

Dear customers, partners, subcontractors and suppliers,

We have been working together for several months, years and, in some cases, decades. What we have patiently built over this time, beyond our shared projects, is a unique relationship based on a value we hold dear: **trust**. I wanted to thank you for this wonderful human adventure that we have shared for so long and which has led us to so many joint successes.

We hope, more than anything, that this trust will be reciprocated and that you will continue to accompany us in our future successes. For this reason, we have chosen to strengthen our internal policy in two fundamental areas we consider essential to any sincere and lasting relationship: **ethics and compliance**.

We have published two complementary documents, recently updated, which bring together all of our commitments aimed at fostering responsible business. We scrupulously adhere to these documents, on all our projects, in all the countries where we operate:

- **The Code of Ethics**, which reaffirms our three essential values (respect, integrity, responsibility) that must be respected by both employees in their professional lives and by stakeholders on our joint projects.
- **The CSR Charter**, which sets out the main commitments to be respected by suppliers, subcontractors and service providers wishing to work with us, with two main priorities: mitigating climate change and taking care to respect human rights and the health and safety of people.

We strongly encourage any of our stakeholders to develop their own ethics & compliance programme, based on standards compatible with ours, in order to prevent, detect, investigate and, if necessary, remedy any poor practices.

We are fully aware that our relationships based on trust could not function without transparency and dialogue. Therefore, if you have any questions or comments about our ethics and compliance rules, you can send them to a dedicated email address: bbi.compliance@bouygues-construction.com.

Finally, if you witness, have evidence of or suspect an incidence of non-compliance by our Group, within the framework of one of our projects, with the law or one of our compliance documents, or of a prohibited practice, such as an act of corruption[1], an anti-competitive or collusive practice[2], a coercive practice[3], or fraud[4], please do not hesitate to send an alert on our platform, which is accessible to all and which protects the identity of the author of the alert as well as the identity of the persons targeted by the alert: <https://alertegroupe.bouygues.com>

Thank you for your commitment to trust, and I look forward to seeing you again soon as we continue to build a world together in line with our shared values.

Pierre-Eric Saint-André
Chairman & CEO – Bouygues Bâtiment International



[1] Corruption: offering, giving, soliciting or accepting, directly or indirectly, any advantage in order to improperly influence the actions of another party, including facilitation payments.

[2] Anti-competitive or collusive practice: an agreement between two or more parties with an improper objective, e.g. to unduly influence the actions of another party.

[3] Coercive practice: harming or causing harm, or threatening to harm or cause harm, directly or indirectly, to any party or to any property of that party in order to improperly influence the actions of a party.

[4] Fraud: an act or omission, including misrepresentation, which knowingly or through negligence misleads a party in order to obtain an advantage (financial or otherwise) or to avoid an obligation.