

**Debra A. Crew**  
**President, North America of Diageo plc**



Ms. Crew has been President, North America of Diageo plc since July 1, 2020. She served as a senior advisor for Cerberus Operations and Advisory Company, a capital management company, from September 2018 until July 2020. She previously served as Director, President and Chief Executive Officer of Reynolds American Inc., a holding company for U.S. tobacco companies, from January 2017 through December 2017, including from July 2017 when Reynolds American was acquired by British American Tobacco p.l.c. She also served as President and Chief Commercial Officer of R. J. Reynolds Tobacco Co., a subsidiary of Reynolds American and a tobacco company, from October 2014 to October 2015 and as President and Chief Operating Officer of RJR from October 2015 to December 2016.

Ms. Crew previously served in a variety of executive roles at PepsiCo, Inc., a global snack and beverage company, including President and General Manager, PepsiCo North America Nutrition from August 2014 to September 2014, President, PepsiCo Americas Beverages from October 2012 through August 2014 and President, Western European Region of PepsiCo Europe from April 2010 through October 2012. Prior to that, Ms. Crew held positions of increasing responsibility at Kraft Foods, Nestlé S.A. and Mars, Incorporated, all global food companies, from 1997 to 2010. Ms. Crew served as a captain in the U.S. Army in military intelligence from 1993 to 1997.

**Director Qualifications:**

- Ms. Crew possesses invaluable perspective and experience as former President and Chief Executive Officer of Reynolds American.
- Ms. Crew has significant knowledge of the food and beverage industry and consumer products generally attained through her service in various positions of increasing responsibility, including key executive roles, at Kraft Foods, Nestlé and PepsiCo.
- Ms. Crew has extensive public company board and corporate governance experience. She is a director of Stanley Black & Decker, Inc. She is a former director of Reynolds American, Newell Brands Inc. and Diageo plc.