



P.CSR.04

**BREMBO STAKEHOLDER
ENGAGEMENT POLICY**

(REV. 00 – 19/12/2023)

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1. SCOPE AND FIELD OF APPLICATION

This Stakeholder Engagement Policy (the "Policy") has been drawn up and adopted by the Board of Directors (bestuur) (the "Board of Directors") of Brembo (the "Company", together with its subsidiaries the "Group") pursuant to best practice provision 1.1.5 of the Dutch corporate governance code (the "Dutch Code") on December 19, 2023.

The purpose of this Policy is to provide a general framework for the dialogue between the Group and its stakeholders, focusing specifically on the sustainability aspects of the Group's strategy and its implementation. The Group believes that engaging with its stakeholders to understand their interests and views is important to realize a growth strategy focused on sustainable long-term value creation.

This Policy therefore aims at ensuring that the interests of the relevant stakeholders of the Group are considered when the sustainability aspects of the Group's strategy are determined, unless, in the opinion of the Board of Directors, this is not in the interests of the Company and its subsidiaries.

In addition to this Policy, the Group has, in accordance with best practice provision 4.2.2 of the Dutch Code, adopted a policy on bilateral contacts with shareholders. The aim is to facilitate an open and constructive dialogue with its shareholders, investors and/or analysts.

This Policy, and the Group's policy on bilateral contacts with shareholders "Brembo's Shareholder Engagement Policy", are published on the Company's website: www.brembo.com

2. ENGAGEMENT WITH STAKEHOLDERS

2.1 DIALOGUE WITH STAKEHOLDERS

The Company believes that stakeholder engagement is key to its business and that it contributes to sustainable long-term value creation. The Company fosters an effective dialogue with those stakeholders but may decide not to accommodate or accept any requests or invitations to enter into a dialogue with stakeholders, or to accommodate or accept such request or invitation under certain conditions.

The form of this dialogue varies based on the topic and the type of stakeholder involved.

2.2 IDENTIFICATION OF STAKEHOLDERS

The environment in which the Group operates is influenced by multiple factors driven by the variation of the business, the market, as well as the geographies and legislation of the countries in which the Group

operates. Brembo periodically analyses the Group's environment to identify its stakeholders and their needs and expectations and to identify any potential issues and sustainability themes that have an impact on the Group, at a global and local level. Such internal analysis is performed at least every three (3) years.

According to the AA1000 Standard, key stakeholders are identified based on their potential to influence or be affected by the Group's strategy and activities. The Group defines appropriate levels of engagement based on objectives, scope, and stakeholders involved.

The Group's stakeholder network is mainly structured around the categories set out below and for each category specific engagement channels and activities are defined. The Company monitors and evaluates the stakeholder mapping, on a global and local level, and the quality of the stakeholder engagement periodically.

2.3 STAKEHOLDERS' ENGAGEMENT CHANNELS AND ACTIVITIES

Stakeholder	Relationship	Engagement channels and activities
 Investors	<p>The Group establishes and maintains a constant and open relationship with its current and potential shareholders, institutional and private investors, financial analysts, market players and, in general, with the financial community. The aim is to increase their level of understanding of the activities performed by the Group and to share the strategic actions and visions underlying Brembo's management, so they can make informed investment decisions.</p>	<p>General shareholders' meeting. Feedback and support channels offered by the Investor Relations area. Meetings, roadshows, and conference calls with analysts and investors. Corporate website and dedicated e-mail accounts. Engagement survey on the relevance of material topics for Brembo.</p>
	<p>The Group engages customers through trainings, events and supports them via dedicated customer service channels. With reliable and safe products and continuous product innovation, also in view of</p>	<p>Daily activities and reports. Joint development programs. Customer support channels. Support and training network for Brembo expert professionals. Surveys to identify customers' needs and expectations.</p>



Customers

environmental performance, Brembo aims at maintaining and protecting the brand.

Corporate website.
Engagement survey on the relevance of material topics for Brembo.
Dedicated events.



End User

The Group engages end users via social networks and customer service and feedback channels and strive to provide them with safe and reliable products, information on the maintenance of braking systems and customer support services to fulfil their needs and expectations.

Customer support channels.
Corporate website
Monitoring and interaction on social networks.
Feedback from vehicle and motorbike manufacturers.
Participations in trade fairs and events with engagement activities for new users and new generations.



Brembo People

The Group counts on more than 15,000 people worldwide with different backgrounds and experiences. The Group is committed to maintaining a safe, diverse and inclusive work environment, where people can pursue personal and professional growth. The Group has periodic discussions on related topics with company employee participation body, where applicable.

Global engagement surveys and Pulse surveys.
Industrial Relations.
Internal communication channels (e.g., Red portal, MyB Magazine, Notice boards).
Internal campaigns.
Town Hall meetings.
Communication and engagement regarding Group’s objectives and performance.



Suppliers

The Group relies on the contribution of many suppliers both for raw materials, components, indirect materials and services. The Group considers these suppliers as an integral part of business and work closely with them to guarantee compliance with environmental requirements, production improvements, safety, quality, production continuity, accompanying them

Daily activities and reports.
Engagement survey on the relevance of material topics for Brembo.
Periodical surveys on specific topics.
Supplier portal.
Dedicated workshops.

towards an increasingly sustainable business.



Local communities

The Group contributes to its local communities by offering various engaging activities, programs, and partnerships and supports local cultural and social projects.

Orientation and involvement of secondary school and university students as well as targeted awareness and recruiting programs and initiatives.
Relations discussions with the Public Administration.
Plant visits.
Social and cultural development activities.
Social media.



Institutions

The Group interacts with international, national and local regulators by participating in international and national associations and with public decision-makers to ensure compliance with regulations and to discuss any relevant regulation developments regarding, for example, automotive non-exhaust emissions control.

Roundtables and initiatives involving discussion with institutions, at national and international level.
Hearings before parliamentary committees by associations.



Future generations

The Group values the well-being of the people and planet while doing business and devotes attention to natural resource preservation, circular economy and protection of ecosystems and biodiversity. The Group contributes to the achievement of the UN's Sustainable Development Goals.

Environmental associations advocacy and scientific community analysis campaigns' monitoring.
Orientation and involvement of secondary schools and university students and related recruiting programs.
Launch of targeted engagement projects.
Yearly incubator for innovative ideas powered by the new generations.

 <p>Industry companies and competitors</p>	<p>The Group interacts with industry companies and competitors through advanced research projects for pre-competitive technological research in the sector.</p>	<p>Participation in advanced research projects through Italian or European consortia.</p>
 <p>Insurance companies</p>	<p>The Group interacts with insurance companies to transfer the volatility of insurable risks, with the aim of protecting the Group from financial disruption especially in case of catastrophic losses.</p>	<p>Visits to the Group’s plants by the insurer for property, environmental and liability risk assessments. Roundtables and periodic meetings. Engagement survey on the relevance of material topics for Brembo.</p>
 <p>Trade associations</p>	<p>The Group is a member of many trade associations around the world. Trade associations help Brembo keep up to date with best practices and trends, as well as deepen insight into emerging topics.</p>	<p>Roundtables and initiatives involving discussion with institutions, at national and international level. Participation in themed committees of trade associations. Hearings before parliamentary committees. Engagement survey on the relevance of material topics for Brembo.</p>

2.4 RESPONSIBILITIES IN STAKEHOLDER ENGAGEMENT AND RESULTS DISCLOSURE

All areas within the Group are responsible for contributing to the planning and implementation of stakeholder engagement activities within their fields of expertise and roles. Additionally, they are responsible for maintaining information pertaining to topics raised by stakeholders in appropriate documentation.

Before engaging with stakeholders, each Group’s reference area should identify the engagement levels and assess any potential risks. This involves clarifying the objectives of the engagement, the engagement process, the participants, any disclosure boundaries, and the plan for documenting and communicating engagement output.

During the engagement process, explicit ground rules shall be established between the Group and the relevant stakeholders. This involves ensuring a balanced contribution from stakeholders, handling constructive criticism, and avoiding commitments that may be unfeasible.

Finally, the Group is committed to transparently reporting on the outcomes of its stakeholder engagement efforts in appropriate documents (e.g., the sustainability report).

3. WHISTLEBLOWING CHANNEL

Any person connected with the activities of the Group, such as employees and collaborators, suppliers and customers, shareholders and people who hold administration, management, control, supervision or representation positions can report any:

- violations of regulatory provisions in the context of the activity of the Group;
- violations of Brembo Organizational Management and Control Model in accordance with the Italian Leg. Decree 231/01; and
- violations of other code of conducts, company policies and procedures of Brembo.

Reports can be made both in writing and orally, through the Legality Whistleblowing web platform at the following link: [Legality Whistleblowing](#) or through the **App Mobile Legality Whistleblowing**.

For what concerns reports related to other companies of the Group, the whistleblower can choose to send the report to the parent company or, if any, to the local internal channel ruled by specific procedure.

For more details, please consult the Reporting Procedure (PG.W.IA-01), available on the platform.

4. MISCELLANEOUS

This Policy can be amended by the Board of Directors at any time and without any notification being made.

This Policy is governed by and will be construed in accordance with the laws of the Netherlands.

5. REFERENCE DOCUMENTS

Document Type	Document Code	Document Title	Storage Path
Policy	/	Brembo Shareholders engagement policy	Website Link