



ANNUAL  
SUSTAINABILITY  
REPORT  
2022  
SUMMARY





ANNUAL  
SUSTAINABILITY  
REPORT  
**2022**  
**SUMMARY**



# PERFECTION AND BALANCE

Perfection and balance, centrality and expansion. Continuity. The circle, one of the symbols most used by humankind since its beginnings. From the extremely small to the extraordinarily large, nature reproduces the figure of the circle in infinite forms.





# LETTER OF THE CHIEF CORPORATE SOCIAL RESPONSIBILITY OFFICER



Dear Stakeholders,  
I am pleased to present a summary of the 2022 Consolidated Disclosure of Non-Financial Information, through which the Brembo Group shares its vision for a more sustainable future and reports on its ESG objectives, activities and results. The year 2022 was highly satisfactory for Brembo. The Company achieved unprecedented results despite the monumental challenges and transformations, both globally and in the automotive sector. As you will see when reading this document, our strategic approach to environmental, social and governance aspects has not lessened.

These elements have been part of our way of doing business for over 60 years now, and we intend to increasingly focus on them. For this reason, we have decided to adopt - two years ahead of the mandatory adoption date - the double materiality methodology, as defined by the European Commission's Corporate Sustainability Reporting Directive. This allows us to assess even more effectively how sustainability requirements influence our Group's operations and how they impact people, the communities in which we operate and the environment. In 2022, which was such an extraordinary year for us, our people were once again the main architects of our virtuous development. Our Group continues to grow: we are approximately 15,000 people in 23 production sites and sales offices in 15 countries around the world.

It is to each of them that we dedicate our constant commitment to making Brembo a place not only where to promote talent, but also where the values of responsibility, respect, diversity and inclusion remain at the core of our work together.

With our global team, we follow the course set out by the Group's medium- and long-term strategy, which is also reflected in our products. In fact, we

have forged ahead with the development of green solutions and in 2022 we unveiled important innovations to the market, such as the Greenance product line — a new range of brake discs and pads characterised by a lower environmental impact. This strategy is supported by R&D investments, which remain key for us: we are increasingly focused on using more sustainable materials, recycling existing ones, and adopting solutions aimed at further improving our position as a responsible business.

The ideas for achieving this come both from inside and outside the Group. Every year, Brembo collects new ideas from all the areas of the world where it operates. When these ideas translate into tangible projects, we reward them, particularly with the Brembo Sustainability Awards, now in their fourth edition. Outside Brembo, we are increasingly exploring innovation. In 2022, we set up Brembo Ventures, a unit dedicated to investing globally in technological start-ups that can bring innovation to key areas, including energy efficiency and sustainable processes. Furthermore, we are firmly convinced that we must also play our part in ensuring responsible production. This is why we are committed to a path towards the ambitious goal of guaranteeing net-zero emissions by 2040. For years, we have been working to promote more sustainable industrial processes on several fronts. Emissions generated at our production sites and offices worldwide continued to decrease, and we recorded a decline of approximately 16% in 2022 compared to 2021.

At the same time, the use of electricity from renewable sources rose, reaching an unprecedented level in 2022 and accounting for 69% of the total. Three countries even achieved a 100% figure. In addition, we are committed to encouraging an ever-wider engagement of our supply chain to ensure that it fully

adheres to our sustainability culture. However, there could be no sustainable development if we did not also take into account the social dimension of our business. This entails not only the aforementioned commitment to our people, but also to the communities in which we operate. For years, we have been supporting and launching social projects in several areas of the world. In 2022, witnessing the dramatic consequences of the war in Ukraine, we felt it our duty to help the affected populations.

Among the various projects launched, I want to mention Safe Haven in Poland, with which we welcomed and gave support to those forced to leave their country. Our ambition to be responsibly active is an approach that, for five years now, has been driven by the UN 2030 Agenda, which calls on us to help achieve the 17 Sustainable Development Goals and which will continue to guide us along our path as we move forward.

The numbers, results and projects described in this document are the outcome of our constant and continuous efforts and confirm that the adoption of a clear and responsible commitment generates concrete actions for the benefit of people, communities and the environment. We are therefore convinced that the ESG aspects are growth-enabling factors for our Group, as well as for the entire economy: they will have to increasingly become a key element in decisions that have an impact on our Companies.

**CRISTINA BOMBASSEI**  
Chief CSR Officer

<sup>1</sup> The number of People includes employees and temporary workers.

## DRIVEN BY OUR VISION

# “TURNING ENERGY INTO INSPIRATION”

Electrification, digitalisation, autonomous driving and environmental sustainability are macro-trends that have been at the centre of the automotive world and the strategies of the market's main players for some years.

Within this scenario, Brembo has been pursuing its mission of becoming a Solution Provider by proactively rising to the challenges posed by the ongoing transformation, focusing on the needs and desires of the new generations, which will be the users of tomorrow.

Brembo continues to invest significantly in innovation, driven by its vision “Turning Energy into Inspiration”, which encourages the Group to extend its sphere of influence to embrace energy management in its broader meaning, not only in terms of components, but also in its role as authoritative systems provider.

In addition to innovative hydraulic and mechanical components, innovation is also applied in terms of software and artificial intelligence: this combination allows to aim at a high added-value product and service integration in order to anticipate the new mobility paradigms.

This approach is also pursued in the processes that Brembo is implementing to generate and developing new ideas, through a path founded on three pillars — Digital, Global and Cool Brand — that set the growth direction for the forthcoming future.

In 2022, the Group continued to implement strategic projects within the three Pillars through dedicated working groups that leverage a shared leadership and the cross-cutting competencies of all parties involved, engaging all Group Regions.



## DIGITAL

The world has entered the era of artificial intelligence applications focusing on data processing. The ability to analyse and manage data is a crucial skill for continuing to grow and create innovation. Accordingly, Brembo has set itself an ambitious goal: becoming a company that, alongside the production of braking systems, is able to develop and offer all-round solutions to its customers through the widespread dissemination of a solid data culture within the Group and an increasingly data-driven approach.

## GLOBAL

Brembo has long ago embarked upon its decentralisation path and has now become a Group operating in 15 countries worldwide. Within this context, the Global Pillar aims to balance the Group's international footprint, not only from a commercial standpoint, but also in terms of technology and innovation, by developing and encouraging excellence at local level for the benefit of a global organisation whose mindset is based on multiculturalism, valuing of diversity and inclusion.

## COOL BRAND

Brembo does not set limits on creativity and considers it essential to continuously engage in strengthening its brand, anchoring it to new trends that are reconfiguring mobility in line with the values and sensibilities of the new generations, especially Generation Z. The objective is thus to identify their passion, needs and tastes, and translate them into a unique brand experience able to generate tangible solutions. The year 2022 saw the implementation of several projects as part of the Cool Pillar: Hackathon was the first to be launched.

Last but not least, at the heart of the Group's strategic vision there is also an overarching commitment to sustainability that has become a modus operandi within Brembo, permeating all its activities processes and products. This sustainability-driven approach is increasingly present also in the relationship with its employees, with its supply chain and in the local areas in which the Group operates.



# SUSTAINABILITY HIGHLIGHTS

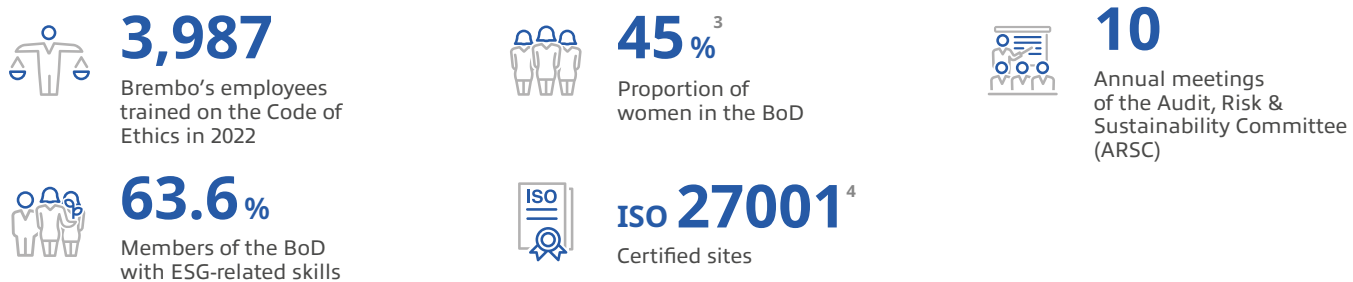
## THE GROUP



## SUSTAINABILITY



## COMPANY STRUCTURE



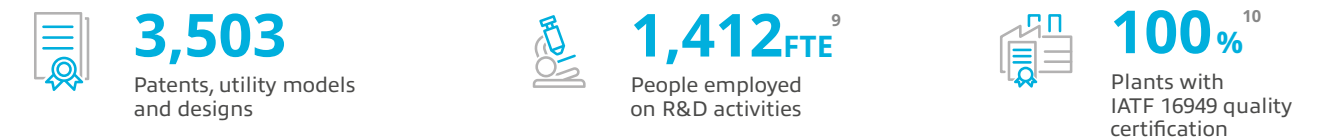
## PEOPLE



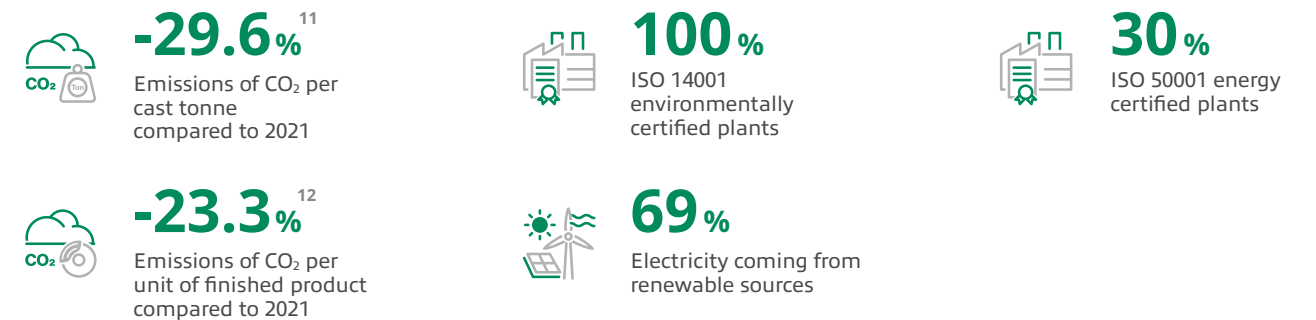
## THE SUPPLY CHAIN



## SYNERGY AND INNOVATION



## ENVIRONMENT



## LOCAL AREAS



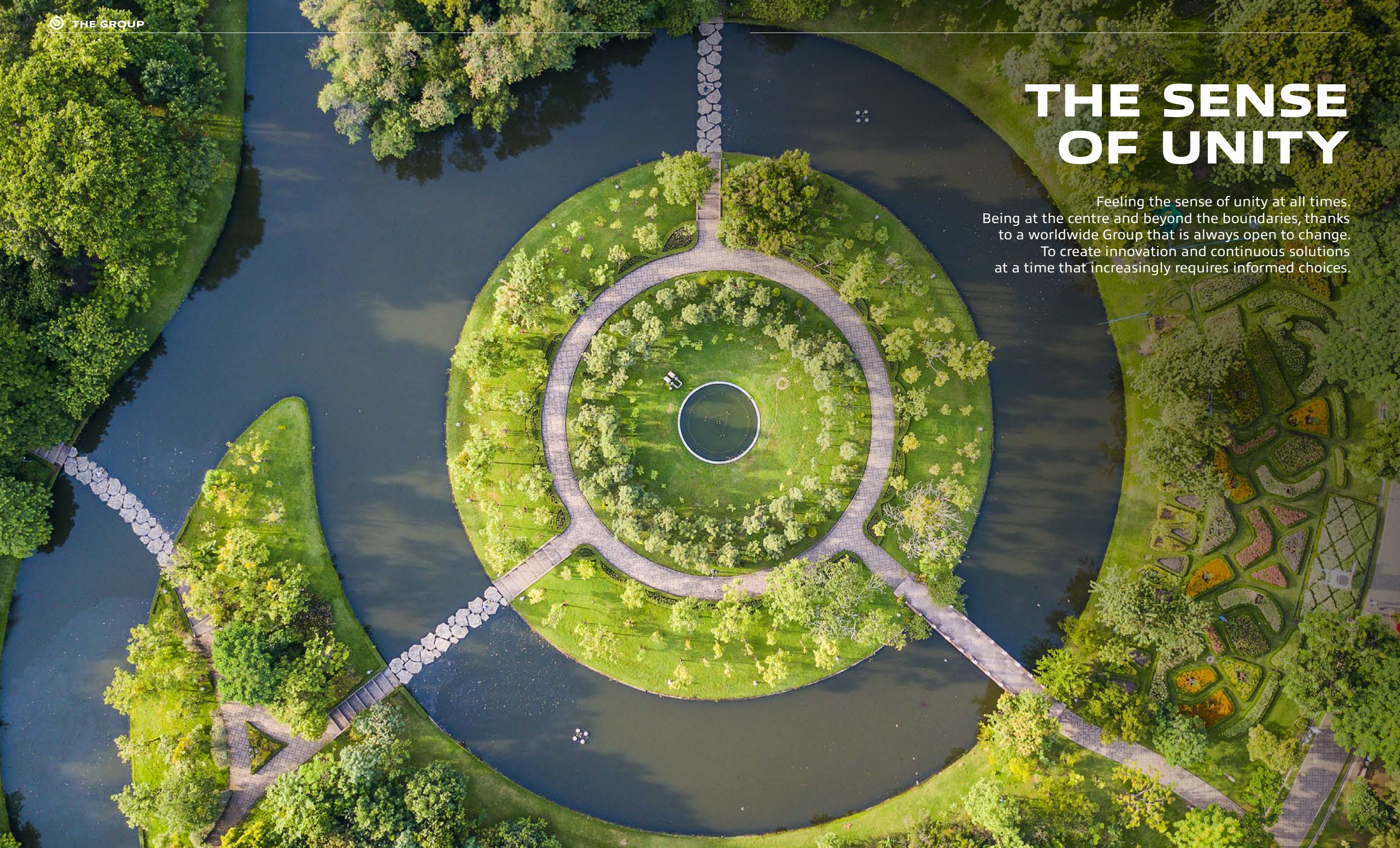
### Note

- 2 Cash flows generated by net investments in property, plant and equipment and intangible assets, calculated as the sum of increases (net of decreases) in property, plant and equipment and intangible assets. The figure does not include Increase in leased assets.
- 3 The minimum quota of the less-represented gender in the corporate bodies of listed companies is 40% (Law No. 160 of 27 December 2019), in force at the date of appointment on the Board of Directors (General Shareholders' Meeting held on 23 April 2020) for the 2020-2022 three-year term.
- 4 The ISO 27001 certified sites are: the three Italian sites of Brembo S.p.A. (the Headquarters and the Curno and Mapello production hubs), La.CAM S.r.l., Brembo SGL Carbon Ceramic Brakes S.p.A., the three Brembo Poland Spolka Zo.o. productions hubs, the sites of Brembo North America Inc., Brembo México S.A. de C.V. and Brembo Czech S.r.o.
- 5 The number of People includes employees and temporary workers.
- 6 The percentage does not include the recently acquired sites of J.Juan and SBS Friction. As per Brembo's practice, the new and recently acquired plants will get the certification within one and two years, respectively.
- 7 The number of employees in the 2021 highlights already included the J.Juan Group's employees.
- 8 This percentage is only calculated with regard to the purchase categories of raw materials and cast-iron goods, components and outsourced processing, and ancillary products and services (excluding industrial assets).
- 9 Full Time Equivalents - FTEs represent the workforce calculated based on the hours actually worked and/or paid by the company in which they are employed.
- 10 The Zaragoza site is ISO 9001 certified since the IATF scheme does not apply to aftermarket sites. For the new plants of SBS Friction (Denmark) and J.Juan (Myasl and Jiaying), which were ISO 9001-certified upon their acquisition, activities are underway to integrate them into the Brembo Quality Management System. This will lead to the IATF 16949 certification by 2023 and Q1 2024, respectively.
- 11 Scope 1 and market-based Scope 2 emissions / gross tonnes of molten cast iron and molten aluminium.
- 12 Scope 1 and market-based Scope 2 emissions / total number of pieces manufactured.



# THE SENSE OF UNITY

Feeling the sense of unity at all times. Being at the centre and beyond the boundaries, thanks to a worldwide Group that is always open to change. To create innovation and continuous solutions at a time that increasingly requires informed choices.





# 1. THE GROUP

Brembo is a world leader and recognised innovator in the design and manufacture of high-performance braking systems and components for the most important manufacturers of cars, motorbikes and commercial vehicles. It also plays a central role in the most challenging motorsports championships.

Guided by its strategic vision "Turning Energy into Inspiration", Brembo aims at contributing to shaping the

mobility of the future through cutting-edge, digital and sustainable solutions.

The Group currently operates in 15 countries on three continents, and it can rely on eight research centres, nine different brands and approximately 15,000 people (employees and temporary workers). In 2022, the Group's business generated a turnover of €3,629 million and a €293 million net profit.

## A GLOBAL FOOTPRINT

Operating internationally, in 15 countries on three continents, the Group pursues an innovation-driven globalisation process, with a view to creating increasingly sustainable solutions for the mobility of the future. In addition to Italy, manufacturing plants are lo-

cated in Poland, the United Kingdom, Czech Republic, Germany, Denmark, Spain, the USA, Mexico, Brazil, China and India. Other companies located in Spain, Sweden, Germany, Russia, China and Japan carry out distribution and sales activities.



15

No. of countries in which the Group is present

## THE MOST IMPORTANT STRATEGIC ASSET

The main architects of Brembo's virtuous development are the People operating within a constantly growing Group. The Group currently employs nearly 13,000 people who carry out their tasks in 23 production sites and sales offices in 15 countries around the world.

Brembo is constantly committed to providing each one of them a place that promotes talent and where the values of responsibility, respect, diversity and inclusion are at the core of our work together.



12,956

Employees

## GLOBAL LEADER IN BRAKE DISC TECHNOLOGY

Brembo is changing its essence and this transformation is also evidenced by its new Visual Identity and the new aesthetic of its logo, which, while maintaining its own style, has softer and more linear graphics, more easily adaptable to the different sizes required by digital formats.

speak to generations of digital natives so as to make the Brembo logo and style timeless.

Brembo, Brembo Racing, AP, AP Racing, Marchesini, ByBre, Breco, SBS Friction and J.Juan: these brands allow the Group to be a global leader in the design, manufacturing and sale of braking systems for cars, motorbikes and commercial vehicles.



9

No. of Group brands

The iconic red colour continues to incorporate the Group's founding passion with contemporary shapes that

## STRENGTHENING ITS PRESENCE INTERNATIONALLY

In 2022, Brembo's investment management policy continued in line with the guidelines followed to date, with the aim of strengthening the Group's presence not only in Italy, but also internationally.

investments concerned new technologies and innovation, aimed both at increasing the level of automation of production and constantly improving the mix and quality of factories.

Total net investments undertaken in 2022 at all operations amounted to €282,135 thousand. These significant

With regard to investments in intangible assets, development costs incurred amounted to €22,849 thousand (8.1% of the Group's investments).



282<sup>1</sup>  
million

Net investment

## THE IDEAL BRAKING FOR THE MOBILITY OF THE FUTURE

The Group's steady growth and its technological and commercial leadership in the sector are the result of its constant search for innovative and breakthrough solutions. Brembo can rely on eight research and development centres worldwide — in Italy, Poland, Spain, Denmark, the USA, India and China — where expertise and dedication, intuition and experience are combined every day to define the

characteristics of the ideal braking for the increasingly digital, connected and sustainable mobility of the future.

In an increasingly changing automotive industry, Brembo can also rely on its own Inspiration Lab, an experimental California-based centre of excellence focused on strengthening expertise in software, data science and artificial intelligence.



8

No. of research centres of the Group

## A SHARPLY INCREASING TURNOVER

Brembo's reference market is represented by the most important manufacturers of cars, motorbikes, commercial vehicles and racing cars and motorbikes. In 2022, Brembo's consolidated net sales amounted to

€3,629 million, with a 30.7% increase compared to €2,778 million in 2021, broken down as follows: 72.7% cars, 13.1% motorbikes, 9.7% commercial vehicles and 4.5% racing.



3,629  
million

Turnover

<sup>1</sup> Cash flows generated by net investments in property, plant, equipment and intangible assets, calculated as the sum of increases (net of decreases) in property, plant, equipment and intangible assets. The figure does not include increases in leased assets.



# SUSTAINABLE LIVING

The constant commitment to sustainability, in all its forms. Attention to resources, responsible choices and actions that cyclically return in every new idea, project, product. Like a light, electric and digital thought, imagining the mobility of the future.





# 2. SUSTAINABILITY

The principles that guide the Group's sustainable development and Social Responsibility originated with Brembo, and have grown and evolved over time with the Company.

They have become an essential part of our strategy and operations, integrating the sustainability performance

into our business model. Our daily focus on sustainability occurs through tangible actions aimed at balancing economic decisions against a continuous improvement of the Group's environmental and social aspects: from a responsible relationship with natural ecosystems to the wellbeing of the communities and people living in the territories where the Group operates.

## MATERIALITY ANALYSIS



Brembo is aware of how important it is to identify the topics that are material to its stakeholders. Therefore, the Group carries out an annual materiality analysis process in order to identify the areas in which its activities have the greatest impact on natural ecosystems, as well as on the wellbeing of the community, its employees and its stakeholders.

In 2022, the materiality analysis was conducted in accordance with the new GRI Universal Standards 2021, introducing the concept of "impact materiality", and with the involvement of all internal and external stakeholders.

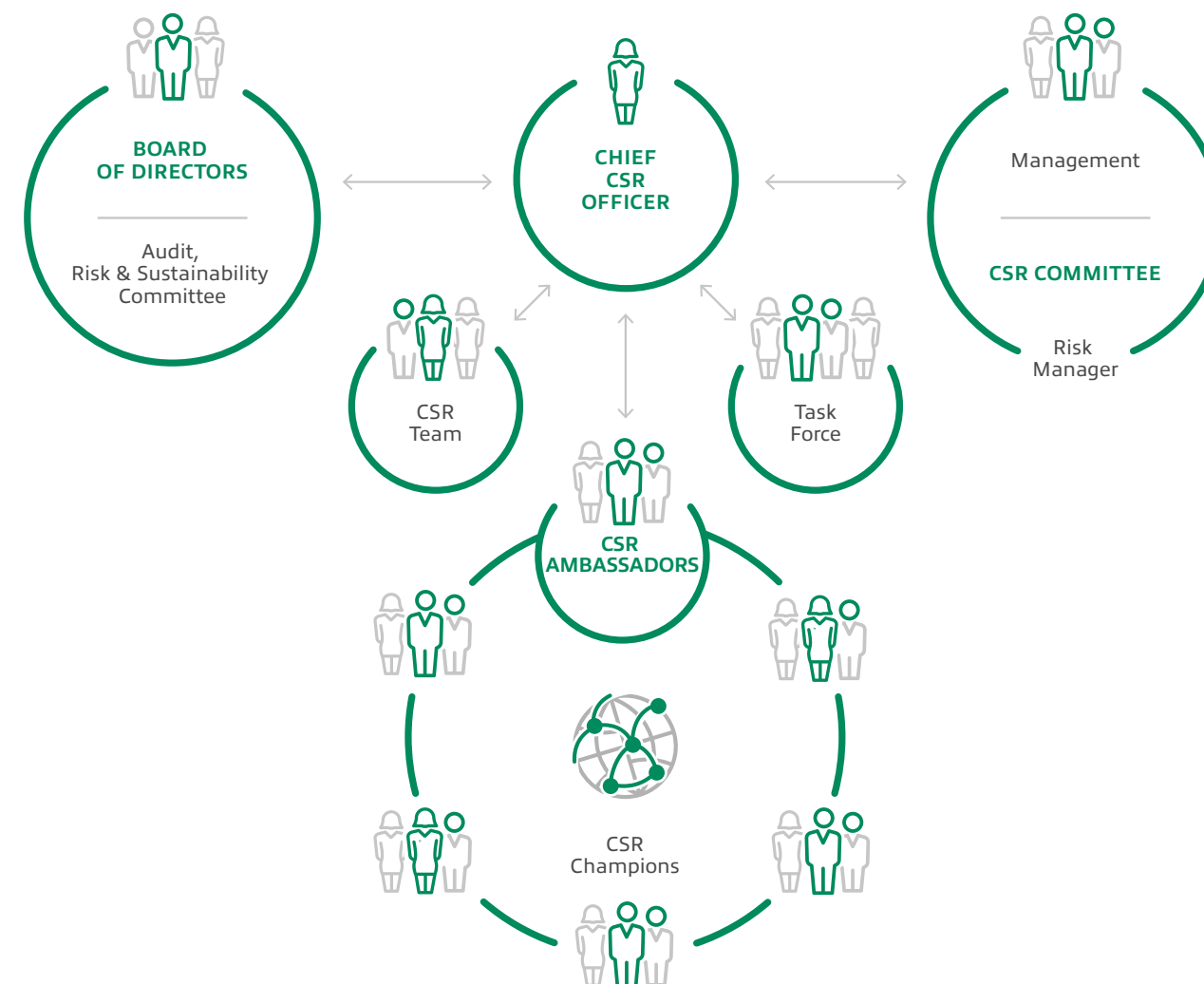
● Environment   ● Society   ● Governance   ● Product

## THE GOVERNANCE OF SUSTAINABILITY

The Group's willingness to operate in an increasingly responsible manner and include in all respects sustainability in its business practices has prompted the implementation at Brembo of a Governance system which is dedicated to supervising and managing these topics at global level. The key figure at the heart of Brembo's sustainability

governance is the Chief CSR Officer, a role entrusted to the Director in charge of the Internal Control and Risk Management System. Besides interacting with the Audit, Risk & Sustainability Committee, the Chief CSR Officer is responsible for proposing, coordinating and deploying social responsibility projects and initiatives, monitoring

action plans in the various organisational units (also in light of external best practices), analysing information documents and stakeholders' requests regarding sustainability-related topics, as well as coordinating activities involved in the drafting of the annual Disclosure of Non-Financial Information.





## TURNING SUSTAINABILITY INTO ACTION

At Brembo, sustainability is a way of thinking that is given concrete form through the formulation of a clear and well-defined strategy.

To ensure that the Group grows together with the countries where it operates, the activities aimed at finalising its first Sustainability Plan “Tur-

ning Sustainability into Action” have continued.

In order to guarantee to all stakeholders full consistency between the contents of the Plan and the Disclosure of Non-Financial Information, the targets — chiefly of quantitative nature — have been identified starting from the topics material to Brembo.



# 13

Sustainability objectives published

## AN AWARD FOR IDEAS

The contribution to innovation and the spirit of collaboration within the Group are fundamental to Brembo. Accordingly, each year the employees’ ideas that bring significant developments and concrete improvements in different areas are awarded. In particular, the Brembo Sustainability Awards recognise the best ideas in areas relating

to sustainable development at every level of the organisation.

The aim is to promote knowledge and awareness of corporate social responsibility, encouraging the ongoing improvement of the corporate welfare and the spreading of the sustainability culture.



# 171

Ideas competing for the Brembo Sustainability Awards

## THE CSR AMBASSADORS AND CHAMPIONS NETWORK

CSR Ambassador and CSR Champion positions were created in 2019 to raise awareness of sustainability at the various Brembo plants worldwide and to establish a direct, active communications channel.

Their mission is to spread a CSR culture, promote activities and support local initiatives relating to sustainability, in addition to interacting regularly with the CSR GCF to share information, events and projects in favour of sustainable development.

The differences between the two positions are the level of responsibility and scope of action: CSR Ambassadors operate at the level of the region/legal entity and rely on assistance from the CSR Champions who operate at the site level.

In 2022, the CSR Ambassadors and CSR Champions took part in dedicated sessions, both to train on environmental issues and share projects and initiatives.



# 13

CSR Ambassadors within the Group



# 25

CSR Champions within the Group

## A CULTURE OF SUSTAINABILITY

The Group believes that its commitment to achieving the Sustainable Development Goals must begin with spreading and promoting the SDGs.

This conviction gave rise to the “We Support SDGs” project designed to spread knowledge of the goals and raise awareness regarding sustainable actions.

The communication campaign was promoted by distributing illustrative material with the description of each Goal, the daily actions that everyone can make both in professional and personal life, and Brembo’s projects concretely contributing to the achievement of the individual Goals.

The initiative “Put your face on it” stemmed namely from these bases and is centred on the stories of Brembo employees who act as ambassadors for sustainable action.



PLANET

### BREMBO'S COMMITMENT



PLANET

### BREMBO'S COMMITMENT



PLANET

### BREMBO'S COMMITMENT





# AN ORGANISED STRUCTURE

Well-defined roles and competencies are the basis of an efficient and constantly evolving organisation. In a rapidly changing scenario, the solidity of effective, transparent and open-to-change governance remains a steady constant.



# 3. COMPANY STRUCTURE

Brembo has structured a sound Corporate Governance Model based on the best international practices and the recommendations of the 2020 Corporate Governance Code, through which it meets the interests of all its stakeholders effectively. Over the years, the Group has paid growing attention

to ensuring the ongoing compliance of its corporate structure and the improvement of the processes for managing both operating and sustainability risks, without prejudice to the fact that well-defined roles and competencies are the basis of an efficient and constantly evolving organisation.



## AN EVOLVING WORLD, INCLUDING AT INSTITUTIONAL LEVEL

Diversity policies and criteria for the Board of Directors reserve a minimum quota to the less represented gender in accordance with the provisions in force from time to time.

This proportion is 45% at Brembo, compared to 40% required by law to listed companies. This figure testifies to

the Company's open approach to an evolving world.

As Consob underlined, "The entry of women into the boards has helped to change their characteristics, lowering the average age of members, raising the share of graduates and increasing the diversification of professional profiles."



**45%**<sup>1</sup>

Proportion of women in the BoD

## A BALANCED MIX OF EXPERTISE AND PROFESSIONALISM

In addition to the obvious requirements of personal integrity, professionalism and respectability imposed by applicable statutory and regulatory provisions, all the Directors provide Brembo with a perfect mix of professional skills: business and finance, strategic planning, international background, entrepreneurial expe-

rience, risk management and internal control, legal and corporate affairs, human resources and organisation, communication and experience in the automotive sector. These skills are supported by an extensive ESG-related knowledge, including with regard to the environment, sustainability and social responsibility.



**63.6%**

Members of the BoD with ESG-related skills

## UTMOST INFORMATION MANAGEMENT SECURITY

In compliance with industry security standards, the Group is ISO 27001 certified and is constantly committed to increasing its experience in this field.

The automotive world moves rapidly towards products and services that are becoming smarter day after day: Brembo therefore needs to make sure

that everything it creates or uses is secure by design.

Brembo is also promoting additional automotive industry standards — such as TISAX — to ensure that the entire ecosystem of customers, partners and suppliers is certified throughout the supply chain.



**ISO 27001**<sup>2</sup>

Certified sites

<sup>1</sup> The minimum quota of the less-represented gender in the corporate bodies of listed companies (Law No. 160 of 27 December 2019), in force at the date of appointment of the Board of Directors (General Shareholders' Meeting held on 23 April 2020) for the 2020-2022 three-year term, was 40%.

<sup>2</sup> The ISO 27001 certified sites are: the three Italian sites of Brembo S.p.A. (the headquarters and the Curno and Mapello production hubs), La.CAM S.r.l., Brembo SGL Carbon Ceramic Brakes S.p.A., the three Brembo Poland Sp.z.o.o. production hubs, the sites of Brembo North America Inc., Brembo México S.A. de C.V. and Brembo Czech s.r.o.





# PEOPLE AT THE CENTRE

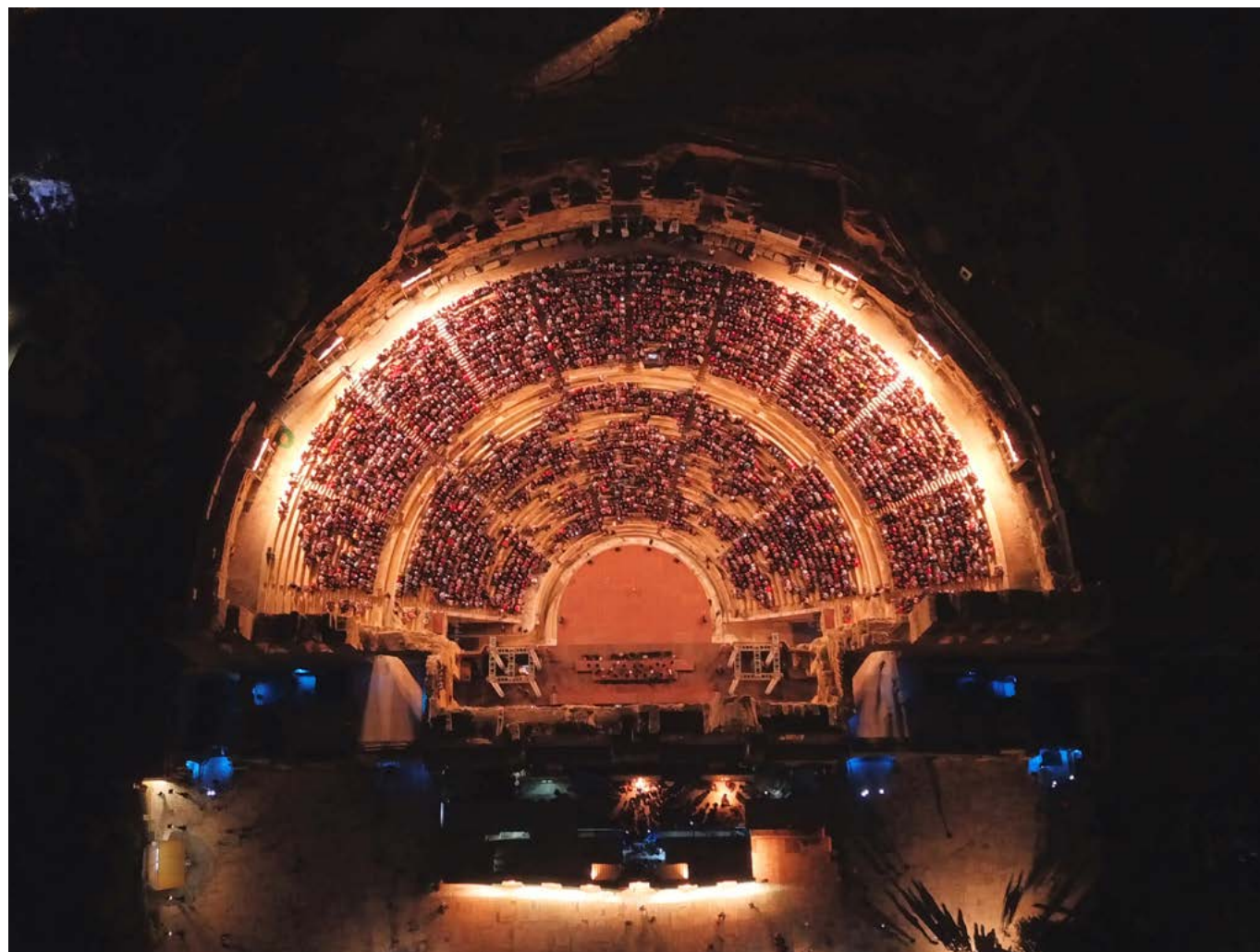
Their unique characteristics and the beauty in their differences: people are always at the centre. Diversity is an invaluable resource that allows the expansion of ideas, just as the integration of thoughts and knowledge leads to unpredictable, breakthrough solutions.



# 4. PEOPLE

Human capital represents the most important strategic asset for Brembo. The knowledge and skills of each person are the real competitive advantage behind the Group's ability to innovate and pursue excellence in achieving its business objectives, which are increasingly associated with the current rapid transformation of the automotive sector.

For this reason, in line with its strategic pillars, Brembo promotes the development and continual enhancement of its employees' skills, enhancing their talent and fostering multiculturalism and the virtuous exchange arising from diversity integration.



## TALENTED MEN AND WOMEN TO GROW FURTHER

Constant search for and attraction of talents are a priority for the Group. Men and women who stand out for their ability to anticipate and overcome the current and future challenges of the automotive sector. It is for this reason

that Brembo has structured a search and selection process, also founded on the principles of diversity and equal opportunities, that allows each candidate's skills and value to be appreciated fully and without discrimination.



**6.0%**<sup>1</sup>

Workforce increase compared to 2021

## CONSOLIDATION OF EXPERTISE

Brembo confirms its training investment through various activities with an increasingly inclusive approach in favour of transversal enrichment and greater collaboration between Group Companies.

Brembo ensures a structured, flexible training offer differentiated by target population, complemented by additional tools such as individual and group coaching, mentoring and tutoring.



over **400,000**

Training hours provided in 2022

## OCCUPATIONAL HEALTH AND WELLBEING

Brembo has made safety a distinctive element of its business, designing and manufacturing braking systems of the highest quality.

ensuring increasingly healthy and safe working environments both for Brembo employees and for all people accessing the workplace for different reasons.

This focus on Health and Safety also applies to all people in the Group,



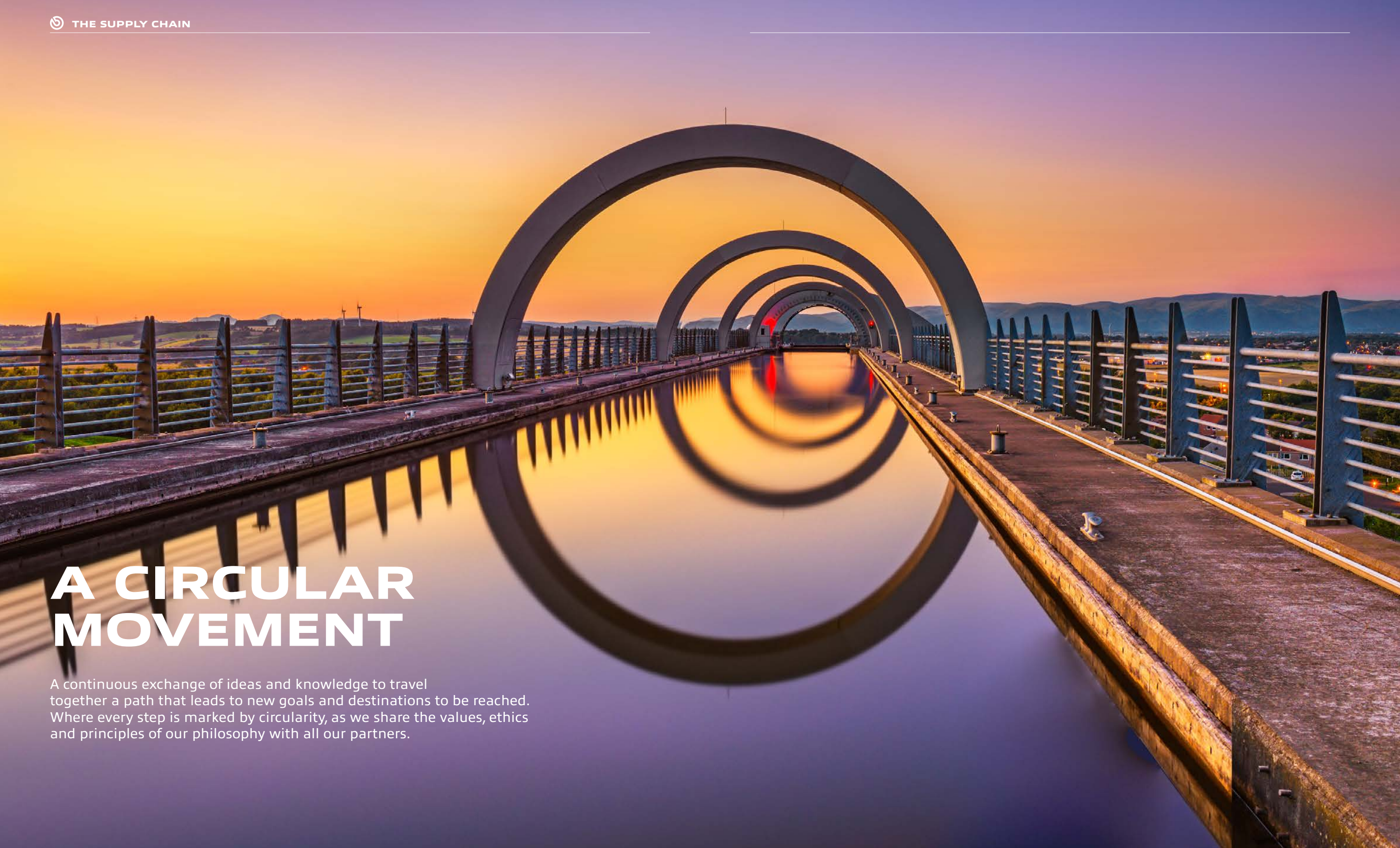
**100%**<sup>2</sup>

ISO 45001 certified plants

<sup>1</sup> The number of employees in the 2021 highlights already included the employees of the J.Juan Group.

<sup>2</sup> The percentage does not include the recently acquired sites of J.Juan and SBS Friction. As per Brembo's practice, the new and recently acquired plants will get the certification within one and two years, respectively.





# A CIRCULAR MOVEMENT

A continuous exchange of ideas and knowledge to travel together a path that leads to new goals and destinations to be reached. Where every step is marked by circularity, as we share the values, ethics and principles of our philosophy with all our partners.



# 5. THE SUPPLY CHAIN

The Group relies on the contribution of more than 6,700 businesses located in 15 countries throughout the world that provide essential goods and services for industrial processes. A careful supply chain management is essential to ensuring responsible supplies, with a focus on environmental protection and the rights of workers and local communities.

Over the years, the Group has established a structured supplier management process based, firstly, on a virtuous exchange of ideas and knowledge, so as to ensure a constant improvement of quality and sustainability throughout the industry.



## SUSTAINABLE PROCUREMENT POLICY

In order to best guide its whole supply chain towards an increasingly responsible approach to business, in 2022 Brembo asked the Group's main suppliers to adopt its Sustainable Procurement Policy, which summarises the guidelines set out in the Group's sustainability policy, as well as the ru-

les and principles that Brembo's suppliers are required to uphold. To date, the Sustainable Procurement Policy has been subscribed by approximately 300 out of the 700 main suppliers who account for the largest share of purchase costs.

## FOCUS ON THE LOCAL AREA AND THE COMMUNITIES

Brembo pursues an international development strategy with a central focus on the local area and a commitment to creating stable relations with local communities.

This is proved by the high percentage of supplies received from local suppliers in the same geographical areas

where the Group operates, equal to 88% of purchases.

In 2022, the value of supplies was broken down by geographical area as follows: €1,270,635,517 for Europe, €54,420,444 for Asia, €469,729,190 for North America and €584,428,614 for South America.



**88%**<sup>1</sup>

Local supplies, i.e., supply from suppliers located in the same geographical areas where the Group operates

## AN EFFICIENT AUDIT ACTIVITY

In consultation with external experts, Brembo conducts periodic audits of suppliers with the goal of assessing compliance with the sustainability standards mandated by the Group.

The objective of the audits is to identify critical issues affecting working

conditions, related remuneration and working hours, as well as health, safety and the environment.

In 2022, the percentage of the supply costs monitored reached 74.1% of the purchase goods for the main direct material suppliers.



**74.10%**

Suppliers of direct materials that since 2015 have been involved in social and environmental audits (in terms of value of supplies)

<sup>1</sup> This percentage is only calculated with regard to the purchase categories of raw materials and cast-iron goods, components and outsourced processing, and ancillary products and services (excluding industrial assets).





# CREATING EXCELLENCE

Revolutionising the market with top-performing, cutting-edge systems that respect the environment, starting with their conception, design and production.

Increasingly responsible and sustainable production processes, on the road to Net Zero.

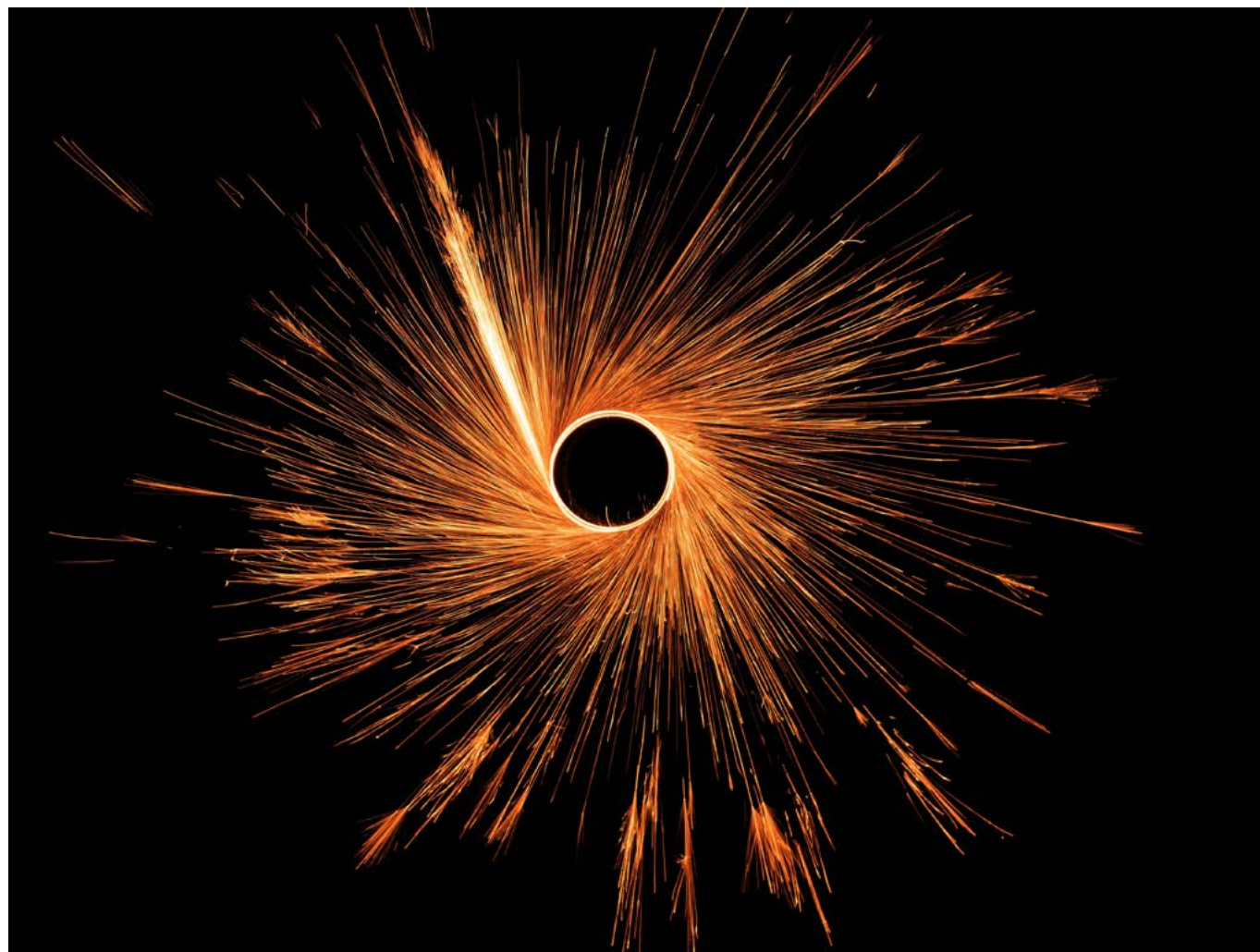


# 6. SYNERGIES AND INNOVATION

In the automotive industry as well, consumers' purchase choices are increasingly dictated by considerations relating to respect for the environment.

It is for this reason that the Group is daily committed to developing innovative and increasingly sustainable

products. This activity covers all brake system components — caliper, disc, pad, suspension, control unit. Brembo thus constantly tests new solutions that can improve the comfort and environmental sustainability of products, while applying a design that can combine functionality, durability and aesthetics.



## DESIGNING INNOVATION

Brembo's capacity to innovate and exploit its own expertise as a strategic lever for maintaining its technological and commercial leadership at global level can also be gauged by the patents filed by the Group over

time. 3,503 patents, utility models and designs divided into 581 still valid patent families have already been registered in the world in sixty years since its foundation.



**3,503**

Patents, utility models and designs

## CONSTANT SEARCH FOR QUALITY

In terms of product and process innovation, the excellent results achieved in the different fields around which the Group's commitment is structured stem from the work of the people operating daily in the different company areas involved, from research and develop-

ment to testing, and quality management and improvement.

Brembo works constantly to improve products and processes, as well as to search for solutions to reduce mass, optimise performance and improve styling.



**1,412 FTE<sup>1</sup>**

People employed on R&D activities

## IN LINE WITH BEST PRACTICES

To guarantee safety, quality, respect for the environment and certain performance, Brembo applies the voluntary technical standards developed by national and international bodies to define how to produce excellent products, so as to align its own production processes with best practices. Accordingly, all Brembo

products have to pass controls and checks designed to ensure their quality and safety, following a logic of ongoing improvement, which makes an essential contribution to increasing the ability to meet all requirements, as well as process efficacy and efficiency, both within the Group and throughout the supply chain.



**100%<sup>2</sup>**

Plants with IATF 16949 quality certification

<sup>1</sup> Full Time Equivalents – FTEs represent the workforce calculated based on the hours actually worked and/or paid by the company in which they are employed.

<sup>2</sup> The Zaragoza site is ISO 9001 certified since the IATF scheme does not apply to aftermarket sites. For the new plants of SBS Friction (Denmark) and J.Juan (Myasl and Jiaxing), which were ISO 9001-certified upon their acquisition, activities are underway to integrate them into the Brembo Quality Management System. This will lead to the IATF 16949 certification by 2023 and Q1 2024, respectively.



# PRESERVING BEAUTY

The splendour of nature is unparalleled. Spontaneous and extraordinary spectacles that must be preserved and protected, also for future generations. The responsible use of resources and the reduction of emissions are essential choices, to protect the balance of nature.





# 7. ENVIRONMENT

Brembo is committed on several fronts to responding to the challenges posed by climate change and seizing the opportunities arising from the transition to a low-carbon economy.

In accordance with the circular economy principle, the Group promotes a reduced use of primary raw

materials, while encouraging and enhancing secondary raw materials. In addition to reducing greenhouse gas emissions, Brembo's environmental protection process also includes the rational use of water, with the aim of limiting its consumption, eliminating waste and avoiding any possible form of contamination.

## A CONSTANTLY EVOLVING ROADMAP

To achieve the Net Zero goal, Brembo has defined a Roadmap that is subject to continuous refinement in accordance with technical, technological and market developments. The Roadmap also includes the supply of

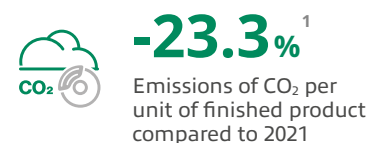
renewable energy, both self-produced and purchased, to reach a share of 70% of consumption in 2025 and 100% in 2030. Further areas of action are represented by the increase in the use of secondary raw materials

within products, transport optimisation, energy efficiency, technological innovation and the involvement of the whole supply chain in the achievement of these objectives.

## GREENHOUSE GAS EMISSIONS

To actively respond to the call to action by the scientific community and the increasingly stringent needs of a planet which it is necessary to take care of, the Group has embarked on a journey towards an increasingly

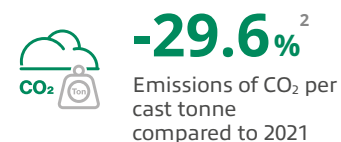
net zero model. As a responsible business aware of its role, Brembo operates synergistically in four spheres of action: people, processes, products and the supply chain.



## THE OBJECTIVE OF BECOMING A NET-ZERO COMPANY

The greenhouse gas emissions generated by Brembo are chiefly connected with the functioning of its production facilities. It is for this reason that its environment-related actions aim, on the one hand, at reducing atmospheric

emissions through a gradual transition to more efficient production processes and limited CO<sub>2</sub> emissions, and on the other, at gradually increasing the use of energy from renewable sources.



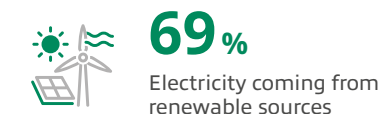
<sup>1</sup> Scope 1 and market-based Scope 2 emissions / total number of pieces manufactured.

<sup>2</sup> Scope 1 and market-based Scope 2 emissions / gross tonnes of molten cast iron and molten aluminium.

## THE FOCUS ON ENERGY CONSUMPTION

In line with the indications of the global scientific community, in order to reach its Net Zero operating model target, Brembo's policy is to maximise energy efficiency, while reducing consumption wherever possible and keeping emissions to a minimum.

In order to contribute to minimising the environmental impact, the Company's strategy is aimed at ensuring economically sustainable operations, while limiting energy intensity and CO<sub>2</sub> emissions due to production processes.



## EFFICIENTLY MANAGING THE ENVIRONMENTAL AND ENERGY FOOTPRINT

Brembo has developed and maintains an up-to-date Environmental Management System compliant with the ISO 14001 standard.

impact and its environmental risks. Moreover, since 2019 the Management System has also incorporated the requirements of standard ISO 50001 relating to energy management, and undergoes a voluntary annual audit by independent third parties to ensure its full compliance with the two international standards.

Thanks to this System, which complies with the constantly updated related requirements, the Company implements tools aimed at minimising its



## CDP AWARD – CARBON DISCLOSURE PROJECT

Brembo has actively taken part in the fight against climate change since 2011, when it began to build its own emission inventory.

to fighting climate change and ensuring sustainable water management. At the global level, only 58 companies are, together with Brembo, on both the Climate Change and Water Security A Lists, with Brembo being the only Italian company to have achieved this prestigious twofold environmental recognition.

It gradually expanded its monitoring and reporting scope to include all its plants in 2015. In 2022 as well, CDP named Brembo, for the fifth year running, as one of the world's leading companies in terms of commitment





# A VIRTUOUS CIRCLE

Every support and development initiative in our areas of operation is made up of exchange and interaction that combine with a single purpose: the wellbeing and growth of local communities, always looking after the most vulnerable. A virtuous circle where everyone gives and everyone receives.



# 8. LOCAL AREAS

Brembo has strong ties to the local areas in which it operates. In fact, much of its economic value distributed goes towards supporting the Group's local partner businesses, generating additional employment and technological development.

For several years, Brembo's sustainable development in these areas has also translated into projects in support

of the most vulnerable categories, such as women and children, and initiatives focused on training and scientific research. The year 2022 also witnessed the implementation of the Safe Haven project in Lublin, Poland. The project was conceived and developed by Brembo, in collaboration with the Foundation Cesvi, to create a "safe haven" for Ukrainian mothers with children, the elderly and people with disabilities fleeing the war.

## STRENGTHENING THE ENTREPRENEURIAL FABRIC IN ITS VALUE CHAIN

The Group pursues in its efforts aimed at strengthening the entrepreneurial fabric in its value chain, creating a network of satellite companies that guarantees employment and technological development.

In fact, for many businesses in the supply chain Brembo represents a

reliable partner with which they can grow over time. The economic value distributed in 2022 is a confirmation of this approach, which enabled Brembo to support the businesses operating within the supply chain and to reward its collaborators: €3,386 million.



## A TANGIBLE HELP FOR THOSE WHO NEED IT THE MOST

Safe Haven is a project conceived and developed by Brembo, in collaboration with the Foundation Cesvi, to create a "safe haven" for Ukrainian mothers with children, people with disabilities and the elderly.

A high number of refugees fleeing the conflict are hosted in the Palace Europe Hotel in Lublin, one of the Polish

cities close to the border with Ukraine.

The Safe Haven project stems from Brembo's desire to bring concrete help to these people in extreme difficulty, giving priority to the most vulnerable who need specific care and attention, which are difficult to receive within large help centres.



Over the years, Brembo has established close ties to the local areas where it is present, paying attention to the needs they express, and defining a path of joint development and growth, which leads the Group to provide tangible support to numerous projects and initiatives in favour of local

communities in the areas of greatest social need.

The Group supported initiatives in six areas of intervention viewed as priorities:



**6**  
Action areas for social projects



Social area and children protection



Art and culture



Environment and sustainability



Education, training and research



Sport



Brembo's social projects worldwide









Brembo S.p.A.  
Headquarters c/o Parco Scientifico Tecnologico Kilometro Rosso  
Viale Europa, 2 - 24040 Stezzano (BG) Italia  
Tel. +39 035 605.2111 - [www.brembo.com](http://www.brembo.com)  
E-mail: [sustainability@brembo.it](mailto:sustainability@brembo.it) - [ir@brembo.it](mailto:ir@brembo.it)

Editorial consulting: Lemon Comunicazione (Bergamo)  
Graphic work and typesetting: PoliedroStudio srl (Telgate, Bergamo)  
Printing: SANCO Srl (Corbetta, Milano)



The mark of  
responsible forestry







[sustainability@brembo.it](mailto:sustainability@brembo.it)



