

# CAMPARI GROUP

## OVERVIEW OF KEY TERMS OF ENGAGEMENT OF MR. FRANCESCO MELE

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

- i. a **fixed remuneration** of Euro 615,000.00 per annum, of which approx. Euro 15,000.00 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 2026 FY** of Euro 1,250,000.00; and a **long-term incentive (LTI) grant for 2026 FY** equal to an amount that will be defined in accordance with the Company's remuneration policy; and

### **Performance related short and long-term incentives**

In 2026, Mr. Francesco Mele will be entitled to participate in the short-term incentive (STI) and in the long-term incentive (LTI).

### **One off payment**

In accordance with his employment contract, a one off payment of Euro 137,500.00 to be paid in his sixth month of employment (end of April 2026).