



Pernod Ricard

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

2009/2010 variable compensation

At the meeting held on September 1, 2010 the Board of Directors evaluated the variable compensation of Pierre Pringuet for 2009/2010. Taking into account the principles decided at the beginning of 2009/2010 and given the level of achievement as at June 30, 2010, it has been approved to grant to M. Pierre Pringuet a variable compensation of 1,221,867 euros, accounting for 126% of his fixed compensation (target: 110%; maximum: 180%).

Compensation elements 2010/2011

At its meeting held on September 1, 2010, the Board of Directors approved the following compensation for Pierre Pringuet:

- ❖ Gross annual fixed compensation 2010/2011 : 1,000,000 euros (up 3.09% from 2009/2010)
- ❖ No ordinary attendance fees
- ❖ Entitlement to performance-related stock options
- ❖ The procedure governing the evaluation of the variable portion of the compensation for 2010/2011 remains unchanged from 2009/2010.

Performance-related stock options

At the meeting held on September 1, 2010 the Board of Directors approved that 70,000 performance-related stock options be granted to Pierre Pringuet. In order to comply with standstill requirements the stock options shall not be granted before September 15, 2010.

In compliance with the terms approved by the Directors at the meeting held on September 1, 2010 the purchase price noted on September 15, 2010 was set at 64 euros, i.e. the same as for the general stock option plan launched on June 24, 2010.

By the same token, the performance criterion that apply to Pierre Pringuet's stock options is the same as for the general stock option plan launched on June 24, 2010 : the exercise of the Options will be possible on the condition that the average Total Shareholder Return (TSR) for Pernod Ricard outperforms the CAC 40 Global Return index performance by an annual 1% for the period. This condition will be measured for 50% of the volume on June 24, 2013 and for the remaining 50%, on June 24, 2014.

The Board made it mandatory for 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.

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.