



Pernod Ricard

Grant of Performance-related stock options to Pierre Pringuet, Pernod Ricard Chief Executive Officer

Grant of Performance-related stock options

At the meeting held on June 27th 2012, the Board of Directors approved an annual general stock option and performance share plan for the benefit of 1,060 employees.

Concerning the grant made to Pierre Pringuet, the terms approved are as follows:

- Volume : 60,000 performance-related stock options
- Exercise price : 78.93€
- Performance condition:
 - 30,000 stock options subject to the application of the cumulative conditions as follows:
 - An internal performance condition related to the achievement of the Group's Profit from Recurring Operations target examined, for 50% of the volume at the end of the financial year 2012/2013 and for the remaining 50% at the end of the financial year 2013/2014.

At the end of this period, the exercisable options will be subject to application of the following external performance condition:
 - The average Total Shareholder Return (TSR) for Pernod Ricard shall outperform the CAC 40 Global Return index performance plus one point per year for the period. This condition will be measured for 50% of the volume on June 27th, 2015 and for the remaining 50%, on June 27th, 2016.
 - 30,000 stock options subject to the application of the external performance condition, as detailed above.

Moreover, the Board compelled Pierre Pringuet to keep 25% of the securities originating from the exercise of his options under this plan until the end of his term of office.