

# Engagement Makers

## Prize categories in more detail

Because, at Orange, business performance is so closely linked to our social and environmental commitments, and because our civic duty has always been central to our DNA, the initiative includes three categories and five awards.

Engagement Makers Award for digital equality: this award showcases the amazing ways in which our teams are promoting access to digital technology (by extending fixed and mobile network coverage, training and coaching, and developing more inclusive offers). This prize is awarded by the Executive Committee chaired by Stéphane Richard.

Engagement Makers Award for net zero carbon: this award recognises the progress our teams are making in terms of reducing CO<sub>2</sub> emissions (linked to our business activities and those of our employees and stakeholders, promoting the circular economy and waste reduction and using digital technologies to help drive the green transition). This prize is awarded by the Executive Committee chaired by Stéphane Richard.

Engagement Makers Award for solidarity: this award celebrates the way our teams promote community action and citizenship in the broader sense (helping out during the Covid-19 health crisis, volunteering, supporting vulnerable or socially isolated communities) as well as outstanding work for a social or environmental cause. This prize is awarded by the Executive Committee chaired by Stéphane Richard.

Employee Award: this prize is awarded by employees of the Orange group who vote for their favorite team action among the 12 finalists.

Audience Award: this prize is awarded by employees of the Orange group who vote for their favorite team action among the 12 finalists.

## What are the key dates?

**Launched on 1 March 2021, the first Engagement Makers Awards includes several phases as follows:**

- **March-April:** call for applications from teams
- **During May:** committees select the 12 finalist teams
- **End of May:** 12 finalist teams are announced
- **June:** call for employee and audience votes
- **Beginning of September:** finalist teams pitch their action to our Executive jury before the winning teams are announced and awards ceremony takes place!

*Due to government restrictions, timings may change over the coming months. The latest information will be posted on the Group intranet in the “get involved” section.*

## Who are our Executive judges?

Have participated in the selection committees:

**For the « digital equality » category:** Julien Ducarroz CEO Orange Polska ; Adela Guedon Chief Financial Officer Orange Romania ; Guillaume Boudin CEO Sofrecom ; Patrick Roussel Directeur Services Financiers sur Mobiles MEA et NFC ; Valérie Cussac EVP Smart Mobility Services OBS ; Gaëlle Le Vu Directrice Communication et RSE Orange France ; Anthony Babkine Founder Diversidays

**For the “net zero carbon” category:** Olga Surugiu International Operations Director, Orange Moldova ; Philippe Tuzzolino Directeur Environnement Groupe Orange ; Delphine Antoszkiewicz Directrice Formation & Culture Client Orange France ; Katie Bourdet People Development & Learning OBS ; Rocío Miranda de Larra Directrice Projet DRH Groupe ; ZakiaHajjaji Directrice des RH Orange Maroc ; Jacek Hutyra Chief Climate Officer, Orange Polska ; Valerie Lafdal CEO Business & Decision ; Clément Ory Manager impact carbone Carbone 4

For the « solidarity » category : Emad El Sonbaty Directeur des RH Orange Egypte ; Luz Usamentiaga Ortiz Déléguée Fondation et RSE Orange Espagne ; Alexis Trichet Directeur Stratégie, Data & Connaissance Client Orange France ; Grégoire de Padirac Investment Manager Orange Ventures ; Françoise Cosson Déléguée Fondation Orange et Directrice mécénat et solidarité ; Elisabeth Medou Badang Porte-parole Orange Middle East and Africa ; Véronique McCarroll Directrice Générale Déléguée Finances Orange Bank ; Isabelle Giordano Directrice Fondation BNP Paribas.

## What will the teams win?

Taking part in the Engagement Makers Awards is first of all the chance to take part as a team in an inspiring and engaging adventure. But there are also some exclusive opportunities for the winning teams.

### Finalists

The 12 finalist teams **will be invited to an awards ceremony held at our new Bridge head office in Paris (subject to health restrictions, fingers crossed)**. This will be a real opportunity to shine a light on Orange as a committed brand.

The day before, the finalist teams will take part in a day of inspiring meetings and workshops to discuss the subject of commitment in more detail with influential external experts (philosophical, ecological, concrete actions etc.)

### Winners

Winning teams will **be promoted internally and externally** as concrete illustrations of engaged and committed teams to all Orange stakeholders (for example in our Shareholders' Meeting, annual report, management meetings, on social media and more). Details are still being worked on but get ready to share your best smile 😊

Finally, all winning team members will be offered **individual or collective training sessions focused on personal development** and ongoing citizenship in collaboration with prestigious partners (non-profits, NGOs, universities). This will take place outside of normal working hours.

## How can I vote? On which platforms?

All the votes will be registered on a dedicated webpage: [oran.ge/engagementmakers](https://oran.ge/engagementmakers) in French, [oran.ge/engagementmakersawards](https://oran.ge/engagementmakersawards) in English. On this page, you will have access to the presentation cards of the 12 finalist teams. You will be able to vote for the team of your choice by clicking on "vote". A pop-up window will open with a poll tool "Mysurvey" and you will be invited to confirm and submit your choice by entering your email address (professional email for Orange employees, other for general public).

### **Can I vote for several teams or several times during the voting period?**

In order to guarantee the fairness between the teams, you will only be able to vote once and for one project throughout the voting period.

### **How long does the voting period last?**

The votes will open on June 8th AM and close on July 9th PM.

### **How do you keep count of the votes? Will the number of votes for each team be public?**

All the votes will be gradually counted but won't be available for consultation for the external public. The final result will be communicated once the Orange COMEX will have chosen its 3 laureates. In this way, all 5 Engagement Makers Awards will be announced at the same time.

### **How will my personal data be used?**

For all external votes, personal data such as email addresses will remain strictly confidential in compliance with the European GDPR regulation.

### **How will we know the laureates?**

The results and laureates will be unveiled on the same webpage on Orange.com later on. The schedule will soon be announced on our internal and social media.