



**Fresh Del Monte Produce Inc.**

FDP NYSE

Fishing / Farming

Market Capitalization USD:

\$1,388.67 mm**CONCERN LEVEL: LOW**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less. 
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Mohammad Abu-Ghazaleh**Age: 70****CEO Since: 1996**

	2009	2010	2011
Base Salary	\$1,218,462	\$1,195,385	\$1,195,385
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,400,000	\$1,721,048	\$2,742,000
Benefits and Perquisites	\$92,898	\$92,825	\$91,373
TOTAL ANNUAL COMPENSATION	\$2,711,360	\$3,009,258	\$4,028,758
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,305,710	\$1,201,060	\$1,461,880
Stock Awards	\$0	\$0	\$1,239,001
TOTAL COMPENSATION	\$4,017,070	\$4,210,318	\$6,729,639
Median of Other Named Executive Officers Total Compensation	\$2,001,007	\$1,108,808	\$2,124,252
Value Realized on Exercise of Stock Option	\$0	\$0	\$1,555,236
Value Realized on Vesting of Stock	\$0	\$0	\$0
TOTAL REALIZED EQUITY COMPENSATION	\$0	\$0	\$1,555,236

Proxy Date: 2 Apr 2012

Annual Meeting Date: 2 May 2012

Equity Reserves: 11.28%

Stock Option Run Rate: 1.60%

Fresh Del Monte Produce Inc.

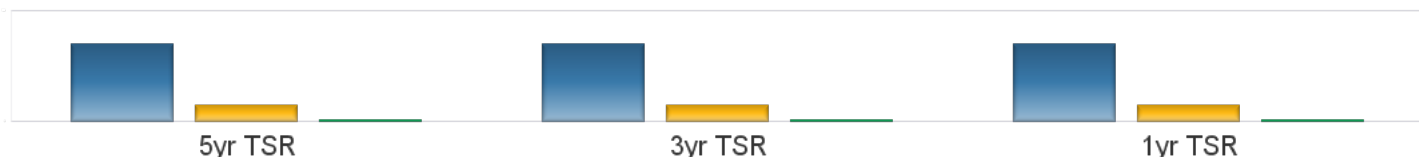
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Performance Comparison

■ vs S&P500 ■ vs Industry ■ FDP



Peer Comparisons (TRBC) = Non-Cyclical Consumer Goods / Services

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
FDP	Fresh Del Monte Produce Inc.	\$4,017,070	\$4,210,318	\$6,729,639	\$1,388,671,611
NWL	Newell Rubbermaid Inc.	\$8,416,539	\$11,904,601		\$3,674,316,480
FIZZ	National Beverage Corp.	\$5,751,767	\$5,934,648		\$701,463,129
RAH	Ralcorp Holdings, Inc.	\$1,486,410	\$6,498,356	\$1,503,201	\$4,229,315,178
RGS	Regis Corporation	\$7,628,470	\$4,462,333		\$813,396,312
RAD	Rite Aid Corporation	\$2,536,396	\$3,203,816		\$880,768,437
RDK	Ruddick Corporation	\$4,461,142	\$3,892,908		\$1,916,151,619

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps.

Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Beam, Inc. (formerly Fortune Brands, Inc.), Campbell Soup Company, Dole Food Company Inc., Hormel Foods Corporation, Molson Coors Brewing Company, McCormick & Company, Inc., The Hershey Company, Chiquita Brands International, Inc., Flower Foods, Inc., Brown-Forman Corporation.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Michael J. Berthelot	Chairman	62	Male	6	Outside
John H. Dalton	Member	70	Male	13	Outside Related
Madeleine L. Champion	Member	68	Female	3	Outside
Salvatore H. Alfiero	Member	74	Male	10	Outside Related

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