



Press release
Paris, 26 February 2016

Orange receives “Top Employer Global 2016” certification in Amsterdam for the first time

Yesterday evening, Orange received its first-ever “Top Employer Global 2016” certification in Amsterdam. This certification consecrates the best human resources policies and practices. To achieve this success, 29 countries and territories on 5 continents in which the Group operates, notably through Orange Business Services, got involved in the initiative.

Bruno Mettling, Deputy Chief Executive Officer in charge of Group Human Resources, shared his pride: “It was a doubly special feeling for me to receive the Top Employer Global 2016 certification yesterday evening on behalf of Orange. A special collective feeling, because I immediately thought about all the work and commitment our teams put into it in all those countries. Imagine! 29 countries and territories on 5 continents! A special personal feeling as well because, for me, this achievement is both a high point and a foundation on which a unique, digital, human experience will be built for the men and women of the Group. Orange is the only telecom operator among 8 companies in the world certified Global Top Employer .”

In Africa and the Middle East, Cameroon, Guinea-Conakry, Morocco, Jordan and Orange Business Services in South Africa and Mauritius become “Top Employers” for the first time. They join Côte d’Ivoire, Egypt (Mobinil and Orange Business Services), Madagascar, Mali and Senegal, which successfully renewed the certification they received last year.

In the Americas and Asia-Pacific, the decisive commitment of Orange Business Services and its teams enabled the Group to be certified for the first time in Australia, Brazil, Canada, China, Hong Kong, Russia, Singapore and the United States. The certification in India received last year was once again successful.

And the Luxembourg teams celebrated their first certification, joining Belgium, France, Moldavia, Poland, Romania, Slovakia, Spain, and Orange Business Services in the United Kingdom.

The “Top Employer” initiative is based on a highly detailed questionnaire (policies, practices, tools, measures) backed by an evidence-based report. An audit is conducted to score the quality of the information provided and compare it with the best practices of a country. The method gives rise to a report on strengths and areas for improvement covering all human resource policies: talent building, planning, induction, training and skills development, performance management, leadership, career and succession planning, compensation and benefits, and culture.

About Orange

Orange is one of the world’s leading telecommunications operators with sales of 40 billion euros in 2015 and 156,000 employees worldwide at December 31, 2015, including 97,000 employees in France. Present in 28 countries, the Group has a total customer base of 263 million customers worldwide at December 31, 2015, including 201 million mobile customers and 18 million fixed broadband customers. Orange is also a leading provider of global IT and telecommunication services to

multinational companies, under the brand Orange Business Services. In March 2015, the Group presented its new strategic plan "Essentials2020" which places customer experience at the heart of its strategy with the aim of allowing them to benefit fully from the digital universe and the power of its new generation networks.

Orange is listed on Euronext Paris (symbol ORA) and on the New York Stock Exchange (symbol ORAN).
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