

Brembo Modern Slavery Statement

- 2025 Financial Year -

This statement has been prepared pursuant to Section 54 of the Modern Slavery Act 2015 (“the Act”) on behalf of Brembo N.V. (“the Company”) and the Group companies listed in the Annex to this statement, in respect of the financial year from January 1st to December 31st 2025. The Company is the parent of a group of companies to which are referred in this statement as “Brembo” or “the Group”. This statement is aimed at describing how Brembo, through its policies, processes and activities, addresses, with a group-wide approach, modern slavery and human rights risks, and sets out the steps which the Company has taken to combat slavery and human trafficking.

1. Organization & Business, People and Supply Chain

<p>Organization & Business</p>	<p>Brembo N.V. is a public company with limited liability governed by the laws of the Netherlands (<i>naamloze vennootschap</i>), having its legal seat in Amsterdam (NL), and its business and corporate address in Bergamo, Italy (via Stezzano n. 87), which is also its tax residence and principal place of business. The Company is listed on the Milan Stock Exchange.</p> <p>Brembo Group is a global leader and recognized innovator in brake disc technology for vehicles. It researches, designs, develops, manufactures, assembles and sells braking systems, vehicle wheels and light alloy and metal castings for both original equipment and aftermarket. It supplies high performance braking systems, as well as clutches and other components for motorsport to the most important racing teams and manufacturers of cars, motorbikes and commercial vehicles worldwide. Brembo continues to invest significantly in innovation, being driven by its Mission to become a Solution Provider, proactively rising to the challenges posed by the ongoing transformation of the automotive market, and by its Vision "Turning Energy into Inspiration", which drives Brembo to expand its own sphere of influence on energy management in its broadest sense, not only as component, but also as an authoritative systemist.</p> <p>In 2025 Brembo completed the acquisition of Öhlins Group, to expand its offering for the automotive market and to enhance its role as a Solution Provider of integrated, intelligent solutions to its customers. Öhlins is the leading manufacturer of premium, high performance suspension technology for motorcycles and cars in the Original Equipment, Motorsport, and Aftermarket segments.</p> <p>At the heart of the Group's strategic vision there is also a commitment to sustainability that involves all activities, processes and products. This sustainability-driven approach is increasingly present also in the relationship with Brembo People, with its supply chain and in the local areas in which the Group operates.</p> <p>Over the years, Brembo has established an active and ongoing dialogue with its internal stakeholders, grounded in the values of transparency, trust, and consensus in decision-making. This dialogue enables the Group to gain valuable insights into the relevant context and receive feedback on its operations, allowing for continuous improvement of the Company’s impact both internally and externally.</p>
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	<p>The Group has a structured system of policies, procedures, guidelines and codes in order to manage the impacts, risks and opportunities related to its people. These policies aim not only at mitigating and minimizing potential negative impacts on both employees and non-employees and the related risks, but also at identifying and leveraging opportunities to continuously improve its practices and fostering a positive impact on its people.</p> <p>As of December 31st, 2025, the Group operates in 18 countries across 4 continents, through its production and commercial sites. Manufacturing plants are located in Italy, Poland (Czestochowa, Dąbrowa Górnicza, Niepołomice), the United Kingdom (Coventry), Spain (Barcelona), Czech Republic (Ostrava-Hrabová), Germany (Meitingen)¹, Sweden (Upplands Väsby), Mexico (Apodaca and Escobedo), Brazil (Betim), China (Nanjing, Langfang and Jiaxing), India (Pune), the United States (Homer, Hendersonville) and Thailand (Rayong, Chonburi). Other companies in the Group are located in Spain (Zaragoza), Sweden (Göteborg, Upplands Väsby), Denmark (Svendborg), Germany (Leinfelden-Echterdingen, Meuspath), China (Qingdao), Japan (Tokyo), Russia (Moscow), France (Paris) and Australia (Melbourne), carrying out distribution and sales activities, while in the United States (Sunnyvale – California) and in China (Shanghai) two companies dedicated to software development, data science and artificial intelligence have been established.</p> <p>In 2025 Brembo Group’s consolidated net sales amounted to € 3.702,7 million.</p>
<p>Brembo Employees</p>	<p>Brembo Group employees, as of December 31st 2025, are 14,739 worldwide.</p> <p>Brembo places people at the center of its strategy and business model, listening to their perspectives and views through Global Engagement Surveys and ad hoc Pulse Surveys. The Group fosters a respectful, inclusive, and supportive work environment by investing in employer branding, training and development, continuous listening, and wellbeing initiatives.</p> <p>Furthermore, aware of the strategic value of each employee, Brembo works every day to boost the sense of belonging, the motivation and to consolidate its image as a “best place to work”. Operating in an international and multicultural contest, Brembo emphasizes the value of diversity as a key asset, investing in projects and initiatives that promote awareness and strengthen the culture of diversity, equity, and inclusion. This includes creating opportunities for interaction and sharing among colleagues to foster the exchange of ideas and opinions and to generate innovative ideas to be turned into concrete business opportunities. Brembo aims to actively engage employees in creating a positive, inclusive, and safe work environment, placing individuals at the center of every process and ensuring that employees feel comfortable and satisfied in their work. To this end, Brembo has adopted remote work for different workforce categories and geographies in accordance with local law and best practices, balancing employees’ flexibility and accountability.</p> <p>The Group conducted a double materiality assessment, in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and under the European Sustainability Reporting Standards (ESRS), which considered human rights topics and took into account all Brembo employees. The most relevant human rights areas include employment practices, occupational health and safety, security and work environment, labor relations in the supply chain, and the protection of vulnerable groups and minorities.</p>

¹ This plant is part of a JV where Brembo NV is 50% shareholder and therefore it is not consolidated line by line in Brembo Group Annual Report.

Brembo has identified and implemented specific policies and processes to prevent the risk of human rights violations in these areas.

First and foremost, the safeguarding of occupational health and safety is a key principle of Brembo's activity and way of doing business. To guarantee the highest safety standards for its people, Brembo carries out prevention activities, a careful identification of hazards, a thorough assessment of opportunities and risk leading to action plans that allow for continuous improvement of performance. This illustrates Brembo's commitment to have a healthy and safe workplace for employees and other stakeholders, which also takes into account the challenges and peculiarities linked to Group's geographical diversification.

For an effective management of these issues, the Group has implemented a special Workplace Health and Safety Policy by outlining the objectives, principles and commitments followed by Brembo, based on ISO 45001 standard.

To ensure the full and effective implementation of the policy's provisions, the Group voluntarily submits to regular independent third-party audits to assess whether employees' Health and Safety Management System has been effectively implemented in all manufacturing sites worldwide. Currently, 83,8%² of Brembo's sites are ISO 45001 certified; the certification of all such sites was confirmed for 2025 through special maintenance audits carried out by third-party institutions, from which no significant non-compliance was found. This approach is based both on verification of compliance with applicable laws and regulations in every country where the Group operates, and on promoting targeted measures to steadily improve individual and collective workplace health and safety standards.

Furthermore, Brembo aims to guarantee respect for human rights and eliminate every form of compulsory labor, slavery, child labor and human trafficking from its business and supply chains. Brembo is committed to ensuring remedial measures in case of negative impacts on human rights, offering reporting channels such as the Legality Whistleblowing web platform and the Legality Whistleblowing mobile app.

Brembo has proactively identified and implemented specific processes to mitigate the impacts and risks deriving from human rights violations in the areas of health and safety, security and work environment, labor relations and the treatment of vulnerable groups and minorities, through the following actions:

- Adoption of a Human Rights Policy applicable worldwide;
- Mandatory training for new employees to ensure awareness and knowledge of the Code of Ethics;
- Updated e-learning on the Code of Ethics, containing human rights and working conditions principles;
- Self-assessment on the Human Rights Policy through the B-Sustainable tool;
- Adoption of internal Guidelines for Labor Conditions and Business Ethics Principles Application.

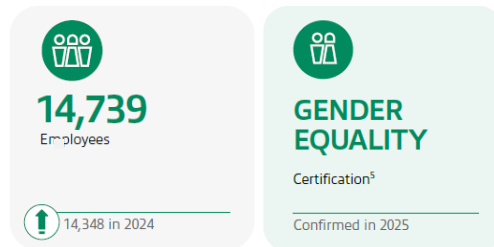
Moreover, Brembo N.V. has confirmed in 2025 the Certification for Gender Equality based on the Italian reference practice UNI/PdR 125:2022, originally obtained in 2024. Issued by DNV, a leading body in the certification of accredited management systems, the certification bears witness to our

² The data takes into account the inclusion of the plants belonging to the Öhrlins Group and the opening of the new plant in Rayong, Thailand.

company's constant commitment to promoting Diversity, Equity and Inclusion (DEI) within the workplace with a focus on gender equality. This is an important result, which however does not represent only a goal, but a stage within a path, aimed at systematizing the numerous DEI initiatives, continuing to promote activities that value diversity and inclusion, and growing our people's awareness of these issues.

To promote female representation in management and achieve the targets set out in the Policy on Non Discrimination and Diversity, the following activities are ongoing:

- Inclusive selection processes: neutral job descriptions; raising awareness among recruiters and hiring managers to evaluate candidates without gender bias;
- Training and skill development: DEI course (Skills e-learning) to raise awareness of inclusion and bias; expansion of the *Brembo to you* program with a focus on digital and financial literacy; mentoring and coaching dedicated to female colleagues to support their career progression; strengthening training courses to mitigate unconscious bias and cultivate a culture of feedback and evaluation.
- Pay equity and transparency: we are in the preparatory stage to manage the impact of the EU Pay Transparency Directive on the countries concerned; guidelines for salary reviews aimed at promoting commitment to gender equality; periodic monitoring of the gender pay gap.
- Communication and role models: initiatives extended to the global Brembo community aimed at presenting virtuous female testimonials and sharing learning experiences, promoting networking (e.g. B Women Employee Resource Group).
- Periodic monitoring of country action plans to promote the attraction, retention and development of female talent.



Category	2024	2025	Target
GENDER IN MANAGEMENT Representation of each gender in the cluster of Management	2024 17% women; 83% men	18.7% women; 81.3% men	>20% 2028
GENDER IN EXECUTIVE DIRECTORS Representation of each gender in the cluster of Executive Directors	2024 25% women; 75% men	25% women; 75% men	At least 25% upon renewal of the Board of Directors 2026
GENDER IN NON-EXECUTIVE DIRECTORS Representation of each gender in the cluster of non-Executive Directors	2024 57% women; 43% men	57% women; 43% men	At least 40% upon renewal of the Board of Directors 2026

Brembo Supply Chain

Brembo cooperates with more than 7,000 suppliers, operating primarily across 15 countries throughout the world, that provide essential goods and services for Brembo's industrial processes. Brembo's double materiality assessment has identified the supply chain as the area with the highest impact in terms of modern slavery. Brembo's commitment to upholding human rights and eradicating all forms of compulsory labor, slavery, child labor and human trafficking from its business and supply chains means ensuring a responsible supply system that respects the environment, the rights of workers and local communities. For these reasons Brembo is committed to prioritizing a local supply chain and selecting suppliers based on sustainability criteria, including safe workplaces and human rights.

Brembo has a structured system of policies and codes, aimed not only at minimizing risks and negative impacts on workers in the value chain, but also at identifying and exploiting opportunities to continuously improve its practices.

Brembo asks its suppliers to, among other things:


- comply with regulatory requirements, laws and standards and ensure respect for human rights; including not to use child labor and any form of forced labor, not to tolerate any form of harassment and/or discrimination and to promote the positive value of diversity;
- protect the health and safety of its employees and the community; and
- protect the security and integrity of the data and information exchanged that they use and store.

These principles and values, applied by the Purchasing Global Central Function in the field of Sustainability within its organization and in the relationship with its supply chain, are at the basis of the supplier selection, and are formally defined within the Brembo Supplier Code of Conduct for Responsible Business (as detailed in paragraph 2 below).

Furthermore, Brembo actively promotes environment-friendly, socially responsible, and sustainable workplaces and demands that suppliers adhere to and act by the same standards, principles and behaviors on issues such as human rights, occupational health and safety, environmental protection and fighting corruption. The methods of involvement and interaction with the workers in the value chain are addressed by the Stakeholder Engagement Policy, and specifically for suppliers, also by the Supplier Code of Conduct for Responsible Business, where the Group’s commitment to creating a long-lasting relationship clearly emerges. Engaging workers in the value chain is a fundamental element for Brembo for a process of mutual improvement.

Brembo communicates clearly to its suppliers what it expects from them in terms of sustainability, and it has a structured process for the selection and the assessment of new suppliers and for auditing the current ones. Suppliers are selected based on the quality, innovation and competitiveness of their products and services, as well as on their compliance with social, ethical, and environmental standards.

Brembo regularly assesses its most important and critical suppliers against these sustainability standards with the support of third-party specialists. Assessments incorporate the use of on-site audits and self-assessment questionnaires, as detailed in paragraph 3.

	SUPPLIERS' CO2 EMISSIONS DATA COLLECTION Ensure third-party validation of "carbon relevant" suppliers' primary emissions data related to Brembo's production, enhancing the reliability of Brembo's Scope 3 emissions calculation	41% validation rate of 2023 Brembo's "carbon relevant" suppliers' data	86%	Achieving and maintaining a validation rate of "carbon relevant" supplier's emissions data above 75% 2030
	LOCAL FOR LOCAL INDEX Prioritise localised supply chains where Brembo has production sites	2020 87% local for local index	90.42%	Ensuring that the local for local index is maintained at over 85% 2030
	THIRD-PARTY SUPPLY CHAIN MONITORING THROUGH SELF-ASSESSMENT QUESTIONNAIRES Extend the third party self-assessment questionnaire to cover significant portion of direct supplier spend	2024 77% coverage of direct suppliers spend	85%	85% coverage of direct supplier spend 2030
	THIRD-PARTY SUPPLY CHAIN MONITORING THROUGH ON-SITE AUDITS Extend the ESG assessment and monitoring of the supply chain	2020 70% turnover of relevant direct material suppliers	80.74%	Achieving 80% turnover of relevant direct material suppliers 2026

More details about Brembo Employees and Brembo Supply Chain are available under the "Sustainability Statement" section of 2025 Brembo Annual Report, published on the corporate website at the following link: [Brembo Annual Report 2025](#).

2. Brembo Codes of Conduct and Policies on Slavery and Human Trafficking

➤ **Brembo Code of Ethics**

Brembo Code of Ethics, applicable worldwide and most recently updated in 2024 (Fourth Edition) in order to incorporate the provisions of the applicable Dutch laws and of Dutch Corporate Governance Code (“DCGC”), outlines the behavioral standards that must be adhered to by all those who, for whatsoever reason, work on behalf of Brembo, in order to promote sustainable growth and preserve the Group’s reputation and values, addressing child labor, fair wages and benefits, forced labor, employees’ right to work and free association, discrimination, safe and healthy working environment, working hours, concern for local populations and communities, corruption and extortion, and conducting business responsibly and with respect for the environment. This code encourages understanding and respect for the diversity of the countries in which Brembo operates and spreads a true culture of integrity in the relationship with all Group stakeholders.

➤ **Brembo Supplier Code of Conduct for Responsible Business**

This Code reinforces the Company’s commitment to responsible procurement by requiring suppliers to respect human rights, ensure fair and safe working conditions, promote diversity, protect the environment, and maintain transparent business practices. It also includes requirements for data protection, information security, quality, and occupational health and safety. Verification, audits, monitoring, training, and corrective actions are included to support suppliers collaboratively and ensure continuous improvement. The Supplier Code of Conduct is distributed globally to all Brembo direct suppliers of materials and services and to indirect suppliers that meet the defined thresholds. Acceptance of the Code and compliance with its provisions are mandatory for these suppliers.

The Code is drawn up according to international frameworks, including the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, ILO standards, OECD Guidelines, UN Global Compact, the 2030 Sustainable Development Agenda, ISO standards (ISO 20400, 9001, 14001, 45001, 26262, 27001), IATF 16949, ASPICE, TISAX and responsible minerals standards (RMAP, OECD Conflict Minerals).

The Code is shared with suppliers prior to the qualification process through direct communication. For other stakeholders, it is available on Brembo’s website.

➤ **Human Rights Policy**

Brembo’s Human Right Policy affirms the Company’s commitment to the highest ethical standards, embedding respect for human rights across all operations and throughout its supply chain and with third parties. It is based on 12 core principles covering child labor, forced labor, modern slavery, freedom of association, diversity, equity and inclusion (DEI), occupational health and safety, working hours, compensation, business integrity, privacy and data protection, responsible use of AI, environmental responsibility, and the impact on local communities.

The policy is aligned with key international standards on human rights, labor, business conduct, and sustainable development, including UN, ILO, OECD, and UN Global Compact principles, as well as the 2030 Agenda and its Sustainable Development Goals. It applies to the Board of Directors, Company Directors, employees, and third parties who carry out activities with and on behalf of Brembo and is implemented operationally by each Global

Business Unit (GBU), Global Central Function (GCF) and Geographies, which are responsible for applying its principles within their respective areas.

Furthermore, the Guidelines for Labor Conditions and Business Ethics Principles Application provide the operational principles for implementing Brembo's Human Rights Policy. They translate the Group's commitments on labor conditions, ethical behavior, and responsible business conduct into practical requirements to be applied across Countries where Brembo is present. Brembo's Human Rights Policy is published on the Company's intranet and Group's website and posted on the Company's notice boards.

➤ **Policy on Non-discrimination and Diversity**

Through this policy, Brembo aims at maintaining a respectful working environment and actively stands up against any discrimination based on gender or gender reassignment and sexual orientation, ethnicity, belonging to minority, political opinions and religious beliefs, social origin, civil status, family status, disabilities and any other personal condition. Brembo undertakes to ensure that people shall have equal access to employment, facilities, services and programs only according to their knowledge, qualifications, competences, performance and motivation and not with regards to other personal conditions.

Brembo Policy on Non-Discrimination and Diversity has been revised in 2024 according to Dutch Law. The policy contains guidelines on how to promote the principles of Diversity, Equity, and Inclusion ("DEI") within the organization and disseminate a solid culture relating to these aspects. The policy also outlines the Company's specific targets in the area of diversity and inclusion. It covers all aspects of the employment relationship and requires responsibility and commitment from employer, the employees, and all relevant stakeholders for its proper application.

Brembo acknowledges and promotes the positive value of diversity and takes a zero-tolerance approach to any form of discrimination such as harassment (including gestures, language, posture and physical contact). It is our goal to contribute positively to the success of the Company by promoting a diverse and inclusive workplace which supports an engaged high-performance culture. The Policy seeks to promote a more diverse, inclusive and representative workforce whilst ensuring that the best qualified, skilled and experienced people are attracted, hired, developed and retained. From prevention and protection against all forms of discrimination to initiatives aimed at enhancing diversity and guaranteeing inclusion is Brembo ongoing mission. The policy is published on the Company's intranet and Group's website.

➤ **Suppliers' contractual clauses**

Brembo has progressively introduced contractual requirements on suppliers to comply with its Code of Ethics, Supplier Code of Conduct for Responsible Business and other Codes of Conducts and Policies issued from time to time by Brembo and available on its website. If a supplier fails to follow these requirements, Brembo can require the supplier to implement a corrective action plan, which is then verified through audit activities, and reserves the right to suspend or terminate the business relationship.

➤ **Guidelines for Labor Conditions and Business Ethics Principles Application.**

Following the issuance of the Human Rights Policy, the Group released in 2025 the Guidelines on Labor Conditions and Business Ethics Principles Application. These Guidelines serve as an operational framework to implement labor and business ethics principles across all Brembo countries and operations. They translate policy commitments into

concrete application requirements and minimum standards based on Group policies and procedures. The Guidelines address key topics related to labor rights, including the prevention of forced labor and child labor, non-discrimination and freedom of association; furthermore, they define roles and responsibilities for the application of labor and business ethics principles across the Group.

➤ **Stakeholders Engagement Policy**

Brembo Stakeholder Engagement Policy thoroughly defines how Brembo identifies its stakeholders and which are the main feedback/engagement channels and responsibilities. The purpose of this Policy is to provide a general framework for the dialogue between the Group and its stakeholders, employees and suppliers included, focusing specifically on the sustainability aspects of the Group's strategy and its implementation. The Group believes that engaging with its stakeholders to understand their interests and views is important to realize a growth strategy focused on sustainable long-term value creation.

The form of dialogue varies by topic and stakeholder type. Below are summarized the main stakeholder engagement activities towards Brembo employees and suppliers:

Stakeholder	Relationships	Engagement channels and activities	Purpose	How the outcome is taken into account
Brembo employees	The Group counts on more than 14,700 employees worldwide with different backgrounds and experiences	Global engagement surveys and Pulse surveys Industrial Relations Internal communication channels (e.g., Red portal, MyB Magazine, Notice boards, Communication App) Internal campaigns Town Hall meetings Communication and engagement regarding Group's objectives and performance	Brembo's strategy and business model are profoundly shaped by the interests, views, and rights of its employees. The aim is to maintain a safe, diverse and inclusive work environment, where people can pursue personal and professional growth. The Group has periodic discussions on related topics with the Company employee participation body, where applicable	This assessment helps identify areas where the Company can strengthen its commitment and those where it can reaffirm its current approach
Suppliers (workers in the value chain)	The Group relies on the contribution of many suppliers both for raw materials, components, indirect materials and services	Daily activities and reports Engagement survey on the relevance of material topics for Brembo Periodical surveys on specific topics Supplier portal Dedicated workshops and training on ESG	The aim is to work closely with them to guarantee compliance with environmental requirements, production improvements, safety, quality, production continuity, accompanying them towards an increasingly sustainable business	This assessment helps identify areas where the Company can strengthen its commitment and those where it can reaffirm its current approach

➤ **Whistleblowing channels**

Brembo has adopted a Whistleblowing Policy in compliance with the Directive (EU) 2019/1937, in order to manage the reporting of any non-compliance and irregularities concerning the Brembo Codes of Conduct and Policies, with particular reference to breaches and violations of the:

- Code of Ethics and the Antibribery Code of Conduct and other codes of conduct;
- regulatory provisions within the scope of the Group's activity;
- the 231 Model;

- Brembo Corporate & Compliance Tools and any policies and procedures or irregularities in the application of internal procedures.

Furthermore, the whistleblowing channel:

- guarantees, through computer methods and encryption tools, the confidentiality of the identity of the reporter, the persons involved, as well as the content of the report and related documentation;
- is managed by the Internal Audit GCF, an autonomous office with staff specifically trained to manage the reporting channel;
- is available to employees and collaborators, suppliers and customers, shareholders and people with administration, management, control, supervisory or representative functions and any person related to the Group's business, that can report any cases of violations and irregularities without fear of potential retaliation, through the dedicated channels.

In July 2025, the procedure for the whistleblowing channel was updated to reflect post-Directive practices, relevant case law, and guidance from trade associations. Key changes include:

- allowing anonymous reports;
- procedures for handling cases involving Internal Audit GCF;
- excluding recordings as supporting documentation.

The reporting procedure applies to all reports received by Brembo N.V. through the whistleblowing channel; with regard to reports concerning Brembo subsidiaries, the reporter may choose to send the report directly to the parent Company Brembo N.V. of, if it exists, to the local internal channel regulated by the relevant specific procedure.

3. Assessment processes in relation to slavery and human trafficking

Brembo's assessment processes include actions to safeguard against human rights abuses in any part of its business and in its supply chain.

➤ Supply Chain

For Brembo, supply chain management is a priority and is essential to ensure responsible suppliers, with a focus on environmental protection and the rights of workers and local communities. In pursuit of a virtuous process of continuous improvement of product quality and risk management, Brembo constantly monitors the indicators relating to the quality and cost of supplies, assessing the risks inherent in the supply chain, such as the increase in the supplier's dependence on Brembo and Brembo's dependence on the supplier, and financial solidity, thus highlighting possible critical situations. For this reason, approximately 90% of procurement comes from local suppliers, i.e. suppliers located in the same geographical areas in which the Group operates, as Brembo aims to improve the efficiency, responsiveness and sustainability of the supply chain, while supporting the local economies in which it is located.

The Group also provides incentives to its Purchasing team members, aimed at encouraging the team to prioritize sustainable practices in procurement decisions. For example, a significant share of Purchasing staff and executives have performance objectives that include targets designed to enhance suppliers' sustainability performance, i.e. their environmental management practices and adherence to sustainable production processes. To this end, the Group has defined over the years a structured supplier management process that aims to promote the development

of stable relations with its partners, as well as to ensure continuous innovation, improvement of the quality and of the sustainability within its supply chain.

Such process can be summarized as follows.

Clear communication of what the Group expects from its suppliers. Considering the complexity of the business in which Brembo operates, the Group clearly communicates to its business partners the standards that Brembo requires, not only in terms of product quality and service and proper environmental management, but also in terms of appropriate working conditions and human rights. Brembo requests its suppliers to sign Brembo Supplier Code of Conduct for Responsible Business, declaring that they have adopted appropriate measures to safeguard workers' rights, employee's health and safety, counter corruption and minimize risks to the environment. The Supplier Code of Conduct for Responsible Business is an integral part of Brembo General Terms and Conditions of Purchase Direct Materials and Services (GTCoP).

Supplier selection and assessment. With the aim of guaranteeing solidity and quality throughout its supply chain, Brembo has defined a structured process for the evaluation and approval of new key suppliers. The first phase of the process involves inviting suppliers to register on the Brembo's procurement platform and completing a pre-assessment questionnaire. The questionnaire also includes a Sustainability section, intended to assess aspects relating to safeguard workers' rights, counter corruption and minimize the risks for the environment. This first phase of analysis allows Brembo to perform a preliminary screening of potential suppliers and refrain from establishing commercial relationships with those who do not comply with the minimum requirements, to identify in advance any critical issues relating to new potential suppliers and to implement corrective actions accordingly. The questionnaires are analyzed by the Purchasing, Administration & Finance, Quality and Sustainability & Risk Global Central Functions (GCFs) with the aim of assessing operational, financial and sustainability risk profiles.

To ensure a robust sustainability evaluation, direct suppliers and selected indirect suppliers falling within the defined ESG risk perimeter are required to register on a digital platform managed by an external provider and complete an ESG assessment questionnaire based on the SAQ 5.0 model, developed within the Drive Sustainability initiative. This approach enables Brembo to align with the automotive industry sustainability guidelines and ensure compliance with emerging regulations and international due diligence standards.

As part of this assessment, suppliers are requested to provide further information and documentation to support a comprehensive evaluation across environmental, social and governance topics, included policies and processes relating to labor conditions, human rights, business ethics and compliance.

Suppliers are assessed based on the outcomes of this ESG evaluation. Brembo's Sustainability & Risk GCF flags those falling below minimum acceptable thresholds, after which the Purchasing GCF, together with relevant internal stakeholders, decides whether to proceed with further evaluation or take corrective actions.

Since 2023, more than 700 direct and indirect suppliers have been invited to register on this platform and complete the assessment.

Indirect suppliers not identified as critical and not exposed to significant ESG risks are required to complete a simplified questionnaire that also addresses ESG topics.

As part of the supplier qualification process, direct material suppliers receive site visits from the Quality GCF to verify that quality and process requirements are effectively met. Once the approval process has been completed, the supplier becomes eligible for new business awarding. The awarding of a specific supply takes place through the benchmarking of the various offers received based on the following evaluation criteria: compliance with technical specifications, technological and innovative capabilities, quality and service, economic competitiveness, and sustainability performance.

Monitoring and audit. In addition to this ongoing monitoring, key suppliers are subject to on-site ESG audits conducted by independent third parties with the specific aim of assessing compliance with the sustainability standards imposed by the Group. Regarding this initiative, in 2025 Brembo completed the review of its Supplier Sustainability Assessment procedure, established in 2018, to strengthen the Group’s approach to managing supplier non-conformities on a global scale and improve oversight throughout the supply chain. The procedure defines, among other elements, the criteria for the selection of suppliers involved in audits, the processes for managing third-party audits, the related follow-ups and any corrective actions. It also establishes minimum expectations for suppliers, including specific scoring requirements and threshold levels, to ensure alignment with Brembo’s ESG standards. The parameters for selecting suppliers involved in ESG audits are the country of origin of the supplies, the turnover with the Brembo Group, the type of production process, as well as other ESG indicators (i.e., outcomes from previous ESG assessments). The objective of these audits is to identify critical issues impacting areas such as working conditions, pay and working hours, health, safety, management systems and the environment.

When non-conformities are identified, suppliers are required to prepare a Corrective Action Plan (CAP) that sets out measures to address all identified issues, the implementation of which is monitored and verified by the same independent third-party assessor.

To date, Brembo has involved 180 suppliers in sustainability-related audits, 33 of which in 2025, covering 80,74%³ of direct material relevant suppliers purchases value. Among these, 7 suppliers were identified as having significant negative environmental and social impacts, both potential and actual. Brembo has agreed a Corrective Action Plan (CAP) with each of these suppliers that sets out measures to address all identified issues; the implementation is monitored and verified by an independent third-party assessor.

<p>THIRD-PARTY SUPPLY CHAIN MONITORING THROUGH SELF-ASSESSMENT QUESTIONNAIRES Extend the third party self-assessment questionnaire to cover significant portion of direct supplier spend</p>	<p>2024 77% coverage of direct suppliers spend</p>	<p>85%</p>	<p>85% coverage of direct supplier spend 2030</p>
<p>THIRD-PARTY SUPPLY CHAIN MONITORING THROUGH ON-SITE AUDITS Extend the ESG assessment and monitoring of the supply chain</p>	<p>2020 70% turnover of relevant direct material suppliers</p>	<p>80.74%</p>	<p>Achieving 80% turnover of relevant direct material suppliers 2026</p>

Development and building capacity. The Group supports suppliers in improving continuously their performance and strengthening their innovation capacity. For this reason, Brembo promotes opportunities for suppliers’ development through collaborative initiatives that foster direct discussion and sharing of best practices. As part of its capacity building activities, in 2025 Brembo also developed a dedicated digital training experience focused on the content and practical application of the newly introduced Supplier Code of Conduct for Responsible Business. The training is made available to all suppliers within the Group’s global supply base and is intended to support consistent

understanding and effective implementation of Brembo's sustainability expectations, including those related to human rights, labor conditions, health and safety, business ethics and environmental responsibility.

➤ **Dedicated staff and self – assessment**

Brembo has employees in different Company's areas, which are also addressing risks in the field of modern slavery and ensuring that appropriate measures are taken to assess, manage and minimize risk.

Brembo Group Companies are also periodically requested to self-assess against Brembo policies, procedures, and standards in terms of Sustainability.

Furthermore, Brembo is periodically subject to sustainability audit by its clients and by third parties as well as for Sustainability Statement assurance purposes.

4. Monitoring of Effectiveness

The Group employees are the eyes and ears of Brembo's business with respect to the risks of modern slavery occurring in the business or in the supply chains.

The ongoing training of Brembo employees on topics related to ethical practices and on procedures and policies is therefore essential to the monitoring of the Group's risks in this area as are any reports made by employees or third parties via whistleblowing channels. However, Brembo also continues to monitor the effectiveness of this approach to these risks through the results of the due diligence and audits carried out on suppliers. To date no incidences of modern slavery in Brembo supply chain have been identified and it has not been necessary to terminate any supplier contracts as a result of a breach of human rights.

5. Training

Brembo disseminates the principles set out in its Code of Ethics and the main Codes of Conduct and Policies – including Human Rights Policy, as well as the values associated with good corporate governance, to its employees. Brembo implements training programs to ensure that employees worldwide acquire the necessary awareness and knowledge of ethics and compliance. This enables them to be vigilant of the risks of modern slavery occurring in our business and supply chain. Training also focuses on how to report any concerns employees may have.

The company periodically communicates any changes or updates to its policies to all employees and collaborators, using regular training courses, such as the Code of Ethics.



6. Next Steps

During the next financial year Brembo aims at consolidating and enhancing the processes already set up and continuing with its monitoring and third-party assessment activities.

With reference to gender equality and non-discrimination, Brembo is defining a structured system of measures to effectively respond to the upcoming EU Directive on pay transparency and pay equity.

Regarding value chain workers, Brembo has set a target to expand the scope of suppliers' on-site ESG audits to cover 80% of purchasing spend on direct relevant suppliers by 2026. In 2025, on-site ESG assessment coverage reached 80.7% of purchasing spend, reflecting the effectiveness of the assessment methodologies adopted and the strong collaboration established with suppliers. Additionally, Brembo has set a target to implement ESG self-assessment questionnaires, validated by a third party, covering 85% of direct supplier purchasing spend by 2030. In 2025, coverage increased from 77% in 2024 to 85%, supported by the introduction of a new e-procurement platform that made completion of the questionnaire mandatory for all new direct suppliers. Future actions will therefore focus on reinforcing the depth and quality of ESG assessments, strengthening follow up and remediation mechanisms, and progressively extending monitoring activities across the broader supplier base.

Furthermore, Brembo has established a series of mitigation actions (2026) with the objective of preventing negative material impacts and fostering positive material impacts concerning its own workforce. These actions are particularly related to human rights, which affect employment practices, health and safety, security and the work environment, labor relations and the treatment of vulnerable groups and minorities. The actions also aim to enhance employee wellbeing and promote the values of diversity, equity and inclusion, pursuant to best practice provision of the Dutch Corporate Governance Code (DCGC). Brembo will continue to implement these actions in 2026, also in the recently acquired Öhlins companies.

7. Approval of this Statement

This statement was approved by the Board of Directors of Brembo N.V. on 7th May 2026.

Brembo N.V.

On behalf of the Board of Directors

Signed by

Cristina Bombassei

Executive Director & Chief Legacy Officer

ANNEX 1 to 2025 Brembo Modern Slavery Statement

Approval of the Modern Slavery Statement in respect of the financial year from January 1st
2025 to December 31st 2025 by

COMPANY NAME	DATE ON WHICH STATEMENT APPROVED BY BOARD	DIRECTOR'S SIGNATURE
Brembo Czech s.r.o.	15.05.2026	<i>Signed by Maurizio Villa</i>
Brembo Poland Sp.zo.o.	15.05.2026	<i>Signed by Lorenzo Paruta</i>
Qingdao Brembo Trading Co.Ltd.	15.05.2026	<i>Signed by Aleksandar Gramatikov</i>
J.JUAN S.A.U.	23.06.2026	<i>Signed by Antoni Ferrer Plana</i>
Öhlins Group AB	16.06.2026	<i>Signed by Mark Spelthaen</i>