



**Marie Brizard Wine & Spirits  
(the « Company »)**

**Information on the financial terms regarding the termination of the functions of Mr. Andrew Highcock as Chief Executive Officer of the Company**

**Marie Brizard Wine & Spirits** (Euronext: MBWS) discloses, in accordance with the recommendations of the 2018 AMF report on corporate governance and the remuneration of executives of listed companies, the information relating to the financial terms regarding the termination of the functions of Mr. Andrew Highcock as Chief Executive Officer, which were approved by the Board of Directors on November 4, 2022, on the recommendation of the Remuneration Committee which met the same day.

**1. Severance package**

The Company has committed to pay, in the event of the departure of the Chief Executive Officer, a compensation equal to the average gross remuneration, the variable remuneration and the relocation bonus that the latter received during the last 6 months preceding the date of departure. The benefit of this severance compensation is subject to the achievement of performance criteria to be assessed by the Board of Directors.

The Board of Directors having noted the achievement of the said performance criteria, Mr. Andrew Highcock's severance package will amount to €394,860, before taxes.

In accordance with the legal regulations in effect, the payment of this severance package remains subject to the approval of the next General Meeting of Shareholders.

**2. Non-competition obligation**

The Board of Directors of November 4, 2022, decided to release Mr. Andrew Highcock from his non-competition obligation.

**Investor and shareholder relations contact**

**MBWS Group**

Emilie Drexler

[emilie.drexler@mbws.com](mailto:emilie.drexler@mbws.com)

Tel.: +33 1 43 91 62 21

**Press contact**

**Image Sept**

Claire Doligez - Laurence Maury

[cdoligez@image7.fr](mailto:cdoligez@image7.fr) – [lmaury@image7.fr](mailto:lmaury@image7.fr)

Tel.: +33 1 53 70 74 70

**About Marie Brizard Wine & Spirits**

Marie Brizard Wine & Spirits is a wine and spirits group based in Europe and the United States. Marie Brizard Wine & Spirits stands out for its expertise, a combination of brands with a long tradition and a resolutely innovative spirit. Since the birth of the Maison Marie Brizard in 1755, the Marie Brizard Wine & Spirits Group has developed its brands in a spirit of modernity while respecting their origins. Marie Brizard Wine & Spirits is committed to offering its customers bold and trusted brands full of flavour and experiences. The Group now has a rich portfolio of leading brands in their market segments, including William Peel, Sobieski, Marie Brizard and Cognac Gautier.

Marie Brizard Wine & Spirits is listed on Compartment B of Euronext Paris (FR0000060873 - MBWS) and is part of the EnterNext© PEA-PME 150 index.

