



AVERAGE ANNUAL SALARY BY JOB CATEGORY (PERMANENT STAFF) AND TREND ^A

Scope: France (euros)	Holding	Bouygues			Bouygues	
	company and other	Construction	Immobilier ^b	Colas	TF1	Telecom
Managerial ^c	79,660	59,607	64,970	61,981	69,757 ^d	60,921
<i>Change vs. 2013</i>	-1%	+2%	+1%	+3%	+4%	+3%
Clerical, technical & supervisory	33,591	32,200	29,253	35,819	40,148	26,450 ^e
<i>Change vs. 2013</i>	-3%	+1%	-3%	+3%	+4%	=
Site workers		27,103	19,426 ^f	25,236		
<i>Change vs. 2013</i>		+2%		+2%		

(a) Change in scope.

(b) Excluding sales staff.

(c) Trend at year-end taking account of staff leaving and joining in each category.

(d) Including journalists.

(e) Including customer relations advisers.

(f) Site workers joining after acquisition of Ossabois. No past data.

As the information systems of international activities are not integrated into those of French operations, full consolidation is not possible. Coverage rate: 56% of Group headcount.

Indicators available at www.bouygues.com: Total gross contribution by employer to the company savings scheme (France), Total amount of profit-sharing (paid in 2013 in respect of 2012) and Percentage of employees promoted (France).

Despite the tough economic conditions in France last year, wages continued to rise at the **Bouygues group**.

At **Bouygues Construction**, in France, the 2013 salary review resulted in a 2% increase in pay whereas inflation was down over the year to 0.8%. Particular attention was paid to the lowest wages. In the context of the salary review, nearly 50% of employees were paid a bonus. The trend in internal promotions was also strong, with nearly 2,400 promotions taking place in France, equating to 10% of the country workforce.

At **Colas**, due to annual raises and following the standardisation agreements implemented on 1 January 2014 with regard to the employment status of the employees of the seven road construction companies in mainland France, average annual wages across all employee categories increased.

At **TF1**, wages for the 140 leading executives were frozen, and the effective date for pay increases was deferred to 1 June from 1 March. Staff earning €33,800 or less on average enjoyed a raise of 2%. Despite the wage revisions, overall payroll expense was stable at TF1.

Employees of **Bouygues Telecom** enjoyed an above-inflation pay raise on average. For the second straight year, two days of leave arising from rules on reduced worktime were purchased from managerial staff, with the company paying a bonus contribution, corresponding to a monthly pay increase of 1.5%. Since the company did not return a profit in 2013, it was not in a position to assign funds to staff profit-sharing in 2014 with reference to the preceding calendar year.