



GENDER & ETHNICITY

PAY GAP REPORTING 2025(26)



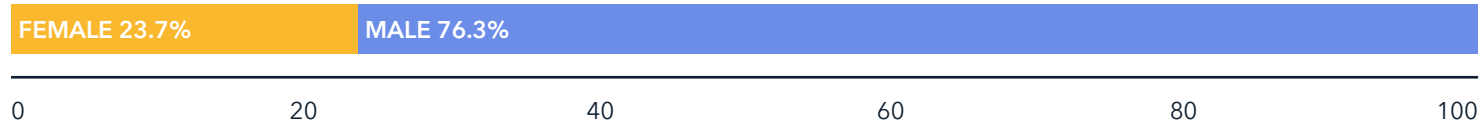
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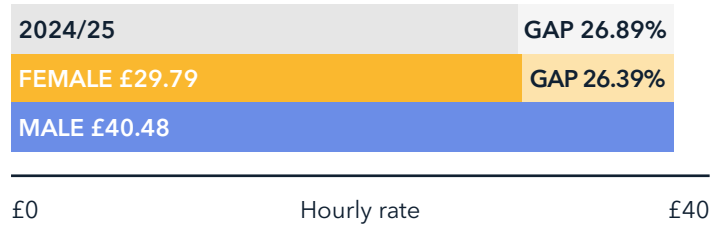
BOUYGUES UK LTD. INCL. BYUK, TP-UK, VSL-UK

GENDER PAY GAP FIGURES AS OF 5TH APRIL 2025

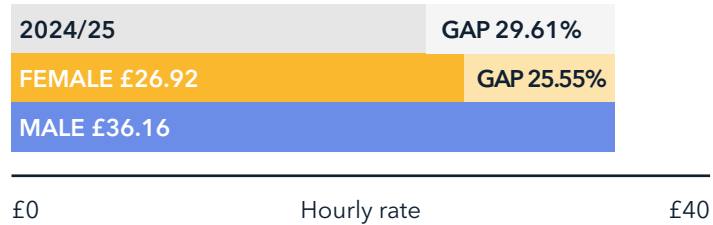
Gender split of employees



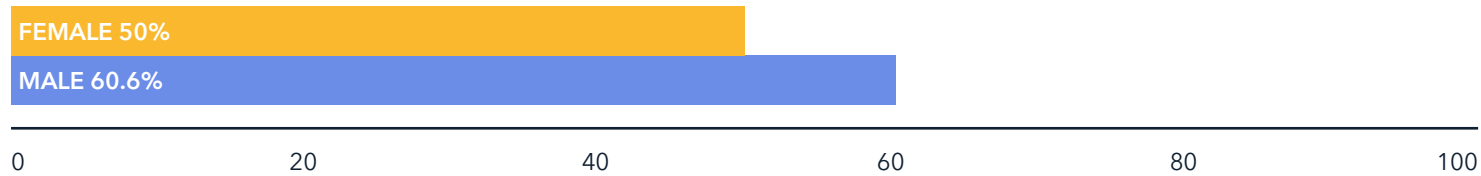
Mean [average] gender pay gap



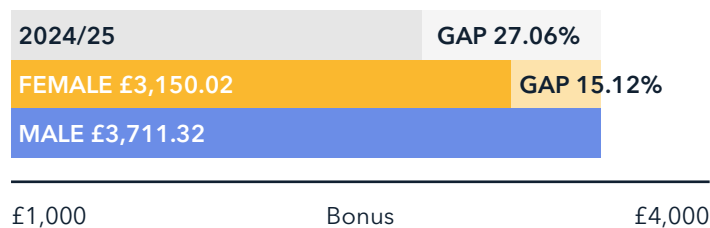
Median gender pay gap



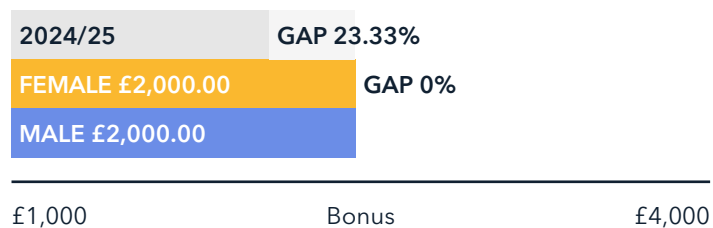
Those receiving a bonus, of relevant employees



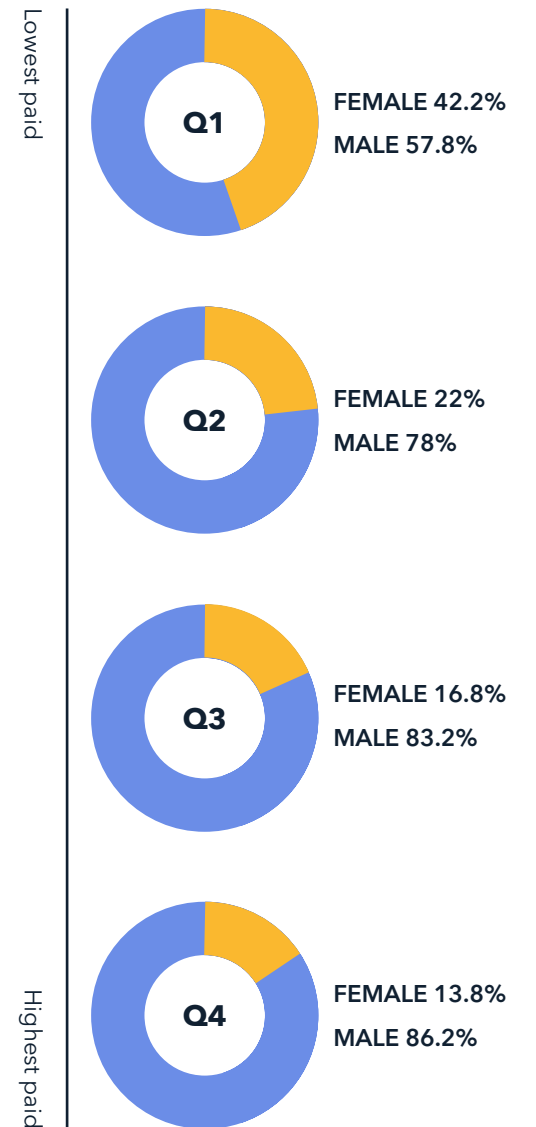
Mean [average] gender bonus gap



Median gender bonus gap



Gender distribution by pay quartiles



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ETHNICITY* PAY GAP FIGURES AS OF 5TH APRIL 2025

*BAME = Black, Asian, and Mixed Ethnicity.
 *WHITE = White British, White Irish, White European/other.
 PNTS = Prefer not to say.

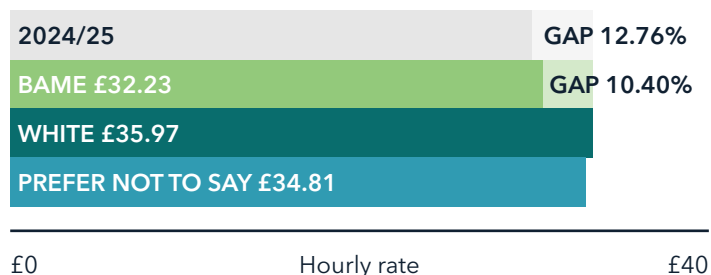
Ethnicity distribution



Mean [average] ethnicity pay gap



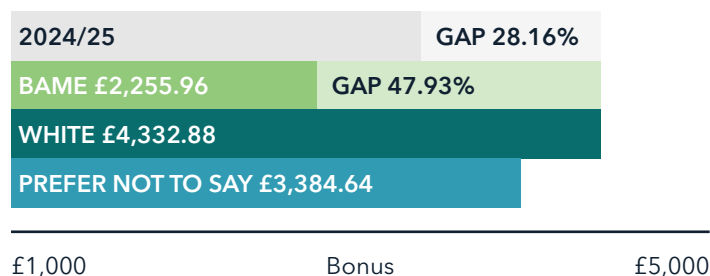
Median ethnicity pay gap



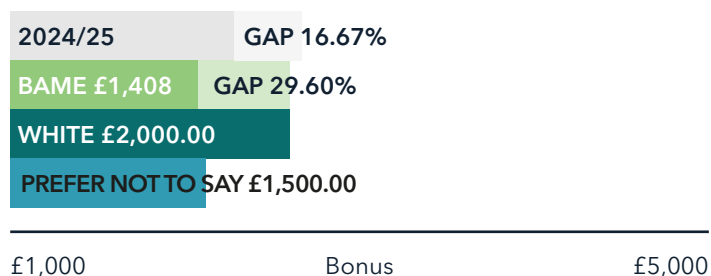
Those receiving a bonus, of relevant employees



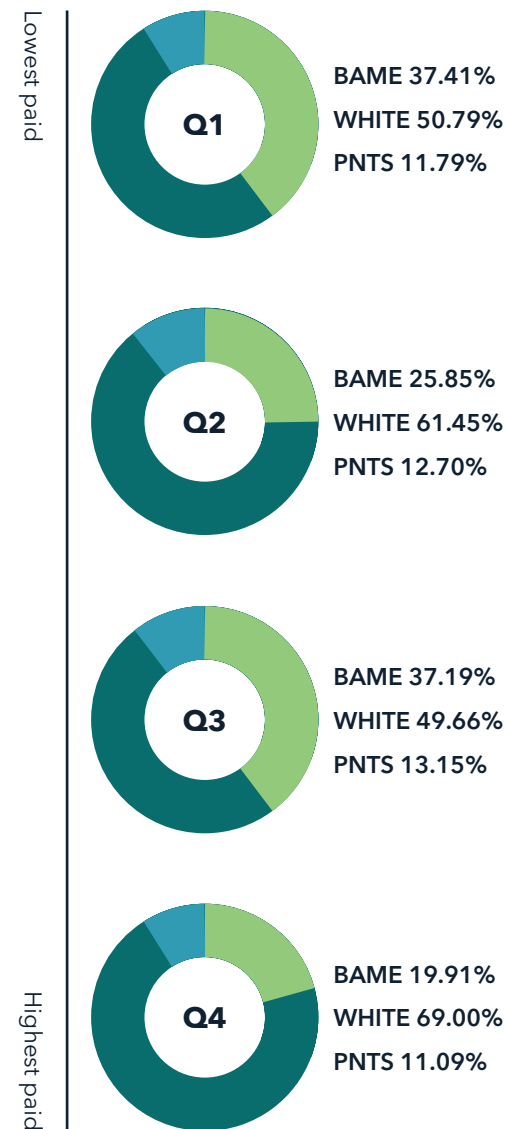
Mean [average] ethnicity bonus gap



Median ethnicity bonus gap



Ethnicity distribution by pay quartiles



FIND OUT MORE AT:

WWW.BOUYGUES-UK.COM/MEDIA-NEWS/

I can confirm on behalf of Bouygues (U.K.) Ltd., the previous figures (Gender & Ethnicity Pay Gap 2025) are accurate and have been produced using the relevant methodology and guidance provided by the UK Gov. Women and Equalities Unit.

You can find more details at: www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers

Didier CLOIX

HR Director



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