



Sociographics Environmental Policy

2009

vivendi

a world leader in communications and entertainment

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Sociographics 2009

This report on social and environmental performance was prepared in accordance with Article L. 233-3 of the French Commercial Code.

Vivendi uses a specialized system to collect and report social data on companies within its scope of consolidation, excluding Activision Blizzard data for 2009.

The IT system performs a series of automatic coherency checks during data entry. Other checks and an initial validation are carried out at each business unit level. Coherency checks and a second validation are performed at the level of each Activity. These indicators, whose reliability is certified by each relevant subsidiary, are aggregated and checked and a third validation is performed during the consolidation process.

The "Corporate" heading in the tables below refers to Vivendi's corporate headquarters in Paris and the New York office, unless otherwise specified. "Other" refers to: Vivendi Mobile Entertainment (VME) and Wengo in 2009; VME in 2008; and VU Net, Vivendi Telecom International (VTI) and VME in 2007. In 2009, Global Village Telecom (GVT) and Sotelma in Mali entered the scope of Vivendi's social reporting and are included only in the 2009 headcount tables. Neuf Cegetel data has been consolidated at the level of SFR since April 2008. Mobisud France data for fiscal year 2009 was consolidated at the SFR level and for fiscal years 2008 and 2007, at the Maroc Telecom Group level.

Data relating to Activision Blizzard includes only Activision Blizzard France SAS, with the exception of headcount data. The 2007 and 2008 published data were adjusted accordingly.

Section 1

Headcount

1.1. Headcount by Business Segment

In 2009, the Group headcount increased by 13% to reach 49,004, compared to 43,208 employees as of December 31, 2008 and 37,223 as of December 31, 2007. The increased number of employees in 2009 mainly resulted from changes in the Group's scope of consolidation (see Section 3.1).

The table below shows the Group's employees by business segment as of December 31, 2009, 2008 and 2007.

	2009	2008	2007
Activision Blizzard	7,382	7,408	4,437
Universal Music Group	7,524	7,720	8,114
SFR	9,945	10,086	6,209
Maroc Telecom Group	14,152	13,411	14,075
GVT	5,289	–	–
Canal+ Group	4,347	4,252	4,061
Corporate	254	250	262
Other	111	81	65
Total	49,004	43,208	37,223

1.2. Breakdown of Headcount by Geographic Region

The table below shows the Group's employees by geographic region as of December 31, 2009, 2008 and 2007. "France" includes the headcount in metropolitan France and in the overseas departments and territories.

	2009	2008	2007
France	15,360	15,717	11,869
North America	7,649	7,520	5,448
South America and Central America	5,654	405	391
Asia Pacific	1,455	1,459	1,478
Africa	14,328	13,583	14,218
Europe (excluding France)	4,558	4,524	3,819
Total	49,004	43,208	37,223

1.3. Breakdown of Headcount by Gender

	2009		2008		2007	
	% women	% men	% women	% men	% women	% men
Activision Blizzard	19	81	20	80	18	82
Universal Music Group	46	54	46	54	45	55
SFR	41	59	41	59	46	54
Maroc Telecom Group	24	76	24	76	23	77
GVT	45	55	–	–	–	–
Canal+ Group	52	48	52	48	51	49
Corporate	54	46	56	44	56	44
Other	33	67	40	60	31	69
Average	35	65	34	66	34	66

In 2009, the gender ratio within the Vivendi group remained stable compared to fiscal years 2008 and 2007, with female employees representing an average of 35% of the workforce compared to an average of 34% in 2008 and 2007.

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Section 2

New Hires

In the United States, where Vivendi has a strong presence, the concepts of internships and hiring significantly differ from those in France and in Europe. In the United States, summer jobs held by students or temporary positions are considered to fall within the same category as new hires. For this reason, the tables below include figures relating to new hires of all types within the Group.

The same issue applies to the concept of employment termination worldwide. Consequently, the tables below disclose information regarding hiring and new employees, employment terminations and departures that are consistent with these definitions. In fiscal year 2009, the number of new hires within the Vivendi group decreased slightly.

2.1. New Hires within the Group

New hires	2009	2008	2007
Activision Blizzard	1,438	1,719	2,013
Universal Music Group	1,204	1,247	1,371
SFR	1,394	1,359	1,095
Maroc Telecom Group	(b) 215	506	447
Canal+ Group	738	1,000	788
Corporate	34	26	30
Other	68	(a) 34	(a) 53
Total	5,091	5,891	5,797

(a) New hires at Vivendi Mobile Entertainment (VME).

(b) A number of positions corresponding to the 2009 hiring plan were anticipated and recognized in 2008.

2.2. New Hires in France

For fiscal year 2007, the indicator below covers only entities of the Group located in Metropolitan France, whereas, for fiscal years 2008 and 2009, it includes the French overseas departments and territories. The new hire rate under permanent employment contracts is calculated by dividing the number of new hires under permanent employment contracts by the total number of hires in each business.

New Hires	2009			2008			2007		
	Total	Permanent new staff	% permanent	Total	Permanent new staff	% permanent	Total	Permanent new staff	% permanent
Activision Blizzard									
France SAS	95	93	98	149	144	97	176	148	84
Universal Music Group	86	37	43	152	106	70	105	45	43
SFR	1,394	549	39	1,359	707	52	1,095	561	51
Maroc Telecom Group (a)	–	–	–	16	16	100	20	16	80
Canal+ Group	660	109	17	906	280	31	733	218	30
Headquarters	33	23	70	23	14	61	26	13	50
Other	68	11	16	34	26	76	53	46	87
Total/average	2,336	822	35% average	2,639	1,293	49% average	2,208	1,047	47% average

(a) Relates to Mobisud France, a subsidiary of Maroc Telecom in 2008 and 2007; in 2009, Mobisud was included within SFR's scope of social reporting.

Unlike the previous table, this analysis shows new hires as defined under French law. For French subsidiaries, new hires under permanent employment contracts represented an average of 35% in 2009 compared to 49% in 2008 and 47% in 2007. This decline was due to a change in hiring plans at Universal Music Group (UMG), Canal+ and Blizzard Entertainment France approved during the consolidation of new companies and more difficult economic conditions in 2009.

At SFR, 2009 staffing requirements were revised following Neuf Cegetel's inclusion within the Group.

2.3. Hiring Difficulties

Given the low turnover rate within the business units and excluding external growth, headcount remained stable within the Group. No subsidiary reported any particular hiring difficulties during fiscal years 2009, 2008 or 2007.

Section 3 Changes in Headcount Resulting from the New Consolidation Scope

3.1. Acquisitions

In fiscal year 2009, approximately 6,000 new employees were added to the scope of social reporting, as indicated below:

- Activision Blizzard – 7 Studios and Sledgehammer (United States): Activision Blizzard in Denmark, Norway, United Kingdom, Singapore (7 employees);
- Universal Music Group – Genius, UMG Publishing Turkey and Kapagama (63 employees);
- SFR – Jet Multimedia Facilities, Mobisud France and Débitel (45 employees);
- Maroc Telecom Group – Sotelma (852 employees);
- Canal+ Group - Digital Satellite TV, Canal Events and Canal Horizons Cameroun (105 employees); and
- Vivendi Group – GVT (5,289 employees) and Wengo (23 employees).

In fiscal year 2008, approximately 8,000 employees were added to the scope of social reporting, compared to approximately 5,000 in fiscal year 2007.

3.2. Divestitures

In 2009, divestitures decreased sharply. As a result, the number of employees leaving the Group’s scope of consolidation fell to 30 compared to 693 in 2008 and 1,849 in 2007.

Section 4 Headcount Reductions Worldwide and their Rationale

4.1. Information on Redundancy Plans and Safeguarding Employment

The number of redundancies for economic reasons decreased to 818 in 2009, compared to 1,380 in 2008 and 800 in 2007, primarily due to the completion of reorganization or voluntary departure plans, specifically at UMG, SFR and Gabon Telecom. At UMG, the number of redundancies for economic reasons was 390 in 2009, compared to 563 in 2008, and 586 in 2007. At SFR, following the merger with Neuf Cegetel, the number of voluntary departures in 2009 was 427.

4.2. Job Transition Assistance and Related Programs

In France, several types of job transition assistance and programs were offered to employees affected by restructuring plans:

- internal transfers: job openings within the Group were posted on the intranet;
- reclassification leaves;
- training leave to allow employees to improve their professional qualifications;
- assistance with starting a business;
- outplacement services;
- advice and information through Skills Spaces (internal training centers at SFR);
- implementation of Mobility Spaces or customized assistance programs upon completion of the personnel project, run by an outside firm; and
- Validation of Acquired Experience (VAE).

Other assistance measures were offered to French employees affected by reorganizations such as:

- assistance in geographic mobility;
- extension of insurance coverage;
- bonuses for rapid job transition;
- coverage of salary differential; and
- free legal services.

In countries where these services do not exist, Vivendi has implemented job transition programs for employees who were made redundant. Elsewhere in the world, Vivendi managed terminations of employment in accordance with the practices of each country and in compliance with the Group’s code of ethics.

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Section 4

Headcount Reductions Worldwide and their Rationale

4.3. Rehires

Vivendi has a policy of giving preference to previous employees made redundant for economic reasons when a job opening arises. In 2009, six employees were rehired by the Vivendi group: five by UMG (two in the Czech Republic and three in China) and one by Maroc Telecom Group (Casa Net). In 2008, four employees in Denmark, India and Morocco took advantage of this provision, compared to approximately one hundred employees in 2007, primarily in the United States and Ireland.

4.4. Termination for other Reasons

The table below shows the number of departures from the Group in 2009 for all reasons other than economically justified redundancies, including resignations, individual terminations, departures due to the end of a fixed-term contract, retirement and all other reasons. The decline in fiscal year 2009 compared to fiscal year 2008 is the result of a significant decrease in resignations and individual terminations in 2009. At UMG, for example, the number of departures decreased by 28% to 1,060 in 2009, compared to 1,474 in 2008, and 1,389 in 2007.

	2009	2008	2007
Total	3,524	4,431	4,376

Section 5

Working Hours

5.1. Working Hours for Full-time Employees

Work schedule approaches vary widely by country, as do the number of hours worked. At Vivendi, the number of hours worked per week ranges from 34.4 hours in Japan and 35 hours in Europe (namely in France) to 48 hours in Central and South American countries, namely in Colombia, Costa Rica, and Peru. In France, all Vivendi subsidiaries apply the law mandating a 35-hour work week. Full-time work is defined as the number of hours worked by full-time employees within the company.

As reported in Tables 5.1 and 5.2 below, changes in the number of hours worked per week and per year between 2007 and 2009 show a trend toward stabilization. This stabilization is due to a better understanding of work time in certain countries, particularly in emerging countries where the concept of hours worked per year does not exist.

	Hours worked per week			Hours worked per year		
	2009	2008	2007	2009	2008	2007
Average	36.3	37.3	37.6	1,662	1,705	1,713

5.2. Working Hours for Part-time Employees

The average number of working hours for part-time employees within the Group globally remained relatively stable at an average of 29.7 hours in 2009 compared to 29.1 in 2008 and 29.2 in 2007. The number of hours varies from 10 hours a week in Poland to 37 hours in the United Kingdom with an average of 29.7 hours a week.

	Hours worked per week			Hours worked per year		
	2009	2008	2007	2009	2008	2007
Average	29.7	29.1	29.2	1,356	1,324	1,334

5.3. Overtime

Overtime hours are hours worked beyond the contractual number of working hours. The use of overtime is strongly based on local cultures, particularly in the United States and in Africa. The extent to which overtime hours are used depends on company needs and changes in local laws, which may result in these hours varying considerably from year to year. Over the last three years, the number of overtime work hours increased to 550,702 in 2009, from 534,283 in 2008 and 462,256 in 2007.

Section 5

Working Hours

5.4. Absenteeism

Absenteeism is defined as the number of work days not worked, excluding paid leave, training programs, union-related absences, exceptional and contractual leaves, and compensation time for extra hours worked under the French 35-hour work week law which is in effect within all the companies of the Group in France. Suspended contract leave is not counted. However all sick leave, including long term disability leave, is included.

In 2008, a change in method was adopted for this analysis to better reflect the types of absence observed within the Group. Consequently, 2007 data is not included below because it was analyzed pursuant to another method. For instance, at SFR, Canal+ and VME (classified under "Other"), where the average age is lower than in other businesses, more absences for family reasons (maternity, paternity and adoption leave) are taken.

5.4.1. Absenteeism within the Group

The tables below show the number of days of absence taken by cause: sickness, family reasons and workplace accidents (including commuting accidents, in countries where this concept is recognized). Globally, absences for family reasons, accidents and other reasons declined in 2009. This latter category specifically includes absence for personal reasons, unscheduled vacation, unpaid leave, temporary layoffs for disciplinary reasons, unauthorized absences (paid or not), unjustified absences, absences for sick children or family events (excluding maternity, paternity and adoption leave), paid notice days carried over from prior periods, as well as compassionate leave, jury duty, training leave for reserve military personnel, or examinations. In 2009, these absences declined slightly.

	For sickness		For family reasons		For accident		For other reasons	
	2009	2008	2009	2008	2009	2008	2009	2008
Average	3.86	3.72	1.83	2.36	0.25	0.28	0.46	0.51

Calculation method: absenteeism is calculated by dividing the number of days of absence by cause by the average annual headcount.

5.4.2. Absenteeism within the Group in France

	For sickness		For family reasons		For accident		For other reasons	
	2009	2008	2009	2008	2009	2008	2009	2008
Activision Blizzard								
France SAS	7.46	4.68	0.18	1.10	0.12	0.04	1.47	–
Universal Music Group	4.32	4.35	1.68	2.56	0.37	0.27	(a) 4.82	(a) 3.61
SFR	7.06	6.86	2.86	3.84	0.26	0.34	0.49	0.53
Canal+ Group	7.21	7.39	3.74	4.90	0.32	0.25	0.21	0.24
Maroc Telecom Group (b)	–	4.06	–	–	–	–	–	–
Headquarters	4.00	3.68	2.63	4.46	0.09	0.12	–	–
Other	(c) 5.51	2.63	2.18	3.28	(d) 2.15	0.22	0.48	–
Average	6.92	6.68	2.89	3.91	0.29	0.30	0.68	0.60

(a) Mainly paid notice days, not worked.

(b) Mobisud France, a subsidiary of Maroc Telecom Group in 2008.

(c) Long-term sick leave.

(d) Following a commuting accident, one employee was absent for all of 2009.

Calculation method: number of days of absence by cause divided by the average annual headcount in France.

Section 6

Compensation and Benefits

Compensation and benefits paid by the Vivendi group during fiscal years 2009, 2008, and 2007 are as follows:

(in millions of euros)	2009	2008	2007
Total	2,956	2,688	2,390

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Section 7

Training and Development

7.1. Training Costs as a percentage of Total Payroll

The percentage of payroll costs allocated to training is an indicator which is often referred to in France. Outside France, there is no standard computation method in relation to this type of information. The indicator used here therefore shows total training expenditure as a percentage of the total payroll. Expenditure has been determined by reference to the theory that salary costs for employees in training constitute a minimum of 50% of training expenses.

Maroc Telecom continues to put significant effort into training its employees, specifically by offering in-depth training in new telephony and information technologies. In 2009, construction of a new Training Center at Rabat was completed. In 2007, 2008 and 2009, on average, training expenses as a percentage of total payroll exceeded 3.1% at SFR, 5.1% at Maroc Telecom Group and 2.8% in the Canal+ Group.

At UMG, training costs declined as a result of a reduction in the number of training classes offered, specifically within the United States, where UMG has a strong presence. In that country, biannual training is regularly provided in the areas of information technology and the prevention of sexual harassment. In 2009, training was only provided to employees who had not attended these programs in 2008. Other training, identified as on-the-job training, is not included within UMG's statistics. Hours spent taking part in such training and corresponding expenses are therefore not included in the training statistics cited in this section.

Payroll costs allocated to training (percentage)	2009	2008	2007
Average	2.2	2.8	2.1

7.2. Average Training Time by Employee Trained (in hours)

The average training time is calculated by dividing the total number of hours spent in training by the number of employees trained during the year. In this respect, each employee trained is counted once, irrespective of the number of training sessions attended.

The objective of Activision Blizzard's training program in the United States is "to enhance the employee's experience by expanding and developing opportunities for professional success." Its strategy is to prepare customized programs to address employee needs through a wide range of offerings, both professional and managerial.

In many of the countries where Activision Blizzard and Universal Music Group operate, there is no legal obligation to train employees which is equivalent to that imposed in France; training hours therefore fluctuate more in these businesses.

In 2009, the average number of training hours for the Vivendi Group was 27.7 hours per employee trained, compared to 28.5 in 2008 and 22.2 in 2007. At SFR, average training time for the last three years is 34.4 hours per employee trained. At Maroc Telecom and its subsidiaries, average training time per employee trained rose to 34.2 hours in 2009, from 34 in 2008 and 25.7 in 2007. In 2009, the average training time at Canal+ Group was 28.7 hours.

7.3. Training Hours per Employee Trained in France

In 2009, the number of hours of training provided remained high at 30.6, compared to 33.7 in 2008 and 30.6 in 2007. Unlike in other countries, there is a particular focus in French law on ongoing employee training. Thus, the number of training hours per employee trained in France is relatively high, with an average of 30.6 hours in Vivendi group subsidiaries in France in 2009 (31.3 average hours at SFR, 30.3 at Canal+ Group, and 23.1 hours at Headquarters).

(in hours)	2009	2008	2007
Activision Blizzard France SAS	na	(a) 23.0	20.0
Universal Music Group	16.7	18.3	24.6
SFR	31.3	36.1	35.7
Canal+ Group	30.3	33.0	26.6
Headquarters	23.1	20.8	28.3
Other	17.3	(b) 25.7	16.0
Average hours of training	30.6	33.7	30.6

(a) Relates to training programs required in connection with the creation of specific programs such as *Wrath of the Lich King* in 2008.

(b) Training programs at Vivendi Mobile Entertainment only.

In 2007, the indicator included only metropolitan France. In 2008 and 2009, overseas departments and territories were also included.

Section 7

Training and Development

7.4. Training Objectives

In accordance with the disclosure requirements governing lifelong professional training and social dialog imposed by Law no. 2004-391 of May 4, 2004, the table below shows the different purposes of professional training as a percentage for each subsidiary, with reference to the number of employees trained. For this calculation, each course attended by an employee is counted. The scope of this indicator includes French and Moroccan group companies as well as Sedaci, a Canal+ Group company located in the Ivory Coast, and Canal Horizon, a Senegalese company.

Adaptation training for individual positions is provided to help employees acquire relevant skills. This training is specific and may not be transferrable.

Training related to changes in position is designed to maintain the ability of employees to remain in employment, particularly with respect to change of post (within and outside the company), technologies and organizations; the aim of this training is the acquisition of knowledge, skill sets and qualifications to deal with potential changes in activities or duties and new operating methods. This type of training leads to qualifications specific to the position and is generally not transferable.

Skill-set development training provides access to various levels of professional qualification and contributes to the economic and cultural development of employees or to their promotion within the company. This type of training targets the acquisition of skills which differ according to the professional classification of the employee. Such training is not required under the employment contract. The training may be desirable, facilitates the reaching of goals relating to improving the employee's potential and may cover several areas of activity.

The table below shows gradual adjustments of definitions used to better differentiate reasons given for training which include training programs focused on changes and adapting to the work station. In addition, the table reflects a change in the company's training requirements and it includes training programs provided for specific purposes.

(in percentage)	Adapting to the work station			Changes to the work station			Skill-set development		
	2009	2008	2007	2009	2008	2007	2009	2008	2007
Activision Blizzard									
France SAS	na	88	4	na	4	78	na	8	18
Universal Music Group	66	72	82	–	–	1	34	28	17
SFR	49	30	17	48	59	74	3	11	9
Maroc Telecom Group	35	38	40	26	22	19	39	40	41
Canal+ Group	59	54	35	4	4	10	37	(c) 42	55
Headquarters	3	19	5	(d) 60	15	13	37	(b) 66	(a) 82
Other	2	100	–	71	–	–	27	–	100
Average	45	41	31	36	32	36	19	26	33

(a) In 2007 all Headquarters managers received management training.

(b) The "How to Build a Professional Project" program was implemented at Headquarters in 2008.

(c) Relates to a significant number of requests under the Individual Right to Training (DIF) and a large number of training programs not directly related to the businesses.

(d) Unlike during 2007 and 2008, the training offering at Headquarters in 2009 was based on probable changes in the employment market.

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Section 8 Optional and Statutory Profit Sharing

This indicator includes companies of the Group which entered into collective bargaining agreements relating to optional and/or statutory profit sharing. Sixteen agreements are in place within the Group in France.

(in millions of euros)	2009	2008	2007
Optional profit sharing	107.2	84.2	86.8
Statutory profit sharing	43.3	50.2	50.5

Section 9 Industrial Relationships and Collective Bargaining Agreements

Agreements and addendums entered into in 2009 relate to the following main areas: compensation (39%), social dialog (15%), health and safety (12%), restructuring (11%) and "other" matters (23%).

The "other" listed agreements include issues such as the integration of disabled employees (SFR); elections and the establishment of representative bodies and the signing of a new group collective agreement (Maroc Telecom); and a framework agreement covering several issues, including compensation and labor conditions at Onatel (a subsidiary of Maroc Telecom Group in Burkina Faso).

As required by French law, all Vivendi group entities in France entered into an agreement or action plan promoting the employment of senior citizens.

Each agreement or addendum signed counts as one. Agreements entered into within the UES structures (SFR, Neuf Cegetel and Canal+) are counted only once.

In 2009, 74% of the agreements were entered into by UMG and SFR, representing 35 and 20 agreements respectively, due to the large number of operating entities involved. Moreover, around half of the agreements in 2009, 2008 and 2007 (37 out of 74, 50 out of 89 and 35 out of 68, respectively) were entered into by the French subsidiaries of the Vivendi group.

Section 10 Health and Safety Conditions

10.1. Health and Safety Committees

There are various health and safety committees or bodies composed of professionals and employee representatives within Vivendi which are dedicated to addressing health, hygiene and safety in the workplace, in strict compliance with the applicable laws of each country in which the Group is active. The change in the number of such committees in the table below is due to differences in the scope of social reporting over the years concerned.

This indicator shows the number of such committees. At SFR, the number and scope of Health, Safety and Working Condition Committees (CHSCT) was reviewed in June 2009, following professional elections. In 2009, new committees were set up by Canal+ in Senegal and New Caledonia and by UMG in Poland.

The objectives pursued by the Group's relevant committees specifically covered the following areas:

- improving ergonomics at the work station, particularly for on-screen work;
- participating in and monitoring the development of a conflict and stress prevention plan;
- measuring very low frequency emissions (GSM, 3G, DECT, Wi-Fi towers), checking legal limits, identifying related potential risks and promoting good practices in terms of cell phone use (DECT, Wi-Fi, use of earphones);
- monitoring the implementation of required action plans in the event of serious incidents (including fire, attack and natural disaster risks);
- promoting good practices in terms of business travel and analyzing the reasons for commuting accidents; and
- monitoring the follow-up and update of risks and prevention plans.

Number of health and safety committees	2009	2008	2007
Total	70	71	64

Section 10

Health and Safety Conditions

10.2. Number of Employees Trained in Health and Safety

Number of employees trained in safety	2009	2008	2007
Total	4,103	3,367	2,802

The number of employees completing safety training increased over the past three years. The following examples illustrate action taken in this area:

- Universal Music France has continued to make hearing protection equipment available, as appropriate, to protect the health and safety of workers. In order to ensure that facilities were in strict compliance with 2009 changes to health and safety requirements in the workplace, Universal Music France retained the Bureau Veritas agency to conduct an inspection and monitor its facilities. In 2010, various actions to address the recommendations from these inspections are planned.
- The 2009 safety and prevention programs at SFR focused on three main areas:
 - Promoting a safety culture: a safety awareness multimedia module, Safety, Risks and Good Practices in Everyday Life, was added to the orientation program for all new employees. In 2009, this module was offered in the form of e-learning. In addition, automatic defibrillators were installed at SFR sites, and some 600 employees were trained in first aid techniques by the Red Cross.
 - Employee safety training: 129 new safety wardens were trained, bringing the total number of trained wardens to 339. In addition, 127 employees received electrical clearance safety training and 84 employees received “working at height” training.
 - Measuring and verifying: 1,328 internal safety audits were completed at technical sites (which comprise 7.11% of the 18,600 total SFR sites). In addition, 6,021 inspections of technical sites were completed to identify potential risks to emergency response workers and to identify potential risk prevention actions. A safety audit was also completed at each SFR tertiary site.
- All new Maroc Telecom Group employees received safety training as part of their orientation on their first day with the company. In particular, employees were made aware of the importance of safeguarding confidential information. In the highly competitive environment in which Maroc Telecom operates, each employee must be familiar with the rules that protect the company’s material assets, data and information. Thus, in addition to training in ethics and quality, new hires receive training on safety measures to protect confidential information during the course of their duties. In 2009, Maroc Telecom Group also offered seminars to employees on the importance of ensuring a safe and healthy workplace.

10.3. Frequency Rate of Workplace Accidents (with workdays lost)

In 2009, the overall frequency rate of workplace accidents declined to 2.03, compared to 3.14 in 2008 and 2.90 in 2007, due in particular to changes in the scope of consolidation, which particularly affected UMG.

The accident frequency rate is historically low at Vivendi. It is higher in the field businesses (SFR, Maroc Telecom Group and Canal+), where existing specific prevention programs were strengthened in 2009.

Frequency rate of workplace accidents (resulting in workdays lost)	2009	2008	2007
Activision Blizzard France SAS	0.46	0.88	(a) 4.34
Universal Music Group	1.06	2.44	2.39
SFR	1.90	3.17	3.50
Maroc Telecom Group	3.07	3.49	3.00
Canal+ Group	3.29	3.63	(b) 2.53
Corporate	2.25	2.29	2.18
Other	–	–	–
Average	2.03	3.14	2.90

(a) Five unusual accidents resulted in 93 days lost in 2007.

(b) Workplace accidents for TPS are taken into account starting from the second half of 2007.

Calculation method:
$$\frac{\text{number of workplace accidents resulting in workdays lost} \times 1,000,000}{\text{average annual headcount} \times \text{annual hours worked (estimated at 1,750 for the Group)}}$$

1

Section 10 Health and Safety Conditions

10.4. Severity Rate of Workplace Accidents (with workdays lost)

In 2009, the accident severity rate (with workdays lost) continued to decline. In addition, no fatal accidents were reported within the Group in 2009.

Accident severity rate (with workdays lost)	2009	2008	2007
Activision Blizzard France SAS	0.01	–	(a) 0.08
Universal Music Group	0.01	0.02	0.02
SFR	0.08	0.08	0.11
Maroc Telecom Group	0.15	0.20	0.26
Canal+ Group	0.05	(b) 0.05	0.03
Corporate	0.01	0.02	0.02
Other	–	–	–
Average	0.08	0.11	0.14

(a) In 2007, five unusual accidents resulted in 93 days lost.

(b) Three employees were assigned to prolonged medical leave due to workplace accidents.

Calculation method:
$$\frac{\text{number of days lost owing to workplace accidents} \times 1,000}{\text{average annual headcount} \times \text{annual hours worked (estimated at 1,750 for the Group)}}$$

Section 11 Gender Equality

Gender equality is illustrated at Vivendi by two indicators: the employment rate for female employees within the company and the percentage of women in managerial positions.

11.1. Employment Rate of Women within the Group

The percentage of female employees at Vivendi has been stable since 2007, increasing slightly in 2009 to 35% of headcount. This increase was due primarily to the inclusion of GVT within the scope of consolidation. However, variations remain in the rate of female employment among the Group's businesses. The proportion of women at SFR and companies in the "Other" category has dropped since 2007 and 2008, respectively, particularly due to the integration of Neuf Cegetel and Wengo, companies with more male-dominated headcounts.

Percentage	2009	2008	2007
Activision Blizzard France SAS	19	20	18
Universal Music Group	46	46	45
SFR	41	41	46
Maroc Telecom Group	24	24	23
GVT	45	–	–
Canal+ Group	52	52	51
Corporate	54	56	56
Other	33	40	31
Average	35	34	34

Section 11

Gender Equality

11.2. Percentage of Women in Management Positions

For 2009, the percentage of women in management positions within the Vivendi group remained stable at 35%. The proportion of women in managerial positions at GVT is low due to the small number of managers in the company. An increase in this percentage was reported in the Games businesses where traditionally fewer women hold managerial positions.

Percentage of women in management positions	2009	2008	2007
Activision Blizzard France SAS	26	24	19
Universal Music Group	40	40	41
SFR	31	31	33
Maroc Telecom Group	27	27	25
GVT	17	–	–
Canal+ Group	47	47	45
Corporate	48	50	50
Other	33	40	31
Average	35	35	36

11.3. Employment and Integration of Workers with Disabilities

The definition of a “worker with disabilities” used for the purposes of this indicator is that stipulated by the national laws of each country or, in the absence of such definition, that set out in Convention 159 of the International Labor Organization, namely: “any individual whose prospects for securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment”.

In 2009, the overall number of workers with disabilities employed within the Group remained stable compared to 2008. This number increased by 25% at Canal+ Group in 2009.

SFR continues to deploy considerable efforts in relation to disabled workers. In 2009, SFR entered into a third agreement on workers with disabilities. This agreement provides for the implementation of the initiatives set forth in the previous agreements. In terms of job accommodations and adaptation of work hours, new provisions are anticipated, including skill set assessments, vacation days granted for handicap recognition purposes, offering universal service employment checks (CESU) to newly declared disabled employees. In 2009, as a result of such programs, workstations and related tools used in the performance of 12 jobs were adapted to accommodate the needs of disabled workers (zoom text, light portable PCs, ergonomic chairs) and two disabled employees benefitted from dedicated skill set assessments. SFR’s goal is to reach €4.7 million in revenue in 2011 from projects carried out in collaboration with disabled employees as provided for in the agreement (€1.3 million in 2009). Moreover, SFR is committed to financing a product line dedicated to the protected sector, and to providing training for disabled individuals working in these companies.

ARPEJEH

In 2008, following a finding that most disabled students abandon their studies at the high-school level, SFR launched the ARPEJEH (Assisting Young and Disabled Students to Complete their Studies) association with the participation of businesses and governmental entities in all sectors. The ARPEJEH’s objective is to assist disabled students in their pursuit of an occupational career. In only one year, 60 internships, as well as several “job discovery” workshops held in high schools, have been organized by the association. The ARPEJEH, which is chaired by the Vivendi group’s Human Resources Director, currently comprises 21 member companies, including L’Oréal, LVMH, Air France, and RTE (Transport and Electricity Network).

SFR also anticipates the development of a plan for the hiring of disabled persons, with a goal of 10 new hires per year. In 2009, 14 new hires were made. Finally, to assist SFR employees working in collaboration with the disabled, the new agreement provides for the granting of paid leave for employees with a disabled colleague, implementation of a dedicated hotline for all SFR employees affected (legal assistance, psychological counseling, administrative aid) and the opportunity for parents of a disabled child to take parental leave until the child reaches age 8.

Number of workers with disabilities	2009	2008	2007
Total	234	228	245

1

Section 11

Gender Equality

11.4. Employment and Inclusion of Youth in Occupational Training Agreements

As one of the 45 largest French companies, Vivendi participated, in the Alternating Work-Study Program, in 2009, with the task of drafting and presenting a report on the promotion and development of alternating work-study opportunities for the French government. As a result, Vivendi's French subsidiaries undertook to increase the number of alternating work-study contracts offered.

Section 12

Territorial and Regional Impact

12.1. Territorial and Regional Impact

The worldwide territorial impact of Vivendi's operations is difficult to measure because of the large number of countries in which the Group operates.

In 2009, Vivendi initiated relationships, created partnerships, or participated in projects with 4,333 different institutions, individuals or associations in various sectors of the local or regional economies where the Group is present, compared to 3,558 in 2008, and 887 in 2007. 95% of the projects in which Vivendi was involved in 2009 related to educational institutions.

	Activision Blizzard France SAS			Universal Music Group			SFR			Groupe Maroc Telecom			Canal+ Group			Corporate			Other			Total		
	2009	2008	2007	2009	2008	2007	2009	2008	2007	2009	2008	2007	2009	2008	2007	2009	2008	2007	2009	2008	2007	2009	2008	2007
Employment procurement groups	—	—	—	2	18	18	11	9	6	2	1	1	3	3	5	1	6	—	2	2	—	21	39	30
Education*	—	—	—	1,039	830	167	880	1,052	117	1,199	716	451	904	819	51	48	40	26	28	17	9	4,098	3,474	821
Environmental groups	—	—	—	—	1	1	7	9	12	2	1	2	—	—	—	—	—	—	—	—	—	9	11	15
Consumer groups	—	—	—	—	—	—	15	15	12	2	—	—	11	9	5	—	—	—	—	—	—	28	24	17
Local entities	1	1	—	1	1	1	171	5	—	—	—	—	—	—	—	4	3	3	—	—	—	177	10	4
Total	1	1	—	1,042	850	187	1,084	1,090	147	1,205	718	454	918	831	61	53	49	29	30	19	9	4,333	3,558	887

* Trainees are included under "Education".

12.2. Vivendi's Contribution to Job Creation in France

12.2.1. Commitments

In 2004, Vivendi made commitments to the French public authorities to contribute to the creation of jobs in the regions most affected by unemployment and industrial restructuring in two different ways:

- creating via subcontractors, two call centers linked to the Group's activity, one in Belfort (Belfort territory) at year-end 2005, the other in Douai (Northern France) at year-end 2006, on the basis of 300 full time equivalent jobs each, or 600 jobs in total;
- assistance with industrial revitalization and job creation in employment regions selected by the Ministry or Ministries responsible for economics, finance, industry and employment. The initial goal was to create 1,000 jobs in three years and 1,500 jobs in five years (2005-2009), unrelated to Vivendi's operations. Vivendi is committed, with the assistance of specialized consultants, to providing financial advice and support to viable business creation and expansion projects. This commitment amounts to €5 million a year over a period of five years, or a total amount of €25 million.

In the first quarter of 2009, Vivendi undertook new government commitments to contribute to job development for a period of three years (2010 to 2012).

In addition to maintaining its previous commitment concerning call centers, Vivendi undertook to create 1,800 new jobs in three years to fill newly open positions, and to dedicate five to six million euros per year to meeting this objective.

The first employment regions under this new commitment were allocated to Vivendi by the Ministry of Economics and the Ministry of Industry and include Châtelleraut, Montluçon and Compiègne (Oise).

Section 12

Territorial and Regional Impact

12.2.2. Results

Call Centers

As of December 31, 2009, 925 jobs had been created in the two call centers:

- 518 jobs, representing the equivalent of 485 full-time jobs in Belfort, a center managed by Téléperformance; and
- 407 jobs, representing the equivalent of 403 full-time jobs in Douai, a center managed by Duacom; representing the equivalent of a total of 888 full-time jobs.

The commitments were not only met but were exceeded in terms of quantity and were achieved more quickly than planned. The percentage of women hired exceeded 70% in both cases.

Téléperformance and Duacom continue to develop the activity of the centers by entering into contracts with new clients.

Employment Areas

Jobs

As of December 31, 2009, the number of jobs certified by the commitment committee amounted to 4,854, and actual job creations 3,203, representing more than 66% of certified jobs.

Programs were launched in the first employment areas in March 2005, and the final mission was launched in 2008. Each mission has an operating lifetime of at least three years. The results that can be seen at year-end 2009 for the five-year agreement (2005/2009) are provisional. At year-end 2009, Vivendi had exceeded its overall target for all employment regions by 73% in certified jobs and by 14% in jobs already created, while the missions were extended beyond 2009 in six of the eleven regions.

The details of these programs are as follows:

Beginning of mission	Areas	Certified jobs (a)	Jobs created
March 2005	Sarrebourg	363	335
	Arles	546	487
	Oise	570	519
February 2006	Dreux	559	402
	Chalon	433	249
	Pas-de-Calais	502	275
February 2007	Somme	583	244
	Thann-Cernay	411	277
	Tonnerrois	240	193
June 2007	Autun Château -Chinon	301	122
March 2008	Haut Jura	346	100
Total		4,854	3,203

(a) Certified jobs: jobs created following the validation of applications by commitment committees. Members of these committees include the regional head of police and his deputy, the Vivendi representative, representatives of French state decentralized services (Industry, Labor-Employment TPG), a representative for Banque de France, local economic development committees, the International Chamber of Commerce (ICC) and the Chamber of Guilds. The dossiers are reviewed and presented by the revitalization company selected by Vivendi.

Within the employment areas first targeted, authentic job creation exceeds objectives by 73% in Oise, 62% in Arles 61% in Dreux, and 34% in Sarrebourg.

La Somme, Pas-de-Calais and Thann-Cernay reached their objectives for effective job creation; Chalon-sur-Saône and the Tonnerrois expect to meet their objectives presently. In several of these regions, a certain number of jobs created are still awaited. Thus, in the Somme, job creations already recorded meet the final objective, with certified and scheduled creations (up to 2011) representing 233% of this objective.

The first three programs (Sarrebourg and Château-Salins, Oise and Arles) have been completed. The relevant economic development companies remain in the territories to continue the proper implementation of assisted projects and ensure that jobs planned translate into genuine job creations.

Section 12

Territorial and Regional Impact

In Château-Salins, the funds recovered from the cessation of activity of a number of assisted companies made possible the financing of additional job creation projects.

The Pas-de-Calais program, which was originally planned for completion in mid-2009, was extended to 2010 by agreement with the public authorities, to allow the territory to benefit from unused funds. The Thann-Cernay program may also be extended.

At year-end 2009, six of the eleven programs were still in the prospecting phase: La Somme, Tonnerrois, Thann-Cernay and Autun-Château-Chinon, scheduled to be completed in the first half of 2010, Pas-de-Calais (extended to year-end 2010), and Haut Jura, which is scheduled to be completed in March 2011.

The Haut Jura (Saint-Claude) area project is progressing very favorably, with good industrial prospects, particularly in the optical and plastics sectors: at year-end 2009, validated job creations already reached 138% of the final objective for jobs created.

Companies

80% of assisted companies in all areas belong to the industrial, agri-food, construction and public works and industrial service sectors; 15% are in the category of trade and craftsmanship. The remaining 5% relate to personal services and tourism.

70% of subsidized projects concern the expansion of existing companies, 26% relate to job creations and 4% to business acquisitions.

93% of subsidized companies are small and very small businesses, 7% are medium sized companies.

Generally, 87% of projects are endogenous. Dreux is the only exception with 60% of exogenous projects.

Financing

At year-end 2009, €27.2 million was allocated by Vivendi to job creation in the eleven employment areas.

Equity loans and subsidies to companies account for 70% of the total budget, the remaining 30% is assigned to the fees of industrial revitalization companies.

Section 13

Social and Cultural Activities

In France, and in some French speaking African countries, social and cultural activities are developed at the company level mainly for the benefit of employees or their families (e.g., the subsidy to the Works Council in companies with over 50 employees). This concept is difficult to translate globally. Each entity is allowed to determine its own policy and contribution.

(in millions of euros)	2009	2008	2007
Total	11.77	10.22	6.62

The scope of this indicator includes the Group's French companies, Maroc Telecom Group, Sedaci (a company of the Canal+ Group located in the Ivory Coast) and Canal Horizon (a Senegalese company).

Section 14

Subcontracting

Subcontracting is a concept that is difficult to formulate with regard to whom and what type of entity it encompasses: service providers, consultants and outsourced operations are grouped together as subcontractors. In 2008, for this study, the French legal definition of subcontracting was supplemented by that of the Economic and Social Council. The latter defines subcontracting as "a business operation whereby an entrepreneur transfers through a subcontract all or part of the performance of a company contract or a public contract concluded with the project owner to another person called the subcontractor, while retaining responsibility for such contract" (Article 1, Law no. 75-1334 of December 31, 1975). Subcontracting is also defined as "an operation whereby a company transfers to another company the task of performing on its behalf and according to a pre-established technical specification, part of the production operations and services for which it retains final economic liability" (Economic and Social Council, *Le Journal Officiel*, April 26, 1973, page 305). This double

Section 14 Subcontracting

definition adopted in 2008 allowed for better identification of this indicator. The data given below are for reference only, as the variations recorded show a lack of stability of this indicator.

In 2009, the number of subcontracting assignments performed within the Group lasting at least one week was 7,240, compared to 5,904 in 2008. The Vivendi group is less affected by subcontracting than companies with a high number of manual workers. In addition, Vivendi has a limited presence in developing countries.

The 2008 and 2009 figures were based on the two-fold definition above, while the 2007 figures were based on the French legal definition alone.

Number of assignments performed by subcontractors	2009	2008	2007
Total	7,240	5,904	(a) 95

(a) Change in calculation methodology as explained above.

Section 15 External Partners (Temporary Workers)

Temporary staff is defined as a person provided temporarily by a specialist company for the performance of a precise and limited-time (not permanent) task referred to as an "assignment". A person who completes several assignments is counted for each assignment completed. The use of temporary workers by the Vivendi group decreased by 16% between 2009 and 2008. At SFR, the number was 1,431 in 2009, compared to 1,921 in 2008, representing a decrease of 26%. In the Canal+ Group, the reduction was equally significant: the use of temporary workers dropped to 695 in 2009, compared to 913 in 2008 and 898 in 2007, representing a decrease of 24%. In 2009, the majority of temporary workers were located in three countries: France, including the overseas departments and territories (68%), the United States (21%), and the United Kingdom (6%).

Number of temporary assignments	2009	2008	2007
Total	3,240	3,841	3,958

Section 16 The Group Compliance Program

Since 2002, Vivendi has undertaken to define and implement a Compliance Program which sets out general rules of ethics applicable to each group employee, irrespective of hierarchic level and responsibilities.

These Rules of Conduct cover the rights of employees, the quality of information and its protection, the prevention of conflicts of interest, commercial ethics and the respect of competition rules, the use of group property and resources, financial ethics and respect for the environment.

The objective of the Compliance Program is to make employees aware of their professional responsibilities and to provide them with a reference tool that helps them determine benchmarks for their conduct.

These general rules are refined, by each operational unit, in all territories where the Group is present, to include the specificities of the subsidiaries' businesses, as well as the particularities of local legislation. At present, most of the business units have implemented an additional Code of Conduct specific to their operations.

The implementation of the Compliance Program by Vivendi's Secretary General's office is ensured by the legal teams and the compliance officers of the main operational entities and of the Group.

At the beginning of each year, subsidiaries submit a report to Vivendi on the actions taken in the previous year. The report is submitted by the General Secretary to the Audit Committee which validates it and presents it to the Oversight Committee. It is then sent to the heads of the different business units for comment.

The Compliance Program is publicly available on Vivendi's internet site (www.vivendi.com).

2

Environmental Policy

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2

Environmental Policy

Vivendi is committed to identifying, measuring, evaluating, and, where feasible, reducing the environmental impacts of its activities through more effective and productive management, while it continues to safeguard the health and safety of its employees, partners and customers.

Consistent with this commitment, during 2009, Vivendi implemented the following initiatives:

- programs to ensure compliance with applicable environmental, health and safety regulations in force at all of its facilities in the various countries throughout the world where the Group operates;
- programs to engage key suppliers in our efforts to measure and reduce environmental impacts;
- training programs intended to strengthen the technical knowledge and expertise of group employees with regard to the environment and to reinforce the importance of health and safety issues at work;
- regular assessments of its various operational sites and facilities to ensure they are functioning correctly and are in compliance with applicable regulatory standards with regard to environmental, health and safety matters;
- participation in efforts by industry and governments to improve environmental protection, and to encourage reductions in the environmental impacts of the Group's activities; and
- publication of an annual sustainable development report on the Group's commitments and progress made regarding environmental protection, health and safety issues.

Section 1 Environmental Commitments

The Group has adopted an Environmental Charter which includes the following commitments:

- to define relevant environmental performance objectives for the Group;
- to provide quantitative assessment of the environmental impacts of Group operations and activities;
- to ensure compliance with applicable environmental regulations;
- to identify ways to reduce the environmental impacts and risks associated with the Group's activities;
- to take part in selected research and development activities for environmentally friendly technologies;
- to identify and introduce practices to reduce waste and consumption of raw materials;
- to promote and take part in dialog with other interested environmental parties and partners;
- to introduce training programs intended to strengthen and improve the technical skills of employees regarding the environment, health and safety;
- to regularly inform the public about the Group's activities and the progress made; and
- to use information and communication technologies to build and implement environmental management systems appropriate to each subsidiary's activities at relevant facilities and operations.

In 2008 Vivendi joined as a signatory to the United Nations Global Compact. The UN Global Compact asks companies to embrace, support and enact a set of core values related to human rights, labour standards, environment and anti-corruption policies. With regard to environmental matters, signatories to the UN Global Compact commit to:

- supporting a precautionary approach to environmental challenges;
- undertaking initiatives to promote greater environmental responsibility; and
- encouraging the development and dissemination of environmentally friendly technologies.

Section 2 Environmental Information

Vivendi operates in the communications and entertainment sectors. Vivendi's current operations do not include manufacturing or other natural resource intensive activities, and do not generate significant direct environmental impacts. Information regarding the environmental impacts of Vivendi's operations is provided below according to the type of business and its effects.

2.1. Water Resources, Raw Materials and Energy – Use of Soil – Waste Emissions into the Air, Water and Soil – Noise Pollution, Odor Nuisance and Waste – Environmental Reporting

Vivendi's operations produce few air emissions and wastewater discharges having a direct environmental impact.

As a result of the changes in the consolidation scope of the Group, Vivendi continues to review potential new performance objectives related to water consumption, waste generation and greenhouse gas emissions for the 2010-2015 time frame.

2.1.1. Wastewater

Generally, all of the wastewater generated by Group activities has a composition similar to domestic wastewater and is discharged directly into municipal collection and treatment systems, where it is treated before being discharged into the environment. Depending on the site, wastewater receives primary, secondary or tertiary treatment, in accordance with the practices and regulations in force in each location.

2.1.2. Air Discharge

Direct air emissions from the various Vivendi operations are low. Most direct emissions of carbon dioxide and other greenhouse gases are generated by the use of back-up generators in the event of power failure, by facility space heating and from the operation of the Group's fleet vehicles. Carbon dioxide emissions indirectly caused by Vivendi's operations result primarily from electrical consumption and business travel. Vivendi's operations do not result in the emission of volatile organic compounds or other regulated emissions.

Vivendi's Paris and New York offices are subject to regular indoor air analyses. The results of these analyses are communicated by Management to the health and safety committees.

2

Section 2

Environmental Information

2.1.3. Waste

Vivendi's various activities produce wastes that mainly consist of paper, cardboard and packaging, plastic, wood and lumber, glass, commercial and consumer batteries, used petroleum products, and paint residues, as well as waste electrical and electronic equipment. All wastes are managed in accordance with applicable regulations. Various wastes generated by the Group are recycled, as applicable.

2.1.4. Nuisance Odor and Noise Pollution

Vivendi's operations generate almost no significant nuisance odors or noise pollution. Limited noise is generated by the operation of machinery and vehicles within the Group's facilities. Any potential harmful effects of the noise are mitigated by the structure of the buildings, or other engineering solutions. The Group maintains strict control over its sites and regularly verifies that noise levels do not exceed 80 decibels for extended periods of time. In a vast majority of the Group's sites, the noise levels generally average below 40 decibels.

2.1.5. Environmental Reporting

In accordance with its commitments regarding the measurement and reduction of the Group's environmental impacts, Vivendi continues to identify, assess and measure the environmental effects of its operations. The data presented below was consolidated from information from those Group sites that meet specific thresholds in terms of environmental impact (which include the number of employees, annual water and electricity consumption and waste production).

As a result of the changes in the consolidation scope of the Group, the scope of environmental reporting now includes a number of smaller facilities. In addition, over the past three years, the Group has been involved in a number of transactions which have expanded its operations and the number of facilities. Due to these changes to the type and scope of facilities included in the environmental reporting system, the data from fiscal years is not directly comparable.

For each fiscal year, the data is provided by the technical or environmental departments within each of the Group's operational entities. Data from each of the operating units, in turn, is collated and reviewed at the head office. In addition, each year one of Vivendi's statutory auditors reviews (1) the protocol for the Group's annual environmental data collection efforts; (2) the consolidation of the data; and, (3) beginning with the 2008 reporting year, selected data from some facilities to ensure the accuracy and representativeness of the reported information.

Carbon dioxide (in millions of kilograms)	2009	2008	2007
Activision Blizzard (a, b)	19.1	7.3	4.0
Universal Music Group (c)	12.3	13.0	13.1
SFR (d)	58.8	43.7	32.0
Maroc Telecom	148.4	135.3	108.3
Canal+ Group (e)	8.6	8.7	7.3
Headquarters – Corporate (f)	0.7	0.7	0.7
Total	247.9	208.7	165.5

Water consumption (in thousands of cubic meters)	2009	2008	2007
Activision Blizzard (a, b)	55.8	18.6	3.7
Universal Music Group (c)	100.9	56.6	70.3
SFR (d)	90.8	68.1	72.4
Maroc Telecom	328.2	299.6	327.0
Canal+ Group (e)	45.7	40.9	38.8
Headquarters – Corporate (f)	15.5	14.1	16.2
Total	636.9	497.9	528.4

Section 2

Environmental Information

Waste Generation (in metric tons)	2009	2008	2007
Activision Blizzard (a, b)	401.0	410.0	119.0
Universal Music Group (c)	1,015.0	489.0	584.0
SFR (d)	1,162.0	892.0	1,293.0
Maroc Telecom	561.0	98.0	132.0
Canal+ Group (e)	552.0	257.0	495.0
Headquarters – Corporate (f)	79.0	61.0	84.0
Total	3,770.0	2,207.0	2,707.0

(a) Data for 2008 reflect the acquisition of additional operations.

(b) Data for 2009 reflect the full integration of the former Activision facilities.

(c) Data for 2008 reflect the acquisition of additional facilities.

(d) Data for 2009 reflect the full integration of the Neuf Cegetel acquisition.

(e) Data for 2008 and 2009 reflect the acquisition of additional operations.

(f) Headquarters data includes the Paris and New York corporate offices.

2.2. Measures Taken to Limit Damage to the Biological Equilibrium, to the Environment and to Protected Animal and Plant Species

Vivendi's activities have little direct impact on the biological equilibrium, the environment and protected animal and plant species.

Vivendi has implemented guidelines for improving the integration of its sites within the surrounding environment. Group installations can have different environmental effects, including the visual impact of buildings, infrastructure development, telecommunications antennas, noise and light pollution and traffic. Vivendi employs rigorous planning in its construction projects taking into account the principles of sustainable development, reducing water and energy consumption and the integration of buildings within the surrounding environment.

In France, SFR, while continuing efforts to expand its coverage area, committed to an extensive program to integrate its antennas into the surrounding environment over five years ago. SFR is using all possible technical means to ensure the sustainable deployment of its infrastructure while respecting populations and local community standards. To further guarantee the success of these efforts, SFR works cooperatively with elected officials, lessors and local authorities, and with the assistance of architects, town planners and landscapers. At the end of 2009, over 89 % of new sites had been integrated into the surrounding environment (excluding Société Réunionnaise du Radiotéléphone, TDF and dead zone sites). In addition to this excellent performance, SFR played a major role in the development of a common policy on the integration of relay antennas that has been adopted by the French Association of Mobile Phone Operators.

2.3. Measures Taken for the Purpose of Environmental Assessment or Certification

Since 2001, Vivendi has had a formal program for assessing the environmental, health and safety programs implemented by group companies. Since the introduction of this program, over 105 formal site assessments have been completed, with an average of ten sites assessed annually.

The assessment program is comprised of the following activities:

- a pre-assessment questionnaire is completed by the facility, a site visit and an inspection are conducted, and various documents regarding environmental, health and safety aspects of the site are reviewed;
- a written report detailing the conclusions and recommendations of the assessment is sent to the facility. Any areas which do not comply with environmental, health or safety regulations are presented in detail, together with the corrective action to be taken. Other potential improvements to the site's environmental, health or safety programs, in particular the implementation of "Best Practices" appropriate to the site are also suggested;
- the facility must then correct all nonconformities identified regarding environmental, health and safety regulations, and report on the progress of any corrective action; and
- the sites are then re-assessed, during the next three to five years, depending on the complexity of the facility and the results of the previous assessment.

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Section 2

Environmental Information

The assessments are conducted under the responsibility of the Executive Vice President and General Counsel and the Executive Vice President of Communications and Sustainable Development of the Group and under the direct supervision of the Group's Vice President of Environmental Affairs, Health and Safety. Each assessment is conducted by a team of auditors appropriate to the type and size of facility being reviewed. In addition to this group assessment program, Vivendi's insurers annually conduct an average of three to five independent assessments of group facilities. These independent assessments focus on worker health and safety practices and procedures.

Group facilities are encouraged to seek appropriate environmental certifications, including EMAS and ISO 14001 environmental certification. At year-end 2009, SFR had received ISO 14000 certification for 14 principal office locations, including the La Defense headquarters, all of its primary maintenance and technical sites, and the majority of its antenna sites. In addition, in 2009, the Vivendi Paris headquarters' office received both ISO 14001 and EMAS certification, and the Activision Blizzard Birmingham, United Kingdom warehouse and office facility became the first ISO 14001 certified site in the Activision Blizzard business unit.

2.4. Measures Taken to Ensure Compliance of Activities with Applicable Legal and Statutory Provisions

Vivendi has introduced comprehensive processes to ensure the compliance of its operations with applicable legal and statutory provisions regarding the environment, health and safety matters. In all of the main sites a designated employee is responsible for environmental matters. This person receives continuing education that is appropriate to his or her responsibilities.

2.5. Expenses Incurred to Minimize the Environmental Impact of the Company's Activities

For 2009, expenditures for environmental protection by Vivendi's various operations are estimated at €1 million, compared with €1.12 million in 2008, and €0.96 million in 2007. This figure takes into account internal programs, monitoring of activities in group facilities and expenses related to environmental protection for each operational site.

2.6. Environmental Provisions, Guarantees and Penalties

In 2009, Vivendi did not receive any notices from regulatory agencies alleging non-compliance with environmental, health and safety requirements at its various operational sites.

Section 2

Environmental Information

2.7. The Existence of Internal Environmental Management Services, Training and Informing Employees about the Environment, Means Dedicated to Reducing Environmental Risk as well as the Organization Introduced to Deal with Pollution Accidents with Consequences Extending Premises

Vivendi has a team of nine professionals (one at headquarters and eight in the business units) responsible for establishing internal policies and procedures regarding environment, health and safety matters, and for organizing controls at each site throughout the world. This team also conducts the assessment program at the most significant sites to ensure that they comply with national, regional and local regulations in force.

The person in charge of environmental, health and safety issues for the Group is an environmental engineer (with advanced degrees and professional certifications). In addition, in the various operational units, there are engineers, hygienists, and safety specialists. When appropriate, consultants with specialized expertise are retained by the Group.

All major sites have a designated employee responsible for environmental, health and safety issues. In addition to his or her daily activities, this person must immediately report all nonconformities or other significant environmental, health and safety matters. In each major facility, a team has been created to respond in the event of an accident or spill which may harm the environment. These teams work in close collaboration with local response teams (such as fire departments) to provide necessary protection.

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Company and Trade Registry: 343 134 763 RCS Paris, France

Registered Office

42 avenue de Friedland 75380 Paris Cedex 08/France

New York Office

800 Third Avenue/New York, NY 10022/USA

Shareholder Information

For shareholders calling from outside of France:
+33 1 71 71 34 99

www.vivendi.com