

## Social data

Indicators	Correspondance GRI	Scope (in % of the overall Group's headcount)	France																	Europe																	AMEA																	Orange Bank	Other countries /word organisations	Orange Business services International <sup>(1)</sup>	Group total 2019	Group total 2018	Group total 2017
			France <sup>(2)</sup>	Poland	Spain	Belgium	Romania	Slovakia	Moldova	Other EME Countries	Senegal	Mali	Côte d'Ivoire	Égypt	Jordan	Niger	Madagascar	Maroc	Other AMEA Countries																																								
<b>In the Group (end of the year)</b>																																																											
Number of male employees	LA13	100%	54,494	7,706	3,991	1,247	1,949	777	701	94	1,110	531	890	2,771	1,272	-	393	820	2,014	400	1,911	10,840	93,911	96,296	96,782																																		
Number of female employees	LA13	100%	31,265	4,698	3,646	616	1,695	372	612	58	713	189	603	869	413	-	333	437	920	477	1,061	3,881	52,858	54,416	54,774																																		
Total number of employees <sup>(3)</sup>	LA1	100%	85,759	12,403	7,637	1,863	3,644	1,149	1,313	152	1,823	720	1,493	3,640	1,685	-	726	1,257	2,934	877	2,972	14,721	146,768	150,711	151,556																																		
Percentage of women among the employees	LA13	100%	36.5%	37.9%	47.7%	33.1%	46.5%	32.4%	46.6%	38.2%	39.1%	26.3%	40.4%	23.9%	24.5%	-	45.9%	34.8%	31.4%	54.4%	35.7%	26.4%	36.0%	36.1%	36.1%																																		
Total number of employees CDI (Permanent contracts) <sup>(4)</sup>	LA1	100%	84,445	11,955	7,416	1,863	3,375	1,037	1,313	146	1,821	628	1,433	3,640	1,583	-	702	1,257	2,679	858	2,784	14,591	143,526	147,123	148,122																																		
Total number of employees CDD (Temporary contracts) <sup>(4)</sup>	LA1	100%	1,314	448	221	-	270	112	-	6	2	92	60	-	102	-	24	-	255	19	188	130	3,243	3,589	3,434																																		
Yearly Average number of employees CDI (permanent contracts) <sup>(7)</sup>	LA1	100%	86,115	12,494	7,362	1,872	3,316	1,045	1,273	151	1,829	589	1,423	3,698	1,591	370	712	1,208	1,882	830	2,736	14,197	144,691	148,497	149,650																																		
Number of full time equivalent staff	LA1	100%	75,415	12,376	6,998	1,830	3,632	1,148	1,301	151	1,823	720	1,493	3,640	1,685	-	726	1,257	2,934	862	2,941	14,646	135,579	137,146	136,848																																		
Total number of employees of the previous year	LA1	100%	90,461	13,571	7,619	1,671	3,662	1,161	1,245	164	1,833	681	1,437	3,720	1,708	436	781	1,163	2,884	835	2,872	12,807	150,711	151,556	155,202																																		
Number of men (CDI) in management positions	LA13	100%	23,949	2,150	314	411	231	433	71	-	266	113	334	225	178	-	7	159	504	185	1,098	5,179	35,807	35,309	34,697																																		
Number of women (CDI) in management positions	LA13	100%	10,940	914	134	189	146	107	33	-	114	28	153	53	52	-	4	60	184	112	814	1,812	15,849	15,360	14,671																																		
Number of employees (CDI) in management positions	LA13	100%	34,889	3,064	448	600	377	540	104	-	380	141	487	278	230	-	11	219	688	297	1,912	6,991	51,656	50,669	49,368																																		
Percentage of women (CDI) in management positions	LA13	100%	31.4%	29.8%	29.9%	31.5%	38.7%	19.8%	31.7%	-	30.0%	19.9%	31.4%	19.1%	22.6%	-	36.4%	27.4%	26.7%	37.7%	42.6%	25.9%	30.7%	30.3%	29.7%																																		
"% of women in the "leaders" network"	LA13	100%									Global figure, 1274 at the end of 2019, difficult to distribute between different countries																	24.46%	29.80%	28.50%																													
Average age of the workforce <sup>(8)</sup>	LA1	100%	47.5	43.6	37.5	40.4	34.2	39.3	33.3	36.9	41.0	37.4	40.8	35.9	39.3	-	35.5	37.8	38.1	39.3	37.1	38.0	37.0	37.4	38.0																																		
Total number of permanent employees (CDI) in 2017	LA1	100%	88,886	13,108	7,393	1,671	3,315	1,059	1,245	155	1,833	623	1,409	3,720	1,600	382	767	1,163	2,628	797	2,676	12,693	147,123	148,122	151,491																																		
Number of redundancies	LA2	100%	105	1,033	410	94	10	-	-	10	-	1	3	15	2	2	17	5	30	8	37	249	2,031	2,087	1,998																																		
% of redundancies per country (compared to 2017 permanent employees)	LA2	100%	0.1%	7.9%	5.5%	5.6%	0.3%	0.0%	0.0%	6.5%	0.0%	0.2%	0.2%	0.4%	0.1%	0.5%	2.2%	0.4%	1.1%	1.0%	1.4%	2.0%	1.4%	1.4%	1.3%																																		
Number of external recruitments	LA2	100%	2,779	498	1,571	232	688	83	278	13	109	34	105	376	96	5	81	187	230	113	708	2,869	11,054	11,152	9,915																																		
% of external recruitments (compared to 2017 permanent employees)	LA2	100%	3.1%	3.8%	21.2%	13.9%	20.7%	7.8%	22.3%	8.4%	5.9%	5.5%	7.5%	10.1%	6.0%	1.3%	10.6%	16.1%	8.8%	14.2%	26.5%	22.6%	7.5%	7.5%	6.5%																																		
Number of resignations	LA2	100%	827	409	1,035	113	463	36	201	13	10	5	40	435	46	17	95	80	114	69	413	1,695	6,115	5,596	4,619																																		
% of voluntary departures (compared to 2017 permanent employees)	LA2	100%	0.9%	3.1%	14.0%	6.8%	14.0%	3.4%	16.1%	8.4%	0.5%	0.8%	2.8%	11.7%	2.9%	4.5%	12.4%	6.9%	4.3%	8.7%	15.4%	13.4%	4.2%	3.8%	3.0%																																		
Total number of employee departures (male)	LA2	100%	4,955	946	856	168	332	63	94	16	85	11	51	305	81	22	87	55	137	47	322	1,534	10,166	9,852	8,801																																		
Total number of employee departures (female)	LA2	100%	2,315	718	615	71	245	41	114	7	51	4	28	151	31	5	58	37	50	48	169	492	5,250	5,214	4,620																																		
Total number of employee departures <30 years	LA2	100%	462	138	1,041	62	265	19	109	11	4	-	7	175	26	1	42	41	25	28	196	786	3,438	3,289	3,168																																		
Total number of employee departures 30-50 years	LA2	100%	843	953	400	158	304	81	88	11	78	11	54	272	50	25	97	48	132	61	259	1,122	5,046	4,924	3,826																																		
Total number of employee departures >50 years	LA2	100%	5,965	573	30	19	8	4	11	1	54	4	18	9	36	1	6	3	30	6	36	118	6,932	6,853	6,427																																		
Number of employees covered by collective bargaining agreements	LA4	100%	85,682	11,424	5,348	0	0	0	0	0	1,823	37	1,493	0	0	0	700	0	0	796	735	4	108,042	114,211	119,038																																		
Percentage of employees covered by collective bargaining agreements (compared to 2016 employees)	LA4	100%	94.3%	84.2%	70.2%	0.0%	0.0%	0.0%	0.0%	0.0%	99.5%	5.4%	103.9%	0.0%	0.0%	-	89.6%	0.0%	0.0%	95.3%	25.6%	0.0%	71.7%	75.4%	76.7%																																		
Total number of trained workers	LA10	65%	64,208	-	4,288	1,563	2,790	-	-	-	1,665	-	-	2,294	1,573	-	-	-	-	-	2	-	78,383	122,638	118,193																																		
Total number of hours devoted to training*	LA10	65%	2,149,902	-	100,754	43,891	80,254	-	-	-	37,384	-	-	29,269	44,847	-	-	-	-	-	12	-	2,486,312	3,843,048	4,422,395																																		
Average number of hours of training per year and per employee (CDI)		65%	25.5	-	13.6	23.6	23.8	-	-	-	20.5	-	-	8.0	28.3	-	-	-	-	-	0.0	-	26	26.1	29.9																																		
Average number of hours of training per year and per employee (average CDI) <sup>(8)</sup>		65%	25.0	-	13.7	23.4	24.2	-	-	-	20.4	-	-	7.9	28.2	-	-	-	-	-	0.0	-	26.4	25.9	29.6																																		
% of employees who had a performance appraisal <sup>(4)</sup> & <sup>(5)</sup>	LA12	70.0%	86.70%	nc	nc	nc	nc	nc	nc	77.21%	nc	nc	nc	nc	nc	nc	nc	nc	na	na	nc	94.19%	79.7%	80.0%	74.8%																																		
<b>The 6 indicators below are temporary values on a restricted scope of reporting<sup>(2)</sup></b>																																																											
Number of fatal work accidents	LA7	95%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	2	1																																		
Number of related work accidents, with a leave of absence <sup>(2)</sup>	LA7	95%	447	29	15	5	2	0	0	2	6	0	10	1	12	0	7	7	17	10	19	26	615	710	628																																		
Number of days lost due to non-fatal Work Accidents	LA7	95%	28,746	1,449	513	48	35	0	0	30	60	0	101	17	269	0	92	196	159	0	583	267	32,565	37,865	38,001																																		
Total number of days lost due to illness	LA7	95%	685,853	130,590	92,220	19,490	33,303	9,418	5,300	2,840	6,944	1,016	4,193	13,290	4,618	0	2,101	3,864	8,276	0	12,217	47,739	1,083,272	1,088,973	1,102,237																																		
Frequency rate of work related accidents (TFRAC)	LA7	95%	3.99	1.41	1.20	1.68	0.34	0.00	0.00	7.97	0.00	0.00	3.53	0.16	3.97	-	5.74	-	3.16	-	-	-	3.01	3.23	2.82																																		
Severity rate of work related accidents (TGRAC)	LA7	95%	0.25	0.07	0.03	0.02	0.01	0.00	0.00	0.12	0.00	0.00	0.04	0.003	0.09	-	0.08	-	0.05	-	-	-	0.16	0.17	0.17																																		

(1) OBS International takes into account: Equant (which number of employees through 200 countries including France, represents 94.9% of the overall number), 9 NRS subsidiaries (2.4%) and 8 Globecast subsidiaries (2.7%).

\* Due to the rollout of the Orange Group Learning tool in the international subsidiaries, the data displayed for the Group for fiscal year 2019 concerns the reporting scope of Orange SA, Spain, Egypt, Romania, Senegal, Jordan and Belgium, in total 65% of the Group consolidated workforce.

Item reviewed by KPMG: moderate level of assurance.

Item reviewed by KPMG: reasonable level of assurance.