



Pernod Ricard  
*Créateurs de convivialité*

Press Release – Paris, 19 February 2024

## Pernod Ricard announces a new Sustainability and Responsibility governance



Pernod Ricard today announces that Maria Pia De Caro, currently EVP of Operations and member of the Group's Executive Committee, will now also be in charge of the Group's Corporate Social Responsibility and hold the title of *EVP, Integrated Operations and Sustainability & Responsibility (S&R)*.

*"Today one can't lead a global operations team without sustainability being front of mind. It is part of the way we do things at Pernod Ricard, that constant strive to have a positive impact on people and our planet. I am incredibly honoured to now hold these responsibilities on the Executive Committee of Pernod Ricard as EVP Integrated Operations and S&R and am very excited about what we will achieve together, both, at Pernod Ricard and within the wider industry."*

Noemie Bauer, previously in charge of business sustainability, has been appointed *Chief Sustainability Officer (CSO)*, reporting to Maria Pia De Caro. Noémie oversees the strategic direction and global implementation of the Group's Sustainability & Responsibility roadmap 'Good Times from a Good Place' and leads a team of sustainability specialists across climate action, regenerative agriculture, water stewardship, circularity, social sustainability, reporting and engagement.

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*Maria Pia began working at Pernod Ricard in 2023, bringing with her a 30-year long international career in Supply Chain and Operations, Maria Pia has led engineering, manufacturing, M&A and supply chain transformation teams for a number of international FMCG companies. Prior to joining the Group she held several Operations leadership roles at Procter & Gamble, Mondelez, Unilever and Nomad Foods in Italy, Belgium, Netherlands, China, and UK.*

*Noémie joined Pernod Ricard in 2011 in New York and has held several positions in the Group, including Sustainable Business Director and CSR & Public Affairs Manager for the Americas. She holds Business Law & Management degrees from the UCLA School of Law, where she studied environmental law, University Paris II Panthéon-Assas and University Paris I Panthéon-La Sorbonne; and is admitted to the NY State Bar.*

#### **About Pernod Ricard**

*Pernod Ricard is a worldwide leader in the spirits and wine industry, blending traditional craftsmanship, state-of-the-art brand-building, and global distribution technologies. Our prestigious portfolio of premium to luxury brands includes Absolut vodka, Ricard pastis, Ballantine's, Chivas Regal, Royal Salute, and The Glenlivet Scotch whiskies, Jameson Irish whiskey, Martell cognac, Havana Club rum, Beefeater gin, Malibu liqueur and Mumm and Perrier-Jouët champagnes. Our mission is to ensure the long-term development of our brands with full respect for people and the environment, while empowering our employees around the world to be ambassadors of our purposeful, inclusive, and responsible culture of authentic conviviality. Pernod Ricard's consolidated sales amounted to €12,137 million in fiscal year FY23.*

*Pernod Ricard is listed on Euronext (Ticker: RI; ISIN Code:FR0000120693) and is part of the CAC 40 and Eurostoxx 50 indices.*

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