


## Brembo Modern Slavery Statement

This statement is prepared pursuant to Section, 54 of the Modern Slavery Act 2015 (“the Act”) on behalf of Brembo N.V. (“the Company”) and the subsidiary companies listed in the Annex to this statement, in respect of the financial year from January 1<sup>st</sup> 2024 to December 31<sup>st</sup> 2024. The Company is the parent of a group of companies referred to 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 and is taking to combat slavery and human trafficking.

### 1. Organization & Business, People and Supply Chain

<p><b>Organization &amp; Business</b></p>	<p>In 2024, as of the cross-border transaction of the Company from Italy to the Netherlands (the “Cross-Border Conversion”), as announced in 2023, became effective, the Company adopted the legal form of a public company with limited liability governed by Dutch law (<i>naamloze vennootschap</i>) and relocated its registered office to Amsterdam (NL), changing its corporate name in “Brembo N.V.”. At the same time, the Company established its business and corporate address in Bergamo, Italy (Via Stezzano, n. 87), where the Company also has its tax residence and principal place of business and operative activities.</p> <p>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. Guided by its Mission to become a Solution Provider, by proactively rising to the challenges posed by the ongoing transformation of the automotive market, and 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, Brembo continues to invest significantly in innovation.</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 its 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> <p>The Group has a structured system of policies, procedures and codes in order to manage the impacts, risks and opportunities related to its workforce. 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>On December 31<sup>st</sup>, 2024, the Group operates in 18 countries across 4 continents, through its production and commercial sites. Manufacturing plants are located in Italy, Poland (Czestochowa,</p>
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	<p>Dąbrowa Górnicza, Niepołomice), the United Kingdom (Coventry), Spain (Barcelona), Czech Republic (Ostrava-Hrabová), Germany (Meitingen), Mexico (Apodaca and Escobedo), Brazil (Betim), China (Nanjing, Langfang and Jiaxing), India (Pune), the United States (Homer) and Thailand (Rayong). Other companies in the Group are located in Spain (Zaragoza), Sweden (Göteborg), Denmark (Svendborg), Germany (Leinfelden-Echterdingen), China (Qingdao), Japan (Tokyo), Russia (Moscow), France (Paris) and Australia (Melbourne), carrying out distribution and sales activities, while in the United States (Sunnyvale – California) a company for software development, data science and artificial intelligence has been established.</p> <p>Furthermore, in October 2024 Brembo announced 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. The acquisition of the Öhlins Group was completed on January 2<sup>nd</sup> 2025.</p> <p>In 2024 Brembo’s consolidated net sales amounted to € 3.840,6 million.</p>
<p><b>Brembo Employees</b></p>	<p>Brembo Group employees, on December 31<sup>st</sup> 2024, are 14,348 worldwide. Brembo applies robust policies and procedures concerning employees-related processes. The Group supports the professional and personal growth, by promoting diversity, inclusion, and equity, while leveraging the abilities and uniqueness of its talents and investing in the development and the continuous strengthening of skills and competencies of its employees.</p> <p>Furthermore, aware of the strategic value of each employee, Brembo works every day both to boost the sense of belonging and 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. 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 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, illustrate Brembo’s commitment to have a health and safety workplace for workers and other stakeholders, which also takes into account the challenges and peculiarities linked to Group’s geographical diversification.</p> <p>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.</p> <p>To ensure the full and effective implementation of the policy’s provisions, the Group voluntarily submits to regular independent third-party audits to assess if workers’ Health and Safety Management System has been effectively implemented in all manufacturing sites worldwide.</p>

	<p>Currently, 88% of Brembo's sites are ISO 45001 certified; the certification of all such sites was confirmed for 2024 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.</p> <p>The Group conducted a double materiality assessment, in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), which considered modern slavery topics and took into account the entire Brembo workforce.</p> <p>Brembo aims to guarantee respect for human rights and eliminate every form of compulsory labour, slavery, child labour 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.</p> <p>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, labour relations and the treatment of vulnerable groups and minorities, through the following actions:</p> <ul style="list-style-type: none"> <li>• Adoption of a global code of basic working conditions;</li> <li>• Implementation of anti-slavery and anti-bribery statements and protocols;</li> <li>• Mandatory training for new employees on Code of Ethics;</li> <li>• Conducting Responsible Business Alliance (RBA) audits;</li> <li>• Regular self-assessment of the code of basic working conditions;</li> <li>• Audits performed by Internal Audit GCF, including a focus on human rights topics.</li> </ul> <p>Moreover, Brembo N.V. has received the Certification for Gender Equality based on the Italian reference practice UNI/PdR 125:2022. Issued by DNV, a leading body in the certification of accredited management systems, the certification bears witness to our company's constant commitment to promoting Diversity, Equity and Inclusion (DEI) within the workplace. 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.</p> <div data-bbox="395 1547 911 1798">  <p>The infographic consists of two light green rounded rectangular boxes. The left box features a circular icon with three stylized figures, the number '14,348' in large green font, and 'Employees' below it. A horizontal line with an upward-pointing arrow and the text '13,654 in 2023' is positioned below the main number. The right box features a circular icon with a scale of justice, the words 'GENDER EQUALITY' in large green font, and 'Certification' below it. A horizontal line with a plus sign icon and the text 'New highlight' is positioned below the main text.</p> </div>
<p><b>Brembo Supply Chain</b></p>	<p>Brembo cooperates with more than 6,600 suppliers, located in more than 15 countries throughout the world, that provide essential goods and services for Brembo's industrial processes.</p> <p>Brembo's double materiality assessment has identified the supply chain as the area with the highest impact in terms of modern slavery. Brembo aims to guarantee respect for human rights and eliminate every form of compulsory labour, slavery, child labour and human trafficking from its</p>

business and supply chains, and it is essential to ensure 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 labour and any form of forced labour, 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 were formally defined within the Brembo Sustainable Procurement Policy (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 Sustainable Procurement Policy, 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 a third-party specialist. Assessments incorporate the use of on-site audits and self-assessment questionnaires, as detailed in paragraph 3.



More details about Brembo Employees and Brembo Supply Chain are available under the “Sustainability Statement” section of 2024 Brembo Annual Report, published on the corporate website at the following link: [Brembo Annual Report 2024](#).

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

### ➤ **Brembo Code of Ethics**

This code 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 labour, fair wages and benefits, forced labour, 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. In July 2024, following the Cross-Border Conversion, the Board of Directors of Brembo N.V. approved the Fourth Edition of Brembo Code of Ethics, which incorporates the provisions of the applicable Dutch laws and of Dutch Corporate Governance Code ("DCGC"). The Code of Ethics was then approved by each subsidiary's of Board of Directors and therefore published on the Company's intranet and Group's website.

### ➤ **Brembo Sustainable Procurement Policy**

This Policy, published in 2022 in the supplier's section of the Group's website and incorporating and replacing the former Brembo Supplier Code of Conduct and Procurement Policy, aims to promote sustainable and responsible procurement practices throughout Brembo's supply chain. In this sense, the Group requires its Suppliers to adopt them and to ensure compliance with them throughout the entire supply chain (i.e. Subcontractors). Compliance with and signing of the policy is a necessary condition for establishing and maintaining a business relationship with the Group: indeed, Brembo Sustainable Procurement Policy contains the codes of conduct that suppliers are required to apply and urges responsible, sustainable conduct, far beyond mere compliance with rules and codes. This policy is distributed to the main global Brembo Suppliers, requiring suppliers to abide by it, by adopting sustainable practices throughout the product life cycle, and requiring transparency and collaboration. It includes verification and audit programs, monitoring, training sessions and corrective measures to support suppliers in a collaborative manner.

The Policy is drawn up according to the values set out in Brembo's Codes of Ethics, which are inspired by the principles contained in the United Nations Universal Declaration of Human Rights, the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises, the ILO's Social Policy, the OECD Guidelines for Multinational Enterprises and refers to the internationally recognized principles of the ISO 20400 standard.

The proposed points of attention are broader than those previously applied, including climate change and IT security.

### ➤ **Code of Basic Working Conditions**

For Brembo, ensuring a fair and inclusive work environment is an essential tool to guarantee there are no episodes of human rights infringements. Introduced in 2011, the Code of Basic Working Conditions highlights Brembo's commitment to the recognition that its most important asset is the workforce in all its worldwide sites. It sets out the underlying principles assuring respect for workers' human rights. It is inspired by the main international sources and standards, including the United Nations Universal Declaration of Human Rights, the Tripartite Declaration of Principles concerning Multinational Enterprises, the ILO's Social Policy and the Guidelines for OECD Multinational Enterprises.

This document, which expresses Brembo's attention and commitment to employee protection and local development, has enabled Brembo to involve its own supply chain in this process and disseminate its own way of doing business ethically in accordance with the values set out in Brembo's Code of Ethics. In 2019, the Code was updated to include the issues associated with human trafficking and modern slavery. The code is published on the Company's intranet and Group's website.

➤ **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 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 requirement on suppliers to comply with its Code of Ethics, Sustainable Procurement Policy and other Codes of Conducts and Policies from time to time issued 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.

➤ **Stakeholders Engagement Policy**

On December 19th, 2023 the Board of Directors of Brembo approved the new Stakeholder Engagement Policy, which 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.

In 2024, following the Cross-Border Conversion, the Stakeholders Engagement Policy has been reviewed pursuant to the best practice provisions of the DCGC.

➤ **Whistleblowing channels**

Brembo has adopted a Whistleblowing Policy pursuant to Directive (EU) 2019/1937, best practice provision 2.6.1 of the DCGC and Italian Legislative Decree no. 24/2023, in order to manage the reporting of any non-compliance and irregularities concerning the Brembo Codes of Conduct and Policies.

Brembo’s whistleblowing tools adhere to the following principles: assurance of anonymity and confidentiality of the reporting person, adequate protection against bad faith reports, consideration of anonymous reports only if appropriately detailed and supported by facts.



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 Sustainable Procurement Policy 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 Sustainable Procurement Policy has become even 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.

Once the pre-assessment phase has been successfully completed, 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.

In the area of sustainability, since 2023, over 600 direct and indirect suppliers have been invited to register on a digital platform managed by an external provider to complete an ESG assessment questionnaire. This questionnaire, based on the SAQ 5.0 model, is defined as part of the Drive Sustainability initiative promoted by the world's leading OEM Automotive manufacturers, and will allow Brembo to adhere to the sustainability guidelines applicable to its supply chain, while also promptly complying with emerging regulations and with the most consolidated international standards regarding sustainability due diligence. During the pre-assessment phase, suppliers are evaluated based on the outcomes of this assessment. Brembo's Risk and Sustainability department flags those falling below the minimum acceptable threshold, and the Purchasing department, in consultation with relevant internal stakeholders, then decides whether to proceed with further evaluation or take other appropriate actions. Part of the indirect suppliers, which have not been identified as critical for Brembo and are not exposed to significant ESG risks, are required to only complete a simplified questionnaire instead, encompassing also ESG topics.

In addition, Brembo regularly carries out audit campaigns with the specific goal of assessing compliance with the sustainability standards mandated by the Group. Brembo has in place, starting from 2018, a Procedure for Managing Sustainability Audits which defines the policy for selecting suppliers involved in audits, the processes for managing third party-audits, related follow ups and any corrective actions. With regard to this initiative, in 2024 Brembo launched a review of the ESG audit management 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. This procedure defines 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 Sustainability audits are: (i) the country of origin of the supplies, (ii) the turnover with the Brembo Group, (iii) the type of production process (with a particular focus on environmental and safety risks) and (iv) the results of any previous sustainability assessments.

Sustainability assessments are performed by specialized third parties through audit at the supplier's site, during working hours. The aim of the third-party audits and self-assessment questionnaire is to identify critical factors affecting areas such as: working conditions, pay and working hours, health, safety, management systems and the environment. For each non-conformity reported, suppliers are required to develop corrective action plans, which are then monitored by Brembo using the same third-party assessor.

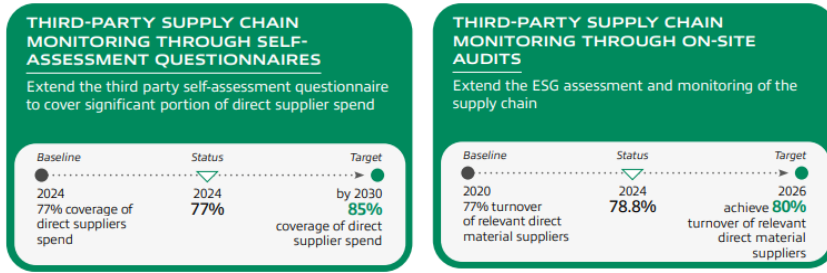
In the event of a recovery plan not being prepared or put into effect, Brembo reserves the right to suspend and/or terminate in advance any commercial relationship and to seek compensation for loss, damage, expense or other costs incurred by Brembo which may result from breach and/or conduct by the supplier.

To date, Brembo has involved 160 suppliers in sustainability-related audits, 31 of which in 2024, covering 78,88% <sup>1</sup> of direct material relevant suppliers purchases value. Among these, 8 suppliers were identified as having significant negative environmental and social impacts, both potential and actual. Without suspending collaboration, Brembo has agreed on environmental and social improvement actions with each of these suppliers and follow-up audits were planned to remedy the non-conformities detected, in line with the Group's objective of accompanying its suppliers towards an increasingly sustainable approach to business.

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<sup>1</sup> This activity is focused on Relevant Direct Suppliers which cover at least 80% of the purchasing turnover in three organizational areas: Commodity, Region, Global Business Units. Relevant Direct Suppliers are 251 in 2024. The list of Relevant Direct Suppliers is updated on a yearly basis according to the turnover of the previous year.





**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.

➤ **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 Report 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 Code of Conduct and Policies, 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 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, particularly for the Code of Ethics.



## 6. Next Steps

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

As regards the acquisition of Öhlins Group, during 2025 the Öhlins Group companies will be aligned to Brembo codes, policies and standards.

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. Additionally, Brembo has set a target for 2030 to implement ESG self-assessment questionnaires, validated by a third party, to cover 85% of the direct supplier purchasing spend.

With reference to the Italian Gender Equality Certification, future mitigation actions are:

- A 2025 audit plan by external auditor for Brembo N.V., according to the Italian Gender Equality Certification system (UNI/PdR 125:2022)
- A three-year audit plan by the Internal Audit GCF with an emphasis on human rights.

Moreover, Brembo has set out, and in 2025 will continue to set out, a series of mitigation actions aimed at preventing negative material impacts and fostering positive material impacts concerning its own workforce, especially related to human rights, which affects employment practices, health and safety, security and work environment, labour relations and the treatment of vulnerable groups and minorities, but also aimed at enhancing employee wellbeing and promote the values of diversity, equity and inclusion, pursuant to best practice provision of the Dutch Corporate Governance Code (DCGC).

## 7. Approval of this Statement

This statement was approved by the Board of Directors of Brembo N.V. on 8<sup>th</sup> May 2025.

### **Brembo N.V.**

*On behalf of the Board of Directors*

Signed by

Cristina Bombassei

*Executive Director & Chief Legacy Officer*

**ANNEX**

Approval of the Modern Slavery Statement in respect of the financial year from January 1<sup>st</sup> 2024 to December 31<sup>st</sup> 2024 by

COMPANY NAME	FINANCIAL YEAR	DATE ON WHICH STATEMENT APPROVED BY BOARD	SIGNATURE OF DIRECTOR
<b>Brembo Czech s.r.o.</b>	2024	15.05.2025	<i>Signed by Maurizio Villa</i>
<b>Brembo Poland Sp.zo.o.</b>	2024	16.05.2025	<i>Signed by Lorenzo Paruta</i>
<b>Qingdao Brembo Trading Co.Ltd.</b>	2024	15.05.2025	<i>Signed by Bogdan Bereanda</i>
<b>J.JUAN S.A.U.</b>	2024	27.06.2025	<i>Signed by Antoni Ferrer Plana</i>