

Appointments at Pernod Ricard

Press Release - Paris, 29th of April 2013

Pernod Ricard is pleased to announce the following appointments, **effective as of the 1st of July 2013**:

Thibaut de Poutier de Sone, currently Managing Director of Pernod Ricard Asia Duty Free, has been appointed **Executive Vice President Commercial Development of Pernod Ricard**. In addition to the current missions of the Pernod Ricard Commercial Development team, he will also define, implement and coordinate Pernod Ricard's Luxury route-to-market strategy. Based in Paris, Thibaut will report to Alexandre Ricard, Deputy Chief Executive Officer and Chief Operating Officer of Pernod Ricard.

Con Constandis, currently Managing Director of Pernod Ricard China, has been appointed **Managing Director of Pernod Ricard Asia Travel Retail**, a newly-created subsidiary incorporating the duty free activities of Pernod Ricard China and Pernod Ricard Japan with Pernod Ricard Asia Duty Free. He will be based in Hong Kong and will report to Pierre Coppéré, Chairman & CEO of Pernod Ricard Asia, and will be a member of the Pernod Ricard Asia Management Team.

Consequently **Horace Ngai**, currently Deputy Managing Director Sales & Marketing of Pernod Ricard China, will succeed Con as **Managing Director of Pernod Ricard China**. He will report to Pierre Coppéré, Chairman & CEO of Pernod Ricard Asia, and be a member of the Pernod Ricard Asia Management team.

Patrick Castanier, currently Commercial Development Director of Pernod Ricard, has been appointed **Managing Director of Pernod Ricard Thailand**. He will replace Phanuwat Wongsriphisan who, at his request, will step down from his position by the end of June. Patrick Castanier will report to **Paul-Robert Bouhier**, currently Managing Director in charge of Pernod Ricard Singapore/Indochina, who will broaden his scope of responsibilities to incorporate Thailand.

As a consequence **Gaurav Sabharwal**, currently Assistant Vice President - International Brands of Pernod Ricard India, will be appointed to the position of **Managing Director of Pernod Ricard Singapore**, reporting to Paul-Robert Bouhier.

Terence Ong, currently Sales & Marketing Director of Pernod Ricard Malaysia, will be appointed **Managing Director of Pernod Ricard Malaysia**. He will replace Cheng Keang Tan who has expressed his wish to retire at the end of June. Terence will report to **Kevin Lee**, currently Managing Director in charge of Pernod Ricard Indonesia/Philippines, who will broaden his scope of responsibilities to incorporate Malaysia.

BIOGRAPHIES



Thibaut de Poutier de Sone, 54, holds a Master degree in Economic Sciences. He entered the Group as Merchandising Coordinator in SPBG (Group affiliate distributing Coca Cola) in 1983. Following assignments in Marketing and Sales he was named Brand Manager of Ricard in 1988 and then became Brand Director of Aniseed Brands in 1990. In September 1993, Thibaut was named Regional Sales Director in Toulouse (France), after which he undertook the positions of National On-Premise Sales & Communications Director in March 1995, and Regional Director Paris/Normandy in 1996. In January 2002, he was appointed Commercial Director of Martell and subsequently attained the position of Commercial Director of Martell Mumm Perrier-Jouët in September 2005. He was appointed Managing Director of Pernod Ricard Asia Duty Free in July 2008.



Con Constandis, 55, holds a Bachelor of Commerce from Concordia University (Montreal) and holds a Diploma in Public Accountancy from McGill University (Montreal). He joined the Seagram Spirits & Wine Group in 1983 where he held various Finance/Marketing analyst and Management positions in North America. He was appointed Chief Financial Officer of Chivas Brothers Limited UK in 1998 and Chief Financial Officer of Seagram Europe & Africa in 1999. He then worked for Allied Domecq Spirits North America successively as Senior Vice President Finance & Operations, Senior Vice President Finance & Commercial Director in 2004 and Chief Operating Officer in 2005. On the 1st of February 2007, Con joined Pernod Ricard as President and Chief Executive Officer of Corby Distilleries Limited (Canada). He was appointed to his current position, Managing Director of Pernod Ricard China, in July 2009.



Horace Ngai, 46, holds a Master of Business Administration degree from the Chinese University of Hong Kong and a Bachelor of Science (Chemistry) from the University of Hong Kong. Horace, who was Marketing Director China for Seagram Asia Pacific, joined the Group in December 2001 as Marketing Director of Pernod Ricard China. He undertook the position of Vice President, Marketing of Pernod Ricard Asia from 2002 to 2005 following which he was appointed Managing Director of Pernod Ricard Taiwan in 2006. In July 2010 Horace was appointed Deputy Managing Director Sales & Marketing of Pernod Ricard China.



Patrick Castanier, 48, holds a Master in Business Administration Management (IAE-French University) and joined Pernod Ricard in 1987. He successively held various Commercial positions within the Group: from 1987 to 1991 as Market Manager for Belgium and Africa at SEGM (today Pernod Ricard Europe), then as Export Area Manager for Ricard from 1991 to 1997. After 4 years in Abidjan (Ivory Coast) in charge of West & Central Africa for Pernod Ricard Africa Middle East he returned to Ricard in 2001 as Regional Sales Director based in Lille and then Marseille. He relocated to Hong Kong in 2006 to take up the position of Commercial Director for Pernod Ricard Asia Duty Free. He has been Commercial Development Director at Pernod Ricard Holding since July 2010.



Paul-Robert Bouhier, 44, graduated from HEC Business School (France). He joined the Group in 1995 as Brand Manager at Ricard after three years in a Marketing position at Unilever. In 1996 he became Marketing Manager of Ricard before being appointed in 1999 as Marketing Director of CSR Pampryl Company, a Group affiliate in fruit juices and cider. CSR Pampryl merged with Orangina in 2000, and Paul Robert became the Marketing Strategy Director. In 2001 he returned to Ricard as National On-Premise Sales Director and in 2002 was appointed Marketing Director of Ricard. In January 2007 he was appointed Marketing Director for Irish Distillers. Paul-Robert became Managing Director of Pernod Ricard Singapore/Indochina in July 2008.



Gaurav Sabharval, 38, holds a Master degree of Business Administration from the Management Development Institute of Gurgaon, India. Gaurav has gained several years of sales management experience from UDV India Ltd, Oysterbay Pvt Ltd. Prior to joining Pernod Ricard he was Assistant General Manager North & East for Diageo India Pvt Ltd. He joined the Group in October 2006 as Assistant Vice President, International Brands of Pernod Ricard India.



Terence Ong, 40, holds an LLB (Hons) from the University of London as well as a degree from the Chartered Institute of Marketing (CIM). He worked with Seagram Malaysia from 1996 to 2001 and later with Imperial Tobacco. Terence had held the position of Marketing Manager and subsequently Marketing Director in Pernod Ricard Malaysia since February 2004 before joining Pernod Ricard China as Brand Director Whisky in June 2007. He was then named to the position of Marketing Director Whisky, White Spirits & Liqueur in November 2008. In September 2010 he was appointed Sales & Marketing Director of Pernod Ricard Malaysia.



Kevin Lee, 53, holds a Marketing diploma from the Chartered Institute of Marketing, UK and a Sales & Marketing diploma from the Singapore Institute of Marketing. He joined Pernod Ricard through the Seagram integration in 2001. Kevin was Sales and Distribution Director for Seagram in China in 1999 and then became the Sales & Distribution Director for Pernod Ricard China at the end of 2001. In July 2007 Kevin was promoted to his current position, Managing Director of Pernod Ricard Philippines/Indonesia.

About Pernod Ricard

Pernod Ricard is the world's co-leader in wines and spirits with consolidated sales of € 8,215 million in 2011/12. 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, Campo Viejo and Graffigna wines. Pernod Ricard employs a workforce of nearly 18,800 people and operates through a decentralised organisation, with 6 "Brand Companies" and 75 "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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