

Press release - Paris, 25 January 2016  
*Appointments*

## Appointments

Pernod Ricard is pleased to announce the following appointments, effective as from the 1st of April 2016:

**Eric Duvier**, currently Human Resources Director, Martell Mumm Perrier-Jouët, is appointed Human Resources director of the Pernod Ricard Asia region, effective April 1st 2016. Reporting to Philippe Guettat, Pernod Ricard Asia Chairman and CEO, Eric will be based in Hong Kong, and will be a member of the Regional Management Team. He replaces Bernard Coulaty, VP Human Resources of Pernod Ricard Asia, who has decided to leave Pernod Ricard after 15 years of a rich contribution to the Group which he started in 2001 as Human Resources Director of Pernod SA, and continued in 2004 as VP Human Resources of Pernod Ricard Europe until 2009, at which point he took on his current responsibilities in Asia.

At the same date, **François Patschkowski**, currently Human Resources Director of Pernod SA, will be appointed Human Resources Director of Martell Mumm Perrier-Jouët. Based in Paris, he will be a member of MMPJ's Executive Team, and will report to César Giron, Chairman and CEO.

As a further step in the mutualisation of back office functions in the French market entities, the Human Resources departments of Ricard SA and Pernod SA will be regrouped in one single department as of April 1st, under the responsibility of **Stéphane Dehlinger**, currently Human Resources Director of Ricard SA, who is appointed Human Resources Director of the two companies, Ricard & Pernod. Based in Marseille, he will be member of the Executive Team, and reporting to Philippe Savinel, Chairman and CEO.



**Eric Duvier** holds a Masters Degree in Management and started his career as Advertising Manager at Havas, set up and ran his own communications business for 3 years, and then joined French Dairy Giant SODIAAL in 1993 as Internal and Corporate Communications Manager in their Fromageries RichesMonts branch, where he later became HR Development Manager. After 6 years of HR Management on a major production site at Yoplait, another SODIAAL division, he joined the Group in 2004 as Martell HR Director, and progressed to HR Director of Martell Mumm Perrier-Jouët in 2010.

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**François Patschkowski** earned his Masters Degree (DESS) in HR from the Dijon University and started his career at Kléber Industry as Deputy HR Director. In 1995, he joined confectionery Giant Ferrero where he held various senior HR positions until he became HR Director France & Belgium. He had been HR Director of Pernod SA since October 2012.



**Stéphane Dehlinger** holds a Masters Degree (DESS) in HR from Paris 1 Panthéon-Sorbonne University and started his career as HR Manager at Universal Music France, prior to joining the Group in 2004 as HR Development Manager of Martell Mumm Perrier-Jouët. He then moved on to the position of HR Director of Pernod Ricard Headquarters in 2009 based in Paris, and was appointed as Ricard SA HR Director in Marseille in July 2013.

### 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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