

Approved by the Board of Directors on November 16, 2022

Purpose

The Technology Committee (the “**Committee**”) of the Board of Directors of Brady Corporation (the “**Corporation**”), as a developer and manufacturer of high performance materials, systems and software, shall have the following goals and objectives:

1. To assist the Board of Directors to make informed strategic decisions through an ongoing review and consideration of the Corporation’s technologies and technology-based investments;
2. To help ensure that the Corporation's technological resources are appropriate, properly aligned and being used to develop market-leading products and digital capabilities to enhance customer experience and support achievement of the Corporation’s ESG commitments;
3. To assess and ensure that the Corporation’s technology-based decisions, risks and opportunities are well understood and properly addressed;
4. To assess and ensure that the Corporation’s information technology and digital capabilities support the Corporation’s global business and strategic direction; and
5. To perform such other duties and responsibilities as are enumerated in and consistent with this Charter.

Committee Membership and Procedure

The Committee shall consist of no fewer than three members. The members of the Committee shall be appointed by the Board and shall serve until such member's successor is duly elected and qualified or until such member's earlier resignation or removal. The Board shall have the power at any time to remove members of the Committee, change the membership of the Committee and fill vacancies in it.

The Committee's Chair shall be designated by the Board or, if it does not do so, the Committee members shall elect a Chair by vote of a majority of the Committee. The Chair of the Committee will preside at each meeting of the Committee and, in consultation with the other members of the Committee, shall set the frequency and length of each meeting and the agenda of items to be addressed at each meeting. The Chair will ensure that the agenda for each meeting is circulated in advance of the meeting.

The Committee shall meet at least two times per year, at such times and places determined by the Committee Chair, and may have such other meetings as the members of the Committee deem necessary or appropriate. The Committee may request that members of management be present at meetings of the Committee as necessary or desirable.

Except as expressly provided in this Charter or the Bylaws of the Corporation, the Committee may fix its own rules of procedure.

Committee Authority and Responsibilities

The Committee shall have the power and authority of the Board to perform the following duties and to fulfill the following responsibilities, and any additional matters or activities that may be referred to the Committee from time to time by the Board consistent with the Corporation's Bylaws, this Charter and applicable law:

A. Review IT / Security, Digital / E-Commerce and Product Technology Competitiveness

The Committee shall review and discuss the Corporation's information technology infrastructure linked to cyber security, digital including the customer experience and operations, and technology competitiveness including competitive and emerging technical solutions, technical trends, investments in new products and technologies and intellectual property portfolio. The Committee shall also review and discuss internal technology-driven business ventures, significant technology-related acquisitions, and development of digital capabilities. The Committee shall assess the Corporation's digital competitiveness and its impact on customer experience and operational performance, including agility, speed, efficiency, and cost reduction

B. Review Technology Risk and ESG Impact

The Committee shall review and discuss identified risks associated with information technology, digital, competitive technology advancements, product quality, safety and compliance, project cost and timing, and any other related matter that could have a material adverse effect on the Corporation's financial performance.

The Committee will provide oversight regarding the environmental impact of the Corporation's products, practices and manufacturing processes. The Committee will focus on sustainability driven risks and growth opportunities underpinned by technology including support for customers in achieving their ESG goals.

C. Report to the Board of Directors

The Committee shall make regular reports to the Board concerning the Committee's actions relating to the discharge of its duties and responsibilities.

D. Review of the Committee Charter

The Committee shall review and assess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.

E. Annual Self-Assessments

The Committee shall annually review its own performance.

F. Subcommittees

The Committee may form and delegate authority to subcommittees when appropriate.