



Pernod Ricard

Information on the compensation of Chief Executive Officer Pierre Pringuet

Variable compensation 2008/2009

At its meeting held on September 2, 2009, the Board of Directors of Pernod Ricard evaluated the 2008/2009 variable compensation. Taking into account the principles decided at the beginning of 2008/2009 and given the level of achievement as at June 30, 2009, it has been approved to grant to M. Pierre Pringuet a variable compensation of 910,279 euros, accounting for 85% of his on-target variable compensation.

Compensation elements 2009/2010

At its meeting held on September 2, 2009, the Board of Directors approved the following compensation for Pierre Pringuet :

- ❖ Gross annual fixed compensation 2009/2010 : 970,000 euros (unchanged from 2008/2009)
- ❖ Variable compensation 2009/2010 :
 - Target 110% of fixed portion, capped at 180%
 - Same quantitative and qualitative weighted criteria,
This variable compensation will be calculated by applying the same principles as those applied to the members of the Executive Committee.
- ❖ No ordinary attendance fees
- ❖ Entitlement to conditional stock options

Pierre Pringuet is entitled to the collective healthcare and pension 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.

Pierre Pringuet is also entitled to a non competition clause by virtue of his Chief Executive Officer position and a defined benefit pension plan, pursuant to the related party agreements, as requested by the French law.