

CAMPARI GROUP

OVERVIEW OF KEY TERMS OF ENGAGEMENT OF MATTEO FANTACCHIOTTI

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

- (i) a **fixed remuneration** of Euro 900,000.00 per annum, of which approx. Euro 20,000.00 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 2024 FY** of Euro 1,250,000.00; and
- (iii) a **long-term incentive (LTI) grant for 2024 FY** of Euro 1,350,000.00, of which 2/3 will be represented by RSUs and 1/3 will be instead represented by PSUs; and
- (iv) a **temporary allowance** of: (a) housing expenses equal to Euro 120,000.00 per annum, for a maximum of two years; and (b) aggregate schooling expenses equal to a total amount of Euro 125,400.

Performance related short- and long-term incentives

In 2024, Matteo Fantacchiotti will be entitled to the full value of the short-term incentive and to the full value of the long-term incentive.

Severance

Following the appointment of Matteo Fantacchiotti as an executive director of the Company, a severance agreement will be negotiated between Davide Campari-Milano N.V. and Matteo Fantacchiotti, in accordance with the provisions of the Company's remuneration policy.

Davide Campari-Milano N.V.

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Share capital composed of ordinary shares € 12,312,677.38
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