

CAMPARI GROUP

PRESS RELEASE

Paolo Marchesini is appointed as Vice Chairman of Davide Campari-Milano N.V. handing over his Chief Financial and Operating Officer responsibilities

Francesco Mele appointed Chief Financial Officer

Milan, 19 September 2025-After an extraordinary 28 years shepherding the growth of Campari Group, upon consensual decision, Paolo Marchesini hands over his Chief Financial and Operating Officer responsibilities and transitions into a strategic oversight role of Vice Chairman of the Board of Directors of Davide Campari Milano N.V., of which he is currently a member, having been renewed by the Shareholders' Meeting of 16 April 2025 for a three-year term expiring in 2028.

Since joining the Company in 1997, Paolo has been instrumental in steering the growth agenda first as Group Chief Financial Officer and then in his enlarged capacity as Chief Financial and Operating Officer, after extending his responsibilities to Information Technology and Global Supply Chain.

During his nearly three decades at Campari, he played a key role in driving both the organic and external growth, the latter marked by a long track record of acquisitions and integration of 40 new businesses, for an aggregate consideration of €5.2 billion, alongside the disposals of 12 non-core brands, for a total amount of c. €1 billion. A highly-regarded and awarded CFO within the international financial community, he successfully managed the Company's Initial Public Offering on the Italian Stock Exchange in 2001, the redomiciliation of the Company's registered office to The Netherlands in 2020, meanwhile successfully completing placements of long-term debt, as well as convertible debt and right issues in the capital markets for an overall amount in excess of €5 billion. Under his leadership, the share price has increased more than 7 times since IPO and the annualized Total Shareholder Return was 10.1%, best in class in the spirits industry.

Luca Garavoglia, Chairman: *'I would like to thank Paolo personally, and on behalf of the Board of Directors, for his hard work and incredible contribution to the Company's success in the past decades. I have therefore welcomed his move from an operational role to one where he could bring his great strategic oversight, and I am truly delighted with his promotion as Vice Chairman of the Board. This will allow Paolo to continue to offer his extensive experience and strategic advice to the Board and myself, thus also completing his 30-year anniversary with Campari.'*

The Board of Directors has agreed to appoint Francesco Mele as Group Chief Financial Officer, coming into effect during Q4 2025. Francesco, who first met Campari in 2003 as part of the Goldman Sachs team who advised Campari Group on the Aperol acquisition, is a very established leader and brings a great balance of operational and managerial experience in complex environments with a very strong finance and IT background. To ensure continuity in day-to-day activities and an orderly transition, Paolo, who has known him for over 20 years and supported his appointment as his successor, will gradually hand over his responsibilities of Finance, Global Business Services and IT to Francesco, therefore ensuring a robust succession plan in line with internal governance procedures. As of the effective date, the Global Supply Chain function will instead report to the Group Chief Executive Officer, Simon Hunt, directly.

Francesco Mele joins Campari Group from *CDP Cassa Depositi e Prestiti* ('CDP'), Italy's national promotional bank, financing strategic infrastructure, innovation, public services, and supporting economic development through long-term investments and partnerships with public and private entities, where he held the role of Chief Investment Officer. In addition, he was CEO of CDP Equity. CDP Equity is the wholly-owned investment holding company of CDP. Before that, Francesco held CFO positions at Illimity Bank and before at *Monte dei Paschi di Siena*, leading its recapitalization phase, and held senior leadership roles in investment banking divisions at Nomura and Goldman Sachs.

Paolo Marchesini: *'I am immensely proud of the results we have achieved at this great Company, thanks to the dedication and talent of the many people I have worked with. I've had the honor to lead an extraordinary team of people: this message is also a heartfelt tribute to their commitment, which has been instrumental in every milestone we've reached. Now, I feel deeply honored by the recognition of being promoted to the Vice Chairman role on the Board of Directors. I am also delighted to hand over to Francesco, a solid manager with international experience, whom I have known for many years. I am confident he will do a great job and that the company will continue to go from strength to strength under this leadership.'*

Francesco Mele: *'I am excited to be joining Campari Group, an iconic Italian company that I have admired for many years, and I look forward to continuing the strong growth with the team.'*

Luca Garavoglia, Chairman and Simon Hunt, Chief Executive Officer: *'We would like to thank sincerely Paolo for all his incredible leadership to date, and we very much look forward to continue working with him in his new role as Vice Chairman. We are also pleased to welcome Francesco to the team, as we are sure he will bring a great contribution to our Company.'*

Following the handover of his role as Chief Financial and Operating Officer, and in accordance with the remuneration policy and existing agreements, Paolo is entitled to receive certain severance payments, including the Last Mile Incentive. Once finalized, the economic terms of the consensual termination will be disclosed in accordance with applicable laws and regulations.

As of today, Paolo Marchesini holds 38,500 Campari ordinary shares.

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ABOUT CAMPARI GROUP

Campari Group is a major player in the global spirits industry, with a portfolio of over 50 premium and super premium brands, spanning across Aperitifs, including iconic brands like Aperol and Campari, Agave spirits such as Espolòn tequila, Whiskeys and Rum, with Wild Turkey and Appleton Estate, as well as Cognac and Champagne, including Courvoisier and Grand Marnier. The Group was founded in 1860 and today is the sixth-largest player worldwide in the premium spirits industry. It has a global distribution reach, trading in over 190 nations around the world with leading positions in Europe and the Americas. Headquartered in Milan, Italy, Campari Group operates via 24 production sites worldwide and its own distribution network in 27 countries. Campari Group employs approximately 5,000 people. The shares of the parent company Davide Campari-Milano N.V. (Reuters CPRI.MI - Bloomberg CPR IM) have been listed on the Italian Stock Exchange since 2001.

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