

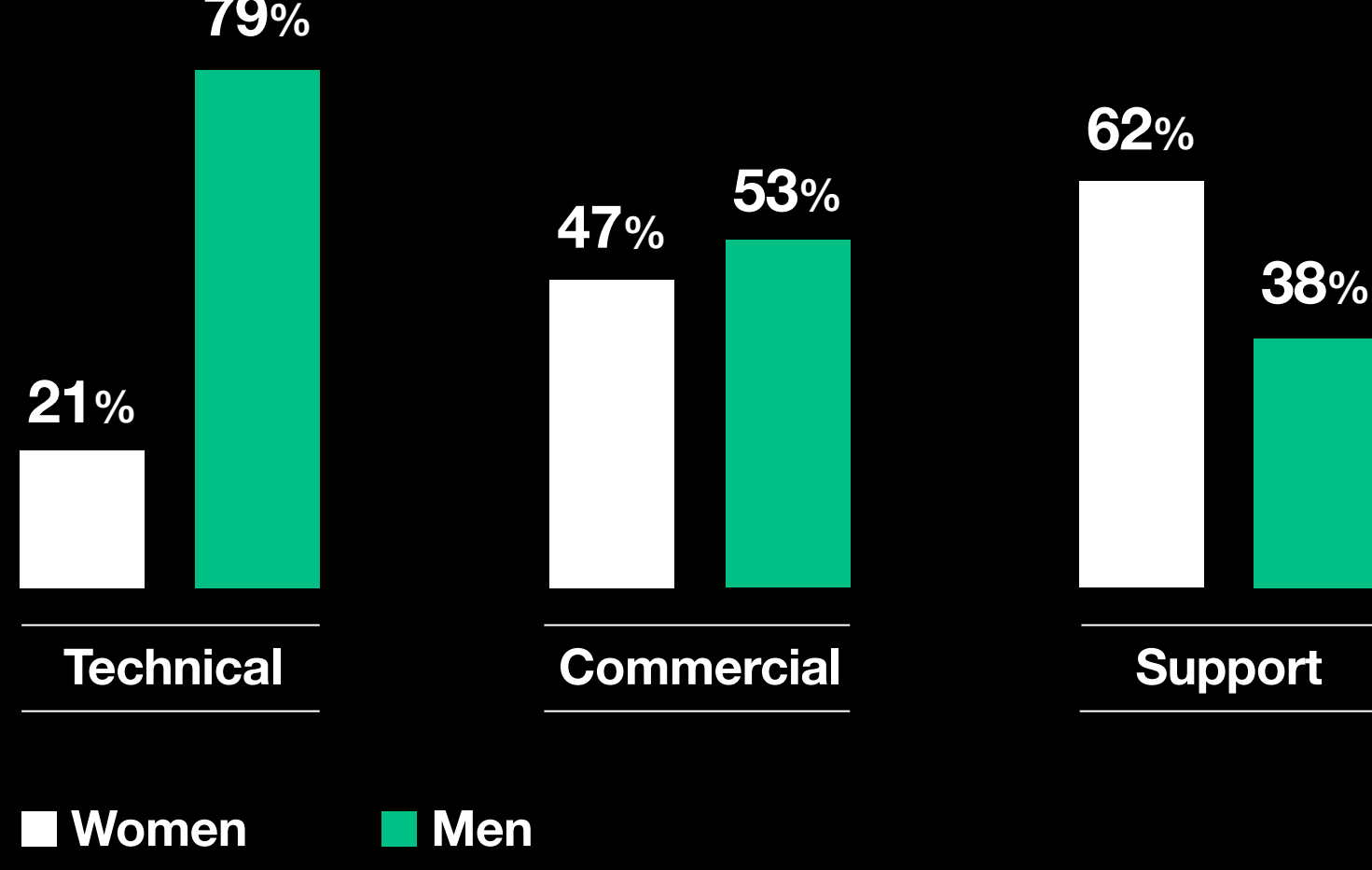


Increasing female representation in digital and technical job roles

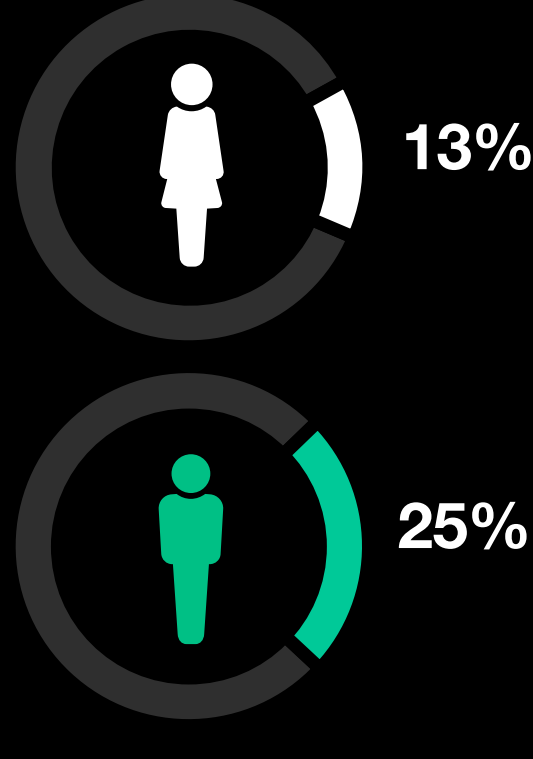


Current situation

In 2019, in France, the telecoms sector is dominated by men, and women are under-represented in technical roles

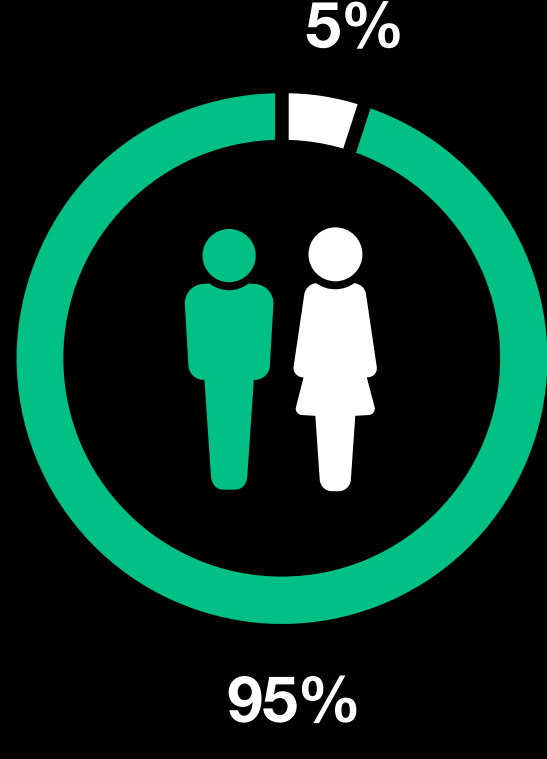


In Europe, women receive less training in STEM* subjects...



*Science, Technology, Engineering and Maths

... and are a tiny minority in AI roles



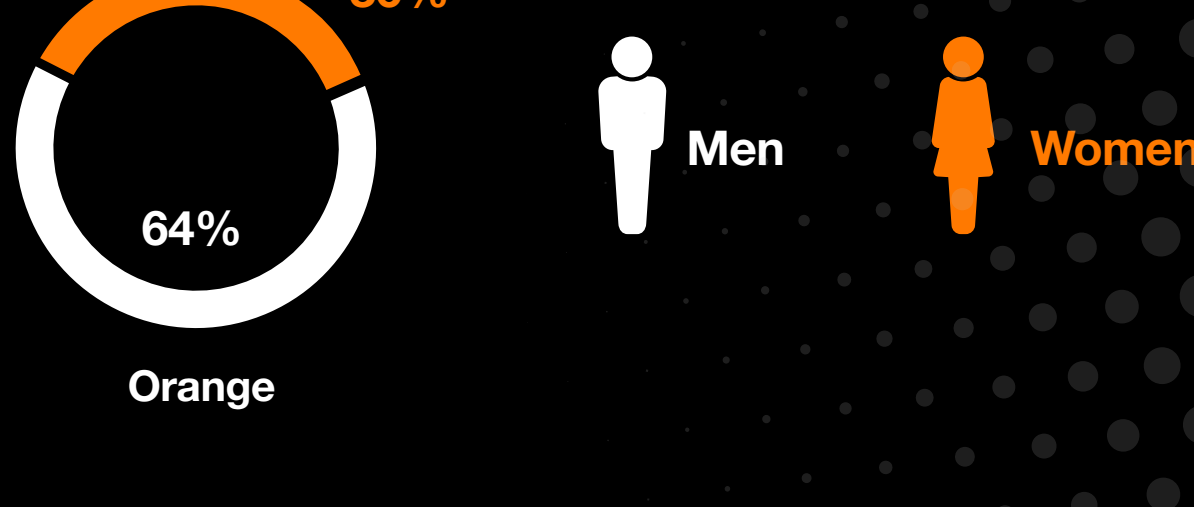
85% of the jobs we'll see in 2030 haven't been invented yet but are likely to be in emerging technologies (AI, robotics)



At Orange



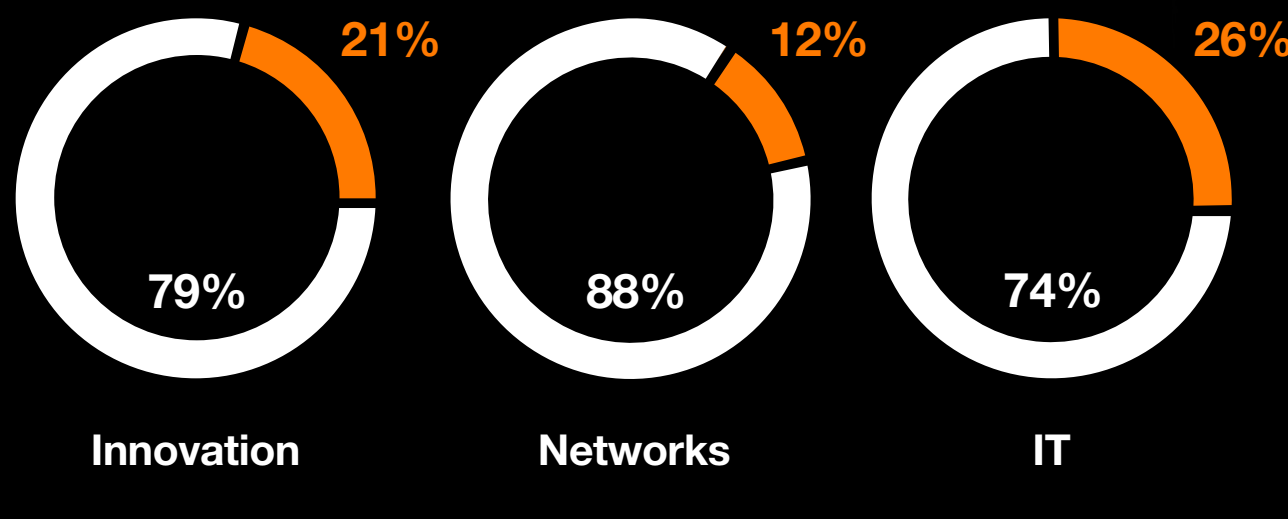
Women in the workforce



A good balance in some professions...



... but a huge gap in several technical professions



A number of initiatives to promote gender equality in the tech sector

- Orange is a founding member of the Femmes@Numérique foundation: an alliance of 50 associations promoting gender equality in technology roles
- Since 2019, Orange has been a signatory of the Syntec Numérique manifesto supporting women retraining in technology roles
- We support the Elles bougent association, which promotes technical and engineering careers for women
- Through the Femmes ingénieurs association, we encourage young girls to consider technical and engineering professions
- Our female employees mentor schoolgirls living in deprived neighbourhoods in France and Romania through the Capital Filles initiative
+1,000 mentors
+12,000 young girls mentored in 2019/2020

Hello Women

A programme to boost women's opportunities in tech



Orange launched a call for projects in October 2020 to improve gender equality in our technical and digital professions

4 objectives

- Raise awareness of tech jobs among young girls and students
- Identify, attract and recruit more women into technical professions
- Retrain more women for technical professions
- Retain more women in technical professions

For more information and to apply:

<https://oran.ge/3ogQTvp>