

Good morning, everyone. May 17<sup>th</sup> is the International Day against Homophobia. For Orange, this is an opportunity to reaffirm our strong stand against all forms of discrimination based on gender and sexual orientation. This commitment is essential for us. It is integrated into our neutrality charter and is based on two convictions. The first one is that diversity is an asset, and the second one is that the company, our company, must be open and must reflect the whole of society.

It is often thought, especially as a result of legislative changes, that the battle is won. In reality, this is not the case. Stereotypes and prejudices are known to die hard, and every day violence, verbal violence and sometimes even physical violence are still in the news. The news and of course social networks, which are often the receptacle of hatred. This is why I think we must be mobilized more than ever before in order to prevent this violence.

We all know that it's often difficult to expose one's private life in a professional environment. A few years ago we co-financed a very interesting movie, along with other companies, that included testimonies from homosexual people who said how difficult it was sometimes simply to recount to their colleagues what they had done over the weekend.

This is why I think we must be increasingly mobilized, to enable us all to work together naturally and harmoniously. I believe we need to pay more attention to others, to demonstrate good will, and to listen to others.

I think that at Orange, we have largely won the battle and all the surveys show this: a large majority of respondents say it's a good place to work in and that it's an open-minded company especially for LGBT people. But obviously we must always keep moving forward because in these areas if we are not moving forward we move backwards.

In this respect, we are lucky to collaborate with the association "mobilisnoo" ("mobilize" in French). We have an "allodiscrim" hotline that is very active in Lyon, Toulouse, Bordeaux and Arcueil (near Paris), that all employees can call if they have been discriminated against or if they have witnessed any problems. There is also the Piazza community "Diversity & Inclusion" that enables the exchange of ideas and information.

All of this exists and it's great. But I think that what are most important are the personal awareness and mobilization of each and every one of us. This is what I am calling for today, because this is how Orange will always be a good place in which to work and live.