

Social Indicators

Reporting of social data was set up in conformity with the provisions of Article L.233-3 of the French Commercial Code.

Data on the scope of Activision Blizzard are for Activision Blizzard France SAS, with the exception of data on headcount. Data for 2007 and 2008 have been corrected accordingly. Indicators identified by the sign ✓ have been specifically verified by Salustro Reydel, a member of KPMG International, one of Vivendi's Auditors.

	NRE Act	GRI G3	Group			
			2009 Data		2008 Data	
Total headcount	□	LA 1	✓ 49,004	(15,360 in France)	43,208	✓ 15,717 in France)
Total headcount, men	□	LA 1	✓ 31,781	(8,677 in France)	28,492	✓ 8,949 in France)
Total headcount, women	□	LA 1	✓ 17,223	(6,683 in France)	14,716	✓ 6,768 in France)
Total headcount, permanent contract	□	LA 1	35,007 ⁽²⁾		39,292	
Total headcount, fixed-term contract	□	LA 1	1,905 ⁽²⁾		3,916	
New Hires						
Hires	□	LA 1	5,091		5,891	
Temporary hirings France	□	LA 1	65%		51%	
Permanent hirings France	□	LA 1	35%		49%	
Recruiting difficulties	□		-		-	
Headcount reductions						
Layoffs and departures	□	LA 2	4,342		5,811	
Departures excluding economic layoffs	□	LA 2	3,524		4,431	
Economic layoffs		LA 2	818		1,380	
Aids in job transitions and related programs related to redundancy plans	□		In France, the reclassification and accompaniment measures offered to employees to increase their qualification level, assistance for employees starting their own rules of conduct of the group's Compliance Program.			
Working hours						
Average weekly duration - full time	□		36.3		37.3	
Annual yearly duration - full time	□		1,662		1,705	
Average weekly duration - part time	□		29.7		29.1	
Annual yearly duration - part time	□		1,356		1,324	
Days of absence by reason in the group	□		Sickness		3.86	
			Family reasons		1.83	
			Accident		0.25	
			Other reasons		0.46	
Days of absence by reason in France	□		Sickness		6.92	
			Family reasons		2.89	
			Accident		0.29	
			Other reasons		0.68	
Overtime hours	□		550,702		534,283	
Gender equality						
Percentage of women in the group	□	LA 13	35%		34%	
Percentage of women in managerial positions	□	LA 13	35%		35%	
Number of disabled workers	□		234		228	

Business units' 2009 Data ⁽¹⁾ and comments

2007 Data		Activision Blizzard		UMG		SFR		Maroc Telecom		GVT		Canal+	
37,223	(11,869 in France)	7,382	15%	7,524	15%	9,945	20%	14,152	29%	5,289	11%	4,347	9%
24,389	(6,456 in France)	5,945		4,056		5,829		10,724		2,932		2,104	
12,834	(5,413 in France)	1,437		3,468		4,116		3,428		2,357		2,243	
34 181		577 (in France)		6,837		9,214		14,028		-		4,011	
3 042		2 (in France)		687		731		124		-		336	

5,797	In the United states, where Vivendi is highly present, the notions of internship and hire are very different to those in France and Europe. Indeed, student summer jobs are considered as job hires. This data includes all types of entries in the Group.
53%	
47%	
-	No business unit has reported any particular difficulty with recruiting during the last three business years.

5,176	
4,376	
800	

included the following: internal job mobility through posting of internal vacancies on the intranet throughout the group, reclassification leave, training leave to enable employees businesses and outplacement services. Vivendi also established reclassification measures for employees outside of France where such measures do not exist, in conformity with the

37.6	Approaches in terms of working hours diverge from one country to another; consequently the number of hours worked varies. The variations in the weekly and annual duration of work between 2007 and 2008 are due to better understanding of the reality of work in certain countries, in particular in emerging countries where the concept of annual duration is nonexistent.
1,713	
29.2	
1,334	
	2007 data unavailable: in 2008, a methodological change was adopted in order to better account for the nature of absences in the group. Among the reasons for absences listed are absences for illness, for family-related reasons (maternity, paternity, and adoption leave), for workplace accidents (and accidents during travel to work in countries where that concept exists), and absences for other reasons.
462,256	

34%	
36%	
245	

Social Indicators (next)

		NRE Act	GRI G3	Group			
				2009 Data		2008 Data	
Industrial Relationships and Collective Bargaining Agreements							
Collective agreements		□	LA 4	74		89	
Breakdown of collective agreements by topic	Remunerations		LA 4	39%		47%	
	Social dialogues			15%		15%	
	Health and safety			12%		12%	
	Restructurings			11%		3%	
	Other topics			23%		22%	
Number of personal representatives		□		1,285		1,582	
Health and safety							
Frequency rate of workplace accidents with days lost		□	LA 7	2,03		3,14	
Severity rate of workplace accidents with days lost		□	LA 7	0,08		0,11	
Employees trained in safety during the year		□		4,103		3,367	
Training							
Training expenditures/payroll		□	LA 11	2,2%		2,8%	
Average training duration per employee		□	LA 10	27.7 hours		28.5 hours	
Average training duration per employee trained in France		□	LA 10	30.6 hours		33.7 hours	
Breakdown of training per employee trained by training objective	Adapting to the work station		LA 11	45%		42%	
	Changes to the work station			36%		32%	
	Development of skills			19%		26%	
Social and Cultural Activities							
Social and Cultural Activities (in millions of euros)		□		11,77		10,22	
External resources							
Number of missions of temporary workers		□		3,240		3,841	
Subcontracting		□		7,240		5,904	
Territorial impact							
Partnerships and projects		□		4,333		3,558	
Breakdown of partnerships and projects	Hiring of the disabled			21	0.48%	39	1.10%
	Education			4,098	94.58%	3,474	97.64%
	Environment			9	0.21%	11	0.31%
	Consumers			28	0.65%	24	0.67%
	Residents			177	4.08%	10	0.28%
Contribution to job creation in France		□		4,854 jobs validated and 3,203 jobs created		863 jobs created in the two call centers related to the group's business activities. 2,535 jobs created in the employment areas.	

⁽¹⁾ Only the details for the six business units are shown here; the delta corresponds to "Corporate" (Paris and New York) and "Other" data.

⁽²⁾ Excluding a part of Activision Blizzard and GVT(see methodological process above)

		Business units' 2009 Data ⁽¹⁾ and comments					
2007 Data		Activision Blizzard	UMG	SFR	Maroc Telecom	GVT	Canal+
68							
44%							
16%							
7%							
21%							
12%							
1,234		Scope: France, DOM-TOM, Maroc Telecom Group, Canal+ Group					
2.9							
0,14							
2,802							
2,1%							
22.2 hours							
30.6 hours							
31%		Scope: France, DOM TOM, Maroc Telecom Group, Canal+ Group					
		-	66%	49%	35%	-	59%
36%		-	-	48%	26%	-	4%
33%			34%	3%	39%	-	37%
6.62		In France, the notion of "œuvre sociale" includes social and cultural activities established at the company level mainly for the benefit of employees or their family. This notion is difficult to formulate at a global level.					
3,958		Changes in methodology due to the evolution of the legal definition of subcontracting (see the explanations in the separate document Sociographics - Environmental Policy - 2008 and 2009).					
95							
887							
30	3.38%	The territorial impact of Vivendi's activities is difficult to measure due to the large number of countries where the group operates. A methodological clarification implemented in 2008 defines each trainee in the company as a "project" under Education. Thus the data show the number of institutions, individuals, or associations with whom Vivendi has established relations, created partnerships, or participated in projects in various sectors of the local or regional economy where the group is present.					
821	92.56%						
15	1.69%						
17	1.92%						
4	0.45%						
749 jobs created in the two call centers related to the group's business activities. 1,624 jobs created in the employment areas.		In 2004, Vivendi made a commitment to the Public Authorities to contribute to the creation of jobs in areas impacted by unemployment and industrial restructurings. ("Jobs validated": jobs under way of creation corresponding to case files validated by the commitments committee, composed of the prefect or the subprefect and Vivendi's representative, the representatives of the State's decentralized services (Industry, Work-Employment, Treasurer-Paymaster General), the representative of the Banque de France, the local economic development committees, the Chamber of Commerce and Industry and the Chamber of Trade. The case files are prepared and presented by the industrial development consultant Vivendi has chosen.)					