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COMPENSATION – BENEFITS

BOUYGUES GROUP'S "COMPENSATION & BENEFITS" HR TRAINING RECEIVES AWARD

A training programme by the Bouygues group's Human Resources department has received an award at the 16th edition of the "Trophées C&B" (Compensation & Benefits) ceremony, organised by RH&M on 6 December. The programme offers training on compensation and employee benefits and has been rolled out across the Group's six subsidiaries (Bouygues Construction, Bouygues Immobilier, Colas, Equans, TF1 and Bouygues Telecom). RH&M is an independent think-tank founded in 1998, which specialises in training and development for Human Resources professionals and managers.

The jury recognised Bouygues for its novel training programme, which stands out from the rest because:

- it helps participants identify and understand the cognitive bias related to how compensation is viewed, in collaboration with Cepig, a consulting agency specialised in discovering and developing talent, and Ancarel, a training body;
- it boosts knowledge of existing compensation packages and improves the ways in which employees are informed about them;
- it has been rolled out across every geography and at every level of the HR functional area, to train on how to communicate about these packages by becoming the preferred point of contact for employees.

This award follows Bouygues' acquisition of Equans, its new Energies and Services subsidiary, in 2022, as a result of which 75,000 employees were onboarded into the Group.

SHARING VALUE AT BOUYGUES

The Bouygues group pursues a pro-active policy of sharing the value it creates with its employees and is now the leading CAC 40 company in terms of employee share ownership (23.9% of the share capital at 30/06/23) thanks to a programme launched in 1989, which counts over 50,000 employee shareholders.



ABOUT BOUYGUES

Bouygues is a diversified services group operating in over 80 countries with 200,000 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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