



Paris, May 6, 2014

Vivendi: clarification

The progression in Jean-François Dubos' remuneration in 2013 is related to his promotion (he was General Counsel for the Group before being appointed Chairman of the Management Board) and not to an increase without changing position.

Between 2012 and 2013, Jean-François Dubos changed both title and responsibilities: the fixed portion of his remuneration has therefore logically increased. Comparisons from one year to the other are not relevant. The variable component increased because it is a percentage of the fixed part which itself increased. The variable part is also subject to performance criteria aligned with shareholder interests. Performance shares, as the name indicates, are subject to performance conditions assessed over two years and are unavailable for four years.

In 2013, this remuneration ranked 29th among the CAC40 Chairmen and CEOs (Source: Les Echos May 5). Jean-François Dubos was the 15th highest salary in the Group, and is lower than his predecessor.

Jean-François Dubos will receive no severance payment for his term in office, nor any contractual payment in his contract which has been suspended since his appointment as Chairman of the Management Board. There are no non-competition indemnities.

Jean -François Dubos will resign in late June.