



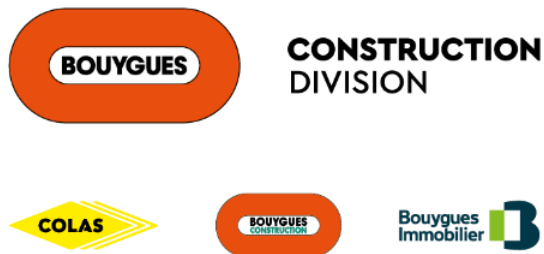
Making progress become reality



PRESS RELEASE

Paris, 12 January 2026

Governance: creation of the Construction Division within the Bouygues group



On 1 January 2026, the Bouygues group decided to bring together its subsidiaries Colas, Bouygues Construction and Bouygues Immobilier into a new Construction Division, under the responsibility of Pascal Minault.

The Bouygues group's construction businesses are at the heart of its history and strategy. They generate over €27 billion in sales, employ around 100,000 people and operate in more than 50 countries.

This Division aims to develop commercial synergies, seek operational efficiencies, strengthen the sharing of knowledge and expertise and increase opportunities for internal job mobility for employees.



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In this context, the governance of the Bouygues group's construction businesses is as follows.

The offices of Chairman and Chief Executive Officer have been separated at Bouygues

Construction:

- Pascal Minault, previously Chairman and CEO, is confirmed as Chairman of the Board of Directors;
- Pierre-Éric Saint-André, previously CEO of Bouygues Bâtiment International, is appointed Chief Executive Officer of Bouygues Construction and joins the Bouygues SA General Management Committee.

At Colas:

- Pascal Minault is appointed Chairman of the Board of Directors;
- Pierre Vanstoflegatte is confirmed as Chief Executive Officer.

At Bouygues Immobilier:

- Pascal Minault is confirmed as Chairman of the Board of Directors;
- Emmanuel Desmaizères is confirmed as Chief Executive Officer.

"Colas and Bouygues Construction are two very large worldwide groups, among the leaders in their field, and Bouygues Immobilier is one of France's leading property developers," says **Pascal Minault**. The objectives of the Construction Division is to boost the growth of each of the Construction business segments and to strengthen their attractiveness and profitability. Our ambition is to work better together, be stronger collectively and be more appealing to customers, partners and employees".

For over 35 years, Pascal Minault has forged a rich and varied career within the Bouygues group, in the construction and property sectors, both in France and internationally. Under his leadership, Bouygues Construction has achieved excellent commercial, operational and financial performance over the last few years.



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Olivier Roussat, Chief Executive Officer of the Bouygues group adds the following: "Thanks to this new governance structure, the Bouygues group can continue growing in a complex environment, drawing on its strengths, such as the diversity of its activities, its corporate culture and values, and the commitment of its people. I would like to congratulate Pascal Minault on his new responsibilities and express my full confidence in his ability to unite his teams and accelerate synergies in the Construction businesses. I would also like to offer my congratulations and best wishes for success to Pierre-Éric Saint-André in his new position as CEO of Bouygues Construction, and I look forward to welcoming him to the Bouygues SA General Management Committee."

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** (Colas, Bouygues Construction, Bouygues Immobilier), **energies & services** (Equans), **telecoms** (Bouygues Telecom) and **media** (TF1) are able to drive growth since they all satisfy constantly changing and essential needs.

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