Biography



Sophie Bellon

Chairwoman of Sodexo's Board of Directors

Sophie Bellon has been Chairwoman of Sodexo's Board of Directors since 2016. She also acted as Chief Executive Officer from October 1, 2021 to November 9, 2025.

Sophie joined Sodexo's finance team in 1994. She contributed to the successful integration of *Gardner Merchant* in the United Kingdom and *Marriott Management Services* in the United States, two strategic acquisitions that consolidated Sodexo's international scope and contributed to twice doubling the Group's revenues. Following these acquisitions, Sophie became Head of Operational Management Control in 2001 to streamline financial performance monitoring of the various subsidiaries. She defined and implemented common performance indicators, which are still in today. She was appointed Group Client Relations Director in 2005 and contributed to the significant increase in the client retention rate. This strong internal client culture is part of the Group's fundamentals and plays a key role in Sodexo's rapid growth; revenues increased by nearly 50% between 2005 and 2015. In 2008, Sophie became Chief Executive Officer of the Corporate Services business unit for Sodexo France.

In 2013, Sophie took overall responsibility for Sodexo's Research, Development and Innovation strategy.

In 2016, Sophie became Chairwoman of Sodexo's Board of Directors.

During her tenure as Chief Executive Director from 2021 to 2025, Sophie led Sodexo through a profound transformation, repositioning the Group as a pure-play Food and Services company. Under her leadership, the company achieved significant structural milestones, including the spin-off of Pluxee and simplification of the shareholding structure, active portfolio management, the rationalization of its geographic presence. She drove the simplification of the organization and a transformation of the operating model, ensuring a focus on food core activities, and markets with high growth potential. Sodexo also accelerated investments in key areas such as branded offers, technology and data, and the supply chain.

A strong advocate for the service industry, Sophie is committed to ensuring that its social value and its impact at the local level are recognized. She is also deeply engaged in driving Sodexo's mission to create positive impact—social, societal, and environmental—fully in line with the company's historic purpose. In 2019, she chaired a task force on the employment of senior citizens, at the request of Edouard Philippe, then Prime Minister of France.

Sophie has been a member of the Board of Directors of *L'Oréal* since 2015, of the *AFEP* (the French Association of Private Enterprises) since 2017 and of *Pluxee* since 2024.

Prior to joining Sodexo, Sophie spent ten years in the United States, working in, among others, M&A and the fashion industry. With this experience, she built a strong bond with and understanding of the American culture, which she still feels close to today.

Sophie is a graduate of *EDHEC Business School*.

Milestones in **Sophie Bellon**'s life

1961	Born in Marseille (France)
1983	Graduated from EDHEC Business School
1984	Relocated to the United States
1994	Began work at Sodexo in finance and then strategy
2005	Appointed Group Director of Client Relations
2008	Appointed CEO of the Corporate Services segment in France
2013	Appointed Vice Chairwoman of Sodexo's Board of Directors
Since 2016	Appointed Chairwoman of Sodexo's Board of Directors
October 2021 – November 2025	Chairwoman and Chief Executive Officer of Sodexo