

## Appointments at Pernod Ricard

**Press Release - Paris, 6<sup>th</sup> of October 2011**

In line with its policy of internal promotion and international mobility, Pernod Ricard announces the following appointments:

**Denis O'Flynn**, currently Managing Director Ireland of Irish Distillers, is appointed **Managing Director of Pernod Ricard UK** as from the 17<sup>th</sup> of October 2011. He will report to Laurent Lacassagne, Chairman and CEO of Pernod Ricard Europe and will be a member of the Pernod Ricard Europe Regional Management Committee.

After six years of significant contribution to the development of Casa Pedro Domecq, the Mexican affiliate, François Bouyra has decided to resign for personal reasons. **Cédric Retailleau** replaces him as **Managing Director of Casa Pedro Domecq** on the 1<sup>st</sup> of October 2011. He reports to Philippe Dréano, Chairman and CEO of Pernod Ricard Americas. He was previously Managing Director of Pernod Ricard Venezuela Cluster.

**Jean-Francois Collobert**, is appointed **Managing Director of Pernod Ricard Venezuela Cluster** on the 1<sup>st</sup> of October 2011. Based in Caracas, he reports to Philippe Dréano, Chairman and CEO of Pernod Ricard Americas. He was previously International Director of Pernod.

**Jean-Etienne Gourgues**, is appointed **Managing Director of Pernod Ricard Japan** on the 1<sup>st</sup> of October 2011. He reports to Pierre Coppéré, Chairman and CEO of Pernod Ricard Asia and is a member of the Pernod Ricard Asia Regional Management Committee. He was previously Sales Director of Martell Mumm Perrier-Jouët.

**Denis Fiévet**, currently Pernod Ricard Financial Communication and Investors Relations Director, is appointed **Managing Director of Pernod Ricard Portugal** as from the 15<sup>th</sup> of November 2011. He will report to Philippe Coutin, Managing Director of Pernod Ricard Iberia.

**Jean Touboul**, currently Finance and Administration Director of Pernod Ricard Eastern Europe, is appointed **Financial Communication and Investors Relations Director** of Pernod Ricard as from the 15<sup>th</sup> of November 2011. He will report to Gilles Bogaert, Managing Director Finance of the Group.

### Biographies



**Denis O'Flynn** 51, graduated from University College Dublin with a Bachelor degree of Science (Microbiology) in 1982. He worked for Diageo from 1984-1998 in various roles in Production, Logistics, HR. Denis joined the Group in 1998 as HR Director Production Division, Irish Distillers. In 1999 he became the HR Director of Irish Distillers Group. In 2010, he was appointed Commercial Director Ireland and holds the position of Managing Director, Ireland since July 2011.



**Cédric Retailleau**, 34, graduated from Ecole Supérieure de Commerce of Toulouse. He joined Havana Club International in Havana in 2000 in order to manage promotion on the domestic market and then internationally. In 2003 he was appointed Commercial and Marketing Director for the domestic market of Havana Club International. In 2005 he became Managing Director of Georgian Wines and Spirits in Georgian and in 2007 General Manager of Yerevan Brandy Company in Armenia. Since 2009 he has been the Managing Director of Pernod Ricard Venezuela Cluster.



Pernod Ricard

*Créateurs de convivialité*



**Jean-François Collobert**, 44, graduated from a Master of Business Administration, Ecole Supérieure de Commerce of Paris. He joined the Group in 1988 as Events Manager of Cusenier, then Key Account Manager in 1990 and National Sales Manager On-Trade in 1992. In 1994, he joined Pernod as Sales & Marketing Coordination Manager, before being promoted Director of Spirits Partners in 1996 and Area Export Director in 1999. Since 2002, he has been the International Director of Pernod.



**Jean-Etienne Gourgues**, 40, graduated from HEC. In 2001, he joined Mumm & Perrier-Jouët Champagnes as Area Brand Manager, following which he was appointed to the position of Marketing and Development Manager in 2004. He then became the Mumm and Perrier-Jouët Sales Director for Europe, with expanded worldwide responsibility in 2007. In 2008, he joined the Martell Mumm Perrier-Jouët Executive Committee as MMPJ Sales Director.



**Denis Fiévet**, 50, graduated from HEC. He started his career at Arthur Andersen and joined Ricard's Finance Department in 1988. In 1991, he became the Financial Director of Renault Bisquit, before heading the Planning Budgeting Service at Pernod Ricard Holding in 1993. He then joined Sias-Mpa in 1995 (the Group affiliate involved in the fruit preparation for dairy products business) as Finance Director, before being appointed in 1998, Managing Director of Italcanditi, subsidiary of Sias in Italy. In 2001, he took up the position of Finance Director of Ramazzotti and in 2003 the Financial Direction of Pernod Ricard Central and South America. Since 2006, Denis has been the Group Financial Communication and Investors Relations Director.



**Jean Touboul**, 33, graduate from Ecole Supérieure de Commerce of Paris, started his career at Arthur Anderson as auditor. He joined Pernod Ricard Europe in 2004 as Financial Controller in the Financial Service Team and then in the Budget and Planning Team. Since 2009 he has been the Finance and Administration Director of Pernod Ricard Eastern Europe based in Moscow.

### **About Pernod Ricard**

*Pernod Ricard is the world's co-leader in wines and spirits with consolidated sales of € 7,643 million in 2010/11. Created in 1975 by the merger of Ricard and Pernod, the Group has undergone sustained development, based on both organic growth and acquisitions: Seagram (2001), Allied Domecq (2005) and Vin & Sprit (2008).*

*Pernod Ricard holds one of the most prestigious brand portfolios in the sector: ABSOLUT Vodka, Ricard pastis, Ballantine's, Chivas Regal, Royal Salute and The Glenlivet Scotch whiskies, Jameson Irish whiskey, Martell cognac, Havana Club rum, Beefeater gin, Kahlúa and Malibu liqueurs, Mumm and Perrier-Jouët champagnes, as well Jacob's Creek, Brancott Estate (formerly Montana), Campo Viejo and Graffigna wines.*

*Pernod Ricard employs a workforce of nearly 18,000 people and operates through a decentralised organisation, with 6 "Brand Companies" and 70 "Market Companies" established in each key market. Pernod Ricard is strongly committed to a sustainable development policy and encourages responsible consumption.*

*Pernod Ricard's strategy and ambition are based on 3 key values that guide its expansion: entrepreneurial spirit, mutual trust and a strong sense of ethics.*

*Pernod Ricard is listed on the NYSE Euronext exchange (Ticker: RI; ISIN code: FR0000120693) and is a member of the CAC 40 index.*

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