



Paris, November 19, 2019

Information on the situation of the Chairman and the members of the Management Board concerning the evolution of the supplemental defined-benefit pension plan

The Chairman and the members of the Management Board, as well as a number of the Company's other senior executives, are eligible for the supplemental defined-benefit pension plan, as implemented in December 2005 and approved by the Combined General Shareholders' Meeting held on April 20, 2006.

Following the entry into force of the new provisions of Article L. 137-11 of the French Social Security Code, resulting from Ordinance No. 2019-697 of July 3, 2019 on supplementary occupational pension plans, no new conditional supplemental rights can be generated under the current plan after January 1, 2020.

The rights accrued under the current plan will be frozen as of December 31, 2019, based on the seniority acquired on that date. 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.

Consequently, at its meeting held on November 14, 2019, the Supervisory Board, upon the recommendation of the Corporate Governance, Nominations and Remuneration Committee, decided that the calculation of rights accrued as of December 31, 2019 for the Chairman and the members of the Management Board will be determined in accordance with following method:

- Reference salary: fixed and variable compensation received during the 2019 financial year, calculated on an annual basis where necessary, with the current dual upper limit maintained:
 - reference salary capped at 60 times the annual social security limit¹; and
 - the acquisition of rights limited to 30% of the reference salary,

This dual limit has been voluntarily reinforced: in no event may the amount of the pension exceed 25% of 60 times the annual social security limit¹; and

¹ Annual social security limit: €40 524 in 2019

- Revaluation of rights within the limits provided by the Ordinance and its implementing regulations.

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.

Pursuant to Article L. 225-90-1 of the French Commercial Code currently in force, the methods for calculating the rights accrued under the current plan will be submitted to the approval of Vivendi's next General Shareholders' Meeting.

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