



Pernod Ricard

Information on the compensation of Pernod Ricard Chief Executive Officer, Pierre Pringuet

2010/2011 variable compensation

At the meeting held on August 31st 2011, the Board of Directors evaluated the variable compensation of Pierre Pringuet for 2010/2011. Taking into account the principles decided at the beginning of 2010/2011 and given the level of achievement as at June 30, 2011, it has been approved to grant to M. Pierre Pringuet a variable compensation of 1,657,434 euros, accounting for 166% of his fixed compensation (target: 110%; maximum: 180%).

Compensation elements 2011/2012

At its meeting held on August 31st 2011, the Board of Directors approved the following compensation for Pierre Pringuet:

- ❖ Gross annual fixed compensation 2011/2012: 1,035,000 euros (up 3.5% from 2010/2011)
- ❖ No attendance fees
- ❖ Entitlement to performance-related stock options
- ❖ The procedure governing the evaluation of the variable portion of the compensation for 2011/2012 remains unchanged from 2010/2011.

Other compensation elements

Pierre Pringuet is entitled to the collective healthcare and insurance schemes granted by Pernod Ricard SA under the same terms as those that apply to the category of employees he is assimilated to, as far as welfare benefits and other accessory items of his compensation are concerned.

Pursuant to a decision made by the Board at the meeting held on February 12, 2009 Pierre Pringuet is also entitled to a two-year non competition clause (12 months of gross compensation: fixed + variable) by virtue of his Corporate Officer position and the related party agreements and to a defined benefit pension plan under the same terms as those that apply to the category of Directors concerned.

As in the past, Pierre Pringuet shall be entitled to a company car with a driver.