



ADDITIONAL CSR INDICATORS FOR BOUYGUES.COM (AT 31/12/2020)

Headcount by job category

Scope: Global	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
France*	456	21,832	1,584	29,835	3,297	9,113	66,117	66,648
Managerial	368	9,948	1,221	5,887	2,590	4,690	24,704	23,843
Clerical, technical & supervisory	88	6,362	363	7,866	707	4,423	19,809	20,186
Site workers		5,522		16,082			21,604	22,619
International	260	36,877	111	24,816	400	437	62,901	63,802
Staff	260	16,488	111	10,278	400	437	27,974	28,512
Workers		20,389		14,538			34,927	35,290
France + international	716	58,709	1,695	54,651	3,697	9,550	129,018	130,450

*In the international activities, expatriates governed by French law are included in the Staff and Worker registered workforce.

Average number of part-time workers in France

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Average number of part-time workers	11	517	53	291	162	250	1,284	1,348



Headcount by type of contract (France)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Permanent contracts [%]	94.5	94.4	90.3	96.0	87.1	92.2	94.4	94.3
Temporary contracts (%)	5.5	5.6	9.7	4.0	12.9	7.8	5.6	5.7



Average age and average length of service (France)

Scope: France (years)	2020 Group total	2019 Group total
Average age	41	41
Average length of service in the Group	12	12

Number of internships during the year (France)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Number of internships during the year	35	1,073	43	1,074	343	302	2,870	3,757

Number of temporary/occasional workers (France)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Number of temporary/occasional workers (as full-time equivalents)	3	3,148	8	2,916	1,114	18	7,207	8,386

New hires by gender (new indicator)

Scope: Global	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	%
Men	69	16,697	128	15,928	302	1,587	34,711	85.3%
Women	34	2,315	128	1,953	530	1,018	5,978	14.7%
Total number of new hires	103	19,012	256	17,881	832	2,605	40,689	100%



Departures by gender (new indicator)

Scope: Global	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	%
Men	99	14,220	222	17,813	320	1,265	33,939	85.2%
Women	27	2,071	224	2,151	530	892	5,895	14.8%
Total number of departures	126	16,291	446	19,964	850	2,157	39,834	100%

Reasons for departure (France)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Resignation [%]	18.8	47.2	43.8	25.8	40.5	35.7	35.3	39.2
Dismissal (%)	23.2	33.4	30.0	41.2	24.1	30.5	35.8	34.7
Negotiated termination [%]	10.2	6.2	15.3	14.4	28.4	13.4	12.3	10.2
Other reasons* [%]	47.8	13.2	10.9	18.6	7.0	20.4	16.6	15.9

NM: non-meaningful

*"Other reasons" include death, retirement and termination of trial periods (at the initiative of the employee or employer)

Number of dismissals in France

Scope: France	Bouygues SA and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Number of dismissals (permanent employees)	16	704	80	1,203	76	274	2,353	2,438



Voluntary turnover (new indicator)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total
Voluntary turnover*	4.2%	5%	7.9%	2.6%	4.4%	4.6%	3.9%

*(\sum Resignations of employees on permanent contracts + Terminations of trial periods at the initiative of the employee on a permanent contract)/average annual registered workforce on permanent contracts.



Employees receiving an increase in salary by gender in 2020 (new indicator*)

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom
% Women receiving an increase in salary [%]	83.9%	89%	79.3%	90.4%	56.1%	65.9%
% Men receiving an increase in salary [%]	72.5%	85.7%	64.9%	89.2%	56.5%	66.1%

*Number of employees receiving an increase in salary by gender/Number of employees on a permanent contract present in the company for 12 months by gender

Employer's gross top-up contributions to the company savings scheme (PEE) and to the collective retirement savings scheme (PERCOL)

Scope: France (€ '000)	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Employer's total gross top-up contribution to the company savings scheme (PEE)	1,169	47,576	4,101	44,881	5,572	16,465	119,764	120,792
Employer's total gross top-up contribution to the collective retirement savings scheme (PERCOL)	95	2,558	267	1,398	354	1,045	5,717	5,424



Gross amount of profit-sharing (paid in 2020 in respect of 2019)

Scope: France (€ '000)	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Voluntary profit-sharing	836	6,200	224	5,388	236	5,520	18,404	36,464
Compulsory profit-sharing	-	11,170	-	12,192	6,458	10,079	39,899	49,349
Total	836	17,370	224	17,580	6,693	15,599	58,303	85,813



Number of employees with a recognised occupational illness

Scope: France	Bouygues SA and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Number of employees with a recognised occupational illness	0	66	0	73	3	0	142	1,205

Number of hours worked

Scope: Global	Bouygues SA and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Number of hours worked	743,263	120,966,203	2,532,230	106,272,726	5,681,125	14,267,711	250,463,258	240,398,126

Percentage of employees covered by a satisfaction survey

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Percentage of employees covered by a satisfaction survey		82%	74%	44%	99%	67%	53%	58%

Percentage of employees receiving a formal annual appraisal

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Managerial	94%	86%	71%	23%	94%	79%	70%	75%
Clerical, technical & supervisory	100%	82%	82%	31%	97%	68%	58%	63%
Site workers	-	74%	-	21%	-	-	35%	39%
Total	95%	82%	73%	24%	95%	74%	55%	59%



Promotion rate

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total
Managerial	7%	12%	11%	10%	6%	10%	10%
Clerical, technical & supervisory	5%	13%	14%	10%	6%	10%	11%
Site workers	-	10%	-	11%	-	-	11%
Total	7%	12%	12%	10%	6%	10%	11%

Training by type

Scope: France	Holding company and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Safety	0.0%	49.0%	4.9%	54.8%	8.0%	4.1%	41.3%	40.7%
Management/ personal development/ languages	46.1%	16.9%	10.7%	6.1%	37.8%	15.3%	12.7%	12%
Professional	53.9%	34.1%	84.4%	39.1%	54.2%	80.7%	46.0%	47.3%



Collective agreements negotiated

Scope: France	Bouygues SA and other	Bouygues Construction	Bouygues Immobilier	Colas	TF1	Bouygues Telecom	2020 Group total	2019 Group total
Labour relations/ Right to vote/ Right to organise	0	3	0	3	2	4	12	121
Remuneration/ Employee benefits/ Collective bargaining arrangements	1	14	2	34	10	8	69	70
Worktime and workplace organisation	3	8	0	6	9	3	29	22
Quality of life at work/ Diversity and gender balance of professions	0	15	2	0	2	5	24	8
Job and career management	0	0	2	2	1	1	6	3
Other	0	9	0	4	6	0	19	8
Total number of collective agreements negotiated including mandatory annual negotiations	4	49	6	49	30	21	159	232