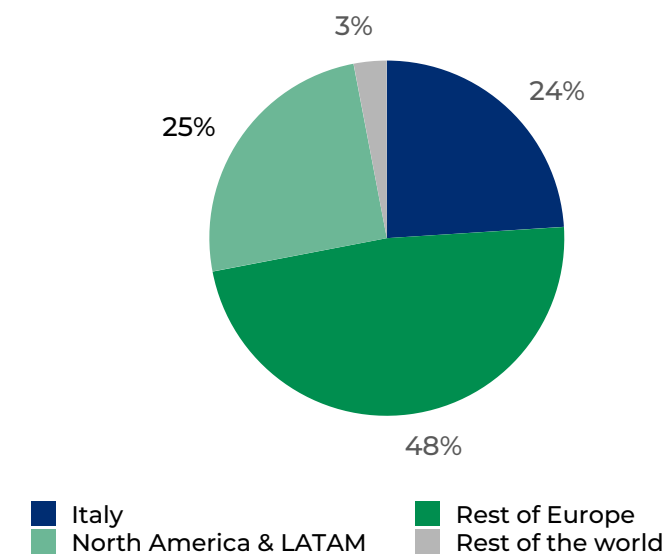
Our supply chain involves procuring both direct materials required for manufacturing and indirect materials and services necessary for regular operations.

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\*



\*Data referring to all Group's companies except China

## Supply chain management

The implementation of the Be Procurement platform and other digital platforms has significantly enhanced our supplier management in terms of economic reliability and environmental, social, and governance (ESG) criteria. By leveraging specialized softwares, we were able to bolster and make the qualification process of suppliers more traceable. In 2025, we carried out an ESG risk analysis on Bracco Imaging Italy's supplier base,

using external platforms to map all 13 spending categories and 1,936 active suppliers into distinct ESG risk tiers. The assessment showed that 93% of suppliers fall into Medium-Low or Low risk categories, while targeted deep-dive reviews were conducted on those classified as higher risk. Following the analysis, we expanded risk-based monitoring and strengthened contractual requirements for targeted suppliers, including labor,

environmental, and human-right causes. In parallel, 44% of Global Team buyers hold ADACI L2 certification (including ESG modules) and buyers onboarded in 2025 are scheduled to complete ESG training in 2026. Findings and progress are regularly reported to the Procurement Director and the Technical Operations Director and presented to the Sustainability Committee, ensuring strong governance and effective oversight of the process.

## Our assessment of suppliers

In 2025, we launched a structured ESG supplier assessment leveraging digital tools. These tools enable a comprehensive, risk-based screening of our supplier base and support a more in-depth evaluation of suppliers' environmental, social and governance performance.

### QUALIFICATION PROCESS

Our assessment of suppliers is based on three categories of evaluation

#### 01 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.

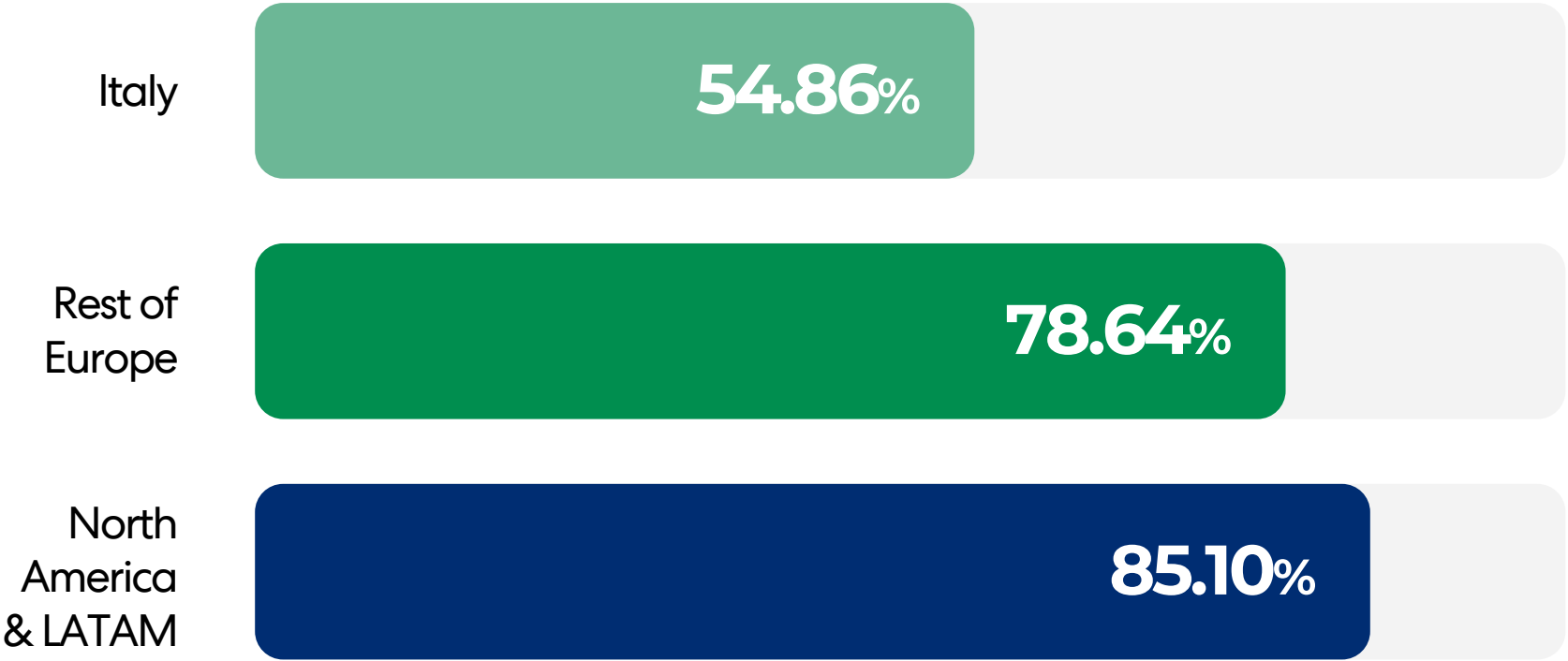
#### 02 Ethical Monitoring

Medium/high risk suppliers are continuously monitored for ethical and reputational risks. Any findings are notified to the Legal&Compliance department.

#### 03 ESG Monitoring

Medium/high risk suppliers are continuously monitored for environmental, social and labor-related risks, with any ESG due diligence updates communicated to the Procurement Team.

### Share of spending on local suppliers by region



In 2025

>1,900

suppliers to be monitored through the ESG Digital Tool

44%

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





[INTRODUCTION](#)

[THIS IS BRACCO](#)

[PLANET & NATURE](#)

[PEOPLE & EDUCATION](#)

[TRUST & GOVERNANCE](#)

[GRI AND ESRS INDICES](#)



# GRI Content Index







# GRI Content Index

|                                   |                                                                                                               |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------|
| Statement of use                  | Bracco Group has reported in accordance with GRI Standards for the period 1 January 2025 to 31 December 2025. |
| GRI 1 used                        | GRI 1: Foundation 2021                                                                                        |
| Applicable GRI Sector Standard(s) | Currently there are no GRI industry standards relevant to the activities of the Bracco Group                  |

| GRI Standard                    | Disclosure                                                           | Pages        | Notes                                                                                                                                                                                                          |
|---------------------------------|----------------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                           | 4            | Headquarter Via Egidio Folli 50 20134 Milan Italy                                                                                                                                                              |
|                                 | 2-2 Entities included in the organization's sustainability reporting | 4, 11        |                                                                                                                                                                                                                |
|                                 | 2-3 Reporting period, frequency and contact point                    | 4            |                                                                                                                                                                                                                |
|                                 | 2-4 Restatements of information                                      | 4            |                                                                                                                                                                                                                |
|                                 | 2-5 External assurance                                               |              | The Sustainability Report is not subject to external assurance                                                                                                                                                 |
|                                 | 2-6 Activities, value chain and other business relationships         | 10, 12       |                                                                                                                                                                                                                |
|                                 | 2-7 Employees                                                        | 60, 102, 103 |                                                                                                                                                                                                                |
|                                 | 2-8 Workers who are not employees                                    | 61, 103      |                                                                                                                                                                                                                |
|                                 | 2-9 Governance structure and compositions                            |              | 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 | 24    |                                                                                                                                                                                                                                  |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | 24    | Reports of the Chairwoman, of the Corporate Internal Audit of the Coordinators for Safety and Environment to the Board.                                                                                                          |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | 24    |                                                                                                                                                                                                                                  |
|                                 | 2-15 Conflicts of interest                                                       | 83    |                                                                                                                                                                                                                                  |
|                                 | 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                         | 24    | In 2025, 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                                        | 24, 62, 64                                 |                                                                                                                                                                         |
|                                 | 2-20 Process to determine remuneration                            | 24, 62, 64                                 |                                                                                                                                                                         |
|                                 | 2-21 Annual total compensation ratio                              |                                            | In 2025, the annual total compensation ratio has not been determined, therefore this information is not available for disclosure.                                       |
|                                 | 2-22 Statement on sustainable development strategy                | 5                                          |                                                                                                                                                                         |
|                                 | 2-23 Policy commitments                                           | 32, 41, 45, 53, 54, 59, 60, 61, 63, 80, 85 |                                                                                                                                                                         |
|                                 | 2-24 Embedding policy commitments                                 | 32, 41, 45, 53, 54, 59, 60, 61, 63, 80, 85 |                                                                                                                                                                         |
|                                 | 2-25 Processes to remediate negative impacts                      | 32, 38, 41, 45, 56, 64, 82, 86             |                                                                                                                                                                         |
|                                 | 2-26 Mechanisms for seeking advice and raising concerns           | 80, 82                                     |                                                                                                                                                                         |
|                                 | 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 Directors of Bracco S.p.A. |

| GRI Standard                    | Disclosure                               | Pages      | Notes |
|---------------------------------|------------------------------------------|------------|-------|
| GRI 2: General Disclosures 2021 | 2-28 Membership associations             | 27         |       |
|                                 | 2-29 Approach to stakeholder engagement  | 25         |       |
|                                 | 2-30 Collective bargaining agreements    | 59, 103    |       |
| GRI 3: Material Topics 2021     | 3-1 Process to determine material topics | 26         |       |
|                                 | 3-2 List of material topics              | 26         |       |
|                                 | 3-3 Management of material topics        | 29, 50, 77 |       |



Environment

| GRI Standard                      | Disclosure                                          | Pages      | Notes                                                                                                                |
|-----------------------------------|-----------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------|
| Other topics - Energy             |                                                     |            |                                                                                                                      |
| GRI 3: Material Topics            | 3-3 Management of material topics                   | 31         | Although not material, a dedicated section and related GRI have been included to reflect the importance of the topic |
| GRI 302: Energy 2016              | 302-1 Energy consumption within the organization    | 33, 34, 95 |                                                                                                                      |
|                                   | 302-3 Energy intensity                              | 96         |                                                                                                                      |
| Other topics - Water              |                                                     |            |                                                                                                                      |
| GRI 3: Material Topics            | 3-3 Management of material topics                   | 40         | Although not material, a dedicated section and related GRI have been included to reflect the importance of the topic |
|                                   | 303-1 Interactions with water as a shared resource  | 41         |                                                                                                                      |
|                                   | 303-2 Management of water discharge-related impacts | 41         |                                                                                                                      |
| GRI 303: Water and Effluents 2018 | 303-3 Water withdrawal                              | 41, 97     |                                                                                                                      |
|                                   | 303-4 Water discharge                               | 41, 98     |                                                                                                                      |
|                                   | 303-5 Water consumption                             | 41, 98     |                                                                                                                      |
| Other topics - Biodiversity       |                                                     |            |                                                                                                                      |
| GRI 304: Biodiversity 2016        | 3-3 Management of material topics                   | 47         | Although not material, a dedicated section and related GRI have been included to reflect the importance of the topic |

| GRI Standard                     | Disclosure                                                                            | Pages   | Notes |
|----------------------------------|---------------------------------------------------------------------------------------|---------|-------|
| GRI 304: Biodiversity 2016       | 304-3 Habitats protected or restored                                                  | 48      |       |
| Climate Change                   |                                                                                       |         |       |
| GRI 3: Material Topics           | 3-3 Management of material topics                                                     | 31      |       |
| GRI 305: Emissions 2016          | 305-1 Direct (Scope 1) GHG emissions                                                  | 99      |       |
|                                  | 305-2 Energy indirect (Scope 2) GHG emissions                                         | 99      |       |
|                                  | 305-5 Reduction of GHG emissions                                                      | 31, 32  |       |
| Pollution of water, soil and air |                                                                                       |         |       |
| GRI 3: Material Topics           | 3-3 Management of material topics                                                     | 37      |       |
| GRI 305: Emissions 2016          | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 38, 100 |       |
| Circular Economy                 |                                                                                       |         |       |
| GRI 3: Material Topics           | 3-3 Management of material topics                                                     | 44      |       |





Social

| GRI Standard             | Disclosure                                                                                               | Pages   | Notes |
|--------------------------|----------------------------------------------------------------------------------------------------------|---------|-------|
| GRI 301: Materials 2016  | 301-1 Materials used by weight or volume                                                                 | 46, 94  |       |
|                          | 301-2 Recycled input materials used                                                                      | 46      |       |
|                          | 301-3 Recovered products and their packaging materials                                                   | 46, 94  |       |
| GRI 306: Waste 2020      | 306-1 Waste diverted from disposal                                                                       | 45      |       |
|                          | 306-2 Management of significant waste-related impacts                                                    | 46      |       |
|                          | 306-3 Waste generated                                                                                    | 101     |       |
|                          | 306-4 Waste diverted from disposal                                                                       | 101     |       |
|                          | 306-5 Waste directed to disposal                                                                         | 101     |       |
|                          | Working conditions                                                                                       |         |       |
| GRI 3: Material Topics   | 3-3 Management of material topics                                                                        | 58      |       |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover                                                           | 60, 104 |       |
|                          | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 62      |       |
|                          | 401-3 Parental leave                                                                                     | 65      |       |

| GRI Standard                                                    | Disclosure                                                                                                          | Pages | Notes                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 implementing 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 403: Occupational Health and Safety 2018                    | 403-1 Occupational health and safety management system                                                              | 66    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-2 Hazard identification, risk assessment, and incident investigation                                            | 65    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-3 Occupational health services                                                                                  | 65    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | 66    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-5 Worker training on occupational health and safety                                                             | 66    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-6 Promotion of worker health                                                                                    | 66    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 66    |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-8 Workers covered by an occupational health and safety management system                                        | 105   |                                                                                                                                                                                                                                                                                                                                                |
|                                                                 | 403-9 Work-related injuries                                                                                         | 106   |                                                                                                                                                                                                                                                                                                                                                |



Social

| GRI Standard                                              | Disclosure                                                                                 | Pages        | Notes                                                                                                                |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------|
| Other topics - Education, training and skills development |                                                                                            |              |                                                                                                                      |
| GRI 3: Material Topics                                    | 3-3 Management of material topics                                                          | 67           | Although not material, a dedicated section and related GRI have been included to reflect the importance of the topic |
| GRI 404: Training and Education 2016                      | 404-1 Average hours of training per year per employee                                      | 64, 107      |                                                                                                                      |
|                                                           | 404-2 Programs for upgrading employee skills and transition assistance programs            | 64           |                                                                                                                      |
|                                                           | 404-3 Percentage of employees receiving regular performance and career development reviews | 64, 107      |                                                                                                                      |
| Diversity, Equity and Inclusion                           |                                                                                            |              |                                                                                                                      |
| GRI 3: Material Topics                                    | 3-3 Management of material topics                                                          | 58           |                                                                                                                      |
| GRI 405: Diversity and Equal Opportunity 2016             | 405-1 Diversity of governance bodies and employees                                         | 61, 108, 109 |                                                                                                                      |
|                                                           | 405-2 Ratio of basic salary and remuneration of women to men                               | 64, 110      |                                                                                                                      |

| GRI Standard                             | Disclosure                                                                                          | Pages | Notes                                                                                                                                                                                                                                                       |
|------------------------------------------|-----------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health & Safety of Patients              |                                                                                                     |       |                                                                                                                                                                                                                                                             |
| GRI 3: Material Topics                   | 3-3 Management of material topics                                                                   | 52    |                                                                                                                                                                                                                                                             |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories                 | 54,   |                                                                                                                                                                                                                                                             |
|                                          | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | 56    |                                                                                                                                                                                                                                                             |
| GRI 417: Marketing and labelling         | 417-1 Requirements for product and service information 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. |
|                                          | 417-2 Incidents of non-compliance concerning product and service information and labelling          | 115   | No incident of non/compliance with regulations resulting in a fine or penalty. The Drug Safety system was subject to 14 inspections and audits in various geographies                                                                                       |
|                                          | 417-3 Incidents of non-compliance concerning marketing communications                               |       | No incident of non-compliance was identified during 2025                                                                                                                                                                                                    |





Governance

| GRI Standard                                                                 | Disclosure                                                                                                           | Pages             | Notes                                                                                                                                                                                   |
|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Corruption and bribery                                                       |                                                                                                                      |                   |                                                                                                                                                                                         |
| GRI 3: Material Topics                                                       | 3-3 Management of material topics                                                                                    | 79                |                                                                                                                                                                                         |
| GRI 205: Anti-corruption 2016                                                | 205-1 Operations assessed for risks related to corruption                                                            | 81                |                                                                                                                                                                                         |
|                                                                              | 205-2 Communication and training about anti-corruption policies and procedures                                       | 83, 111, 112, 113 |                                                                                                                                                                                         |
| Other Governance related topics                                              |                                                                                                                      |                   |                                                                                                                                                                                         |
| GRI 3: Material Topics                                                       | 3-3 Management of material topics                                                                                    | 84                |                                                                                                                                                                                         |
| GRI 204: Procurement Practices 2016                                          | 204-1 Proportion of spending on local suppliers                                                                      | 86, 111           |                                                                                                                                                                                         |
| GRI 308: Supplier Environmental Assessment 2016                              | 308-1 New suppliers that were screened using environmental criteria                                                  | 85, 86            |                                                                                                                                                                                         |
|                                                                              | 308-2 Negative environmental impacts in the supply chain and actions taken                                           | 86                |                                                                                                                                                                                         |
| GRI 407: Freedom of Association and Collective Bargaining 2016               | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk |                   | In 2025, no violations of workers' rights to freedom of association or collective bargaining, nor any significant risks thereof, were identified within operations or the supply chain. |
| GRI 408: Child Labor 2016                                                    | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      |                   | In 2025, no incidents of child labor were identified within operations or the supply chain.                                                                                             |
| GRI 409: Freedom of Association and Collective Bargaining 2016               | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       |                   | In 2025, no incidents of forced or compulsory labor were identified within operations or the supply chain.                                                                              |
| 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 413: Local Communities 2016                                              | 413-1 Operations with local community engagement, impact assessment, and development programs                        | 69, 70, 72, 73    |                                                                                                                                                                                         |



# GRI Performance Indicators

## Planet & Nature

### Materials

GRI 301-1  
Materials used by weight or volume

| GRI 301-1 - Materials used by weight or volume *                                                                                                                                                   |     |            |            |      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|------------|------------|------|
|                                                                                                                                                                                                    | UoM | 2025       | 2024       | 2023 |
| Total weight of raw materials used during the reporting period                                                                                                                                     | Kg  | 86.242.068 | 62.123.999 | 0    |
| Total weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging) | Kg  | 15.412.104 | 650.000    | 0    |
| Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials                                                                                     | %   | 17,87%     | 1,05%      | —%   |

GRI 301-3  
Recovered or regenerated products and their packaging materials\*\*

|                    | UoM    | 2025               |                      | 2024               |                      | 2023               |                      |
|--------------------|--------|--------------------|----------------------|--------------------|----------------------|--------------------|----------------------|
|                    |        | Recovered products | % recovered products | Recovered products | % recovered products | Recovered products | % recovered products |
| API Drums 90 Liter | Tonnes | 186                | 74%                  | 175                | 74%                  | 68                 | 50%                  |
| API Drums 60 Liter | Tonnes | 156                | 62%                  | 161                | 82%                  | 135                | 82%                  |

\*Data regarding “materials used by weight and volume” refer to the Torviscosa SPIN and Ceriano Laghetto sites.  
\*\*Data regarding “recovered or regenerated products and their packaging materials” refer to the legal entities Bracco Imaging S.p.A., BIPSO GmbH, and SPIN S.p.A.





Energy

GRI 302-1  
Energy Consumption

| GRI 302-1 - Energy consumption within the organization * |     |           |           |         |
|----------------------------------------------------------|-----|-----------|-----------|---------|
|                                                          | UoM | 2025      | 2024      | 2023    |
| Natural Gas                                              | GJ  | 1.025.631 | 1.010.870 | 975.395 |
| Of which used for production processes                   | GJ  | 960.577   | 944.572   | 907.246 |
| Of which not used for production processes               | GJ  | 65.054    | 66.298    | 68.149  |
| Diesel                                                   | GJ  | 2.440     | 205       | 4.957   |
| Of which used for production processes                   | GJ  | 277       | 202       | 298     |
| Of which not used for production processes               | GJ  | 2.162     | 3         | 4.659   |
| LPG                                                      | GJ  | 0         | 0         | 0       |
| Of which used for production processes                   | GJ  | 0         | 0         | 0       |
| Of which not used for production processes               | GJ  | 0         | 0         | 0,1     |
| Petrol/Gasoline                                          | GJ  | 5.861     | 3.946     | 1.620   |
| Of which used for production processes                   | GJ  | 0,00      | 0,00      | 0,00    |
| Of which not used for production processes               | GJ  | 5.861     | 3.946     | 1.620   |
| Renewable fuels - Biomethane                             | GJ  | 0         | 0         | 0       |
| Of which used for production processes                   | GJ  | 0         | 0         | 0       |
| Of which not used for production processes               | GJ  | 0         | 0         | 0       |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.

|                                                               | UoM | 2025      | 2024      | 2023      |
|---------------------------------------------------------------|-----|-----------|-----------|-----------|
| Consumed electricity                                          | GJ  | 430.604   | 429.158   | 413.247   |
| Purchased electricity                                         | GJ  | 263.666   | 286.682   | 255.948   |
| of which renewable<br>(certified - e.g. guarantees of origin) | GJ  | 189.018   | 194.602   | 135.978   |
| Self-produced electricity                                     | GJ  | 208.938   | 187.812   | 201.380   |
| of which renewable<br>(certified - e.g. guarantees of origin) | GJ  | 2.009     | 319       | 27        |
| Self-produced and sold electricity                            | GJ  | 42.000    | 45.336    | 44.080    |
| of which renewable<br>(certified - e.g. guarantees of origin) | GJ  | 259       | 0,40      | 0,52      |
| Consumed cooling<br>(e.g. chilled water plant)                | GJ  | 0         | 0         | 0         |
| Purchased cooling                                             | GJ  | 0         | 0         | 0         |
| Self-produced                                                 | GJ  | 0         | 0         | 0         |
| Sold cooling                                                  | GJ  | 0         | 0         | 0         |
| Consumed heating                                              | GJ  | 13.345    | 11.376    | 14.645    |
| Purchased heating<br>(e.g.district heating)                   | GJ  | 598       | 731       | 1.166     |
| Self-produced heating                                         | GJ  | 12.748    | 10.646    | 13.478    |
| Sold heating                                                  | GJ  | 0         | 0         | 0         |
| Consumed steam                                                | GJ  | 1.015.606 | 1.026.709 | 967.570   |
| Purchased steam                                               | GJ  | 409.265   | 414.813   | 394.858   |
| Self-produced steam                                           | GJ  | 609.998   | 617.607   | 576.334   |
| Sold steam                                                    | GJ  | 3.657     | 5.711     | 3.622     |
| Total energy consumption                                      | GJ  | 2.493.487 | 2.482.265 | 2.377.434 |



Energy

GRI 302-3

Energy intensity

|                              | UoM                  | 2025          | 2024                       | 2023                       |
|------------------------------|----------------------|---------------|----------------------------|----------------------------|
| Absolute energy consumption  | GJ                   | 2.243.594,554 | 2.236.480,234 <sup>*</sup> | 2.134.053,963 <sup>*</sup> |
| Organization-specific metric | Tonnes of product    | 6.513,590     | 6.572,940                  | 6.022,810 <sup>*</sup>     |
| Energy intensity ratio       | GJ/Tonnes of product | 344,44823     | 340,25569                  | 354,32862 <sup>*</sup>     |

ACIST EU, BDI, CDI, Losanna, HQ

|                              | UoM             | 2025          | 2024                    | 2023                    |
|------------------------------|-----------------|---------------|-------------------------|-------------------------|
| Absolute energy consumption  | GJ              | 67.459,438    | 69.908,815 <sup>*</sup> | 72.654,231 <sup>*</sup> |
| Organization-specific metric | Worked hours    | 1.794.150,070 | 1.730.124,500           | 1.614.127,000           |
| Energy intensity ratio       | GJ/Worked hours | 0,03760       | 0,04041 <sup>*</sup>    | 0,04501 <sup>*</sup>    |

ACIST USA, Colleretto, Bracco Japan, Geneva

|                              | UoM                   | 2025          | 2024                       | 2023                       |
|------------------------------|-----------------------|---------------|----------------------------|----------------------------|
| Absolute energy consumption  | GJ                    | 67.740,092    | 70.365,292 <sup>*</sup>    | 65.699,582 <sup>*</sup>    |
| Organization-specific metric | Pieces of products    | 4.527.082,000 | 4.481.125,000 <sup>*</sup> | 2.848.332,163 <sup>*</sup> |
| Energy intensity ratio       | GJ/Pieces of products | 0,01496       | 0,01570 <sup>*</sup>       | 0,02307 <sup>*</sup>       |

<sup>\*</sup>The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.

Singen e Sine Shanghai

|                              | UoM                              | 2025          | 2024          | 2023          |
|------------------------------|----------------------------------|---------------|---------------|---------------|
| Absolute energy consumption  | GJ                               | 78.991,522    | 73.996,349    | 71.736,303    |
| Organization-specific metric | Liters of injectable solution    | 2.726.114,000 | 2.560.968,000 | 2.222.971,000 |
| Energy intensity ratio       | GJ/Liters of injectable solution | 0,02898       | 0,02889       | 0,03227       |

EZ-EM Montreal

|                              | UoM                 | 2025        | 2024                       | 2023                    |
|------------------------------|---------------------|-------------|----------------------------|-------------------------|
| Absolute energy consumption  | GJ                  | 27.591,682  | 27.476,229 <sup>*</sup>    | 27.011,229 <sup>*</sup> |
| Organization-specific metric | Kg of BaSO4 used    | 718.775,000 | 1.111.542,000 <sup>*</sup> | 1.429.415,000           |
| Energy intensity ratio       | GJ/Kg of BaSO4 used | 0,03839     | 0,02472 <sup>*</sup>       | 0,01890 <sup>*</sup>    |





GRI 303-3  
Water withdrawal

| GRI 303-3 - Water withdrawal                                |     |                            |                         |                            |                         |                            |                         |
|-------------------------------------------------------------|-----|----------------------------|-------------------------|----------------------------|-------------------------|----------------------------|-------------------------|
|                                                             | UoM | 2025                       |                         | 2024                       |                         | 2023                       |                         |
|                                                             |     | 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)                                       | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Groundwater (total)                                         | ML  | 14.717                     | 0                       | 14.301                     | 0                       | 14.104                     | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 14.717                     | 0                       | 14.301                     | 0                       | 14.104                     | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Seawater (total)                                            | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |

|                                                             | UoM | 2025                       |                         | 2024                       |                         | 2023                       |                         |
|-------------------------------------------------------------|-----|----------------------------|-------------------------|----------------------------|-------------------------|----------------------------|-------------------------|
|                                                             |     | 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)                                      | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Third-party water (total)                                   | ML  | 239                        | 2.360                   | 250                        | 2.319*                  | 237                        | 2.233*                  |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 239                        | 1.185                   | 250                        | 1.166*                  | 237                        | 1.123*                  |
| of which Surface water                                      | ML  |                            | 0                       |                            | 1.153                   |                            | 1.110                   |
| of which Groundwater                                        | ML  |                            | 1.175                   |                            | 0                       |                            | 0                       |
| of which Seawater                                           | ML  |                            | 0                       |                            | 0                       |                            | 0                       |
| of which Produced water                                     | ML  |                            | 10,688                  |                            | 12,986                  |                            | 12,452                  |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Surface water                                      | ML  |                            | 0                       |                            | 0                       |                            | 0                       |
| of which Groundwater                                        | ML  |                            | 0                       |                            | 0                       |                            | 0                       |
| of which Seawater                                           | ML  |                            | 0                       |                            | 0                       |                            | 0                       |
| of which Produced water                                     | ML  |                            | 0                       |                            | 0                       |                            | 0                       |
| Total water withdrawal                                      | ML  | 14.956                     | 1.185                   | 14.551                     | 1.166*                  | 14.341                     | 1.123*                  |
| of which Total Freshwater                                   | ML  | 14.956                     | 1.185                   | 14.551                     | 1.166*                  | 14.341                     | 1.123*                  |
| of which Total Other water                                  | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.



GRI 303-4  
Water discharge

| GRI 303-4 - Water discharge                                 |     |                            |                         |                            |                         |                            |                         |
|-------------------------------------------------------------|-----|----------------------------|-------------------------|----------------------------|-------------------------|----------------------------|-------------------------|
|                                                             | UoM | 2025                       |                         | 2024                       |                         | 2023                       |                         |
|                                                             |     | 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)                                       | ML  | 14.673                     | 0                       | 14.291                     | 0                       | 13.627                     | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 14.673                     | 0                       | 14.291                     | 0                       | 13.627                     | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Groundwater (total)                                         | ML  | 0                          | 0                       | 0                          | 0                       | 487                        | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 0                          | 0                       | 0                          | 0                       | 487                        | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Seawater (total)                                            | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Third-party water (total)                                   | ML  | 213                        | 1.129                   | 118                        | 1.114                   | 125                        | 1.162                   |
| of which Freshwater (≤1,000 mg/l of total dissolved solids) | ML  | 213                        | 1.129                   | 118                        | 1.114                   | 125                        | 1.162                   |
| of which Other water (>1,000 mg/L Total Dissolved Solids)   | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |
| Total water discharge                                       | ML  | 14.886                     | 1.129                   | 14.409                     | 1.114                   | 14.239                     | 1.162                   |
| of which Total Freshwater                                   | ML  | 14.886                     | 1.129                   | 14.409                     | 1.114                   | 14.239                     | 1.162                   |
| of which Total Other water                                  | ML  | 0                          | 0                       | 0                          | 0                       | 0                          | 0                       |

GRI 303-5  
Water consumption

| GRI 303-5 - Water consumption |     |                            |                         |        |                            |                         |        |                            |                         |        |
|-------------------------------|-----|----------------------------|-------------------------|--------|----------------------------|-------------------------|--------|----------------------------|-------------------------|--------|
|                               | UoM | 2025                       |                         |        | 2024                       |                         |        | 2023                       |                         |        |
|                               |     | Areas without water stress | Areas with water stress | Total  | Areas without water stress | Areas with water stress | Total  | Areas without water stress | Areas with water stress | Total  |
| Total water consumption       | ML  | 70,06                      | 56,36                   | 126,43 | 65,27                      | 37,35 <sup>*</sup>      | 102,62 | 47,08                      | 135,51                  | 182,59 |





GRI 305-1, 2  
Scope 1, 2

| GRI 305-1 - Scope 1       |                     |        |          |          |
|---------------------------|---------------------|--------|----------|----------|
|                           | UoM                 | 2025   | 2024     | 2023     |
| Refrigerant gas refilling | tCO <sub>2</sub> eq | 743    | 526 *    | 248 *    |
| Fuel consumption          | tCO <sub>2</sub> eq | 62.411 | 60.565 * | 58.636 * |
| Other **                  | tCO <sub>2</sub> eq | 4.183  | 3.297 *  | 3.281 *  |
| Total                     | tCO <sub>2</sub> eq | 66.635 | 64.055 * | 61.463 * |

| GRI 305-2 - Scope 2                                           |                     |        |          |          |
|---------------------------------------------------------------|---------------------|--------|----------|----------|
|                                                               | UoM                 | 2025   | 2024     | 2023     |
| Electricity consumption from the national grid Location-based | tCO <sub>2</sub> eq | 15.807 | 27.445 * | 24.950 * |
| Electricity consumption from the national grid Market-based   | tCO <sub>2</sub> eq | 11.711 | 13.076   | 15.648   |
| District heating                                              | tCO <sub>2</sub> eq | 7      | 36       | 58       |
| Steam                                                         | tCO <sub>2</sub> eq | 40.540 | 20.700   | 19.704   |
| Cooling                                                       | tCO <sub>2</sub> eq | 0      | 0        | 0        |
| Total - Location based                                        | tCO <sub>2</sub> eq | 56.353 | 48.182 * | 44.712 * |
| Total - Market based                                          | tCO <sub>2</sub> eq | 52.258 | 33.812   | 35.410   |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.

\*\* "Other" includes direct emissions originating from various sources, such as SF6 emissions associated with the production of SonoVue.



GRI 305-7

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

| GRI 305-7 - Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions |     |           |           |           |
|---------------------------------------------------------------------------------------------|-----|-----------|-----------|-----------|
|                                                                                             | UoM | 2025      | 2024      | 2023      |
| NOx                                                                                         | kg  | 17.032,07 | 19.802,00 | 20.274,75 |
| SOx                                                                                         | kg  | 39,34     | 53,25     | 102,92    |
| Persistent organic pollutants (POP)                                                         | kg  | 0,00      | 0,00      | 0,00      |
| Volatile organic compounds (VOC)                                                            | kg  | 164,69    | 224,78    | 296,12    |
| Hazardous air pollutants (HAP)                                                              | kg  | 0,00      | 0,00      | 0,00      |
| Particulate matter (PM)                                                                     | kg  | 88,33     | 37,51     | 100,29    |
| VIC                                                                                         | kg  | 253,15    | 230,40    | 250,02    |
| CO                                                                                          | kg  | 1.539,57  | 991,00    | 1.206,20  |
| Total                                                                                       | kg  | 19.117,15 | 21.338,94 | 22.230,30 |





Waste

GRI 306-3, 4 & 5

Waste by type and disposal method

| GRI 306-3 - Waste generated     |        |         |         |         |
|---------------------------------|--------|---------|---------|---------|
|                                 | UoM    | 2025    | 2024    | 2023    |
| Total weight of waste generated | Tonnes | 4785,96 | 6010,60 | 5674,21 |

| GRI 306-4 - Waste diverted from disposal     |        |          |        |          |
|----------------------------------------------|--------|----------|--------|----------|
|                                              | UoM    | 2025     | 2024   | 2023     |
| Hazardous waste                              | Tonnes | 722,91   | 546,04 | 728,40   |
| of which Preparation for reuse               | Tonnes | 0,07     | 0,00   | 0,00     |
| of which Recycling                           | Tonnes | 479,11   | 546,04 | 728,40   |
| of which Composting                          | Tonnes | 0,00     | 0,00   | 0,00     |
| of which Other recovery operations*          | Tonnes | 243,73   | 0,00   | 0,00     |
| Non-hazardous waste                          | Tonnes | 1.234,99 | 439,04 | 541,50   |
| of which Preparation for reuse               | Tonnes | 11,19    | 24,47  | 38,90    |
| of which Recycling                           | Tonnes | 372,53   | 414,58 | 502,60   |
| of which Composting                          | Tonnes | 0,19     | 0,00   | 0,00     |
| of which Other recovery operations*          | Tonnes | 851,09   | 0,00   | 0,00     |
| Total weight of waste diverted from disposal | Tonnes | 1.957,90 | 985,08 | 1.269,90 |

| GRI 306-5 - Waste directed to disposal          |        |          |          |          |
|-------------------------------------------------|--------|----------|----------|----------|
|                                                 | UoM    | 2025     | 2024     | 2023     |
| Hazardous waste                                 | Tonnes | 1.168,81 | 1.467,56 | 1.274,82 |
| of which Incineration (with energy recovery)    | Tonnes | 9,79     | 289,33   | 129,81   |
| of which Incineration (without energy recovery) | Tonnes | 15,18    | 17,57    | 5,46     |
| of which Landfilling                            | Tonnes | 0,46     | 8,93     | 44,22    |
| of which Other disposal operations**            | Tonnes | 1.143,37 | 1.151,73 | 1.095,33 |
| Non-hazardous waste                             | Tonnes | 1.659,25 | 3.557,96 | 3.129,50 |
| of which Incineration (with energy recovery)    | Tonnes | 266,15   | 1.255,08 | 1.026,51 |
| of which Incineration (without energy recovery) | Tonnes | 11,98    | 74,49    | 109,13   |
| of which Landfilling                            | Tonnes | 122,11   | 80,12    | 94,44    |
| of which Other disposal operations**            | Tonnes | 1.259,02 | 2.148,28 | 1.899,41 |
| Total weight of waste directed to disposal      | Tonnes | 2.828,06 | 5.025,52 | 4.404,31 |

\* “Other recovery operations” includes waste diverted from disposal through recovery operations not separately reported, such as preparatory treatments and interim handling activities (e.g. R12 and R13), where waste is exchanged, stored, or prepared prior to undergoing final recovery processes.

\*\* “Other disposal operations” 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)).

## People & Education

### General disclosure - Activities and workers

#### GRI 2-7

Employees by gender and region

| GRI 2-7 - Employees by gender and region   |     |      |      |      |
|--------------------------------------------|-----|------|------|------|
|                                            | UoM | 2025 | 2024 | 2023 |
| Total number employees - Italy             | #   | 1628 | 1584 | 1493 |
| Men                                        | #   | 857  | 844  | 794  |
| Women                                      | #   | 771  | 740  | 699  |
| Other                                      | #   | 0    | 0    | 0    |
| Not disclosed                              | #   | 0    | 0    | 0    |
| Total number employees - Rest of Europe    | #   | 769  | 748  | 728  |
| Men                                        | #   | 386  | 373  | 360  |
| Women                                      | #   | 381  | 375  | 368  |
| Other                                      | #   | 0    | 0    | 0    |
| Not disclosed                              | #   | 2    | 0    | 0    |
| Total number employees - North America     | #   | 983  | 932  | 893  |
| Men                                        | #   | 540  | 515  | 484  |
| Women                                      | #   | 443  | 417  | 409  |
| Other                                      | #   | 0    | 0    | 0    |
| Not disclosed                              | #   | 0    | 0    | 0    |
| Total number employees - Rest of the world | #   | 605  | 604  | 596  |
| Men                                        | #   | 317  | 312  | 323  |
| Women                                      | #   | 288  | 292  | 273  |
| Other                                      | #   | 0    | 0    | 0    |
| Not disclosed                              | #   | 0    | 0    | 0    |
| Total number of employees                  | #   | 4094 | 3962 | 3786 |

#### GRI 2-7

Employees by gender and contract type

| GRI 2-7 - Employees by gender and contract type         |     |       |       |       |
|---------------------------------------------------------|-----|-------|-------|-------|
|                                                         | UoM | 2025  | 2024  | 2023  |
| Total number of permanent contract employees            | #   | 3784  | 3603  | 3430  |
| Men                                                     | #   | 2.022 | 1.951 | 1.844 |
| Women                                                   | #   | 1.761 | 1.652 | 1.586 |
| Other                                                   | #   | 0     | 0     | 0     |
| Not disclosed                                           | #   | 1     | 0     | 0     |
| Total number of temporary contract employees            | #   | 310   | 359   | 356   |
| Men                                                     | #   | 133   | 146   | 157   |
| Women                                                   | #   | 176   | 213   | 199   |
| Other                                                   | #   | 0     | 0     | 0     |
| Not disclosed                                           | #   | 1     | 0     | 0     |
| Total number of not-guaranteed hours contract employees | #   | 0     | 0     | 0     |
| Men                                                     | #   | 0     | 0     | 0     |
| Women                                                   | #   | 0     | 0     | 0     |
| Other                                                   | #   | 0     | 0     | 0     |
| Not disclosed                                           | #   | 0     | 0     | 0     |
| Total number of employees                               | #   | 4094  | 3962  | 3786  |



### GRI 2-7

Full-time and part-time employees by gender

| GRI 2-7 - Full-time and part-time employees by gender |     |       |       |       |
|-------------------------------------------------------|-----|-------|-------|-------|
|                                                       | UoM | 2025  | 2024  | 2023  |
| Total number of full-time employees                   | #   | 3913  | 3773  | 3600  |
| Men                                                   | #   | 2.134 | 2.076 | 1.981 |
| Women                                                 | #   | 1.777 | 1.697 | 1.619 |
| Other                                                 | #   | 0     | 0     | 0     |
| Not disclosed                                         | #   | 2     | 0     | 0     |
| Total number of part-time employees                   | #   | 181   | 189   | 186   |
| Men                                                   | #   | 21    | 21    | 18    |
| Women                                                 | #   | 160   | 168   | 168   |
| Other                                                 | #   | 0     | 0     | 0     |
| Not disclosed                                         | #   | 0     | 0     | 0     |
| Total number of employees                             | #   | 4094  | 3962  | 3786  |

### GRI 2-8

Characteristics of non-employees in Bracco's own workforce

| 2-8 - Workers who are not employees |        |
|-------------------------------------|--------|
|                                     | 2025   |
| Self-employed                       | 99,00  |
| Agency-supplied workers             | 274,00 |
| Other                               | 9,00   |
| Total                               | 382,00 |

### GRI 2-30

Coverage of collective bargaining

| 2-30 - Collective bargaining agreements               |     |      |        |        |
|-------------------------------------------------------|-----|------|--------|--------|
|                                                       | UoM | 2025 | 2024   | 2023   |
| % of total employees covered by collective agreements | %   | 50%  | 51,46% | 53,80% |



Employment

GRI 401-1  
New employee hires and employee turnover

| GRI 401-1 - New employee hires and employee turnover |     |        |        |        |
|------------------------------------------------------|-----|--------|--------|--------|
|                                                      | UoM | 2025   | 2024   | 2023   |
| Total number of new employee hires                   | #   | 540    | 571    | 568    |
| Men                                                  | #   | 276    | 316    | 336    |
| Women                                                | #   | 262    | 255    | 232    |
| Other                                                | #   | 0      | 0      | 0      |
| Not disclosed                                        | #   | 2      | 0      | 0      |
| Total rate of new employee hires                     | %   | 13,19% | 14,41% | 15,00% |
| Men                                                  | %   | 13%    | 15,07% | 17%    |
| Women                                                | %   | 14%    | 13,67% | 13%    |
| Other                                                | %   | —%     | —%     | —%     |
| Not disclosed                                        | %   | 100%   | —%     | —%     |
| Total employee turnover rate                         | %   | 10,01% | 9,97%  | 11,33% |
| Men                                                  | %   | 10,16% | 10,44% | 13%    |
| Women                                                | %   | 9,86%  | 9,44%  | 9%     |
| Other                                                | %   | —%     | —%     | —%     |
| Not disclosed                                        | %   | —%     | —%     | —%     |





Occupational Health & Safety

GRI 403-8

Workers covered by an occupational health and safety management system

| GRI 403-8- Workers covered by an occupational health and management system                                                               |     |       |       |       |
|------------------------------------------------------------------------------------------------------------------------------------------|-----|-------|-------|-------|
|                                                                                                                                          | UoM | 2025  | 2024  | 2023  |
| Employees                                                                                                                                |     |       |       |       |
| Number of workers covered by an occupational health and safety management system                                                         | #   | 3.996 | 3.135 | 2.992 |
| Rate of workers covered by an occupational health and safety management system                                                           | %   | 100%  | 100%  | 100%  |
| Number of workers covered by an occupational health and safety management system that has been internally audited                        | #   | 3.081 | 2.250 | 2.723 |
| Rate of workers covered by an occupational health and safety management system that has been internally audited                          | %   | 77%   | 72%   | 91%   |
| Number of workers covered by an occupational health and safety management system that has been audited or certified by an external party | #   | 2.272 | 1.750 | 1.712 |
| Rate of workers covered by an occupational health and safety management system that has been audited or certified by an external party   | %   | 57%   | 56%   | 57%   |
| Non-employees                                                                                                                            |     |       |       |       |
| Number of workers covered by an occupational health and safety management system                                                         | #   | 180   | 180   | 123   |
| Rate of workers covered by an occupational health and safety management system                                                           | %   | 100%  | 100%  | 100%  |
| Number of workers covered by an occupational health and safety management system that has been internally audited                        | #   | 155   | 180   | 123   |
| Rate of workers covered by an occupational health and safety management system that has been internally audited                          | %   | 86%   | 100%  | 100%  |
| Number of workers covered by an occupational health and safety management system that has been audited or certified by an external party | #   | 155   | 180   | 123   |
| Rate of workers covered by an occupational health and safety management system that has been audited or certified by an external party   | %   | 86%   | 100%  | 100%  |

GRI 403-9

Work-related injuries

| GRI 403-9 - Work-related injuries                                                                   |       |           |           |           |
|-----------------------------------------------------------------------------------------------------|-------|-----------|-----------|-----------|
|                                                                                                     | UoM   | 2025      | 2024      | 2023      |
| Employees                                                                                           |       |           |           |           |
| Number of fatalities as a result of work-related injury                                             | #     | 0         | 0         | 0         |
| Rate of fatalities as a result of work-related injury                                               | %     | —%        | —%        | —%        |
| Number of high-consequence work-related injuries (excluding fatalities) - with lost days > 6 months | #     | 0         | 0         | 0         |
| Rate 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         | #     | 12        | 9         | 6         |
| Rate of recordable work-related injuries (excluding fatalities) - with lost days > 3 days           | %     | —%        | —%        | —%        |
| Number of hours worked                                                                              | Hours | 5.150.662 | 5.174.526 | 4.897.648 |
| Non-employees                                                                                       |       |           |           |           |
| Number of fatalities as a result of work-related injury                                             | #     | 0         | 0         | 0         |
| Rate of fatalities as a result of work-related injury                                               | %     | —%        | —%        | —%        |
| Number of high-consequence work-related injuries (excluding fatalities) - with lost days > 6 months | #     | 0         | 0         | 0         |
| Rate 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         | #     | 1         | 0         | 1         |
| Rate of recordable work-related injuries (excluding fatalities) - with lost days > 3 days           | %     | —%        | —%        | —%        |
| Number of hours worked                                                                              | Hours | 246.954   | 164.289   | 213.933   |

| GRI 403-9 - Types of work-related injuries    |     |      |      |      |
|-----------------------------------------------|-----|------|------|------|
|                                               | UoM | 2025 | 2024 | 2023 |
| Employees                                     |     |      |      |      |
| due to movement (e.g. sprains, low back pain) | #   | 1    | 4    | 2    |
| Fall                                          | #   | 6    | 4    | 3    |
| Cut                                           | #   | 2    | 1    | 1    |
| Other                                         | #   | 5    | 0    | 0    |
| Non-employees                                 |     |      |      |      |
| due to movement (e.g. sprains, low back pain) | #   | 0    | 0    | 0    |
| Fall                                          | #   | 0    | 0    | 0    |
| Cut                                           | #   | 0    | 0    | 0    |
| Other                                         | #   | 1    | 0    | 0    |





Training & Education

GRI 404-1

Average hours of training per year per employee

| GRI 404-1 - Average hours of training per year per employee |     |        |         |         |         |        |            |         |        |       |
|-------------------------------------------------------------|-----|--------|---------|---------|---------|--------|------------|---------|--------|-------|
|                                                             | UoM | 2025   |         |         | 2024 ** |        |            | 2023 ** |        |       |
|                                                             |     | Male   | Female  | Total   | Male    | Female | Total      | Male    | Female | Total |
| N. hours of training                                        | #   | 91.434 | 102.471 | 194.346 | n.a.    | n.a.   | 114.481,40 | n.a.    | n.a.   | n.a.  |
| Average hours of training                                   | #   | 42,43  | 52,90   | 47,47 * | n.a.    | n.a.   | 28,89      | n.a.    | n.a.   | 27,47 |

GRI 404-3

Percentage of employees receiving regular performance and career development reviews by gender

| GRI 404-3 - Percentage of employees receiving regular performance and career development reviews by gender |     |       |        |       |       |        |       |         |         |       |
|------------------------------------------------------------------------------------------------------------|-----|-------|--------|-------|-------|--------|-------|---------|---------|-------|
|                                                                                                            | UoM | 2025  |        |       | 2024  |        |       | 2023    |         |       |
|                                                                                                            |     | Male  | Female | Total | Male  | Female | Total | Male    | Female  | Total |
| Number of employees who received a regular performance and career development review                       | #   | 1.208 | 950    | 2.161 | 1.179 | 969    | 2.148 | 1.174   | 922     | 2.096 |
| Percentage of employees who received a regular performance and career development review                   | %   | 56,1% | 49,0%  | 52,8% | 56,2% | 52,0%  | 54,2% | 58,7% * | 51,6% * | 55,4% |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report. This value was calculated by including classroom training hours within the reporting scope. Excluding these and considering only training hours delivered through the LMS, the average per employee is 25.

\*\*Some data for 2023 and 2024 regarding training hours per employee may not be available due to a change in methodology and a progressive alignment with GRI standards.



Diversity & Equal Opportunity

GRI 405-1  
Diversity of governance bodies and employees

| GRI 405-1 - Diversity of employees by age |     |           |             |           |         |           |             |           |         |           |             |           |         |
|-------------------------------------------|-----|-----------|-------------|-----------|---------|-----------|-------------|-----------|---------|-----------|-------------|-----------|---------|
|                                           | UoM | 2025      |             |           |         | 2024      |             |           |         | 2023      |             |           |         |
|                                           |     | <30 years | 30-50 years | >50 years | Total   | <30 years | 30-50 years | >50 years | Total   | <30 years | 30-50 years | >50 years | Total   |
| Executives                                | #   | 0         | 87          | 178       | 265     | 0         | 74          | 193       | 267     | 0         | 72          | 183       | 255     |
| Managers                                  | #   | 11        | 408         | 347       | 766     | 9         | 345         | 350       | 704     | 3         | 336         | 328       | 667     |
| Employees (White collars)                 | #   | 253       | 1392        | 726       | 2371    | 252       | 1372        | 659       | 2283    | 233       | 1320        | 639       | 2192    |
| Employees (Blue collars)                  | #   | 112       | 330         | 250       | 692     | 99        | 331         | 278       | 708     | 83        | 306         | 283       | 672     |
| Total                                     | #   | 376       | 2.217       | 1.501     | 4.094   | 360       | 2.122       | 1.480     | 3.962   | 319       | 2.034       | 1.433     | 3.786   |
| Executives                                | %   | —%        | 3,92%       | 11,86%    | 6,47%   | —%        | 3,49%       | 13,04%    | 6,74%   | —%        | 3,54%       | 12,77%    | 6,74%   |
| Managers                                  | %   | 2,93%     | 18,40%      | 23,12%    | 18,71%  | 2,50%     | 16,26%      | 23,65%    | 17,77%  | 0,94%     | 16,52%      | 22,89%    | 17,62%  |
| Employees (White collars)                 | %   | 67,29%    | 62,79%      | 48,37%    | 57,91%  | 70,00%    | 64,66%      | 44,53%    | 57,62%  | 73,04%    | 64,90%      | 44,59%    | 57,90%  |
| Employees (Blue collars)                  | %   | 29,79%    | 14,88%      | 16,66%    | 16,90%  | 27,50%    | 15,60%      | 18,78%    | 17,87%  | 26,02%    | 15,04%      | 19,75%    | 17,75%  |
| Total                                     | %   | 9,18%     | 54,15%      | 36,66%    | 100,00% | 9,09%     | 53,56%      | 37,35%    | 100,00% | 8,43%     | 53,72%      | 37,85%    | 100,00% |





GRI 405-1  
Diversity of governance bodies and employees

| GRI 405-1 - Diversity of employees by gender |     |        |        |         |        |        |         |        |        |         |
|----------------------------------------------|-----|--------|--------|---------|--------|--------|---------|--------|--------|---------|
|                                              | UoM | 2025   |        |         | 2024   |        |         | 2023   |        |         |
|                                              |     | Male   | Female | Total   | Male   | Female | Total   | Male   | Female | Total   |
| Executives                                   | #   | 178    | 87     | 265     | 179    | 88     | 267     | 173    | 82     | 255     |
| Managers                                     | #   | 416    | 350    | 766     | 404    | 300    | 704     | 389    | 278    | 667     |
| Employees (White collars)                    | #   | 1052   | 1319   | 2371    | 998    | 1285   | 2283    | 962    | 1230   | 2192    |
| Employees (Blue collars)                     | #   | 509    | 181    | 692     | 516    | 192    | 708     | 475    | 197    | 672     |
| Total                                        | #   | 2.155  | 1.937  | 4.094   | 2.097  | 1.865  | 3.962   | 1.999  | 1.787  | 3.786   |
| Executives                                   | %   | 8,26%  | 4,49%  | 6,47%   | 8,54%  | 4,72%  | 6,74%   | 8,65%  | 4,59%  | 6,74%   |
| Managers                                     | %   | 19,30% | 18,07% | 18,71%  | 19,27% | 16,09% | 17,77%  | 19,46% | 15,56% | 17,62%  |
| Employees (White collars)                    | %   | 48,82% | 68,09% | 57,91%  | 47,59% | 68,90% | 57,62%  | 48,12% | 68,83% | 57,90%  |
| Employees (Blue collars)                     | %   | 23,62% | 9,34%  | 16,90%  | 24,61% | 10,29% | 17,87%  | 23,76% | 11,02% | 17,75%  |
| Total                                        | %   | 52,64% | 47,31% | 100,00% | 52,93% | 47,07% | 100,00% | 52,80% | 47,20% | 100,00% |



GRI 405-2

Ratio of basic salary and remuneration of women to men

| GRI 405-2 Ratio of basic salary and remuneration of women to men |     |       |        |        |
|------------------------------------------------------------------|-----|-------|--------|--------|
|                                                                  | UoM | 2025  | 2024   | 2023   |
| Ratio of basic salary and remuneration of women to men           | %   | 6,73% | 4,46%* | 2,60%* |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.





Trust & Governance

Procurement Practices

GRI 204-1  
Proportion of spending on local suppliers

| GRI 204-1 - Proportion of spending on local suppliers  |     |             |                |               |             |                |               |             |                |               |
|-------------------------------------------------------------------------------------------------------------------------------------------|-----|-------------|----------------|---------------|-------------|----------------|---------------|-------------|----------------|---------------|
|                                                                                                                                           | UoM | 2025        |                |               | 2024        |                |               | 2023        |                |               |
|                                                                                                                                           |     | Italy       | Rest of Europe | North America | Italy       | Rest of Europe | North America | Italy       | Rest of Europe | North America |
| Value of the procurement budget used on local suppliers                                                                                   | €   | 292.559.975 | 190.115.526    | 400.097.659   | 295.187.637 | 144.468.208    | 432.997.481   | 362.838.392 | 167.630.308    | 436.970.873   |
| Total value of the procurement budget used                                                                                                | €   | 533.275.835 | 241.758.911    | 470.169.010   | 499.081.123 | 189.323.783    | 504.684.631   | 551.262.469 | 175.080.572    | 492.249.441   |
| Percentage of the procurement budget used on local suppliers                                                                              | %   | 54,86%      | 78,64%         | 85,10%        | 59,15%      | 76,31%         | 85,80%        | 65,82%      | 95,74%         | 88,77%        |

Anti-corruption

GRI 205-2  
Number of members of the Board of Directors who have received communication on Model 231 and Code of Ethics

| GRI 205-2 - Number of members of the Board of Directors who have received communication on Model 231 and Code of Ethics |     |      |      |      |
|-------------------------------------------------------------------------------------------------------------------------|-----|------|------|------|
|                                                                                                                         | UoM | 2025 | 2024 | 2023 |
| CDA members - Italy (Capogruppo)                                                                                        | #   | 9    | 9    | 9    |
| CDA members who received communication on anti-corruption policies and procedures - Italy (Capogruppo)                  | #   | 9    | 9    | 9    |
| Percentage of CDA members who received communication on anti-corruption policies and procedures - Italy (Capogruppo)    | %   | 100% | 100% | 100% |



GRI 205-2

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

| GRI 205-2 - Number of CDA members who have received training on Model 231 and Code of Ethics |     |      |      |      |
|----------------------------------------------------------------------------------------------|-----|------|------|------|
|                                                                                              | UoM | 2025 | 2024 | 2023 |
| CDA members - Italy (Capogruppo)                                                             | #   | 9    | 9    | 9    |
| CDA members who received training on anti-corruption - Italy (Capogruppo)                    | #   | 9    | 9    | 9    |
| Percentage of CDA members who received communication on anti-corruption - Italy (Capogruppo) | %   | 100% | 100% | 100% |

GRI 205-2

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

| GRI 205-2 - Number of employees who have received communication on Model 231 and Code of Ethics |     |         |                |               |                   |       |       |                |               |                   |       |       |                |               |                   |       |
|-------------------------------------------------------------------------------------------------|-----|---------|----------------|---------------|-------------------|-------|-------|----------------|---------------|-------------------|-------|-------|----------------|---------------|-------------------|-------|
|                                                                                                 | UoM | 2025 ** |                |               |                   |       | 2024  |                |               |                   |       | 2023  |                |               |                   |       |
|                                                                                                 |     | 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                                                                                      | #   | 12      | 5              | 79            | 11                | 107   | 69 *  | 6              | 52            | 9                 | 136   | 63    | 10             | 10            | 1                 | 84    |
| Managers                                                                                        | #   | 29      | 42             | 107           | 39                | 217   | 256 * | 20             | 120           | 19                | 415   | 260   | 15             | 7             | 9                 | 291   |
| Employees (White collars)                                                                       | #   | 347     | 142            | 491           | 217               | 1.197 | 774 * | 117            | 383           | 71                | 1345  | 429   | 46             | 90            | 51                | 616   |
| Employees (Blue collars)                                                                        | #   | 76      | 84             | 77            | 64                | 301   | 71 *  | 37             | 151           | 0                 | 259   | 293   | 15             | 20            | 5                 | 333   |
| TOTAL                                                                                           | #   | 464     | 273            | 754           | 331               | 1.822 | 1170  | 180            | 706           | 99                | 2155  | 1045  | 86             | 127           | 66                | 1324  |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.

\*\*The reduction in 2025 values is attributable to the fact that communication and training activities on Model 231 and the Code of Ethics is not repeated annually for all employees.





GRI 205-2

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

| GRI 205-2 - Number of employees who have received training on Model 231 and Code of Ethics |     |         |                |               |                   |       |       |                |               |                   |       |       |                |               |                   |       |
|--------------------------------------------------------------------------------------------|-----|---------|----------------|---------------|-------------------|-------|-------|----------------|---------------|-------------------|-------|-------|----------------|---------------|-------------------|-------|
|                                                                                            | UoM | 2025 ** |                |               |                   |       | 2024  |                |               |                   |       | 2023  |                |               |                   |       |
|                                                                                            |     | 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                                                                                 | #   | 12      | 5              | 79            | 11                | 107   | 69 *  | 6              | 52            | 9                 | 136   | 63    | 10             | 10            | 1                 | 84    |
| Managers                                                                                   | #   | 29      | 42             | 107           | 39                | 217   | 256 * | 20             | 120           | 19                | 415   | 260   | 15             | 7             | 9                 | 291   |
| Employees (White collars)                                                                  | #   | 347     | 142            | 491           | 217               | 1.197 | 774 * | 117            | 383           | 71                | 1.345 | 419   | 46             | 90            | 51                | 606   |
| Employees (Blue collars)                                                                   | #   | 76      | 84             | 77            | 64                | 301   | 71 *  | 37             | 151           | 0                 | 259   | 293   | 15             | 20            | 5                 | 333   |
| TOTAL                                                                                      | #   | 464     | 273            | 754           | 331               | 1.822 | 1.170 | 180            | 706           | 99                | 2.155 | 1.035 | 86             | 127           | 66                | 1.314 |

\*The value has been recalculated in this report following an update of the data collection and consolidation methodology. The updated value replaces the one published in the previous report.

\*\*The reduction in 2025 values is attributable to the fact that communication and training activities on Model 231 and the Code of Ethics is not repeated annually for all employees.



# Other KPIs

## Environment

|                                                                                                                        | UoM | 2025      | 2024      | 2023      |
|------------------------------------------------------------------------------------------------------------------------|-----|-----------|-----------|-----------|
| Total amount of water recycled and reused                                                                              | m3  | 2.735.245 | 2.221.541 | 1.675.414 |
| % of the total workforce across all locations who received training (internally or externally) on environmental issues | %   | 100%      | 100%      | —%        |
| % of total electricity consumption from renewable sources                                                              | %   | 44%       | 45%       | —%        |
| Total weight of air pollutants                                                                                         | Kg  | 19.117    | 21.338    | 22.230    |
| Percentage of total waste from company operations diverted from landfills                                              | %   | 97%       | 99%       | 98%       |
| Total weight of waste recovered                                                                                        | Kg  | 2.233.689 | 1.544.407 | 1.156.319 |
| Total weight of hazardous waste                                                                                        | Kg  | 1.891.854 | 2.013.599 | 2.003.219 |
| Total weight of non-hazardous waste                                                                                    | Kg  | 2.891.212 | 3.997.002 | 3.670.993 |





Social

| Health and Safety of Own Workforce                                                                                                       |           |           |           |           |           |           |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                                                                                                                                          | 2025      |           | 2024      |           | 2023      |           |
|                                                                                                                                          | Value     | UoM       | Value     | UoM       | Value     | UoM       |
| Percentage of sites for which an employee health and safety risk assessment has been conducted                                           | 100%      | %         | 100%      | %         | 100%      | %         |
| Number of employees trained on health and safety issues                                                                                  | 2.086     | Number    | 1.734     | Number    | 3.088     | Number    |
| Number of hours worked by the total of the workforce                                                                                     | 7.696.720 | Hours     | 7.463.040 | Hours     | 7.155.840 | Hours     |
| Number of days lost to work related injuries, fatalities and ill health                                                                  | 343       | Days      | 240       | Days      | 58        | Days      |
| Any quantitative KPI on the topic of employee health and safety (Near miss)                                                              | 0         | Near miss | 184       | Near miss | 116       | Near miss |
| Number of work-related accidents (lost days >3)                                                                                          | 12        | Number    | 8         | Number    | 6         | Number    |
| Percentage of the total workforce across all locations represented in formal joint management-worker health and safety committees        | 82%       | %         | 82%       | %         | 82%       | %         |
| 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%      | %         | —%        | %         |
| Percentage of the total workforce across all locations who received career- or skills-related training                                   | 11%       | %         | 17%       | %         | 10%       | %         |

| Health and Safety of Patients                |       |        |       |        |       |        |
|----------------------------------------------|-------|--------|-------|--------|-------|--------|
|                                              | 2025  |        | 2024  |        | 2023  |        |
|                                              | Value | UoM    | Value | UoM    | Value | UoM    |
| Number of product recalls                    | 0     | Number | 0     | Number | 0     | Number |
| Number of pharmacovigilance audits conducted | 14    | Number | 23    | Number | 22    | Number |
| Percentage of reports submitted in due time  | 99%   | %      | 98%   | %      | 99%   | %      |

| Diversity & Inclusion Metrics               |          |     |          |     |          |     |
|---------------------------------------------|----------|-----|----------|-----|----------|-----|
|                                             | 2025     |     | 2024     |     | 2023     |     |
|                                             | Coverage | UoM | Coverage | UoM | Coverage | UoM |
| Percentage of women at top management level | 32,83%   | %   | 33,00%   | %   | 32,30%   | %   |
| Gender pay gap                              | 6,73%    | %   | 4,46%    | %   | 2,60%    | %   |

| Training Diversity, Equity & Inclusion *                                                                                    |        |     |        |     |
|-----------------------------------------------------------------------------------------------------------------------------|--------|-----|--------|-----|
|                                                                                                                             | 2024   |     | 2023   |     |
|                                                                                                                             | Value  | UoM | Value  | UoM |
| Percentage of the total workforce across all locations who received training on diversity, discrimination and/or harassment | 92,50% | %   | 87,00% | %   |

\*The data for 2025 is not available, as the training was not conducted during that year; however, it is planned to be carried out in 2026.

## Governance

### Corruption & Bribery

| Corruption & Bribery                     |      |      |      |
|------------------------------------------|------|------|------|
| No. of incidents                         | 2025 | 2024 | 2023 |
| Number of confirmed corruption incidents | 0    | 1    | 0    |

### Whistleblowing

| Whistleblowing                                        |      |      |      |
|-------------------------------------------------------|------|------|------|
| No. of reports                                        | 2025 | 2024 | 2023 |
| Number of reports related to whistleblowing procedure | 42   | 13   | 2    |

### Information Security

| Information Security                   |      |      |      |
|----------------------------------------|------|------|------|
| No. of incidents                       | 2025 | 2024 | 2023 |
| Number of confirmed security incidents | 4    | 3    | 0    |

### Child Labor & Forced Labor

| Child Labor & Forced Labor                              |      |      |      |
|---------------------------------------------------------|------|------|------|
| No. of incidents                                        | 2025 | 2024 | 2023 |
| Cases of child labor, forced labor or human trafficking | 0    | 0    | 0    |

### Procurement

|                                                                                                          | UoM | 2025                                                                                                     | 2024 | 2023 |
|----------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------|------|------|
| % of purchase orders including ESG clauses                                                               | %   | 100%                                                                                                     | 85%  | —%   |
| % of targeted suppliers assessed on ESG criteria                                                         | %   | 97%                                                                                                      | 100% | —%   |
| % of buyers in the procurement team who have received training on sustainable procurement                | %   | 44%                                                                                                      | —%   | —%   |
| % of targeted suppliers that have gone through a CSR on-site audit                                       | %   | —%                                                                                                       | —%   | 10%  |
| % of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct | %   | 0% (the new Supplier Code of Conduct has been issued, and we began monitoring its dissemination in 2026) | —%   | —%   |





# Glossary

| Chapter             | Word                        | Definition                                                                                                                                                                                                                                                                                                          | Examples/Notes                                                                                                                                                                                                                                                                                                                                 |
|---------------------|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| This is Bracco      | Impact                      | effect the organization has or could have on the economy, environment, and people, including on their human rights, which in turn can indicate its contribution (negative or positive) to sustainable development                                                                                                   | Impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible.                                                                                                                                                                                                     |
|                     | Risks                       | sustainability-related risks with negative financial effects arising from environmental, social or governance matters that may negatively affect the undertaking's financial position, financial performance, cash flows, access to finance or cost of capital in the short, medium or long term.                   |                                                                                                                                                                                                                                                                                                                                                |
|                     | Opportunities               | sustainability-related opportunities with positive financial effects.                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                |
|                     | Material topics             | topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                |
|                     | Human rights                | rights inherent to all human beings, which include, at a minimum, the rights set out in the United Nations (UN) International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work |                                                                                                                                                                                                                                                                                                                                                |
|                     | Governance body             | formalized group of individuals responsible for the strategic guidance of the organization, the effective monitoring of management, and the accountability of management to the broader organization and its stakeholders                                                                                           |                                                                                                                                                                                                                                                                                                                                                |
|                     | Stakeholder                 | individual or group that has an interest that is affected or could be affected by the organization's activities                                                                                                                                                                                                     | business partners, civil society organizations, consumers, customers, employees and other workers, governments, local communities, non-governmental organizations, shareholders and other investors, suppliers, trade unions, vulnerable groups                                                                                                |
| Planet & Innovation | Recycled input material     | material that replaces virgin materials, which are purchased or obtained from internal or external sources, and that are not by-products and non-product outputs (NPO) produced by the organization                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                |
|                     | Energy reduction            | amount of energy no longer used or needed to carry out the same processes or tasks                                                                                                                                                                                                                                  | Energy reduction does not include overall reduction in energy consumption from reducing production capacity or outsourcing organizational activities.                                                                                                                                                                                          |
|                     | Non-renewable energy source | energy source that cannot be replenished, reproduced, grown or generated in a short time period through ecological cycles or agricultural processes                                                                                                                                                                 | coal; fuels distilled from petroleum or crude oil, such as gasoline, diesel fuel, jet fuel, and heating oil; fuels extracted from natural gas processing and petroleum refining, such as butane, propane, and liquefied petroleum gas (LPG); natural gas, such as compressed natural gas (CNG), and liquefied natural gas (LNG); nuclear power |
|                     | Renewable energy source     | energy source that is capable of being replenished in a short time through ecological cycles or agricultural processes                                                                                                                                                                                              | biomass, geothermal, hydro, solar, wind                                                                                                                                                                                                                                                                                                        |



| Chapter             | Word                                         | Definition                                                                                                                                                                                                                                                                                                                                                                                              | Examples/Notes                                                                                                                                                                                                                                                                                                                                                  |
|---------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Planet & Innovation | Freshwater                                   | water with concentration of total dissolved solids equal to or below 1,000 mg/L                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Groundwater                                  | water that is being held in, and that can be recovered from, an underground formation                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Produced water                               | water that enters the organization’s boundary as a result of extraction (e.g., crude oil), processing (e.g., sugar cane crushing), or use of any raw material, and has to consequently be managed by the organization                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Surface water                                | water that occurs naturally on the Earth’s surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Third-party water                            | municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organizations involved in the provision, transport, treatment, disposal, or use of water and effluent                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Water consumption                            | sum of all water that has been withdrawn and incorporated into products, used in the production of crops or generated as waste, has evaporated, transpired, or been consumed by humans or livestock, or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party over the course of the reporting period | Water consumption includes water that has been stored during the reporting period for use or discharge in a subsequent reporting period.                                                                                                                                                                                                                        |
|                     | Water discharge                              | sum of effluents, used water, and unused water released to surface water, groundwater, seawater, or a third party, for which the organization has no further use, over the course of the reporting period                                                                                                                                                                                               | Water can be released into the receiving waterbody either at a defined discharge point (point-source discharge) or dispersed over land in an undefined manner (non-point-source discharge).<br>Water discharge can be authorized (in accordance with discharge consent) or unauthorized (if discharge consent is exceeded).                                     |
|                     | Water withdrawal                             | sum of all water drawn from surface water, groundwater, seawater, or a third party for any use over the course of the reporting period                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Water stress                                 | ability, or lack thereof, to meet the human and ecological demand for water                                                                                                                                                                                                                                                                                                                             | Water stress can refer to the availability, quality, or accessibility of water. Water stress is based on subjective elements and is assessed differently depending on societal values, such as the suitability of water for drinking or the requirements to be afforded to ecosystems. Water stress in an area may be measured at catchment level at a minimum. |
|                     | Protected area                               | geographic area that is designated, regulated, or managed to achieve specific conservation objectives                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                 |
|                     | Carbon dioxide (CO <sub>2</sub> ) equivalent | measure used to compare the emissions from various types of greenhouse gas (GHG) based on their global warming potential (GWP)                                                                                                                                                                                                                                                                          | The CO <sub>2</sub> equivalent for a gas is determined by multiplying the metric tons of the gas by the associated GWP.                                                                                                                                                                                                                                         |





| Chapter             | Word                                    | Definition                                                                                                                                                                                                                                                                 | Examples/Notes                                                                                                                                                                                                                    |
|---------------------|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Planet & Innovation | Greenhouse gas (GHG)                    | gas that contributes to the greenhouse effect by absorbing infrared radiation                                                                                                                                                                                              |                                                                                                                                                                                                                                   |
|                     | Direct (Scope 1) GHG emissions          | greenhouse gas (GHG) emissions from sources that are owned or controlled by the organization                                                                                                                                                                               | A GHG source is any physical unit or process that releases GHG into the atmosphere.<br>Example: CO2 emissions from fuel consumption                                                                                               |
|                     | Energy indirect (Scope 2) GHG emissions | greenhouse gas (GHG) emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization                                                                                                              |                                                                                                                                                                                                                                   |
|                     | Other indirect (Scope 3) GHG emissions  | indirect greenhouse gas (GHG) emissions not included in energy indirect (Scope 2) GHG emissions that occur outside of the organization, including both upstream and downstream emissions                                                                                   |                                                                                                                                                                                                                                   |
|                     | Disposal                                | any operation which is not recovery, even where the operation has as a secondary consequence the recovery of energy                                                                                                                                                        | Disposal is the end-of-life management of discarded products, materials, and resources in a sink or through a chemical or thermal transformation that makes these products, materials, and resources unavailable for further use. |
|                     | Recovery                                | operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose                                          | In the context of waste reporting, recovery operations do not include energy recovery.<br>Example: preparation for reuse, recycling                                                                                               |
|                     | Hazardous waste                         | waste that possesses any of the characteristics contained in Annex III of the Basel Convention, or that is considered to be hazardous by national legislation                                                                                                              |                                                                                                                                                                                                                                   |
| People & Education  | Full-time employee                      | employee whose working hours per week, month, or year are defined according to national law or practice regarding working time                                                                                                                                             |                                                                                                                                                                                                                                   |
|                     | Part-time employee                      | employee whose working hours per week, month, or year are less than the number of working hours for full-time employees                                                                                                                                                    |                                                                                                                                                                                                                                   |
|                     | Temporary employee                      | employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees) |                                                                                                                                                                                                                                   |
|                     | Parental leave                          | leave granted to men and women employees on the grounds of the birth of a child                                                                                                                                                                                            |                                                                                                                                                                                                                                   |



| Chapter            | Word                                              | Definition                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Examples/Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| People & Education | Collective bargaining                             | all negotiations that take place between one or more employers or employers' organizations, on the one hand, and one or more workers' organizations (e.g., trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                    | High-consequence work-related injury              | work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                    | Recordable work-related injury or ill health      | work-related injury or ill health that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                    | Regular performance and career development review | review based on criteria known to the employee and his or her superior                                                                                                                                                                                                                                                                                                                                                                                                        | The review is undertaken with the knowledge of the employee at least once per year.<br>The review can include an evaluation by the employee's direct superior, peers, or a wider range of employees. The review can also involve the human resources department.                                                                                                                                                                                                                                                                                                                                             |
|                    | Remuneration                                      | basic salary plus additional amounts paid to a worker                                                                                                                                                                                                                                                                                                                                                                                                                         | Examples of additional amounts paid to a worker can include those based on years of service, bonuses including cash and equity such as stocks and shares, benefit payments, overtime, time owed, and any additional allowances, such as transportation, living and childcare allowances.                                                                                                                                                                                                                                                                                                                     |
| Trust & Governance | Governance body                                   | formalized group of individuals responsible for the strategic guidance of the organization, the effective monitoring of management, and the accountability of management to the broader organization and its stakeholders                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                    | Corruption                                        | 'abuse of entrusted power for private gain', which can be instigated by individuals or organizations                                                                                                                                                                                                                                                                                                                                                                          | Corruption includes practices such as bribery, facilitation payments, fraud, extortion, collusion, and money laundering. It also includes an offer or receipt of any gift, loan, fee, reward, or other advantage to or from any person as an inducement to do something that is dishonest, illegal, or a breach of trust in the conduct of the enterprise's business. This can include cash or in-kind benefits, such as free goods, gifts, and holidays, or special personal services provided for the purpose of an improper advantage, or that can result in moral pressure to receive such an advantage. |
|                    | Local supplier                                    | organization or person that provides a product or service to the reporting organization, and that is based in the same geographic market as the reporting organization (that is, no transnational payments are made to a local supplier)                                                                                                                                                                                                                                      | The geographic definition of 'local' can include the community surrounding operations, a region within a country or a country.                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                    | Value chain                                       | range of activities carried out by the organization, and by entities upstream and downstream from the organization, to bring the organization's products or services from their conception to their end use                                                                                                                                                                                                                                                                   | Entities upstream from the organization (e.g., suppliers) provide products or services that are used in the development of the organization's own products or services. Entities downstream from the organization (e.g., distributors, customers) receive products or services from the organization. The value chain includes the supply chain.                                                                                                                                                                                                                                                             |





# Sustainability at the core of our **growth**

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