



Paris, June 3, 2025

**Information on the financial conditions of the departure of Mr. Eric Vallat
(CEO of Rémy Cointreau until June 24, 2025)**

In a press release dated April 9, 2025, Rémy Cointreau announced that the Board of Directors had acknowledged the resignation of Mr. Eric Vallat from his position as Chief Executive Officer, effective as of June 25, 2025.

The Board of Directors, based on the work of the Nomination and Remuneration Committee, has decided on the financial conditions of the departure of Mr. Eric Vallat from his duties as CEO which will be submitted for approval at the next general meeting of shareholders on July 22, 2025.

In accordance with the AFEP/MEDEF Code of Corporate Governance, Rémy Cointreau hereby publishes the decisions taken by the Board of Directors, at its meeting on June 3, 2025, based on the work of the Nomination and Remuneration Committee, relating to the financial conditions of the departure of Mr. Eric Vallat from his duties as CEO.

Fixed Remuneration for Fiscal Year 2025–26

Mr. Eric Vallat's annual fixed remuneration for fiscal year 2025–26 remains unchanged and is set at a gross amount of €800,000.

However, the fixed remuneration to be paid to Mr. Eric Vallat for the fiscal year 2025–26 will be calculated on a *pro rata* basis from April 1, 2025, until the effective end of his term as Chief Executive Officer, on June 24, 2025.

To ensure a successful transition and handover of strategic matters to his successor, Mr. Eric Vallat will serve in a full-time capacity as Group Senior Advisor within CLS Rémy Cointreau, a subsidiary of the Rémy Cointreau Group, between June 25, 2025, and July 4, 2025, under a fixed-term employment contract. Under this contract, Mr. Eric Vallat will be based in Paris and receive a compensation of €42,000. This amount includes the base salary, the valuation of benefits in kind of the company car, including the coverage of maintenance, insurance, and operating costs, as well as end-of-contract bonus ("prime de précarité"), the 13th month *prorate temporis* and paid leave compensation. In addition, Mr. Eric Vallat will benefit from the collective company provisions applicable to executives in his employment category.

Variable Remuneration for Fiscal Year 2025–26

Mr. Eric Vallat will not receive any variable remuneration for fiscal year 2025–26.

Non-Compete Compensation

The Board of Directors has decided to waive the non-compete clause. Consequently, Mr. Eric Vallat will not receive any non-compete compensation.

Performance Shares

Mr. Eric Vallat has been granted performance shares that have not yet vested under the following plans:

- « Plan 2021-2025 »: approved by the Board of Directors on March 31, 2021, with a four-year vesting period ending on July 1, 2025
- « Plan 2022 »: approved by the Board of Directors on January 13, 2022, with a four-year and three-month vesting period ending on January 13, 2026

These two plans were approved by the Shareholders' Meetings held on July 24, 2018, and July 22, 2021.

The final vesting of these performance shares is subject to both the achievement of performance conditions and Mr. Eric Vallat's continued presence within the Group at the vesting date. In accordance with the rules of the plans, the Board of Directors may waive the presence condition and maintain all or part of the rights attached to the performance shares.

Given Mr. Eric Vallat's contribution to the Group's performance during the assessment periods, the proximity of the vesting dates (on July 1, 2025, and January 13, 2026) and the need to ensure a smooth leadership transition, the Board of Directors, based on the recommendation of the Nomination and Remuneration Committee, has decided to waive the presence condition for both plans.

Performance shares granted under other outstanding plans will be forfeited.

Supplementary Defined-Benefit Pension Plan (Article L. 137-11-2 of the French Social Security Code)

Following the end of his term on June 24, 2025, Mr. Eric Vallat will no longer benefit from this supplementary defined benefits pension plan. The rights accrued for the period from April 1 to June 24, 2025, will be determined upon completion of the 2025-26 fiscal year, as the plan is subject to performance conditions linked to the company's results.