

COMPAGNIA DEI CARAIBI S.p.A.: STAFF REDUCTION PROCEDURE INITIATED

The difficult decision is part of the Company's reorganization plan aimed at cost reduction while simultaneously implementing its strategy to refocus and enhance its B2B and B2C distribution capabilities and brand building.

Turin (Italy), 31 March 2025 - **Compagnia dei Caraibi S.p.A.** Benefit Company (ticker TIME) (“**Compagnia dei Caraibi**” or the “**Company**”), a leader company in the import, development, brand building and distribution of premium and over premium spirits, wines and soft drinks from all over the world, as well as Italian craft beers, has informed the relevant trade unions of the initiation of a staff reduction procedure pursuant to Articles 4 and 24 of Law No. 223/1991.

The staff reduction procedure, affecting seven employees, is part of a broader plan to redefine the Company's organizational structure in response to changing market conditions and the conclusion, effective April 30, 2025, of the distribution contract with Brown-Forman for the Gin Mare and Diplomatico brands (see press release of March 1, 2024).

As it continues its strategy to refocus on developing its B2B and B2C distribution capabilities and brand building, the Company has embarked on an internal reorganization process aimed at achieving greater operational efficiency and strengthening its commercial structure's territorial presence—an essential factor for the Company’s future growth.

The termination of employment contracts for all redundant employees will take place once the consultation procedure under Section 4 of Law No. 223 of July 23, 1991, is completed, within the timeframe established by the law, without prejudice to the notice period or the payment of the indemnity in lieu thereof as provided for by the applicable national collective labor agreement (CCNL)

This press release is available on the Company’s website www.compagniadeicaraibi.com in the “Investors Relations/Press Releases” section, as well as on the dissemination system (SDIR) “1info” available at www.1info.it.

Compagnia dei Caraibi S.p.A. Benefit Company (ticker: TIME, ISIN: IT0005453235) established in Vidracco (TO) in 2008, is the leading company in the import, development, brand building and distribution of premium and over-premium spirits, wines and soft drinks from all over the world, as well as of Italian craft beers. Listed on the stock exchange since July 2021, the Company is one of the most dynamic on the market, with a total catalogue of over 1,200 references exclusively imported and distributed in Italy. The Company currently operates in 34 countries with a direct presence in Italy, Spain and the United States. The Company extended its business model with Dispensa, a project that directly caters for end consumers with an online and offline omnichannel concept. Increasingly, the distribution model is focusing on the national and international consolidation of owned and co-owned brands: vermouth, liqueurs, gin, and beer. As of July 2021, Compagnia dei Caraibi is a Benefit Company; there are four permanent areas of responsible business practice (ESG): environment, culture, people and gender equality. In September 2023, Compagnia dei Caraibi was awarded the B Corp® certification, joining the international community of companies leading a global movement to promote an inclusive, equitable and regenerative economic paradigm.

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