



Making progress become reality

## BOUYGUES REDUCES THE IMPACT OF INFLATION ON THE COST OF LIVING FOR ITS EMPLOYEES

PRESS RELEASE

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The Bouygues group is taking action in favour of the lowest earners in its business segments, both in France and abroad, in order to counter the impact of inflation on the cost of living for its employees.

In France, in addition to the annual pay review, several increases in wages have been carried out in the last 12 months: in December 2021, March 2022 and September 2022.

Furthermore, in line with the French law of 16 August 2022 *relating to emergency measures to help with the cost of living*, Bouygues has decided to pay a “special one-off bonus” to its employees that is exempt from all employee social security contributions and tax.

This bonus will be paid to employees earning less than twice the annual French minimum wage (SMIC) and ranges from a minimum of €500 up to €1,000 according to a sliding scale.

For example, in the Group’s French construction businesses, **the overall wage increase for those employees receiving this special one-off bonus, including all the measures taken by the Group during the year, comes to over 6%**, which is more than the total rise in inflation in France, calculated to be 5.8% by the French national statistical office (Insee) in August 2022.

In the international businesses, measures are being taken on a case-by-case basis according to the local context where some countries are experiencing extremely high inflation.

Jean-Manuel Soussan, Senior Vice-President, Group Human Resources Director said:

*“Our people in the lowest wage brackets are those most affected by inflation in their daily lives. Bouygues has always conducted a socially-responsible human resources policy since its foundation in 1952 and is therefore making it a priority to help them in order to mitigate as far as possible the negative impacts of the rising cost of living.”*



## ABOUT BOUYGUES

Bouygues is a diversified services group operating in over 80 countries with 124,600 employees all working to make life better every day. Its business activities in **construction and services** (Bouygues Construction, Bouygues Immobilier, Colas), **media** (TF1) and **telecoms** (Bouygues Telecom) are able to drive growth since they all satisfy constantly changing and essential needs.

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