



2022

Annual report

ACIST Europe



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Foreword



*“It has been
another
fantastic and
challenging year”*

Welcome to ACIST Europe B.V.'s Annual Social Report, in which we reflect on events and developments in 2022.

This past year has once again been a year of adapting, people staying at home, and people going to the office. The new remote work policy, introduced in 2022, has allowed us to continue with flexible working. We also opened the new part of our premises in January. The warehouse has been doubled in area, and we have added an auditorium as well.

The combination of, and relationship between, home and office working has led to fresh insights in relation to flexible working and acceptance of hybrid working. ACIST has invested in systems, tools, and home office setups to provide greater flexibility, and this had a positive impact on improving communication with our US headquarters.

As a Management Team, we believe in the importance of listening to everyone's opinion and putting these opinions into action in order to continuously improve our organization.

Additionally, in the past year, corporate branding has switched from ACIST to Bracco Medical Technologies. Both the Interventional Cardiology team (ACIST) and the diagnostic imaging team (Bracco

Injengineering) have together become Bracco Medical Technologies. A new identity has been created, and this name more accurately reflects our relationship with Bracco and the essence of our product lines.

This annual report also contains key figures including employee numbers and inflow and outflow figures. Work has also been done to update our employment conditions, provide training, on employee personal development, and on working conditions (HSWE – Health, Safety, Welfare, and Environment).

Bracco Corporate rolled out its new Bracco Values this year: Passion, Continuous Evolution, People, Extraordinary and Sustainability.

It has been another fantastic and challenging year, and we would like to take this opportunity to thank everyone for their commitment and contribution in 2022.

We hope you enjoy reading this report.

Kind regards

ACIST Europe B.V. Management Team



Health and Safety in the workplace

ACIST goes to great lengths to offer its employees a safe place to work. Alongside this, our company is bound by a series of laws and regulations to protect employees and visitors from health and safety risks. For this reason, employees and visitors to company facilities are required to carefully follow safety instructions and procedures. Queries in relation to potential health and safety risks should be promptly reported to your direct supervisor or the HSE officer.

The focus on safety, health, and environment has led to the initiation of potential ISO 45001 certification (Safety Management System) in 2022.

COVID-19

2022 was the year that the special on-site COVID regulations came to an end. The safety of our employees was of the highest importance at all times during this difficult period. The COVID team sent frequent “COVID memos” to update all employees.

The HR Organization

From an HR perspective, ACIST seeks to offer its employees, **“the best place to work”**. We do this not only by providing the safe working environment referred to above, but also through attractive terms and conditions of employment, development, and growth opportunities that are in line with the market.

In 2022, we introduced a number of changes to our human resources policy, including:

- Remote Work Policy: during the COVID-19 pandemic, we gained new insights regarding flexible and mobile working. This eventually led to the ACIST Remote Work Policy, which specifies the guidelines regarding hybrid working.
- Korn Ferry: introduction of the ACIST Job Grade Matrix and Salary Scales, based on the P75 position of the Dutch Korn Ferry benchmark, which means that ACIST’s salary scales are based on the 25% best-paying companies in the Netherlands (general market).
- Change to the travel allowance scheme for commuting and business mileage: in addition to the maximum untaxed travel allowance, both have been increased by means of a taxable travel allowance.
- An update has been made to the Travel Policy; in particular, allowances have been adjusted to reflect increased prices.
- In July 2022, the updated PSA policy was introduced, including the management statement and formal complaints procedure.

These, and other schemes, can be found on our intranet – a platform that contains information including important HR information.

ACIST Heerlen personnel data

Staffing by department

The table below details the staffing in each department at ACIST Heerlen as at January 1, 2022 and December 31, 2022.

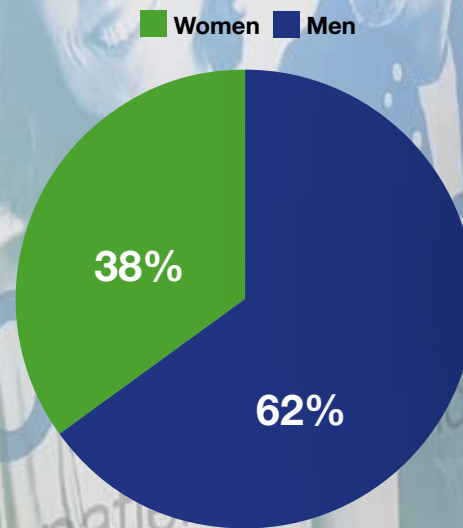
Department	Employees (ACIST)		Employees FTE (ACIST)		Temporary Workers		Temporary Workers FTE		Employees (Total)		Employees FTE (total)	
	Jan 1	Dec 31	Jan 1	Dec 31	Jan 1	Dec 31	Jan 1	Dec 31	Jan 1	Dec 31	Jan 1	Dec 31
Management team	5	5	4.95	4.95	0	0	0	0	5	5	4.95	4.95
Sales Distributors / Sales Management Direct	3	1	3.00	1.00	0	0	0	0	3	1	3.00	1.00
Field Germany	12	11	12.00	11.00	0	0	0	0	12	11	12.00	11.00
Field France	8	8	8.00	8.00	0	0	0	0	8	8	8.00	8.00
Field Benelux	2	2	2.00	2.00	0	0	0	0	2	2	2.00	2.00
Logistics & Warehouse	12	14	11.60	13.75	3	2	3.00	2.00	15	16	14.60	15.75
Customer Service	13	13	12.65	12.65	1	3	1.00	3.00	14	16	13.65	15.65
Technical Service:	8	10	7.63	9.53	2	2	1.95	1.95	10	12	9.58	11.48
Marketing	4	4	4.00	4.00	1	1	0.80	0.60	5	5	4.80	4.60
Quality Assurance	8	8	7.60	7.60	0	0	0.00	0.00	8	8	7.60	7.60
Finance	3	4	3.80	4.80	0	0	0.00	0.00	3	4	3.80	4.80
Human Resources	3	3	3.70	3.83	0	0	0.00	0.00	3	3	3.70	3.83
Sales Support	2	2	1.75	1.75	0	0	0.00	0.00	2	2	1.75	1.75
Legal focal point	1	1	1.00	1.00	0	0	0.00	0.00	1	1	1.00	1.00
Service Management	1	1	1.00	1.00	0	0	0.00	0.00	1	1	1.00	1.00
Total	85	87	84.68	86.86	7	8	6.75	7.55	92	95	91.43	94.41

Demographic composition

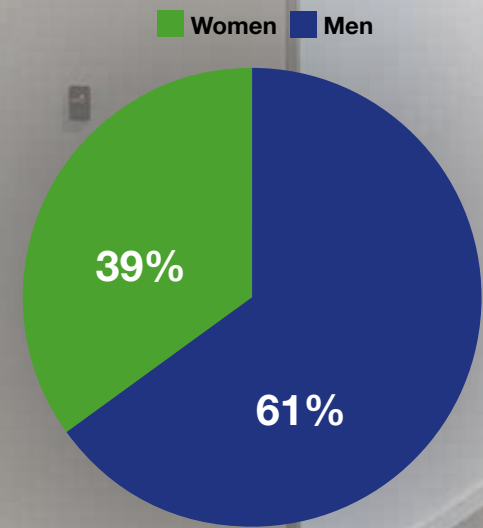
as at December 31, 2022

Age	20s	30s	40s	50s	60s
Male	2.30%	11.6%	14.95%	26.40%	8.10%
Female	3.00%	9.30%	11.6%	10.50%	2.30%
Total	5.30%	20.9%	26.55%	36.9%	10.40%

Distribution by gender 1/1/2022



Distribution by gender 31/12/2022



Employment

Duration of Employment	<2 years	2-4 years	4-10 years	10-20 years	>20 years
Male	14	9	20	9	1
Female	10	4	12	8	0
Total	24	13	32	17	1

Vacancies in 2022

Job title	Quantity
Business Controller	1
Customer Service Administrator	1
Warehouse Employee	3
Customer Service Specialist (France)	1
Technical Training Specialist	1
Junior Service Technician	1
PMS Specialist	1
Business Manager Distributors EMEA	1
Clinical Application Specialist (Germany)	1
Customer Service Specialist (Benelux)	1
Marketing Communications Coordinator	1

Inflow/outflow – ACIST contract

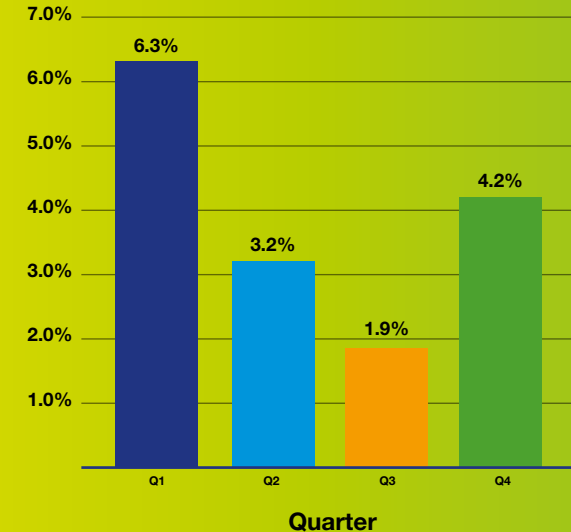
Thirteen new employees joined ACIST in 2022, with seven employees leaving.

Absenteeism due to illness

The average absenteeism rate at ACIST primarily consists of long-term absenteeism. The low reporting frequency indicates that short-term absenteeism is limited.

Quarter	Reporting Frequency
Q1	1.39
Q2	1.10
Q3	1.09
Q4	1.27

Percentage absenteeism





Training and education

ACIST makes an annual investment in training and education for its employees. In 2022, the following individual and collective training courses took place, representing a total investment of €49,778:

- Power BI
- Negotiating skills
- Works Council
- Modern Business Administration
- Finance for non-financials
- Current Trends in Payroll Management
- Retirement workshop
- Transparency rules
- Excel
- English language
- MDR
- ISO 14001

- Audit training
- Customs declarant
- Warehouse/rolling stock training
- French transparency law

In addition to external training, be it on an individual basis or otherwise, all ACIST employees are continuously trained by means of the LMS (Learning Management System), and there is free-of-charge access to a number of online training platforms, including FranklinCovey.

Internal movement

The following roles have been filled as a result of internal candidates being promoted:
Sr. Director Operations, Sr. PMS Specialist, CS Manager II, TS Training Specialist, Sr. Warehouse Employee, HR Business Partner, Sr. HR Business Partner, Paralegal & Management Assistant, Business Manager Distributors EMEA.



Corporate Social Responsibility (CSR)

Corporate Social Responsibility (CSR) entails that ACIST is aware of its impact on people and the environment and seeks to balance the interests of People, Planet, and Profit. This focuses on the key themes of sustainability, circularity, social return, and ensuring good working conditions. Furthermore, CSR can also create new opportunities, services, or products. ACIST actively focuses on adding value to society: CSR isn't an end in itself but a continuous process to keep doing things better, which naturally leads to profit and benefits.

These include:

- Recruiting people experiencing labor market disadvantage
- A sharp focus on the development of our employees
- Offering internships for a variety of training courses
- Supporting external local activities, such as baking waffles for the food bank and refurbishing the school-yard of a local primary school.





Works Council Annual review

2022 was a year full of challenges and interesting topics for the Works Council to address and respond to. At the beginning of the year, the main focus was on the ongoing challenge of the COVID-19 pandemic. The Works Council agreed safety protocols with the Management Team that allowed employees to work safely in the office, while maintaining 'social distancing'. These protocols were then closely monitored and enforced by the Health & Safety team.

Apart from COVID-19, the biggest challenge of 2022 was the cost-of-living crisis and how to respond to it. The Works Council made numerous proactive suggestions to address employee concerns during this difficult period.

The Works Council and Management Team met regularly during the year. The following key issues were addressed by, or saw the involvement of, the Works Council:

- Review and improvement of travel expenses;
- Availability of the confidential contact person for employees;
- Publication of job descriptions on the intranet;
- Approval of the Korn Ferry Job House Evaluation system;
- Review of the PSA policy.

During the year, there were changes in roles within the Works Council, with Abdellah Boutorat, for example, being appointed secretary. The Works Council has spent the past year preparing for the new Works Council elections that were to take place at the end of the year. As the number of applications equalled the number of seats on the Works Council, no elections were necessary, and all candidates were appointed as members.

HSWE: Health, Safety, Welfare, and Environment

Company emergency response team

The company emergency response team had seven members with all-round training in 2022. There was good distribution of company emergency response team roles amongst departments.

Several on-site exercises were carried out in 2022, including evacuations, putting out fires, leaks, and a bomb alert. These exercises were completed successfully, and the subsequent evaluations pointed to several areas for improvement.



Occupational accidents, incidents, and near-misses

“Moving to Zero” relates to health and safety at ACIST and, more specifically, to our aim of bringing accidents and incidents down to zero.

Attention has been paid to the “Moving to Zero” idea in a number of ways:

- Townhall meetings
- Training sessions for employees by the HSE officer
- Near-miss/SOS reports
- Monthly safety rounds

As in 2021, no occupational accidents were reported in 2022.



Incident reports at ACIST solely related to “Signalling Unsafe Situation” reports. In 2022, twelve reports were recorded – none of these involved a “near-miss”. Unsafe situation and incident reports are the starting point for improvements. Specific attention is paid to these reports, and they are shared with all employees on a monthly basis. These types of report are frequently raised during departmental and employee meetings.





Collaboration and consultation

The HSWE team, comprising the health and safety service provider, prevention officer, and Management Team, regularly meet to discuss how to promote working conditions and HSWE policy at ACIST.

Fixed items on the agenda as part of this consultation include:

- Sustainable employability
- Absence due to illness
- Risk Inventory and Evaluation (RI&E)
- Health and safety and environmental legislation
- Annual HSWE plan

Vitality and sports

As in previous years, ACIST also participated in the "walk to work day" in 2022, and we saw ACIST employees taking part in the "walk with your doctor" walk. A vitality week was again organized in fall 2022, with the following activities on offer: workshop on dealing with stress, smoothie workshop, yoga classes, information session on retirement, healthy lunch, Krav Maga workshop, workplace surveys in the Warehouse, Feliz workshop, and a boxing workshop.

To promote a healthy and athletic lifestyle, all employees benefit from an annual financial contribution of €100 (net). This amount can be used for sports subscriptions or sports equipment.

Fruit in the canteen

ACIST provided fresh fruit to all employees every week throughout 2022. The fruit is supplied by a local supplier as part of our "Corporate Social Responsibility" endeavors.

Environmental management

(ISO 14001)

ACIST strongly believes in conducting its operations in a way that is both environmentally friendly and responsible. We manage our business activities with respect for the environment and public health. Investments and business decisions are made on the basis of ecological sustainability, within the framework of environmentally friendly growth through the use of specific technologies and production methods that minimize the environmental impact of activities wherever technically feasible and economically sustainable. ACIST uses production

methods and technologies to minimize waste and preserve and protect natural resources. We also promote our policy of environmental protection and pollution prevention amongst all employees by developing risk awareness and encouraging responsible behavior. In the functional areas at ACIST that deal with environmentally sensitive materials, the necessary policies have been drafted and corresponding procedures in place to safeguard the legal and regulatory environment.

Mission, vision, and goals

HSE Mission *(Why we exist)*

ACIST Europe is committed to protecting the environment and the well-being of all stakeholders in everything we do.

HSE Vision *(Where we are headed, desired future)*

ACIST Europe strives to be a good employer, to provide a healthy and safe workplace, and to protect public health and the environment in everything we do.

HSE Goals

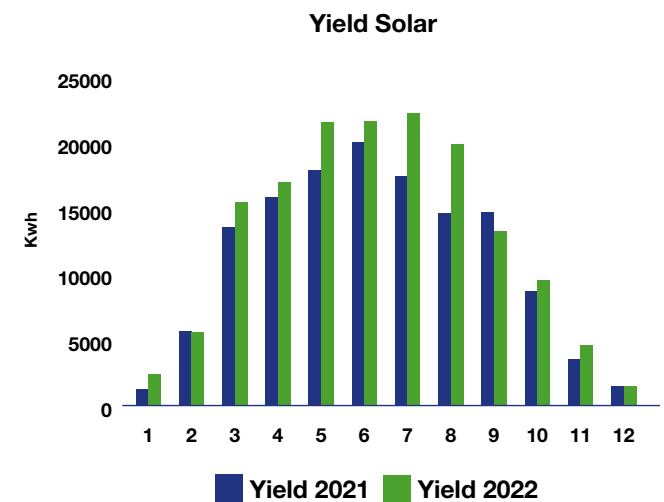
Since ACIST Europe's ISO 14001 certification (environmental management system), objectives are formulated on an annual basis. These are objectives that contribute to the reduction or limitation of ACIST Europe's carbon footprint.

The following targets were set for 2022, all related to the COVID-19 pandemic:

1. Continuation of ACIST's waste separation policy and improve it where possible.
2. ACIST will plan 3 health-related activities in 2022.
3. ACIST will facilitate AED training for all employees.

Solar panels

Solar panels have been installed to generate our own electricity and thus reduce the site's CO2 emissions. The panels' output in 2022 was 162 MWh, which is 20 MWh above expected output. This output provides a 35% reduction in power purchased.





Bracco Values



Passion



Continuous Evolution



People



Extraordinary



Sustainability

The global nature of our organization means that ensuring interconnectedness is essential. Although we work in multiple countries with different challenges, our VALUES are the common thread that connects us all. At the heart of our values are PEOPLE. Externally, this is reflected by our continuous pursuit of improved patient outcomes. Internally, we strive to create an environment where people can be authentic and perform their work in the best possible way. To quote the meaning behind this value, "We put people at the center of our choices and our work. We are mindful of all forms of diversity and are guided by a constant quest for well-being."

Passion: We look to the future together with passion, energy, and the desire to achieve our objective.

Continuous evolution: We reflect on the past in order to be resilient in facing up to current and future challenges. We build and invest in innovation with a positive approach and focus on change.

People: We put people at the center of our choices and our work. We are mindful of all forms of diversity and are guided by a constant quest for well-being.

Extraordinary: We strive for continuous improvement, excellence and simplifying complex situations. Focusing on excellence makes us achieve the extraordinary.

Sustainability: We strongly believe in social responsibility to embrace the common good and improving people's quality of life. Loyalty and trust determine our actions.

Continuous improvement

Generating ideas

To facilitate and achieve continuous improvement at ACIST, employees are encouraged to make use of the ideas board. This allows feedback, or ideas, from employees to be transformed into action. Feedback is divided into the following categories: cost reduction, HSWE, quality, and simplification.

Thirteen ideas were put forward in 2022, of which nine have been implemented and one is being looked into.

Final word

ACIST Europe's annual report demonstrates what we have done and what we have achieved over the past year. We believe it is important to share these matters with our employees and are eager to communicate our efforts to internal and external stakeholders. In addition, ISO 14001 requires us to communicate externally, and a report of this kind is ideally suited to this purpose. We will continue to work in a socially responsible to

comply to our legal environmental obligations and to minimize the negative effects of our activities on the environment to the fullest extent possible. Together with our employees, we are committed to a process of continuous improvement.

Thank you to everyone who has helped us and continues to help to make working at ACIST even better.



