



PRESS RELEASE

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BOUYGUES CONSTRUCTION CONFIRMS ITS COMMITMENT TO GENDER DIVERSITY THROUGH WELINK, ITS INTERNAL WOMEN'S NETWORK

On International Women's Day, Bouygues Construction is confirming its commitment to gender diversity through its WeLink network. Founded ten years ago, WeLink encourages gender diversity by supporting female employees as they develop and advance through the Group and raises young women's awareness of potential careers in the construction sector.

Founded in 2013, WeLink was one of the first corporate networks launched in France to promote the role of women leaders in the business world, especially in the construction sector. In 2016, Bouygues Construction and WeLink signed a partnership agreement with the association *Elles Bougent* (Women on the Move) to raise awareness of careers in the construction industry among young women. Currently more than 800 female employees are active members of WeLink in the 60 countries where the group operates. It meets a need for sharing and dialogue and complements the group's actions to promote gender diversity. Each year, WeLink organises talks, coaching sessions and co-development workshops.

WeLink focuses on 3 key objectives:

- Contributing to **increasing the number of women in the construction industry**
- **Supporting the professional advancement of women at Bouygues Construction**
- **Making the Group more attractive and efficient** by improving the gender mix of its teams



Amélie Quidor, Director of Human Resources at Bouygues Construction, said: "WeLink is a dynamic network of women employees who are committed to and passionate about their professions. This network responds to the need and desire of female employees to freely share their experiences, their successes and the difficulties they may experience on a daily basis. In short, it is co-development on a large scale! More than 11 000 women work in the Group today, in all businesses and at all levels. They are contributing to the development of our culture, to the promotion of diversity in career paths, and to changing how people look at the world and the construction industry. They are wonderful ambassadors!"

Bouygues Construction's gender diversity policy was originally introduced some ten years ago. It has been made more ambitious with new targets set for 2023. The progress of gender diversity indicators, such as the proportion of women in supervisory and management roles and in the executive bodies, is now monitored in all international locations and forms part of the variable remuneration objectives of the Group's top 100 managers.

About Bouygues Construction

With 52,800 responsible and committed employees in more than 60 countries, Bouygues Construction designs, builds and operates projects in the sectors of building, civil works and energies and services. A leader in sustainable construction, the Group sees shared innovation as its primary added value and ensures that health and safety are its top priorities. It has pledged to cut its greenhouse gas emissions by 30% by 2030 and offers its customers a wide range of low-carbon solutions. In 2021, Bouygues Construction generated sales of €12.8 billion.

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