

Dear Stakeholder,

I am pleased to confirm that in 2025 as well Brembo N.V. reaffirms its support to the 10 United Nations Global Compact Principles in the areas of Human Rights, Labour, the Environment and Anti-corruption.

In this annual report on the achievements made, we disclose our ongoing commitments to integrating the 10 Principles into our Company's strategy, culture and daily activities, as well as to contributing to the United Nations' goals, in particular the Sustainable Development Goals.

Daniele Schillaci
Chief Executive Officer, Brembo N.V.

BREMBO AND THE UN GLOBAL COMPACT

Since 2021, Brembo N.V. has been a participant in the United Nations Global Compact, the world's largest strategic corporate citizenship initiative.

This initiative was established to promote a sustainable global economy that respects human and labour rights, environmental protection, and anti-corruption principles. Promoted by former UN Secretary-General Kofi Annan, more than 25,000 companies from over 160 countries have joined the Global Compact, creating a new model for global collaboration.

The UN Global Compact requires companies to share, support, and apply a set of fundamental principles on human rights, labour standards, environmental protection, and anti-corruption within their sphere of influence.

By participating in this initiative, Brembo N.V. has joined a universal network of companies with a long-term strategic vision, oriented towards promoting a culture of sustainability, innovation, and transparent reporting. The Global Compact provides an opportunity to share strategies and good business practices, utilise ESG-related management tools and resources, and participate in specific working groups.

Further strengthening its commitment, Brembo N.V. continues as a founding member of the UN Global Compact Network Italy, actively supporting the Foundation's objectives and participating in its institutional activities and initiatives.

Recognising the growing importance of sustainability and the value of collaborative action, in 2025 Brembo N.V. deepened its international engagement as the United Nations Global Compact celebrates its 25th anniversary, taking part in high-level dialogues to accelerate impact across the value chain and advance the SDGs.

During 2025, Brembo N.V. strengthened its presence by participating in the UN Global Compact Network UK Annual Summit in London, and by contributing to the National Forum 'Italian Business & SDGs' in Naples, reinforcing its role in advancing the Agenda 2030 at both global and national level.

In addition, the Company joined the 2025 Working Group on Sustainable Procurement to foster the integration of environmental and social criteria into purchasing practices across the supply chain, in line with SDG 12 and SDG 8.

Brembo N.V.'s participation in the Global Compact testifies to its long-standing commitment to sustainability, which over the years has increasingly focused on numerous fronts, and to its adherence to the 17 Sustainable Development Goals defined by the UN 2030 Agenda.



SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT



GROUP SUSTAINABILITY PLAN

An excerpt of the Group sustainability plan “Turning Sustainability into Action” is reported below.

	○ BASELINE	STATUS 2025	TARGET ●
 NET ZERO (SCOPE 1+2) Achieve net zero emissions at Group level (Scope 1+2)	2020 372,491 tCO2e	-52% (179,309 tCO2e)	- 42% by 2030 - 90% by 2040
NET ZERO (SCOPE 3) Achieve net zero emissions at Group level (Scope 3)	2020 1,682,726 tCO2e	-10% (1,508,672 tCO2e)	- 42% by 2030 - 90% by 2040
RENEWABLE ENERGY Percentage of renewable energy	2020 43%	88%	70% by 2025 100% by 2030
RECYCLED WASTE Percentage of recycled waste as proportion of total waste generated	2022 85%	92%	90% by 2025 95% by 2030
 INCIDENT RATE Continuous reduction of the incident rate	2022 3.63*	- 28% (2.60)	on baseline
	2024 2.33*	+11% (2.60)	-10% YOY annual
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
 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	2023 41% validation rate of 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

ESRS 2

BP-1 | BP-2 BASIS FOR PREPARATION

The Brembo 2025 Sustainability Statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS) - November 2025, developed by the European Financial Reporting Advisory Group (EFRAG). This Statement is presented on a consolidated basis, with a reporting boundary aligned to that of the Consolidated Financial Statements as of 31 December 2025. This Statement covers the period 1 January 2025 to 31 December 2025. Accordingly, the scope of the Sustainability Statement does not include the companies valued using the equity method and the following entities due to the non-operative nature:

BREMBO POLAND MANUFACTURING SP.ZO.O.
BREMBO POLAND HERATECH SP. ZO.O.

Therefore, data and information relating to Brembo SGL Carbon Ceramic Brakes S.p.A. (Stezzano) are incorporated only into the E1-6 and S1-14 metrics required by the ESRS and disclosed in this Sustainability Statement, in line with the ESRS Implementation Guidance IG 2 - Value Chain, which clarifies the determination of reporting boundaries. Within the reporting scope, there are no companies that are subject to the regulatory obligation to prepare an individual Sustainability Statement for the financial year 2025.

The content of the Statement has been defined based on the outcomes of the double materiality assessment to ensure as complete a representation as possible of relevant information, delineating environmental and social priorities and associated timeframes to enable a thorough evaluation by stakeholders. The double materiality assessment described in the section “IRO-1

Double materiality assessment” was conducted with consideration of the Group’s value chain and it encompasses activities undertaken directly by Brembo as well as those performed across upstream and downstream operations. For a comprehensive description of the Group’s value chain, please refer to the subsequent section “SBM-1 Strategy, business model and value chain”.

Where feasible, the qualitative and quantitative disclosures presented in the Sustainability Statement extend to the Group’s upstream and downstream value chain in compliance with ESRS 1.

Brembo has not made use of the exemption provided under Articles 19a and 29a of Directive 2013/34/EU, which allows undertakings to omit information regarding imminent developments or ongoing negotiations. Brembo has also not exercised the option to omit specific information relating to intellectual property, know-how, or innovation outcomes.

This document marks the second year of reporting under the European Sustainability Reporting Standards (ESRS). It maintains the structure introduced last year while incorporating updates and refinements compared to the previous report. In 2025, whistleblower disclosure protection was included for the first time compared to prior periods. In addition, no events or circumstances materially affected the Group’s sustainability performance in 2025. It should also be noted that no significant errors have been identified with regard to prior reporting periods. With regard to Scope 3, in 2025 the Group refined its methodology and more accurate emission factors were considered for the Scope 3 category. For further details, see the section - Gross Scope 1, 2, 3 and total GHG Emissions.

In its Sustainability Statement, Brembo does not include information arising from other legislation that requires disclosure beyond what is prescribed by ESRS.

To avoid repeating information already presented in other sections of the Annual Report or in other documents, the ESRS allow incorporation by reference, provided that specific conditions are met. For fiscal year 2025, Brembo did not use incorporation by reference to documents external to the Annual Report. Any cross-references to other sections of the Annual Report are provided

ratio of 83.33%⁹, while the percentage of independent Board members is 55%.

It should be noted that the current Board of Directors has been appointed on 20 April 2023, and the Cross-Border Conversion occurred in 2024 did not result in any changes to such Board, which will remain in office until the end of the annual general meeting to be held in 2026.

The BoD is tasked with overseeing impacts, risks, and opportunities¹⁰.

MATTEO TIRABOSCHI – Executive Chairman
DANIELE SCHILLACI - Chief Executive Officer
CRISTINA BOMBASSEI – Executive Director
ROBERTO VAVASSORI – Executive Director
MANUELA SOFFIENTINI – Independent Director
ELISABETTA MAGISTRETTI – Independent Director
ELIZABETH MARIE ROBINSON – Independent Director
GIANCARLO DALLERA – Independent Director
GIANFELICE ROCCA – Independent Director
UMBERTO NICODANO – Non-Executive Director
MICHELA SCHIZZI – Independent Director

9 The Board’s gender diversity is calculated as an average ratio of female to male board members.
10 For more information regarding the role of the BoD and other supervisory bodies, please refer to G1 GOV-1.

Brembo has no representative of the workers in the Board of Directors.

To strengthen the Board’s competencies in sustainability-related matters, and in the sectors, products, and geographic areas material to the Company, Brembo organized a series of in-depth sessions within Board and Committee meetings, which are summarized in the table below.

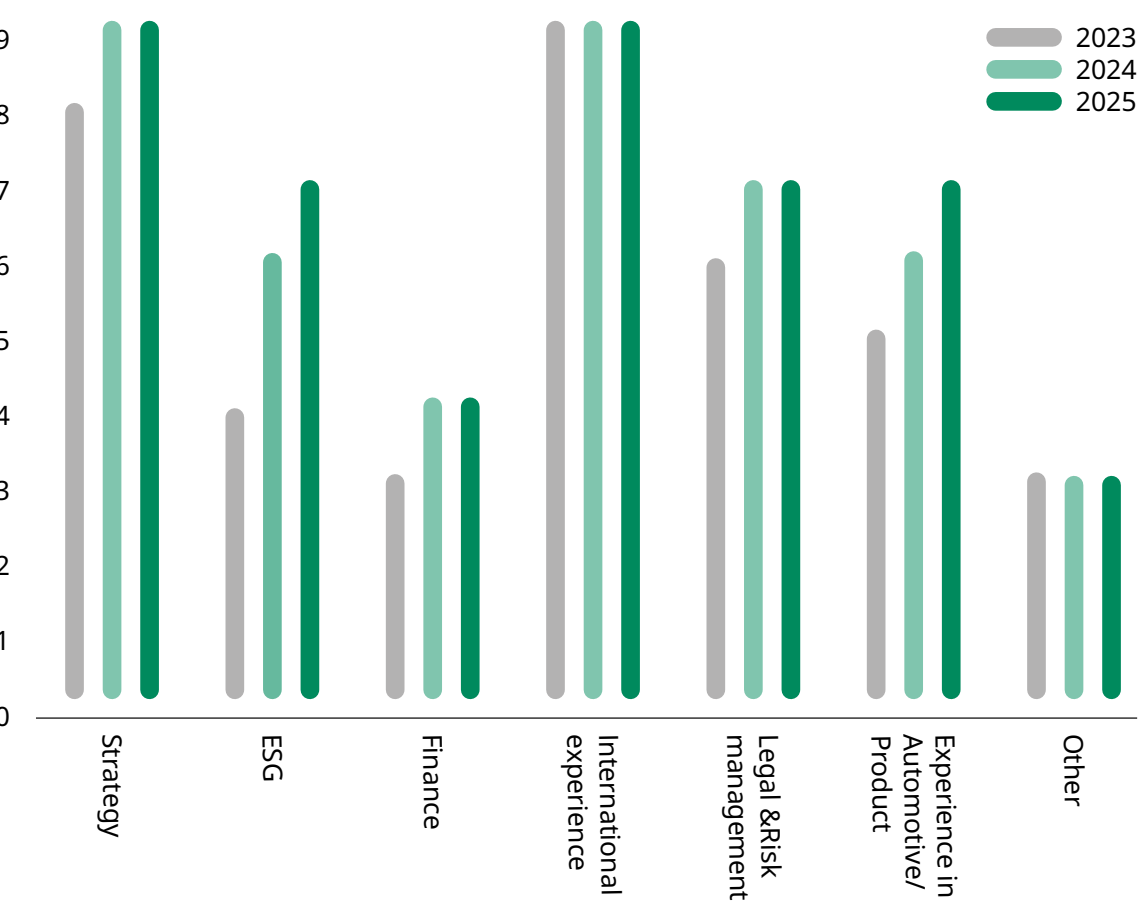
Table 1

Induction Session	Recipients	Date	(ESRS 2 GOV-1;21c,23a ESRS G1 GOV-1;5b) Activities Description
Remuneration and Appointment Committee	Members of the Remuneration and Appointment Committee	July 2025	Principles of the UE Directive 2023/970 on Pay Transparency Audit
Audit, Risk and Sustainability Committee	Members of the Audit, Risk and Sustainability Committee and Supervisory Committee	February, October, and December 2025	Cybersecurity system and compliance with the EU Directive 2022/2555 “NIS 2”. Artificial Intelligence (AI) Act (Reg. EU 2024/1689). 2025 Amendments to the Dutch Corporate Governance Code – VOR. EU CSRD and CSDDD Directives and Omnibus and EFRAG reporting standards.
Induction for the BoD (follow-ups during Board meetings)	Executive and Non-Executive Directors	March, May, June, July, November 2025	Automotive market performance and outlook. Update on new crimes introduced by Legislative Decree No. 231/2001. Artificial Intelligence (AI) Act (Reg. EU 2024/1689).

In addition, for the Directors the Company arranged a special meeting on geopolitical issues, chaired by the Chairman of the ISPI Scientific Committee, Paolo Magri.

Alongside the specific competencies listed in the table above, a short professional profile of each Director, with his/her personal and professional features, is included in the governance report section of the Annual Report and is also available on the Company’s website¹¹.

Furthermore, the members of the Board of Directors were surveyed to identify the skills they have acquired since 2023. The results, illustrated in the graph below, indicate an increase over time also in “ESG” skills declared in 2025 by seven Board Members.



Disclosure Requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material (yes/no)	page
ESRS E3-1	14 Sustainable oceans and seas	Indicator number 12 Table #2 of Annex 1				yes	92
ESRS E3-4	28 (c) Total water recycled and reused	Indicator number 6.2 Table #2 of Annex 1				yes	96
ESRS E3-4	29 Total water consumption in m3 per net revenue on own operations	Indicator number 6.1 Table #2 of Annex 1				yes	96
ESRS 2-SBM 3 - E4	16 (a) i	Indicator number 7 Table #1 of Annex 1				yes	97
ESRS 2-SBM 3 - E4	16 (b)	Indicator number 10 Table #2 of Annex 1				yes	97
ESRS 2-SBM 3 - E4	16 (c)	Indicator number 14 Table #2 of Annex 1				yes	97
ESRS E4-2	24 (b) Sustainable land / agriculture practices or policies	Indicator number 11 Table #2 of Annex 1				yes	97
ESRS E4-2	24 (c) Sustainable oceans / seas practices or policies	Indicator number 12 Table #2 of Annex 1				yes	97
ESRS E4-2	24 (d) Policies to address deforestation	Indicator number 15 Table #2 of Annex 1				yes	97

Disclosure Requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material (yes/no)	page
ESRS E5-5	37 (d) Non-recycled waste	Indicator number 13 Table #2 of Annex 1				yes	102
ESRS E5-5	39 Hazardous waste and radioactive waste	Indicator number 9 Table #1 of Annex 1				yes	102
ESRS 2-SBM3 - S1	14 (f) Risk of incidents of forced labour	Indicator number 13 Table #3 of Annex I				yes	105
ESRS 2-SBM3 - S1	14 (g) Risk of incidents of child labour	Indicator number 12 Table #3 of Annex I				yes	105
ESRS S1-1	20 Human rights policy commitments	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				yes	106
ESRS S1-1	1 to 8, paragraph 21 Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions			Delegated Regulation (EU) 2020/1816, Annex II		yes	106
ESRS S1-1	22 processes and measures for preventing trafficking in human beings	Indicator number 11 Table #3 of Annex I				yes	106

Disclosure Requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material (yes/no)	page
ESRS S1-1	23 workplace accident prevention policy or management system	Indicator number 1 Table #3 of Annex I				yes	106
ESRS S1-3	32 (c) grievance/ complaints handling mechanisms	Indicator number 5 Table #3 of Annex I				yes	109
ESRS S1-14	88 (b) and (c) Number of fatalities and number and rate of work-related accidents	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		yes	116
ESRS S1-14	88 (e) Number of days lost to injuries, accidents, fatalities or illness	Indicator number 3 Table #3 of Annex I				yes	116
ESRS S1-16	97 (a) Unadjusted gender pay gap	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		yes	116
ESRS S1-16	97 (b) Excessive CEO pay ratio	Indicator number 8 Table #3 of Annex I				yes	116
ESRS S1-17	103 (a) Incidents of discrimination	Indicator number 7 Table #3 of Annex I				yes	116

Disclosure Requirement	Datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Material (yes/no)	page
ESRS S1-17	104 (a) Non-respect of UNGPs on Business and Human Rights and OECD Guidelines	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)		yes	116
ESRS 2-SBM3 – S2	11 (b) Significant risk of child labour or forced labour in the value chain	Indicators number 12 and n. 13 Table #3 of Annex I				yes	117
ESRS S2-1	17 Human rights policy commitments	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				yes	106
ESRS S2-1	18 Policies related to value chain workers	Indicator number 11 and n. 4 Table #3 of Annex 1				yes	118
ESRS S2-1	19 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		yes	118

