

Succession Planning Committee Charter

1. Purpose

1.1. The Succession Planning Committee of Stevanato Group S.p.A. is a standing committee established by the Board of Directors of the Company.

1.2. The primary objective of the Succession Planning Committee is to: (i) review and evaluate the Company's senior leadership team and key identified positions, (ii) ensure establishment and implementation of solid talent management processes to create and maintain succession pipeline for senior leadership team and key identified positions, (iii) review and identify organizational criticalities and key factors for succession planning, (iv) identify and address any critical missing capabilities at the Company, and (v) establish and maintain succession plans, and provide periodic reports to Board.

2. Definitions

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

"**Committee**" means the Succession Planning Committee of the Company;

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

3. Membership

3.1. The Committee shall be made up of at least two members and no more than six members. Unless otherwise determined by the Board, a majority of the members of the Committee shall be independent nonexecutive directors. Members of the Committee shall be appointed by the Board upon recommendation of the Committee (if applicable).

3.2. Only members of the Committee have the right to attend Committee meetings. However, other Company employees, Board members 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 one year provided the relevant director still meets the criteria for membership of the Committee.

3.4. The Board shall appoint the Committee chair. In the absence of the Committee chair and/or an appointed deputy, the remaining members present shall elect one of their own as Committee chair for the relevant meeting. The Committee chair's duties will be limited to call meetings, prepare the agenda in consultation with the Chair of the Board, the Chief Executive Officer, and Committee secretary, to chair and coordinate the meeting and to report conclusions and recommendations to the Board. The Committee chair will not have any other duties or authority internally or externally.

4. Secretary

The Company General Counsel or his or her nominee 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. Quorum

5.1. The quorum necessary for the transaction of business shall be a simple majority of the Committee members.

5.2. The Committee shall act on the affirmative vote of a majority of members present at a Meeting at which a quorum is present.

5.3. 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 Chair shall have the deciding vote.

6. Frequency of Meetings

6.1. The Committee shall meet at least twice per year at appropriate intervals in the financial reporting and audit cycle and otherwise as required.

6.2. 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. Notice of Meetings

7.1. Meetings of the Committee shall be convened by the Committee secretary at the request of the Committee chair or by the Board chair.

7.2. 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.

7.3. Any member of the Committee shall be able to recommend specific items for the agenda to the Committee secretary.

8. Minutes of Meetings

8.1. 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.

8.2. Draft minutes of Committee meetings shall be circulated promptly to all members of the Committee. 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 chair.

9. Annual General Meeting

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

10. Key Responsibilities and Duties

10.1. The Committee should carry out the duties below for the Company, major subsidiary undertakings and the group as a whole, as appropriate.

10.2. The responsibilities of the Committee shall include, consistent with and subject to applicable law, regulations and NYSE rules:

- a) regularly review and evaluate the structure, size and composition (including the skills, knowledge, experience and diversity) of senior leadership team and key identified positions and make recommendations with regard to any changes;
- b) ensure establishment and implementation of talent management processes to create and maintain succession pipeline for senior leadership team and key identified positions;
- c) review and identify organizational criticalities and key factors for succession planning based on the ongoing needs of the Company;
- d) identify and address any critical missing capabilities, and keep under review the leadership needs of the organization, with a view to ensuring the continuing ability of the organization to compete effectively in the marketplace;
- e) evaluate the balance of skills, knowledge, experience and diversity on senior leadership team of the Company and key identified positions, and, in the light of this evaluation, prepare a description of the role and capabilities required for an appointment as appropriate;
- f) establish and maintain succession plans; and
- g) work and liaise as necessary with all other Board committees.

11. Reporting Responsibilities

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

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

12. Other Matters

12.1. 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, and any published guidelines or recommendations regarding the corporate governance rules as applicable;
- 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.

13. Authority

13.1. The Committee is authorized to seek any information it requires from any employee of the Company in order to perform its duties.

13.2. 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.

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As adopted by the Board of Directors on July __, 2024.