



VOTE BY CORRESPONDENCE

ORANGE BELGIUM
A LIMITED LIABILITY COMPANY
AVENUE DU BOURGET 3 - 1140 BRUSSELS
VAT BE 0456.810.810 RLE BRUSSELS
(the "Company")

The undersigned (surname, name / company name):

.....
.....

Domicile / company address:

.....

Holder of (dematerialised / registered¹) shares of Orange Belgium SA on the Record date (**Wednesday 23 April 2025 at 24 hours – Belgian time**), decides to vote by correspondence in advance of the ordinary and special general meeting of shareholders of Orange Belgium SA, which will be held on **Wednesday 7 May 2025 at 11.00 hours** at Evere (1140 Brussels), Avenue du Bourget 3.

¹Cross out what is not applicable

THE AGENDA FOR THIS MEETING IS AS FOLLOWS :

- **Presentation and discussion of the board of directors' management report on the Company's annual accounts for the financial year ended 31 December 2024.**
- **Presentation and discussion of the statutory auditor's report on the Company's said annual accounts.**
- **Approval of the remuneration report for the financial year ended 31 December 2024.**

Proposed resolution No. 1 :

The general meeting approves the remuneration report for the financial year ended 31 December 2024.

- **Approval of the remuneration policy.**

Proposed resolution No. 2 :

The general meeting approves the remuneration policy established pursuant to article 7:89/1 of the Code on Companies and Associations.

- **Approval of the Company's annual accounts for the financial year ended 31 December 2024 and appropriation of the result. Presentation of the annual consolidated accounts as at the same date.**

Proposed resolution No. 3 :

The general meeting approves the Company's annual accounts for the financial year ended 31 December 2024, including the appropriation of the result as proposed.

The general meeting decides to grant an identical profit premium pursuant to the Law of 22 May 2001 regarding the employee participation in the company's capital and the establishment of a profit premium for employees, in order to involve the employees in the results of the financial year starting on 1 January 2024 and ending on 31 December 2024. The identical profit premium that the general meeting decides to grant the employees shall comply with the following terms:

- *The gross profit premium amounts to one hundred sixteen euros and ninety-eight eurocents (EUR 116.98) for an employee having an employment contract with Orange Belgium SA and having worked on a full time basis during the financial year starting on 1 January 2024 and ending on 31 December 2024. The amount will be granted proportionally in relation to the actual occupation of the employees during the financial year 2024.*
- *The amount of the profit premium will be calculated prorata temporis (on a daily basis) in case of voluntary suspension or termination of the employment contract. No profit premium will be granted to employees dismissed for serious cause or who voluntarily terminated their employment with the Company during the financial year starting on 1 January 2024 and ending on 31 December 2024.*

- **Discharge of the directors.**

Proposed resolution No. 4 :

The general meeting grants the directors discharge for the performance of their mandate up to and including 31 December 2024.

- **Discharge of the statutory auditor.**

Proposed resolution No. 5 :

The general meeting grants the statutory auditor discharge for the performance of its mandate up to and including 31 December 2024.

- **Approval of article 18.4 of the Dedicated Networks Reseller Agreement entered into between Ericsson NV and the Company on 26 April 2024 related to the resale of dedicated networks. Article 18.4 allows Ericsson NV under certain conditions to terminate the agreement if there is a change of control over the Company.**

Proposed resolution No. 6 :

Pursuant to article 7:151 of the Code on Companies and Associations, the general meeting approves article 18.4 of the Dedicated Networks Reseller Agreement entered into between Ericsson NV and the Company on 26 April 2024 related to the resale of dedicated networks.

- **Approval of article 3.b of the HP Partner Terms attached to the HP Partner Agreement to be entered into between HP Belgium BV and the Company related to the purchase, resale or sublicense of HP products and support. Article 3.b allows HP Belgium BV under certain conditions to terminate the agreement if there is a change of control over the Company.**

Proposed resolution No. 7 :

Pursuant to article 7:151 of the Code on Companies and Associations, the general meeting approves article 3.b of the HP Partner Terms attached to the HP Partner Agreement to be entered into between HP Belgium BV and the Company related to the purchase, resale or sublicense of HP products and support.

- **Board of directors : Appointment.**

Proposed resolution No. 8 :

The general meeting resolves to proceed to the final appointment of Mrs Sara PUIGVERT (co-opted by the Board of Directors on 18 July 2024, with effect as of 19 July 2024, in replacement of Mrs Clarisse HERIARD DUBREUIL, resigning director) as director of the Company. Her mandate will expire after the ordinary general meeting in 2027.

• **Board of directors : Remuneration.**

Proposed resolution No. 9 :

On the proposal of the board of directors, the general meeting resolves, as from the financial year 2025, to grant a one-off flat-rate remuneration of three thousand euros (EUR 3,000) to the chairman of a committee set up pursuant to Article 7:97 of the Code on Companies and Associations, for the performance of his duties as chairman of that committee. The remuneration will be paid after the general meeting following completion of the procedure.

• **Assurance on sustainability report : Appointment auditor.**

Proposed resolution No. 10 :

In accordance with the recommendation of the audit committee and the proposal of the board of directors, made on the basis of a presentation by the works council, the general meeting resolves to appoint the Company's auditor, Deloitte Bedrijfsrevisoren SRL, having its registered office at Luchthaven Brussel Nationaal 1J, 1930 Zaventem, and registered with the Crossroads Bank for Enterprises (RPM Brussels, Dutch-speaking section) under number 0429.053.863, represented by Nico Houthaevae, with the task of providing 'limited assurance' on the Company's consolidated sustainability information, in accordance with the Law of 2 December 2024 on the publication of sustainability information by certain companies and groups, on the assurance of sustainability information and on miscellaneous provisions, for a period of two financial years, i.e. the remainder of the auditor's term of mandate, in application of Article 42 of the relevant legislation, with retroactive effect for the financial year ending 31 December 2024. The retroactive effect is due to the late publication of the legislation, in this case on 20 December 2024.

In accordance with the recommendation of the audit committee and on the proposal of the board of directors, the general meeting resolves to set the remuneration of Deloitte Bedrijfsrevisoren SRL for the 'limited assurance' assignment relating to the financial year ending 31 December 2024 at EUR 156,519 (excluding IRE and VAT contributions).

• **Powers.**

Proposed resolution No. 11 :

The general meeting grants full powers to B-DOCS SRL having its registered office at rue du Taciturne 27, 1000 Brussels, as well as to its respective employees, servants and agents, with right of substitution, to fulfil all required and/or necessary actions, procedures and/or formalities with the legal entities register, an enterprise counter ("Guichet d'entreprise"), the Belgian Official Journal and/or the Crossroads Bank for Enterprises, to ensure (i) the necessary filings, (ii) the publication in the Annexes to the Belgian Official Journal and, (iii) the recording/modification of the data in the Crossroads Bank for Enterprises.

Vote :

Proposed resolution nr. 1	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 2	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 3	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 4	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 5	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 6	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 7	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 8	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 9	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 10	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain
Proposed resolution nr. 11	<input type="checkbox"/> for	<input type="checkbox"/> against	<input type="checkbox"/> abstain

The forms to vote by correspondence addressed to the Company in respect of this meeting will be valid for all subsequent meetings to be held with the same agenda.

Forms not mentioning any voting instruction or abstention are null and void. When during the meeting a proposed resolution for which a vote has been casted is modified, the vote casted remotely will be disregarded.

All forms for voting by correspondence which the Company would have received before the publication of a revised agenda in accordance with article 7:130 of the Belgian Code on Companies and Associations remain valid for the agenda items they cover. As an exception to this rule, any vote on an agenda item for which in accordance with article 7:130 of the Belgian Code on Companies and Associations a new draft resolution has been tabled is disregarded.

The forms for voting by correspondence must arrive at the Company at the latest on **Thursday 1st May 2025 at 16.00 hours** by e-mail (anske.deporre@orange.com) or by postal services (at the registered office of the Company – to the attention of Mrs Anske De Porre).

Thursday 1st May 2025 being a public holiday in Belgium, it is therefore recommended that shareholders take the necessary steps in a timely manner to meet this deadline. Documents sent by post must be received by the Company or Euroclear Belgium by **Wednesday 30 April 2025** at the latest.

Done in on2025

Signature: