

TURNING ENERGY INTO INSPIRATION

CORPORATE GOVERNANCE
AND OWNERSHIP STRUCTURE REPORT 2022

pursuant to Article 123-bis of the Consolidated Law on Finance

Brembo S.p.A.

Registered offices: CURNO (BG) – Via Brembo 25
Share capital: € 34,727,914.00 – Bergamo Register of Companies
Tax code and VAT Code No. 00222620163

**CORPORATE GOVERNANCE
AND OWNERSHIP
STRUCTURE REPORT**
2022

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GLOSSARY

Brembo/Issuer/Company: Brembo S.p.A., with registered offices in Curno (Bergamo), Via Brembo 25, tax code and VAT code No. 00222620163, listed on the Milan stock exchange.

2020 Corporate Governance Code or 2020 CGC: the Corporate Governance Code, approved by the Corporate Governance Committee and published in January 2020, which issuer Companies are required to apply with effect from the first year beginning after 31 December 2020, informing the market thereof in the Corporate Governance Report to be published in 2022 (www.borsaitaliana.it/comitato-corporategovernance/codice/2020eng.en.pdf).

Civil Code: the Italian Civil Code.

Board/Board of Directors/BoD: the Board of Directors of Brembo S.p.A.

Financial year: the financial year which the Report refers to, specifically the financial year ended 31 December 2022.

Group: the Brembo Group.

Borsa Italiana Instructions: Instructions on the Rules of Markets organised and managed by Borsa Italiana S.p.A.

Brembo's Corporate Governance Code or Brembo's CGC: the document defining Brembo's corporate governance rules, fully incorporating the 2020 Corporate Governance Code. The latest update as of 16 December 2022 is available on Brembo's website (www.brembo.com, Company section, Corporate Governance, Governance Documents).

Brembo's 231 Model: the Organisation, Management and Control Model pursuant to Legislative Decree No. 231/2001 of Brembo S.p.A. – Fifth Edition (last update: July 2022), available on Brembo's website in its latest update (www.brembo.com, Company section, Corporate Governance, Codes and Policies).

Related Party Transactions Procedure: the Related Party Transactions Procedure adopted by Brembo S.p.A. (last update 10 May 2021), in compliance with the Consob Resolution No. 17221 of 12 March 2010, and lastly amended by Resolution No. 21624 of 10 December 2020 (in force

with effect from 1 July 2021 – implementing Directive EU 2017/828); the Procedure is available on Brembo's website in its latest update (www.brembo.com, Corporate Governance, Governance Documents).

Consob Regulation on Related Party Transactions: the Consob regulation introduced by Resolution No. 17221 of 12 March 2010 as lastly amended by Resolution No. 21624 of 10 December 2020.

SC: Brembo S.p.A.'s Supervisory Committee.

Regulations of the BoD: the Regulations of the Board of Directors governing its formation, composition and functioning, adopted for the first time by the Board of Directors on 3 March 2017, after having heard the opinion of the Remuneration & Appointments Committee and subsequently amended in accordance with the laws and regulations from time to time in force, as well as the recommendations of the Corporate Governance Code (most recently amended on 16 December 2022).

Rules of Borsa Italiana: the Rules of Markets organised and managed by Borsa Italiana S.p.A., as amended and extended.

Rules for Issuers: the Rules for issuers established by Consob with Resolution No. 11971 of 1999, as amended and extended.

Market Regulations: the market regulations established by Consob with Resolution No. 20249 of 2017.

Report: the Corporate Governance and Ownership Structure Report pursuant to Articles 123-*bis* of TUF and 89-*bis* of the Rules for Issuers, approved on 2 March 2023 by the Board of Directors of Brembo and available on Brembo's website (www.brembo.com, Company section, Corporate Governance, Corporate Governance Reports).

Remuneration Report: the Report on the Remuneration Policy for 2023 and Remuneration Paid in 2022, pursuant to Article 123-*ter* of TUF, which is available on Brembo's website (www.brembo.com, section Company, Corporate Governance, Remuneration Policies).

By-laws: the By-laws of Brembo S.p.A., in the current applicable version, amended by the Extraordinary Shareholders' Meeting of 17 December 2021¹, available on Brembo's website (www.brembo.com, Company section, Corporate Governance, Governance Documents).

ICRMS: Internal Control and Risk Management System.

TUF: Legislative Decree No. 58 of 24 February 1998 (Consolidated Law on Finance), as further amended and extended.

Where not otherwise specified, reference should also be made to the definitions included in the 2020 Corporate Governance Code.

¹ Introduction of Article 17-bis (Chairman Emeritus) in the By-laws of Brembo S.p.A.

1. COMPANY PROFILE

Brembo (www.brembo.com) is a world leader in the design, development and manufacture of braking systems and components of vehicles in the global market. Electrification, autonomous driving, digitalisation and sustainability are macro trends that are transforming the automotive world and are therefore at the centre of the strategies of the market's main players, also with a view to achieving

“Sustainable Success”. The Company operates, directly or through subsidiaries or associates, in 15 countries, with 23 production sites and commercial offices and over 12,000 employees, of which about 10% consists of engineers and product specialists working in the research and development area.

1.1. 2022 REPORT'S MAIN NEW CONTENTS

This Report, approved by the Board of Directors on 2 March 2023, provides a general description of the corporate governance system adopted by the Group, its ownership structure and quantitative and qualitative information on the functioning of the Board of Directors, its Committees and its Internal Control and Risk Management System. It illustrates the methods through which the Company has applied the principles included in the 2020 Corporate Governance Code.

This Report — prepared in accordance with the format proposed by Borsa Italiana (IX edition - January 2022) is available on the Company's website (www.brembo.com, section Company, Corporate Governance, Corporate Governance Reports) and through the authorised storage mechanism (www.1info.it).

| 2022 HIGHLIGHTS | REFERENCE PARAGRAPHS |
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1.2. GOVERNANCE MODEL

GOVERNANCE SYSTEM

Brembo S.p.A., a Company listed on the Milan stock exchange, has adopted a traditional form of administration and control as provided for by Italian laws: the company's management is attributed to the Board of Directors, the supervisory functions to the Board of Statutory Auditors, and the statutory and accounting audit of the Company's accounts to the Independent Auditors appointed by the General Shareholders' Meeting.

In order to promote a corporate governance model that devotes constant attention to all stakeholders, while also anticipating new needs and the most impactful trends, Brembo:

- constantly monitors governance principles and models generally adopted at the European and international level that represent best practices in the area of corporate governance;
- reviews the results of the analyses and most authoritative observers on the subject of corporate governance, in Italy and abroad, and compares them with its own

structural and organisational elements, for purposes of ongoing improvement.

For this reason, the Corporate Governance System of Brembo has always been inspired by and fully implements the recommendations issued from time to time by the Corporate Governance Committee², which have been incorporated into Brembo's Corporate Governance Code, as well as in the Regulations of the BoD and the rules of its Committees.

See paragraph 3.

CLASSIFICATION OF THE COMPANY PURSUANT TO THE 2020 CORPORATE GOVERNANCE CODE

On the basis of the definitions provided by the 2020 Corporate Governance Code and ownership structure, Brembo qualifies as:

- **a large Company**, whose capitalisation was greater than €1 billion on the last Exchange business day of each of the previous three calendar years before the adoption of the 2020 CGC;
- **a Company with concentrated ownership** since its majority shareholder directly holds the majority of the votes that may be exercised in the ordinary shareholders' meeting (see paragraph 2.2).

Regardless of such classifications, the Company decided, where possible, to implement all recommendations of the 2020 Corporate Governance Code, without exercising any of the flexibility options granted.

See paragraph 3.

SUSTAINABLE SUCCESS³ AND CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility is not an abstract concept for Brembo, rather it is rooted in its culture and corporate strategy. The principles driving the Group's Sustainable Success and Corporate Social Responsibility originated with Brembo and grew and developed over time with it

through daily concrete practices, designed to balance economic decisions against an assessment of their social and environmental impact, while always taking account of the expectations of all Group stakeholders.

Brembo aims to contribute concretely to constant improvement of the Company's environmental and social aspects: from a responsible relationship with natural ecosystems to the wellbeing of the communities and people who live in the territories in which the Group operates around the world.

Brembo has embarked on a structured sustainability path started at the end of the Nineties with an analysis of the value of the intangibles, aimed at measuring the Group's ability to create value not only in economic terms, but also considering the social and environmental impacts, safeguards for employment, appreciation of human resources, promotion of employee safety and capacity for growth and innovation. In 1999, this process was formalised with the preparation of the first *Intangible Capital Report* and continued between 2004 and 2007 with the publication of the *Value Report*, describing the inter-relationship between the Group's economic results and its environmental and social performance. The reporting process continued over the next years through the inclusion of the sustainability performance in the company's business model with an in-depth analysis, included in the Report on Operations, of aspects regarding the global macro-economic scenario, safety and environmental risks, company organisation, research and human resources.

In 2018 the Group sought to enhance this process, adopting the 17 global goals identified in the *United Nations Agenda 2030* for sustainable development, defined as a process of expansion that does not compromise the ability of future generations to enjoy similar opportunities as those enjoyed by the present generation⁴. This step was followed in 2021 by joining the *United Nations Global Compact*⁵, bearing witness to the alignment of the Group's strategy and operations with the universal principles of respect for human rights, dignified work, respect for the environment, the fight against corruption and pursuit of social justice.

The preliminary analysis of the sustainability objectives was carried out by the CSR Global Central Function, with

² Reference is made to the Corporate Governance Code issued in January 2020 by the Corporate Governance Committee.

³ For further information see the Company's website (www.brembo.com, Sustainability section).

⁴ United Nations - World Commission on Environment and Development (1987) "Our Common Future", also known as the "Brundtland Report".

⁵ The world's largest strategic corporate citizenship initiative which arose from the desire to promote a sustainable global economy, respectful of human and labour rights, environmental protection and the fight against corruption, promoted by the former UN Secretary Kofi Annan. More than 15,000 companies from 165 countries have joined the Global Compact, creating a new model for global collaboration.

the involvement of top management. This initial phase focused on identifying strategic priorities, taking account of the best practices in the sector in which Brembo operates, as well as of current general trends in the area of ESG (environmental, social and governance) at the global level, in accordance with the 17 Sustainable Development Goals (SDGs) of the United Nations Agenda 2030, as the Group's concrete contribution to achieving them.

It is precisely thanks to this comparison and dialogue that valuable requirements and priorities emerged for the identification of the most relevant sustainability targets for the Company.

The foregoing was also formalised through an amendment to the By-laws (Article 4 "Purpose") by the Shareholders' Meeting on 22 April 2021, on the proposal of Brembo's BoD, designed to enshrine a commitment already pursued by the Group in its By-laws.

In addition, to steer its strategic commitment over time, Brembo prepared its **first Sustainability Plan**, setting precise medium-to-long-term targets relating to environmental and social aspects, and aiming at constant improvement, in order to achieve concrete, increasingly ambitious targets. In Brembo, sustainability is a way of thinking that also materialises through the definition of a clear strategy that allows the Group to enhance its contribution to a form of economic development compatible with the protection of the environment and people.

Brembo's Sustainability Plan includes objectives to reduce environmental impact including the achievement of climate neutrality by 2040, the recycling of waste produced and the constant monitoring of water withdrawals, discharges and significant uses in all plants. As a further step towards a circular economy approach, the Plan also includes the launch of an internal path for the definition of Life Cycle Assessment parameters for all existing product families.

Today Brembo reports its environmental and social performance within its Disclosure of Non-Financial Information which also includes all the policies that have always been part of the Group's actions at global level in the areas of compliance, ethics, responsibility, sustainability and transparency. Brembo considers these values to be the foundation of the precious 'intangible' asset made up of its brand, its reputation and the set of principles that characterise the way in which a socially responsible company acts (www.brembo.com, Sustainability section, Report, Report and Presentations section).

The engagement of the people who work at Brembo is a fundamental element for the sustainability of its development model. The Group employees are our most valuable resource: a source of passion and increasingly strategic skills, also for addressing the challenges of the significant transformation underway in the automotive sector.

The adoption of and support for the SDGs were shared with all Brembo people worldwide through the internal communications campaign "We Support SDGs" launched in 2020 and aimed at exploring each of the 17 Goals, emphasising their main targets, sharing suggestions for improvement towards more sustainable lifestyles and underscoring Brembo's commitment to their achievement. The campaign "Put Your Face On It" was launched in 2022, to promote virtuous behaviour within the Group through brief amateur video clips, published on the Group's various communications channels, in which Brembo people discuss the steps they are taking in their day-to-day private and working lives or sustainability initiatives that may be a source of inspiration for all.

On the environmental side, Brembo is committed to responsible production, which has been translated into a plan to constantly reduce emissions thanks to improvements in production facilities through efficient energy use and the use of renewable energy sources. This plan is part of a broader strategy that also seeks to reinforce its capability to develop net zero products. The objective is to support the transition towards sustainable mobility, while significantly reducing GHG emissions and the environmental impact of Brembo's production sites. The Group recycles waste materials, aiming to maximise their salvage, and reduces the production of waste and consumption of energy and natural resources, including water, as far as possible.

The environmental commitment is given strategic form through the efforts of the Research and Development department, which is committed to planning increasingly green solutions and producing braking systems that contribute to reducing CO₂ and fine particulate matter emissions. These are the premises that in 2020 resulted in the launch of the Greentive® disc and Enesys® brake spring, solutions that facilitate a decrease in consumption, increasing general vehicle efficiency, in an automotive industry that is increasingly electrification-oriented.

Electrification, digitalisation and autonomous driving are the unprecedented challenges that the automotive industry is facing, as well as trends that have a significant impact also on the environment. Brembo wants to lead the way in this process through its vision, *Turning Energy into*

Inspiration, and the mission to become a Solution Provider to support customers in anticipating these macro trends, developing ever more sustainable solutions.

In line with this, in 2021 SENSIFY™, a new pioneering intelligent and more sustainable braking system that integrates the most advanced software based on artificial intelligence with the Company's brake components, was announced at global level.

The supply chain is also a cornerstone for Brembo, not only as regards the business. Only shared commitment can lead to real progress: for this reason Brembo is spreading the sustainability culture also amongst its suppliers who, accompanying it in the process of continual innovation and quality improvement, are required to operate in a context of social responsibility and respect of essential topics such as human rights, child protection and condemnation of child labour, as well as of specific issues such as that of conflict minerals.

The remuneration policy approved by the BoD is designed to remunerate the management and personnel for sustainable growth. Brembo thus seeks to reach the new targets set by this new scenario. In particular, Brembo's 2022 Remuneration Policy mainly aims at giving a tangible contribution to the Group's corporate strategy and sustainability, taking into account its medium/long-term strategic direction, in order to assure *attraction* and *retention* for all the key roles with the necessary credentials and skills to ensure that value is created for all stakeholders, including Shareholders, employees, customers and suppliers (see paragraph 8).

From the financial standpoint as well, Brembo has begun a process aimed at leveraging the sustainability practices that have always been a part of the Group: in 2020, it obtained a medium-/long-term positive loan of €300 million from BNL of the BNP Paribas Group. The financial terms of the loan improve when constantly monitored and measured precise sustainability milestones are met.

Over the years Brembo has established an active and constant dialogue with its internal and external stakeholders, based on the values of transparency, trust and consensus in decisions. Thanks to this dialogue the Group has the opportunity to obtain important information about the reference context and receive feedback on its operations, so that it can continually improve the impact of the company's activities on the environment and on society. Through a process of listening and dialogue, Brembo is able to assess the extent to which it is understanding and satisfying the expecta-

tations and interests of its stakeholders by identifying the areas in which to increase its commitment and those in which to confirm the approach adopted. Establishing ongoing, mutually satisfactory dialogue requires the identification of key stakeholders with which to promote periodic dialogue initiatives and the definition of the most appropriate methods of securing their engagement.

This approach, in particular towards current and/or potential Shareholders and/or Investors, was also applied within the Brembo Shareholder Engagement Policy approved by the Board of Directors convened on 17 December 2021 (see paragraph 12).

Brembo S.p.A. has adopted an effective Internal Control and Risk Management System which is essential for the Sustainable Success. It integrates a 231/2001 Model and a compliance system, which are included among the ESG parameters (with particular regard to the Governance aspect), and that can be seen as sustainability tools, also in light of the many and significant correlations with the Sustainable Development Goals 2030 (see paragraph 9).

Several years ago the Company set up the CSR Committee which, supported by a team consisting of representatives from the various company functions, is responsible for defining guidelines and adopting Corporate Social Responsibility policies, approving and monitoring the projects proposed by the Chief CSR Officer, overseeing the stakeholder engagement process, carrying out the Materiality Analysis to be submitted to the Board of Directors, and assessing the draft Disclosure of Non-Financial Information.

In order to oversee and coordinate the performance of the activities of this working group, the position of CSR Officer was created as early as in 2013 and was subsequently renamed Chief CSR Officer. This role is filled by the Director in charge of the Internal Control and Risk Management System, with the aim of:

- coordinating and implementing the activities of the Meeting of the CSR Committee;
- coordinating the communication streams required to collect data and prepare the draft Disclosure of Non-Financial Information;
- interfacing periodically with the Audit, Risk & Sustainability Committee as liaison to the CSR Meeting;
- proposing CSR projects and initiatives;
- monitoring outside best practices by managing relations with stakeholders.

At its meeting on 20 April 2017 the BoD also identified the Audit and Risks Committee as the Governance Committee

to be tasked with supervising all sustainability issues and interactions with all stakeholders, changed its name into Audit, Risk & Sustainability Committee and updated the list of its tasks as described in the Committee's Rules⁶ (see paragraph 10).

Brembo's first Sustainability Report (2016 edition) was presented to the Shareholders' Meeting held on 20 April 2017 and then published on the Company's website (www.brembo.com, section Sustainability, Report, Report and Presentations), one year before the publication became mandatory by law. It was drawn up in accordance with the guidelines issued by the Global Reporting Initiative (G4) following a Materiality Analysis process aimed at identifying the areas of greatest interest and with the greatest risks and opportunities for the purposes of business development and value creation from the perspective of long-term sustainability. On the basis of this, priority indicators were identified for use in monitoring and communicating the Group's sustainability performance. Brembo's sustainability reporting was gradually brought into line with reference standards and best practices, which the Company constantly monitors.

2022 MATERIALITY MATRIX AND 2022 DISCLOSURE OF NON-FINANCIAL INFORMATION

To define the structure and contents of the Consolidated Disclosure of Non-Financial Information pursuant to Legislative Decree 254/2016 (hereinafter also "NFD") — implementing Directive No. 2014/95/EU as regards disclosure of non-financial and diversity information — Brembo conducted a materiality analysis aimed at identifying the topics that are deemed relevant — in relation to its business profile, strategies, stakeholders' expectations and business environment — to report the Company's economic, environmental and social impacts and that can influence the decisions of the Group's stakeholders.

For 2022 the analysis was conducted according to the guidelines published by the Global Reporting Initiative (GRI) Universal Standards 2021, which focuses on the (positive, negative, current and potential) impacts of organisations on the economy, environment and individuals, including those on human rights, integrating the views of stakeholders into the broader impact assessment process.

In addition, Brembo decided on early adoption of the provisions of the Corporate Sustainability Reporting Directive:

the European Sustainability Reporting Standards (ESRS) of the EFRAG, the reporting standard that is to be used by companies subject to the Corporate Sustainability Reporting Directive (CSRD) with effect from 2024 (publication in 2025) and that involves a process of identifying material topics according to a double materiality approach: impact materiality and financial materiality. Impact materiality is aligned with GRI requirements, while financial materiality refers to the risks and opportunities that may influence the creation (or erosion) of company value (outside-in perspective).

For the 2022-2024 period, the materiality analysis process was thus carried out assessing the potential material topics based on the macro-trends in the industry, the trends emerged through benchmarks and the topics identified during interviews with Management. These aspects were assessed both by Brembo's management according to a two-perspective approach (impact and financial materiality), and by several stakeholders identified as priorities (for the impact materiality perspective only), such as customers, suppliers, investors, insurance companies and trade associations. The members of the Board of Directors, the Audit, Risk & Sustainability Committee and the Board of Statutory Auditors were also involved.

The Materiality Matrix was previously assessed by the CSR Committee, audited by the Audit, Risk & Sustainability Committee on 5 December 2022 and then approved by the Board of Directors on 16 December 2022. The Matrix emphasises the topics that Brembo has identified for disclosure in 2022 in its NFD for the said reporting year.

The NFD for 2022 was examined and approved by the Board of Directors at its meeting of 2 March 2023, after being examined by the Audit, Risk & Sustainability Committee during its meeting of 22 February 2023, and it was then submitted to the control bodies (Board of Statutory Auditors and Independent Auditors) for the activities within their remit. The NFD was also subject to limited assurance by the same auditing firm commissioned to audit the financial statements (Deloitte & Touche), who verified that it conforms to Legislative Decree No. 254/2016 and complies with the principles and methodologies of the reporting standard used.

The related report, which is separate from the independent auditors' report, is appended to and published together with the NFD. The 2022 NFD is available on the Company's website (www.brembo.com, section Sustainability, Report, Report and Presentations).

⁶ www.brembo.com, section Company, Corporate Governance, Governance Documents.

1.3. COMPANY KEY HIGHLIGHTS

| (EURO MILLION) | 2021 | 2022 | CHANGES % |
|--------------------------------------|---------|---------|-----------|
| Sales | 2,777.6 | 3,629.0 | 30.7% |
| EBITDA | 502.7 | 625.2 | 24.4% |
| Profit | 215.5 | 292.8 | 35.9% |
| Net financial position | 411.8 | 502.0 | 21.9% |
| Market capitalisation at 31 December | 4,184 | 3,489 | -16.6% |
| Workforce (headcount) | 12,225 | 12,956 | |

1.4. 2018-2022 STOCK PERFORMANCE





2. INFORMATION ON OWNERSHIP STRUCTURE AT 31 DECEMBER 2022

2.1. STRUCTURE OF SHARE CAPITAL

Brembo S.p.A.'s subscribed and fully paid-up share capital amounted to €34,727,914 and was divided into 333,922,250 ordinary shares, without nominal value. As at the date of

the approval of this Report, the Company holds 10,035,000 own shares representing 3.005% of share capital.

SHARE OWNERSHIP AT 31 DECEMBER 2022

| FEATURE | YES/NO | SHARE CAPITAL % |
|---|--------|-------------------------|
| Presence of syndicate agreements | No | -- |
| Presence of increased voting right | Yes | 179,056,465 (53.62%) |
| Restrictions on the transfer of securities | No | -- |
| Securities carrying special rights | No | -- |
| Employee share ownership scheme | No | -- |
| Restrictions on voting rights | No | -- |
| Minimum shareholding required for the submission of lists | Yes | 1% |

2.2. SIGNIFICANT SHAREHOLDINGS

(Figures taken from the Shareholders' Register at 31 December 2022 and information received by the Company at the date of publication of this Report)

| | |
|--|-------------|
| Total ordinary shares outstanding | 333,922,250 |
| Total voting rights outstanding ⁷ | 512,978,715 |

MAIN SHAREHOLDERS AT 31 DECEMBER 2022

| DECLARANT | DIRECT SHAREHOLDER | NATIONALITY | NO. OF SHARES | % OF SHARE CAPITAL WITH RIGHT TO VOTE | NO. OF VOTING RIGHTS | % ON TOTAL VOTING RIGHTS | |
|-----------|--------------------|--|---------------|---------------------------------------|----------------------|--------------------------|--------|
| 1 | Bombassei Alberto | Nuova FourB S.r.l. | Italian | 178,859,605 | 53.523 | 357,583,370 | 69.711 |
| 2 | | Brembo S.p.A. | Italian | 10,035,000 | 3.005 | 10,035,000 (*) | 1.956 |
| 3 | | Mawer Global Small Cap Fund | Canadian | 6,923,580 | 2.073 | 6,923,580 | 1.350 |
| 4 | | City of New York Group Trust | U.S. | 5,845,833 | 1.751 | 5,845,833 | 1.140 |
| 5 | | Vanguard International Value Fund | U.S. | 5,007,777 | 1.500 | 5,007,777 | 0.976 |
| 6 | | Mawer Global Equity Fund | Canadian | 3,321,231 | 0.995 | 3,321,231 | 0.647 |
| 7 | | Bank of Italy | Italian | 3,098,512 | 0.928 | 3,098,512 | 0.604 |
| 8 | | Rbc Ist Treaty Clients Ac | Canadian | 2,396,491 | 0.718 | 2,396,491 | 0.467 |
| 9 | | Nt Nt0 Non Treaty Clients | English | 2,279,290 | 0.683 | 2,279,290 | 0.444 |
| 10 | | Sprucegroove International Pooled Fund | Canadian | 2,208,540 | 0.661 | 2,208,540 | 0.431 |

(*) Treasury shares are not included in voting rights

⁷ See paragraph 2.3.

2.3. INCREASED VOTING RIGHT

The Shareholders' Meeting on 18 April 2019 approved the amendment to Article 6 of the By-laws, introducing — pursuant to Article 127-*quinquies* of TUF — the increased voting right mechanism. The amendment aims to foster stable and loyal ownership by promoting medium/long-term investment in Brembo's share capital in order to support the Group's organic and non-organic growth.

Stable share ownership is a strategic factor to the success of the Company's growth projects, since these are projects that, in view of the characteristics of the Group's business, are to be developed over a medium-to-long term time horizon, and therefore require the support of shareholders whose investment rationale and return expectations are oriented accordingly.

The By-laws provides for the allotment of two votes for each share belonging to the shareholder requesting to be registered in the Special List — maintained and updated by the Company — provided that the said share is held for a period of no less than 24 subsequent months starting from the date of its registration in such Special List.

All details relevant to the procedure for the registration, maintenance and updating of the Special List, complying with the applicable laws, the By-laws and the market practice, are described in the Increased Voting Right Regulations approved by Brembo's BoD on 18 April 2019 and subsequently amended on 23 April 2020.

INCREASED VOTING RIGHTS AT THE DATE OF PUBLICATION OF THIS REPORT

| | NO. OF SHARES COMPRISING THE CAPITAL | NO. OF VOTING RIGHTS |
|---|--|-------------------------|
| Total shares of which: | 333,922,250 | 512,978,715 |
| Ordinary shares IT0005252728 | 154,865,785 | 154,865,785 |
| Ordinary shares with increased voting right IT0005380149 | 179,056,465 | 358,112,930 |

www.brembo.com/en/investors/for-shareholders/increased-voting-right.

2.4. CHANGE OF CONTROL CLAUSES

As part of their business, Brembo and its direct or indirect subsidiaries are parties to various joint ventures, supply, cooperation and financing agreements. As is customary at the international level and in negotiating practice for such

agreements, they include clauses that, if applied, grant each of the parties the power to terminate and/or amend such agreements in the event of a direct and/or indirect change of control of one of the parties.

2.5. POWER TO INCREASE THE SHARE CAPITAL

In accordance with Article 2443 of the Civil Code, on 18 April 2019 the General Shareholders' Meeting again vested the Board of Directors (until 18 April 2024) with delegated powers to increase the paid share capital by issuing new shares — on one or more occasions, also in several tranches, pursuant to Article 2439, paragraph 2, of the Civil Code, while excluding the option right pursuant to Article 2441, paragraph 4(2), of the Civil Code — for an overall maximum value of €3,472,791.40 and no more than 33,392,225⁸ shares without nominal value, or — if fewer — of the number of shares that, at each date such delegated powers are exercised (and taking due account of any and all the shares that may already have been issued pursuant to said powers), represents 10% (ten percent) of the Company's total

shares at such date⁹. To this end, the BoD is additionally empowered to:

- establish, for each issue, the number, unit price of issue and dividend rights of the related ordinary shares, without restriction except as specified under Article 2441, paragraph 4(2), and/or Article 2438, and/or Article 2346, paragraph 5, of the Civil Code;
- determine the deadline to subscribe the Company's ordinary shares;
- exercise the delegated powers, as well as the authority mentioned above, including and not limited to, full powers to accordingly amend the Company's By-laws, as may be required from time to time.

2.6. AUTHORISATION TO REPURCHASE OWN SHARES

After revocation of the previous Resolution dated 22 April 2021, the General Shareholders' Meeting of Brembo S.p.A. held on 21 April 2022 approved a plan for the buy-back of own shares ending on 22 October 2022, thus a maximum period of 18 months.

This authorisation entails:

- the purchase of a maximum of 8,000,000 treasury shares for up to €144,000,000 and the sale of all treasury shares held, in one or more tranches, for a maximum period of 18 months, at a minimum price of no more than 10% below the reference price of the shares during the trading session on the day before each purchase transaction is undertaken and a maximum price of no more than 10% above the reference price of the shares during the trading session on the day before each individual purchase transaction is undertaken, by drawing on unrestricted reserves;
- with reference to the disposal of own shares for a maximum term of 18 months, granting the Board of Direc-

tors the power to define, from time to time, all the criteria to set the relevant consideration and/or methods, terms and conditions to use own shares in portfolio, taking due account of the realisation methods applied and the price trend of the stock in the period before the transaction, acting in the best interest of the Company;

- granting the Executive Chairman full powers, to be exercised severally and/or delegated to third parties, to implement the Resolutions as per the points above, even availing of attorneys-in-fact, in accordance with applicable laws and as requested by relevant authorities.

It should be noted that, as at the date of approval of this Report, the Company has not yet launched the plan approved by the General Shareholders' Meeting of 21 April 2022.

OWN SHARES IN PORTFOLIO AT 31 DECEMBER 2022

| NO. OF OWN SHARES | % OF SHARE CAPITAL |
|-------------------|--------------------|
| 10,035,000 | 3.005% |

⁸ The number of shares reported herein accounts for the stock split approved by the General Shareholders' Meeting of 29 April 2017.

⁹ Please refer to Article 5 of the By-laws.

2.7. DIRECTION AND COORDINATION

Brembo S.p.A. is not subject to the direction and coordination of any company or entity pursuant to Article 2497-*bis* of the Civil Code, despite it being controlled by another company. This is because, in accordance with the recommendations of the 2020 Corporate Governance Code, decisions that result in the following are subject to the collective examination of and exclusive approval by the Board of Directors of Brembo S.p.A. which as of 31 December 2022 includes six independent Directors:

- the preparation of the Group's business, strategic and financial and budget plans;
- the issuance of directives on matters of financial and credit policy and the centralisation of functions such as treasury management, administration, finance and control; and
- the definition of the strategies for the growth, strategic and market positioning of the Group and its individual Companies, particularly where policies may influence

and determine their practical implementation by the Company's management.

The professional expertise and authoritativeness of non-executive and independent Directors represent a guarantee that all Board of Directors' decisions are adopted in the sole interest of the Group and its stakeholders, without being subject to any direction or interference from third parties representing interests other than those of Brembo S.p.A.

Brembo S.p.A. is responsible for coordination and control of its Subsidiaries pursuant to Article 2497 of the Civil Code, and sets the Company and Group strategies aimed at medium-to-long-term sustainability in terms of financial performance, business objectives, investments and sales and marketing policies. The requirements pursuant to Article 2497-*bis* of the Civil Code have been complied with.

3. COMPLIANCE WITH THE 2020 CORPORATE GOVERNANCE CODE (pursuant to Article 123-bis, paragraph 2, letter a, of TUF)

The Corporate Governance System of Brembo S.p.A. is inspired by and fully implements the principles and recommendations issued by the Corporate Governance Committee¹⁰ in the 2020 CGC. In fact, said principles and recommendations have been incorporated into Brembo's Corporate Governance Code (as approved on 17 December 2021 and available on the Company's website in its latest version¹¹), as well as into the Regulations of the BoD and the rules of its Committees.

As part of the process of adopting its 2020 CGC, Brembo also took account of Q&As functional to its application, published by the Corporate Governance Committee, in addition to assessing the potential impacts on Brembo's corporate governance system and identifying areas of specific interest and possible changes to its company practices. The results of this analysis indicated compliance with the principles and recommendations of the 2020 CGC.

On the basis of these in-depth analyses, upon the Shareholders' Meeting of 22 April 2021 it was proposed to amend the By-laws (specifically the article relating to "Purpose") in order to enshrine in its By-laws a commitment already promoted by the Group, namely pursuing long-term and Sustainable Development. The related amendment was approved.

Brembo prepared a new Brembo Corporate Governance Code, which was circulated in preliminary consultation to the members of the Audit, Risk & Sustainability Committee and Board of Statutory Auditors — along with comparative details, underscoring the proposals for deviations and reasons for the same — and then to all Directors.

On 17 December 2021 the Board of Directors thus approved the final text of the Brembo CGC, which incorporates all the principles and recommendations of the 2020 CGC, regarded as already applied in practice, with a few deviations due to the fact that some recommended practices were considered not functional to or compatible with Brembo's current governance model, while also taking account of the substance-over-form and comply-or-explain principle¹².

The concrete application of the 2020 CGC principles is illustrated in the various sections of this Report, whereas the deviations are shown in the table below at page 17¹³, along with the related reasons.

To this end, it is also clarified that, on the basis of the definitions provided by the 2020 CGC and ownership structures, Brembo qualifies as:

- a large Company, whose capitalisation was greater than €1 billion on the last Exchange business day of each of the previous three calendar years before the adoption of the 2020 CGC and approval of the Brembo CGC;
- a Company with concentrated ownership since its majority shareholder directly holds the majority of the votes that may be exercised in the ordinary shareholders' meeting.

Regardless of such classifications, the Company decided, where possible, to implement all recommendations of the 2020 CGC, without exercising any of the flexibility options granted. See the table below at page 18.

Finally, it should be acknowledged that the Board of Statutory Auditors indicated that it had found a detailed analysis with regard to the comparison with the 2020 CGC.

¹⁰ Reference is made to the Corporate Governance Code issued in January 2020 by the Corporate Governance Committee, available to public on the following website: www.borsaitaliana.it/comitato-corporate-governance/codice/2020eng.en.pdf

¹¹ www.brembo.com, section Company, Corporate Governance, Governance Documents.

¹² Since these are not obligations, the comply-or-explain approach is adopted, whereby when Brembo decides not to implement these recommendations, it explains the reasons for non-application or partial application by specific Board resolution. Where primary or secondary legislation is incompatible with the application of some recommendations, a resolution by the Board of Directors justifying non-application or partial application is not required.

¹³ Adherence to the Code entails that each deviation must be clearly indicated in the Corporate Governance Report and that the companies: (a) explain how the best practice recommended by the Code has been disregarded; (b) describe the reasons for the deviation; (c) describe how the decision to deviate from the Code was taken within the company; (d) if the deviation is limited in time, indicate when they plan to apply the relevant best practice; and (e) describe any conduct adopted by way of alternative to the best practice deviated from and explain how this decision achieves the goal underlying the principles of the Code and contributes, in any event, to good corporate governance.

MAIN DEVIATIONS COMPARED TO THE RECOMMENDATIONS OF THE 2020 CORPORATE GOVERNANCE CODE

| REF. IN THE 2020 CGC - DEVIATIONS | JUSTIFICATIONS |
|---|--|
| Definitions Chief Executive Officer (CEO) | <p>On the basis of the Group's current organisational structure, approved by the Shareholders' Meeting on 17 December 2021, and in keeping with the delegated powers assigned by the Board of Directors on that same date, there are several individuals who may be characterised as holding primary responsibility for management of the company, identifiable as those in the following roles:</p> <ul style="list-style-type: none"> • Executive Chairman; • Chief Executive Officer - CEO • the Director in charge of the Internal Control and Risk Management System and the Chief CSR Officer; <p>all those designated Executive Directors, to whom the Board of Directors granted specific powers, authority, duties and areas of responsibility.</p> <p>Accordingly, all references in the 2020 CGC to the person holding primary responsibility for management of the company or CEO are specified in Brembo's CGC as identifying one of the roles indicated above by virtue of the powers, authority, duties and areas of responsibility defined by the BoD.</p> <p>N.B. In the Q&A included in the 2020 CGC it is specified that companies normally identify a single executive director as the person holding primary responsibility for management. However, the BoD may identify more than one such person where multiple directors are attributed equivalent management powers.</p> <p>See paragraphs 4.9 and 9.1.</p> |
| Article 2 - Composition of the Corporate Bodies | <p>On the basis of the Brembo Group's organisational and corporate structure (company with concentrated ownership), the BoD has decided to assign an executive role to the Chairman to ensure optimal use of the wealth of knowledge, experience, values and skills gained over time, so that the Group may continue its growth and development without interruption, in accordance and harmony with its past and identity.</p> <p>Recommendation 4 Chairman's role</p> <p>The independence of judgement of the BoD in its activities is in any case ensured by the presence of 6 Directors qualifying as independent, whose professional expertise and authoritativeness are an additional guarantee that all Board of Directors' decisions are taken in the sole interest of the Group and its stakeholders, without being subject to any direction or interference from third parties representing interests other than those of Brembo S.p.A.</p> <p>See paragraph 4.8.</p> |
| Article 4 - Appointment of Directors and BoD's self-assessment process | <p>Recommendation 7 Independence criteria</p> <p>The BoD assesses on an annual basis, after the preliminary review by the Remuneration & Appointments Committee, whether the individual Directors meet the independence requirements. Such assessment is performed in compliance with the consolidated principle of the prevalence of substance over form, which takes account of the principles set out in the 2020 CGC, the professionalism and dedication shown, as well as the active participation in Board meetings, and the speeches and thoughts relating to debate within the Board.</p> <p>See paragraphs 4.3, 4.4 and 4.10.</p> |
| Article 4 - Appointment of Directors and BoD's self-assessment process | <p>Recommendation 19a) Board Performance Evaluation</p> <p>On the proposal of the Remuneration & Appointments Committee, the BoD assigned the LID (Lead Independent Director) responsibility for coordinating the Board Performance Evaluation, in addition to determining that the process of evaluating and circulating the plan of activity and its results would involve the participation of all Independent Directors and not just the members of the Remuneration & Appointments Committee.</p> <p>This was determined in light of the well-consolidated, effective methods used by the LID and Independent Directors (who, <i>inter alia</i>, are members of the Remuneration & Appointments Committee) to perform this activity in the course of the current term of the Board of Directors and to proceed in continuity with the three-year plan of the 2020-2022 BPE.</p> <p>See paragraph 7.1.</p> |
| Article 6 - Internal Control and Risk Management System | <p>Recommendations 32 b) and 34 CEO - ICRMS</p> <p>The BoD identified the Executive Director with the role of Chief CSR Officer as the Director responsible for setting up and maintaining the ICRMS (hereinafter the "ICRMSD"), on the basis of the experience gained over the years and the knowledge of Brembo's business sector and in continuity with the governance model for the risk management and control implemented to date.</p> <p>See paragraph 9.</p> |

RECOMMENDATIONS OF THE 2020 CORPORATE GOVERNANCE CODE FOR LARGE COMPANIES WITH CONCENTRATED OWNERSHIP - APPLICATION WITHIN BREMBO

| TOPIC | 2020 CGC'S RECOMMENDATIONS FOR LARGE COMPANIES WITH CONCENTRATED OWNERSHIP | APPLICATION INTO BREMBO S.P.A. (AS A LARGE COMPANY WITH CONCENTRATED OWNERSHIP) |
|---|--|---|
| Number of Independent Directors | At least 1/3 | In the BoD of Brembo S.p.A. 6 Directors out of 11 qualify as independent. See paragraph 4.10. |
| Meetings of Independent Directors | At least once (1) a year | In 2022, Independent Directors, coordinated by the LID, met three times: 19 January 2022, 21 April 2022, and 28 July 2022. The Board Secretary participated in meetings and prepared the minutes for each, as well as submitted to Executive Directors the suggestions and proposals put forward. See paragraph 4.11. |
| LID | Recommended | The Non-Executive and Independent Director Valerio Battista was reappointed by the BoD in his position as Lead Independent Director following the appointment of the company boards upon the General Shareholders' Meeting of 23 April 2020. See paragraph 4.11. |
| Maximum number of positions | Recommended | In order to ensure availability over time adequate to the diligent performance of the director's functions, the Company included a maximum number of four (4) positions at listed companies in its Regulations of the BoD. Positions at listed companies in which the Director also holds a significant equity interest are not taken into account to this end. See paragraph 4.5. |
| Appointments Committee | Powers may be delegated to the BoD | Brembo implemented the recommendation to set up the Appointments Committee in 2012, entrusting such function to the Remuneration Committee and accordingly changing its name to Remuneration & Appointments Committee. The Remuneration & Appointments Committee is made up of three (3) Independent Directors. See paragraph 8.2. |
| Audit & Risk Committee | Recommended | Brembo appointed an Audit, Risk & Sustainability Committee, made up exclusively of Independent Directors, and which also acts as the Related Party Transactions Committee. See paragraph 9.2. |
| Self-assessment | At least every three (3) years | The BPE (Board Performance Evaluation) shall be performed on annual basis. See paragraph 7. |
| Guidelines on the optimal composition of the BoD | Not recommended | The Board of Directors' Diversity Policies and (qualitative and quantitative) Criteria, indicated in Brembo's CGC and in the Regulations of the BoD (and in line with the recommendations of the 2020 CGC), as described below, aim at ensuring an optimal combination of skills, experience, professionalism, gender, age and other relevant aspects. These criteria, together with the indications that emerged from the 2022 BPE, constitute the basis of reference for the orientation by the outgoing Board of Directors for the managerial and professional candidates to be nominated in view of the appointment of the new company boards for the three-year term 2023-2025 during the General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022 (20 April 2023) and are indicated in the document issued and published by the outgoing Board of Directors denominated "Guidelines of the outgoing Board of Directors of Brembo S.p.A. to Shareholders on the qualitative and quantitative composition of the Board of Directors" and in the Illustrative Report on the BoD's appointment published upon calling of the General Shareholders' Meeting ¹⁴ . See paragraph 4.4. |
| Succession plans | Recommended | On 17 December 2021, the BoD of Brembo approved the Brembo Group's current organisational structure reinforcing the Company's governance model in order to strengthen the top management team and gradually initiate internal succession mechanisms. Within this proven organisational structure and in accordance with the delegated powers assigned by the Board of Directors, Matteo Tiraboschi holds the position of Executive Chairman, Daniele Schillaci that of Chief Executive Officer (CEO). The organisational macro structure was illustrated on 17 December 2021. The Talent Management & Succession Plan was illustrated by the Chief HRO Officer during the Remuneration & Appointments Committee of 12 November 2021, while its updated version was subsequently submitted during the meeting of 14 November 2022. See paragraph 7.2. |

Lastly, in order to apply the 2020 CGC in an increasingly consistent and substantial manner, as in the previous years the Board of Directors has examined the application by the Company of the recommendations made by the Governance

Committee in its Letter sent to issuers on 25 January 2023, indicating a sound level of concrete application at Brembo (see paragraph 16).

¹⁴ www.brembo.com/en/investors/for-shareholders/shareholders-meeting

4. BOARD OF DIRECTORS

4.1. ROLE OF THE BOARD OF DIRECTORS

Brembo's Board of Directors plays a key strategic guidance role that is not limited to defining the Company's strategic plans and determining its organisational structure, values and standards, but also constantly focuses on the creation of value in the long term and the pursuit of a "Sustainable Success". The Board:

- promotes sustainable growth in the medium-to-long term which takes into due consideration social and environmental aspects affecting its activity, through an adequate control and risk management system, including risks having an impact on sustainability;
- ensures utmost transparency towards the market and investors; and
- pays particular attention to material changes in business prospects and situations of risk to which the company is exposed.

The Board of Directors is also responsible for verifying the adequacy of the organisational, administrative and accounting structure and the appropriateness of the controls necessary to monitor the performance of the Company and the Group, as well as for performing the tasks set out in Article 1 of the Brembo CGC.

The performance of such activities / duties is described in detail in the paragraphs below.

4.1.1 ACTIVITY CARRIED OUT BY THE BOARD OF DIRECTORS

The activities performed in 2022 by the BoD, in the exercise of its powers, are summarised below.

| | |
|---|---|
| Industrial Plan | <p>On 10 February 2022, Brembo's BoD examined the Brembo Group's 2022-2026 Business Plan — in line with the 2030 target — which sets out the company's strategic goals and the actions to be taken to achieve those goals in keeping with the chosen risk exposure to promote the Company's Sustainable Success.</p> |
| Operations and delegated powers and Significant Transactions | <p>During its meetings of 3 March 2022, 11 May 2022, 20 June 2022, 28 July 2022, 7 October 2022, 9 November 2022 and 16 December 2022, the Board of Directors examined, assessed and monitored:</p> <ul style="list-style-type: none"> • the performance and foreseeable evolution through information received from the Delegated Bodies, when presenting and approving the interim results; • the adequacy of the organisational structure of the Group and its administrative and accounting system, after receiving the opinions of the Governance Committees and the Board of Statutory Auditors, while constantly receiving information regarding the main organisational changes and the administrative and accounting standards observed; • the transactions with a significant strategic, operating, capital and/or financial impact carried out by the Company and/or its subsidiaries, assessing the relating risks and constantly monitoring their progress; • the significant transactions¹⁵, which were deemed consistent with the resolutions passed by the BoD; • the state of progress of the activities performed in the exercise of the delegated powers and of significant transactions and transactions in potential conflict of interest. |
| Group's growth strategies and related risks | <p>With the participation of the Chief Business Development Officer and in some cases of the various Chief Operating Officers, the Board of Directors periodically discussed and reviewed the Group's organic and non-organic growth strategies, including mergers and acquisitions, and analysed the related risks (meetings of 21 April 2022, 20 June 2022, and 9 November 2022).</p> |
| Russia-Ukraine conflict and increase in commodity prices | <p>During several meetings, the Executive Directors updated the BoD on the impacts on Brembo arising from the Russia-Ukraine conflict. They also informed the BoD about the mitigation actions implemented by the working group specially set up to constantly monitor the evolution of the situation and to define the actions necessary to mitigate risks and possible direct and indirect impacts for the Group.</p> <p>Concurrently, the effects associated with the increase in commodity and energy prices were thoroughly analysed. To date, such increases have yielded limited impacts, thanks to the price-hedging strategies implemented prior to the outbreak of the conflict and initiatives of cost recovery from customers. To this end, a dedicated Board meeting was also held on 7 October 2022. No direct impacts for the Group or critical issues associated with production continuity have been identified neither on the supply nor on the customer side, however ongoing monitoring is necessary.</p> |

¹⁵ With regard to significant transactions, the Company acts in accordance with the instructions for managing the same. Significant Transactions are the transfers of resources, services or obligations that by purpose, payment, procedures, or execution time may have an impact on the integrity of company assets or the completeness and fairness of information, including accounting information. These instructions also envisage quarterly disclosures of these transactions, as well as transactions involving potential conflicts of interest carried out by Brembo S.p.A. or its subsidiaries pursuant to Article 2359 of the Civil Code, by Brembo's internal entities to the BoD and by the Board of Directors to the Board of Statutory Auditors.

| | |
|--|---|
| Performance of the reference market and new products | During the meetings on 10 February 2022, 11 May 2022, 28 July 2022, 7 October 2022 and 9 November 2022, the Board of Directors examined, assessed and monitored the performance of, and outlook for, the automotive market — also in light of the Russia-Ukraine conflict, which caused a sharp increase in the energy and gas costs —, and also received an update regarding the main significant projects and product evolution (Business Transformation). |
| Co-option of a new Director and subsequent proposal of appointment by the Shareholders' Meeting | <p>On 25 February 2022, Director Laura Cioli, independent member of the Company's Board of Directors, Chairwoman of the Audit, Risk & Sustainability Committee and member of the Remuneration & Appointments Committee, formally notified to Brembo her intention to resign, with immediate effect, from her position, due to unexpected new professional commitments.</p> <p>Accordingly, on 3 March 2022 the Board of Directors of the Company, in line with the resolution approved by the Company's Ordinary Shareholders' Meeting of 23 April 2020, which set at 11 the number of the members of the Board of Directors who will remain in office until the approval of the Financial Statements for the year ended 31 December 2022, after having obtained an opinion from the Remuneration & Appointments Committee and based on the legal and regulatory requirements for the Board composition, co-opted Manuela Soffientini (for details, see paragraph 4.3) as Independent Director.</p> <p>For the purposes of the General Shareholders' Meeting of 21 April 2022, the BoD proposed to appoint M. Soffientini to remain in office until the end of term of the current Board of Directors, i.e. until the General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022.</p> |
| Materiality Matrix and Disclosure of Non-Financial Information | <p>With reference to Sustainability, the Board examined, assessed and approved:</p> <ul style="list-style-type: none">• at the meeting on 16 December 2022, the proposed 2022 Materiality Matrix drawn up also taking into account the outcome of the survey conducted with internal and external stakeholders and the timetable of the process of collecting and preparing the NFD for 2022 (including the assurance activities plan by the firm commissioned);• at the meeting on 2 March 2023, the 2022 Disclosure of Non-Financial Information made available to the public along with this Report on 20 March 2023, as discussed in paragraph 1.3 above. <p>Non-financial reporting standardisation trends (new taxonomies, etc.) were constantly monitored through the reports of the Chief CSR Officer to the Audit, Risk & Sustainability Committee.</p> |
| Remuneration Policies¹⁶ | <p>In the area of remuneration policies, the BoD reviewed and approved, with the prior favourable opinion of the Remuneration & Appointments Committee and with the attendance at the meetings of the Chief Human Resources & Organisation Officer, the subjects indicated below:</p> <ol style="list-style-type: none">1) On 3 March 2022:<ul style="list-style-type: none">• the closing results of the short-term annual Incentive Plan (MBO 2021) and definition of the proposals of the short-term annual Incentive Plan (MBO 2022);• the closing results of the Incentive Plan for Executive Directors and Top Managers (LTIP 2019-2021), and consistency with the long-term policies adopted previously;• the proposals for new short- and long-term remuneration policies, including the new Three-Year Incentive Plan for Top Managers (2022-2024 LTIP), incorporated into the Remuneration Report pursuant to Article 123-ter of the TUF (Section I);• the Report on the Remuneration Policy for 2022 and Remuneration Paid in 2021 (Sections I and II), assessing and confirming the effective implementation of the remuneration policies as defined and amended in 2021.2) On 2 March 2023:<ul style="list-style-type: none">• the closing results of the short-term annual Incentive Plan (MBO 2022) and their consistency with the short-term policies adopted previously; the BoD also defined the proposals of the short-term annual Incentive Plan (MBO 2023);• the proposal to review the Remuneration Packages for the Executive Chairman and the CEO;• the proposal to change the pay-out cap relating to the Category 1 for the years 2023 and 2024 of the 2022-2024 LTIP;• the Report on the Remuneration Policy for 2022 (Section I and Section II) and Remuneration Paid in 2021, drawn up in accordance with Article 123-ter of TUF, assessing and confirming the effective implementation of the remuneration policies as defined in 2022. <p>The main aspects of the new short- and long-term remuneration policies, approved by the Board, are illustrated in the Remuneration Report drawn up in accordance with Article 123-ter of TUF, which is available on Brembo's website.</p> |

16 www.brembo.com, section Company, Corporate Governance, Remuneration Policies

| | |
|--|---|
| Implementation of the Brembo Shareholder Engagement Policy | <p>In accordance with the provisions of Brembo Shareholder Engagement Policy, in 2022 the Chairman (with the support of the BoD's Secretary and the Investor Relator) periodically reported to the Board of Directors and to the Board of Statutory Auditors on the development and content of the dialogue and discussions with the current and/or potential Shareholders and/or Investors of the Company.</p> <p>These activities were carried out during the following meetings: 11 May 2022, 28 July 2022, and 9 November 2022. Moreover, at the date of publication of this Report, the BoD was updated also during the meeting of 2 March 2023.</p> <p>For further details, see paragraph 12.</p> |
| Board Performance Evaluation | <p>At its meeting on 20 January 2022, in accordance with its best practices and the provisions of the 2020 CGC and Brembo's CGC, the Board of Directors – aided by the LID with regard to coordination activities and by the Legal and Corporate Affairs GCF – identified three external firms to conduct the 2022 Board Performance Evaluation process to obtain substantive information in view of the appointment of new company boards and thus of the composition of the new Board of Directors.</p> <p>On 21 April 2022, the Board of Directors, having heard the opinion of the LID and Independent Directors of the bids received, identified the consultancy firm Russell Reynolds Associates to conduct the end-of-term Board Performance Evaluation (2022 BPE).</p> <p>During the meeting of 28 July 2022 the Board of Directors thus examined and discussed the activity plan for the BoD's self-assessment (Board Performance Evaluation), while during the meeting of 16 December 2022 it examined and discussed the findings of this activity.</p> <p>For a detailed description of activities and related results, see paragraph 7.1.</p> |
| Adequacy of the Internal Control and Risk Management System | <p>With regard to the ICRMS, the Board constantly monitored the main aspects associated with the System in the context of the various improvement and development plans of the different processes. Monitoring activities included the periodic reports received during the meetings of 3 March 2022, 28 July 2022 and 2 March 2023 from the Director in charge of the ICRMS, the Audit, Risk & Sustainability Committee, the Supervisory Committee and the Chief Internal Audit Officer, thus confirming the adequacy of the Internal Control and Risk Management System of Brembo, and the appropriateness of action plans for preventing risks identified by the management, including the actions/initiatives implemented in Italy and at Group companies to address the Covid-19 epidemic emergency and the related risks.</p> <p>During the meeting of 7 October the BoD also examined the new Guidelines on crisis management.</p> |
| Internal Audit | <p>During the meeting of 3 March 2022, the Chief Internal Audit Officer submitted to the BoD the 2022-2024 Audit Plan.</p> <p>Following resignation of Alessandra Ramorino effective from 31 March 2022, the Board — after having heard the opinion of the Audit, Risks & Sustainability Committee, the Remuneration & Appointments Committee and the Board of Statutory Auditors — on 28 July 2022 appointed Matteo Tradii as Chief Internal Audit Officer.</p> <p>Lastly, during the meeting of 16 December 2022 devoted to the 2023 budget examination, the Budget for the Internal Audit function was also assessed.</p> |
| Workplace safety indicators | <p>At its meeting of 3 March 2022, the Board of Directors analysed the 2021 Safety Performance and the related Group indicators, further exploring the programmes launched at the global level to constantly increase Group security levels.</p> |
| Regulations of the BoD | <p>In view of the appointment of new company boards, in order to allow the Board of Directors access to the highest levels of competency and expand the pool of potential candidates to individuals with particularly strong qualifications in the professional, management and entrepreneurial communities, and in light of the results of the 2022 BPE, the Board of Directors amended its Regulations to increase the age-limit for candidates for Independent Director to 78.</p> <p>The BoD thus adopted the updated Regulations on 16 December 2022.</p> |
| Adjustment to the Independent Auditors' Fees | <p>During the session of 21 April 2022, the Board of Directors, having heard the opinion of the Board of Statutory Auditors, approved the proposal to expand statutory auditing assignments and adjust the remuneration of the Independent Auditors to reflect the activities required to provide an opinion on the compliance of the consolidated financial statements with the provisions of the Commission Delegated Regulation (EU) 2019/815 of 17 December 2018, as amended (ESEF), confirming that this adjustment comes within the criteria of adjustment originally set by the Shareholders' Meeting.</p> |

| | |
|---|--|
| Related Party Transactions Procedure | <p>During the meetings of 3 March 2022, 11 May 2022, 28 July 2022, 9 November 2022, it was provided information about the implementation of the Framework Resolutions passed by resolution of 17 December 2021 for financial year 2022.</p> <p>During the meeting of 21 April 2022, also in light of the favourable opinion of the Audit, Risks & Sustainability Committee, in its capacity as Related Party Transactions Committee, the BoD:</p> <ul style="list-style-type: none">• approved the Significance Indices for identifying Highly Significant Transactions updated and calculated based on the data of the 2021 financial statements;• confirmed the amount of the “Threshold” differentiated in view of the nature of the counterparty, as follows:<ul style="list-style-type: none">– €250,000.00 (euro two hundred fifty thousand/00), in the case of transactions carried out with legal persons, entities and professional associations;– €100,000.00 (euro one hundred thousand/00) in the case of transactions carried out with natural persons. <p>Lastly, during the meeting of 16 December 2022, having heard the favourable opinion of the Audit, Risks & Sustainability Committee, it approved the draft framework resolutions for uniform transactions to be concluded with the same Related Party for 2023, pursuant to Article 4.9 of the RPT Procedure.</p> |
| Budget 2023 | <p>During the meeting of 16 December 2022, the Board of Directors, following examination of the market trends relating to the automotive sector and the main projects identified by Brembo, analysed Brembo's 2023 budget, finding the targets set in it to be compatible with the nature and levels of the risk identified, and adequate in view of the sustainability of Brembo's business in the medium and long term.</p> |
| Corporate Transactions | <p>Based on the resolutions approved by the BoD in 2022, the main corporate transactions carried out are described below.</p> <ul style="list-style-type: none">• New JV — Shandong BRGP Friction Technology Co., Ltd.<p>In 2022, Brembo and Gold Phoenix signed a 50/50 joint venture agreement establishing a new company, Shandong BRGP Friction Technology Co., Ltd. The new company will create the first large scale Brembo manufacturing facility fully dedicated to produce innovative aftermarket pads. It brings together Brembo's leadership in braking systems with Gold Phoenix's high-tech solutions and will focus on superior product quality and innovation, especially in terms of performance, comfort, durability and sustainability, with the aim of anticipating the challenges of electrification and autonomous driving. The joint venture will serve the three main segments (passenger cars, light heavy commercial vehicles and heavy duty trucks) seizing the new opportunities arising from a growing market.</p>• Brembo Ventures<p>In 2022, Brembo also launched Brembo Ventures, the Company's venture capital unit, with the aim of expediting the development of innovative solutions for the mobility of tomorrow. Brembo Ventures will make strategic investments at global level in the best technological startups able to add value to both products and production processes. In particular, its focus will be on companies operating in AI, big data, sensors, mechatronics, energy efficiency and sustainability that can find application in the automotive industry. Brembo Ventures will also coordinate all relationships with the startups in which Brembo holds a stake, creating an ecosystem able to support their technical evolution and monitor their financial performance, in addition to managing investments in venture capital funds and partnerships with technological incubators. The most recent transaction of Brembo Ventures was the acquisition as lead investor of a 6.8% stake in PhotonPath, a Milan-based company established in 2019 as a spin off from the Milan Polytechnic and specialising in the production of integrated photonics-based products.</p> |

4.2. APPOINTMENT AND REPLACEMENT OF COMPANY DIRECTORS

The Company is governed by a Board of Directors made up of a minimum of five (5) and a maximum of eleven (11) members, as determined by a resolution of the General Shareholders' Meeting.

Directors are appointed by the ordinary Shareholders' Meeting on the basis of lists with a minimum threshold of 1% of share capital.

SUMMARY OF THE COMPANY'S BY-LAWS PROVISIONS

| | |
|---|---|
| <p>Composition (Article 15 of the By-laws)</p> | <p>The Board of Directors consists of:</p> <ul style="list-style-type: none"> a minimum of five (5) and a maximum of eleven (11) members (executive and non-executive Directors), who may be re-elected and, unless otherwise resolved by the General Shareholders' Meeting, shall hold office for the period specified in the General Shareholders' Meeting appointment resolution, up to a maximum of three years; they shall expire at the date set for the General Shareholders' Meeting called to approve the Financial Statements for their last year of office, subject to the causes for termination and forfeiture provided for by law and the By-laws; at least one (1) Board member, or two members if the Board is made up of more than seven members, meeting the independence criteria pursuant to laws and the Corporate Governance Code of Borsa Italiana, endorsed by the Company; its composition must reflect gender balance, in accordance with the laws and regulations from time to time in force. <p>The Brembo's CGC, which also incorporates the provisions of the Regulations of the BoD (most recently updated on 9 November 2022) establishes additional both quantitative and qualitative criteria for the formation of the Board of Directors, so that its composition is suited to the Group's size, positioning, complexity, specific industry and strategies. These criteria also represent and include the diversity policies in the composition of the governing body (see paragraph 4.4).</p> |
| <p>List voting (Article 15-bis of the By-laws)</p> | <p>With regard to the lists of candidates, duly signed by the Shareholders submitting the same, or the Shareholder delegated to do so, together with all the other related documents as required under the By-laws:</p> <ul style="list-style-type: none"> the lists containing a number of candidates equal to or greater than three cannot include only candidates of the same gender (men and women); these lists must include a number of candidates of the under-represented gender such as to ensure that the composition of the Board of Directors complies with the laws and regulations on gender balance from time to time in force, it being understood that where the application of the distribution criterion between genders results in a non integer number, this must be rounded up in compliance with the laws — including regulatory — applicable from time to time and as specified in the notice of calling of the General Shareholders' Meeting called to resolve on the appointment of the members of the Board of Directors. <p>Moreover, all lists must be drawn up taking into account the diversity criteria specified in Brembo's CGC;</p> <ul style="list-style-type: none"> the lists must be filed with the Company's registered offices at least 25 calendar days prior to the scheduled date of the General Shareholders' Meeting at first calling and they must be made available to the public at the Company's registered offices, on the corporate website and in the other manners and forms specified under statutory and regulatory provisions, at least 21 calendar days prior to the scheduled date of the General Shareholders' Meeting; the lists shall be numbered in serial order according to the date of their filing with or submission to the company; the filing of voting lists pursuant to the provisions of Article 15-<i>bis</i> of the By-laws shall also be valid for General Meetings held at subsequent callings, if any; in this latter case, new voting lists may be submitted and the aforementioned terms set forth for the filing of lists are reduced to 15 and 10 days, respectively. |
| <p>Voting and Election (Article 15-ter of the By-laws)</p> | <p>With reference to the procedures regulating the voting process to appoint the Governing Body:</p> <ul style="list-style-type: none"> all the Board members to be appointed as determined by the General Shareholders' Meeting, save one (1), shall be drawn from the list obtaining the highest number of the votes cast by Shareholders, in the same serial order in which they appear on the said list; the remaining seat on the Board shall be awarded to the first candidate on the list that obtained the second highest number of votes and that is not linked in any way, whether directly or indirectly, with the Shareholders who submitted or voted in favour of the list that obtained the highest number of votes; the positions of Independent Directors, who must meet the requirements of independence, pursuant to article 15 of these By-laws as mentioned above, will be filled from the list that obtained the highest number of the votes cast, or if this is not possible, from the list that obtained the second highest number of votes; for the intents and purposes of appointments to the Board of Directors, no account must be taken of lists that failed to obtain a number of votes representing at least half the aforementioned percentage established under Article 15-<i>bis</i> of the By-laws for the submission of voting lists (for instance, half the 1% of share capital); should only one list be submitted, all the members of the Board of Directors must be drawn from the said list, it being understood that in the event no list is submitted, the General Shareholders' Meeting shall pass related resolutions by majority vote, in accordance with applicable laws and regulations, and provisions concerning gender balance (including the rounding-up to the next higher unit in the event the application of the distribution criterion between genders results in a non integer number); should be presented two or more lists, the Board of Directors members shall be drawn: (i) from the list obtaining the highest number of the votes cast by shareholders, in the same serial order in which they appear on the said list, all the Board members to be appointed save one (1), without prejudice to provisions concerning gender balance and pursuant to applicable laws and regulations; (ii) the remaining seat on the Board shall be awarded to the first candidate on the list that obtained the second highest number of votes and that is not linked in any way, whether directly or indirectly, with the Shareholders who submitted or voted in favour of the list that obtained the highest number of votes. |

It should be noted that Brembo's By-laws does not provide for the possibility for the outgoing Board of Directors to submit its own list.

4.3. COMPOSITION OF THE BOARD OF DIRECTORS FOR THE THREE-YEAR PERIOD 2020-2022

The General Shareholders' Meeting held on 23 April 2020 confirmed the number of Board members at 11 and appointed the Board of Directors for the three-year period 2020–2022, i.e., until the General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022, based on the two lists submitted respectively by the majority shareholder Nuova FourB S.r.l. and a group of Asset Management Companies and other institutional investors (holding 2.27836% of the share capital, overall).

The candidates for the three-year period 2020-2022 were nominated on the basis of opinions expressed by the then outgoing Board of Directors regarding its size and composition and the types of professionals and managers (total number, number of independent directors, length of term, gender, professional skills), and the related remuneration, as described in the Directors' report on the appointment of the Board of Directors, made available on the Company's website.

These criteria, together with the guidelines expressed and published by the outgoing BoD — called "Guidelines of the outgoing Board of Directors of Brembo S.p.A. to Shareholders on the qualitative and quantitative composition of the Board of Directors" — constitute the basis of reference for the Company's Shareholders for the candidates to be nominated for the appointment of company officers for the three-year term 2023-2025 during the General Sharehold-

ers' Meeting called to approve the Financial Statements for the year ended 31 December 2022 (20 April 2023). These guidelines aim at ensuring an optimal composition of the Board of Directors, with an ideal mix of skills, experience and professionalism among Board members.

In 2022, the composition of the Board of Directors changed. On 25 February 2022, Independent Director Laura Cioli, — also Chairwoman of the Audit, Risk & Sustainability Committee and member of the Remuneration & Appointments Committee — formally notified Brembo of her intention to resign, with immediate effect, from her position, due to unexpected new professional commitments. On 3 March 2022, the Board:

- co-opted Manuela Soffientini, pursuant to Article 2386 of the Civil Code, as new member of the Board of Directors, to remain in office until the forthcoming General Shareholders' Meeting, and confirmed that she met the independent requirements as per the TUF and the Corporate Governance Code;
- Appointed the co-opted Director as member of the Remuneration & Appointments Committee and of the Audit, Risk & Sustainability Committee;
- appointed Elisabetta Magistretti Chairwoman of the Audit, Risk & Sustainability Committee, in office until the General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022.

COMPOSITION OF THE BOARD OF DIRECTORS AND BOARD COMMITTEES - 2022

| BOARD OF DIRECTORS | | | | | | | | | | | | | | AUDIT, RISK & SUSTAINABILITY COMMITTEE / RELATED PARTY TRANSACTIONS COMMITTEE | REMUNERATION & APPOINTMENTS COMMITTEE | |
|--|-----------------------------|---------------|-------------------------------|----------------|--|-----------|-------|-----------|--------------------|-------------------|--|---------------------------|--|---|---------------------------------------|--|
| OFFICE HELD | NAME AND SURNAME | YEAR OF BIRTH | DATE OF FIRST APPOINTMENT (*) | IN OFFICE FROM | IN OFFICE UNTIL | LIST (**) | EXEC. | NON-EXEC. | INDEP. AS PER CODE | INDEP. AS PER TUF | ATTENDANCE RATE AT 2022 MEETINGS (***) | OTHER OFFICES HELD (****) | ATTENDANCE RATE AT SHAREHOLDERS' MEETINGS | MEMBER | MEMBER | |
| Executive Chairman | Matteo Tiraboschi | 1967 | 24.04.2002 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | X | | | | 100% | - | 100% | | | |
| Chief Executive Officer | Daniele Schillaci | 1964 | 28.06.2019 (co-option) | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | X | | | | 100% | - | 100% | | | |
| Director | Cristina Bombassei | 1968 | 16.12.1997 (co-option) | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | X | | | | 90% | 1 | 100% | | | |
| Director | Elisabetta Magistretti | 1947 | 23.04.2020 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | X | X | 100% | 2 | 100% (Chair 100%) | X | | |
| Director | Elizabeth M. Robinson | 1956 | 23.04.2020 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | X | X | 90% | 1 | 100% | | X 100% | |
| Director | Manuela Soffientini | 1959 | 03.03.2022 | 03.03.2022 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | X | X | 100% | 3 | 100% | X 100% | X 100% | |
| Director | Gianfelice Rocca | 1948 | 29.04.2011 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | X | X | 90% | 8 | 0% | | | |
| Director | Umberto Nicodano | 1952 | 03.05.2000 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | | | 100% | - | 100% | | | |
| Director (LID) | Valerio Battista | 1957 | 20.04.2017 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Ma | | X | X | X | 80% | 2 | 0% | | | |
| Director | Nicoletta Giadrossi (*****) | 1966 | 20.04.2017 | 23.04.2020 | Approval of the Fin. Stat. at 31.12.2022 | Mi | | X | X | X | 80% | 3 | 100% | X 80% | X (Chair) 100% | |
| Director | Roberto Vavassori | 1959 | 17.12.2021 | 17.12.2021 | Approval of the Fin. Stat. at 31.12.2022 | Ma | X | | | | 100% | - | 100% | | | |
| Number of meetings held during the year of reference | | | | | | | | | (2022) | | BoD: 10 | Shareholders' Meetings: 1 | Audit, Risk & Sustainability Committee: 10 | Remuneration & Appointments Committee: 3 | | |
| DIRECTORS WHO LEFT OFFICE IN 2022 | | | | | | | | | | | | | | | | |
| Director | Laura Cioli | 1963 | 20.04.2017 | 23.04.2020 | 25.02.2022 | Ma | | X | X | X | 66.67% | 3 (as of 25.02.2022) | - | X (Chair) 0% | X 0% | |

(*) This column shows the date on which the Director was appointed by the General Shareholders' Meeting as a Director of Brembo for the first time; 'co-option' means the date of co-option by the Board of Directors.

(**) This column indicates the list from which each Director was appointed ("Ma": majority list; "Mi": minority list). It should be noted that Brembo's By-laws does not provide for the possibility for the outgoing Board of Directors to submit its own list.

(***) This column shows the Directors' attendance rate at the meetings held by the BoD or Board Committees in 2022 (No. of times attended/No. of meetings held during the Director's actual term of office).

(****) This column shows the number of Directorships or Auditorships held in other companies listed on regulated markets, including foreign markets, financial companies, banks, insurance companies and large companies. Said information can be obtained from their respective statements. It should be noted that the maximum number of Directorships and Auditorships in listed companies is set at four. Positions at listed companies in which the Director also holds a significant equity

interest should not be considered. The positions of each Director are indicated in his or her respective Professional profile.

(*****) It should be noted that Gianfelice Rocca qualified as independent due to the consolidated principle of the prevalence of substance over form (since the renewal of his appointment as Director of Brembo follows nine years of completed service in office). This was also in view of the professionalism and dedication that he has always shown and his active, punctual participation in Board meetings, and to his speeches and thoughts that have enriched and instilled quality into debate within the Board towards the resolutions passed, while also maintaining complete independence of judgement.

(******) The candidature of Director Nicoletta Giadrossi was submitted by a group of Shareholders representing 2.27836% of the share capital - General Shareholders' Meeting held on 23 April 2020.

The BoD's self-assessment activities performed through the analysis and evaluation of the individual statements upon appointment and verification thereof each year (the last time during the meeting held on 2 March 2023), confirmed the following:

- all the appointed Directors meet the requirements of personal integrity, professionalism and respectability imposed by applicable statutory and regulatory provisions;
- the Non-executive Directors and those who can qualify as Independent Directors meet the requirements set by Article 148, paragraph 3, of TUF, and/or by the 2020 CGC and Brembo's CGC, as indicated in the table at page 25. The table also specifies the Directors' respective roles within the company, their attendance rate at the Board of Directors' meetings held in 2022, their seniority of service, and the number of positions held with other relevant companies;
- at least two-fifths (2/5)¹⁷ of the BoD consists of the less-represented gender;
- no Directors reported circumstances requiring the submission of a report by them for the purpose of a departure from the competition principle;
- an Executive Director (R. Vavassori) is also a Director of a 50% owned by Brembo S.p.A. (BSCCB S.p.A.); any other Director holds positions in Subsidiaries of the Group.

PROFESSIONAL PROFILE OF THE DIRECTORS CURRENTLY IN OFFICE

A short professional profile of each Director, with his/her personal and professional features, is included hereinafter, and is also available on the Company's website¹⁸.

MATTEO TIRABOSCHI

Executive Chairman¹⁹

Born in Bergamo in 1967, he has been Executive Chairman of Brembo Group since December 2021. From 2011 to 2021 he held the role of Executive Deputy Chairman and since 2002, the year he joined the company as Chairman of a subsidiary, he has been a member of the Board of Directors of Brembo S.p.A. He has served in roles of increasing responsibility at Brembo, including at an international level, such as Head of Foreign Subsidiaries and Group CFO and Investor Relator. After obtaining a degree in Economics and

Business from the University of Bergamo, and after being admitted to the Bergamo Accountants Association and the Register of Statutory Auditors in 1995, he began his career at the Milan offices of a major auditing firm, where he remained for approximately four years. He then went into private practice for ten years as a Certified Public Accountant specialising in restructuring of companies undergoing a crisis situation, bankruptcy proceedings, taxation and corporate matters, while also serving as Director and Statutory Auditor in various companies. He has served as Director of two Italian SPACs and he has been a member of the Board of Directors of Milan Polytechnic since January 2017.

DANIELE SCHILLACI

Chief Executive Officer - CEO

Chief Executive Officer of the company since 1 July 2019. Daniele Schillaci was born in Sicily, Italy in 1964. After graduating in Industrial Technologies Engineering at the Polytechnic University of Milan in 1993, he has gained an experience of over 25 years in the automotive sector covering increasingly complex roles at an international level. After his initial experience at Renault and then as Alfa Romeo Brand Manager at Fiat Auto, Schillaci joined Toyota covering positions of increasing responsibility in Spain and France until he was appointed Senior Vice President, Sales & Marketing Toyota Europe. Since July 2015 he has worked in Japan in the role of Executive Vice President and Executive Committee Member of Nissan Motor Corporation, with responsibility as Head of Global Sales & Marketing and Electric Vehicles for all the Constructor's brands — Nissan, Datsun, Infiniti — focusing specifically on car production and market positioning. He also served as President of Japan & Asia Region with responsibility for production, engineering, development, sales and marketing, as well as administration and finance and led Nissan's "Zero Emission Vehicles" project.

CRISTINA BOMBASSEI

Director in charge of the Internal Control & Risk Management System

Cristina Bombassei has been a Director of Brembo S.p.A. since 1997 and Chief CSR Officer, tasked with promoting Brembo Group's commitment to Corporate Social Responsibility, since 2013.

She is a Director of Kilometro Rosso S.p.A.

She is President of the Pro Universitate Bergomensis association.

¹⁷ Minimum quota of the less-represented gender in the corporate bodies of listed companies (Law No. 160 of 27 December 2019), in force at the date of appointment of the Board of Directors (General Shareholders' Meeting of 23 April 2020) for the three-year term 2020-2022, as well as for the three-year term 2023-2025.

¹⁸ www.brembo.com, section Company, Corporate Governance, Governing Boards and Committees.

¹⁹ The Director was appointed Chairman by the Shareholders' Meeting of 17 December 2021, while the first Board of Directors' meeting convened after said Shareholders' Meeting granted him the powers to manage the Company. He had previously served as Executive Deputy Chairman since 2011.

She is a member of the Board of Directors of fashion group OTB – Only The Brave.

At Confindustria Nazionale she holds the position of President of the Technical Corporate Social Responsibility and Sustainability Group and is also a Member of the General Council of Confindustria Bergamo.

In addition, she is on the Board of Directors of AIDAF, the Italian Family Business Association.

She is a member of the Board of the Sodalitas Foundation. She was made a Commander of the Order of Merit of the Italian Republic in 2021 and named as one of Forbes magazine's '100 successful Italian women' in 2018.

Additionally, she is an *Honorary* Member of the Fondazione Cesvi humanitarian organisation.

ELISABETTA MAGISTRETTI

Independent Director

Italian citizen.

She has been Non-executive Independent Director of Brembo S.p.A. since April 2020.

She graduated with honours in Economics and Business Administration at the Bocconi University of Milan.

She is registered in the Certified Public Accountants Register, as well as in the Auditors Register. From 1972 to 2001, she worked for Arthur Andersen becoming a partner in 1984. In 2001, she became Central Manager Head of Administration Governance at UniCredit. From 2006 to 2009 she served as Head of Group Internal Audit Department within UniCredit. She has also been Management Board member of Italian National Accounting Body and BoD member of Interbank Deposit Protection Fund (until 2009), as well as member of the Supervisory Board of EFRAG. From 2011 to 2016 she served as Non-executive Independent Director of Pirelli & C. S.p.A. and from 2012 to 2020 as Non-executive Independent Director of the Luxottica Group S.p.A.

Currently, she is a Non-executive Director of Mediobanca-Banca di Credito Finanziario S.p.A. and of Smeg S.p.A. She is member of the Board of Statutory Auditors of the UniCredit Foundation and of Fondazione Italiana Accenture, as well as member of the Executive Board of the "Per Milano Onlus" association and the Management Committee of the "Associazione per Milano" Fund.

ELIZABETH MARIE ROBINSON

Independent Director

Co-founder and Vice Chairwoman of Indaco Venture Partners SGR. Previously she served as Investment Director Venture Capital at Quadrivio SGR from 2014 to mid-2018, when she left that role to found Indaco. She also served as Venture Consultant for Sofinnova Partners in Paris from 2005 to 2008. She has been an Angel investor for over 10 years.

Elizabeth has broad experience in life sciences and the de-

velopment and granting of licences for innovative pharmaceutical products. She was a co-founder of NicOx S.A. (1997) and President of NicOx Research Institute from 2006 to November 2022. She is a member of the Board of Directors of Brembo S.p.A., a listed company. Previously, she served on the Board of Directors of several companies operating in the life sciences sector in Italy including MolMed S.p.A. She was a member of the Fulbright Committee in Italy from 2007 to 2020. She is a Board member of the Penta Foundation, a no profit organisation aiming to develop treatments for paediatric infectious diseases. She is also committed to actively support the education of girls living in underdeveloped areas and the cultural development of Italy's rural areas.

In her career, Elizabeth has served as Director, Product Development, at Recordati Italy (1990-1996); Consultant, Technology Development, at Techint Engineering Company (1988-1990); Vice President, New Technology Ventures Europe, at Genzyme (1985-1988); Visiting Scientist at MIT (1984-1987); and Post Doctorate Research Associate at MIT (1982-1984).

Elizabeth graduated Phi Beta Kappa from Wellesley College in 1977, received her M.S. in Chemical Engineering from Massachusetts Institute of Technology in 1979 and her Ph.D. in biotechnology from MIT in 1982.

MANUELA SOFFIENTINI

Independent Director

Born in 1959, she graduated in Economics in 1983 at the Università Cattolica of Milan.

She started her professional life at Henkel Italia reaching the position of Product Manager Perlana and Dixan.

From 1990 up to 1997 she worked as Marketing Manager first and then as Marketing and Sales Director at Nuova Forneria, a joint-venture among the SME, Barilla and Ferrero groups (dealing in the food and snacks market).

In 1997, she entered the Philips group: at the beginning in Philips Lighting as Manager Consumer Lamps and Batteries, establishing a new organization to develop the penetration of Philips in the Italian market (lamps and batteries); thereafter, in 2001 she was appointed General Manager of Philips DAP Italy. In 2008, she entered Philips Consumer Lifestyle, where she took the position of Deputy Chairwoman and General Manager responsible for the small domestic appliances and consumer electronics business, with the specific task to complete the integration of the two former organisations.

In May 2012, she took the position of Chairwoman and Managing Director of Electrolux S.p.A., Major and Small Appliances and International, while in January 2021 she was appointed Chairwoman of Electrolux Italia S.p.A., the Italian holding of the Group.

She was President of Confindustria Applia Italy from June

2016 to June 2021.

Board member at:

- Pirelli S.p.A. from 2012 to 2016;
- Geox S.p.A. from 2016 to 2019;
- Banco Bpm from 2017 to date.

NICOLETTA GIADROSSI

Independent Director

She has been a Director of Brembo S.p.A. since 2017. She is currently also Chairwoman of the Ferrovie dello Stato Italiane Group, and of Capricorn Energy Plc, as well as a member of the Board of Directors of Royal Vopak N.V.

She is a member of the Board of Directors of ISPI (Italian Institute for International Political Studies) and member of the Executive Board of the Amici dell'Accademia dei Lincei association.

Previously, she also served as a member of the Board of Directors Falck Renewables S.p.A., IHS Markit Ltd, Fincantieri S.p.A., Faiveley Transport S.A., Bureau Veritas S.A., and Aker Solutions Asa.

She began her career in 1988 at The Boston Consulting Group in Paris.

In 1995, she joined General Electric Company, where she stayed for more than ten years, serving in various managerial roles in the Equipment and Oil & Gas sector, such as General Manager, GE Oil & Gas Downstream.

From 2009 to 2012, she was Vice President & General Manager, Europe, Middle East and Africa of Dresser-Rand, a company operating in the Oil & Gas and Renewable Energies sector.

From 2012 to 2014, she was Executive Vice President/Head of Operations at Aker Solutions Asa in Oslo, an offshore engineering firm.

From 2014 to 2016, she was President Region A (Europe, Africa, Middle East, Russia and India) of Technip, a French engineering and technology firm in the energy and infrastructure sectors.

She holds a degree in Mathematics and Economics from Yale University and an MBA from Harvard Business School.

VALERIO BATTISTA

Independent Director

With a degree in Mechanical Engineering from the University of Florence, Valerio Battista is a manager with a deep knowledge and understanding of the industrial sector thanks to over 30 years of experience, first with the Pirelli Group and then with the Prysmian Group, of which he took the helm in 2005. At the Pirelli Group, he held positions of increasing responsibility, handling in particular the restructuring and reorganisation of Pirelli Cavi, making it into one of the company's most profitable and competitive divisions in the period 2002-2004. In 2005, he oversaw the creation

of the Prysmian Group, which he led to its IPO in 2007. The Group, of which he is currently the Chief Executive Officer, is world leader in the energy and telecom cable systems industry, with about 30,000 employees and 112 plants worldwide. He has been President of Europacable since June 2014 and a member of the Board of Directors of Brembo S.p.A., with the role of Lead Independent Director, since April 2017. He is also the sole director of VB Invest S.r.l.

UMBERTO NICODANO

Non-executive Director

A Director of Brembo S.p.A. since 2000.

A partner in the law firm BonelliErede since its foundation, he deals primarily with extraordinary finance transactions and matters of corporate governance and succession.

He has gained an extensive experience as Director and member of committees within listed and private companies. He sits on the Board of Directors of various companies including Valentino S.p.A., Kerakoll, Miroglio and Illva Saronno Holding.

GIANFELICE ROCCA

Independent Director

He is Chairman of the Techint Group, which includes the companies Tenaris, Ternium, Tenova, Techint E&C, Tecpetrol and Humanitas. A recognised global leader in the iron and steel, energy and infrastructure sectors, last year the Group reported annual revenues of 27.1 billion dollars and a headcount of approximately 55,834. In the 90s, he founded the Humanitas Clinical Institute, a general hospital among the most renowned in Europe: an international centre of research, teaching and case management of the Harvard University. He has been a member of the Board of Directors of the Luigi Bocconi Business School since November 2014. In July 2017, he was named a member of the Board of Directors of the Leonardo Da Vinci National Museum of Science and Technology Foundation. In June 2020, he was appointed Special Advisor Life Sciences

within Confindustria. In Italy, he sits on the Boards of Directors of Brembo S.p.A., Buzzi Unicem S.p.A. and is also a member of the Advisory Board of Milan Polytechnic. From June 2013 to June 2017, he was President of Assolombarda, the largest territorial association of entrepreneurs in Italy. For eight years — from May 2004 to May 2012 — he was Vice President of Confindustria in charge of Education, and from June 2012 to June 2016 he was a member of the Executive Board of EIT (the European Institute of Innovation and Technology). At the international level, he is Vice President of the Aspen Institute and also a member of its Executive Board, in addition to being a member of the European Advisory Board of the Harvard Business School and, finally,

a member of the ERT (European Round Table of Industrialists). Active in social and charity initiatives, he is Chairman of the Fondazione Rocca and the Fondazione Fratelli Agostino ed Enrico Rocca. In 2007, he was granted the Italian honorary title of "Cavaliere del Lavoro" and in 2009 he was awarded an honorary degree in Management Engineering from the Polytechnic of Milan. In 2010, the President of the Italian Republic, Giorgio Napolitano, awarded him the "2009 Leonardo Prize" for his contribution to the strengthening of the Italian international expansion in the steel, energy and infrastructure industries. In 2018, he was awarded the honorary title of "Commendatore" by President of the Italian Republic Sergio Mattarella for his dedication and contribution to Italy's economy. He graduated *with honours* in Physics from the University of Milan and completed a PMD at the Harvard Business School in Boston. He lives in Milan, is married and father of two children.

ROBERTO VAVASSORI
Executive Director²⁰

A manager of just over 60 years of age, he joined Brembo in 1978 as a part-time employee and was hired as a manager in 1986. Italian nationality, knowledge of English at mother tongue level and German at basic level. His entire career, after graduating and qualifying as a chartered accountant and auditor, took place in the automotive world at Brembo Group and in roles of increasing responsibility, especially in the multinational sphere. In his various responsibilities, he has always worked closely with the ownership, the Board and the CEO, depending on the tasks assigned. He is known and respected as an expert in the automotive sector, its dynamics and in particular the evolution of future trends and regulations, both within the industry community and the financial community. He is a regular speaker at conferences and seminars, including international ones.

He is aware of extra-sectoral and geopolitical trends and phenomena, in particular related to decarbonisation and energy transition issues. He is familiar with the Italian, European and international regulatory frameworks of the sector and regularly interacts with Italian and European legislative authorities. He can draft, read and interpret complex and strategic financial and business reports and plans. He is familiar with typical corporate development transactions and has actively participated in more than twenty acquisition transactions during his career. He is currently a board member of high-level scientific and cultural institutions. Thanks to his work experience, he has an excellent knowledge of Brembo's products and processes. He is currently Vice Chairman of BSCCB S.p.A., an equal joint venture between Brembo and the German group SGL for the development and production of carbon ceramic disc brakes, with two plants, located in Italy and Germany.

He is a member of the General Council of the Italian Confederation of Italian Industry (Confindustria), as a representative of large-scale industry, and is a member of the Culture and Energy technical groups. He is a member of the General Council of Confindustria Bergamo. From 2012 to 2015 he was President of ANFIA, the Italian Association of the Automotive Industry, where he is currently a member of the Board of Directors. He is a member of the board of the Lombardy Mobility Cluster. From 2016 to 2019, he was President of CLEPA, the Brussels-based European Association of Component Manufacturers, which is a permanent contact point for the European institutions on mobility issues, and is a member of the Board. He is managing director of Kilometro Rosso. He is a member of the board of directors of the Istituto di Ricerche Farmacologiche Mario Negri IRCCS. He is a councilor of the International Piano Festival of Brescia and Bergamo.

4.4. CRITERIA AND POLICIES FOR DIVERSITY IN THE COMPOSITION OF THE BOARD AND THE COMPANY'S ORGANISATION

Brembo's Board of Directors approved, applied — already from the Board's 2017-2019 term of office — and constantly updated the Board of Directors' Diversity Policies and Criteria, which provide for new criteria, based on as objective a foundation as possible, in addition to those established by applicable laws and regulations, relating to the profes-

sionals to propose as candidates in order to ensure that the composition of the Board of Directors is adequate to the Group's size, position, complexity and the specific nature of its business sector and strategies.

²⁰ He was appointed by the Shareholders' Meeting of 17 December 2021 and will remain in office until the end of the current Board's term.

These criteria take account of the adjustment of the minimum quota reserved to the less represented gender in the corporate bodies introduced by Law No. 160, of Law 27 December 2019²¹.

The Board of Directors' Diversity Policies and Criteria, indicated in the Brembo's CGC and the Regulations of the BoD (and in line with the 2020 CGC), as described below, aim at ensuring the appointment of Board members who have an optimal combination of skills and professional background and form the diversity policies for the Governing Body's composition not only with regard to gender, but also experience, professionalism, age and other relevant aspects. Within these criteria, qualitative and quantitative criteria have also been formulated to be used to assess the significance of the relationships being examined for the purposes

of assessing the independence of the Directors.

These criteria, together with indications that have emerged from the 2022 BPE and the guidelines expressed and published by the outgoing BoD — called "Guidelines of the outgoing Board of Directors of Brembo S.p.A. to Shareholders on the qualitative and quantitative composition of the Board of Directors" — constitute the basis of reference for the Company's Shareholders for the candidates to be nominated for the appointment of the new company officers for the three-year term 2023-2025 during the forthcoming General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022 (20 April 2023), with the aim of ensuring an optimal composition of the Board of Directors, with an ideal mix of skills, experience and professionalism among the Board members.

DIVERSITY POLICIES AND CRITERIA IN THE COMPOSITION OF THE BOARD OF DIRECTORS (Article 2 - Composition of the Corporate Bodies – Article 3 - Functioning of the governing body)

LEGAL AND REGULATORY REQUIREMENTS

| | |
|---|--|
| Non-existence of grounds for disqualification | Non-existence of situations entailing ineligibility or disqualification within the meaning of Article 2382 of the Civil Code ²² . |
| Integrity and professionalism | Satisfaction of the requirements pursuant to article 147- <i>quinquies</i> of TUF. |
| Gender | Percentage of seats reserved to the less represented gender in accordance with legislation applicable from time to time ²³ . |
| Independence | Satisfaction of the independence requirements pursuant to Article 147- <i>ter</i> , paragraph 4, and Article 148, paragraph 3, of TUF, and satisfaction of the independence requirements pursuant to Recommendation No. 7 of the 2020 CGC and Application Rules No. 7 and 8 of Brembo's CGC. |

QUANTITATIVE FEATURES

| | |
|---------------------------|---|
| Age | Independent Directors: a maximum age of 78 and a minimum age of 35 (at the date of submission of the lists for the purpose of a potential candidacy). Reaching the maximum age limit will not be considered mid-term and, if reached, will not entail any forfeiture. |
| Overall number | 11 |
| No. of minority Directors | At least one (1) (or more than one (1), where required by the By-laws. |
| Gender | Percentage of seats reserved to the less represented gender in accordance with legislation applicable from time to time ²⁴ . |

21 2020 Budget Law – which applies from the first renewal of the governing and control bodies of companies listed in regulated markets after the law enters into force, i.e. after 1 January 2020. Article 1, paragraphs 302 and 303, which provides that: i) the three terms of office be extended to six terms; ii) at least 2/5 (no longer at least 1/3) of the members of the relevant administrative or control body be reserved for the less represented gender.

22 Article 2382 of the Civil Code: Grounds for ineligibility and disqualification – A person cannot be appointed director, and shall be disqualified if appointed, if he/she has been debarred, declared unfit or bankrupt, or convicted and sentenced to a penalty that entails permanent or temporary debarment from public offices or the inability to serve in executive offices.

23 At the date of approval of the Regulations of the BoD in force, current regulations provide for a quota of at least 2/5 of the less represented gender for 6 terms (beginning from the 2020-2022 term of office).

24 For the three-year term 2020-2022, as for the following one (2023-2025), the 2020 Budget Law 2/5 applies.

| | |
|--|---|
| No. of Non-executive Directors | At least seven (7) |
| No. of Independent Directors | At least five (5) The BoD assesses the independence of each Non-Executive Director immediately after appointment, and thereafter when circumstances relevant to independence occur and, in any event, with at least annual frequency, according to the criteria laid down in the 2020 CGC and Brembo's CGC. In assessing the independence of Non-executive Directors, the Board of Directors shall have more regard for substance than for form. |
| Significance criteria for the assessment of independence | With regard to the recommendations of the Corporate Governance Committee and the indications of the new Code relating to the assessment of the significance of the relationships concerned (any commercial, financial or professional relationships) and the advance formulation of the quantitative and/or qualitative criteria of reference for this assessment (with transparent disclosure to the market in this Report), without prejudice to its discretion in assessing the specific nature of the situation, taking account of the Company's best interest, the significance of the relationship and its suitability to affect the Director's independence, the Board has long adopted the following quantitative criteria for determining significance. i) for relationships of a commercial or financial nature, an amount exceeding: • 5% of turnover, in the case of a small- or medium-sized legal entity, supplier or beneficiary; or • 2% of turnover, in the case of a large-sized legal entity, supplier or beneficiary; ii) in the case of professional services, an amount exceeding 5% of income or €250,000 for professional services. |
| Relevant positions | Number of positions held in companies falling within the relevant categories as identified in Brembo's CGC (Application Rule No. 17), and defined as follows: • Listed on regulated markets, including foreign markets, • Banks, financial and insurance companies, • Large companies (companies that reported total sales or turnover exceeding €500,000,000.00 in the last financial year). |
| Maximum number of relevant positions | A maximum of four (4) positions at listed companies. Positions at listed companies in which the Director also holds a significant equity interest do not count. |
| Alternation | Change of a maximum of three (3) Directors each time the Board is elected, in order to ensure continuity of management, while also providing an incentive for the progressive election of new Directors. |
| Seniority of service | <i>Independent Directors</i> : persons who have already served three terms on the Company's Board of Directors cannot stand as candidates for the office of Director. |
| No cross-directorships | <i>Executive Directors</i> : they cannot be directors of another company (not belonging to the same Group) of which a company director is the Chief Executive Officer. |

QUALITATIVE FEATURES

| | |
|-----------------|--|
| Skills | At least four (4) positions must be filled by entrepreneurs or managers who have an international background and/or are from a geographical area where Brembo's business has a significant presence. A maximum of two (2) positions may be filled by academics and/or professionals. |
| Professionalism | Record of honouring shared ethical principles. Knowledge of business mechanisms, strategies, risk assessment and management techniques and sustainability profiles. Ability to interpret industry scenarios and trends, performance of competitors and development of enterprises in the medium-to-long term and to assess alternative strategic guidelines and options with a view towards strategic orientation. Managerial, entrepreneurial, business and organisational experience. Understanding of the dynamics of the global financial system. Experience as director or auditor, or as executive or manager, of listed or medium-to-large enterprises. Managerial, professional or university lecturer experience in legal, economic, business or technical disciplines. |

| | |
|-----------------------------|---|
| Personal aptitudes | <p>Sufficient time available in view of the complexity of the assignment (see also “Maximum number of positions” below).</p> <p>Full understanding of the powers and obligations inherent in the position and the functions to be performed.</p> <p>Ability to stand up for and defend his or her own ideas and take a stand for the interest of Brembo and its stakeholders.</p> <p>Collaboration, involvement and ability to influence (knowing how to instil and contribute to professionalism and the development of opinions and taking a part in resolving conflicts).</p> <p>A result-oriented approach and encouragement of colleagues in focusing constructively on the goals to be achieved.</p> <p>Business judgement and decision-making ability (encouraging behaviour and ensuring evaluation and decision-making skills focused on developing the business).</p> |
| No competition | Candidates for the office of Director cannot have or accept consulting assignments from competing firms. |
| Maximum number of positions | <p>The commitment required of Directors does not consist solely of participation in Board meetings, but also extends to an analysis of the documentation sent in view of each meeting, participation in Board Committees and participation in informal and/or induction sessions. It is therefore essential that Directors have sufficient time to carry out their duties.</p> <p>Directors may not have more than four (4) simultaneous positions at listed companies (positions at listed companies in which the Director also holds a significant equity interest do not count).</p> <p>The Board of Directors conducts an assessment based on the declarations made by the Directors (or candidates for the position of Director) and the following criteria:</p> <ul style="list-style-type: none"> • professional competence and independence of judgement; • commitment, active and constant participation in the meetings of the Board of Directors, Board Committees and various management activities of the Company, also in light of their professional commitments; • any relationship that may be or appear such as to compromise the independence of judgement of the Director. |

At the Board meeting on 2 March 2023 (as well as with- in the 2022 BPE), based on the statements issued by each Director and the professional profile thereof, and includ- ing in light of the assessments expressed with regard to individual positions by the Remuneration & Appointments Committee convened on 15 February 2023, it was assessed whether the current Board met/continued to meet the above requirements.

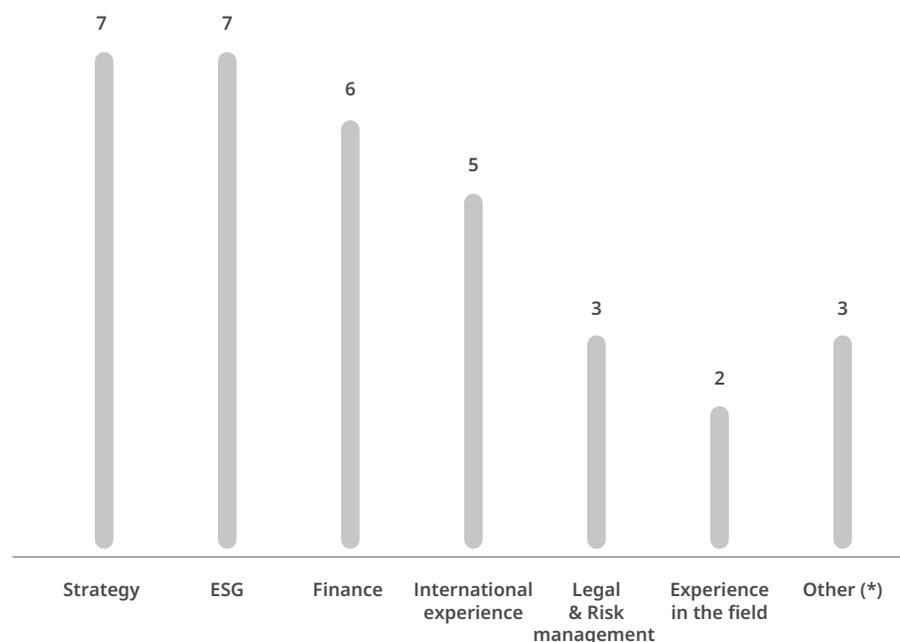
Within this process it was found that the Board of Directors currently in office²⁵ represents a combination of profession- al skills and managerial expertise, including at an interna- tional level, that meets the requirements of integrity, inde- pendence and gender balance established in applicable laws, regulations, and the By-laws.

This is also borne out by the results of the 2022 BPE (the findings of which are discussed in detail in paragraph 7.1) and in relation to which the Board of Directors confirmed the adequacy of the composition and size of the Board by evaluating the mix as adequate in terms of diversity of skills, professional background, experience (with a majority of directors having a business and managerial profile), age groups and seniority of service, size, positioning, complexi- ty, the specific nature of the Group’s sector and strategies, as well as the reaching of the Group’s objectives which, additionally, represents a fundamental requirement for ef- fective, competent management of the business. Moreover, it was found that diversity in terms of gender, age, skills, experience, academic and professional background, as well as seniority of service are well enhanced.

²⁵ Appointed by the General Shareholders’ Meeting on 23 April 2020; it will remain in office until the Shareholders’ Meeting called to approve the Financial Statements for the year ended 31 December 2022.

BOD'S SKILLS MATRIX 2020-2023²⁶

Directors' skills emerged from the questionnaire



(*) Others include the further skills not included in the list that each Director has declared on an autonomous basis.

With reference to the Company's organisation, diversity is a strength for a global Company like Brembo, which operates and is constantly confronted with very diverse situations from the economic and cultural point of view. Every day Brembo is committed to promoting an inclusive environment that ensures people's sense of belonging and

encourages them to feel they are leading characters in the Group's success, fostering a culture of diversity from the moment they are hired and respecting the points of view, voices, individualities and special qualities of each person. For further details, see the Disclosure of Non-Financial Information available on the Company's website.

4.5. MAXIMUM NUMBER OF POSITIONS HELD AT OTHER COMPANIES

At the time of appointment and annually thereafter, during a specific Board session (the last was held on 2 March 2023), the Board of Directors verifies the compatibility of the positions held by Directors in other companies based on examination and assessment of the Directors' individual statements, as well as in accordance with Brembo's CGC and the Regulations of the BoD (most recently updated on 16 December 2022).

With regard to concurrent positions, Brembo's CGC provides as follows:

- a maximum of four positions at listed companies. Positions at listed companies in which the Director also holds a significant equity interest do not count;
- the commitment required of Directors does not consist solely of participation in Board meetings, but also extends to an analysis of the documentation sent in view of each meeting, participation in Board Committees and participation in informal and/or induction sessions. It is therefore essential that Directors have sufficient time to carry out their duties;
- Board of Directors' assessment based on the declarations

²⁶ The professional skill set that emerged from the individual questionnaires submitted to Directors as part of the Board Performance Evaluation.

made by candidates for the position of Director and the following criteria:

- professional competence and independence of judgement;
- commitment, active and constant participation in the meetings of the Board of Directors, Board Committees and various management activities of the Company, also in light of their professional commitments;
- any relationship that may be or appear such as to compromise the independence of judgement of the Director.

Moreover, Brembo's Corporate Governance Code identified as relevant the positions held in the following categories of companies:

- Listed on regulated markets, including foreign markets,
- Banks, financial and insurance companies,
- Large companies (companies that reported total sales or turnover exceeding €500,000,000.00 in the last financial year).

In 2022, the Board of Directors confirmed, based on the criteria set out above, that the positions held by Directors in other companies met the necessary requirements and were compatible with discharging their duties in an effective and constant manner. The number of positions held by each Director is indicated in the table on page 25.

4.6. INDUCTION PROGRAMME

Brembo organises an induction programme structured in several sessions and dedicated to Directors and Statutory Auditors, in particular the newly appointed ones, aimed at providing an adequate understanding of the Company and the business industry in which the Group operates, its products, company dynamics and their evolution, including in a view of Sustainable Success, as well as organisational structure, the principles of proper risk management, applicable laws and regulations and major trends that may have an impact on the current performance and the Group's short-, medium- and long-term growth strategy.

Continuing education programmes and personalised modules are offered based on the particular interests or responsibilities that individual Directors may assume within Board Committees or to focus on the specific issues driving the need for personalisation expressed at meetings of the Independent Directors and in the findings of the Board Performance Evaluation. Among these initiatives, worthy of note is the BoD' meeting for the examination of the Industrial Plan and the related risks, which is convened on an annual basis.

In addition to the ad hoc induction sessions planned primarily for newly appointed directors, during Board sessions additional follow-ups were conducted with regard to the Company's strategic market positioning and new product/process/production development/digital transformation/automotive sector trends. Detailed reports on new legislation and regulations of interest for Brembo, supported by specific documentation prepared by the Legal and Corporate Affairs Department, were provided for induction pur-

poses in Board meetings, and included in the Work files of each meeting (responsibility of the Chief Legal and Corporate Affairs Officer).

Moreover, in order to promote and foster a more direct understanding, also on the part of members of the Board of Directors — including non-executive members — and of the Board of Statutory Auditors of the diverse scenarios in which the Group's business is structured and the specific features of each of the Group's component entities, as well as to analyse more in detail the industrial and development processes for Brembo products, in a manner compatible with the anti-Covid rules, on 13 June 2022 a visit was made to the Italian plants in Curno and Mapello.

In addition, in order to allow the most recently appointed Director and Statutory Auditor (M. Soffientini, appointed on 3 March 2022 and S. Serina, appointed on 29 April 2022, respectively) to deepen their knowledge of the Company, a Basic Induction Programme was held in six sessions, illustrating the business, market and products, via Microsoft Teams. Said sessions were carried out directly by the C-Suite managers of Brembo S.p.A.

Induction activities organised in 2022 are indicated in the table below.

In the 2022 BPE, induction sessions were found to be adequate and geopolitical aspects were identified as areas for increasing inquiry, with a focus on countries where the most important facilities are located.

INDUCTION SESSIONS FOR THE BOARD OF DIRECTORS IN 2022

| TRAINING SESSIONS | NUMBER AND DURATION OF SESSIONS | RECIPIENTS | DATE | ACTIVITIES DESCRIPTION |
|--|---------------------------------|---|---|--|
| Basic Induction | 6 (ca. 60 minutes each) | Director and Auditor in office since 2022 | September – November 2022 (6 sessions) | Market and Product relating to the Brembo's GBUs |
| Induction for the Remuneration & Appointments Committee | 2 (ca. 30 minutes) | Members of the Remuneration & Appointments Committee, Board of Statutory Auditors | 13.07.2022 14.11.2022 | Benchmarking analysis of the Top Management's remuneration packages Talent Management & Succession Planning |
| Induction for the Audit, Risk & Sustainability Committee | 3 (ca. 30 minutes) | Members of the Audit, Risk & Sustainability Committee, the Supervisory Committee | 23.02.2022 04.11.2022 | Changes to Legislative Decree No. 81/2008 New Brembo Product Development System called "Stargate" |
| Induction for the BoD (follow-ups during Board meetings) | 4 (ca. 1 hour each) | All Directors and Statutory Auditors | 20.01.2022 | Update of the Organisational and Management and Control Model (231 Model) in light of the Confindustria's "Guidelines for the construction of Organisation, Management and Control Models" pursuant to Legislative Decree No. 231 of 8 June 2001 |
| | | | 28.07.2022 | 231 changes introduced by Legislative Decree No. 184/2021, by Legislative Decree 195/2021 and by Law No. 22 of 9 March 2022 |
| | | | 11.05.2022 28.07.2022 09.11.2022 | Automotive market performance and outlook |

4.7. FUNCTIONING OF THE BOARD OF DIRECTORS

The Regulations of the BoD are a tool recommended by the 2020 CGC and Brembo adopted them for the first time in November 2017 (most recently updated on 16 December 2022) to identify the criteria for its optimal composition and the rules and procedures for its functioning, in particular to ensure effective management of board reporting. A description of the concrete functioning procedures is provided here below.

4.7.1. MEETINGS OF THE BOARD OF DIRECTORS

2022 Meetings

In 2022, the Board of Directors met on ten (10) occasions, of which four according to the company calendar published. The average length of meetings was approximately three hours. The meetings saw the regular participation of both directors and the members of the Board of Statutory Au-

ditors. The attendance rate at meetings was very high, as indicated in the table on page 25. The heads of the company functions were regularly invited to participate in the meetings of the Board of Directors to provide appropriate clarification for the various items on the agenda.

2023 Meetings

In the fourth quarter of each year, the BoD approves the calendar of meetings scheduled for the following year, inclusive of the planned date of the annual Shareholders' Meeting. This calendar is drawn up by the Secretary on the basis of the availability of the Directors and Statutory Auditors to ensure their maximum participation in board meetings and the shareholders' meeting event. The calendar calls for meetings with a regular frequency, normally held at least monthly to ensure effective performance of Board functions.

Once approved by the BoD, the annual calendar of the

main company events for the following year is then made public by 30 January of the year to which it refers.

The 2023 calendar approved by the Board of Directors on 9 November 2022 and then published calls for four (4) meetings to review interim financial data. These were in addition to ad hoc meetings, such as the meeting dedicated to the analysis of the strategic Industrial Plan.

At the date of publication of this Report, the BoD held one (1) meeting on 2 March 2023, with the aim of examining and discussing the 2022 Annual Report, the 2022 Disclosure of Non-Financial Information, and the 2023 Remuneration Policies, as well as the items, documents and proposals to be submitted to the Shareholders' Meeting convened on 20 April 2023.²⁷

The 2022 BPE confirmed that the number, frequency and scheduling of the Board meetings is adequate with respect to the Board's functions and responsibilities.

Content of additional periodic reporting

After Brembo's exit from the STAR segment of Borsa Italiana effective 3 May 2017, Brembo decided that it will continue to publish — on a voluntary basis — its interim financial reports, as previously announced, and in a manner consistent with the information made available until now, and until otherwise provided for by the Board of Directors. Content, timescales and methods of voluntary periodic financial reporting are also published on the Company's website (www.brembo.com, section Investors, Calendar).

Calling and holding the BoD Meetings

Board meetings are called and held in accordance with the By-laws and in compliance with legal obligations, and in particular:

- they are chaired by the Chairman of the BoD and, in the Chairman's absence, by the eldest director, and conducted as the chair deems most appropriate to permitting the Board's proceedings to unfold optimally;
- are valid, as well as the related resolutions, even without a formal call, when all the Directors and Statutory Auditors in office are present;
- may be held by telecommunication means that allow participation in the discussion and provide the same information to all those in attendance;
- may be held in Italy or a foreign country in which the Company operates, directly or through subsidiaries or investees;
- they are conducted in Italian. Where deemed necessary or even merely appropriate by the person chairing the meeting, simultaneous translation service may be made available to the meeting's participants.

The related resolutions are approved pursuant to law and the By-laws.

The Agendas of meetings focus on four macro-areas:

- financial and periodic reporting aspects;
- strategic aspects (such as: strategies, product diversification, trends in reference markets, digital transformation, automotive sector evolution, as well as acquisitions, investment in assets, Subsidiaries' projects, etc.);
- sustainability, materiality, ESG factors and risk aspects;
- governance and compliance aspects.

To provide the appropriate clarification of specific issues put to the examination and approval of the BoD, the Chairman invites the Company's Executives or other external parties or consultants whose presence is deemed useful by the Chairman in view of the subjects to be discussed to participate in the BoD meeting. Such parties will in any event be bound by the confidentiality undertakings applicable to Board meetings.

4.8. ROLE OF THE CHAIRMAN OF THE BOARD OF DIRECTORS

4.8.1. CHAIRMAN OF THE BOARD OF DIRECTORS

The Chairman ensures, through the Secretary, that the Directors and Statutory Auditors are provided with access to documentation concerning subjects on the Agenda suitably in advance of the date of the Board meeting.

The documentation relating to items on the agenda is normally prepared in Italian.

Documents may also be prepared in English and/or, where deemed necessary and/or even merely appropriate by the person chairing the meeting, may be made available to those requesting that a courtesy translation be made.

²⁷ Please refer to the Notice of Calling and the Illustrative Reports: www.brembo.com, section Investors, For Shareholders, Shareholders' Meeting, 2023.

In order to ensure that pre-session information is timely, complete and adequate, the supporting documentation:

- is prepared by the Secretary of the Board, with brief overviews of each subject on the Agenda, accompanied by detailed, in-depth reports illustrating the elements to be assessed (in descriptive and numerical terms) required to make the decisions concerned in a fully informed manner;
- is made available to the Directors and Statutory Auditors at least five days before each meeting, except in particularly urgent cases, when it is made available at least two days in advance, through the app "Portale CdA by Brembo" (an application for mobile devices that allows materials to be made available for consultation solely to current Directors and Statutory Auditors, before and during sessions of the Board, through access with a username and password). The notice period is normally observed. The documentation concerning financial performance data for the period and certain strategic projects is presented directly during the meeting, and is made available to the Directors and Statutory Auditors in a protected format to ensure the confidentiality of the data it contains. In such cases, thorough inquiries are conducted during sessions of the Board;
- ensures that the Directors are informed about new laws and regulations relevant for the Company. Moreover, through the Secretary of the Board, it ensures the organisation of the Board Induction sessions.

Where deemed necessary, in order to ensure informed participation, the Non-Executive Directors may formulate requests for information or clarification on issues relating to company management, during or outside of Board meetings. In this case, they address their requests – which may be relayed by the BoD's Secretary – solely to the Chairman, who responds at Board meetings either personally or drawing for this purpose on the Executives of the Company and/or the Group to which it belongs.

The Regulations of the BoD also specify the methods of storing and retrieving documentation, which depend on the confidentiality level assigned to each document.

During Board meetings the Chairman ensures balanced oversight of the Board's proceedings, playing a role of liaison between Executive Directors and Non-Executive Directors, in addition to ensuring the necessary balancing for effective, balanced management of meetings and the decision-making process, while also promoting the effective functioning of the corporate governance system and Board proceedings. With the support of the Secretary of the Board of Directors, the Chairman:

- organises and coordinates the proceedings;
- facilitates dialogue between the executive and non-executive members of the Board of Directors in order to permit constructive debate;
- coordinates with the delegated bodies and requests the necessary information/reports for the Board;
- acts as interlocutor of the control body and of the internal committees;
- invites the Company's Executives to participate in the meeting to provide the appropriate clarification of the specific issues submitted for the Board's examination and approval;
- ensures that the minutes are drafted so as to provide a thorough description of the documentation illustrated and represent the debate within the Board and what was said by the individual Directors and any Managers involved.

Finally, with the support of the Board Secretariat, the Chairman promotes initiatives aimed at providing adequate knowledge of the sector in which the Company operates and the related clarification (see paragraph 4.6 – Induction Programme) to Non-Executive Directors.

In this regard, the results of the 2022 BPE showed a high degree of satisfaction among Directors with the organisation and operational management of Board meetings with open, balanced and transparent discussion and the ability for all to participate, while also emphasising the openness to dialogue of the Chairman and other Executive Directors. The adequacy and completeness of pre-meeting documentation were also confirmed, along with adherence to the deadlines for sending the necessary documentation. Finally, the excellent management of the emergency situations of recent years was also underscored.

4.8.2. BOARD SECRETARY

On the proposal of the Chairman, on 23 April 2020 the BoD appointed the Secretary, who was chosen from among Company executives on the basis of professional profile and for demonstrating that he possesses adequate competency and experience in matters of corporate law and corporate governance.

The Secretary:

- assists the Chairman in preparing Board and Shareholders' Meetings, drawing up the related resolutions, ensuring the adequacy, completeness and clarity of the flows of information for the BoD, communicating with

- the Directors and organising Board induction;
- coordinates the secretaries of Board committees and takes the minutes of Board meetings in a detailed manner and according to best practices;
- provides assistance and legal advice on an independent basis (with respect to the management) to the BoD and Directors on matters of corporate governance and their powers, rights, duties and obligations, to ensure the regular exercise of their attributes, protect them against potential liability and ensure that the interests of all shareholders and other stakeholders contemplated by the company's corporate governance system are taken into due account;
- may also perform other functions within the Company, provided they do not compromise his independence of

judgement in relation to the BoD or the regular performance of his functions.

The Chairman ensures that the Secretary of the BoD possesses powers, tools, an organisational structure and personnel adequate to the performance of his functions. Moreover, the BoD supervises the Secretary's independence and determines his remuneration, in line with the Company's policies for its top management.

The Secretary proposes the annual budget on issues relating to the corporate governance system according to the existing company process and on the basis of the indications and prescriptions provided by Management Control.

4.9. EXECUTIVE DIRECTORS

As of 17 December 2021, the following Directors are considered as Executive Directors:

- Matteo Tiraboschi, Executive Chairman, appointed by the Shareholders' Meeting of 17 December 2021 (whose powers are described in paragraph 4.9.1);
- Daniele Schillaci, CEO (whose powers are described in the previous paragraph 4.9.1);
- Cristina Bombassei, Director in charge the Internal Control and Risk Management System (whose powers are described in paragraph 9.1) and Chief CSR Officer;
- Roberto Vavassori, appointed by the Shareholders' Meeting of 17 December 2021, and to whom the Board of Directors granted specific powers in his capacity as Chief Public Affairs & Institutional Relations Officer.

or situations of decision-making impasse and to enabling the rapid identification of those responsible for individual management decisions, both within the company and by stakeholders.

In addition, in accordance with the 2020 CGC, the powers attribute the Chairman, *inter alia*, a more strategic and institutional role than in the past, identifying him as the liaison between the Company and its stakeholders.

The Board of Directors retains the power to decide, *inter alia*, on the purchase and sale of shareholdings in other companies (M&As), the issuance of guarantees to third parties by Brembo S.p.A., and responsibilities regarding annual budgets, strategic plans and medium-/long-term incentive plans.

4.9.1. DELEGATED BODIES

On the basis of the new senior organisational structure approved by the Shareholders' Meeting on 17 December 2021, the Board of Directors granted new powers to Matteo Tiraboschi as Executive Chairman and to Daniele Schillaci as Chief Executive Officer.

This was based on the diversification of the duties and responsibilities of the delegated bodies (the Executive Chairman and CEO) and is intended to make the most of the respective professional and personal aptitudes, competencies and characteristics of the delegated bodies, while also being inspired by the need to create a clear, precise division of competencies functional to avoiding overlapping and/

With the favourable opinion of the Remuneration & Appointments Committee, in addition to the Directors not holding special offices and the Acting Auditors, the following were identified and confirmed as Key Management Personnel of the Company: the Executive Chairman, and the Chief Executive Officer, as the only individuals having the powers to influence and/or affect the development, future prospects and overall performance of the Company and/or the Group.

Authority to delegate powers is vested solely in the Executive Chairman, and Chief Executive Officer (exclusively in relation with powers concerning safety and environment), on the basis of specific powers vested in the latter by the Board of Directors, without prejudice to specific Board resolutions.

The GBU Global Chief Operating Officers — and other Global Central Function Officers —, who have been assigned specific company functions (generally coinciding with the first reports to the Executive Chairman and Chief Executive Officer, also identified as C-Suite), have been granted limited powers for ordinary management in relation to the performance of their respective offices and powers, regularly registered with the Company Register of Bergamo, to be exercised in accordance with company authorisation processes.

Employers have also been identified pursuant to Article 2, paragraph 1, letter B, of Legislative Decree No. 81/2008 for Brembo's various production units, to which all of the necessary powers of organisation, management and spending

authority have been assigned for the performance of the role of employer, as defined in current legislation.

Solely on an exceptional basis (subject to review from time to time by the Executive Chairman, the Chief Legal & Corporate Affairs Officer and the Chief Human Resources and Organisation Officer), special powers are granted to employees whose job descriptions do not fall within the categories mentioned above, but who, by reason of their assigned tasks, are required to represent Brembo in the latter's relations with the Public Administration (such as for instance, customs authorities, the Provincial Labour Department, etc.).

SUMMARY OF THE EXECUTIVE DIRECTORS' POWERS

Chairman of the Board of Directors (M. Tiraboschi)

The Executive Chairman is the company's legal representative, pursuant to law and Brembo's By-laws.

The Executive Chairman was also granted the widest powers of direction, communication, coordination and control according to his office, and the powers of ordinary administration, strategic direction, the development and proposal of guidelines concerning the Group's international development and its financial and re-organisation policies.

The Executive Chairman was also granted the widest powers of ordinary administration of the Company and the business, subject to specific limitations, powers concerning real estate leases and leases of companies and/or business units, and, generally, any transactions on movable or immovable property, purchase and sale of equity investments in Italy and abroad, the incorporation of new companies in Italy and abroad, having the power to choose the organisational system of the new company, as well as the issuance of letters of patronage, comfort letters, sureties and guarantees (subject to the periodic reporting to the Board of Directors) and taking out mortgage loans, loans or finance leases in the various existing forms, as well as the power of representation in trade union matters.

In addition, within the framework of the broadest powers of direction, coordination and control according to the position filled, the Executive Chairman is assigned the following tasks:

- setting guidelines for compliance and the internal control and risk management system;
- ensuring the implementation and constant updating of the Organisational, Management and Control Model according to Legislative Decree No. 231/2001, as well as the implementation of regulations in foreign countries where the investee companies operate, including all necessary training and awareness-building activities necessary to create a compliance culture within the Group;
- planning and managing external communications, with the broadest powers;
- setting and proposing to the Board of Directors the Group's medium- and long-term development strategies;
- setting guidelines for business development, property development and corporate development;
- designing general policies for the organisation and human resource management.

Chief Executive Officer - CEO (D. Schillaci)

The Chief Executive Officer has been given specific powers to manage the Company and its business, powers relating to organisation, representation in trade union matters and the mandate pursuant to Article 2381 of the Civil Code for the implementation, improvement and supervision of safety in the workplace, accident prevention and the protection of workers' health (environmental protection inside and outside the Company, waste management, including the power to identify the person/s who is/are to be considered as Employer pursuant to Article 2, paragraph 1, letter B, of Legislative Decree No. 81/2008 for Brembo's different manufacturing units). Moreover, he has been given the power, within his remit, to ensure the implementation, at all levels in Italy and abroad, of the provisions set forth by the Law, the By-laws, the internal procedures, the Corporate Governance Code and the Corporate Governance Manual, the Code of Ethics and, more generally, the compliance in force in the Company and its investee companies; in this regard, specific reference is made to the provisions of Legislative Decree 231/2001 and similar provisions in force in foreign countries where the investee companies carry out their operations, to risk management policies and indications of the Audit, Risk & Sustainability Committee and the Supervisory Committee.

In the area of strategic guidelines, the following powers and functions have been granted:

- the power to draw up and propose to the Executive Chairman the Group's Medium- and Long-Term Industrial Plan and all other projects completing it, including extraordinary transactions, in order to implement the Strategic Guidelines formulated by the Board of Directors, within the framework of risk management and Sustainable Success;
- the power to design and propose corporate restructuring and/or reorganisation plans necessary for the concrete implementation of the Industrial plan.

4.9.2. REPORTING TO THE BOARD BY DIRECTORS – DELEGATED BODIES

In accordance with laws and regulations, and the By-laws, the Delegated Bodies (Executive Directors) report on the activities carried out in the performance of their respective delegated powers, at least on a quarterly basis and in any case in the subsequent meeting. During 2022, these activities

were always carried out consistently with the Board's resolutions.

As part of the 2022 BPE, the adequacy and completeness of pre-meeting documentation were also confirmed, along with adherence to the deadlines for sending the necessary documentation.

4.10. INDEPENDENT DIRECTORS

Brembo's Board of Directors adopted the independence criteria of the 2020 CGC for assessing the Directors' independence, while defining qualitative and quantitative criteria to be used to assess the significance of the relationships being examined (for further details, refer to paragraph 4.4).

Satisfaction of the aforesaid requirements is verified by the Board of Directors, upon appointment and, subsequently, on an annual basis by examining and discussing the individual situations during a Board meeting (through the statement issued by each Director), after the preliminary review of the individual positions by the Remuneration & Appointments Committee. It should be noted that, in assessing the independence of Non-executive Directors, the Board of Directors shall have more regard for substance than for form.

At the Board meeting on 2 March 2023, based on the statements issued by each Director and including in light of the assessments expressed with regard to individual positions by the Remuneration & Appointments Committee convened on 15 February 2023, it was assessed whether the current Board met/continued to meet the above requirements. The Board of Statutory Auditors verified that the criteria mentioned above and the procedures adopted by the Board of Directors to assess the Directors' independence were correctly applied, and highlighted the same within the Statutory Auditors' Report.

For financial year 2022, a total of 6 Directors met all the said independence requirements: Nicoletta Giadrossi, Elisabetta Magistretti, Elizabeth Marie Robinson, Manuela Sofientini²⁸, Valerio Battista, Gianfelice Rocca as they satisfy the requirements set forth by law and Brembo's CGC.

It should be noted that, with regard to Gianfelice Rocca, the Board of Directors, after having valued his specific position, qualified him as independent due to the consolidated principle of the prevalence of substance over form (since the renewal of his appointment as Director of Brembo follows nine years of completed service in office). This was also in view of the professionalism and dedication that he has always shown and his active, punctual participation in Board meetings, and to his speeches and thoughts that have enriched and instilled quality into debate within the Board towards the resolutions passed, while also maintaining complete independence of judgement.

Meetings of the Independent Directors

Independent Directors meet, at least on annual basis, coordinated by the Lead Independent Director (hereinafter "LID" in short) to discuss issues deemed of interest in regards to the functioning of the Board of Directors or the company's management.

Meetings are chaired by the LID. The LID himself/herself shall appoint an Independent Director or another person, who is not required to be a member, to act as Secretary (usually, this function is granted to the Secretary of the Board of Directors). LID may draw on the support of Company units in organising meetings.

The LID shall gather the petitions and contributions of the Independent Directors and include them in specific minutes signed by the LID and the Secretary, and forwarded by the same to the Chairman of the Board of Directors. Minutes of meetings are kept in chronological order by the Legal and Corporate Affairs Department in its capacity as Corporate Secretariat.

²⁸ Co-opted by the BoD on 3 March 2022 (following resignation of L. Cioli) and subsequently confirmed by the General Shareholders' Meeting of 21 April 2022 to remain in office until the end of the current Board's term.

In 2022, Independent Directors, coordinated by the LID, met three times (average length was approximately 1 hour). The Board Secretary participated in meetings (a detailed description of which is reported below) and prepared the minutes for each, as well as submitted to Executive Directors the suggestions and proposals put forward.

1. On 19 January 2022 a meeting was held to share the process of identifying the independent consultant for the 2022 Board Performance Evaluation activity (third year of term).
2. On 21 April 2022, a meeting was held to review the bids received from the consultancy firms for the purposes of the selection process for the 2022 Board Performance Evaluation activity (third year of the term) and to identify the independent consultant (Russell Reynolds As-

sociates) to be proposed to the BoD to be awarded the contract.

3. On 28 July 2022 a meeting was held to analyse the questionnaire proposed by the consultant for the 2022 BPE and approve the related work plan.

Finally, on 15 December 2022, the LID and the Independent Directors, after analysing the "Report – 2022 Board Performance Evaluation" prepared by the independent consultant Russell Reynolds Associates – appointed by the Board of Directors for the 2022 self-assessment process – shared the results and its content and expressed a favourable opinion, in writing, of its approval by the Board of Directors on 16 December 2022.

4.11. LEAD INDEPENDENT DIRECTOR

Following the appointment of the company boards upon the Shareholders' Meeting of 23 April 2020, the Non-Executive and Independent Director, Valerio Battista, was reappointed in his position as Lead Independent Director.

The Lead Independent Director function is regulated by its own Rules approved by the Board of Directors, fully incorporating the recommendations of the 2020 CGC. More specifically, he is tasked with:

- serving as a point of reference for and coordinator of the petitions and contributions of Non-executive Directors and, in particular, Independent Directors, within the Board of Directors;
- collaborating with the Chairman of the BoD in order to ensure that members of the latter receive complete and timely information flows regarding operations;
- convening, at least on annual basis, the Independent Directors to discuss issues deemed of interest in regards to the functioning of the Board of Directors or the company's management;
- carrying out any and all additional duties that may be assigned from time to time by the Board of Directors and the Chairman.

Moreover, for the 2020-2022 three-year term of office the LID, at the request of the Chairman, and after having heard the opinion of the Remuneration & Appointments Committee, coordinated the BPE activity on the functioning, size and composition of the Board of Directors and its Committees. During 2022, although the 2022 BPE activity had been entrusted to the external consultant Russell Reynolds Associates, the Board of Directors – in light of the consolidated, effective and efficient performance of this duty by the LID and Independent Directors in previous years, and after receiving a favourable opinion from the Remuneration & Appointment Committee – approved the decision to proceed in continuity with what had been done in the previous editions, and therefore to confirm the appointment of the LID for coordination activities. Accordingly, the LID oversaw the process of selecting the consultant and shared on an advanced basis the related plan of activities and contents of the questionnaire used for the purposes of the BPE and any related individual interviews.

5. HANDLING OF CORPORATE INFORMATION

In accordance with current legislative and regulatory provisions, Brembo has for some time adopted specific in-house procedural provisions to ensure the highest level of propri-

ety, accuracy and timeliness in the corporate information handling process, in addition to the utmost transparency and accessibility in the market's favour.

5.1. THE EU PROVISIONS ON MARKET ABUSE

Following the entry into force, on 3 July 2016, of the European Market Abuse Rules as per Regulation (EU) No. 596/2014 ("MAR"), the Company has taken appropriate steps to adapt — also in light of the current temporary national regulatory framework — its own internal regulations regarding both the handling of Inside²⁹/Relevant³⁰ Information and the provisions on Internal Dealing, as well as the related public disclosure. The related documents are available on Brembo's website: www.brembo.com, section Company, Corporate Governance, Governance Documents.

Procedures with regard to the handling of Inside/Relevant Information, the maintenance of the Register of persons with access to inside information ("Insider Register") and the management of disclosure obligations for Relevant Persons and Persons Closely Associated with them ("Internal Dealing") were updated on several occasions by the administrative body so as to implement the legal and regulatory changes introduced over time, including those relating to the above mentioned European Regulation, as well

as the Consob's Guidelines for the Management of Inside Information of 13 October 2017 (the "2017 Guidelines").

After an analysis and examination of its flows and processes, Brembo has adopted several organisational tools, based on best practices, including:

- the assignment to the Business Development Committee (composed of the Executive Chairman, Chief Executive Officer, Chief Business Development Officer, Chief Public Affairs & Institutional Relations Officer, Chief Legal and Corporate Affairs Officer) of the Inside Information Management Function, with the Chief Legal and Corporate Affairs Officer acting as point of contact for the formal adoption of the relevant decisions;
- identification of the members of the C-Suite as Organisational Functions Responsible for Inside Information;
- setting up of the RIL — Relevant Information List;
- the mapping of categories of information to be classified as Relevant and of the organisational roles/functions that may originate them.

5.2. PROCEDURE FOR HANDLING INSIDE AND RELEVANT INFORMATION

Brembo's Procedure for Handling Inside and Relevant Information or Price-sensitive Information, updated by the Board of Directors on 8 May 2018, fully reflects not only the provisions of the Market Abuse Regulation ("MAR"), but also the indications provided in the 2017 Consob Guidelines. The Procedure is available on Brembo's website: www.brembo.com, section Company, Corporate Governance, Governance Documents.

The purpose of this Procedure is to define the principles and rules governing the internal management and the disclosure of information pertaining to the operations of Brembo and the Group, with specific regard to Inside and

Relevant Information. This is to ensure compliance with applicable statutory requirements in force from time to time and guarantee that Inside and Relevant Information is treated with the utmost confidentiality in order to prevent the selective disclosure of documents and information pertaining to Brembo and the Group, and that is to say, the divulgation of data to certain persons, including, without limitation, analysts, shareholders or journalists, prior to the public disclosure thereof, or otherwise, any form of late, incomplete or inadequate disclosure of the said data.

In keeping with the provisions of Brembo's Code of Ethics, the Procedure is therefore a preventive measure aimed at

²⁹ Information of a precise nature, which has not been made public, relating, directly or indirectly, to Brembo or a Group company, or to one or more Financial Instruments of the Company, and which, if it were made public, would be likely to have a significant effect on the prices of those Financial Instruments or derivatives linked thereto.

³⁰ Company information that is not yet precise, even though one may reasonably presume that it has all the characteristics to become Inside Information under current Laws.

detecting and interdicting the abuse of Inside Information, market manipulation and improper circulation of Inside Information within the meaning of Articles 31 and 54 of Directive No. 2014/65/EU (so-called MiFid II), Articles 8, 10 and 12 of MAR, and Articles 184 et seq. of TUF, all of which constitute offences that, pursuant to Legislative Decree No. 231/2001, could potentially give rise to corporate administrative liability. Accordingly, the Procedure forms an integral part of Brembo's 231 Model and CGC.

The Procedure must be observed by Directors, Statutory Auditors, Company Executives and all employees of Brembo and the Group, as well as by any person (whether they are natural or legal persons) afforded access on a regular or occasional basis to Brembo's Inside or Relevant Information relating to Brembo and/or the Group by virtue of his/her professional activity.

Assessing if and to what extent specific events could be deemed to give rise to Relevant or Inside Information, as well as whether or not to apply for authorisation to delay public disclosure of the Inside Information, is undertaken on a case-by-case basis and is the responsibility of the Business Development Committee, viewed as the organisational function charged with assessing whether information regarding the Company and other Group companies qualifies as Relevant or Inside Information and with taking the relevant market-disclosure decisions.

The Investor Relations function is in charge of the publication of press releases. Brembo's Inside Information is published and stored using the Consob-authorized 1INFO system (www.1info.it), managed by Computershare S.p.A.

5.3. INTERNAL DEALING PROCEDURE

Brembo's Internal Dealing Procedure has been drawn up pursuant to and for the intents and purposes of Article 19 of MAR (the Market Abuse Regulation) and in compliance with all rules and regulations in force at the time of its issuance. The Procedure is available on Brembo's website: www.brembo.com, section Company, Corporate Governance, Governance Documents.

This procedure regulates the management and disclosure of the so-called Internal Dealing transactions, i.e., transactions involving Brembo S.p.A.'s financial instruments made, whether directly or through third-party intermediaries, by persons exercising management, control and direction functions (Managers) and persons closely associated therewith, and Shareholders, i.e., any and all persons who hold an equity interest equal to or exceeding 10% of Brembo's share capital, insofar as they are potentially in possession of Inside Information. The procedure, *inter alia*, sets forth the ban for Managers to carry out such transactions commencing on the 30th day immediately preceding

Brembo's Board Meetings convened for the approval of the annual or interim financial results that the company discloses to the market, also on a voluntary basis, and expiring upon public disclosure of the press release on the results (so-called black-out period).

In line with the provisions of Brembo's Code of Ethics, the Internal Dealing Procedure constitutes a direct measure aimed at promoting parity of information and at deterring the misuse of advantages arising from information asymmetry to garner undue gains through insider trading transactions which, *inter alia*, could entail corporate administrative liability for related criminal offences pursuant to Legislative Decree No. 231/2001. Accordingly, this procedure forms an integral part of the 231 Model. The Head of Investor Relations is responsible for maintaining and periodically updating the list of insiders, as well as complying with public disclosure obligations in respect of transactions reported by Insiders.

5.4. PROCEDURE FOR HANDLING THE INSIDER REGISTER AND THE RELEVANT INFORMATION LIST (RIL)

The Register and RIL Procedure (lastly updated through Board resolution of 8 May 2018) is designed to ensure compliance with all the obligations pertaining to the maintenance and timely updating of the Insider Register mentioned in Article 18 of MAR. The Register and RIL Procedure is also compliant with the requirements and recommendations set out in the 2017 Guidelines regarding the keeping and updating of the RIL, i.e. the list of parties with whom the issuers have professional collaborative relationships, including employment relationships, and who have access to the Relevant Information in the course of certain of their duties.

This Register and RIL Procedure lays down the methods to be used to draft and update the Registers in accordance with the instructions given in Commission Implementing Regulation (EU) No. 2016/347 with regard to the Insider Register, extended, where possible and/or advisable, to the RIL. In particular, this Register and RIL Procedure:

- identifies the requirements the Insider Register and the RIL must meet;
- determines the data to be recorded in the Insider Register and the RIL;
- outlines the structure of the Insider Register and the RIL;
- regulates the updating of the Insider Register and the RIL.

This Register and RIL Procedure applies to Brembo in its capacity as an Italian company whose shares are traded

on the Italian regulated market, and to any and all persons and parties afforded access to Inside or Relevant Information by virtue of an employment contract with the company or any other type of working relationship with the same.

So as to prevent the commission of offences by employees and consultants who stand in a position to materially engage in criminal conduct, the Company has imposed a series of further requirements, over and above the provisions set forth in the Procedure for Handling Inside and Relevant Information, including confidentiality obligations contractually binding on consultants and employees, and the confidentiality requirement pursuant to the Code of Ethics.

In accordance with the recently introduced regulatory requirements, Brembo S.p.A. takes all necessary measures to ensure that all persons and parties included in the Insider Register and the RIL are aware of the legal and regulatory duties underlying their inclusion, as well as the sanctions attaching to the misuse or improper circulation of Inside Information, ensuring that all the such persons are served appropriate information in such regard, in writing, against written acknowledgement of receipt and acceptance.

The Insider Register is maintained electronically using specific management software (RAP – *Registro Accesso alle Informazioni Privilegiate*) designed and licenced by Computershare S.p.A. to ensure full regulatory compliance. The Legal & Corporate Affairs Department is tasked with maintaining and updating the Insider Register and the RIL.

6. BOARD COMMITTEES

Brembo set up all the Committees recommended within the 2020 CGC, exercising preliminary, propositional and advisory functions. In detail:

- Brembo implemented the recommendation to set up the Appointments Committee in 2012, entrusting such function to the Remuneration Committee and accordingly changing its name to Remuneration & Appointments Committee and the related regulations to extend its functions. The composition of the Committee and the reporting of the activities and tasks it carries out are described in paragraph 8.2.
- When appointing the new company officers on 20 April 2017, the Board of Directors assigned responsibility for supervising sustainability issues to the Audit & Risk Committee, resulting in the change of the Committee's name to the Audit, Risk & Sustainability Committee, and its specific duties were updated accordingly. Said approach, defined on the basis of the best practices in this area, Legislative Decree No. 254/2016 on the Disclosure of Non-Financial Information, as well as the related nature of its duties, has been maintained also in view of the reappointment of the company bodies to occur during the Shareholders' Meeting of 23 April 2020 for the 2020-2022 term. See paragraph 9.2 for information on the Committee's composition, duties and the activities carried out in 2022.
- their meetings are chaired by the Chairman or, in the latter's absence, the oldest member;
- are considered validly in session when the majority of its members is present;
- Committee meetings may be held by means of teleconferencing and videoconferencing, provided that all participants may be identified and are able to follow and participate simultaneously in the discussion of the subjects raised, as well as view documents in real time;
- they take decisions by the majority of the members participating in the meeting, with the vote of the chair breaking any ties;
- on the Chairman proposal, may also be attended by persons, other than Committee members, who have been specifically invited and are part of the Company's management, in relation to specific needs or items on the Agenda;
- minutes are taken for all meetings and signed by the Chairman and Secretary. The minutes are signed by the Chairman of the meeting and the Secretary of the meeting and are forwarded to the members of the Committee in the Work files at the following meeting;
- in performing their functions, enjoy access to the information and company functions required to discharge their duties and may secure the assistance of external advisors within the terms and the budget set by the Board of Directors;
- the composition of committees has been determined by privileging the competence and experience of the Directors that are members.

Regulations on the functioning of the Committees

The composition, duties and functioning of all Committees are defined in specific Regulations fully implementing the recommendations of the 2020 CGC. Said Regulations are available on the Company's website.

The Committees:

- meet, at the request of the Chairman, even by telephone and/or video conference call;

From the 2022 BPE it emerged that the composition, size and functioning (number and frequency of meetings, active participation, quality level of the discussions, subjects dealt with) is adequate and that the related documentation made available during the days preceding the meeting is complete.

NUMBER OF COMMITTEE MEETINGS AND ATTENDANCE RATE OF DIRECTORS

| COMMITTEES | NUMBER OF MEETINGS 2022 | ATTENDANCE RATE | PRESENCE OF INDEPENDENT MEMBERS | ACTIVITIES CARRIED OUT IN 2022 |
|--|----------------------------|-----------------|---------------------------------------|--------------------------------------|
| Remuneration & Appointments Committee | 3 | 100% | 100% | Paragraph 8.2 |
| Audit, Risk & Sustainability Committee (which also acts as the Related Party Transactions Committee) | 10 | 93% | 100% | Paragraph 9.2 |

7. SELF-ASSESSMENT AND SUCCESSION OF DIRECTORS

7.1. BOARD PERFORMANCE EVALUATION

At least annually an evaluation is made of the functioning of the Board of Directors and its Committees, as well as their size and composition, taking also into account aspects such as the professional expertise, experience (including managerial experience), gender of their members, seniority of service and effectiveness and efficiency in the performance of their assignment (Board Performance Evaluation hereinafter also referred to as “BPE”).

This activity is also designed to assess the role played by the BoD in setting strategies in view of Sustainable Success and monitoring operating performance, with periodic assessment of the efficacy of its activity and the contribution made by its components, as well as of the adequacy of the internal control and risk management system.

In accordance with the provisions of the 2020 CGC, the assessment process may be carried out at least every three years (and in particular in view of renewal of the BoD), evaluating whether an independent advisor should be consulted for the third year.

In line with the provisions of the Recommendation No. 22 of the 2020 CGC, the Board of Directors in office from 23 April 2020 initiated a three-year self-assessment process broken down into three stages, in line with the 2020-2022 Board term.

On the basis of the 2020 CGC, the task of supporting this activity has been entrusted to the Remuneration & Appointments Committee. However, to ensure continuity of the ongoing three-year process launched in 2020 (for the 2020-2022 term), in agreement with the Remuneration & Appointments Committee, the BoD assigned the LID responsibility for coordinating the Board Performance Evaluation,

in addition to determining that the process of evaluating and circulating the plan of activity and its results would involve the participation of all Independent Directors and not just the members of the Remuneration & Appointments Committee. This was also done in light of the above and in view of the well-consolidated, effective methods used by the LID and Independent Directors (*who, inter alia*, are members of the Remuneration & Appointments Committee) to perform this activity and to proceed in continuity with the Three-year Plan of the 2020-2022 BPE.

In the third year of the term (2022), according to the recommendations laid down in the 2020 CGC on the indication of the LID and the Independent Directors, an independent consultant, Russell Reynolds Associates, was appointed to conduct the assessment, in order to provide an end-of-term assessment and support the outgoing Board of Directors in formulating guidance to be provided to the shareholders in view of the appointment of new boards for the 2023-2025 term.

The activity was structured in the following steps:

- sharing of the working plan with the Independent Directors and the Board of Directors;
- sending an individual questionnaire to Directors;
- individual interviews;
- final presentation to Independent Directors and the BoD of the findings of the 2022 BPE.

The results were summarised in a specific document made available firstly to the LID and the Independent Directors and subsequently shared, on 16 December 2022, during the BoD’s plenary session by Russell Reynolds Associates, which took part in the meeting.

A summary table emphasising the results of the 2022 BPE is shown below:

SUMMARY OF THE RESULTS OF THE 2022 BOARD PERFORMANCE EVALUATION

| | |
|--|--|
| General comments on the functioning of the BoD | <p>The very positive situation and the very high overall level of appreciation of the operating and organisational functioning were confirmed.</p> <p>In short, the Directors confirmed that the Board is working in substantial compliance with the 2020 CGC and best practices, at both Italian and international level.</p> |
| General comments on the composition and size of the Board of Directors | <p>The composition and size of the Board of Directors were found to be totally adequate to Brembo Group's size, position, complexity and the specific nature of its business sector and strategies.</p> |
| Areas of Excellence | <p>In particular, the following areas of excellence have been identified:</p> <ul style="list-style-type: none"> • a well prepared Board of Directors consisting of renowned members of the business and management community; • competent and present management, available to provide clarification and further information outside the Board meetings; • open, transparent and balanced discussion, with all members participating; • sessions managed with an openness to dialogue on the part of the Executive Chairman; • complete documentation; • excellent functioning of the Committees; • excellent management of the emergency situations that have occurred in the past few years. |

7.2. SUCCESSION PLANS

On 17 December 2021, in line with the plan defined as of June 2011, following the resignation of Alberto Bombassei from the role of Chairman and member of the Board of Directors, the Board of Directors of Brembo S.p.A. approved the new organisational structure of the Brembo Group, which provides for Matteo Tiraboschi to serve as Executive Chairman and Daniele Schillaci as Chief Executive Officer. The organisational macro structure was illustrated to the BoD convened on 17 December 2021. Said organisational structure, disclosed to the public on 16 November 2021, was approved by the General Shareholders' Meeting on 17 December 2021.

It should also be noted, with regard to succession issues, that — for each top management position — Brembo drew up a periodical and structured process, as summarised in specific documents approved by top management, to identify both short- and medium-term successors, so as to be able to manage unforeseeable cases of replacement of executives in as prompt and orderly a manner as possible, and ensure management stability.

On 14 November 2022, the Chief Human Resources & Organisation Officer submitted the updated version of the Talent Management & Succession-Succession Planning annual system to the Remuneration & Appointments Committee.

8. REMUNERATION OF DIRECTORS AND REMUNERATION & APPOINTMENTS COMMITTEE

8.1. REMUNERATION OF DIRECTORS

Brembo's Remuneration Policy was formulated in line with the company's long-term strategy and objectives and is associated with company results so as to pursue the Group's long-term interests and sustainability. A description of the same is included in the Report on the Remuneration Policy and Remuneration Paid, prepared pursuant to Article 123-ter of TUF and Annex 3A, Scheme 7 of the Rules for Issuers (www.brembo.com, section Company, Corporate Governance, Remuneration Policies).

The two Sections comprising it are supplemented with additional context-related information to enable the market and Investors to read the remuneration information contained in the Report together with the Group's strategic guidance and sustainability, with a view to understanding the main drivers that allow Brembo S.p.A.'s Remuneration Policy to contribute more fully to the pursuit of long-term

value creation for all its stakeholders.

For further details on remuneration policies for 2023 and remuneration paid in 2022, please refer to the related Report drawn up pursuant to Article 123-ter of TUF and available on Brembo's website (www.brembo.com, section Company, Corporate Governance, Remuneration Policies).

The information required by Article 123-bis, paragraph 1, letter (i), of TUF — "agreements between the Company and the Directors [...] providing for compensation in case of resignation or dismissal without juste cause or if their employment ceases as a result of a public tender offer" — are contained in the 2023 Remuneration Report in accordance with Article 123-ter of TUF, which is available on Brembo's website (www.brembo.com, section Company, Corporate Governance, Remuneration Policies).

8.2. REMUNERATION & APPOINTMENTS COMMITTEE

The Remuneration & Appointments Committee³¹, appointed on 23 April 2020 by the Board of Directors meeting convened after the General Shareholders' Meeting, will remain

in office until the General Shareholders' Meeting called to approve the Financial Statements for the year ended 31 December 2022, and is made up of 3 members:

| MEMBERS | OFFICE HELD | ATTENDANCE RATE AT 2022 MEETINGS | POSITION WITHIN THE REMUNERATION & APPOINTMENTS COMMITTEE |
|-----------------------------------|----------------------|----------------------------------|---|
| Nicoletta Giadrossi | Independent Director | 100% | Chairwoman |
| Manuela Soffientini ³² | Independent Director | 100% | Member |
| Elizabeth Marie Robinson | Independent Director | 100% | Member |

It should be noted that during 2022 the composition of the Committee changed following resignation, on 25 February 2022, of the Independent Director L. Cioli, who also served as member of the Remuneration & Appointments Committee. In particular, after having been co-opted as Independent Director, M. Soffientini was also appointed as member of the Remuneration & Appointments Committee by the Board of Directors.

The professional profile of the members of the Remuneration & Appointments Committee (available on Brembo's website, www.brembo.com, section Company, Corporate Governance, Governing Boards and Committees) meets

the experience requirements imposed by the 2020 CGC, including in order to ensure an efficient performance of the Committee's duties.

The Remuneration & Appointments Committee operates in accordance with its Regulations (available on Brembo's website, section Company, Corporate Governance, Governing Documents), that distinguish its respective remuneration and appointments functions as follows:

- Remuneration function: it ensures that the remuneration policies applicable to the Executive Chairman, the Chief Executive Officer, the Executive Directors, the

³¹ Brembo implemented the recommendation to set up the Appointments Committee in 2012, entrusting such function to the Remuneration Committee and accordingly changing its name to Remuneration & Appointments Committee.

³² The Independent Director M. Soffientini was co-opted on 3 March 2022 and subsequently was confirmed by the General Shareholders' Meeting on 21 April 2022 in her position, in replacement of L. Cioli, who resigned. After having been co-opted and appointed as Independent Director, she was also appointed member of the Remuneration & Appointments Committee.

Directors holding special offices and Key Management Personnel, as well as the Non-executive Directors, are formulated by a Body in the absence of conflicts of interest; it performs its functions seeking to give continuity to the aims, principles and tools of the Group's Remuneration Policy, working with a view to developing an ongoing dialogue with stakeholders, aware that this key element is central to the Group's Remuneration Policy. In fact, Brembo attaches great importance to constant interaction, throughout the year, with the main beneficiaries of its remuneration policies and with its investors, in order to ensure ongoing improvement in the adoption of market best practices, drawing helpful inspiration from various stakeholders;

- Appointments function: it identifies the optimal composition of the Board, by indicating the professional roles that may promote its proper and effective functioning and contributing to the preparation of the succession plan for Executive Directors.

The meetings of the Remuneration & Appointments Committee:

- are always attended by the Chairman of the Board of Statutory Auditors or another Statutory Auditor as required by the Chairman; the other members of the Board of Statutory Auditors may also attend the meetings;
- may also be attended by persons, other than Committee members, who have been specifically invited and are part of the Company's management and/or management structures, in relation to specific needs or items on the Agenda; they include, in general, by agreement with the Chairman of the Committee, the Chief Human Resources & Organisation Officer and the Secretary of the Board of Directors, as well as the Chief Legal & Corporate Affairs Officer;
- may be attended by representatives of consulting firms specialising in this area;
- are not attended by Executive Directors.

In performing its functions, the Committee has access to the information and company functions required from time to time to discharge its duties and may avail itself of external advisors within the terms of the budget approved by the Board of Directors.

In 2022, the Remuneration & Appointments Committee held three (3) meetings (average length of approximately 1.30 hours) details of which are given below. The Secretary (Chief Legal & Corporate Affairs Officer), the Chief Human Resources and Organisation Officer, and representatives of consulting firms specialising in this area are always invited to attend the meeting.

1. Meeting held on 17 February 2022

The Remuneration & Appointments Committee examined in advance the matters to be put before the BoD and then the General Shareholders' Meeting convened on 21 April 2022. In addition to the Secretary (Chief Legal & Corporate Affairs Officer), the Chief Human Resources and Organisation Officer was invited to attend the meeting to explain the matters within his remit. On that occasion, the Remuneration & Appointments Committee:

- i) *with reference to Remuneration:*
 - evaluated the closing results of the short-term annual Incentive Plan (2021 MBO) and defined the proposals of the short-term annual Incentive Plan (2022 MBO), also in light of the analyses conducted in 2021;
 - evaluated the closing results of the Incentive Plan for Executive Directors and Top Managers (2019-2021 LTIP), and their consistency with the long-term policies adopted previously;
 - evaluated and defined the proposals of the new long-term remuneration policies, including the new three-year Incentive Plan for Top Managers (2022-2024 LTIP) and the relevant Regulation;
 - examined the Report on the Remuneration Policy for 2022 and Remuneration Paid in 2021, prepared pursuant to Article 123-ter of TUF and expressed a favourable opinion in view of its examination and approval by the BoD;
- ii) *with reference to the Composition of the Board of Directors and the Combination of skills and professional backgrounds:*
 - assessed the individual declarations of the Directors, Statutory Auditors and members of the Supervisory Committee for periodic verification, including to support the BoD's self-assessment process, of continuing satisfaction of the requirements and implementation of the Diversity criteria provided for by Brembo's 2020 Corporate Governance Code for Directors, as well as the compatibility of the positions held by them;
 - assessed the combination of professional backgrounds and managerial skills in the light of Brembo's diversity policies defined by the Regulations of the BoD and the 2020 Corporate Governance Code;
 - expressed opinions on the professional profile of the possible candidate to be co-opted as a new Independent Director, as well as the guidelines on the composition of the Remuneration & Appointments Committee and Audit, Risk & Sustainability Committee.

2. Meeting held on 13 July 2022

The Remuneration & Appointments Committee carried out the following activities:

- i) *with reference to Remuneration:*
 - it assessed the results and the votes cast by the Shareholders' Meeting on 21 April 2022 on Section I and Section II of the Remuneration Report;
 - it examined the benchmark analysis of the Top Management's remuneration packages submitted by Mercer Italia, who participated in the meeting.
- ii) *with reference to Appointments:*
 - it was updated on the diversity-related activities carried out by the Global Pillar People Workstream, presented by Brembo's Head of Organisational Development;
 - it acknowledged several organisational updates;
 - it conducted an advance examination of the documentation required for the 2022 BPE and confirmed the appointment of the LID as responsible for coordinating the self-assessment activities.

3. Meeting held on 14 November 2022

The Remuneration & Appointments Committee carried out the following activities:

- i) *with reference to Remuneration:*
 - it expressed a favourable opinion on the proposals for adjusting the remuneration packages of the Executive Chairman and the Chief Executive Officer (CEO) in view of the definition of the 2023 remuneration policies;
- ii) *with reference to Appointments:*
 - it was updated on Brembo processes relating to the Talent Management & Succession Planning;
 - it examined and expressed a favourable opinion on the proposal to raise the maximum age of candidates for the office of Independent Director, with the ensuing change of the Regulations of the BoD and Brembo's CGC.

At the date of approval of this Report, the Committee met once again, on 15 February 2023, to examine the subjects within its remit for the purposes of the proposals to be submitted to the BoD in view of the General Shareholders' Meeting of 20 April 2023, as follows:

- i) *with reference to Remuneration, the Remuneration & Appointments Committee assessed and examined:*
 - the closing results of the short-term annual Incentive Plan (2022 MBO) and defined the proposals of the short-term annual Incentive Plan (2023 MBO), also in light of the analyses conducted in 2022;
 - the proposal to review the Remuneration Pack-

ages for the Executive Chairman and the CEO, also following the further in-depth analysis submitted by Mercer Italia;

- the proposal to change the pay-out cap relating to the Category 1 of the 2022-2024 LTIP;
 - the Report on the Remuneration Policy for 2023 and Remuneration Paid in 2022, prepared pursuant to Article 123-ter of TUF and expressed a favourable opinion in view of its examination and approval by the BoD;
 - in view of the appointment of the company boards upon the 2023 General Shareholders' Meeting, it assessed the following proposals for the Board of Directors relating to:
 - total remuneration (for each year of the term of office) of the governing body and the Board Committees of Brembo S.p.A. and allocation thereof;
 - total remuneration of the Board of Statutory Auditors of Brembo S.p.A. based on the opinion expressed by the outgoing control body;
- ii) *with reference to the Composition of the Board of Directors and the Combination of skills and professional backgrounds:*
 - it assessed the individual statements of the Directors, Statutory Auditors and members of the Supervisory Committee for periodic verification, including to support the BoD's self-assessment process, of continuing satisfaction of the requirements and implementation of the Diversity criteria provided for by the Regulations of the BoD and Brembo's CGC for Directors, as well as the compatibility of the positions held by them;
 - it assessed the combination of professional backgrounds and managerial skills in light of Brembo's diversity policies defined by the Regulations of the BoD and the CGC;
 - it assessed the individual statements of the Directors, Statutory Auditors and members of the Supervisory Committee for periodic verification of continuing satisfaction of the requirements set for the different positions in the applicable laws and regulations in force, as well as in Brembo's CGC;
 - it assessed the combination of professional backgrounds and managerial skills in the light of Brembo's diversity policies pursuant to Article 123-bis, paragraph 2, letter d-bis of TUF defined by the Regulations of the BoD and Brembo's CGC;
 - in view of the appointment of the company boards, its defined guidelines on the optimal qualitative and quantitative composition of the Board, also taking account of the results of the 2022 BPE.

9. INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

| MAIN ASPECTS OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM | YES/NO |
|--|--------|
| Existence of a document containing Guidelines for the Internal Control and Risk Management System | Yes |
| Presence of an Executive Director charged with overseeing the Internal Control and Risk Management System | Yes |
| Presence of a Committee responsible for supervising risks, including sustainability risks | Yes |
| Presence of organisational structures responsible for risk management (Risk Management Committees - Head of Risk Management) | Yes |
| Existence of an Audit function tasked by the Board of Directors with systematically assessing the efficiency and efficacy of the Internal Control and Risk Management System | Yes |
| Preparation of specific compliance programmes (Code of Ethics, Model According to Legislative Decree No. 231, Antibribery Code of Conduct, Policy of Non-Discrimination and Diversity, Code of Basic Working Conditions, Antitrust Code of Conduct, Privacy Policy, Modern Slavery Act, Tax Control Framework) | Yes |

Effective risk management is a key factor in maintaining the Group's value over time. In this regard, within the framework of its Corporate Governance system, the Company defined Brembo's Internal Control and Risk Management System (hereinafter referred to as "System" or "ICRMS") consistent and compliant with the provisions of Article 6 of the "Internal Control and Risk Management System" of the 2020 CGC, the adoption of which was approved by Brembo's Board of Directors on 17 December 2021 and, more generally, with national and international best practices.

This system represents the set of organisational structures, rules and procedures that allows the main business risks within the Group, of any kind, including risks relating to medium- and long-term sustainability, to be identified, measured, managed and monitored, while helping the Company to be run in a manner that is sound, correct and consistent with the objectives defined by the Board of Directors, and favouring the adoption of informed decisions consistent with the risk profile, as well as dissemination of a proper understanding of risks, lawfulness and corporate values, which are reflected in Brembo's Code of Ethics.

In operational terms, these principles translate into the achievement of the following Internal Control and Risk Management System objectives:

- helping to ensure the reliability of information;
- ensuring compliance with laws and regulations, as well as the company's By-laws and internal procedures;
- safeguarding company assets;
- facilitating the efficacy and efficiency of company operations and processes.

The Board of Directors, with the support of the Audit, Risk & Sustainability Committee, is tasked with defining the general guidelines of the ICRMS, so that the main risks pertaining to Brembo S.p.A. and Group subsidiaries are properly identified, as well as adequately measured, managed and monitored. It shall also set criteria to ensure that such risks are compatible with sound and proper management of the Company. The Board of Directors is aware that the control

processes cannot provide absolute assurances that the company objectives will be achieved and the intrinsic risks of business prevented, in particular in a period characterised by strong volatility, uncertainty within the macro-economic context and growing geopolitical risks. However, it believes that the ICRMS may reduce and mitigate the likelihood and impact of risk events associated with wrong decisions, human error, fraud, violations of laws, regulations and company procedures, as well as unexpected events such as, for instance, the conflict in Ukraine and previously the global pandemic.

Monitoring of the adequacy and effective operation of the Internal Control and Risk Management System, as well as any revision thereof, is an essential part of the system's structure. The Internal Control and Risk Management System is therefore subject to regular examination and controls, taking account of developments in the Company's operations and reference context, as well as national and international best practices. Based on the roles and responsibilities already defined, various control bodies can be identified with responsibility for performing checks and expressing opinions on the Internal Control and Risk Management System.

The overall and final assessment remains with the Board of Directors, which expresses an opinion regularly based on reports produced by the Control and Supervisory Bodies, not only to verify that the system exists and is being implemented within the Group, but also to carry out a regular detailed examination of its fitness and effective and concrete operation.

Such an assessment could therefore indicate the need to draw up further policies, processes and rules of conduct allowing the Group to adequately react to new or mismanaged risk situations. Such improvement measures, which are the responsibility of the respective management area, have to be coordinated by the Chief Executive Officer with the supervision of the Director in charge of the Internal Control and Risk Management System.

The Board of Directors has already identified the key roles and responsibilities in the Internal Control and Risk Management System, through the approval of various company documents to which reference is made. In brief, the ICRMS involves, based on the respective duties, the Administrative Bodies (Board of Directors, Audit, Risk & Sustainability Committee, Executive Directors, and particularly the ICRMSD), the Board of Statutory Auditors, Independent Auditors, Supervisory Committee, Internal Audit function, the Risk Management function and the other company roles and functions with specific tasks regarding internal control and risk management, organised in relation to business size,

complexity and risk profile. In addition, management is responsible for the effective implementation of the Internal Control and Risk Management System for the areas within their respective remit, through the collaboration and active contribution of all those who work in and with Brembo, at each level in their working activity, helping to create not only economic but also ethical value for the company.

The organisational chart here below shows the roles within the ICRMS. In particular, the following are worth of mention:

| | | | | | | | |
|--|---|--|---|--|--|---|---|
| <p>Institutional Steering Bodies Governance</p> | <p>Board of Directors</p> | | | | | | <p>Institutional Supervisory Bodies</p> |
| | Executive Chairman | Chief Executive Director | | | | Director in charge of ICRMS | <p>Board of Statutory Auditors</p> <p>Independent Auditors</p> <p>Audit, Risk & Sustainability Committee</p> <p>Supervisory Committee</p> |
| <p>II Level Operational Bodies Risk & Control Drivers</p> | <p>Specific subjects or areas that on the basis of their organizational role:</p> <ul style="list-style-type: none"> oversee the process of detecting, appraising, managing and controlling risks related to company operations, ensuring their coherence with company objectives and addressing segregation criteria that allow for efficient monitoring; ensure compliance with specific regulations and oversee the risk of non-compliance with regulations. steer, coordinate and control the I level bodies in relation to the application of the directives given to them. | | | | | | |
| | <p>RM</p> <ul style="list-style-type: none"> Risk Management | <p>Managerial Risk Committee</p> | <p>CSR GCF</p> <ul style="list-style-type: none"> Chief CSR Officer | <p>LCA GCF</p> <ul style="list-style-type: none"> Corporate Compliance and Regulatory IPR | <p>GDPR</p> <ul style="list-style-type: none"> Data Protection Supervisor Data Protection Officer | <p>Manager in charge of the Company's financial reports</p> <p>pursuant to L. 262/05</p> | <p>III Level INTERNAL AUDIT GCF</p> <p>Chief Internal Audit Officer</p> |
| | <p>AF CGF</p> <ul style="list-style-type: none"> Compliance Officer L. 262/05 Group Tax Manager | <p>IR</p> <ul style="list-style-type: none"> Investor Relations | <p>FC GCF</p> <ul style="list-style-type: none"> GBU/GCF Financial Controller Industrial Control | <p>BPTCE GCF</p> <ul style="list-style-type: none"> Business Process Transformation & Cost Efficiency Director | <p>HRO GCF</p> <ul style="list-style-type: none"> Organization Development | <p>QLT GCF</p> <ul style="list-style-type: none"> System & Process Quality Product Regulations | |
| | <p>IO GCF</p> <ul style="list-style-type: none"> Environment & Energy Health & Safety Production System | <p>ICT GCF</p> <ul style="list-style-type: none"> ICT Compliance | <p>Information Security Meeting</p> | <p>PRC GCF</p> <ul style="list-style-type: none"> Purchasing Process & Systems | <p>GDI GCF</p> <ul style="list-style-type: none"> Regulations | <p>R&D GCF</p> <ul style="list-style-type: none"> System & Safety Engineering | |
| <p>I Level Operational Bodies Risk & Control Owners</p> | <p>Specific subjects or areas that define risks and manage them through the line controls, contained in the operational processes.</p> | | | | | | |
| | <p>Heads of specific areas or subjects</p> | | | | | | |
| | Employers | Data Protection Contact | 231 Team | Process Owner | Information Owner | Company meetings | Other |
| | <p>Management</p> | | | <p>Employees</p> | | | |

- the Executive Directors, generally charged with defining further policies for effective implementation of Guidelines, referring to models of best practice; these policies are approved by Top Managers and reported to the Audit, Risk & Sustainability Committee;
- the Audit, Risk & Sustainability Committee, tasked with supporting the Board of Directors on internal control and risk management issues, including those relevant from the standpoint of sustainability;
- the Executive Director in charge of the Internal Control and Risk Management System (hereinafter referred to as "ICRMSD") is tasked with identifying the main corporate risks by executing risk management Guidelines and verifying their adequacy;
- the Chief Executive Officer who, in addition to coordinating the risk mitigation actions implemented by the competent management, has a key role in the management of potential corporate "crisis" events, if any, including for example the global pandemic and most recently the conflict in Ukraine, in relation to which he directly takes on the direction of the Crisis Management Committee, in accordance with the provisions of the company Guidelines for crisis management;
- the Managerial Risk Committees, tasked with providing support in the risk mitigation activity, strengthening the monitoring and reporting of risks to the Audit, Risk & Sustainability Committee, the Board of Directors, the Board of Statutory Auditors and the Supervisory Committee;
- the Head of Risk Management, tasked with ensuring, together with the management, that the main risks relating to Brembo and its subsidiaries are correctly identified, adequately measured, managed, monitored, and integrated within a corporate governance system consistent with the strategic objectives.

The Internal Audit function evaluates the effectiveness and efficiency of the overall Internal Control and Risk Management System on a regular basis and reports the results to the Executive Chairman, the Chief Executive Officer, the Board of Statutory Auditors, the Audit, Risk & Sustainability Committee and the Supervisory Committee of Brembo S.p.A. with reference to specific risks connected with compliance with Legislative Decree No. 231/2001. On an annual basis, it also reports to the Board of Directors.

Risks are monitored at meetings held on at least a monthly basis, where results, opportunities, risks, and potential strategies to mitigate them are analysed for each business unit and geographical region in which Brembo operates.

Brembo's general risk-management policies and the bodies charged with risk evaluation and monitoring are included in Brembo's Corporate Governance Code (approved on 17 December 2021), under "Policies for the implementation of the Internal Control and Risk Management System", in its latest edition issued at year-end 2021, in the Risk Management Procedure, the Organisational, Management and Control Model (as per Legislative Decree No. 231/2001) and in the reference layout for preparing accounting documents (as per Article 154-*bis* of TUF), to which the reader is referred.

On 20 January 2022, after obtaining the opinion of the Audit, Risk & Sustainability Committee, the Board of approved the new edition of the "Guidelines for the Internal Control and Risk Management System"; said document reiterates the Company's principles and general vision on the topic of the ICRMS, a final review of which is performed annually by the BoD, focusing attention on Brembo's risk management policy and the goals that guide the Internal Control System.

In addition, the Policies for the implementation of the Internal Control and Risk Management System identify the overall design of Brembo's Internal Control and Risk Management System, taking into account the changes made to Brembo's Corporate Governance Code, the evolution of Brembo's organisational structure with new second-level and first-level control roles, the new company strategy and sustainability goals, changes in the legislative and regulatory framework, international best practices and the standards of reference such as ISO31000 and the CoSO Framework. For further information about risk families, reference should be made to the paragraph concerning Risk Management Policy included in 2021 Annual Report³³.

The ICRMS also underpins Brembo S.p.A. Organisational, Management and Control Model according to Legislative Decree No. 231/2001, and the Brembo Group's Reference Scheme for preparing the corporate accounting documents, pursuant to Law No. 262/2005, and represents, in light of its effectiveness, a key pillar for the Sustainable Success.

Appropriateness of the Internal Control and Risk Management System

With reports dated 26 July 2022 and 22 February 2023, the Chairman of the Audit, Risk & Sustainability Committee informed the Board of Directors of the activities undertaken by the Committee during the reference period, confirming the adequacy of the ICRMS, taken as a whole, and the appropriateness of action and monitoring plans

³³ www.brembo.com, section Investors, Reports.

identified by the management in order to contain risks and efficiently ensure compliance with the company's rules of conduct and operating procedures, whilst leaving it up to the Board of Directors to draw its own conclusions in such regard. The Board of Directors examined the reports of the Chairman of the Audit, Risk & Sustainability Committee and the Executive Director in charge of the Internal Control and Risk Management System, the activities undertaken and planned by the Company's Internal Audit function, the meetings conducted by the Chief Internal Audit Officer with the Chairman of the Board of Directors, the Executive Director in charge of the Internal Control and Risk Management System and the Manager in charge of the Company's financial reports. Based on the foregoing, the Board of Directors shared the opinion expressed by the Chairman of the Audit, Risk & Sustainability Committee and acknowledged that the ICRMS is appropriate to the Group's structure and type of business, suited to prevent the risks identified and able to ensure Sustainable Success. Furthermore, the accounting principles and procedures are properly applied for the purposes of preparing the periodic financial reports.

The Internal Control and Risk Management System as it relates to the financial reporting process

In accordance with the principles outlined by the CoSO Report, the Manager in charge of the Company's financial reports — assisted by the Compliance Officer and supported by Internal Audit and, where applicable, the evaluations provided by Brembo's Audit, Risk & Sustainability Committee — carried out a process to identify and assess the risks that might prevent the company from achieving its objectives regarding the reliability of financial reporting.

The process for identifying and assessing such risks is reviewed yearly. The Manager in charge of the company's financial reports, in collaboration with the Compliance Officer, is responsible for updating the process to reflect any changes during the year that might influence the risk assessment process (i.e., significant organisational changes, business changes, amendments or updates of accounting principles, etc.). Control measures taken to minimise risks identified during the risk assessment process are outlined using the appropriate formats (flow charts and control matrices). Key control measures have been identified from among these.

In determining whether the administrative and accounting procedures are being effectively applied, the Manager in charge of the company's financial reports relies on the support of the Internal Audit function (through the perfor-

mance by the latter of effectiveness tests on controls pursuant to Law 262) or the Compliance Officer (through the review and validation by the latter of effectiveness tests pursuant to Law 262 carried out by process owners for the processes within their respective remit). The Manager in charge of the company's financial reports, by agreement with the Internal Audit function and the Compliance Officer, draws up a three-year Audit plan that is carried out through scheduled annual test activities and conducted at all Group companies within the scope of application of Law 262.

If the tested control mechanisms are found to be defective, the Manager in charge of the Company's financial reports and the Compliance Officer are required to review them and evaluate, in concert with the process owners, the corrective measures recommended by the latter in a corrective plan.

The corrective plan is used by the Company to address any missing key control measures, existing control measures that following a test have been found not to have been properly applied, or existing control measures that are not entirely adequate. When this document has been defined and shared, the Compliance Officer and/or Internal Audit (in this latter case through a specific follow-up on site) verify that the improvement plan has actually been implemented.

Any event that could potentially impact the adequacy of the above Framework in light of the company's actual situation, or that might compromise the reliability of the risk analysis process, must be identified by the Process Owners and promptly reported to the Manager in charge of the Company's financial reports (through the Compliance Officer).

The Process Owners are responsible for identifying all events within the processes in their purview that could potentially change the above framework and promptly reporting them to the Manager in charge of the Company's financial reports, through the Compliance Officer. Every six months, even if no specific events have occurred that could impact the processes or control measures for which they are responsible, the Process Owners must provide a formal notice thereof.

The Compliance Officer and the Internal Audit function periodically report to the Manager in charge of the Company's financial reports as to the activities carried out and test results. Also the main companies in the Brembo Group are subject to analysis and checks in conjunction with the preparation of the Brembo Group's Consolidated Annual Financial Statements and Six-Monthly Report.

On a half-yearly basis, the Manager in charge of the Company's financial reports, supported by the Compliance Officer,

also requests each Group company falling within the scope of Law No. 262 to submit an attestation, duly signed by the Controller/Manager (for each Brembo S.p.A.'s³⁴ GBU) or the local CFO and CEO/Country Manager (for Group companies falling within the scope of Law No. 262). Through this attestation each Company certifies that as at the date of reference, all financial reporting processes currently in force are reliable and have been properly applied, and that the financial data in the reporting package are correct and complete.

9.1. EXECUTIVE DIRECTOR IN CHARGE OF THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

On 23 April 2020, the Board confirmed Cristina Bombassei in her role as Executive Director in charge of the Internal Control and Risk Management System, vesting her with the functions set forth in Brembo's CGC.

On the basis of the Group's organisational structure approved by its Shareholders' Meeting on 17 December 2021, and in accordance with the delegated powers granted by the Board of Directors on that same date, the delegation of authority for the Internal Control and Risk Management System to Executive Director Cristina Bombassei, in her role as Chief Corporate Social Responsibility Officer, was confirmed, in continuity with the role performed in her previous terms of office.

Said function acts on the basis of the Guidelines issued by the Board and the Policies for implementing the ICRMS, updated in 2021 and approved by the BoD on 20 January 2022.

In detail, the Director in charge of the Internal Control and Risk Management System is tasked with:

- identifying the main business risks, taking into account the characteristics of the activities carried out by the Issuer and its subsidiaries, and submitting them periodically for review to the Board of Directors;
- implementing the guidelines established by the Board, supervising the planning, implementation and management of the Internal Control and Risk Management System, as well as constantly verifying its adequacy and efficacy;
- bringing the System into line with the current operating conditions, and legislative and regulatory scenario;
- requesting the Internal Audit function to carry out

audits of specific operating areas, as well as audits of compliance with internal rules and procedures in the performance of company transactions, in addition to informing the Chairman of the Board of Directors, Chairman of the Audit, Risk & Sustainability Committee and Chairwoman of the Board of Statutory Auditors thereof concurrently;

- timely reporting to the Audit, Risk & Sustainability Committee (or to the Board of Directors) regarding problems and critical issues brought to light in performing her activities or of which she has otherwise become aware, so that the Committee (or the Board) may take the appropriate initiatives;
- coordinating the Managerial Risk Committee and relying upon the support of the Head of Risk Management and Internal Audit as the guarantors of the Internal Control and Risk Management System (assurance).

In 2022, the Executive Director in charge of the Internal Control and Risk Management System coordinated with the Head of Risk Management for the activities aimed at updating the assessment of risks, including sustainability risks, using measurement criteria in line with the Group's risk management methodology.

The Executive Director also maintained active channels of communication, coordinating with the Chief Internal Audit Officer, the Audit, Risk & Sustainability Committee and the Sustainability Committee, in keeping with operating conditions and the legislative and regulatory framework.

The Executive Director in charge of the Internal Control and Risk Management System submitted the annual report to the Board of Directors at the meeting held on 2 March 2023.

³⁴ In addition to attestations required for each GBU, for Brembo S.p.A. a specific attestation is required for the HR Department (signed by the Chief Human Resources & Organisation Officer and the Head of staff), as well as the ICT Department (signed by the Chief Information Officer).

The main risks for Brembo, broken down by risk families, are described in the Annual Financial Report 2022, in the paragraph “Risk Management Policy”.

9.2. AUDIT, RISK & SUSTAINABILITY COMMITTEE (ALSO ACTING AS THE RELATED PARTY TRANSACTIONS COMMITTEE)

The Audit, Risk & Sustainability Committee³⁵, which also acts as the Related Party Transactions Committee, was appointed by the Board of Directors at the meeting held on 23 April 2020 and will remain in office until the Gener-

al Shareholders’ Meeting called to approve the Financial Statements for the year ended 31 December 2022.

The Committee is composed by 3 members:

| MEMBERS | OFFICE HELD | ATTENDANCE RATE AT 2022 MEETINGS | POSITION WITHIN THE AUDIT, RISK & SUSTAINABILITY COMMITTEE |
|-----------------------------------|----------------------|----------------------------------|--|
| Elisabetta Magistretti | Independent Director | 100% | Chairwoman |
| Nicoletta Giadrossi | Independent Director | 80% | Member |
| Manuela Soffientini ³⁶ | Independent Director | 100% | Member |

It should be noted that during 2022 the composition of the Committee changed following resignation, on 25 February 2022, of the Independent Director Laura Cioli, who also served as member of the Audit, Risks & Sustainability Committee. In particular, after the co-option of Manuela Soffientini as Independent Director, the BoD:

- appointed Elisabetta Magistretti as Chairwoman of the Committee until the General Shareholders’ Meeting called to approve the Financial Statements for the year ended 31 December 2022;
- appointed the co-opted Director as a member of the Committee. This appointment was confirmed — following her appointment as Company’s Director by the General Shareholders’ Meeting of 21 April 2022 — by the Board of Directors held on 21 April 2022.

The professional profile of the members of the Audit, Risk & Sustainability Committee (available on Brembo’s website, www.brembo.com, section Company, Corporate Governance, Governing Boards and Committees) meets the experience requirements imposed by the 2020 CGC in order to

ensure an efficient performance of the Committee’s duties.

The duties and functioning of the Audit, Risk & Sustainability Committee are defined in its Regulations, which has been amended by the Board of Directors during its meeting on 23 April 2020³⁷, and available on Company’s website.

The Audit, Risk & Sustainability Committee has the tasks set out in the 2020 CGC, and in particular that of supporting, through adequate preliminary activity, the BoD’s assessments and decisions regarding the ICRMS, as well as those concerning the approval of periodic financial and non-financial reports, in addition to performing the function of Related Party Transactions Committee. The main sustainability tasks relate to:

- reviewing and assessing (i) sustainability policies aimed at ensuring the creation of value over time for Shareholders as a whole and all other stakeholders over the medium and long term, in accordance with sustainable development principles; (ii) sustainability guidelines, goals and the resulting processes, and sustainability

³⁵ Starting with its term beginning on 20 April 2017, for the first time the Board of Directors assigned the Committee responsibility for supervising sustainability issues, resulting in the change of the Committee’s name from the Audit and Risks Committee to the Audit, Risk & Sustainability Committee, and its tasks as set out in the related regulation were updated accordingly. This decision was made in accordance with the suggestion contained in the comment on Article 4 of the previous Corporate Governance Code of Borsa Italiana S.p.A.

³⁶ The Independent Director M. Soffientini was co-opted on 3 March 2022 and subsequently confirmed by the General Shareholders’ Meeting on 21 April 2022 in her position, in replacement of L. Cioli, who resigned. After having been co-opted and appointed, she was also appointed member of the Audit, Risk & Sustainability Committee.

³⁷ Article 4.2 of the Regulations of the Audit, Risk & Sustainability Committee was amended to provide that the CEO is to participate in its meetings by invitation of the Chairman and/or where the CEO deems it appropriate in the light of the subject matter and issues on the agenda for each occasion; to this end, the notice of convocation of the committee will always be sent to the CEO in order to permit the CEO to examine the topics on the agenda and thus assess whether to participate.

- reports submitted annually to the Board of Directors;
- monitoring international sustainability initiatives and the Company's participation in such initiatives with the aim of strengthening the Company's international reputation.

The following persons are invited to the Committee meetings:

- the Chairman of the Board of Statutory Auditors or another Acting Auditor delegated by the Chairman;
- the Director in charge of the Internal Control and Risk Management System and the Chief CSR Officer;
- the Chief Executive Officer (CEO);
- the Chief Internal Audit Officer;
- the Manager in charge of the Company's financial reports, or a person delegated by the said Manager, for matters falling within his remit;
- the Head of Risk Management;
- the Corporate & Compliance Manager, also serving as Committee permanent secretary.

Members in charge of the so-called second-level control functions are also invited from time to time to participate, by agreement with the Chairman of the Committee and the Executive Chairman, so that they can illustrate the main risk factors and risk mitigation plans/actions, each to the extent of his or her competence.

Given the similarity of the subjects addressed, the sessions of the Audit, Risk & Sustainability Committee often included the joint discussion with the Board of Statutory Auditors and the Supervisory Committee, in accordance with the specific functions and duties of each, in order to ensure an immediate discussion and timely information flows.

In its functions of support to the Board of Directors, the Audit, Risk & Sustainability Committee constantly monitored activities relating to the design, implementation and management of the Internal Control and Risk Management System. It also examined the reports submitted by the Director in charge of the Internal Control and Risk Management System and the Chief Internal Audit Director on the occasion of the approval of the 2022 Financial Statements. On the basis of the activities performed, the Audit, Risk & Sustainability Committee confirmed its opinions on the adequacy of the System for 2022 through specific reports submitted by the Chairman of the Committee to the Board.

In 2022, the Audit, Risk & Sustainability Committee held ten (10) meetings, duly recorded in the minutes (lasting about 3-4 hours each on average), on the following dates: 4 and 23 February, 18 March, 5 April, 2 May, 28 June, 26 July,

27 September, 4 November, 5 December. In addition, at the date of approval of this Report, the Committee held two (2) meetings: on 8 and 22 February 2023, during which it reported on the Internal Audit's activity until the end of the financial year and the final periodic reports for 2022 regarding the internal control and risk management system.

In discharging its functions, the Audit, Risk & Sustainability Committee had access to the information and company functions necessary from time to time to performing its tasks, and it may also avail itself of expert advisors within the limits of the budget approved by the BoD.

In supervising the Internal Control and Risk Management System, the Audit, Risk & Sustainability Committee:

- was informed, by the Heads of the various areas, about the main operating risks inherent in the nature of the business, associated with the supply chain, product development, IT;
- oversaw the effectiveness of the audit process, and assessed and expressed its opinion on the proper use of the accounting standards and their consistency within the Group for the purposes of preparing the Consolidated Financial Statements, based on the information provided by the Manager in charge of the Company's financial reports, and their consistency for preparing the Financial Statements;
- analysed the evaluation criteria and calculation procedures used for the purposes of the impairment tests;
- was informed by the Chief Administration and Finance Officer of the main points of attention identified by the Independent Auditors during their activity in the field (that do not represent significant deficiencies in the internal control system), in addition to the activities carried out in accordance with Law 262/05 (and its extension to Group companies) and the Tax Control Framework;
- examined the reports regularly provided by the Chief Administration and Finance Officer on significant transactions and transactions entailing a potential conflict of interests within the meaning of corporate regulatory framework currently in force;
- was updated on a regular basis by the Head of Risk Management on the following:
 - periodic Enterprise Risk Management process, and its integration with ESG factors, reviewing the update to Brembo's Risk Report of 31 December 2022 and the Heat Map of the Group's risk profiles (including ESG-related risks) and the action/mitigation plans prepared and launched by the management;
 - new insurance covers for the Brembo Group, with in-depth analysis of the insurance spending trend;

- property damage and business interruption risks, for the purposes of renewals and optimisation of insurance programmes;
- an update on the losses by which the Company was affected;
- the project and the progress for the establishment of a captive reinsurance company;
- the new Guidelines on crisis management.

Moreover, during its meetings the Audit, Risk & Sustainability Committee was periodically informed by the Head of Risk Management and the Chief Purchasing Officer about the impacts arising from the Russia-Ukraine conflict on Brembo and about the mitigation actions put in place by the working group specifically set up to constantly monitor the evolution of the situation and define the actions necessary to mitigate the risks and the possible direct and indirect impacts on the Group. The effects associated with the increase in commodity and energy prices have yielded limited impacts to date, due to the price-hedging strategies implemented prior to the outbreak of the conflict and initiatives of cost recovery from customers. During this phase no direct impacts for the Group or critical issues relating to production continuity emerged, neither on the supply side nor on the customer side. However, these aspects require constant monitoring.

With the aim of further analysing specific risks and monitoring the improvement plans launched by the management, the Committee conducted specific inquiries into specific issues, meeting directly with top managers of the Company:

- the R&D GCF, which described the System & Safety Engineering function in the R&C GCF and illustrated the risks of the function and the related mitigation actions;
- the Chief Information Officer and the Head of Cybersecurity, who provided constant updates regarding ongoing digital transformation projects, in addition to cybersecurity activities, including the launch of a cybersecurity awareness campaign;
- the Chief HRO Officer, who provided organisational updates and illustrated the function's risks and the related mitigation measures;
- the Chief Transformation Officer, who presented the Digital Transformation Programme with a focus on Journey 6, relating to the internal control and risk management system and compliance project;
- the Head of Health & Safety, who presented an annual Report with a focus on the accident rate trend and

findings of the audit process, as well as an update on anti-Covid 19 security measures;

- the Chief Quality Officer who provided information on the new Brembo Product Development System known as "Stargate";
- the DPO, who reported on the activity performed during the year;
- the Chief Administration & Financial Officer who illustrated Brembo's administrative and accounting structure, and in particular the personnel, their duties, responsibilities and safeguards pursuant to the new crisis code;
- the Head of IR, who provided information on investor relations activities and safeguards for preventing the function's risks;
- the Head of Environment & Energy regarding the relevant organisation, audit findings and activities relating to the Net Zero Project (Scope 1 and 2).

With regard to sustainability issues and the Disclosure of Non-financial Information pursuant to Legislative Decree No. 254/2016, the Committee examined and expressed opinions on the following:

- in the meeting of 5 May 2022, the following was presented:
 - Brembo's 2021 Modern Slavery Statement, drafted pursuant to the Modern Slavery Act 2015 – Section 54 in accordance with international best practices³⁸;
 - Brembo's non-financial reporting strategy and non-financial reporting standardisation trends – EFRAG's proposal;
- the feedback received from the Independent Auditors regarding the 2021 NFD assurance process was presented at the meeting of 28 June 2022;
- at the meeting of 4 November 2022, the Committee was updated on the changes relating to the reference standards for materiality analysis and for defining the 2022 NFD;
- at the meeting of 5 December 2022, the Chief CSR Officer presented the proposed Materiality Matrix for the three-year period 2022-2024, subsequently approved by the Board on 16 December 2022, and the activities carried out for defining said Matrix;
- finally, during its meeting of 22 February 2023 the Committee conducted an advance examination of the 2022 NFD, prepared in accordance with Legislative Decree No. 254/2016 for reporting year 2022, finding it to be consistent with the provisions of the Decree and the international reporting standards of reference.

³⁸ This document describes the measures adopted and implemented by the Company to ensure the absence of all forms of modern slavery, forced labour and human trafficking with respect to both its employees and its supply chain.

At Group level, it was updated by the Chief Internal Audit Officer on the following matters:

- the progress of audit plans (with an average opinion per audit and staffing situation to complete the plan), verifying its implementation according to the Audit Plan approved by the Board of Directors;
- the results of audit activities during the period, with an opinion of residual risk once the Plan is implemented;
- an analysis of reports of violations of laws, procedures and regulations received and/or identified in the course of ethics audits;
- 2020 and 2021 performance indicators relating to the Chief Internal Audit Officer and the Internal Audit function and, subsequently, the results of the assessment activity of the Chief Internal Audit Officer's performance;

- the findings of the audit of compliance;
- the 2022 Audit Plan and its progress, as well as the related Budget.

These activities did not result in the identification of significant critical issues and allowed the Committee to confirm the substantial adequacy of the Internal Control and Risk Management System.

For further information on the activities performed by the Committee in its capacity as Related Party Transactions Committee, see paragraph 10.3.

9.3. CHIEF INTERNAL AUDIT OFFICER

Pursuant to recommendations of the 2020 CGC, on the proposal of the Audit, Risk & Sustainability Committee and the Executive Director in charge of the Internal Control and Risk Management System, following resignation of Alessandra Ramorino effective from 31 March 2022, after having heard the opinion from the Audit, Risk & Sustainability Committee, the Remuneration & Appointments Committee, and the Board of Statutory Auditors, on 28 July 2022 the Board of Directors appointed Matteo Tradii as Chief Internal Audit Officer (effective from 15 September 2022) and defined his (fixed and variable) remuneration, in accordance with company policies and current laws. It also ensured that the latter has access to resources suited to the fulfilment of his responsibilities³⁹.

The Chief Internal Audit Officer reports hierarchically to the Board of Directors, and in operational terms to the Executive Chairman. He also interacts with the Audit, Risk & Sustainability Committee, the Director in charge of the Internal Control and Risk Management System (ICRMSSD), the Chief Executive Officer and the Board of Statutory Auditors, in such a way as to ensure constant efficacy and the requisite of independence in the performance of the duties associated with the position, in a manner consistent with the company's governance system, while drawing inspiration from international best practices.

Each year, after having obtained a favourable opinion from the Audit, Risk & Sustainability Committee and consulted with the Board of Statutory Auditors, the Board of Directors assesses and approves the Audit Plan and the Internal Audit function's budget.

The mission of Brembo's Internal Audit function is to ensure the performance of independent, objective assurance and advice activities aimed at improving the organisation's efficacy and efficiency. Internal Audit is tasked with assisting the Brembo Group in achieving its objectives through a systematic professional approach oriented towards providing value-added services in all areas within its purview, to achieve ongoing improvement.

³⁹ It should be noted that in the period between 1 April and 15 September 2022 the Executive Chairman took on the role of Chief Internal Audit Officer on an interim basis.

Internal Audit is also charged with verifying and assessing the operability and suitability of the Group's risk control and management system, in a manner consistent with the Guidelines and Policies for implementing the Internal Control and Risk Management System approved by the Board of Directors. In particular, this takes place through:

- an understanding of the risks and the assessment of the adequacy of the means used to manage them;
- an assessment of the adequacy and efficacy of the Internal Control and Risk Management System, while promoting effective control, at reasonable costs, with special regard to:
 - the reliability and integrity of accounting, financial, management and non-financial information;
 - the efficiency and efficacy of company processes and the resources allocated to them;
 - the compliance of processes and transactions with laws, supervisory regulations, rules, policies, plans and internal procedures;
 - safeguarding the value of the company's business and assets.

As part of its work, Internal Audit maintains constant relations with all the institutional control bodies and periodic relations with function Directors and Managers.

The activities carried out by the Internal Audit function continued to be oriented towards risk prevention, the determination of direct actions to be taken to eliminate anomalies and irregularities and the provision of support to the Group in the pursuit of pre-set operating targets.

During 2022, Internal Audit operated based on the approved Three-year Audit Plan, which is updated on a yearly basis in light of the changed risk scenarios, and which provides for: audits of compliance with Law No. 262/05 (carried out chiefly through the new Control Owner testing) and Legislative Decree No. 231/2001, IT audits, audits on relevant compliance activities, ethics audits based on specific reports received and operational audits, as well as organisational audits for the newly acquired companies.

The Chief Internal Audit Officer checked the reliability of the Company's IT systems, with specific emphasis on the accounting systems, as contemplated under the Audit Plan, coordinating his activity with the Independent Auditors.

With regard to Legislative Decree No. 231/2001, the ongoing support provided by the Internal Audit function to the Supervisory Committee included the drawing up of a specific Audit Plan that was subsequently approved by the said Committee.

Throughout 2022, the Internal Audit function continued its monitoring of management of the top risks, including through follow-ups of the improvement plans defined by the management. It also provided continuous monitoring through data analytics tools on several operating risks, as well as information and training regarding the Internal Control and Risk Management System to Brembo's management.

The Chief Internal Audit Officer is not responsible for any operational areas; he has had direct access to all the information required to perform his duties, reported on his work at each meeting of the Audit, Risk & Sustainability Committee and Supervisory Committee and attended the meetings of the Board of Statutory Auditors.

At its meeting on 22 February 2023, the Audit, Risk & Sustainability Committee was provided with appropriate information on the results of Chief Internal Audit Officer's activities for 2022 through the annual Report on the adequacy of the Internal Control and Risk Management System.

The Manager in charge of the Company's financial reports was also given due notice of activities carried out by the Chief Internal Audit Officer relating to Law No. 262/05 for 2022, during periodic meetings and through the Annual Report on the adequacy of the control model implemented for the purposes of Law No. 262/05 and the results of the tests in this area conducted by the Internal Audit function.

9.4. ORGANISATIONAL MODEL PURSUANT TO LEGISLATIVE DECREE NO. 231/2001

Brembo adopted an Organisation, Management and Control Model to fulfil all the legal requirements and comply with all principles that inspired the Legislative Decree No. 231/2001, with the aim to rely on an effective instrument of corporate management, able to create and protect the value of the company. Through the adoption of this Model, Brembo formalised a structured and organic system of control procedures and activities — already existing within the company — in order to prevent and monitor the risk that 231/2001 Offences might be committed.

In the course of the periodic verification of the efficacy and adequacy of the compliance system implemented, in 2022 the Company constantly monitored any impacts on processes relevant to Legislative Decree No. 231/2001 and the related protocols.

The monitoring of the preventative measures and protocols implemented by Brembo and verification of the state of progress/conclusion of improvement measures emerging from audit activity that have an impact on control protocols thus continued in 2022.

In addition, through its Legal and Corporate Affairs Department, the Company updated both the General Section and several Special Sections of its 231 Model (Corruption, Inducement, Smuggling and Money-Laundering, Receiving stolen goods and Self-Laundering) to reflect changes in the law in the interim⁴⁰, while also expanding the control protocols indicated for the relevant sensitive activities, where necessary. The updates to the above parts of the Model were approved by the BoD on 28 July 2022. The analyses of the impacts of legal changes on Brembo's activities conducted by the Legal and Corporate Affairs Department in concert with the Administration and Finance Department resulted in the conclusion that the control protocols already existing within the various sensitive company processes were effective and adequate to reducing and mitigating the risk of commission of the new underlying offences introduced.

The Brembo Compliance Guidelines for the entire Group were also updated to bring them in line with the updated 231 Model.

⁴⁰ Legislative Decree 184/2021 – Offences Relating to Payment Instruments Other Than Cash; Legislative Decree 195/2021 – Offences of Receipt of Stolen Property, Money-Laundering, Self-Laundering and Use of Money, Property or Benefits of Illicit Origin; Law 22 of 9 March 2022 - Provisions on offences against cultural heritage.

The 231 Model (Fifth Edition, updated on 28 July 2022) is made up of:

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| General Section | A General Section illustrating the company's profile, the regulations of reference, underlying principles and the elements making up the Model (Corporate Governance System, Internal Control System, Principles governing the system of delegated powers, Code of Ethics), the function of the Model, the ways in which the Model is constructed and structured, the recipients of the Model, relations with Group companies, as well as the disciplinary system and the measures to be implemented in terms of training, circulation, amendment and updating. |
| Special Sections | The Special Sections and relevant Sensitive Activity Analysis Sheets (the latter of which are intended for the Company's exclusive internal use) focusing on specific types of 231 Offences which — in light of Brembo's profile and business operations — could, in the abstract, be committed within the company. |
| Code of Ethics | It forms an integral part of the Model, laying down the general principles and values that must inspire and inform the professional conduct of any and all the persons serving or acting on behalf of Brembo in any capacity whatsoever, also for the benefit of all Stakeholders even with reference to intentional crimes and negligent manslaughter or personal injury committed in violation of accident-prevention and occupational health and safety regulations. In 2022, the Code of Ethics was also extended to the J.Juan Group, and its content was translated into the local language and disseminated to employees, including through related training. |
| Brembo Compliance Guidelines | These summarise the main rules of conduct and main control principles indicated in the Special Sections of the 231 Model which the Subsidiaries are required to adopt to prevent crimes within the meaning of Legislative Decree No. No. 231/2001 from being committed. They prevent from criminal liability being transferred to Brembo S.p.A. and its subsidiaries and corporate liability being transferred from the Subsidiaries to the Parent. They were updated and approved by the BoD on 28 July 2022. |
| Antibribery Code of Conduct | Code of Conduct that, in line with the principles entrenched in the Code of Ethics and international best practices, is aimed at: <ul style="list-style-type: none"> • ensuring transparency; clearly delineating the bounds of permitted behaviour and ensuring compliance with anti-bribery regulations in force in all the jurisdictions in which Brembo operates, by any and all persons serving Brembo in any capacity whatsoever; • ensuring the highest levels of integrity by defining, <i>inter alia</i>, Brembo's policy regarding the acceptance and offer of gifts, hospitality and entertainment (i.e., the free provision of goods and/or services for promotional or public relations purposes). The Code defines each party's responsibilities in order to ensure the observance of the highest standards of integrity and avoid any suspicion of inappropriate motivations underlining the offer or acceptance of a gift or act of hospitality, or an undue influence exercised on or by the recipient who accepts such an offer. The second edition of the Code, approved by the Board of Directors on 27 July 2017, raises the maximum limit on Brembo merchandising gifts (intended to promote the brand), while also requiring that subsidiaries adopt a merchandising catalogue similar to that of the Parent. In 2022, the Antibribery Code of Conduct was also extended to the J.Juan Group and its content was disseminated to employees. The related training was also provided to employees. |
| Regulation governing the proceedings of the Supervisory Committee | Regulation revised and approved by the Supervisory Committee itself on 11 May 2017, to reflect its renewed composition, which no longer calls for the involvement of members of the Board of Statutory Auditors. |
| Group compliance system | This system entails the adoption of the 231 Model, the setting up of a Supervisory Committee tasked with constantly monitoring the functioning, appropriateness and effectiveness of the Model in question, as well as: <ul style="list-style-type: none"> • the adoption by each subsidiary of a compliance programme designed in light of the local regulatory framework governing corporate administrative/criminal liability; • the implementation by all subsidiaries of the general rules of conduct imparted by the Parent (Brembo Corporate and Compliance Tools) with a view to ensuring compliance with high ethical standards throughout the Group. In fact, if local regulations are less stringent than those of the Parent, then the latter's compliance principles will prevail (principle of prevalence). As well as the Antibribery Code of Conduct and Brembo Compliance Guidelines, the following instruments are also to be taken into account: <ul style="list-style-type: none"> – the Brembo's Code of Basic Working Conditions that codifies the principles underlying Brembo's relationships with its employees, intended exclusively for Internal use within the Company; – the Supplier Code of Conduct; – the Brembo Policy on Non-discrimination and Diversity; – Brembo's Operating Procedures, Instructions and related Internal Authorisation Matrices, available for consultation on the Company's Web portal, and duly referenced in the Sensitive Activity Sheets, in that they serve the preventive purposes contemplated in Legislative Decree No. 231/2001; other management systems and/or procedures applicable in specified corporate areas, in compliance with specific regulatory requirements, but also serving the preventive goals contemplated in Legislative Decree No. 231/2001. |

OTHER TOOLS OF BREMBO'S COMPLIANCE SYSTEM

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| Brembo Antitrust Code of Conduct | <p>In 2017, in order to raise awareness among company departments of compliance with competition rules, in accordance with the principles enshrined in its Code of Ethics⁴¹, Brembo prepared and adopted an Antitrust Code of Conduct, in addition to the other compliance documents already issued. It represents a practical guide, tailored to Brembo's business, that provides a simple, accessible explanation of:</p> <ul style="list-style-type: none"> • the restrictions imposed by antitrust rules; • the cases in which such restrictions may most frequently be breached; • the most common areas/situations of risk of violations of antitrust rules; • the proper behaviour to be adopted to ensure full compliance with antitrust legislation in the various countries in which Brembo operates. <p>Brembo Antitrust Code of Conduct applies to employees of Brembo S.p.A. and its subsidiaries in the EU and forms a model of reference for the compliance programmes.</p> <p>The Code is a point of reference for the Company's compliance programmes and applies to employees of both the Parent and the European subsidiaries. In 2019, the local boards of directors of the European subsidiaries implemented the Brembo's Antitrust Code of Conduct with an Addendum (translated into the local language) with the aim, <i>inter alia</i>, of indicating and modifying (where necessary) employees' behaviour in accordance with local legislation.</p> |
| Privacy Policy and other Operating Procedures | <p>The Privacy Policy was approved by the Board of Directors of Brembo S.p.A. on 8 May 2018 to set out the most important principles for the protection of personal data and how such principles are to be implemented, including in light of the new European General Data Protection Regulation (Regulation No. 679/2016/EU – GDPR), applicable in all Member States of the European Union with effect from 25 May 2018.</p> <p>The Privacy Policy applies to Brembo S.p.A. and the Group's various subsidiaries based in the European Union.</p> <p>The DPO submits on an annual basis to the Board of Directors the DPO's Annual Report (in 2022, this occurred on 9 November). Said Report was drawn up taking account of: (i) internal and external (supplier) control activities performed; (ii) statistics regarding any Personal Data breaches that have occurred; (iii) number of requests received from data subjects; (iv) training activity carried out and planned; (v) number of requests for information received from local supervisory/judicial Authorities; (vi) Personal Data processing impact assessments conducted during the period. Based on the findings of this year's Report, the DPO deemed appropriate the level of adequacy to the GDPR.</p> <p>In addition, operating procedures such as the following have been issued in execution of the Policy:</p> <ul style="list-style-type: none"> • Data Breach Management Procedure; • Procedure for the Exercise of the Rights of Data Subjects; • Procedure Privacy by Design – Privacy By Default; • Procedure for the Exercise of the Right to Data Portability. |
| Modern Slavery Statement | <p>In accordance with the contents of the British Modern Slavery Act 2015, Brembo S.p.A. publishes its Modern Slavery Act on an annual basis. Said Statement:</p> <ul style="list-style-type: none"> • was adopted for Brembo S.p.A. and for some of the Group Companies concerned by the requirements specified in the legislation (Brembo Poland Sp.zo.o., Brembo Czech S.ro. and Qingdao Brembo Trading Co. Ltd.). It should be noted that the Company AP Racing, wholly controlled by Brembo S.p.A., prepares and approves its own Statement and publishes it on its own website; • describes the organisation, sensitive areas and actions/measures adopted by the Company to ensure the absence of any form of "Modern slavery, forced labour and human trafficking" both in respect of its own employees and those of the supply chain (identified by the same legislation as areas exposed to risk). |

⁴¹ Available from the website www.brembo.com, in the section Company, Corporate Governance, Codes & Policies, on the basis of which Brembo acts in accordance with the principles established by national and international legislation safeguarding free competition in view of the promotion of fair competition.

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| Global Tax Strategy and Brembo S.p.A.'s Tax Strategy | <p>In 2019, Brembo started the implementation of the Tax Control Framework of Brembo S.p.A. (set of rules, procedures, organisational structures and safeguards to allow the risk arising from the tax variable to be reported, measured, managed and controlled) in order to ensure that tax management (for both the Group and Brembo S.p.A.) ensures the pursuit of the following objectives over time:</p> <ul style="list-style-type: none"> • long-term growth of company assets and protection of the Brembo Group's reputation and the interests of its shareholders; • proper, timely calculation and payment of taxes due by law and fulfilment of the related obligations; • containment of tax risk, understood as the risk of violating national and international tax laws or the abuse of the principles and purposes of the tax system. <p>In particular, during the meeting held on 7 November 2019 the BoD approved the Global Tax Strategy and Brembo S.p.A.'s Tax Strategy.</p> <p>The Company also implemented:</p> <ul style="list-style-type: none"> • an Interpretative Tax Risk Management Policy, drafted in the form of a procedure applicable solely to the Parent, designed to ensure the consistency, objectivity and traceability of the interpretative decisions made by the Tax Function of Brembo S.p.A., including by establishing appropriate rules for the processing of reaching such decisions; • the Brembo Group's Tax Compliance Model, which contains the organisational and governance guidelines that the company functions of Brembo entities within the TCF scope follow to ensure proper management of tax risk. <p>There are multiple benefits resulting from implementing the Tax Control Framework (such as mitigation of the responsibilities of company bodies, reduction of situations of conflict with revenue authorities due to preventive risk management, prevention of violations of tax laws and a potential reduction of the penalties applied to the Group, etc.) and they all contribute to informed, scrupulous and effective management of the tax variable.</p> |
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9.4.1. SUPERVISORY COMMITTEE

The Supervisory Committee, made up of 3 members, was appointed by the Board of Directors in the session that followed the General Shareholders' Meeting of 23 April 2020

and will continue to serve until the end of the term of office of the Board of Directors. The Committee's term of office will hence end on the date of approval of 2022 Financial Statements.

| MEMBERS | OFFICE HELD | ATTENDANCE RATE AT 2022 MEETINGS | POSITION WITHIN THE SUPERVISORY COMMITTEE |
|-----------------------------|---------------------------------------|----------------------------------|---|
| Giovanni Canavotto | Independent Expert | 100% | Chairman |
| Elisabetta Magistretti | Independent Director | 100% | Member |
| Matteo Tradii ⁴² | Brembo's Chief Internal Audit Officer | 100% | Member |

It should be noted that in 2022 the Supervisory Committee' composition was changed following the resignation of Alessandra Ramorino. After having heard the opinion from the Audit, Risk & Sustainability Committee, the Remuneration & Appointments Committee and the Board of Statutory Auditors, on 28 July 2022 the BoD appointed Matteo Tradii as Chief Internal Audit Officer (effective 15 September 2022) and accordingly appointed him also as a member of the Supervisory Committee until the end of the current Committee's term of office.

Supervisory Committee was entrusted to a collegial body, made up of three members identified amongst persons complying with the professional and independence requirements, as well as with specific inspective and advisory skills and whose Chairman is external to the company's organisation.

As regards the specific activities within its remit, the Supervisory Committee met on 4 and 23 February, 5 April, 2 May, 26 July, 27 September, 4 November, 5 December 2022.

In accordance with Brembo's 231 Model concerning the requirements for members of the Supervisory Body (autonomy, independence, integrity and professionalism), best practices and case law on this subject, the function of

The Supervisory Committee also met for preparatory and coordination purposes in view of the different meetings with the other Company second-level functions. Moreover, the Chairman of the Supervisory Committee interfaced

⁴² Appointed by the BoD on 28 July 2022 following the resignation of Alessandra Ramorino.

with the Heads of the second-level entities to get updates on the respective activities underway.

The Committee also attended the meetings of the Audit, Risk & Sustainability Committee and Board of Statutory Auditors for the matters within its responsibility and interest and in order to exchange information on a periodic basis.

In 2023, two meetings were held:

- on 8 February 2023, during which the Head of Risk Management reported on the 2022 Risk Report (ERM and ESG risks);
- on 22 February 2023, during which it was reported on the Internal Audit's activity until the end of the financial year and the final periodic reports for 2022 regarding the internal control and risk management system.

In addition to the foregoing, in 2022 the Supervisory Committee specifically:

- consulted independently with the Internal Audit Department to examine certain risk-assessment analyses made by the 231 Team, as well as to analyse the investigations carried out as a result of some reports;
- met with the Supervisory Committees of Group companies, where formed, to exchange information on the activities carried out during the reporting period;
- through questionnaires sent to the different Group Companies' Country General Managers of the main countries in which Brembo operates, performed an in-depth analysis of the progress of the respective local compliance programmes and rose awareness among the Country General Managers on compliance issues.

In acknowledging the ongoing updating of the 231 Model and its protocols and in keeping with the assessments previously expressed, the Supervisory Committee confirmed that the general structure of the 231 Model remains intact, and that the Internal Audit's assurance and monitoring activities, the 231 Risk Assessment and the various reports submitted revealed no facts, acts, events or omissions that were critical in respect of compliance with the requirements of the 231 Model.

In order to check that the 231 Model was implemented effectively, audit activities were carried out with the support of the Internal Audit function, based on the Supervisory Committee's action plan. Oversight of the 231 Model was performed through the following activities:

- an analysis of the reports received by the Supervisory Committee;

- an analysis of the flow of information contained in the half-yearly report submitted to the Supervisory Committee by the internal functions of Brembo S.p.A. and relevant personnel of Group companies;
- meetings with the managers of sensitive areas and/or functions within the meaning of Legislative Decree No. 231/01.

During the year, no violations of laws subject to the penalties provided for in Legislative Decree No. 231/2001 were reported.

9.4.2. WHISTLEBLOWING CHANNEL

With regard to the Internal Control and Risk Management System, the Company has implemented an internal system for employees to report any irregularities or violations of applicable legislation and internal procedures.

In accordance with industry-wide compliance-oriented best practices, Brembo has adopted a specific "Whistleblowing Procedure" aimed at setting up and managing reporting channels with a view to ensuring adequate information flows towards and within the Company (through the Supervisory Committee) focusing on irregularities and/or breaches of the 231 Model, the Code of Ethics or other provisions set forth in Brembo's internal rules and regulations. The reporting channel set up by Brembo is inspired by certain principles of reference that guide the management of reporting:

- *assurance of anonymity and confidentiality*: all of Brembo S.p.A.'s functions/executives in charge of receiving and processing reports must ensure the utmost anonymity of the person or persons making the report, whose identity may be revealed only to the Supervisory Committee;
- *bad faith reports*: the Supervisory Committee shall ensure adequate protection against bad faith reports, taking action against any such conduct and/or informing the parties/companies targeted by reports found to have been made in bad faith;
- *anonymous reports*: anonymous reports are taken into consideration only if appropriately detailed and supported by facts;
- *security and data integrity requirements*: through its actions, the Supervisory Committee ensures that reporting management channels and methods ensure compliance with data confidentiality, integrity and availability requirements based on the security measures in place for company IT tools.

Reports may be made by any person or party whatsoever, including company employees, member of Corporate Bodies (Board of Directors and Board of Statutory Auditors), as well as the Independent Auditors, customers, suppliers, consultants, outside collaborators, shareholders and partners of Brembo S.p.A. and its subsidiaries, and third parties. Reports shall be submitted to the Supervisory Committee as follows:

- oral reports to the Supervisory Committee;
- ordinary post (Supervisory Committee of Brembo S.p.A. - Viale Europa, 2 - 24040 Stezzano (BG, Italy);
- e-mail (organismo_vigilanza@brembo.it);
- voice mail (+39 035 6055295);
- Internet (Corporate Governance section of the website www.brembo.com);
- facsimile transmission (+39 035 6055203).

In addition to the above reporting channels, local information channels have also been set up at the various Group companies in order to better reach all persons covered by the procedure who for reasons of language or access to IT instrument might experience difficulties. Their functioning is governed by ad hoc procedures inspired by those of Corporate and they provide for coordination rules to ensure an adequate, timely flow of information to the Parent's Supervisory Committee.

Lastly, it should be noted that the Company monitors regulatory developments on whistleblowing (both at European level — including with regard to Directive (EU) 2019/1937 — and at national level) and implements all the activities necessary to immediately adapt to the new regulations.

9.5. INDEPENDENT AUDITORS

The Shareholders' Meeting convened on 22 April 2021 awarded Deloitte & Touche S.p.A. the mandate for the statutory auditing of the accounts for nine financial years, precisely for the years from 2022 to 2030, pursuant to Legislative Decree No. 39 of 27 January 2010 and Regulation (EU) No 537/2014 of the European Parliament and of the Council of 16 April 2014, on the basis of the recommendation expressed by the Board of Statutory Auditors currently in office.

It should be noted that the award of assignments to the Independent Auditors is subject to two procedures, drafted in accordance with the changes introduced by Legislative Decree No. 135/2016 and the auditing of the Disclosure of Non-Financial Information pursuant to Legislative Decree No. 254/2016, examined and approved by the Board of Statutory Auditors, in its first version, during its meeting of 18 July 2017, which govern:

- the process for selecting and awarding the statutory auditing assignment to Independent Auditors, as required by law, with the aim of safeguarding the independence of the external auditors — a fundamental guarantee of the reliability of accounting information;
- the process of granting assignments other than independent auditing, with the aim of:
 - i) avoiding the granting of assignments for services included in the catalogue of those banned by law;

- ii) regularly monitoring that the fees paid for independent auditing are proportional to the fees for Other Services, in accordance with laws and regulations in force.
- iii) the assignment of duties during the cooling period⁴³.

In conducting their activity, the engaged Independent Auditors have free access to the information, print and electronic documents, archives and assets of the Parent and its subsidiaries. The financial statements of subsidiaries deemed significant as defined in the Rules for Issuers, Article 151, paragraph 1, are subject to legal auditing of their accounts by the firm that audits Brembo's financial statements.

The Board of Statutory Auditors, with which the Internal Control & Audit Committee is identified, pursuant to Legislative Decree No. 39/2010, as amended by Legislative Decree No. 135/2016, and the Independent Auditors periodically exchange information and data about their respective areas of supervision and control. The Board of Statutory Auditors periodically verifies, on an advance basis, assignments other than auditing, in order to assess whether they are compatible with the statutory auditing assignment for the purposes of continuing satisfaction of the independence requirement, and monitors the ratio of auditing fees to fees for other services, to ensure that an appropriate bal-

⁴³ It is understood that until the new independent auditors are appointed by the Shareholders' Meeting, the principles and restrictions set out for the new incoming independent auditors will apply to the two companies identified in the final selection phase and indicated in the Reasoned Recommendation issued by the Board of Statutory Auditors.

ance is always maintained, in accordance with applicable laws and regulations.

Moreover, the Independent Auditors meet regularly with the Board of Statutory Auditors and, during some sessions, also jointly with the Audit, Risk & Sustainability Committee, for updates on ongoing audit activities and to discuss the significant matters raised in the Independent Auditors' Report pursuant to Articles 14 and 16 of Legislative Decree No.

39/2010, as amended by Legislative Decree No. 135/2016.

The Independent Auditors in office were also assigned responsibility for verifying the preparation of the Disclosure of Non-Financial Information drafted in accordance with Legislative Decree No. 254/2016, and were granted an assignment to conduct limited assurance on the Disclosure of Non-Financial Information according to an assessment of the appropriateness and efficiency of its approach and activity.

9.6. MANAGER IN CHARGE OF THE COMPANY'S FINANCIAL REPORTS

Pursuant to Article 27-bis of the By-laws, on the basis of a non-binding opinion from the Board of Statutory Auditors, on 23 April 2020⁴⁴ the Board of Directors appointed the Chief Administration & Finance Officer, Andrea Pazzi, as the Manager in charge of the Company's financial reports, inasmuch as his function at Brembo involves managing the entire accounting information cycle, from the administrative and accounting procedures for the production of the data included in the financial statements to the preparation of the draft financial statements, and also because the Group's entire finance structure, i.e. all subsidiaries of Brembo S.p.A., report to him.

Upon reappointment, also with the favourable opinion of the Board of Statutory Auditors, the Board verified once again the satisfaction of the established professionalism requirements and granted him the pertinent powers for the performance of the function. The Manager in charge of the Company's financial reports is responsible for defining and

assessing the adequacy and efficacy of the specific administrative and accounting procedures, as well as of the related control system, safeguarding against the risks inherent in the process of preparing financial information. The assignment is set to expire on the date of the Shareholders' Meeting called to approve the financial statements for the year ended 31 December 2022.

The Manager in charge of the Company's financial reports:

- takes part in the BoD's meeting to submit and illustrate the accounting and financial interim reports, as well as to provide updates on matters within his specific remit;
- is invited to all meetings of the Audit, Risk & Sustainability Committee and Board of Statutory Auditors in order to provide the information for which he is responsible and report with half-yearly frequency on monitoring obligations and activities for the purposes of the certifications envisaged in Article 154-bis of TUF.

9.7. COORDINATION BETWEEN PARTIES INVOLVED IN THE INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM

By drafting and approving the "Guidelines for the Internal Control and Risk Management System", the Board of Directors not only indicates the objectives of the System, but also describes its participants and Bodies — both inside and outside the Company — and illustrates their responsibilities and defines methods of interaction and coordination of the various parties involved.

With a view to practical implementation of these guidelines, the Executive Director in charge of the Internal Control and Risk Management System defined the "Policies for

the Management of the Internal Control and Risk Management System" with the aim of tracing its overall integrated structure, so as to permit the main company risks to be identified and managed and to design the System in light of the current organisational structure, the legislative and regulatory framework and best practices. All this with the aim to ensure ongoing information flows among the various parties, in a view of greater efficiency and maximum mutual integration.

From a strictly operative point of view, coordination is also

⁴⁴ Andrea Pazzi was appointed for the first time Manager in charge of the Company's financial reports by the Board of Directors on 5 March 2018.

ensured through:

- a constant information flow between the different parties involved in the ICRMS;
- participation of the various parties concerned in joint meetings for discussion of ICRMS-related issues;
- dissemination of the Internal Audit reports to the various ICRMS parties;
- circulation of the minutes, the work files and reports of the Chairman of the Audit, Risk & Sustainability Committee to the Chairman of the Board of Statutory Auditors and of the Supervisory Committee.

Moreover, in order to maximise the efficiency of the ICRMS and reduce activity overlappings, specific coordination procedures are provided for among the different parties involved in it. In this regard, it should be noted that:

- the ICRMSD, Chief Executive Officer, Chief Internal Au-

dit Officer, Manager in charge of the Company's financial reports and Head of Risk Management participate constantly in the work of the Audit, Risk & Sustainability Committee;

- the Audit, Risk & Sustainability Committee and the Supervisory Committee report to the BoD at least every six months — and in any event when the draft financial statements and six-monthly report are approved — on the activity performed and the adequacy of the internal control and risk management system;
- the Audit, Risk & Sustainability Committee, Board of Statutory Auditors and Supervisory Committee organise joint meetings during the year on issues of common interest to share reflections and/or opinions; the Chairman of the Board of Statutory Auditors is periodically invited to participate in such meetings of the Supervisory Committee.

10. DIRECTORS' INTERESTS AND RELATED PARTY TRANSACTIONS

Brembo has examined and assessed the impact of Legislative Decree No. 49/2019 which transposed into Italian law the Directive (EU) 2017/828 (the so called "Shareholders' Rights II") on related parties and acknowledged the ensu-

ing amendments introduced by Consob to the Rules for Issuers and the Regulations on Related Party Transactions on 10 December 2020, which became effective on 1 July 2021.

10.1. CONFLICT OF INTERESTS

Brembo's Board of Directors did not deem it necessary to adopt special operating solutions suitable to facilitate the identification and adequate handling of situations in which a Director is the bearer of an interest on his or her own behalf or on behalf of third parties, adopting from time to time any and all measures it deems fit in such regard, in compliance with applicable regulations (including, without limitation, the disqualification from voting on matters pertaining thereto, or requesting to leave the meeting while the relevant resolution is being taken).

The Board found adequate the current rules and procedures implemented:

- pursuant to Article 2391 of the Civil Code ("Directors' Interests") which requires each Director to "notify all the other Directors and the Board of Statutory Auditors of any and all interests that he or she may bear, on his

or her own behalf or on behalf of third parties, in any transaction effected by the Company, specifying the nature, terms, origins and extent of any and all such interests";

- in the Related Parties Regulation recently modified by Consob⁴⁵, in order to implement Article 2391-*bis* of the Civil Code, which provides that the "directors involved in the transaction", i.e. the directors who have an interest in the transaction, on their own account or on account of third parties, in conflict with that of the Company, must refrain from voting on transactions with related parties, both moderately significant (where decided by the Board of Directors) and highly significant transactions (which are always decided by a full meeting of the Board of Directors). Said principle was explicitly stated also in the Related Party Transactions Procedure as updated by the BoD on 10 May 2021.

10.2. RELATED PARTY TRANSACTIONS PROCEDURE⁴⁶

The purpose of the Procedure, as also specified in the Code of Ethics, is to ensure the transparency and the substantive and procedural propriety of any Related Party Transactions, with a view to safeguarding the company's higher interests. As a general rule, the said transactions may be concluded only when strictly necessary in the company's interest, without prejudice to the foregoing provisions.

The Procedure indicates the rules for evaluating the moderately and highly significant transactions undertaken directly by Brembo or through subsidiaries and establishes the organisational safeguards and information flows deemed fit to ensuring that the competent bodies enjoy complete, timely access to all information useful in evaluating such transactions.

The Brembo S.p.A. Related Party Transactions Procedure, approved by the BoD on 10 May 2021 with the favourable opinion of the Audit, Risk & Sustainability Committee of 4 May 2021, incorporated the amendments to the RPT Regulation introduced by Consob by Resolution No. 21624 of 10 December 2020 (in implementation of Legislative Decree No. 49/2019 transposing the SHRD – Directive (EU) No. 2017/828).

In short, the main changes were:

- update of the definitions of "related party" per the new IASs/IFRSs;
- introduction of the definition of "Directors Involved in a Transaction";
- introduction of differentiated criteria for identifying low value transactions (on the basis of the nature of the counterparty);

⁴⁵ Changes introduced by Consob to the Rules for Issuers and the Regulations on Related Party Transactions on 10 December 2020.

⁴⁶ Adopted for the first time on 12 November 2010, in accordance with Consob Regulations (Resolution No. 17221 of 12 March 2010 and Resolution No. 17389 of 23 June 2010), in light of the unanimous and favourable opinion of the Audit & Risk Committee (appointed for that purpose, being composed of three Independent Directors).

- prior reporting to the Audit, Risk & Sustainability Committee (which at Brembo also acts as the RPT Committee) for ordinary highly significant transactions (by the same Consob reporting deadline);
- ex-post reporting (on a quarterly basis) to the Audit, Risk & Sustainability Committee for the following types of Transactions:
 - low value transactions;
 - ordinary transactions (whether highly or moderately significant).

It should be noted that such reporting was already in place at Brembo and the practice in question was therefore formalised in accordance with the new Consob Resolution.

In addition, following the inquiries conducted, the Company deemed it appropriate to establish the "Framework Resolutions" mechanism already provided for in the original RPT Regulation, the provisions of which were not changed by Consob Resolution No. 21624 of 10 December 2020 (in implementation of Legislative Decree No. 49/2019 transposing the SHRD – Directive (EU) No. 2017/828).

The updated edition of the Procedure, which became effective as of 1 July 2021, is available on Brembo's website (www.brembo.com, section Company, Corporate Governance, Governance Documents) and is summarised in the following table.

MAIN ASPECTS OF THE RELATED PARTY TRANSACTIONS PROCEDURE

| | |
|---|--|
| Related Party Transactions Committee | This function is performed by the Audit, Risk & Sustainability Committee, as it consists of three non-executive and independent Directors. |
| Scope of Application | Parties set forth in Attachment 1 to the Consob Regulations (which refers to IAS 24 version in force from time to time): <ul style="list-style-type: none"> • Brembo S.p.A.'s Directors, both executive or non-executive; • Acting Auditors; • Key Management Personnel (Executive Chairman and CEO of Brembo S.p.A.); • close members of the family of Directors and Acting Auditors, who could influence, or be influenced by, that individual in their dealings with Brembo; • Entities in which one of the individuals or entities mentioned above exercises sole or joint control or significant influence, or in which the said individual or entity directly or indirectly holds a significant stake bearing no less than 20% of the voting rights. |
| Low Value Transaction Threshold | <ul style="list-style-type: none"> • €250,000.00 (euro two hundred fifty thousand/00), in the case of transactions carried out with legal persons, entities and professional associations; • €100,000.00 (euro one hundred thousand/00) in the case of transactions carried out with natural persons. |
| Moderately Significant Transaction Thresholds | Transactions whose value ranges from the Low Value Transaction threshold and the Highly Significant Transaction threshold. |
| Highly Significant Transaction Thresholds/Indices | Identified on the basis of the last Financial Statements, subject to annual review in accordance with the financial statements results approved by the General Shareholders' Meeting. The last update was made by the Board of Directors on 11 May 2022 based on 2021 Financial Statements data. |
| Exclusions / Exemptions | Resolutions regarding transactions authorised by Brembo S.p.A. and addressed to all shareholders on equal conditions, including: <ul style="list-style-type: none"> • capital increases with option rights, including those in service of convertible bonds, and free capital increases pursuant to Article 2442 of the Civil Code; • total or partial de-mergers, narrowly defined, with the proportional share assignment criterion; • reductions of share capital by redemption of shareholders pursuant to Article 2445 of the Civil Code and purchases of treasury shares pursuant to Article 132 of the TUF. Resolutions concerning transactions relating to: <ul style="list-style-type: none"> • share-based remuneration plans approved by the General Shareholders' Meeting within the meaning of Article 114-bis of TUF, and related implementing transactions; • Board resolutions pertaining to the remuneration of directors and Board members entrusted with specific tasks — other than resolutions passed pursuant to Article 2389 (Directors' Emoluments), paragraph 3, of the Civil Code — as well as other Key Management Personnel, provided that: <ul style="list-style-type: none"> – Brembo has adopted a remuneration policy approved by the Shareholders' Meeting; – the remuneration policy was informed by input and contributions from the Remuneration & Appointments Committee made up exclusively of Non-executive Directors, the majority of whom are also Independent Directors; – the remuneration assigned is identified in accordance with this policy and quantified on the basis of criteria that do not entail discretionary assessments. |

| | |
|---|--|
| Exclusions / Exemptions | <ul style="list-style-type: none"> • Low Value Transactions. • Ordinary Transactions (as per Consob's definition). • Intercompany Transactions, including exclusively intra-Group transactions or transactions with or among subsidiaries and associates which carry out activities — as per their respective company's objects — similar to those of Brembo S.p.A. |
| Periodic reporting to the Related Party Transactions Committee (Audit, Risk & Sustainability Committee) | <p>Each quarter the Chief Administration & Finance Officer informs the Audit, Risk & Sustainability Committee (in joint session with the Board of Statutory Auditors), including to allow the Committee to perform the appropriate verifications, regarding the following Transactions with Related Parties excluded from application of the RPT Procedure:</p> <ul style="list-style-type: none"> • Low Value Transactions; • Ordinary Transactions, regardless of whether they qualify as Moderately or Highly Significant Transactions; • updates regarding Moderately or Highly Significant Transactions for which the Committee has expressed a non-binding prior opinion. |

It should be noted that, regardless of the provisions of applicable laws and regulations, the Group companies implemented a local procedure that sets out the operating processes to identify their Related Parties and Related Party Transactions, as well as their approval procedures, consistently with the Guidelines set forth by the procedure adopted by Brembo S.p.A.

In addition, the Company periodically requires local senior personnel/high-level executives (other than Directors and

Statutory Auditors) and/or those with the power to bind the Company in relations with third parties and/or who by virtue of their function/role are required to engage in relation with public offices, to report entities or persons related to them who might, even in the abstract, give rise to conflicts of interests between the Company's activities and personal and family economic activities, in order to prevent situations in which a conflict of interest may arise or that may interfere with the ability to make decisions impartially in the Company's best interest.

10.3. ACTIVITIES OF THE RELATED PARTY TRANSACTIONS COMMITTEE CARRIED OUT IN 2022

During the meetings held in 2022 (22 February 2022, 5 May 2022, 26 July 2022, 4 November 2022 and 5 December 2022, duly recorded in the minutes), the Audit, Risk & Sustainability Committee in its capacity as Related Parties Transactions Committee:

- was regularly updated regarding Brembo's List of Related Parties;
- received ongoing information on Related Party Transactions excluded from application of the RPT Procedure:
 - Low Value Transactions;
 - Ordinary Transactions, regardless of whether they qualify as Moderately or Highly Significant Transactions;
 - updates regarding Moderately or Highly Significant Transactions for which the Committee has expressed a non-binding prior opinion;
- at the meeting on 2 May 2022, examined and expressed a favourable opinion of the update of the Significance

- Indices for identifying Highly Significant Transactions on the basis of the 2021 financial statement data and confirmed differentiated thresholds for identifying Low Value Transactions, in view of the nature of the counterparty, in accordance with the provisions of Consob Resolution No. 21624 of 10 December 2020;
- examined and expressed, on 5 December 2022, a favourable opinion of the draft framework resolutions for uniform transactions to be concluded with the same Related Party for 2023, pursuant to Article 4.9 of the RPT Procedure;
- examined the terms and conditions of the proposal to lease a building owned by Kilometro Rosso S.p.A. to be used by the Prototypes Unit, since qualifying as a Moderately Significant Transaction with a related party, and issued a favourable opinion, after consulting with an independent expert.

11. APPOINTMENT OF STATUTORY AUDITORS

11.1. APPOINTMENT AND REPLACEMENT OF STATUTORY AUDITORS

In accordance with the provisions of Article 22 of the By-laws:

| | |
|--|---|
| Composition (Article 22 of the By-laws) | <ul style="list-style-type: none">• the Board of Statutory Auditors of Brembo S.p.A. is made up of three Acting Auditors and two Alternate Auditors, all appointed by the General Shareholders' Meeting based on list voting procedures;• the persons who do not comply with the requirements of eligibility, integrity, professionalism and independence, imposed under applicable regulations for such posts and by the Code of Conduct of Borsa Italiana, endorsed by the Company, cannot be appointed as Statutory Auditors (and if already appointed, are removed from office);• the Acting Auditors shall be chosen from persons who qualify as independent under the provisions of the Corporate Governance Code;• Auditors are appointed for a term of three years and are eligible for re-appointment; their remuneration is determined by the General Shareholders' Meeting. |
| List voting (Article 22 of the By-laws) | <p>The lists for the appointment of Statutory Auditors:</p> <ul style="list-style-type: none">• must include at least one candidate for the office of Acting Auditor and, in any case, a number of candidates not exceeding the Statutory Auditors to be elected, progressively numbered; each person may be a candidate in one list only, under penalty of ineligibility;• the lists containing a number of candidates equal to or greater than three, considering both sections, must include a number of candidates in the acting Statutory Auditors' section such as to ensure that the composition of the Board of Statutory Auditors, in respect of its acting members, complies with the laws and regulations on gender balance (men and women) from time to time in force, it being understood that where the application of the distribution criterion between genders results in a non integer number, this must be rounded in compliance with the laws — including regulatory — applicable from time to time and as specified in the notice of calling of the General Shareholders' Meeting called to resolve on the appointment of the members of the Board of Statutory Auditors. Moreover, all lists must be drawn up taking into account the diversity criteria specified in Brembo S.p.A.'s Corporate Governance Code. <p>Lists may be submitted by any number of Shareholders who, on their own or together with other Shareholders, represent at least the minimum percentage of shares bearing voting rights at the ordinary General Shareholders' Meeting pursuant to applicable laws and Consob regulations, and at present equivalent to 1% of the share capital. In particular, each Shareholder holding voting rights may submit, directly or through third-party intermediaries or trust companies, a single list of candidates, under penalty of inadmissibility of the list. A single list of candidates may also be submitted by:</p> <ol style="list-style-type: none">i) Shareholders belonging to a single group, where the latter term is understood to mean a party, which need not necessarily be a corporation, exercising control within the meaning of Article 2359 of the Civil Code, and all subsidiaries controlled by, or under the common control of, that same party;ii) Shareholders who have entered into the same shareholders' agreement within the meaning of Article 122 of TUF;iii) Shareholders who are otherwise associated with each other by virtue of associative relationships contemplated under the applicable statutory and regulatory framework. <p>The lists of candidates, duly signed by the Shareholders submitting the same, or the Shareholder delegated to make the submission, together with all the other related documents as required under the By-laws, must be filed with the Company's registered offices at least 25 calendar days prior to the scheduled date of the General Shareholders' Meeting at first calling and public disclosure must be made both on the Company's website and at its registered offices, in the manner and form specified under statutory and regulatory provisions, at least 21 calendar days prior to the scheduled date of the General Shareholders' Meeting.</p> <p>Pursuant to Article 126 of TUF:</p> <ul style="list-style-type: none">• the lists submitted are also valid for any callings of ordinary sessions of the General Shareholders' Meeting after the first, even if a new notice of calling is published;• in such cases, Shareholders may submit new lists, and the terms provided for in Article 147-ter of TUF (25 days for submission and 21 days for public disclosure) are reduced to 15 and 10 days, respectively. |
| Election (Article 22 of the By-laws) | <p>For the purposes of election of the Board of Statutory Auditors, the majority list elects two Acting Auditors and one (1) Alternate Auditor; consequently, the first two candidates for Acting Auditor and the first candidate for Alternate Auditor presented on that list are elected. The following are elected from the list with the second-highest number of votes, considering the sequential order in which the candidates are indicated on the list: (a) the first candidate for Acting Auditor, who will also be elected Chairman of the Board of Statutory Auditors, and (b) the first candidate for Alternate Auditor, where available, failing which, the first candidate for Alternate Auditor on the next list by number of votes will be elected to that position.</p> |

11.2. COMPOSITION AND FUNCTIONING OF THE BOARD OF STATUTORY AUDITORS

The General Shareholders' Meeting held on 23 April 2020 appointed the new Board of Statutory Auditors for the three-year period 2020-2022 that will remain in office through to the date of the General Shareholders' Meeting called to approve the financial statements for the year ended 31 December 2022. The Board of Statutory Auditors is composed as shown in the table below, and was appointed based on the two lists presented respectively by the Majority Shareholder Nuova FourB S.r.l. and a group of Asset Management Companies and other institutional investors (holding 2.27836% of the share capital, overall).

Pursuant to Article 22 of the By-laws, the following Statutory Auditors were elected from the minority list:

- the first candidate for Acting Auditor, Raffealla Pagani, who was also appointed Chairwoman of the Board of Statutory Auditors pursuant to law and the company's By-laws;
- the first candidate for Alternate Auditor.

It should be noted that, following the resignation, with immediate effect as of 29 April 2022, of Paola Tagliavini — Acting Auditor belonging to the Majority List and appointed by the General Shareholders' Meeting on 23 April 2020 — the Alternate Auditor belonging to the same list, Stefania Serina, took over under the terms of the law and of the By-laws. Stefania Serina will remain in office until the next General Shareholders' Meeting to be held on 20 April 2023.

BOARD OF STATUTORY AUDITORS - COMPOSITION AT 31 DECEMBER 2022

BOARD OF STATUTORY AUDITORS 2022

| OFFICE HELD | NAME AND SURNAME | YEAR OF BIRTH | DATE OF FIRST APPOINTMENT (*) | IN OFFICE FROM | IN OFFICE UNTIL | LIST (**) | INDEP. AS PER CODE | WEIGHT OF OTHER OFFICES HELD (***) | ATTENDANCE TO BOARD OF STATUTORY AUDITORS' MEETINGS IN 2022 (****) | ATTENDANCE TO BOARD OF DIRECTORS' MEETINGS IN 2022 (****) | ATTENDANCE TO THE SHAREHOLDERS' MEETINGS (****) |
|--|-------------------|---------------|-------------------------------|----------------|--|-----------|--------------------|------------------------------------|--|---|---|
| Acting Auditors | | | | | | | | | | | |
| Chairwoman | Raffaella Pagani | 1971 | 29.04.2014 | 23.04.2020 | Approval of the Financial Statements at 31.12.2022 | Mi | X | 4.92 | 100% | 100% | 100% |
| Acting Auditor | Mario Tagliaferri | 1961 | 20.04.2017 | 23.04.2020 | Approval of the Financial Statements at 31.12.2022 | Ma | X | 5.6 | 100% | 100% | 100% |
| Acting Auditor | Stefania Serina | 1984 | 29.04.2022 | 29.04.2022 | Approval of the Financial Statements at 31.12.2022 | Ma | X | 1.8 | 100% | 100% | n.a. |
| Alternate Auditors | | | | | | | | | | | |
| Alternate Auditor | Myriam Amato | 1974 | 29.04.2014 | 23.04.2020 | Approval of the Financial Statements at 31.12.2022 | Mi | X | - | - | - | - |
| No. of meetings held during the year of reference (2022) | | | | | | | | | Board of Statutory Auditors: 14 | Board of Directors: 10 | Shareholders' Meeting: 1 |

(*) The date of first appointment of each Auditor refers to the date on which the said Auditor was appointed for the first time (ever) as member of Brembo S.p.A.'s Board of Statutory Auditors.

(**) This column shows the list from which each Auditor was elected ("Ma": majority list; "Mi": minority list, submitted by a group of shareholders representing 2.27836% of share capital).

(***) This column shows the number of other Directorships or Auditorships held by the Auditor within the meaning of Article 148-bis of TUF and relevant implementing provisions set forth in Consob Rules for Issuers, in addition to the weight calculated on the basis of Article 144-duodecies of these Rules. The full list of Directorships and Auditorships held is published on the Consob website pursuant to Article 144-quinquiesdecies of the Consob Rules for Issuers.

(****) This column shows the percentage of the Board of Statutory Auditors' and Board of Directors' meetings, as well as Shareholders' Meetings attended by Statutory Auditors in 2022 (No. of meetings attended/No. of meetings held during the Auditor's actual term of office); preparatory meetings and induction sessions are not included.

PROFESSIONAL PROFILE OF THE STATUTORY AUDITORS

The following is a profile of the Chairwoman of the Board of Statutory Auditors and the Acting Auditors.

RAFFAELLA PAGANI

Chairwoman

Chairwoman of Brembo S.p.A.'s Board of Statutory Auditors.

With a Bachelor's Degree in Economics and Business from the University Luigi Bocconi in Milan, followed by qualification as a Certified Public Accountant, she was admitted to the Certified Public Accountants Register of Milan in 1996 and the Milan Auditors Register in 1999. She is also enrolled with the Rolls of Technical Consultants of District Court of Milan, the Rolls of Official Receivers of the District Court of Milan, and the Rolls of Auditors of Local Bodies.

She practices as a Certified Public Accountant in Milan (Studio Associato Pagani). She currently chairs also the Board of Statutory Auditors of Amplifon S.p.A., Chiesi Farmaceutici S.p.A., Sanofi S.r.l., Ferrovienord S.p.A. and Dufrital S.p.A. In addition, she is a member of the Board of Statutory Auditors of Enel Italia S.p.A., Servizio Elettrico Nazionale S.p.A., Bracco Imaging S.p.A., and other companies.

She also serves as auditor of Local Bodies and is a member of several Supervisory Committees.

She serves as sole auditor of Alpa S.p.A.

MARIO TAGLIAFERRI

Acting Auditor

Born in Milan on 9 October 1961, he graduated in Economics and Business from the State University of Bergamo in 1987.

He is registered with the Cremona Accountants Association, the Register of Technical Advisors to the Judges of the Civil and Criminal Court of Cremona and the Register of Auditors.

He was President of the Crema Accountants Association for eleven years and has been coordinator of the accountants associations in Lombardy. He is a published author on taxation and corporate affairs.

He is a founding partner of the firm LEXIS – Dottori Commercialisti Associati and practices from its Crema and Milan offices, primarily providing tax and corporate consultancy to SMEs and large enterprises, with a particular focus on corporate and business reorganisation through mergers and acquisitions.

He currently holds the position of Chairman of the Board of Statutory Auditors of Banca Cremasca e Mantovana Cred-

ito Cooperativo S.c.r.l., Cysero S.p.A., Consorzio.it S.p.A., Kilometro Rosso S.p.A., Nerviano Medical Sciences S.r.l., Nerpharma S.r.l., S.C.R.P. S.p.A, Crema Diesel S.p.A., as well as acting auditor of Brembo S.p.A., Interpump Group S.p.A., Brembo SGL CarbonCeramic Brakes S.p.A., Fine Foods Pharmaceutical N.T.M. S.p.A., Euro Cosmetic S.p.A., Marsilli S.p.A., Fondazione Nazionale Commercialisti, Accelera S.r.l., and Simis S.r.l.

STEFANIA SERINA

Acting Auditor

Born in Crema on 10 November 1984, she graduated in Business Economics and Company Management from the University of Bergamo in 2010.

She is registered with the Cremona Accountants Association, and the Register of Auditors and currently serves as Vice President of the Union of Young Certified Public Accountants of Milan. She is a partner of the firm LEXIS – Dottori Commercialisti Associati and practices from Crema and Milan offices, primarily providing tax and corporate consultancy to SMEs and large enterprises, in addition to being specialised in tax litigation and ESG - Sustainability Reports.

Currently, she serves as Chairwoman of the Board of Statutory Auditors of Eurosyn S.p.A., as Acting Auditor at Brembo S.p.A., Index S.p.A., Dollmar S.p.A., Sipral Padana S.p.A., Sika Engineering Silicones S.r.l. and as sole Auditor of the Fondazione Libellula Impresa Sociale.

In accordance with the provisions of the 2020 CGC, the Board of Statutory Auditors assesses the independence of its members at the first appropriate meeting following their appointment, as well as on an annual basis during preparation of this Report. With reference to the notion of independence requirements of Statutory Auditors, the Board has adopted the same criteria as those defined in Brembo's CGC for Directors. The results of the checks are submitted to the Board of Directors which discloses the same, following the appointment of the members of the Board of Statutory Auditors, through a press release disseminated to the market and thereafter within this Report.

Satisfaction of these requirements was verified most recently upon appointment and subsequently during the meeting held on 24 January 2023, when the respective statements issued by the Statutory Auditors were analysed and assessed, and it was confirmed that all members of the Board of Statutory Auditors satisfy the integrity, professionalism and independence requirements laid down by the law and Brembo's CGC, which has endorsed the inde-

pendence requirements set forth in the 2020 CGC.

With regard to the maximum number of positions held at other companies, the Company assessed the Statutory Auditors' compliance both upon their appointment by the

General Shareholders' Meeting and, subsequently, on the basis of the statements of each member of the Board of Statutory Auditors issued pursuant to Attachment 5-bis to the Rules for Issuers. The outcome of the checks for the year 2022 is given in the table on page 73.

11.3. BOARD OF STATUTORY AUDITORS' DIVERSITY POLICIES AND CRITERIA AND ENSUING APPLICATION

When company boards were renewed for the period 2020-2022, the outgoing Board of Directors expressed its position to the Shareholders on the managerial and professional figures deemed as key or relevant, to be valued together, and therefore in the lists of candidates for the Supervisory Body in order to ensure adequate diversity of the members of the Governing Body.

It should be noted that, in addition to the applicable statutory and regulatory requirements, by updating Brembo's CGC on 7 November 2018, the Board of Directors also approved diversity-based criteria, including related to gender issues, in addition to those established by applicable laws and regulations. These criteria aim at ensuring the composition of a governing body that is adequate to the Group's size, positioning, complexity and the specific nature of its business sector and strategies. These criteria were also confirmed in the Brembo's CGC approved on 17 December 2021.

ADDITIONAL DIVERSITY POLICIES AND CRITERIA FOR THE COMPOSITION OF THE BOARD OF STATUTORY AUDITORS (Article 2 of Brembo S.p.A.'s Corporate Governance Code)

| | |
|-----------------------------------|--|
| Legal and regulatory requirements | <ul style="list-style-type: none"> • Non-existence of causes of ineligibility or disqualification pursuant to Article 2399 of the Civil Code and Article 148, paragraph 3, of TUF. • Satisfaction of the integrity and professionalism requirements set forth by the provisions of laws and/or regulations in force, and in particular by the provisions of Article 148, paragraph 4, of TUF and Ministerial Decree No. 162 of 30 March 2000. • Satisfaction of the independence requirements pursuant to the Corporate Governance Code – 2020 edition, and Brembo S.p.A.'s Corporate Governance Code |
| Gender | Minimum quota reserved to the less represented gender determined in accordance with applicable laws and regulations ⁴⁷ . |
| Professionalism | <ul style="list-style-type: none"> • Record of honouring shared ethical principles⁴⁸. • Overall experience of at least three years in professional or academic endeavours closely related to the Company's business. • Governance or control activities or executive or managerial duties in listed or medium-large enterprises in closely related sectors and of the size of Brembo for a suitable period. • Knowledge of business mechanisms, strategies, risk assessment and management techniques. • Understanding of the dynamics of the global financial system. |
| Personal aptitudes | <ul style="list-style-type: none"> • Sufficient time available in view of the complexity of the assignment • Full understanding of the powers and obligations inherent in the position and the functions to be performed. • Collaboration, involvement and ability to influence (knowing how to instil and contribute to professionalism and the development of opinions and taking a part in resolving conflicts). |

⁴⁷ For the three-year term 2020-2022, the 2020 Budget Law applies, with the following exception: it being understood that where the application of the distribution criterion between genders results in a non integer number, this must be rounded down to the next lower unit. Therefore, the rounding-down criterion and the 1/3 quota applies for the Board of Statutory Auditors.

⁴⁸ See Brembo's Code of Ethics on the Company's website (www.brembo.com, section Company, Corporate Governance, Codes & Policies).

It is understood that, with regard to conflict of interest issues, the principle indicated in paragraph 10.1 (related parties) also applies to Statutory Auditors.

In the self-assessment process of the Board of Statutory Auditors, as reported to the Board of Directors during the meeting held on 2 March 2023, it was found that:

- all statutory auditors meet the qualitative and quantitative Additional Criteria set out in Article 2 of the Brembo's CGC;
- at least one third of its members consists of the less-represented gender;
- from a qualitative perspective, the control body is composed of individuals deemed to possess adequate professional characteristics, with varied, diversified skills, strong experience in the Company's sector of operation,

awareness of their powers and obligations, capable of devoting time and resources adequate to the complexity of their positions and who orient their actions to the pursuit of the company's overall interest;

- as far as professional refresher training are concerned, members of the control body attend conventions and training courses, some organised by the relevant professional associations, including in accordance with provisions on ongoing professional training;
- the adequacy of appointment processes and selection criteria are governed by the By-laws and the Regulations for Shareholders' Meetings adopted by the Company, clearly and transparently, avoiding references to or citations of agreements, organisations or entities external to the Company.

11.4. BOARD OF STATUTORY AUDITORS' DUTIES AND ACTIVITIES

The Board of Statutory Auditors discharges the supervisory duties entrusted to it under applicable laws and regulations and supervises compliance with the law and By-laws, observance of the principles of sound management and, in particular, the adequacy and the material operation of the organisational, administrative and accounting structures adopted by the Company, as well as the concrete approach to implementing the corporate governance rules set forth in applicable laws. The Board of Statutory Auditors also monitors the independence of the Independent Auditors⁴⁹.

The Board of Statutory Auditors has been identified with the "Internal Control and Audit Committee" pursuant to Legislative Decree No. 39/2010 (as amended by Legislative Decree No. 135/2016), which assigns functions of supervision of the

financial reporting process, the efficacy of internal control systems, internal auditing and risk management, the statutory auditing of the annual and consolidated accounts and the independence of the statutory auditors.

As part of its activities, the Board of Statutory Auditors may call upon the Internal Audit function to audit specific operating areas or company transactions.

Lastly, the Board of Statutory Auditors reports in relation to its supervisory activities through a specific Report to the General Shareholders' Meeting, drawn up pursuant to Article 153 of TUF, disclosed in conjunction with the Annual Report.

11.5. ACTIVITIES CARRIED OUT IN 2022

In 2022, the Board of Statutory Auditors:

- performed fourteen (14) assessment meetings and attended all the General Shareholders' Meetings and the meetings of the Board of Directors (ten (10) Board of Directors' meetings and 1 General Shareholders' Meeting); in addition, directly or in the person of its Chairwoman, it attended the meetings of the Audit, Risk

& Sustainability Committee (ten (10) meetings) and Remuneration & Appointments Committee (three (3) meetings). The meetings of the Board of Statutory Auditors lasted about 3/4 hours on average;

- participated in thorough inquiries organised by the Company during meetings by way of induction targeted to Directors and Statutory Auditors (further details

⁴⁹ As required pursuant to Article 2409-bis of the Civil Code, auditing of Company's accounts was entrusted to Independent Auditors, subject to auditing activities regulations set forth for companies with listed shares, as well as to Consob's supervisory activity.

- are provided in paragraph 4.6);
- in most cases, held its meetings on the same day as the Audit, Risk & Sustainability Committee and the Supervisory Committee, with a section dedicated to joint discussion of areas of common interest in order to facilitate the exchange of information between parties with significant powers in the field of internal controls;
 - constantly received from Directors exhaustive and detailed information on business performance and outlook, operations carried out and the most significant economic, financial and equity transactions performed by the Parent or its subsidiaries, as well as the status of activities and strategic projects underway;
 - attended all the meetings of the Audit, Risk & Sustainability Committee and, through its Chairwoman, the meetings of the Remuneration & Appointments Committee;
 - was informed of the main points of attention identified by the Independent Auditors during their activity in the field (that do not represent significant deficiencies in the internal control system), in addition to the activities carried out in accordance with Law 262/05 and its extension to Group companies;
 - supervised the process of awarding contracts for services other than independent auditing on the basis of periodic statements in order to monitor the ratio of auditing fees to fees for other services for the purpose of continuing satisfaction of the independence requirement and so as to maintain an appropriate balance, in accordance with applicable laws and regulations in force;
 - received the necessary operational support from the Chief Internal Audit Officer for the execution of its checks, obtained all the Audit Reports and examined the Annual Audit Plan;
 - was periodically informed, during Board meetings, on the implementation of the Brembo Shareholder Engagement Policy;
 - was informed of the particularly significant transactions carried out by the Company and its Subsidiaries in 2022;
 - was constantly updated by the Chief Administration and Finance Officer and the Group's Tax Manager on tax issues, as well as on the status of implementation of the "Tax Control Framework" at Group level;
 - analysed the calculation criteria used for the purposes of the impairment test;
 - met with the DPO in order to be informed of the process of monitoring the system implemented by Brembo S.p.A. and the Group's European companies in accordance with Regulation (EU) No. 2016/279 on the protection of personal data (GDPR) and received a copy of the DPO's Annual Report to the Board;
 - periodically met with the Chairmen of the Board of Statutory Auditors of the other Group Companies.
- Moreover, the Board of Statutory Auditors constantly verified, through the Chief Administration & Financial Officer's reports, Brembo's administrative and accounting structure and in particular the adequacy of the responsible personnel, their tasks and responsibilities and the safeguards in accordance with the new crisis code.
- With the aim of identifying specific risks and monitoring the improvement plans launched by the management, conducted specific inquiries into specific issues, meeting directly with top managers of the Company, and the main risks and the related impacts inherent in the nature of Brembo's business. In particular, the Board of Statutory Auditors was periodically informed by the Head of Risk Management and the Chief Purchasing Officer about the impacts arising from the Russia-Ukraine conflict on Brembo and about the mitigation actions put in place by the Working group specifically set up to constantly monitor the evolution of the situation and define the actions necessary to mitigate the risks and the possible direct and indirect impacts on the Group.
- With reference to the Disclosure of Non-Financial Information pursuant to Legislative Decree No. 254/2016, the Board of Statutory Auditors was regularly informed by the Chief CSR Officer of the materiality analysis process carried out by the Company to define areas of non-financial information of a social and environmental nature deemed important to the Group for the purposes of preparing, collecting and validating data at a global level in order to prepare the Disclosure of Non-Financial Information pursuant to Legislative Decree No. 254/2016, also meeting with the Independent Auditors tasked with assurance activities on the said document.
- For further information on the activities performed by the Board of Statutory Auditors, reference should be made to the Statutory Auditors' Report included in the 2022 Annual Report.

11.6. SELF-ASSESSMENT PROCESS OF THE BOARD OF STATUTORY AUDITORS CARRIED OUT IN 2022

As of 2018, the Board of Statutory Auditors performs a self-assessment on its own composition and functioning also in accordance with the “Principles of conduct for the Boards of Statutory Auditors of listed companies” drawn up by Italy's National Council of Chartered Accountants and Accounting Experts, provision Q.1.1. of April 2018.

In 2022 as well, the Board of Statutory Auditors made the said self-assessment. The activity was carried out through a questionnaire⁵⁰ submitted to each of the acting auditors to collect the information necessary and appropriate for the purpose of the self-assessment.

For the preparation of the questionnaire and the overall self-assessment performed, the Board of Statutory Auditors decided not to avail itself of external consultants; in the case of the questionnaire only, the Board of Statutory Auditors agreed on its finalisation with the Company's legal function and corporate secretariat. The analysis and assessment of the results and the related discussions were conducted within the framework of a specific meeting of the Board of Statutory Auditors held on 24 January 2023 and duly recorded in the minutes, and were submitted in the form of a written Report to the Board of Directors, which acknowledged it during the meeting held on 2 March 2023.

The Board of Statutory Auditors of Brembo S.p.A. concluded that it had not identified deficiencies relating to

the fitness of its members or the adequate composition and functioning of the Board. In particular, it deems that constant attention is devoted to progressively improving its activities in accordance with the company's increasing size and complexity, including with regard to the geopolitical and financial situation which has weakened the general competitive and economic context.

With regard to the remuneration established for the Board of Statutory Auditors, it should be noted that in 2022 there were no changes compared to what had been approved by the Shareholders' Meeting of 23 April 2020, which had deemed it essentially adequate, considering the activity performed by the body over the three-year period, the method of conduct of the proceedings, the support provided by the various company functions and participation in Board committee meetings.

In view of the appointment of the new control body by the 2023 General Shareholders' Meeting, the outgoing Board of Statutory Auditors issued a report pursuant to provision Q.1.6 (“Remuneration”) of the “Principles of conduct for the Boards of Statutory Auditors of listed companies”, in which it summarised the activity performed in the three-year period 2020-2022 to permit the outgoing BoD a better appreciation thereof for the purposes of formulation of the proposed remuneration of the control body to be appointed.

⁵⁰ For the preparation of the questionnaire and the overall self-assessment performed, the Board of Statutory Auditors decided not to avail itself of external consultants; in the case of the questionnaire only, the Board of Statutory Auditors agreed on its finalisation with the Company's legal function and corporate secretariat.

12. RELATIONS WITH SHAREHOLDERS - BREMBO SHAREHOLDER ENGAGEMENT POLICY

Brembo takes special care in monitoring relations with shareholders, institutional and private investors, financial analysts, and the financial community, scrupulously respecting mutual roles.

In accordance with the recommendations of the 2020 CGC, to which Brembo adheres, the Brembo Shareholder Engagement Policy was prepared and approved by the Board of Directors on 17 December 2021, following a process of circulation to the Independent Directors, members of the Audit, Risk & Sustainability Committee and Board of Statutory Auditors.

This Policy governs the relations, responsibilities and procedures for engaging in dialogue between the Company and its current and/or potential Shareholders and/or Investors, or with their representatives and advisors for voting matters. Dialogue may be initiated at the request of the current and/or potential Shareholders and/or Investors, or at the initiative of the Company, and is implemented, in the interest and on the behalf of the Company, solely by the parties identified in this Policy.

It also identifies the themes and methods of implementing dialogue between the Company and the generality of Shareholders, drawing inspiration from the principles of propriety, transparency and symmetry of information, in accordance with European and Italian legislation on market abuse. The full version of the Policy is available on the Company' website⁵¹.

Brembo provides the Shareholders and/or Investors with information regarding its activities, strategies and performance, in the manner set out in this Policy. Particular attention is devoted to information regarding environmental, social and governance (ESG) issues, since they are deemed relevant to constructing a company identity of sustainability integrated into the business and designed to create present and future value.

Dialogue thus revolves around the matters within the purview of the Board of Directors and its committees, including, in particular: corporate governance (e.g., appointments and composition of the Board of Directors, information regarding the size, competencies, professionalism, independence and diversity of the members of the Board of Directors and Board Committees, etc.), sustainability, company

strategies, prospects and financial performance, management remuneration policies, dividend policies, internal control and risk management system and all other topics that may enable better understanding of the activities performed by Brembo, useful in supporting investment decisions.

On 17 December 2021, the Board of Directors granted general delegated powers to the Executive Chairman for operational management of all processes of engagement and dialogue with the current and/or potential Shareholders and/or Investors, ensuring that such processes are always performed in the Company's interest and in accordance with the laws, regulations, policies and internal rules. Within the framework of this delegated authority, the Executive Chairman is supported by the Head of Investor Relations and coordinates, where necessary or appropriate, with the CEO, Secretary of the BoD and the Chief Communication Officer, according to their respective attributes.

All Investors' requests may be sent to Brembo via the following channels: e-mail ir@brembo.it and phone +39 035 6052145.

Company-specific information that could be relevant to Shareholders is published on Brembo's website (www.brembo.com, section Investors) so as to provide them with the data required to make informed voting decisions.

For the disclosure and filing of regulated information, Brembo S.p.A. has availed of the Consob-authorized system 1INFO (www.1info.it), managed by Computershare S.p.A.

Activities carried out in 2022

In 2022, interactions with current and/or potential investors and shareholders took place chiefly in virtual mode, through video-meetings or conference calls. However, face-to-face meetings also gradually resumed.

Meetings were held with international and domestic institutional investors, in one-to-one sessions or small groups. The issues considered within the framework of such sessions included, for instance, the Company's business model and long-term strategy, the performance of the main markets of reference, ESG matters, analysis of the main competitors, investigation of new products and market

⁵¹ www.brembo.com, section Company, Corporate Governance, Governance Documents.

trends, examination of published financial performance results and comments on effects of the geopolitical impacts and increased commodity and energy prices for the sector and Company.

In 2022, the Company presented the Group's financial results to the financial analysts that follow the Company in the course of 4 conference calls: Annual Financial Report 2021 on 3 March 2022, 2022 First Quarter Report on 11 May 2022, 2022 Six-Monthly Report on 28 July 2022 and 2022 Third Quarter Report on 9 November 2022). Conference calls, which were attended by the Executive Chairman, the Chief Executive Officer (CEO) and the Head of Investor Relations were held in English and their transcription was

made available on the Company's website (www.brembo.com, section Investors).

In accordance with the provisions of the Brembo Shareholder Engagement Policy, in 2022 the Executive Chairman (with the support of the BoD's Secretary and the Investor Relator) periodically reported to the Board of Directors and the Board of Statutory Auditors on the development and content of the dialogue and discussions with the current and/or potential Shareholders and/or Investors of the Company. These activities were carried out during the following meetings: 11 May 2022, 28 July 2022, and 9 November 2022. Moreover, at the date of publication of this Report, the BoD was updated also during the meeting of 2 March 2023.

13. GENERAL SHAREHOLDERS' MEETINGS

The By-laws govern the calling and conduct of the General Shareholders' Meetings as illustrated here below.

| | |
|--|--|
| Calling of General Shareholders' Meetings | <p>Under Article 10, the By-laws establish that the General Shareholders' Meeting shall be called by the Board of Directors by notice of calling containing an indication of the date, time and venue of the scheduled meeting, the items placed on the agenda, as well as further information required by applicable laws and regulations. The notice of calling shall be published on the Company's website and in compliance with and within the terms set forth by laws and regulations in force at that time.</p> <p>The Ordinary General Shareholders' Meeting must be called by the Governing Body at least once a year within 120 days following the end of the Company's financial year, or within 180 days from such date in the case where the Company is required to draw up consolidated financial statements, or where warranted by specific reasons pertaining to the Company's corporate purpose and structure, such reasons being indicated in the Directors' Report on Operations as per Article 2428 of the Civil Code.</p> |
| Addition of items to the Agenda and submission of New Motions | <p>Article 10-<i>bis</i> establishes that Shareholders individually or collectively representing at least one fortieth of share capital may submit a written application, according to the terms and conditions set forth in applicable laws and regulations, to add items to the Agenda for the General Shareholders' Meeting, indicating the proposed additional items in the application, or to submit motions on items already on the agenda.</p> |
| Increased voting rights | <p>The Company's share capital of €34,727,914.00 is represented by 333,922,250 ordinary shares with no nominal value. At the date of publication of this Report, the Company holds 10,035,000 treasury shares, representing 3.005% of share capital. The voting rights associated with these shares have been suspended pursuant to Article 2357-<i>ter</i>, paragraph 2, of the Civil Code.</p> <p>Each ordinary share entitles the owner to one vote in Ordinary and Extraordinary Shareholders' Meetings (excluding own shares, for which voting rights are suspended by law). Pursuant to Article 127-<i>quinquies</i> of TUF and Article 6 of the By-laws (following an amendment approved by the Shareholders' Meeting of 18 April 2019) however, two votes are attributed for each share belonging to the same shareholder for a continuous period of at least twenty-four months from the date of registration in the special list for this purpose specifically established, kept and updated by the Company, as required by the By-laws (the so-called "increased voting right"). The number of shares which entitles to an increased voting right is available on the Company's website at www.brembo.com (section Investors, For Shareholders, Increased Voting Right).</p> |
| Right to pose questions prior to the General Shareholders' Meeting | <p>Pursuant to Article 10-<i>ter</i> of the By-laws, those entitled to vote during General Shareholders' Meetings may pose questions regarding the items on the Agenda even before the General Shareholders' Meeting, in accordance with the procedures and terms set in the Notice of Calling.</p> |
| Participation in and representation at the General Shareholders' Meeting | <p>Pursuant to Article 11 of the By-laws, partially amended by the Extraordinary Shareholders' Meeting on 21 April 2016, the vote holders may participate in the meeting and cast their votes provided that the Company has received an appropriate notice certifying their standing, issued by the intermediary participating in the centralised financial instrument management system, by the third trading day prior to the date for which the General Shareholders' Meeting is scheduled (or within other term as provided for under applicable law). Any party entitled to participate in a Shareholders' Meeting may be represented by another person, not required to be a shareholder, through proxy granted pursuant to the procedures prescribed by applicable laws and regulations and indicated in the Notice of Calling. Proxies may be also granted electronically and notified to the Company by e-mail sent to the certified e-mail address specified in the notice of calling. Proxies may be issued only for a specific General Shareholders' Meeting and shall be valid even for subsequent callings of such General Shareholders' Meeting, pursuant to applicable statutory provisions. The Chairman of the General Shareholders' Meeting shall declare the validity of proxies, and in general, the right to participate in the Meeting.</p> |
| Quora and resolutions of the General Shareholders' Meeting | <p>Pursuant to Article 13 of the By-laws, also amended by the Extraordinary Shareholders' Meeting on 21 April 2016, Ordinary and Extraordinary Shareholders' Meetings are normally held following a single calling. The quorum requirements for constituting a session and passing resolutions set out in applicable current provisions of law shall apply to this end. However, should the Board of Directors deem it appropriate, it may decide that the Ordinary or Extraordinary Shareholders' Meeting be held following multiple callings, expressly specifying this information in the notice of calling. The Ordinary and Extraordinary Shareholders' Meeting at first, second or third calling shall be validly constituted and pass resolutions with majorities established under law applicable case by case.</p> |
| Documentation of General Shareholders' Meetings | <p>All documentation related to General Shareholders' Meeting, including reports focusing on the items placed on the Agenda and motions raised in respect of the said items, is made available for public consultation at the Company's registered office and on the corporate website, as well as through the authorised data storage system (www.1info.it), within the terms established by current applicable regulations. During the Meeting, Shareholders are provided with the documents regarding items on the Agenda (the relevant Board of Directors' recommendations, as disclosed to the public in accordance with laws and regulations in force) and the Annual Financial Statements. As a general rule, attending Shareholders are provided with the Group's economic and financial highlights and market performance, as well as analyses about trends in the markets in which the Group operates, the state of completion of main investment projects and the business outlook.</p> <p>The General Shareholders' Meeting Regulation designed to regulate the proper and efficient functioning of the General Shareholders' Meetings (most recently updated on 29 April 2011) is available on the website: www.brembo.com, section Investors, For Shareholders, Shareholders' Meeting.</p> |

In light of the extension of the state of emergency relating to the Covid-19 epidemic and given the legislation aimed at containing the spread of the infection, the Company decided to exercise the option afforded by Article 106, paragraph 4, of Decree-Law No. 18 of 17 March 2020 (converted into Law No. 27 of 24 April 2020 and amended by Decree-Law No. 228 of 30 December 2021, in turn converted through amendments by Law No. 15 of 25 February 2022 ("Decree 18/2020") regarding the procedure for holding general meetings of listed companies and to require that shareholders' attendance of and exercise of the voting rights at General Shareholders' Meetings take place solely through the designated representative pursuant to Article 135-*undecies* of the TUF, i.e., Computershare S.p.A. (the "Designated Representative"), with shareholders or their proxy representatives other than the aforementioned Designated Representative prohibited from accessing the location of the general meeting.

All those entitled to attend the Shareholders' Meeting were able to grant proxies, free of charge, with any voting instructions, to the Designated Representative, by completing and signing a specific form, made available on the website www.brembo.com in the section Investors, For Shareholders, Shareholders' Meeting, and from the Company's office. In addition, the Designated Representative could also be granted proxy or sub-proxy pursuant to Article 135-*novies* of TUF, by way of derogation from Article 135-*undecies*, paragraph 4, of that same decree.

The notice of calling for the General Shareholders' Meeting, convened on 20 April 2023, is available on the Company's website www.brembo.com, section Investors, For Shareholders, Shareholders' Meeting, 2023, from the authorised storage mechanism (www.1info.it), and has been published in summary version in the daily newspaper *Il Sole24Ore*.

14. FURTHER CORPORATE GOVERNANCE INITIATIVES (PURSUANT TO ARTICLE 123-BIS, PARAGRAPH 2(A) OF TUF)

14.1. INTRODUCTION OF THE ROLE OF CHAIRMAN EMERITUS AND SETTING UP OF THE STRATEGIC STEERING COMMITTEE

In implementation of the corporate governance structure approved by the General Shareholders' Meeting of 17 December 2021, Alberto Bombassei, who had already served as Chairman and member of the Board of Directors of the Company, was appointed Chairman Emeritus pursuant to Article 17-bis.

Pursuant to Article 17-bis of the By-laws, the Chairman Emeritus has been given advisory and propositional functions in respect of the Board of Directors, determined by the Board itself and relating to the most relevant, crucial aspects to Brembo and the Group, such as the definition of strategies and the determination of actions aimed at the growth of the Company and the Group, the implementation of extraordinary transactions, the development of new products and/or the identification of new markets.

The BoD also tasked him with representing the Company at events relating to cultural, scientific and charitable activities and at institutional meetings with public and private entities and resolved, with a favourable opinion from the Audit, Risk & Sustainability Committee, in its capacity as Related Party Transactions Committee, on remuneration of €500,000.00, which also takes account of his role as Coordinator of the Strategic Steering Committee.

The Chairman Emeritus is not a member of the Board of Directors; however, it is provided that he or she is authorised to participate in meetings of the Board of Directors and sessions of the Ordinary and/or Extraordinary Shareholders' Meeting. At meetings of the Board of Directors, the Chairman Emeritus is entitled to express non-binding opinions and considerations, without voting rights.

Moreover, pursuant to the provisions of the Article 17-bis, the Board of Directors appointed a Strategic Steering Committee tasked with advising the Board of Directors in the matters indicated above, through the definition of non-binding recommendations and opinions. The Chairman Emeritus is a member of this Committee and serves as Coordinator.

ALBERTO BOMBASSEI

Chairman Emeritus⁵²

Company founder and Chairman Emeritus of the Company, of which he was Chairman of the Board of Directors from 1993 to 2021.

He is also founder and Chairman of the Kilometro Rosso Scientific and Technological Park.

President of FROM - Bergamo Hospital Research Foundation.

Since 2020 he has been a member of Confindustria Executive Board.

He has been Member of the Board of Directors of ISPI — Institute for International Political Studies since 2016.

He has been member of the Executive Board of Assonime, an association of Italian joint-stock companies, since 2017.

Vice-President of Aspen Institute Italy since 2018.

Member of the Leonardo Committee's Executive Board since 2018.

Member of the Board of Directors of MADE - Competence Center Industry 4.0 since 2019.

President of the Italy-China Foundation (2018-2020).

Member of the Chamber of Deputies and the X Production Activities Committee (2013-2018).

Vice President of Confindustria in charge of Industrial Relations (2004-2012).

President of Federmeccanica (2001-2004).

Over the years he received several awards and honours, including: "Parete" Award (2021); "Barsanti and Matteucci Award" (2021); "Gianni Mazzocchi Award" (2021); "Casco d'oro" (2019); "Capo d'Orlando" Award for section "Science and Industry" (2019); "Leonardo" Award (2017) bestowed on him by Italian President Mattarella; "Automotive Hall of Fame" Award (2017); title of Commander of the Order of Isabel the Catholic (2014) bestowed on him by Spain's Ambassador to Italy; the Ernst & Young Prize as "Entrepreneur of the Year" (2012); "Tiepolo 2012" Award; title of "Cavaliere del Lavoro" (2004) bestowed on him by Italian President Ciampi; Leonardo "Qualità Italia" Award (2003).

⁵² The Director served as Chairman until 17 December 2021.

15. CHANGES AFTER 31 DECEMBER 2022

By resolution of the Board of Directors of Brembo S.p.A., Brembo Reinsurance AG was incorporated on 13 January 2023. The objectives of this reinsurance company based in Switzerland include, *inter alia*, improving the conditions and efficiency of the process of financing the Brembo Group's risks through access to the reinsurance market and the possibility of underwriting risks not adequately covered by the insurance market and that cannot be financed through a fund.

It should be noted that on 28 February 2023 Brembo S.p.A. and Next Investment S.r.l., together with its parent Nuova

FourB S.r.l., and Camfin S.p.A., together with its parent Marco Tronchetti Provera & C. S.p.A. (hereinafter "MTP/Camfin") signed a shareholder agreement that entails Brembo's commitment to aligning its vote with that of MTP/Camfin, following their prior consultation on the matters included from time to time in the agenda of ordinary and/or extraordinary shareholder meetings of Pirelli & C. S.p.A.

For further details on the foregoing, please refer to the Press Release published on the corporate website (www.brembo.com, section "Investors", "Press Releases").

16. REMARKS ON THE LETTER FROM THE CHAIRMAN OF THE CORPORATE GOVERNANCE COMMITTEE (25 JANUARY 2023)

The notice sent by the Chairman of the Corporate Governance Committee to all issuing companies and the Annual Report – Tenth Edition — on the state of application of the Borsa Italiana Corporate Governance Code were first circulated to the Executive Directors and the Chairman of the Board of Statutory Auditors and subsequently to the other Directors for customary examination, together with a analysis comparing the related recommendations to the practices adopted by Brembo.

In general, a sound level of implementation of the Code by Brembo is reported, thanks to compliance with the provisions of the 2020 CGC and the adoption of appropriate practices. All the recommendations identified by the Corporate Governance Committee in its letter of 25 January 2023 were found to be implemented at Brembo, as described in greater detail in the table below.

| IMPLEMENTATION AT BREMBO OF THE RECOMMENDATIONS IDENTIFIED BY THE CORPORATE GOVERNANCE COMMITTEE IN ITS LETTER OF 25 JANUARY 2023 | | PARAGRAPH |
|---|---|-----------|
| Dialogue with Shareholders | <ul style="list-style-type: none"> In accordance with the recommendations already included in the 2020 CGC (to which Brembo adheres), the Brembo Shareholder Engagement Policy was prepared and approved by the Board of Directors on 17 December 2021, following a process of circulation to the Independent Directors, members of the Audit, Risk & Sustainability Committee and Board of Statutory Auditors. Dialogue may be initiated at the request of the current and/or potential Shareholders and/or Investors, or at the initiative of the Company, and is implemented, in the interest and on the behalf of the Company, solely by the parties identified in this Policy. The Corporate Governance and Ownership Structure Report provides information on the activities carried out in 2022. | 12 |
| Dialogue with the other relevant stakeholders | <ul style="list-style-type: none"> Over the years Brembo has established an active and constant dialogue with its internal and external stakeholders, based on the values of transparency, trust and consensus in decisions. Thanks to this dialogue, the Group has the opportunity to obtain important information about the reference context and receive feedback on its operations, so that it can continually improve the impact of the company's activities on the environment and on society. Through a process of listening and dialogue, Brembo is able to assess the extent to which it is understanding and satisfying the expectations and interests of its stakeholders by identifying the areas in which to increase its commitment and those in which to confirm the approach adopted. As part of the wider impact assessment process, stakeholders' views were also taken into account when defining the 2022 Materiality Matrix. Moreover, it should be noted that for the 2022-2024 period the Company's materiality analysis process was performed taking into account the views of several stakeholders identified as priorities such as customers, suppliers, investors, insurance companies and trade associations. | 1.2 12 |
| Management powers granted to the Chairman | <ul style="list-style-type: none"> On the basis of the top management organisational structure approved by the Shareholders' Meeting on 17 December 2021, the Board of Directors granted powers to Matteo Tiraboschi as Executive Chairman and to Daniele Schillaci as Chief Executive Officer. The granting of these powers is based on the diversification of the duties and responsibilities of the delegated bodies (the Executive Chairman and CEO) and is intended to make the most of the respective professional and personal aptitudes, competencies and characteristics of the delegated bodies, while also being inspired by the need to create a clear, precise division of competencies functional to avoiding overlapping and/or situations of decision-making impasse and to enabling the rapid identification of those responsible for individual management decisions, both within the company and by stakeholders. A summary table of the powers is included in the Corporate Governance and Ownership Structure Report. | 4.9.1 |
| Pre-Meeting Information | <ul style="list-style-type: none"> In order to ensure that pre-meeting information is timely, complete, adequate and accessible, the supporting documentation is made available to the Directors and Statutory Auditors at least five days before each meeting, except in particularly urgent cases, when it is made available at least two days in advance, through the app "Portale CdA by Brembo" that allows materials to be made available for consultation solely to current Directors and Statutory Auditors, before and during sessions of the Board, through access with a username and password. | 4.8 |

| IMPLEMENTATION AT BREMBO OF THE RECOMMENDATIONS IDENTIFIED BY THE CORPORATE GOVERNANCE COMMITTEE IN ITS LETTER OF 25 JANUARY 2023 | | PARAGRAPH |
|---|---|--|
| Managers' participation in Board meetings | <ul style="list-style-type: none"> To provide the appropriate clarification of specific issues put to the examination and approval of the BoD and the Board Committees, the Executive Chairman and the Committees' Chairs invite the Company's Executives or other external parties or consultants whose presence is deemed useful by the Chairman in view of the subjects to be discussed to participate in the BoD meeting. | 4.1.1 4.7.1 8.2 9.2 |
| Guidelines on the BoD's optimal composition | <ul style="list-style-type: none"> With regard to the composition of the future Brembo S.p.A.'s Board of Directors for the three-year period 2023-2025, the outgoing BoD, supported by the Remuneration & Appointments Committee, pursuant (i) to the Brembo's Corporate Governance Code (Article 4, Principle XIII, Recommendation 23 of the 2020 Corporate Governance Code) and (ii) the results of the 2022 Board Performance Evaluation, has developed guidelines for the Company's Shareholders for the purposes of proposing their candidates. The guidelines have been published on the Company's website on 2 March 2023. | Please refer to the Guidelines of the outgoing Board of Directors, published on the Company's website on 2 March 2023 |
| Criteria for assessing the significance of the relationship that can influence a Director's independence | <ul style="list-style-type: none"> The Board of Directors adopted the independence criteria of the 2020 CGC for assessing the Directors' independence, while also defining qualitative and quantitative criteria to be used for assessing the significance of the relationships being examined for the purposes of evaluating the independence of the Directors. Moreover, it should be noted that the Company provided for quantitative parameters, also in monetary/percentage terms, to assess the independence of the individual Directors. | 4.4 4.10 Brembo CGC, Application Rule 8 |
| Transparency of the remuneration policies with regard to the weight of variable components | <ul style="list-style-type: none"> The Brembo Group's Report on Remuneration Policy for 2023 and Remuneration Paid in 2022 includes an executive summary illustrating the composition of the remuneration package, with indication of its characteristics and the weight of the fixed, short-term variable and long-term variable out of total remuneration, at least with regard to achievement of the variable remuneration target. | Please refer to the Brembo Group's Report on Remuneration Policy for 2023 and Remuneration Paid in 2022, published at the following link: Remuneration Policies Brembo - Official Website |
| Long-term horizons in the remuneration policies | <ul style="list-style-type: none"> The Company included in the Brembo Group's Report on Remuneration Policy for 2023 and Remuneration Paid in 2022 a description of the performance objectives, to which is linked the payment of the variable components, that are predetermined, measurable and predominantly linked to a long-term horizon. They are consistent with the Company's strategic objectives and with the aim of promoting its sustainable success and includes non-financial parameters, where relevant. | |
| ESG parameters related to the Directors' remuneration | <ul style="list-style-type: none"> In light of the Company's commitment with regard to sustainability-related objectives, and in line with the related recommendation, a section exclusively dedicated to the ESG initiatives launched by Brembo was included in the Brembo Group's Report on Remuneration Policy for 2023 and Remuneration Paid in 2022. In this context, Brembo has developed a remuneration policy designed in substantial continuity with that presented in 2022. It therefore focuses on goals tied to financial performance, financial solidity, shareholder value creation and sustainability in both the short and the long term, based on the principles of aligning the interests of management and stakeholders, meritocracy, attraction and retention of the best professionals, non-discrimination and constant monitoring of market best practices. | |



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