



Paris, November 19, 2019

Consequences of the entry into force of Ordinance No. 2019-697 of July 3, 2019 on supplementary occupational pension plans, and the integration of the Havas Group on the seniority of certain members of the Management Board, in respect of their employment contracts

Following the entry into force of French Ordinance No. 2019-697 of July 3, 2019 on supplementary occupational pension plans, the accrued rights under the supplemental defined-benefit pension plan, as implemented in December 2005 and approved by the Combined General Shareholders' Meeting held on April 20, 2006, will be frozen as of December 31, 2019.

Havas, a former subsidiary of the Vivendi group, re-entered the group's consolidation scope on July 3, 2017; certain members of the Management Board of Vivendi who previously held positions within the Havas Group are eligible for this supplemental pension plan under the terms of their employment agreement with Vivendi.

It is recalled that the benefit of these rights will be forfeited in the event of a departure from the Company with a resumption of professional activities or in the event of a departure from the Company, for any reason, before the age of 55.

At its meeting held on November 14, 2019, the Supervisory Board, upon the recommendation of the Corporate Governance, Nominations and Remuneration Committee, decided to authorize the amendment of the employment agreements of the following members of the Management Board to take into account their level of seniority within the Havas Group:

Member of the Management Board	Position held	Additional seniority	Amount of the pension as of December 31, 2019 ¹
Gilles Alix	Advisor to the General Management of Havas Media between 2007 and 2017	10 years	€219,375
Simon Gillham	Vice President, Communications at Havas between 2001 and 2007	6 years	€380,625
Hervé Philippe	Chief Financial Officer of Havas between 2005 and 2013	9 years	€411,250

The Supervisory Board specified that these employment agreement amendments are in the best interest of Vivendi and all of its shareholders, considering the contribution that the expertise of the Havas Group's business activities, acquired by the members of the Management Board concerned by these amendments in the course of their past functions, makes to Vivendi's Management.

It is reminded that the rate of increase in the pension for members of the Management Board and its Chairman, established under this plan, remains subject to the performance conditions set out in the compensation policy approved by Vivendi's shareholders at the General Shareholders' Meeting on April 15, 2019.

These amendments will be submitted to the approval of Vivendi's next General Shareholders' Meeting.

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¹ Estimated amount based on total seniority acquired within the group