#### Additional information on members of the Board of Directors 2.1.2.5

#### **Directors' profiles** 2.1.2.5.1



**Alexandre Ricard** Chairman & CEO





**Age:** 53 Nationality:

**Business address:** Pernod Ricard 5 cours Paul Ricard 75008 Paris (France)

of shares held at 30 June 2025: 215,609

#### **PROFILE**

Alexandre Ricard is a graduate of ESCP Europe, the Wharton School of Business (MBA majoring in finance and entrepreneurship) and the University of Pennsylvania (MA in International Studies). After working for seven years for Accenture (strategy consulting) and Morgan Stanley (mergers and acquisitions consulting), he joined the Pernod Ricard Group in 2003 in the Headquarters Audit and Development Department. At the end of 2004, he became the Chief Financial and Administration Officer of Irish Distillers Group, and then Chief Executive Officer of Pernod Ricard Asia Duty Free in September 2006. In July 2008, he was appointed Chairman and CEO of Irish Distillers Group and became a member of Pernod Ricard's Executive Committee. In September 2011, he joined the Group General Management team as Managing Director, in charge of the Distribution Network and became a member of the Executive Board. Alexandre Ricard was the permanent representative of Société Paul Ricard (a Director of Pernod Ricard) from 2 November 2009 until 29 August 2012, when he was co-opted as a Director of Pernod Ricard himself and appointed Deputy Chief Executive Officer. On 11 February 2015, he was appointed Chairman & CEO of the Group by the Board of Directors.

Alexandre Ricard is a grandson of Paul Ricard, the founder of Société Ricard.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

Within the Group

## French companies

- Permanent representative of Pernod Ricard
- · Director of Martell & Co

# Non-French companies

- Chairman of Suntory Allied Limited (Japan)
- Director of Geo G. Sandeman Sons & Co. Ltd
- Member of the Board of Directors (Junta de Directores) of Havana Club International SA (Cuba)

#### **Outside the Group**

- Director and member of the Audit Committee and the Human Resources and Remuneration Committee of L'Oréal<sup>(1)</sup>
- Director, Chairman of the Nominations, Compensation and Governance Committee and member of the Strategic Committee of Société Paul Ricard
- · Director of Le Delos Invest I
- Director of Le Delos Invest II
- · Director of Bendor SA (Luxembourg)

# OFFICES THAT HAVE EXPIRED IN THE LAST FIVE YEARS

Within the Group

- Member of the Supervisory Committee of Pernod Ricard Europe, Middle East and Africa
- Member of the Management Board of Société Paul Ricard

(1) Listed company.





Compensation













Chairman Chairwoman











**Age:** 70 Nationality:

**Business address:** Témaris & Associés 40, rue François Ier 75008 Paris (France)

Number of shares held at 30 June 2025: 3.160

#### **PROFILE**

Patricia Barbizet is a graduate of ESCP Europe and began her career in 1976 with the Renault Véhicules group in Treasury before becoming Finance Director of Renault Crédit International.

In 1989, she joined the Pinault Group as Chief Financial Officer and in 1992 she became Chief Executive Officer of Artémis, the Pinault family's investment company, a position she held until 2018. From 2014 to 2016, she was also CEO & Chairwoman of Christie's International and chaired the Investment Committee of Strategic Investment Fund (SIF) from 2008 to 2013. She is currently Chairwoman of Temaris & Associés, Chairwoman of Zoé SAS, and director of

Between April 2018 and July 2023, she held the position of Chairwoman of the Supervisory Board of Investissements d'Avenir France 2030. She was Chairwoman of the French High Committee on Corporate Governance (*Haut Comité de Gouvernement d'Entreprise*) from 2018 to 2023. She has been Chairwoman of the AFEP since 1 July 2023.

Patricia Barbizet has been a Director of Pernod Ricard since 2018 and was appointed Lead Independent Director on 23 January 2019.

## **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Chairwoman of AFEP (since 1 July 2023)
- · Director of Colombus
- · Chairwoman of Témaris et Associés
- Chairwoman of Zoé SAS
- Director of ArcelorMittal(1)
- Director of CMA CGM

### OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Chairwoman of the Cité de la Musique Philharmonie de Paris
- Director of AXA<sup>(1)</sup>
- Director of TotalEnergies<sup>(1)</sup>

(1) Listed company.





























Nationality:

**Business address:** Harvest 5 rue de la Baume 75008 Paris (France)

Number of shares held at 30 June 2025:

#### **PROFILE**

Virginie Fauvel is a graduate of engineering from the  $\acute{E}cole$  des Mines de Nancy. She started her career in 1997 working for Cetelem as Group CRM and Risks analytics Director prior to becoming Group Digital Officer in 2004 and then heading up the e-business France BU. She joined BNP Paribas' French retail bank in 2009 to manage and develop online banking, before becoming head of BNP Paribas' Online Banking Europe BU in 2012. In this role, in 2013, she launched "HelloBank!", the first 100% mobile European bank, in Italy, France, Belgium and Germany. In July 2013, she joined Allianz France as a member of the French Executive Committee in charge of Digital Transformation, Big Data, Communication and Market Management. She largely contributed to the company's transformation by placing digital innovation at the heart of its strategy. In January 2018, she then became a member of the Management Board of Allianz Trade (formerly known as Euler Hermes), in charge of the Americas region and of the group's transformation.

In September 2020, she became Chief Executive Officer of Harvest SAS, a software publisher specialising in financial and wealth management consulting. She has co-chaired the MEDEF's Digital and Innovation Commission since 2023.

Virginie Fauvel has been a Director of Pernod Ricard since 2020.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- · Chief Executive Officer of Harvest SAS
- CEO of Holding Winnipeg (the holding company of Harvest)
- Director of Numeum (merger of Syntec and Tech In)
- Director of OP Mobility<sup>(1)</sup>
- Co-chair of the MEDEF Digital and Innovation Commission

# OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Director of Quadient<sup>(1)</sup>
- Director of Europear Mobility Group(1)
- · Consultant at Creadev

(1) Listed company.





























Age: 54 Nationality:

**Business address:** Groupe Bruxelles Lambert 24, avenue Marnix BE1000 Brussels (Belgium)

Number of shares held at 30 June 2025: 1,000

#### **PROFILE**

Ian Gallienne has been Chairman of the Board of Directors of Groupe Bruxelles Lambert since May 2025. He was previously Chief Executive Officer of Groupe Bruxelles Lambert from 2012 to 2025.

He holds an MBA from INSEAD. From 1998 to 2005, he was Manager of the Rhône Capital LLC private equity fund in New York and London. In 2005, he founded the private equity fund Ergon Capital Partners, of which he was Managing Director until 2012.

Ian Gallienne has been a Director of Groupe Bruxelles Lambert since 2009, Imerys since 2010, SGS since 2013 and Adidas since 2016.

Ian Gallienne has been a Director of Pernod Ricard since 2012.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Chairman of the Board of Directors of Groupe Bruxelles Lambert<sup>(1)</sup> (Belgium)
- Director of Imerys<sup>(1)</sup>
- Director of SGS SA<sup>(1)</sup> (Switzerland)
- Director of Adidas AG(1) (Germany)
- Manager of Serena 2017 SC
- Manager of ESSSO2023 SC
- Director of Société Civile du Château Cheval Blanc
- Director of Compagnie Nationale de Portefeuille SA (Belgium)
- Director of Financière de la Sambre (Belgium)
- Director of Carpar (Belgium)

## OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Director of Frère-Bourgeois SA (Belgium)
- Director of Marnix French ParentCo (Webhelp Group)
- Chairman of the Board of Directors of Sienna Investment Managers (Luxembourg)

(1) Listed company.

# Committees









and Governance









Audit

Compensation

Strategic









Age: 63 Nationality:

**Business address:** Martell Mumm Perrier-Jouët 5, cours Paul Ricard 75008 Paris (France)

Number of shares held **at 30 June 2025:** 12,405

#### **PROFILE**

After graduating from the Emlyon Business School (formerly called École supérieure de commerce de Lyon), César Giron joined the Pernod Ricard Group in 1987, where he has spent his entire career. In 2000, he was appointed Chief Executive Officer of Pernod Ricard Swiss SA before becoming Chairman and Chief Executive Officer of Wyborowa SA in Poland in December 2003.

From July 2009, César Giron acted as Chairman & CEO of Pernod until his appointment, on 1 July 2015, as Chairman and CEO of Martell Mumm Perrier-Jouët.

César Giron is Chairman of the Board of Directors of Paul Ricard SA. César Giron is a grandson of Paul Ricard, the founder of Société Ricard. César Giron has been a Director of Pernod Ricard since 2008.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

# Within the Group

- Chairman and CEO of Martell Mumm Perrier-Jouët
- Chairman and Chief Executive Officer of Martell & Co
- Legal representative of the Manager of Champagne Perrier-Jouët
- Chairman of GH Mumm & Cie SVCS
- Chairman of Domaines Jean Martell
- Chairman of Augier Robin Briand & Cie
- Chairman of Le Maine au Bois
- Chairman of Financière Moulins de Champagne
- Chairman of Spirits Partners
- Director of Mumm Perrier-Jouët Vignobles et Recherches

# **Outside the Group**

- Chairman of the Board of Directors, Chairman of the Strategic Committee and member of the Appointments, Compensation and Governance Committee of Société Paul Ricard
- · Director of Le Delos Invest I
- · Director of Le Delos Invest II
- Director of Bendor SA (Luxembourg)
- Member of the Strategic Committee of Domaines de la Source Sainte Marguerite

# OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- · Chairman of FEV
- Chairman of the Management Board of Société Paul Ricard





Compensation













Nominations

5









Age: 52

Nationality:
Luxembourgish

Business address: 439 King Street West 5<sup>th</sup> floor – Toronto CA – Ontario M5V 1K4 (Canada)

Number of shares held at 30 June 2025: 465

## **PROFILE**

After graduating from the École Supérieure de Commerce de Paris (ESCP Europe), Max Koeune began his career in 1995 with Baring Brothers, where he was an M&A specialist. He joined the Danone Group in 1998 in the Corporate Development team and in 2005 became Finance Director of Bonafont, Danone's bottled water affiliate in Mexico. In 2008, he was appointed Finance Vice President of the Americas Beverages division at Danone, before becoming Group Head of Corporate Development in 2009, a position he served in until 2012. In January 2013, he joined the Canadian group McCain Foods Limited as Chief Financial Officer, and in 2017 became President & CEO, his current position.

Max Koeune has been a Director of Pernod Ricard since 2023.

#### MAIN OFFICES AND POSITIONS HELD AT 30.06.2025

- President & CEO of McCain Foods Limited
- Board Member of the Consumer Goods Forum

## OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

None

Committees











and Governance











6











Age: 57 Nationality:

**Business address:** Pernod Ricard 5, cours Paul Ricard 75008 Paris (France)

Number of shares held at 30 June 2025: 1.000

#### **PROFILE**

A French citizen and graduate of the *Institut d'Études Politiques de Paris* and of the *École Nationale d'Administration* (ENA), Anne Lange began her career within the office of the Prime Minister as Director of the State-Controlled Broadcasting Office. In 1998, she joined Thomson as Manager of Strategic Planning before being appointed Head of the eBusiness Europe Department in 2000. In 2003, Anne Lange took up the role of General Secretary of the Rights on the Internet Forum, a public body reporting to the office of the Prime Minister. From 2004 to 2014, she worked at the Cisco Group, successively holding the positions of Director of Public Sector Europe, Executive Director Global Media and Public Sector Operations (in the United States) and Innovation Executive Director in the Internet Business Solution Group division.

She then became an entrepreneur and founded Mentis in 2014, a start-up specialised in the technology of application platforms and connected objects, and worked with major groups on mobility solutions and management of urban space, placing it at the centre of the smart cities revolution. After selling Mentis, Anne Lange became an active business angel with a keen eye for identifying innovation. She advises start-ups, large technology groups, strategy consulting firms and more traditional companies looking to find their own way along the transformation path. She is a member of the Boards of Directors of several listed companies (Orange, Pernod Ricard, Peugeot Invest) and is a member of the Inditex group's International Committee. Anne Lange has expertise in innovation and digital technology developed over some 20 years in both the private and public sectors and from a global perspective.

Anne Lange has been a Director of Pernod Ricard since 2016.

# **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Director of Orange<sup>(1)</sup>
- Director of Peugeot Invest(1)
- Managing Partner of Adara
- · Managing Partner of Chrysalis

# OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Director of Econocom Group<sup>(1)</sup> (Belgium)
- Director of IN Group
- Director of Inditex<sup>(1)</sup> (Spain)

(1) Listed company.

# Committees







Compensation



Nominations and Governance







CSR



Chairman/ Chairwoman











Age: 72 Nationality:

**Business address:** Alstom, 48 rue Albert Dhalenne, 93400 Saint-Ouensur-Seine (France)

Number of shares held **at 30 June 2025:** 700

#### **PROFILE**

Having held various positions within Europrim, Filotex (an subsidiary of Alcatel-Alstom) and Labinal (now Safran Electrical & Power), Philippe Petitcolin joined Snecma (now Safran Aircraft Engines) in 2006 as Chairman and Chief Executive Officer. From 2011 to 2013, he served as Chief Executive Officer for Safran's defence and security operations as well as Chairman and Chief Executive Officer of Safran Electronics & Defense. Between July 2013 and December 2014, Philippe Petitcolin was Chairman and Chief Executive Officer of Safran Identity & Security and Chairman of the Board of Directors of Safran Electronics & Defense. From December 2014 to July 2015, he was Chairman of Safran Identity & Security

On 23 April 2015, Philippe Petitcolin was appointed a Director of Safran by the Shareholders' Meeting and Chief Executive Officer by the Board of Directors. On the same date, he became a member of the Board of the Aerospace, Security and Defence Industries Association of Europe (ASD). In July 2015, he became Vice Chairman of Gifas (French Aerospace Industries Association). In 2015, he was also appointed to the Board of Belcan Corporation, an engineering services provider, and has been a Director of EDF since May 2019.

Philippe Petitcolin served as Chief Executive Officer of Safran until 31 December 2020.

Between March 2021 and 15 December 2024, he held the position of Chairman of the Franco-German defence

Philippe Petitcolin has been a Director of Pernod Ricard since 2019.

## **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Chairman of the Board of Directors of Alstom<sup>(1)</sup>
- Director of EDF
- Member and Chairman of the Supervisory Board of Diot-Siaci TopCo
- · Director of KNDS

# OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Director of Suez<sup>(1)</sup>
- Chief Executive Officer and Director of Safran<sup>(1)</sup>
- · Chairman of Safran Identity & Security
- · Chairman and Chief Executive Officer of Safran Identity & Security
- Chairman of the Board of Directors of Safran Identity & Security North America (formerly Morpho Track, LLC) (United States)
- Chairman of the Board of Directors of Morpho Detection International, LLC (United States)
- · Chairman of the Board of Directors of Safran Electronics & Defense, Chairman and President of Morpho USA, Inc.
- Director of Safran Identity & Security USA (formerly Morpho Detection, LLC) (United States)
- Member of the Supervisory Board of Safran Identity & Security GmbH (formerly Morpho Cards GmbH) (Germany)
- · Member of the Supervisory Board of Institut Aspen France
- · Vice Chairman of Gifas
- Director of Belcan Corporation (United States)
- Board Member of the AeroSpace, Security and Defence Industries Association of Europe (ASD) (Belgium)

(1) Listed company.















Compensation

Nominations and Governance

Strategic





# **Patricia Ricard Giron**

Permanent representative of Société Paul Ricard, Director





Age: 62

Nationality:

**Business address:** Pernod Ricard 5, cours Paul Ricard 75008 Paris (France)

Number of shares held by Patricia Ricard Giron at 30 June 2025: 9.931

**Number of shares** held by Société **Paul Ricard** at 30 June 2025: 28,368,241

#### **PROFILE**

Patricia Ricard Giron has been a Director of the Paul Ricard Oceanographic Institute since 1986 and its Chairwoman since 2005. From 2010 to 2015, she was a member of the French national Economic, Social and Environmental Council. She is also Vice President and spokesperson for the Ocean & Climate Platform, as well as a member of the France Ocean Committee set up by the French Ministry of Ecological Transition.

Patricia Ricard Giron is a granddaughter of Paul Ricard, the founder of Société Paul Ricard.

# **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

#### Société Paul Ricard is:

- · Chair of Le Delos Invest III
- · Chair of Société d'Aménagement et Hôtelière de Bendor
- Chair of Bendor Management

#### Patricia Ricard Giron is:

- Director and member of the Strategic Committee and CSR Committee of Société Paul Ricard
- Chairwoman of the Board of Directors of the Paul Ricard Oceanographic Institute
- Director of Société des Eaux de Marseille (a Veolia group subsidiary)
- Director of the Veolia Environnement Corporate Foundation
- Permanent member of the Advisory Board for the French Southern and Antarctic Lands (TAAF)
- · Vice-President of the Ocean and Climate Platform
- Director of Parc National des Calanques
- · Director of the Glorioso Islands Marine Natural Park
- Director of the French National Research Institute for Sustainable Development (IRD)
- · Director of the French National Museum of Natural History "Museum for the Planet" endowment fund
- · Chairwoman of the Citeo Mission Committee
- · Director of Comme un seul Homme
- · Director of CEEBIOS
- Director of the Strategic Orientation Committee of the Institut de la Mer Sorbonne University
- Director of the French Biodiversity Agency (OFB)
- Member of the Strategy Council and qualified person of Fondation 1 Océan (under the aegis of the CNRS)
- Director of the International Panel for Ocean Sustainability (IPOS)
- Member of the World Economic Forum's "Friends of Ocean Action" group
- Appointed "Patron of Nature" by the IUCN (International Union for the Conservation of Nature)

# OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

• Member of the Supervisory Board of Société Paul Ricard





Compensation





















Nationality:

Business address: TotalEnergies SE 2, place Jean Millier 92078 Paris La Défense (France)

Number of shares held at 30 June 2025: 246

#### **PROFILE**

A graduate of Delhi University and New York University School of Law, Namita Shah began her career as a lawyer in the New York office of Shearman & Sterling, where she specialised in arranging project financing.

In 2002, she joined the team in charge of mergers and acquisitions at the Total group and, in 2008, was appointed Business Development Manager in Australia and Malaysia in the New Business Department. From 2011 to 2014, she held the position of General Manager of Total Exploration & Production in Myanmar. In 2014, she took on the role of General Secretary of the Exploration-Production business unit which she held until 2016, when she joined the Group's Executive Committee, becoming President, People & Social Responsibility. Lastly, in 2021, Namita Shah took over as head of a newly created business unit at TotalEnergies, OneTech, which brings together all TotalEnergies' technical teams in charge of operations, projects and R&D teams.

Namita Shah has been a Director of Pernod Ricard since 2021.

# **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Member of the Executive Committee of TotalEnergies SE<sup>(1)</sup>
- Chairwoman of the TotalEnergies Corporate Foundation
- Chairwoman of Albatros

#### OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

None

(1) Listed company.















Audit

Compensation

Nominations and Governance

Strategic











Age: 56 Nationality:

**Business address:** Pernod Ricard 5, cours Paul Ricard 75008 Paris (France)

Number of shares held at 30 June 2025: 1.000

#### **PROFILE**

Kory Sorenson is a British citizen born in the United States. Her executive career was in finance, with a strong focus on capital and risk management. She holds a D.E.S.S. from the *Institut d'Études Politiques de Paris*, a Master in Applied Economics from the University of Paris Dauphine and a B.A. from the American University, Washington, D.C. in Political Science and Econometrics. She has also followed executive programmes from Harvard Business School (2013), INSEAD (2016) and Stanford Graduate School of Business (2020). Kory Sorenson held the position of Managing Director, Head of Insurance Capital Markets at Barclays Capital in London, where her team developed groundbreaking capital management transactions and executed, securitisation, M&A, equity, hybrid capital and hedging transactions for major European insurers. Prior to that, she headed the insurance capital markets team at Credit Suisse and the financial institutions debt capital markets team for Lehman Brothers in Germany, Austria and Holland. She began her career in investment banking at Morgan Stanley and in finance at Total.

Kory Sorenson is currently a director and Chair of the Audit and Sustainability committees at SGS SA (listed in Switzerland), a member of the Supervisory Board of Bank Gutmann, a private bank in Vienna, a member of the Board of Partners of Comgest in Paris, and the Chair of the Audit and Risk Committee of Premium Credit Limited and AA Limited in the United Kingdom.

Kory Sorenson has been a Director of Pernod Ricard since 2015.

# **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- Director of SGS SA<sup>(1)</sup> (Switzerland)
- Member of the Supervisory Board of Bank Gutmann (Austria)
- Member of the Board of Partners of Comgest (France)
- Chair of AA Ltd. (United Kingdom)
- Chair of the Audit and Risk Committee of Premium Credit (United Kingdom)

## OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

- Director of Phoenix Group Holdings<sup>(1)</sup> (United Kingdom)
- Director of SCOR SE<sup>(1)</sup> (France)
- Director of Prometic<sup>(1)</sup> (Canada)
- Member of the Supervisory Board of UNIQA Insurance Group AG<sup>(1)</sup> (Austria)
- Director of Institut Pasteur (non-profit foundation)
- · Director of Aviva Insurance Limited (United Kingdom)
- Director of SCOR Global Life Americas Reinsurance Company (United States)
- Director of SCOR Global Life USA Reinsurance Company (United States)
- · Member of the Supervisory Board of Château Troplong Mondot

(1) Listed company.

















Compensation

and Governance









Age: 44

Nationality:
Spanish

**Business address:** Pernod Ricard 5, cours Paul Ricard 75008 Paris (France)

Number of shares held at 30 June 2025: 9.820

### **PROFILE**

Veronica Vargas received an Engineering degree from the University of Seville (Escuela Técnica Superior de Ingenieros) in Spain and continued her training in industrial engineering in management at the École Centrale Paris (ECP).

She started her professional career in 2006 in the Lafarge Supply Chain team in Paris. In early 2007, she joined Société Générale Corporate & Investment Banking in Paris as part of the Strategic and Acquisition Finance team. She was then part of the London team from 2009 to 2019, where she was involved in advising key clients on all aspects related to the optimisation of their capital structure, as well as participating in their strategic financing operations, including acquisitions, spin-offs and share buybacks.

Veronica Vargas was the permanent representative of Rigivar SL which was a member of the Supervisory Board of Société Paul Ricard between 2009 and 2024. She has been a member of the Board of Directors of Société Paul Ricard since 2024, and sole director of Rigivar SL since 2025.

She has also been a member of the Business Policy International Advisory Board of the San Telmo Business School since 2020, and the Investment Committee of the Africa Conservation & Communities Tourism Fund since 2021.

Veronica Vargas has been a Director of Savencia SA since 2024.

Veronica Vargas is a great-granddaughter of Paul Ricard, the founder of Société Ricard.

Veronica Vargas has been a Director of Pernod Ricard since 2015.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

- · Director of Société Paul Ricard
- Director of Savencia SA(1) (Italy)
- Member of the Investment Committee of the Africa Conservation & Communities Tourism Fund
- Director of the Business Policy International Advisory Board of the San Telmo Business School

#### OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

• Permanent representative of Rigivar SL, member of the Supervisory Board of Société Paul Ricard (2009-2024)

(1) Listed company.







Compensation



Nominations and Governance



Strategic



CSR





Carla Machado Leite
Director representing employees

**Age:** 60

**Nationalities:** Italian and Portuguese

Business address: Pernod Ricard Portugal Quinta da Fonte – Edif. D. Diniz Rua dos Malhões, 2-3° E, 2770-071 Paço de Arcos (Portugal)

Number of shares held at 30 June 2025: N/A<sup>(1)</sup>

#### **PROFILE**

Carla Machado Leite, an Italian and Portuguese national, is a graduate in Business Management from Lusíada University (*Universidade Lusíada de Lisboa*) in Lisbon.

She joined Pernod Ricard Portugal, based in Lisbon, in 1999 as a Controller and Group Reporting Manager.

After the acquisition of the Seagram brands in 2001, she was tasked with creating the Export Department to introduce, expand and develop local Portuguese brands in various international markets, a role she still holds today. In 2014, she joined Pernod Ricard's European Works Council as a member of the Select Committee. After serving as Secretary of this working group until 2022, she was appointed to the Board of Directors of Pernod Ricard SA in November 2022 as a Director representing employees.

#### **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

None

## OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

None

(1) The Directors representing employees are not required to hold a minimum number of Company shares.







Compensation



Nominations and Governance



Strategic



CSR











**Age:** 46

Nationalities: Swiss and French

**Business address:** Pernod Ricard France 10, place de la Joliette 13002 Marseille (France)

Number of shares held at 30 June 2025: N/A<sup>(1)</sup>

### **PROFILE**

Brice Thommen, a Swiss and French national, is a graduate of the IAE Aix-Marseille Graduate School of Management. He began his career at Roche in 2001, where he held several positions in pharmaceutical development in Switzerland and the United States.

In 2013, he became a business analyst at Naval Group and then at Airbus Helicopters. At the end of 2015, he joined the Pernod Ricard Group as Financial Business Analyst for Ricard and Pernod, a role he held until 2019, when he became Master Data Manager for Pernod Ricard France.

In November 2021, following his designation by the Group Committee (France), he was appointed a Director representing employees on Pernod Ricard SA's Board of Directors.

Highly involved in the Group, Brice Thommen has also held several employee representative positions within the Group (elected member of the Social and Environmental Committee at Ricard and then Pernod Ricard France and member and secretary of the Group Committee France).

# **MAIN OFFICES AND POSITIONS HELD AT 30.06.2025**

None

## OFFICES HELD OUTSIDE THE GROUP THAT HAVE EXPIRED IN THE LAST FIVE YEARS

None

(1) The Directors representing employees are not required to hold a minimum number of Company shares.

The Directors do not hold any salaried positions within the Group, with the exception of César Giron, Chairman and Chief Executive Officer of Martell Mumm Perrier-Jouët, Patricia Ricard Giron (permanent representative of Société Paul Ricard, Director), Carla Machado Leite, Director representing employees and International Sales Manager at Pernod Ricard Portugal, and Brice Thommen, Director representing employees and Master Data Manager at Pernod Ricard France in Marseille.













Audit

Compensation

Nominations and Governance

Strategic

CSR

Chairwoman