



Making progress become reality

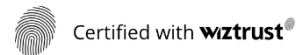


PRESS RELEASE

PARIS

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EMPLOYEE BENEFITS



## BOUYGUES ROLLS OUT UNIVERSAL PARENTAL LEAVE TO ITS INTERNATIONAL OPERATIONS

- **Over 100,000 employees in nearly 80 countries will be covered by this measure, which is designed to improve the work/life balance of employees when a child arrives.**
- **Optimum financial support provided- full salary is maintained for peace of mind.**
- **A parental leave benefit makes no distinction between the sexes, has no seniority requirement and where no minimum number of working hours is required.**
- **A benefit that is the same in all the countries where the Group operates.**

From 1 January 2024, Bouygues will offer a parental leave benefit to employees based outside France through its BYCare employee benefits programme. This parental leave package offers employees a period of leave to care for their child(ren) whilst remaining on full salary.

Alongside senior management, the trade unions took lead with this initiative, which has resulted in a Group collective agreement being signed in Geneva on 28 September 2023. The European Works Council (EWC) brought together 40 representatives from its 19 member countries (including France) and a representative of the European Federation of Building and Woodworkers.

### TAKING CARE OF YOUR CHILD WHILE KEEPING YOUR FULL SALARY

- The length of paid leave whilst remaining on full salary for:
  - **the first caregiver** is at least 14 weeks (98 calendar days).
  - and for **the second caregiver** is at least 1 week (7 calendar days).The choice of "first" or "second caregiver" is left to the parents of the child(ren).
- This BYCare parental leave applies **to any birth (including adoptions) on or after 1 January 2024, regardless of the length of service or the number of working hours in the contract** of the employee concerned.

*"This new employee benefit is fully in line with the Group's corporate purpose, which is to make life better for as many people as possible for the common good. Management and employee representatives have once again made an active contribution to improving the well-being of our employees worldwide at one of the most important times in their lives",* said Olivier Roussat, CEO of the Bouygues group.



## Making progress become reality

*"BYCare is committed to offering harmonised employee benefits to all employees in our international operations who do not always enjoy a sufficiently protective system. With this parental leave benefit, the Group is responding to employees' aspirations in terms of work/life balance,"* underlined Jean-Manuel Soussan, Senior Vice-President and Director of Human Resources for the Bouygues group.

### **BYCARE - THE GROUP'S EMPLOYEE BENEFITS PROGRAMME FOR ITS INTERNATIONAL OPERATIONS**

BYCare covers all the Group's employees (except in France and in French overseas departments and territories), namely over 100,000 people (including those at Equans, acquired by the Group in October 2022) in nearly 80 countries. In each country where it operates, this common core of employee benefits ranks the Group in terms of best practices at least on the same level as a benchmark panel of companies operating in our sectors of activity in that country.

Created in 2019, BYCare aims to guarantee a universal and harmonised minimum level of employee benefits in all the countries where the Group operates. BYCare already includes all-causes death coverage and work-related death coverage.

This new Parental leave benefit is in line with the Group's HR policy, which is also to provide an inclusive working environment to the women and men who are the Group's greatest resource.

### **ABOUT BOUYGUES**

Bouygues is a diversified services group operating in over 80 countries with 196,200 employees all working to make life better every day. Its business activities in **construction** (Bouygues Construction, Bouygues Immobilier, Colas), **energies and services** (Equans) **media** (TF1) and **telecoms** (Bouygues Telecom) are able to drive growth since they all satisfy constantly changing and essential needs.

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