



**Information on the compensation and benefits granted to Pernod Ricard  
Deputy Chief Executive Officer and Chief Operating Officer, Alexandre Ricard**

At its meeting held on August 29, 2012 the Board followed the proposal of the Chief Executive Officer, Pierre Pringuet, and the recommendation of the Nominations Committee and appointed Alexandre Ricard as Deputy Chief Executive Officer and Chief Operating Officer. It also followed the recommendation of the Compensation Committee and approved the following compensation, provided his term of office as Deputy Chief Executive Officer and Chief Operating Officer is renewed at the Board meeting to be held after the Annual General Meeting on November 9, 2012:

- ❖ Gross annual fixed compensation 2012/2013 : **700,000 euros**
- ❖ Variable compensation : target: **110%** of the annual fixed compensation capped at 180%
- ❖ No board attendance fees
- ❖ Entitlement to performance-related stock options or performance-related free shares
- ❖ Entitlement to a company car

In accordance with the authorised related-party agreements, the Board approved the following in relation to Alexandre Ricard at its meeting on August 29, 2012:

1. Non-compete clause (12 months of gross compensation: fixed + variable) by virtue of his position on the Board.
2. Entitlement to a defined benefit pension plan and the collective healthcare and insurance schemes granted by Pernod Ricard on the same terms as those that apply to the category of employees he is comparable to, as far as welfare benefits and other accessory items of his compensation are concerned.

The employment contract between Alexandre Ricard and Pernod Ricard has been suspended.