

Social data refer to the Group's worldwide scope and are from companies in which Vivendi holds more than a 50% share.

Social data by business unit are detailed in a separate document issued in 2005, "Statutory Financial Statements-Sociographics-Environmental Policy," page 48.

Data are consolidated at December 31 of the reference year.

Social performance indicators

	2005 data	% of staff covered 2005	2004 data	% of staff covered 2004	Comments or references	NRE Act	GRI guidelines (1) 2004 (2) future formulation
Total staff	34,031	100%	37,906	100%	The reduction in staff is the result of divestitures in certain business areas, such as production and distribution at UMG Germany and USA (2,125 employees), Cegetel SAS and Cegetel RSS (1,963 employees), NC Numéricable (Canal+ Group, 573 employees), Coktel (Vivendi Games, 66 employees), Régie Outremer (Canal+ Group, 46 employees), and Tokyo Soft (UMG Japan, 7 employees), and also restructurings within the Group.	✓	LA 1
Incoming employees							
New hires	5,746	100%	4,645	100%	The notion of hiring varies according to country. Here the number of new employees of all types is shown: temporary hirings, permanent hirings, and student summer jobs, which are considered as hiring in the United States.	✓	LA 1
Temporary hirings	48%	100%	62%	100%	In order to consolidate this indicator worldwide, hirings over 18 months long are considered as permanent and hirings less than 18 months as temporary, which is roughly equivalent to the maximum duration of a temporary work contract in France.	✓	LA 1
Permanent hirings	52%	100%	38%	100%			
Temporary hirings France*	46%	100%	55%	100%	The rate of permanent hirings in metropolitan France represents the number of permanent contracts (1,494) in the total number of hirings (2,755).	✓	LA 1
Permanent hirings France*	54%	100%	45%	100%			
Recruitment difficulties	none	100%	none	100%	None of the subsidiaries have reported any particular difficulties with recruitment over the past three financial years.	✓	
Outgoing employees							
Staff reductions and departures	5,232	100%	6,025	100%	The figures indicate the number of departures of temporary or permanent staff plus departures of students recruited for summer work (United States).	✓	
Staff reductions on economic grounds	1,255	100%	1,679	100%	The number of staff reductions on economic grounds in 2005 was markedly lower than in 2004. Staff reductions on economic grounds are essentially the result of restructuring operations undertaken in preceding financial years.	✓	
Departures excluding staff reductions on economic grounds	3,977	100%	4,346	100%	Reasons for departures were mainly related to: resignation for personal reasons, disciplinary measures, and targets not met (United States).	✓	
Staff reduction and employment preservation plans					In France, measures for reclassification and assistance offered to employees affected by restructuring were of several types: internal job mobility through posting of internal vacancies on the corporate intranet, reclassification leave, training leave to enable employees to increase their qualification level, assistance for employees to create their own businesses, and outplacement services. Vivendi also established reclassification measures for employees outside France where such measures do not exist.	✓	
Working week (in hours)							
Average weekly duration - full time	37.4	100%	37.2	100%	Since approaches to work duration vary from one country to another, the number of hours worked varies as a consequence. The average weekly duration is defined here as the weekly duration most commonly found within the company for full-time employees. Vivendi's French subsidiaries apply the law regarding negotiated reduction of the workweek ("35-hour workweek law").	✓	
Annual yearly duration - full-time	1,753	100%	1,852	100%			
Average weekly duration - part-time	27	100%	26.4	100%			
Annual yearly duration - part-time	1,335	100%	1,314	100%			
Absenteeism days/employee	11.3	100%	10.4	98%	Absenteeism is defined as absence on any working day excluding paid vacation time, training days, time off for union activities, special leave and workweek reduction. At Group level, absenteeism was on average 11.3 days of absence per employee per year. In France it was 22.6 days. This difference can be explained notably by the paternity and parental leave encouraged by SFR as part of its collective agreement on gender equality in the workplace.	✓	LA 7
Reasons for absence (France*)		100%		98%	In 2005, the majority of working-day absences involved sick leave (41%) and family reasons (43%) such as maternity and paternity leave, marriage, death and moving.	✓	
Overtime hours	364,897	100%	968,566	100%	Overtime refers to hours beyond the contractual number. In 2005, 80% of overtime was in the United States (63%) and Morocco (17%).	✓	
Gender equality							
% of women in the Group	38%	100%	39%	100%		✓	(1) LA 11 (2) LA 14
% of women in management	34%	100%	33.4%	100%		✓	(1) LA 11 (2) LA 14
Disabled persons employed							
	187 employees	100%	242 employees	100%	The definition of a "disabled person" is based on each country's laws. When there are no applicable laws, the definition given in Convention No. 159 of the International Labor Organization is used. The number of disabled workers in the Group is down in comparison to 2004. While the number of disabled employees decreased as a result of the removal of Cegetel SAS from the Group's scope, SFR's commitment in this area remains strong with the application of the agreement entered into for the first time in 2002, and which was renewed in the spring of 2006, aimed at increasing the hiring rate for disabled workers in the company over a period of three years.	✓	
Labor relations							
Collective agreements	57	100%	148	100%	The new collective agreements signed within the Group in 2005 concern, in particular, social protection, remuneration, profit sharing, employee shareholding, work organization and the workweek, non-discrimination, health, safety, working conditions and annual wage negotiations. In 2005, 28 collective agreements were signed in the French subsidiaries.	✓	(1) LA 4 (2) LA 5
Number of personnel representatives (France*)	879	100%	952	100%			
Health and safety							
Frequency rate of workplace accidents with lost days	3.53	100%	4.46	100%	The frequency rate of workplace accidents diminished significantly between 2004 and 2005. This decrease is due in particular to the strengthening of safety measures at Universal Music Group, in the New York corporate offices, at SFR, and in the Canal+ Group. Calculation method: number of workplace accidents with lost days x 1,000,000 / employees x the number of hours worked per year (estimated at 1,750 for the Group).	✓	(1) LA 5 (2) no longer exists
Severity rate of workplace accidents with lost days	0.12	100%	0.17	100%	The rate of seriousness of workplace accidents continued to decrease in 2005. It should be pointed out that the business activities conducted within the Group are less exposed to accident risk than other activities (such as e.g. the construction trades). Calculation method: number of lost days for workplace accidents x 1,000 / employees x number of hours worked per year (estimated at 1,750 for the Group).	✓	LA 7
Employees trained in safety	2,504	100%	2,001	98%	In 2005, the Vivendi Group stressed workplace safety in particular. The good work done by the Health, Safety, and Working Conditions Committees, along with the major projects implemented in this area, have resulted in a significant reduction in the rate of seriousness of workplace accidents. In 2005, the number of employees trained in safety in the Group was up by 25% over 2004.	✓	

* Metropolitan France Europe.

	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.	✓	