



Press Release  
Paris, 24 April 2019

## Orange SA signs a unanimous wage agreement in France for 2019

Orange SA and the five representative trade unions CFDT-F3C, CFE-CGC Orange, CGT-FAPT, FO-COM and SUD-PTT unanimously signed a wage agreement for 2019 on 24 April for employees in France.

This agreement determines a comprehensive budget for the different measures, accounting for 3.0 % of wages.

It includes individual pay rises with a guaranteed amount for everybody and is supplemented by an additional rise for lowest wage levels.

A reinforced measure is also provided to improve recognition of employees with regard to their professional development and the evolution of their activities.

Lastly, there are dedicated measures aimed at continuing actions supporting workplace gender equality, with an increased budget, as well as for young people who have joined the company in recent years.

On signing this wage agreement, Valerie Le Boulanger, Executive Director in charge of Human Resources at Orange, remarked: *"I am very happy to have reached this wage agreement following intensive discussions with our social partners. We have been able to find the right balance between providing recognition for each Orange SA employee's contribution to the company and appreciating the value in each person's skills and professional development."*

### About Orange

Orange is one of the world's leading telecommunications operators with sales of €41 billion in 2018 and has 151,000 employees worldwide at 31 December 2018, including 92,000 employees in France. The Group has a total customer base of more than 264 million customers at 31 December 2018, including 204 million mobile customers and 20 million fixed broadband customers worldwide. The Group is present in 27 countries. Orange is also a leading provider of global IT and telecommunication services to multinational companies, under the Orange Business Services brand. In March 2015, the Group presented its new strategic plan Essentials2020, which places customers' 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).

For more information (online and from your mobile): [www.orange.com](http://www.orange.com), [www.orange-business.com](http://www.orange-business.com) or follow us on Twitter: [@presseorange](https://twitter.com/presseorange).

*Orange and all other Orange products or services mentioned in this press release are trademarks owned by Orange or Orange Brand Services Limited.*

Press contact: +33 (0)1 44 44 93 93

Marie-Paule Freitas; [mpaule.freitas@orange.com](mailto:mpaule.freitas@orange.com)

Nathalie Chevrier ; [nathalie.chevrier@orange.com](mailto:nathalie.chevrier@orange.com)