

Modern Slavery Statement

Brembo Australia Pty Ltd

ABN 25 676 339 898

For Financial Year End 31 December 2025

Contents

About this Statement.....	3
1 Our structure, operations, and supply chains	4
1.1. Our Structure and Operations.	4
1.2. Our Supply Chain.....	5
1.3. Our Workplace	5
2 Modern Slavery Risks in Our Operations and Supply Chains.....	8
2.1. Potential risks in our operations and supply chain.....	8
3 Actions taken to Assess and Address Modern Slavery Risks.....	9
3.1 Supply Chain.....	9
3.2 Dedicated staff and self-assessment	11
4 Monitoring and Continuous Improvement.....	12
5 Next Steps.....	12
6 Consultation.....	13
7 Approval.....	13

About this Statement

This Modern Slavery Statement is made by Brembo Australia Pty Ltd ("**Brembo Australia**") for the financial year from **1st January 2025 to 31st December 2025** and is made in accordance with the **Australia Modern Slavery Act 2018 (Cth)** ("**Australian Act**") and the **UK Modern Slavery Act 2015** ("**UK Act**").

While Brembo Australia does not meet the annual consolidated revenue threshold under the Act on a standalone basis, we are part of the broader Brembo Group, which does meet the reporting threshold under both the Australian and UK legislation. This Statement is prepared on behalf of **Brembo N.V.** and the subsidiary companies (referred to in this Statement as "**Brembo**" or the "**Group**").

We recognise our responsibility to contribute meaningfully to the Group's commitment to addressing modern slavery risks and promoting ethical conduct across our global operations.

Brembo is fully committed to the elimination of modern slavery and human trafficking, in alignment with the principles outlined in the UN Declaration of Human Rights. As a global organisation, we uphold all applicable laws and regulations and are dedicated to taking active measures to prevent modern slavery across our operations, business relationships, and supply chains.

At Brembo Australia, we are committed to conducting all aspects of our business in keeping with the highest ethical standards and expect all employees and other persons acting on our behalf as well as our suppliers and subcontractors to uphold this commitment.

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 Group has and is taking to combat slavery and human trafficking. We believe that a proactive approach is essential to fostering a fair and equitable working environment for all, and we are committed to continuous improvement in this vital area.

1. Our structure, operations, and supply chains

1.1. Our Structure and Operations

- 1.1.1. Brembo N.V. is a public company with limited liability governed by the laws of the Netherlands (*naamloze vennootschap*), 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.
- 1.1.2. The Company is listed on the Milan Stock Exchange.
- 1.1.3. 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. 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. 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 a component, but also as an authoritative system.
- 1.1.4. 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.
- 1.1.5. 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.
- 1.1.6. The Group has a structured system of policies, procedures, guidelines and codes 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.
- 1.1.7. 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.

1.1.8. In 2025 Brembo's consolidated net sales amounted to **€ 3.702,7 million**.

1.2. Our Workplace

- 1.2.1. Brembo Group employees, as of 31st December 2025, are **14,739 worldwide**. 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.
- 1.2.2. 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 centre 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.
- 1.2.3. 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. Brembo has identified and implemented specific policies and processes to prevent the risk of human rights violations in these areas.
- 1.2.4. 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, and a

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.

thorough assessment of opportunities and risks 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.

- 1.2.5. For an effective management of these issues, the Group has implemented a **Workplace Health and Safety Policy** by outlining the objectives, principles, and commitments followed by Brembo, based on the ISO 45001 standard.
- 1.2.6. 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.
- 1.2.7. 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.
- 1.2.8. Furthermore, 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.
- 1.2.9. 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:
 - 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 Labour Conditions and Business Ethics Principles Application.
- 1.2.10. 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 Group'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

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

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.

- 1.2.11. 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.

1.3. Our Supply Chain

- 1.3.1. 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.
- 1.3.2. Brembo's double materiality assessment has identified the supply chain as the area with the highest exposure in terms of modern slavery. Brembo's commitment to upholding human rights and eradicating all forms of compulsory labour, slavery, child labour, 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.
- 1.3.3. 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.
- 1.3.4. Brembo asks its suppliers to, among other things:
- comply with regulatory requirements, laws, and standards and ensure respect for human rights; including not using child labour and any form of forced labour, not tolerating any form of harassment and/or discrimination, and promoting 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.
- 1.3.5. 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 Section 2 below).
- 1.3.6. 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 behaviours 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 emerges. Engaging workers in the value chain is a fundamental element for Brembo for a process of mutual improvement.
- 1.3.7. 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 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.
- 1.3.8. 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 Section 3.

2. Modern Slavery Risks in Our Operations and Supply Chains

2.1. Potential risks in our operations and supply chain

- 2.1.1. Brembo operates a globally integrated supply chain to support its manufacturing and distribution activities across multiple regions. However, the nature of Brembo Australia's operations - focused solely on office-based functions such as sales, distribution coordination, and support services for our affiliate company in China - means that our local supply chain remains relatively simple and limited in scope. It primarily comprises professional service providers in accounting, taxation, and insurance.
- 2.1.2. Due to the absence of physical manufacturing activities in Australia, the risk of modern slavery within our operations is considered minimal. Our workforce comprises skilled professionals employed directly by us or through a reputable agent, with employment arrangements governed by applicable local laws and market practices.
- 2.1.3. The primary area of potential risk lies within Brembo's broader supply chain, which consists of global manufacturing and distribution activities. However, Brembo's Australia's operations are limited to office-based functions and involve only third-party service providers. These suppliers are well-established Australian-based companies, operating in highly regulated

professional service sectors. As such, the risk of modern slavery practices in these relationships is considered minimal.

- 2.1.4. For Brembo Group, supply chain management is a priority and is essential to ensure responsible sourcing practices, 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. In line with this approach, 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.

3. Actions taken to Assess and Address Modern Slavery Risks

Brembo has implemented the following steps to mitigate modern slavery risks in our operations and supply chain. Our assessment is that the residual risk remains minimal due to the nature and profile of our suppliers, and no adverse indicators were identified in the reporting period.

3.1. Supply Chain

- 3.1.1. The Group provides incentives to its Purchasing Global Central Function, 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.

- 3.1.2. 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 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 adhere to its Supplier Code of Conduct for Responsible Business, declaring that they have adopted appropriate measures to safeguard workers' rights, and employee's health and safety, counter corruption and minimize risks to the environment. The Supplier Code of Conduct for Responsible Business has also become an integral part of Brembo's General Terms and Conditions for 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 Brembo's procurement platform and completing a pre-assessment questionnaire. The questionnaire also includes a Sustainability section, intended to assess aspects relating to safeguarding workers' rights, counter corruption, and minimizing the risks to 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 analysed 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 labour 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 Global Central Function 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.

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, labour conditions, health and safety, business ethics and environmental responsibility.

3.2. Dedicated staff and self-assessment

- 3.2.1. Brembo has employees in different Group 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.
- 3.2.2. Brembo Group is also periodically requested to self-assess against Brembo policies, procedures, and standards in terms of Sustainability.
- 3.2.3. Furthermore, Brembo is periodically subject to sustainability audits by its clients and by third parties as well as for Sustainability Statement assurance purposes.

³ 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

4. Monitoring and Training

- 4.1. At Brembo, our approach to addressing modern slavery will continue to evolve, focusing on continuous improvement. We recognise that consistency and capability building is key to facilitating the effective implementation and continuous improvement of a modern slavery reporting model.
- 4.2. 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.
- 4.3. The ongoing training of Brembo employees on topics related to ethical practices, 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.
- 4.4. 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.
- 4.5. 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.

5. Next Steps

- 5.1. 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.
- 5.2. 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.
- 5.3. 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, onsite 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.

- 5.4. 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, labour 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.

6. Consultation

- 6.1. This Statement was prepared in consultation with the relevant subsidiaries and controlled entities across the Group. It was prepared with relevant internal stakeholders such as representatives from legal, compliance, procurement, human resources and operational management functions. This cross-functional engagement was aimed at ensuring a shared understanding of modern slavery risks and strengthening the Group's coordinated response.
- 6.2. Brembo also engaged with key subsidiaries, including Brembo Australia Pty Ltd, to support alignment across reporting entities and ensure the actions and commitments set out in this Statement reflect the practices and perspectives of the broader Group. This consultation process forms part of Brembo's ongoing commitment to a unified and effective approach to identifying and addressing modern slavery risks across our operations and supply chains.

7. Approval

- 7.1. This Modern Slavery Act Statement was approved by the principal governing body on 23 June 2026 and is signed on its behalf by Ms. Aleksandar Gramatikov.

Aleksandar Gramatikov

Director

Brembo Australia Pty Ltd

23 June 2026