



Paris, July 30, 2020

Information on the situation of Vivendi's executive corporate officers

Following the General Shareholders' Meeting of April 20, 2020, the Corporate Governance, Nominations and Remuneration Committee and the Supervisory Board, at their meeting of July 30, 2020, reviewed the situation of the Chairman of the Supervisory Board, as well as the compensation of the members of the Management Board and its Chairman.

Concerning the Chairman of the Supervisory Board, whose term of office was renewed at the General Shareholders' Meeting of April 20, 2020, Vivendi will continue its transparency policy in 2021 with respect to the disclosure of his compensation as Chairman and Chief Executive Officer of Havas.

As for the Chairman and members of the Management Board, a report will be presented in 2021 on the implementation of the improvements made to the policy for 2020, in particular the Supervisory Board's assessment of the level of achievement of the environmental, social and governance (ESG) criteria, the weighting of which was raised from 5% to 12% for the determination of the variable portion of compensation. Concerning the supplementary defined-benefit pension, the accrual of rights granted under the former plan¹ and the new plan implemented in 2020 will, as previously stated, be limited to 25% of 60 times the annual Social Security limit (compared to 30% previously).

¹ Based on seniority acquired as of December 31, 2019.