



Paris, October 17, 2025

Details relating to succession plans for executive directors

In accordance with the provisions of the AFEP-MEDEF Corporate Governance Code for listed companies, and more specifically its article 18.2.2 – which Rémy Cointreau (the “Company”) refers to as its governance code – and pursuant to article 7.2.2 of the Rules of Procedure of the Board of Directors, the Nomination and Remuneration Committee, established within the Board of Directors, is responsible for overseeing the preparation of the succession plan for key executives. This Committee is composed of an equal number of independent and non-independent Directors, in accordance with the AFEP-MEDEF Code, and is chaired by an independent Director.

The Nomination and Remuneration Committee reviews and updates the succession plan for the Company’s main executives on an annual basis. The most recent review took place during fiscal year 2024–25, at a meeting of the Committee held on 26 November 2024.

As part of this review, the Committee examines the various plans to be implemented in the event of an executive’s departure, over different time horizons: (i) short term (unexpected, voluntary or involuntary departure), including potential interim arrangements, and (ii) long term (end of term of office or retirement).

The review focuses in particular on identifying potential internal candidates and defining the procedure for assessing external candidates, which includes the support of a leading executive search firm.

This procedure applies to the Chief Executive Officer as well as to all members of the Executive Committee. In this respect, the Committee relies notably on the talent identification processes conducted by the Talent Development Department.

All of these procedures were implemented as part of the replacement of Mr. Vallat as Chief Executive Officer in 2025.

The procedure is currently being adjusted to also cover the Chairman of the Board of Directors position as from fiscal year 2025–26.