

Complementary 2022/2023 figures on Diversity and Inclusion

Pernod Ricard is taking an important step in our ongoing dedication to transparency and accountability. We are releasing an additional reporting document to provide further clarity on figures that shed light on our organization's gender diversity ratios of June 30th, 2023. These figures have not been audited as part of our annual reporting, but will be included in our 2023/24 Universal Registration Document.

GENDER REPRESENTATION AT 30 JUNE (PERMANENT CONTRACTS in %)

	WOMEN	MEN
Gender Representation at Board Level	58,3%	41,7%
Gender Representation at Excom*	44,4%	55,6%
Gender Representation in Top Management	36%	64%
Gender Representation in Middle Management**	47%	53%
Gender Representation in Non managerial positions	35%	65%
Gender Representation in Total Workforce	40%	60%

*Pernod Ricard Excom as announced on August 30th 2023

**Defined as Band D population

GENDER REPRESENTATION AT 30 JUNE IN INFORMATION TECHNOLOGY

(PERMANENT CONTRACTS in %)

	WOMEN	MEN
Gender representation in Information Technology	29%	71%

GENDER REPRESENTATION AT 30 JUNE IN ATTRITION (PERMANENT CONTRACTS in %)

The total FY23 departure rate represents 14% as disclosed in our Universal Registration Document 2022/2023, the figure below corresponds to the share of Women and Men from the total number of people who left the company all motives combined.

	WOMEN	MEN
Split of attrition by gender	42%	58%

This supplementary reporting document is a testament to our commitment to providing a more comprehensive view of our organization's performance and progress in promoting gender diversity and to nourishing a strong internal talent pipeline to fuel gender balance at top management.

At Pernod Ricard, we believe that data transparency is pivotal in our journey towards a more inclusive and equitable workplace. We remain dedicated to our mission of fostering an environment where diversity and inclusivity thrive.