



Pernod Ricard

Information on the compensation and benefits of Patrick Ricard, Chairman of the Board

At its meeting held on February 12, 2009, the Board of Directors of Pernod Ricard confirmed that it will enforce and refer to the AFEP/MEDEF recommendations amended on October 6, 2008.

In so doing the Board showed its will to « *disclose all the potential and actual items of the compensation of senior executives, immediately after Board meetings that make such decisions* ».

At the meeting held on November 5th 2008, the Board approved the following compensation for Patrick Ricard :

Gross fixed compensation, as of November 2008 (special attendance fees): **850,000 euros**

No variable compensation

No ordinary attendance fees

Sustained entitlement to conditional stock options

As in the past, Patrick Ricard shall be entitled to a company car with a driver, an office and the services of his personal assistant.