

Business and Strategy Committee Charter

1. Purpose

- 1.1. The Business and Strategy Committee of Stevanato Group S.p.A. is a standing committee established by the Board of Directors of the Company from among their number.
- 1.2. The primary objective of the Business and Strategy Committee is to assist the Board in discharging its duties by: (i) periodically reviewing and making recommendation on medium and long-term strategies and strategic plans of the Company and its subsidiaries (collectively, the "**Group**"), (ii) periodically meeting with management to monitor Company's progress against its strategic goals, (iii) ensuring the Board is regularly apprised of the Company's progress with respect to implementation of any approved strategy, and (iv) carrying out any other duties at the instructions of the Board, within the limits of applicable laws and regulations.

2. Definitions

"**Board**" means the Board of Directors of the Company;

"**Committee**" means the Business and Strategy Committee of the Company;

"**Company**" means Stevanato Group S.p.A.;

"**Italian Civil Code**" means the Italian civil code as enacted by royal decree no. 262 of March 16, 1942, and as amended and supplemented;

"**Senior Management**" means the Chief Executive Officer ("**CEO**"), Chief Financial Officer ("**CFO**"), Chief Operating Officer ("**COO**"), Chief Technology Officer ("**CTO**"), Chief Business Officer ("**CBO**"), [General Counsel ("**GC**"),] the high-level executives that report directly to the CEO and/or CFO and/or COO and/or CTO and/or CBO [and/or GC] and any other employee of the Company as it may be determined by the CEO to constitute senior management of the Company.

3. Membership

- 3.1. The Committee shall comprise at least two and no more than ten members. Members of the Committee shall be appointed by the Board upon recommendation of the nominating and corporate governance committee of the Company.
- 3.2. Only members of the Committee have the right to attend Committee meetings. However, other individuals such as Senior Management and external advisers may be invited to attend for all or part of any meeting, as and when appropriate or necessary.
- 3.3. Appointments to the Committee are made by the Board and shall be for a period of up to three years extendable by no more than two additional three-year periods.
- 3.4. The Board shall appoint the Committee chairman who, unless otherwise determined by the Board, shall be an independent non-executive director. In the absence of the Committee chairman and/or an appointed deputy, the remaining members present shall elect one of themselves to chair the meeting. The duties of the Committee chairman will be limited to calling meetings, preparing the agenda in consultation with the Board chairman, the CEO and Committee secretary, chairing and coordinating the meeting, and reporting conclusions and recommendations to the board, ensuring the Committee carries out its responsibilities in a timely and effective manner, and following up on decisions made by the Committee. The Committee chairman will not have any other duties or authority internally or externally. The Board chairman shall not be Committee chairman.

4. Secretary

The Company secretary shall act as the Committee secretary and will ensure that the Committee receives information and papers in a timely manner to enable full and proper consideration to be given to issues.

5. Conflicts at Meetings

Each member of the Committee shall disclose to the Committee:

- a) any personal financial interest (other than as a shareholder of the Company) in any matter to be considered and decided by the Committee; and
- b) any potential conflict of interest arising from a cross-directorship. Any such member shall abstain from voting on resolutions of the Committee in relation to which such

interest exists and from participating in the discussions concerning such resolutions and (if so required by the Board) shall resign from the Committee.

6. Quorum

- 6.1. The quorum necessary for the transaction of business shall be a simple majority of the Committee members.
- 6.2. The Committee shall act on the affirmative vote of a majority of members present at a quorate meeting.
- 6.3. In the event that the number of Committee members voting in favor of a proposal and the number of Committee members voting against such proposal are equal, the Chairman shall have a casting vote.

7. Frequency of Meetings

- 7.1. The Committee shall meet at least quarterly at appropriate intervals in the financial reporting and audit cycle and otherwise as required.
- 7.2. Should an urgent meeting be required at short notice, such meeting may be held by means of a teleconference or by the circulation of a proposed resolution to all members. Any such resolution signed by all the members of the Committee will be as effective as if it had been approved at a meeting of the Committee.
- 7.3. Any member of the Committee shall be able to recommend specific items for the agenda to the Committee secretary.

8. Notice of Meetings

- 8.1. Meetings of the Committee shall be convened by the Committee secretary at the request of the Committee chairman or by the Board chairman.
- 8.2. Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee and any other person required to attend no later than two working days before the date of the meeting.
- 8.3. Any member of the Committee shall be able to recommend specific items for the agenda to the Committee secretary.

9. Minutes of Meetings

- 9.1. The Committee secretary shall minute the proceedings and decisions of all meetings of the Committee, including recording the names of those present and in attendance.
- 9.2. Draft minutes of Committee meetings shall be circulated promptly to all members of the Committee.
- 9.3. Once approved, minutes should be circulated to all other members of the Board unless it would be inappropriate to do so in the opinion of the Committee chairman.

10. Annual General Meeting

The Committee chairman should attend the annual general meeting to answer questions from shareholders on the Committee's activities.

11. Duties

- 11.1. The Committee should carry out the duties below for the parent company, major subsidiary undertakings and the Group as a whole, as appropriate.
- 11.2. The principal responsibilities of the Committee shall be to:
 - a) review the Group's business and strategic direction and recommend to the Board the development strategy to be pursued;
 - b) take stock of the strategic plans of the main entities of the Group to ensure alignment with the set strategic direction;
 - c) review the annual business plan, budget and capital structure of the Group before onward submission to the Board for approval;
 - d) discuss, review and recommend to the Board any such matters or issues which relate to the strategic planning of the Group;
 - e) assess new business proposals including acquisitions/joint ventures and make appropriate recommendations;
 - f) review and recommend strategic investments or divestments in strategic assets;

- g) make recommendations regarding strategic capital allocation;
- h) review proposals for raising of funds as submitted by management of the Company and make suggestions in that respect to the Board;
- i) assess plans for significant restructuring and adjustments of the Group and make recommendations accordingly; and
- j) review proposals, as appropriate, regarding the organizational structure of the Group with a view to optimizing the Group's operational effectiveness.

11.3. With respect to reports and presentations, the Committee shall review and discuss with the Board matters concerning the:

- a) strategic direction and strategic initiatives of the Company and the Group's relevant business units;
- b) general methods, guidelines, and policies by which the Company monitors and controls strategic risk; and
- c) the form and scope of the reports and presentations made to the Committee.

12. Delegation of Authority

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee of the Committee. In addition, the Committee may, in its discretion and subject to the requirements of applicable law (including, but not limited to, the Italian Civil Code), authorize one or more officers of the Company to take certain actions on its behalf.

13. Reporting Responsibilities

13.1. The Committee chairman shall report to the Board on its proceedings after each meeting on all matters within its duties and responsibilities.

13.2. The Committee shall make whatever recommendations to the Board it deems appropriate on any area within its remit where action or improvement is needed.

14. Other Matters

14.1. The Committee shall:

- a) have access to sufficient resources in order to carry out its duties;
- b) give due consideration to laws, regulations, including the general duties of directors set out in the Italian Civil Code,;
- c) arrange for periodic reviews of its own performance and, at least annually, review its constitution and terms of reference to ensure it is operating at maximum effectiveness and recommend any changes it considers necessary to the board for approval; and
- d) in consultation with the Board chairman, ensure that all items requiring the Committee's approval are appropriately tabled.

14.2. The Committee shall review and reassess the adequacy of these terms of reference at least annually, and otherwise as it deems appropriate and recommend changes to the Board.

15. Authority

15.1. The Committee is authorized to seek any information it requires from the Senior Management who is directed to co-operate with the Committee.

15.2. The Committee is authorized by the Board to obtain, at the Company's expense, outside legal or other professional advice on any matters within its terms of reference.

* * *

As adopted by the Board of Directors on June 16, 2021.