

Information on the compensation of Chief Executive Officer Pierre Pringuet

At its meeting held on February 12, 2009, the Board of Directors of Pernod Ricard confirmed that it will enforce and refer to the AFEP/MEDEF recommendations amended on October 6, 2008.

In so doing the Board showed its will to « *disclose all the potential and actual items of the compensation of senior executives, immediately after Board meetings that make such decisions* ».

On February 10, 2009 Pernod Ricard Chief Executive Officer Pierre Pringuet resigned from his employment agreement which had been suspended since his nomination as Managing Director and he consequently forfeited all the benefits related to said agreement.

At the meetings held on February 5, 2008 and February 12, 2009 the Board approved the following compensation for Pierre Pringuet :

Gross fixed compensation, 2008/2009 : **970,000 euros**
Variable compensation: target **110%** of fixed portion, capped at 180%
No ordinary attendance fees
Sustained entitlement to conditional stock options

As previously, Pierre Pringuet is entitled to be a recipient of 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.

As previously, Pierre Pringuet is entitled to a company car.

Pursuant to the related-party agreements authorised, the Board approved the following for Pierre Pringuet :

1. Non-competition clause by virtue of the Managing Director position (12 months of gross compensation: fixed + variable)
2. Entitlement to a defined benefit pension plan