



## Exceptional compensation of Stéphane Richard

In the context of Stéphane Richard's departure from the Orange group after twelve years as Chairman and Chief Executive Officer of the Group, the Board of Directors had chosen to propose to the Annual General Meeting of Shareholders on 19 May 2022 an exceptional gross compensation package of 475,000 euros for 2022, corresponding to approximately four months of his annual salary.

This decision was motivated by the overall level of Stéphane Richard's compensation package since 2010, by the desire to compensate for the absence of any retirement plan and to underline the constant commitment with which he accompanied the rigorous succession process. The Board also wanted to recognize the consistent financial results and strategic performance obtained throughout his three terms of office at the head of the Group.

Stephane Richard would like to thank the Board of Directors for this intention. However, given the incomprehension of certain shareholders who consider that this allocation does not comply with the guiding principles that apply when considering the compensation of corporate mandate holders and that this should have been planned for and anticipated, Stéphane Richard has decided to waive this exceptional compensation.

### About Orange

Orange is one of the world's leading telecommunications operators with sales of 42.5 billion euros in 2021 and 137,000 employees worldwide at 31 March 2022, including 76,000 employees in France. The Group has a total customer base of 278 million customers worldwide at 31 March 2022, including 232 million mobile customers and 24 million fixed broadband customers. The Group is present in 26 countries. Orange is also a leading provider of global IT and telecommunication services to multinational companies under the brand Orange Business Services. In December 2019, the Group presented its new "Engage 2025" strategic plan, which, guided by social and environmental accountability, aims to reinvent its operator model. While accelerating in growth areas and placing data and AI at the heart of its innovation model, the Group will be an attractive and responsible employer, adapted to emerging professions.

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

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