



## Sophie Bellon

Chairwoman of Sodexo's Board of Directors  
and Chief Executive Officer

Sophie Bellon has been Chairwoman of Sodexo's Board of Directors since 2016 and has also acted as Chief Executive Officer since March 1, 2022.

Sophie joined Sodexo's finance team in 1994. In that capacity, 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 improve and streamline financial performance monitoring of the various subsidiaries. She defined and implemented common performance indicators, which are still in force 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 2010, she also became Head of Facilities Management activities in France.

In 2013, Sophie took overall responsibility for Sodexo's Research, Development and Innovation strategy. That same year, she was appointed Vice Chairwoman of Sodexo's Board of Directors, of which she has been a member since 1989.

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. Deeply concerned with the human aspects of these professions, she also drives diversity and inclusion, both within the company and throughout the community, and in particular gender equality, which she sees as an essential lever for creativity, innovation and performance. 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, of *Catalyst* since 2022 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

<b>1961</b>	Born in Marseille (France)
<b>1983</b>	Graduated from EDHEC Business School
<b>1984</b>	Relocated to the United States
<b>1994</b>	Began work at Sodexo in finance
<b>2005</b>	Appointed Group Director of Client Relations
<b>2008</b>	Appointed CEO of the Corporate Services segment in France
<b>2013</b>	Appointed Vice Chairwoman of Sodexo's Board of Directors
<b>2016</b>	Appointed Chairwoman of Sodexo's Board of Directors
<b>2022 (March)</b>	Chairwoman and Chief Executive Officer of Sodexo

## Sodexo key figures

- 22.6 billion** euro in Fiscal 2023 consolidated revenues
- 430,000** employees as of August 31, 2023
- #1** France-based private employer worldwide
- 45** countries
- 80 million** consumers served daily
- €15.1 billion** in market capitalization (as of January 4, 2024)