



THE BOUYGUES GROUP SIGNS AN AGREEMENT WITH THE MINISTRY OF ARMED FORCES TO SUPPORT THE MILITARY RESERVE POLICY

PRESS RELEASE

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On 18 April 2018, Martin Bouygues, Chairman and CEO of the Bouygues group, and French Minister of Armed Forces Florence Parly signed an agreement which seals the Bouygues group's support for the government's military reserve policy. The agreement will make it easier for Group employees to serve in the operational reserve and strengthen relations between the Bouygues group and the Ministry of Armed Forces.

Through the agreement, Bouygues makes a commitment to its employees who serve in the operational reserve to surpass statutory Defence Code requirements on several points:

- the annual duration of periods of service in the operational reserve is increased: rather than the statutory five days, the Group allows its reservist employees to perform their military duties for up to ten days a year;
- employees are paid half their salary during their service in the operational reserve for up to ten days a year;
- the notice period for performing military duties is reduced to four weeks, compared with the statutory two months.

As a result of this agreement the Bouygues group has been made a National Defence Partner and confirmed its intention to encourage civic commitment in its workforce. After introducing arrangements in 2017 to make it easier for employees to run for political office, the agreement underlines the Group's determination to continue to commit to a socially-responsible approach.

During the signing ceremony, Martin Bouygues said: *"The Bouygues group has long been a partner of the French armed forces. Today's agreement sets the seal on a strong commitment. We are glad to be doing our bit as a socially-responsible company by giving each employee the possibility and the option of demonstrating their commitment to their country according to their convictions."*

THE OPERATIONAL RESERVE

The operational reserve comprises a Level 1 operational reserve made up of French volunteers from civil society, with or without military experience, and a Level 2 operational reserve made up entirely of former members of the armed forces subject to a five-year availability requirement after leaving service. Since 13 October 2016, all Level 1 operational reservists have been part of the national guard.



ABOUT BOUYGUES

Bouygues is a diversified group with a strong corporate culture. Its businesses are organised around three sectors of activity: construction with Bouygues Construction (building and civil works, energies and services), Bouygues Immobilier (property) and Colas (roads), telecoms with Bouygues Telecom and media with TF1.

ABOUT THE MINISTRY OF ARMED FORCES

The role of the Ministry of Armed Forces is to protect French territory, the French population and French interests. It fulfils other missions in the context of both international and regional agreements and treaties (NATO, Europe of defence). The Ministry of Armed Forces is also involved in wider public-service missions, using its human and material resources to support or supplement the actions of other ministries on a day-to-day basis or in emergencies, both in France and abroad.

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