



Orange renews its Executive Committee to accelerate its multi-services operator strategy

Stéphane Richard, Chairman and CEO of Orange, today announced a new, more diversified and international team in the form of the Group's Executive Committee. The 15-member team's mission will be to lead the transformation of the Group into a multi-services operator by capitalising on the progress made with the Essentials 2020 plan, and the Group's determined commitment to the deployment of high-speed broadband networks and the improvement of customer experience. The new team will be effective as of 2 May 2018.

The Group's Executive Committee will be welcoming seven new members:

- **Laurent Paillassot**, Chief Executive Officer of Orange Spain, which has become the Group's second largest country in terms of revenues, has been appointed Deputy Chief Executive Officer.
- **Hugues Foulon** has been appointed Executive Director in charge of Strategy for the Group and Cybersecurity activities, both to ensure a high level of internal cybersecurity and to develop Orange's commercial offers in this strategic field.
- **Nicolas Guerin** has been appointed Secretary-General and Secretary of the Board of Directors and has occupied this role since 1 March 2018. He will be responsible for the Legal, Regulatory, Public Affairs, Insurance, Real Estate and Compliance departments.
- **Valérie Le Boulanger** has been appointed Executive Director in charge of Human Resources. Her mission will be to successfully manage the Group's needs in terms of the development of new competencies at a time of generational change, while maintaining the quality of social dialogue.
- **Alioune Ndiaye** has been appointed Chief Executive Officer of Orange Middle East and Africa. His mission will be to pursue the Group's growth on this key continent and its development towards new digital services (mobile banking, energy, content). Bruno Mettling will become Non-Executive Chairman of Orange Middle East and Africa.
- **Helmut Reisinger** has been appointed Chief Executive Officer of Orange Business Services. He will continue to oversee the transformation of Orange Business Services as the trusted partner for businesses in their digitalisation.
- An experienced external executive from the banking and finance industry will complete the Executive Committee over the coming weeks to take charge of the Orange Bank and Orange Money activities.

In addition to these new arrivals, there will be changes of responsibilities for:

- **Ramon Fernandez**, Delegate Chief Executive Officer, has been appointed Finance and Performance Executive Director. He will also be taking over the supervision of the Group's operations in Europe, excluding France and Spain.
- **Gervais Pellissier**, Delegate Chief Executive Officer, will take responsibility for supervising and coordination of the Group's transformation. He will work on

simplifying the Group's processes and reinforcing the company's collective agility. To achieve this he will set-up a dynamic team made up of young talents within the Group. He has also been appointed Chairman of Orange Business Services.

- **Fabienne Dulac**, Chief Executive Director of Orange France, has been appointed Deputy Chief Executive Officer of the Group. The consolidation of Orange France's leadership in very high-speed fixed and mobile broadband and the development of the digital services of the future are the priorities.
- **Mari-Noëlle Jégo-Laveissière** has been appointed Deputy Chief Executive Officer of the Group and Chief Technology and Innovation Officer. She will manage a new division called "Technology and Global Innovation". This new entity will pilot the Group's main transversal innovation projects in networks, platforms, products and global services. She will also manage the Group's research activities, coordinate the Group's Data policy and will support the countries and regions as they develop their local innovation capabilities.
- **Christine Albanel** will continue with her responsibilities as Executive Director of CSR, diversity, partnerships and philanthropy, as well as being Deputy Chairman of the Orange Foundation.
- **Jérôme Barré** has been appointed Chief Executive Officer of Wholesale and International Networks, a new division embracing all wholesale activities in France and internationally, as well as roaming. His mission will be to develop this business which is an essential element of our business model as a network operator.
- **Béatrice Mandine**, Executive Director Communications and Brand, will now manage both the Group's internal and external communications teams. Her mission will be to propose a unified Group communications structure for the Group's support functions.

The Executive Committee will meet every two months in an expanded "Management Committee" format that will include key managers within the Group. In addition the Executive Committee, this will consist of:

Mamadou Bamba, Chief Executive Officer of Orange Côte d'Ivoire; Jérémie Dutray, Deputy Finance Director in charge of Business Development and M&A; Jean-François Fallacher, Chief Executive Officer of Orange Poland; Jérôme Henique, who has been appointed Chief Operating Officer of Orange Middle East and Africa; David Kessler, Director of Orange Content; Xavier Pichon, Deputy Chief Executive Officer of Orange France; Marc Rennard, who has been appointed Chief Executive Officer of Orange Digital Investment; Jean-Marc Vignolles, who has been appointed Chief Operating Officer for Europe (excluding France and Spain); and the new Chief Executive Officer of Sonatel (Orange Senegal) whose appointment will be proposed at Sonatel's next Board of Directors meeting. Other managers could join the Management Committee in the future.

"This is a decisive step in Orange's transformation that has been in preparation for a number of years. Together, we have already restored confidence within the Group and returned the business to revenue and EBITDA margin growth in a fiercely competitive environment. Today, we are pushing back the boundaries of digital services by confirming our goals of diversification into financial services, cybersecurity and the connected home. This transformation has been made possible by the continuous drive for excellence in our role as a network operator," said Stéphane Richard.

About Orange

Orange is one of the world's leading telecommunications operators with sales of 41 billion euros in 2017 and 152,000 employees worldwide at 31 December 2017, including 93,000 employees in France. Present in 29 countries, the Group has a total customer base of 273 million customers worldwide at 31 December 2017, including 211 million mobile customers and 20 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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Press contacts: +33 (0)1 44 44 93 93

Jean-Bernard Orsoni; jeanbernard.orsoni@orange.com

Tom Wright; tom.wright@orange.com