

# CAMPARI GROUP

## OVERVIEW OF KEY TERMS OF ENGAGEMENT OF MR. SIMON HUNT

The proposed remuneration package for Mr. Simon Hunt will include, in accordance with the remuneration policy of Davide Campari-Milano N.V. (**Company**):

- (i) a **fixed remuneration** of Euro 1,085,000.00 per annum, of which approx. Euro 37,000.00 for standard benefits (including but not necessarily limited to: health insurance, disability and life insurance, directors' and officers' liability insurance (D&O), car, meal vouchers);
- (ii) a **short-term incentive (STI) base for the 2025 FY** of Euro 1,250,000.00; and
- (iii) a **long-term incentive (LTI) grant for 2025 FY** equal to an amount that will be defined in accordance with the Company's remuneration policy; and
- (iv) a **temporary allowance** of: (a) relocation expenses for a maximum of three years, amounting to Euro 271,250.00 for the first year, and decreasing to Euro 189,875.00 for the second year and to Euro 108,500.00 for the third year.

### Performance related short and long-term incentives

In 2025, Mr. Simon Hunt will be entitled to participate in the short-term incentive (STI) and in the long-term incentive (LTI).

### One off payment

Euro 600,000.00 one off payment to be paid together with fixed remuneration's first installment.

### Severance

Following the appointment of Mr. Simon Hunt as executive director of the Company, a severance agreement will be negotiated between Davide Campari-Milano N.V. and Mr. Simon Hunt, in accordance with the provisions of the Company's remuneration policy. Instead, in the event of termination of the relationship without cause by the Company, or by mutual agreement, within one year from the effective appointment date, Mr. Hunt will be entitled to receive a gross amount of Euro 4,670,000.00.