

## Sustainability Committee Charter

### Purpose

The Sustainability Committee (**Committee**) is a committee of the Board of Directors of Breville Group Limited (**BRG Group**).

This Charter sets out the responsibilities delegated to the Committee by the Board, as well as its structure, operation and authority. This Charter should be read in conjunction with the Board Charter.

### Role and Responsibilities

The role of the Committee is to assist the Board in fulfilling its corporate governance and oversight responsibilities in relation to environmental, climate-related and supply chain human rights (together, **Sustainability**) matters. This aligns with BRG Group's commitment to ethical and responsible conduct across its business, including respecting the long-term interests of all stakeholders and promoting the sustainable success of BRG Group.

In performing this role, the Committee's responsibilities include, but are not limited to:

#### **Strategy and performance**

- Overseeing the development, execution and review of BRG Group's Sustainability agenda and strategy.
- Monitoring the reputational impact of BRG Group's approach to Sustainability matters.
- Monitoring BRG Group's progress and performance against its Sustainability commitments and targets.

#### **Environment and climate**

- Overseeing the development and implementation of policies, strategies, targets and initiatives designed to address climate change and reduce the impact of BRG Group's activities on the environment, as well as prepare BRG Group for the potential impact of climate on its business.
- Reviewing the environmental consequences of BRG Group's activities and the effectiveness of any mitigation measures.

#### **Ethical sourcing and modern slavery**

- Reviewing and monitoring the effectiveness of BRG Group's ethical sourcing and modern slavery policies and programs.
- Overseeing management's response to human rights risks across the supply chain.

#### **Product**

- Overseeing the development and implementation of policies, strategies and initiatives in relation to sustainable product design, packaging, reparability and end-of-life management, as well as the adherence to ethical practices in production.

#### **Risk**

- Monitoring BRG Group's Sustainability-related risks (including emerging risks) and opportunities, and coordinating with the Audit and Risk Committee on material exposures and controls as appropriate.

#### **Compliance and reporting**

- Overseeing BRG Group's compliance with applicable Sustainability laws and regulations.
- Reviewing and making recommendations to the Board on key external Sustainability disclosures, including the annual ESG Report.

The Committee may also have other duties as assigned to it by the Board from time to time.

## Structure and Composition

The members of the Committee are appointed by the Board, in consultation with the People, Performance, Remuneration and Nominations Committee.

The Committee will comprise of at least three members, all of whom must be Non-Executive Directors of the Board. A majority of Committee members must be independent.

The Committee Chair must not be the Chair of the Board. In the absence of the Committee Chair the other members of the Committee present at the relevant meeting will appoint a Chair.

A Company Secretary of BRG Group, their delegate or such other person as the Board may nominate, will act as the Committee Secretary.

## Meetings

The Committee will meet at least three times a year, or more frequently as circumstances require.

A quorum will be any two Committee members.

Directors of the Board who are not Committee members, as well as the Group Chief Financial Officer, Group General Counsel and General Manager Sustainability, each have a standing invitation to attend Committee meetings, subject to any conflicts.

The Committee may invite other members of management, external advisors or subject-matter experts to attend all or part of any meeting.

A meeting may be called by any Committee member or the Committee Secretary.

## Procedures

Committee papers are distributed by the Committee Secretary or their delegate, and made available to all Directors.

Minutes of Committee meetings are circulated to all Directors with their Board papers.

The Committee Chair or their nominee will report to the Board on any material matters addressed by the Committee, or otherwise relevant to its mandate, including making recommendations as appropriate.

From time to time, discussions may be facilitated between the Committee and other Board Committees on matters relevant to both groups.

## Authority

The Committee is authorised by the Board to access all BRG Group records, facilities and staff as it may reasonably require to effectively perform its role under this Charter.

The Committee is also authorised to obtain relevant independent legal, financial or other professional advice as it considers necessary or appropriate.

## Review

The Committee and the Board will assess the Committee's performance periodically.

The Committee will review this Charter at least once every two years and recommend any material amendments to the Board for approval.

Approved by the Board in January 2026