



#ELECTION OF THE DIRECTOR REPRESENTING EMPLOYEE SHAREHOLDERS



2nd round from March 31st to April 4th, 2025

WE WANT AN AMBITIOUS INDUSTRIAL PROJECT FOR THE FUTURE!

Orange is one prestigious showcase of European's technological know-how: Orange Marine lays and maintains one quarter of the world's submarine cables; Orange Cyberdefense is among Europe cybersecurity leaders; Orange Business is present in 200 countries to provide businesses with unparalleled coverage. Our presence in Africa makes us one of the leading contributors to the continent's economic and digital development.

Our company ought to contribute to the creation of strong technological clusters to responsibly deploy AI, Data, Cloud, 5G, etc., and meet the challenge of co-innovation.

Taking environmental issues into account is a duty for our company. As the leading investor in telecommunications networks in Europe and Africa, Orange directly contributes to the economic development of numerous countries. While the digital technology portion, in the consumption of our planet's resources, continues to grow, Orange not only must limit its own consumption, but also offer solutions to effectively fight global warming and the degradation of our environment. Orange must allow everyone to benefit from digital technology, through relevant and impeccable services, respecting the environment and privacy.

Our company is also a key player in regional development, including maintaining or developing employment, in close proximity to our customers, including in less populated areas. Orange is one of the emblematic companies of the telco world. In that respect, it must set the example in terms of internal and non-outsourced employment, working conditions, gender equality and equitable sharing of the value produced between its staff, customers and shareholders.

It is Orange administrators' responsibility to set objectives and an ambitious dynamic, so that our company maintains and develops a key position, by providing the means to express the values that our country wants to embody on the world stage.

As the company's largest asset and 2nd shareholder, staff must be able to make their voice heard.



Sébastien Crozier,
Président CFE-CGC Orange

Administrateur élu par les personnels au Conseil d'Administration Orange

CFE-CGC AND ADEAS DEFEND

A Responsible corporate governance, a powerful employee shareholder base

Employees are the company's 2nd largest shareholder's group, owning 7.64% of the capital, representing nearly 12% of voting potential, and up to 15% of votes cast at the Annual shareholder's meeting. The CFE-CGC Orange and ADEAS are actively campaigning for free shares / ORP (Offers Reserved for Employees) to be made available to you every year.

Our objective is to reach 10% of the capital, and close to 20% of voting rights in the hands of employees.

At the last Together 2021 RFO the Orange CFE-CGC directors managed to increase the amount of unilateral matching contribution of unilateral matching contribution (from €300 to €400 of free shares for all). A strong employee shareholding stand enables us, both at the shareholders' General Meeting and on the Orange Board of Directors, to hold back any attempt to destabilize the company, and to ensure that the company's project is in line with the values we embody, and finally, where employees, customers and local communities weigh more than pension funds.

Employees, represent our company's most important value, who must play their part in building Orange future, with a focus on human development.

A healthy growth over the long term

A high dividend does not support a share's price. On the contrary, it causes it to fall with each payment, to then, rise again only very slowly.

The improvement of our shares' price is related to the increase of our revenue in our historical businesses and in the investment in new growth areas, while maintaining a reasonable level of debt. Perpetual cost-cutting policies to improve short-term financial results ends up in jeopardizing the future.

Since 2009, CFE-CGC Orange and ADEAS have been calling for a reduction in the dividend.

The CFE-CGC Orange is not opposed to the distribution of any dividend but requests it does not "siphon off" all net income - as it currently is the case - in order to preserve the capacity to invest in the Group's development. Lowering the dividend gives us more room to maneuver to finance networks, acquisitions, and innovation. **It also means that earnings can be shared more equitably between employees and shareholders.**

Social performance at the service of economic performance

We advocate a policy of regional development that revitalizes employment areas, offers career prospects, without abandoning any geographical zone: jobs must be located where our customers are.

CFE-CGC Orange and ADEAS are fighting to keep decision-making

centers as close to the field, as possible, and to ensure that our key skills are re-internalized.

In France, outsourcing accounts for more than one third of our workforce. Whether we're talking about innovation, services, networks, or customer relations, working with in-house teams is the only way to guarantee our quality of service, our autonomy and proximity with our customers. **Keeping control over our professionals and experts is key to our future!**

OUR CANDIDATES

Thierry Chatelier,



Incumbent candidate

Orange Business Services

Thierry Chatelier joined Orange France in 1998 at URM (mobile Networks) Paris to roll out the network. He then moved on to international activities, joining Global One, then Equant teams to deploy ATM and Frame Relay services for major customers. In 2004, he joined the *Enterprise Division* to create and manage Call Centre services, before joining the Key Accounts Division of Orange Business Services in 2007.

At Orange Horizons, (Orange affiliate in South American countries, South Africa...). In 2013, he managed institutional partnerships, before becoming Business Partner for the digital development of OBS services in 2016.

Employee defender, as Mediator, since 2008, he is Secretary of the SCE Works Council and a full member of the Supervisory Board of the Orange Shares' employee investment fund. He is also a member of the ADEAS board.

Thierry Chatelier holds a University master's degree, specializing in microwave frequencies research.



Mireille Garcia,

Wholesale

Mireille Garcia joined France Telecom in 1991 as a Chief Accountant, subsequently holding various positions in the Finance Department. In 2003, she became Director of Network Performance Strategy, and in

2006, she took over the role of Regional Director, overseeing relations with local authorities and contributing to the development of high-speed internet access. In 2011, she was appointed CFO spearheading "Conquests 2015" strategy. Since 2016, she has served as the General Manager responsible for deploying public initiative networks for optic fiber infrastructure Orange' subsidiaries.

Additionally, she is actively engaged in the regional economic community and has served as an elected official for 14 years at the Chamber of Commerce and Industry, where she became the President of the Business Creation and Transmission Commission. Since 2011, she has also been an advisory council member at the Bank of France. Mireille Garcia holds a degree in Economics and is a graduate in Accounting and Finance, as well as holding a diploma in 3rd cycle IAE.

Paying back attendance fees

The CFE-CGC Orange directors all pay the attendance fees they receive for their mandate to their trade union organization, to enable it to better defend the employees' collective interests.

Not taking any personal advantage from their mandate, demonstrates their loyalty to their mission. Our publicly disclosed code of ethics has been adopted by all employee directors.

Informing employees

Although Board discussions are confidential, sitting on the Board gives us an overall view of the Group's situation and strengthens our ability to provide you with relevant analyses, practical information to help you make the most of the employee savings schemes on offer at Orange, as well as our analysis of the resolutions put forward at the AGM, in [the Employee Savings and Share Ownership Newsletter](#), co-published by ADEAS and CFE-CGC Orange.

With the support of



association pour la défense de l'épargne et de l'actionariat des salariés d'Orange



Association internationale des syndicats du Groupe Orange



Discover all the details about this election by scanning the QR codes or visiting our website

cfecgc-orange.org

