

STEVANATO GROUP S.P.A.

LEAD INDEPENDENT DIRECTOR CHARTER

APPROVED ON MAY 6, 2022

Lead Independent Director Charter

1. Purpose

- 1.1. The Board of the Company may, from time to time, consider it to be useful and appropriate to select and appoint a Lead Independent Director to coordinate the activities of the Independent Directors and to perform such other duties and responsibilities as the Board may determine.
- 1.2. The primary objectives of the Lead Independent Director are to: (i) act as an intermediary between and among the Board, Senior Management, and the Company's stakeholders, and (ii) coordinate the activities of the Independent Directors.

2. Definitions

"**Board**" means the board of directors of the Company;

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

"**Lead Independent Director**" means an Independent Director selected by the Board to serve in the capacity of lead independent director in accordance with these terms of reference;

"**Independent Director**" has the meaning ascribed to such term under the applicable U.S. securities laws and the NYSE listing standards;

"**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. Term of Appointment

- 3.1. Although elected annually, the Lead Independent Director is generally expected to serve for more than one year.

4. Appointment and Removal

- 4.1. The Lead Independent Director is appointed by a majority vote of the Board which must include a majority of the Independent Directors.

4.2. The Lead Independent Director may be removed or replaced at any time with or without cause by a majority vote of the Board which must include a majority of the Independent Directors

5. Responsibilities and Duties

5.1. The principal responsibilities of the Lead Independent Director when acting in such capacity shall be to:

- a) consult with the Board chairman as to an appropriate schedule of Board meetings, seeking to ensure that the Independent Directors can perform their duties responsibly and in a manner consistent with the operations of the Company and its group;
- b) consult with, and provide guidance to, the Board chairman regarding the information, agenda and schedules of meetings of the Board and Board committees, including the frequency of any meetings;
- c) advise the Board chairman as to the information necessary or appropriate for the Independent Directors to effectively and responsibly perform their duties and provide feedback on the quality, quantity and timeliness of information submitted by management;
- d) advise the Board and Board committees on the retention of advisers and consultants;
- e) call meetings of the Independent Directors, as appropriate, and serve as chairman of said meetings;
- f) provide Independent Directors with adequate opportunities to meet and discuss issues in meetings of the Independent Directors, and encouraging participation by fostering an environment of open dialogue and constructive feedback among Independent Directors, as appropriate;
- g) serve as principal liaison between the Independent Directors and the Board chairman and between the Independent Directors and Senior Management;
- h) chair Board meetings when a Board chairman is not present or when otherwise appropriate;
- i) facilitate the effective functioning of Company committees and provide input on the functioning of said committees, when and as required;
- j) sit on ad hoc committees established to deal with extraordinary matters, such as, but not limited to, mergers and acquisitions, investigations, crisis responses;
- k) serve as the representative of the Independent Directors in crisis and extraordinary situations;
- l) monitor, in collaboration with the Nominating and Corporate Governance Committee, conflicts of interest of all directors, including Senior Management;
- m) respond, as appropriate, to shareholder and other stakeholder questions and comments that are directed to the Lead Independent Director or to the Independent Directors as a group, with such consultation with the Board as the Lead Independent Director may deem appropriate; and

- n) perform such other duties as the Board may from time to time reasonably delegate.

6. Other Matters

6.1. The Lead Independent Director shall:

- a) have access to sufficient resources in order to carry out the responsibilities and duties conferred to the Lead Independent Director; and
- b) give due consideration to laws, regulations, including the general duties of directors set out in the Italian Civil Code.

6.2. On an annual basis, the Lead Independent Director shall review these terms of reference and recommend to the Board for approval any modifications or changes.

6.3. The Lead Independent Director may, for the responsibilities and duties undertaken pursuant to these terms of reference, receive additional compensation as determined from time to time by the Board, upon recommendation of the Compensation Committee.

7. Authority

7.1. The Lead Independent Director is authorized to seek any information it may reasonably require from Senior Management who is directed to co-operate with the Lead Independent Director.

7.2. The Lead Independent Director is authorized by the Board to obtain, at the Company's expense, outside legal or other professional advice on any matters within these terms of reference.

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As adopted by the Board of Directors on May 6, 2022.