

	2005 data	% of staff covered 2005	2004 data	% of staff covered 2004	Comments or references	NRE Act	GRI guidelines (1) 2004 (2) future formulation
Training							
Training expenditure/payroll	2.42%	100%	2.20%	100%	The percentage of the payroll devoted to training is a widely used indicator in France. Outside France, this indicator is not always calculated in the same manner. For this reason, the indicator used here is total outlay for training compared to payroll. This average does not reflect variations between business sectors – from 0.5% (Vivendi Games) to 8.5% (Maroc Telecom).	✓	
Average training duration/number of employees trained	30.3 hours	100%	25 hours	98%	The average duration of training is calculated by comparing the total number of hours of training to the number of employees receiving training during the year. With this method, each employee trained counts for one, regardless of the number of training courses taken.	✓	(1) LA 9 (2) LA 11
Average training duration/number of employees trained (France*)	31.5 hours	100%	31 hours	100%	The Group's French subsidiaries have a high average training duration per employee trained.	✓	(1) LA 9 (2) LA 11
Social activities							
Social activities (France*)	5,417,791	100%	5,063,432	100%	In France, the notion of social activities includes social and cultural events organized in the company primarily for employees and their families. This notion is difficult to measure worldwide. Each entity is allowed to set its own policy, including the amounts contributed.	✓	
External labor							
Interim employees	7,268	100%	4,525	100%	One person who has been hired several times is counted as many times as there were individual hirings.	✓	
Subcontracting	2,730	100%	306	75%	The Group makes less frequent use of subcontracting than companies with high percentages of manual workers. Work subcontracted in 2005 concerned mostly security, information technology and technical support. At SFR, subcontracted work essentially involves customer service and the administrative and financial departments.	✓	
Territorial impact							
Actions carried out	367	100%	264	100%	Vivendi identified 367 partnership actions with civil society in 2005 (including 320 in the scholastic and university communities, 25 with work rehabilitation entities and 22 with environmental, consumer and residents' groups). The actions in schools and universities sometimes took concrete form with hiring of interns and apprentices. In 2005, Vivendi also signed the Apprenticeship Charter, in which it commits to increase recruiting of apprentices by 20% in two years. In March 2006, the number of apprentices was 203 compared to 162 in 2005. At the time of application of the Consolidated Global Profit Tax System in 2005, Vivendi made commitments to the French Public Authorities to contribute to the creation of jobs in regions particularly affected by unemployment and industrial restructurings (see page 44).	✓	

Environmental performance indicators

Environmental data concern the Group's worldwide operations, which include companies of which Vivendi owns more than a 50% share. Within this scope, sites that meet specified threshold criteria in terms of environmental impact (number of employees, water and electricity consumption, waste production, etc.) are included in the data.

For 2005, two changes should be noted in the consolidation of indicators: the sale of certain production and distribution units of Universal Music Group, which contributed to reducing certain impacts on water consumption, electricity consumption, CO₂ emissions and waste production; and the inclusion for the first time of certain environmental data concerning Maroc Telecom, which have resulted in some of the variations compared to the preceding year.

	2005 data	2004 data	Comments or references	NRE Act	GRI guidelines (1) 2004 (2) future formulation
Water consumption (in thousands of cubic meters)	557	598	Water consumption was down slightly in 2005 compared to 2004. There was a very significant decrease in the media sector (from 388.3 to 82.1 million m ³) as a result of the sale of certain production and distribution sites of Universal Music Group. In the telecommunications sector, water consumption increased sharply between 2004 and 2005 (from 157 to 412.3 million m ³) as a result of the inclusion of data from Maroc Telecom.	✓	(1) EN 5 (2) EN 9
Electrical energy consumption (in thousands of kilowatt-hours)	363,531	400,148	Electricity consumption was slightly down in 2005 compared to 2004. A significant decrease was observed in the media sector; it is related to the sale of certain Universal Music Group production and distribution sites and to goals set for reducing energy consumption at six UMG sites. Electricity consumption increased in the telecommunications sector due to the inclusion of data from Maroc Telecom in 2005.	✓	EN 3
CO ₂ emissions (in millions of kgs)	74	101	Measurement of CO ₂ emissions includes consumption of electricity, fuel and gas at the Group's reporting sites. The reduction observed in 2005 (-25% compared to 2004) is the result of a reduction of some 70% in electricity, fuel and gas consumptions in the media sector. This reduction is related to the sale of certain of the Universal Music Group's production and distribution sites and to the change in the method of calculating CO ₂ emissions (use for the 2005 financial year of the International Energy Agency's 2002 Greenhouse Gas Protocol). The significant increase (+ 46%) in CO ₂ emissions in the telecommunications sector is due to the inclusion of data from Maroc Telecom.	✓	(1) EN 30, EN 8 (2) EN 23, EN 17
Waste production (in tons)	5,353	15,312	Waste produced was down significantly in 2005 (-65% compared to 2004). This significant reduction was due to the sale of certain of the Universal Music Group's production and distribution sites in 2005 and also to campaigns to raise the environmental awareness of Universal Music Group employees, in particular at the Antony (France), UMG Fishers, Milton Keynes, New York and Santa Monica (USA) sites, and the eco-attitude campaign aimed at paper conducted by SFR in 2005. In addition, it should be pointed out that data for 2004 concerning waste included non-recurrent waste related to the closing of two units, which was not repeated in 2005.	✓	(1) EN 11 (2) EN 20
Measures taken to limit the impacts on biological stability, protected animal species and plants			Vivendi's business units have little impact on biological stability, the natural environment, and protected animal and plant species.	✓	
Assessment or certification processes undertaken in the area of the environment			In 2000, Vivendi adopted a program of compliance with environmental, health and workplace safety standards and in 5 years has audited more than 75 sites to ensure their compliance with the laws and standards in force. All of UMG's CD-ROM production sites (such as the Hanover site in Germany and Kings Mountain, North Carolina in the United States) received ISO 14000 certification before their divestiture in 2005.	✓	
Measures taken to ensure compliance of the company's activities with environmental regulation and legislation			In 2005, SFR prepared for the implementation of an environmental management system for obtaining ISO 14001 environmental management certification for two strategic network sites and a tertiary site located in Rennes (France).	✓	
Expenditures for prevention of environmental impacts from the company's activities	1.35 million euros	9.4 million euros	This amount includes internal programs, deployment of business activities at the Group's sites and expenditures for protection of the environment in each operational unit. The significant difference observed between 2005 and 2004 is related to the fact that the figure of 9.4 million euros devoted to protection of the environment included data from Vivendi Universal Entertainment through May 11, 2004 and that in 2004 SFR had implemented a significant program of landscape integration of antennas, which continued in 2005 (work was done at 90% of the new sites installed in 2005, as opposed to 85% in 2004, to integrate them into the landscape).	✓	(1) EN 35 (2) EN 30
Existence within the company of internal environmental management staff, training and information on environmental issues for employees, resources devoted to the reduction of environmental risks, as well as a procedure to manage environment-related accidents which have a consequence outside the company's facilities	Corporate (Paris head office and New York office): 2 Business units: 6	Corporate (Paris head office and New York office): 1 Business units: 5	Vivendi employs a team in charge of environmental matters that works in close cooperation with the environmental managers in the business units. This team establishes internal precautionary measures concerning the environment and performs evaluations based on the ISO 14001 and EMAS standards at the Group's main sites. 312 employees of SFR, Vivendi Games, and Universal Music Group received training on environmental protection in 2005. Furthermore, at all the major sites, emergency teams are trained to take action in the event of an accident or pollution release likely to damage the environment.	✓	
Amount of environmental risk provisions and guarantees except in the case where this information may prejudice the company in a current dispute or lawsuit			In 2005, no Vivendi site or company booked provisions or guarantees for environment-related risks.	✓	(1) EN 35 (2) EN 30
Amount of compensation paid during the financial year arising from a court ruling relating to environmental matters and the actions undertaken to repair environmental damage			In 2005, Vivendi received no notification from a regulatory agency alleging lack of compliance with environmental, health and safety requirements at any of its operational sites.	✓	