



Press release
Paris, May 3, 2022

Orange SA confirms a 3% increase in the total salary budget in 2022

At the end of the Mandatory Annual Negotiation of salaries, Orange SA has confirmed the allocation of a total budget of 3% of salaries for 2022.

In this budget, Orange SA is strengthening its action to support employees' purchasing power in the context of a significant rise in inflation, while maintaining the Group's financial balance.

Non-executives will receive an average salary rise of 2.45%. This results in an annual gross increase of €780 on fixed salaries below €30,000 and €680 for those above €30,000.

Executives will receive a minimum gross annual rise of €720 on annual fixed salaries below 30,000 euros and 580 euros for those between 38,000 and 80,000 euros. This represents an average salary rise for executives of 2.05%.

In addition, a total budget of 0.9% will support the skills and qualifications recognition and mobility policy, strengthen gender equality in the workplace and enhance the professional development of employees at the beginning of their careers.

Line Pélissier, Orange Career Paths, Recognition and Services Director, says: *"With the return of inflation, maintaining purchasing power has become a social concern that is broadly shared. To support employees, and entry-level salaries in particular, we have increased our salary budget to reach 3% of the total salary budget and implemented unprecedented guaranteed raises. Through this commitment, we are guaranteeing to our employees that supporting purchasing power is, and will remain, a part of our policies and negotiations now and in the future."*

The Mandatory Annual Negotiation of salaries ended on April 13, 2022.

Orange is fully committed to supporting its staff's purchasing power. In January 2022, more than 35,000 employees benefited from a one-off purchasing power bonus of €200. Furthermore, as part of value sharing in 2021, Orange implemented additional profit-sharing of 11 million euros for total profit-sharing of 177 million euros.

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 as at March 31, 2022, including 76,000 employees in France. The Group had a total customer base of 278 million customers worldwide as at March 31, 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 aims to 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).

For more information on the Internet and on your mobile: www.orange.com, www.orange-business.com or to follow us on Twitter: [@orangegrouppr](https://twitter.com/orangegrouppr).

Orange and any other Orange product or service names included in this material are trademarks of Orange or Orange Brand Services Limited.

Orange press contacts:

Florentin Soonckindt; +32 (0) 7 85 92 42 77 - florentin.soonckindt@orange.com

Tom Wright; +32 (0) 6 78 91 35 11 - tom.wright@orange.com