

Press release - Paris, 16 June 2016  
*Managerial Changes (Asia, Ricard, Americas)*

## **Pernod Ricard Asia, Ricard and Pernod Ricard Americas: Managerial changes Following local structure optimisation**

Please find below announcements relating to the latest changes to our Asia and Americas regions and our French subsidiary Ricard SA. These follow local structure optimisation initiatives recently introduced to strengthen operational efficiency within the Group's various entities.

In addition to this communication, Pernod Ricard will, as usual at this time of the year, announce on 27th June the latest appointments effective as of the beginning of its new 16/17 fiscal year.

### **1/ PERNOD RICARD ASIA:**

In order to accelerate top line growth, which is the top priority at Group level, the Asia region has set itself the objective of placing an even greater focus on the middle class, while continuing its strategy of targeting the most affluent consumers.

To bring this ambition to fruition, the regional head office will play a greater operating role and will put in place several optimisation measures:

- 1) simplification of the structures with the elimination of geographical clusters, allowing for faster decision making that is closer to the conditions on the ground.
- 2) the creation of a Regional Centre of Excellence to promote the acquisition and sharing of new competencies which will contribute to the development of local brands and route-to-market in Asia.

**As regard to the Pernod Ricard Asia Executive Team, the following changes will now take place:**

#### **China**

The Greater China cluster will be replaced by three standalone management entities: China, Taiwan and Hong Kong/Macau reporting directly to Pernod Ricard Asia, from 1<sup>st</sup> July 2016.

**Horace NGAI**, currently Managing Director of Greater China, will be appointed **Executive VP Strategy & Business Development of Pernod Ricard Asia** based in Hong Kong. His role will be to establish the Regional Centre of Excellence focusing on local brand, RTM, new business development and external growth.

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**Jean-Etienne GOURGUES** remains Managing Director of Pernod Ricard China.

**Frantz HOTTON** remains Managing Director of Pernod Ricard Hong Kong & Macau.

**Terence ONG**, currently Managing Director of Pernod Ricard Malaysia, will be appointed **Managing Director of Pernod Ricard Taiwan**, effective as from 1<sup>st</sup> September.

Horace and Jean-Etienne will remain members of the Asia Executive Committee (AEC) which Frantz and Terence will join in their new responsibilities, all reporting to Philippe Guettat, Chairman and CEO of Pernod Ricard Asia

#### **Korea**

**Jean TOUBOUL**, currently Managing Director of Pernod Ricard Taiwan, will be appointed **Managing Director of Pernod Ricard Korea** effective 1<sup>st</sup> September 2016. **Jean-Manuel SPRIET**, the current Managing Director of Pernod Ricard Korea, has decided to leave after 26 years of remarkable commitment and a commendable career within the Group. Jean Touboul, AEC member, will report to Philippe Guettat.

#### **South Asia**

With effect 1<sup>st</sup> September 2016, **Gaurav SABHARWAL**, currently Managing Director of Pernod Ricard Singapore, will be appointed **Managing Director of Pernod Ricard Gulf**. **David FREEBORN**, the current Managing Director of Pernod Ricard Gulf and Lanka, has decided to leave on 30<sup>th</sup> September after 16 years of a successful career with the Group. The reporting lines of Gaurav SABHARWAL and of Rajan DAS, Managing Director of Pernod Ricard Lanka, will be announced at a later stage.

#### **South East Asia**

**Patrick CASTANIER**, currently Managing Director of Pernod Ricard Thailand, will be appointed **Managing Director of Pernod Ricard Vietnam**, with effect 1<sup>st</sup> July 2016, reporting to Philippe Guettat. **Hoang Anh NGUYEN**, the current Managing Director of Pernod Ricard Vietnam, has decided to leave the Group after 19 years as the pioneer and key architect of the success of Pernod Ricard Vietnam, effective on 15<sup>th</sup> July 2016.

Pernod Ricard Vietnam will now report directly to Pernod Ricard Asia and Patrick will be a member of the AEC.

**Quentin JOB**, currently VP Innovation & Commercial Development, will succeed Patrick and will be appointed **Managing Director of Pernod Ricard Thailand**, effective 1<sup>st</sup> July 2016.

Philippe Guettat, Chairman and CEO of Pernod Ricard Asia, said *"I would like to take this opportunity to thank Hoang Anh, Jean-Manuel and David for their great contribution to the Group over the years and to congratulate Horace, Terence, Gaurav, Patrick, Quentin and Jean on their new responsibilities, wishing them all a lot of success."*

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## **2/ RICARD SA**

**Sébastien Mouquet**, currently National Sales Director at Ricard SA, will replace Terence Ong as **Managing Director of Pernod Ricard Malaysia** with effect 1<sup>st</sup> September, reporting to Kevin Lee, Managing Director Philippines, Indonesia, Malaysia.

Sébastien will be replaced by **Franck Monvoisin** who returns to Ricard after a 3-year break he had to take overseas for family reasons, before which time he had been Ricard's National On-Trade Director. Franck will report to Philippe Savinel, Chairman & CEO of Ricard & Pernod, and will be a member of the Ricard SA Executive Team.

## **3/ PERNOD RICARD AMERICAS**

Following the new Pernod Ricard Americas organisation announced in February, Pernod Ricard continues to assist every employee in their job researches. To date, 29 of the 35 people involved have already found a new job, within or outside of Pernod Ricard.

Geoffroy Germano, VP Marketing, and Audrey Yayon-Dauvet, VP Legal and Corporate Affairs, will leave the Group with effect as from 1<sup>st</sup> July 1. Pernod Ricard would like to thank both Geoffroy, who spent 19 years with the Group, and Audrey, who joined 9 years ago, for their contribution to the development of the business in the various affiliates they have worked with.

Thierry Pourchet, VP Finance & Operations, will continue to manage ongoing Operations projects for North America until the end of December.

The whole Pernod Ricard Americas HQ team should be commended for their remarkable commitment and professionalism during the recent months' transition period.

## **Biographies**



**Horace NGAI**, holds a Master of Business Administration degree from the Chinese University of Hong Kong. Horace joined Seagram Asia Pacific as Marketing Director for China in 2000 and was appointed Vice President, Marketing of PR Asia in August 2002. In January 2006, he was appointed Managing Director of PR Taiwan. In July 2010, Horace was appointed Deputy Managing Director Sales & Marketing of PR China, progressing to Managing Director in July 2013. Horace has held his current position since July 2014.

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**Terence ONG**, holds an LLB (Hons) from the University of London and a degree from the Chartered Institute of Marketing (CIM). He joined Seagram Malaysia from 1996 to 2001 as Brand Manager and moved to Imperial Tobacco. In January 2004, Terence joined PR Malaysia as Marketing Manager and was subsequently appointed Marketing Director. He was then appointed Brand Director Whisky, PR China in June 2007 and promoted to the position of Marketing Director Whisky, White Spirits & Liqueur in November 2008. In September 2010, he was appointed Sales & Marketing Director of PR Malaysia, and has held his current position since July 2013.



**Patrick CASTANIER** holds a Master in Business Administration (IAE) and joined Pernod Ricard in 1987 at SEGM (today PR EMEA) as Market Manager for Benelux and Africa. From 1991 to 1997, he joined Ricard as Export Area Manager with marketing and then management control responsibilities. After 4 years in Abidjan (Ivory Coast) covering West & Central Africa for PR Africa Middle East, he returned to Ricard in 2001 as Regional Sales Director based in Lille and then Marseille. In 2006, Patrick was appointed Commercial Director for PR Asia Duty Free (Hong Kong) and in July 2010, Commercial Development Director at PR HQ. He has been in his current position since July 2013.



**Quentin JOB**, holds a BA (Hons) in Marketing with French from the University of Stirling, and postgraduate diplomas in both Marketing and Management Studies from the Chartered Institute of Marketing and Nottingham Trent University, UK. He joined Pernod Ricard in 1999 as Senior Brand Manager with Caxton Wines (now part of Pernod Ricard UK), he then moved to Campbell Distillers/Chivas Brothers and held senior commercial positions in the UK and Asia. In September 2006, Quentin was appointed International Brands Director of PR Korea and in July 2009 he was appointed Special Projects Director - Commercial Excellence. In November 2009, he became International Marketing Director of PR New Zealand. He has held his current position since November 2011.



**Gaurav SABHARVAL**, holds a Master of Business Administration degree from the Management Development Institute Gurgaon, India. Gaurav has gained several years of sales management experience from UDV India Ltd, Oyzterbay Pvt Ltd. Prior to joining the Group, he was Assistant General Manager North & East for Diageo India. Gaurav joined Pernod Ricard in October 2006 as Assistant Vice President, International Brands of PR India. Gaurav has been in his current position since July 2013.



**Jean TOUBOUL** graduated from ESCP Business School (Paris). He began his career as an auditor at Arthur Andersen. He joined PR Europe in September 2004 as an International Financial Controller in the Financial Services Team, before becoming a Business Analyst in the Plan & Budget Team. In February 2009, he was appointed Finance & Administration Director of PR Eastern Europe, based in Moscow. He subsequently joined PR Headquarters as VP, Financial Communication & Investors Relations, in November 2011, until he took his current position in October 2014.

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**Sébastien Mouquet** is a European Business School graduate, and joined the Group in 1995 as Assistant Brand Manager at Campbell Distillers, moving on to Financial Controller at Ricard, then Senior Brand Manager at Larios Pernod Ricard (Spain), and National Manager Cash&Carry at Pernod Ricard Portugal. Back in Spain in 2005 as Regional Sales Director, he became Trade Marketing Director there in 2007, progressing to Sales Director in 2009. Sébastien has been in his current position since 2011.



**Franck Monvoisin** started his career in 1986 as Sales Manager in the Paris Regional Office of Ricard SA, moving on to Regional Merchandiser in 1994. In 1997 he was appointed Sales Director, On-Trade at the Regional Office in Dijon and moved to Rennes, Brittany, as Sales Director, Off-Trade in 2000, where he became Sales Regional Director one year later. He then served as National Sales Director, On-Trade, based in Marseille between 2011 and 2012, at which stage he had to take a break overseas for family reasons.

### About Pernod Ricard

Pernod Ricard is the world's n°2 in wines and spirits with consolidated Sales of € 8,558 million in 2014/15. 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, Graffigna and Kenwood wines. Pernod Ricard employs a workforce of approximately 18,000 people and operates through a decentralised organisation, with 6 "Brand Companies" and 85 "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 Euronext (Ticker: RI; ISIN code: FR0000120693) and is part of the CAC 40 index.

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