



RÉMY COINTREAU

Paris, 26 March 2015

Remuneration of Rémy Cointreau Group's Chief Executive Officer

Valérie Chapoulaud-Floquet, CEO, shall be entitled to a total gross allowance of €557,000 for her assumption of duty, broken down as follows and subject to her employment on the following dates: €91,000 on 31 March 2015, €375,000 on 31 July 2015 and €91,000 on 31 March 2016.

In the event of forced departure, unless it is due to a serious reason or misconduct, or in the event of the business failing, Valérie Chapoulaud-Floquet will receive severance pay representing the equivalent of 24 months' remuneration, including salary, relocation allowance and final annual bonus. This compensation will be dependent on the following performance conditions: if the quantitative results, approved by the Board of Directors and used as the basis for calculating the bonuses of the members of the Management Committee, are less than 75% of the budgetary targets, no compensation will be due; if the quantitative results, approved by the Board of Directors and used as the basis for calculating the bonuses of the members of the Management Committee, are equal to or more than 75% of the budgetary targets, severance pay will be due in proportion to this percentage, capped at 100%.

For a departure taking place from 1 April 2016 onwards, the Company's position will be assessed in relation to the results measured at the end of the last two fiscal years. Failure will be characterised by the Company's cumulative operating profit for the last two fiscal years being less than €250 million.

In the event of Valérie Chapoulaud-Floquet's departure between 1 April 2015 and 31 March 2016, the same quantitative performance conditions will apply based on the results recorded at the end of the 2014/2015 financial year. As regards the qualitative performance conditions, the Board of Directors may adjust the bonus amount expressed as a percentage of the annual salary and calculated according to the quantitative criteria, in accordance with the profit measured on a qualitative criterion. In this regard, the Board will consider the retention by the Company of its social responsibility rating from the VIGEO ratings agency.

Lastly, Valérie Chapoulaud-Floquet is subject to a non-compete clause which prevents her from working for the major companies in the wines and spirits sector for a period of one year and in an area covering Asia and the United States. This restriction includes financial compensation representing one year's fixed and variable remuneration. The Board of Directors may waive this clause upon Valérie Chapoulaud-Floquet's departure.

The total value of the severance pay and non-compete compensation may not exceed 24 months' salary, in accordance with the AFEF-MEDEF Corporate Governance Code for listed companies.