

Name: LEMAITRE Nadine

Nationality: Belgian

Born: 1951

Studies / diploma :

- Graduate in Business Administration (Solvay Business School)
- Seminar "Organization and Systems" (Centre de Sociologie des Organisations")
- Ph. D in Applied Economics



Professional experience:

- 1999 - 2016 : Chairman of Engie University and Director Group Learning, **Engie**
- 1995 - 1999 : Director General, Human Resources and Social Affairs, **Générale de Banque Group**
- 1989 - 1995 : Human Resources Director + Member of the Executive Committee, **Bull BeLux, Bull BeNeLux and Bull Europe**
- 1980 - 1981 : Deputy Director of Personnel, **Morgan Guaranty Trust of New York (Brussels office)**
- 1974 - 2016 : Professor in charge of several teachings in the field of Human Resources Management and Organisational Behaviour, Direction of Research Teams and Management Bodies of the **Solvay Business School**

Positions / mandates held:

- Since 2017 : Chairman of the Board, **Hôpital Erasme / Cliniques Universitaire de Bruxelles**
- Since 2012 : Member of the Board of Directors of the ULB Foundation , **Université Libre de Bruxelles**
- Since 2011 : Vice-President of the Board + Chairman of the Audit Committee + Member of the Nomination and Remuneration Committee + Member of the Corporate Governance Committee, **Orange Belgium**
- Since 2011 : Independent Director + Chairman of the Nomination and Remuneration Committee, **Atenor**

Governance:

- | | |
|---|---------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder | no |
| - Independent director | yes |
| [Satisfaction independence criteria of article 7:87 of the CCA] | yes |

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Name: VERSTRAETE Wilfried

Nationality: Belgian

Born: 1958

Studies / diploma : 1981 - Master in Economic Sciences, Vrije Universiteit Brussels - Belgium
1984 - Master in Corporate Financial Management, Vlaamse Economische Hogeschool Brussels – Belgium
1994 - International Executive Program, INSEAD, Fontainebleau, France



Professional experience:

- 2021: Chairman of the Board of Directors of **Euler Hermes SA**, Bruxelles - Belgium
- 2009 - 2020: Chairman of the Board of Management of **Euler Hermes Group**, Paris – France
- 2007 - 2008: CFO, Member of the Board of Management of **Allianz Global Corporate & Specialty**, Munich – Germany
- 2004 - 2006: CEO, Chairman of the Board of Management of **Atradius**, Amsterdam - The Netherlands
- 2003 - 2004: CFO, Member of the Board of Directors of **Orange**, London – UK
- 2000 - 2002: CFO, Member of the Board of Management of **Wanadoo**, Paris – France
- 1996 - 2000: CFO, Member of the Board of Management of **Mobistar**, Brussels – Belgium
- 1988 - 1996: Various management positions in **Recticel**, Brussels – Belgium

Positions / mandates held:

- Since 2020: Executive Chariman of **Le Perchoir Consulting Services**
- Since 2017: Member of the board of directors of **Orange Belgium**
- Since 2017: Executive Chairman of **K2A Management and Investment Services**

Governance:

- | | |
|---|---------|
| – Proposed term of the mandate: | 2 years |
| – Positive recommendation nomination committee: | yes |
| – Positive recommendation board of directors: | yes |
| – Proposed by / representative of a shareholder: | no |
| – Independent director | yes |
| [Satisfaction independence criteria of article 7:87 of the CCA] | yes |

The logo for Orange, featuring the word "orange" in a white, lowercase, sans-serif font on a solid orange square background. A small "TM" trademark symbol is located at the top right of the word.

Name: DALLEMAGNE Grégoire

Nationality: Belgian

Born: 1972

Studies / diploma : Commercial engineer – Université Catholique de Louvain – June 1995
MBA – University of Chicago Graduate school of Business – June 2000



Professional experience:

- 2011 - to date : CEO, **Luminus**
- 2008 - 2011: Executive Vice President Strategy, **Belgacom**
- 2006 - 2008: President of the **Platform of Belgian Alternative Operators**
- 2007 - 2008: Member of the Executive committee of **KPN International** / Managing Director of **KPN Belgium** and **Tele2 Belgium**
- 2003 - 2007: Managing Director of **Tele2 – Versatel Belgium**

Positions / mandates held:

- Member of the Board of **Orange Belgium**
- Member of the Board of **Federation of Belgian Electricity and Gas Companies**
- Member of the Strategic Committee of **Union Wallonne des Entreprises**
- Member of the Board of **Rossel**
- Member of the « Comité Consultatif » of **ING Brussels**
- Member of the Board of **UCLouvain**

Governance:

- | | |
|---|---------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | yes |
| [Satisfaction independence criteria of article 7:87 of the CCA] | yes |

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Name: PICHON Xavier

Nationality: French

Born: 1967

Studies / diploma : Ecole de la Chambre de Commerce de Paris
Chartered Accountant (DEC)



Professional experience:

- Sept 2020 - to date: CEO, **Orange Belgium**
- 2018 - 2020 : Senior Transformation Executive, **The BOSTON CONSULTING GROUP** (Sydney, Australia)
- 2011 - 2018: Deputy CEO in charge of Finance, Transformation and Strategy / CFO / Chief Strategy Officer / Chief Transformation Officer / Head of the Investment Committee), **Orange France**
- 2009 - 2011: Group Head of Investor Relations, **FT/Orange group**
- 1999 - 2009: CFO (2005-2009) / Head of Controlling (2002-2005) / Chief Accounting Officer (2002-1999), **FT/Orange Mobiles**
- 1994 - 1999: Audit/Consulting **SALUSTRO REYDEL/KPMG**
- 1990 - 1994: Head of finance - PMO ERP & Financial IT, **Bouygues Group**

Positions / mandates held:

- Since 2020: Board Member **Orange Belgium**
- Since 2020: Board **Member IRISnet**
- Since 2020: Board **Member BKM**
- Since 2020: Board **member Agoria**
- Since 2020: Board member **Atlas Services Belgium**

Governance:

- Proposed term of the mandate: 2 years
- Positive recommendation nomination committee: yes
- Positive recommendation board of directors: yes
- Proposed by / representative of a shareholder: ORANGE SA
- Independent director: no
- [Satisfaction independence criteria of article 7:87 of the CCA] NA



Name: Deschuyffeleer Johan

Nationality: Belgian

Born: 1958

Studies / diploma : Engineer in Electronics



Professional experience:

- 2016 - to date: Managing Director **The House of Value - Advisory & Solutions**
- 2012 - 2016: Senior Vice President and General Manager **HP Worldwide Consulting Technology Services**
- 2009 - 2012: Senior Vice President and General Manager **HP EMEA Technology Services**
- 2006 - 2009: Vice President and General Manager **HP General Western Europe Enterprise Business**
- 2006: Vice President and Managing Director **HP France**
- 2004 - 2006: Vice President **HP WW Enterprise Go-to-Market Strategy and Sales Productivity & Efficiency**
- 2000 - 2004: Vice President and Managing Director **HP Belgium (previously Compaq)**

Positions / mandates held:

- **Since** 2020: President of the Board of Directors **EVS**
- **Since** 2019: Member of the Board of Directors **AE**
- **Since** 2018: Member of the Board of Directors **GIMV**
- **Since** 2017: President of the Board of Directors **Orange Belgium**
- **Since** 2017: Member of the Board of Directors **Automation**
- 2011 - 2017: Member of the Board of Directors **Orange Belgium** (previously Mobistar)
- 2016 - 2018: Member of the Board of Directors **Itineris**
- 2002 - 2016: Member of the Board of Directors **Vlerick Alumni**

Governance:

- | | |
|---|---------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |

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Name: MANDINE PROUTEAU Béatrice

Nationality: French

Born: 1968

Studies/diploma: Ecole Supérieure de Journalisme, Graduated from ESJ Paris, Institut des Hautes Etudes Internationales



Professional experience:

- Since March 2013: EVP Communications, Brand and Engagement, **Orange**
- 2007 - 2013: Press Office Director, Deputy EVP, **Orange**
- 2004 - 2007: Head of Press Office and Corporate Image, **Faurecia**
- 1990 - 2004: Press Office, Media Director, Press Office Director, **Alcatel**
- 1988 - 1990: Journalist, **Le Figaro / Marie Claire**

Positions / mandates held:

- Board member, **Orange Belgium**
- Advisory Board member, **Facebook France**
- Board member, **Union des annonceurs**
- Board member, **Entreprises et Media**

Governance:

- | | |
|---|-----------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |

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Name: NAULLEAU Christophe

Nationality: French

Born: 1960

Studies / diploma : Institut Etudes Politiques de Paris, Master in Economics – Nantes University



Professional experience:

- Since 1 December 2016: Head of Group in UK, **Orange Brand Services Ltd**
- Since July 2015: Senior Vice-President Europe Countries Governance, **Orange**
- 2010 - 2016: Senior Vice-President UK operations JV-UK, **Orange**
- 2007 - 2010 Vice-President Groupe Roaming, **Orange**
- 2004 - 2007: Director Roaming, **Orange France**
- 2002 - 2003: Director WIFI program, **Orange France**
- 1999 - 2001: Director Sales B2B, **Orange France**
- 1997 - 1999: CEO, **COFRATEL SA**
- 1996 - 1997: Vice-President Sales. IT Outsourcing Division, **EDS - HP**
- 1993 - 1996: CEO, **4D Software Publisher**
- 1988 - 1993: Vice-President ERP Business Unit, **Computes Associates**
- 1985 - 1987: HR Project Manager, **Schlumberger Industries**

Positions / mandates held:

- Chairman of the Board of **Orange Brand Services Ltd**
- Board member of **Orange Belgium**
- Board member of **Orange Slovakia**
- Board member of **Orange Spain**

Governance:

- | | |
|---|-----------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |



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Name: HერიARD DUBREUIL Clarisse

Nationality: French

Born: 1973

Studies / diploma : ESCP – Excellence Program Finance / Montpellier Business School
- Major in Controlling



Professional experience:

- Since 2020 : Senior VP Finance & Strategy, Europe Division, **Orange**
- 2017 - 2020 : Director Finance People & Digital Transformation Program, Global Finance Division, **Orange**
- 2012 - 2017 : Deputy CFO, **Orange Belgium** (incl 9 months interim CFO)
- 2008 - 2012 : Director of Controlling, OMEA Division, **Orange**
- 2006 - 2008 : HR Finance Manager, Global Finance Division, **Orange**
- 2001 - 2006 : Senior Financial Controller for Europe & Middle East, Mobile International Division, **Orange**
- 1999 - 2001 : Business Controller, **Orange France**
- 1998 - 1999 : Business Controller / Bank Branches Network, **Société Générale**
- 1996 - 1998 : Business Controller / Frequent Flyer program, **Air France**

Positions / mandates held:

- Since 2020 : Board member of **Orange Belgium**

Governance:

- | | |
|---|-----------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |



Name: VIGNOLLES Jean-Marc

Nationality: French

Born: 1953

Studies / diploma : ENS ULM/IEP Paris / Agrégation d'Anglais



Professional experience:

- From 2018 - to date Chief Operating Officer for Europe, **Orange**
- 2018 - 2020: Member of the Orange Group management Committee, **Orange**
- 2016 - 2018: Deputy General Manager and Chief Operating Officer (COO) for Orange Middle East & Africa, **Orange**
- 2007 - 2015: CEO, **Orange Spain**
- 2004 - 2007: CEO - PTK Centertel (Telekomunikacja Polska Group, now **Orange Polska**)
- 2001 - 2004: COO - PTK Centertel (Telekomunikacja Polska Group, now **Orange Polska**)
- 2000 - 2001: Vice-President for Strategy - **France Telecom** Central Europe
- 1994 - 2000: Vice-President for Central and Eastern Europe (**France Telecom** – International Division)

Positions / mandates held:

- Since 2018: Supervisory Board member of **Orange Polska**
- Since 2018: Board member of **Orange Belgium**
- Since 2018: Supervisory Board member of **Orange Slovakia**
- Since 2018: Board member of **Orange Romania**
- Since 2018: Board member of **Orange Moldova**

Governance:

- Proposed term of the mandate: 2 years
- Positive recommendation nomination committee: yes
- Positive recommendation board of directors: yes
- Proposed by / representative of a shareholder: ORANGE SA
- Independent director: no
- [Satisfaction independence criteria of article 7:87 of the CCA] NA



Name: JEGO-LAVEISSIÈRE Mari-Noëlle

Nationality: French

Born: 1968

Studies / diploma : Engineering degree (Ecole des Mines de Paris). Post graduate in Quantum Chemistry with a doctor's degree from the University of Paris XI-Waterloo University and from the Ecole Normale Supérieure



Professional experience:

- Since 2020 : Orange Deputy CEO in charge of Europe, **Orange**
- 2014-2020 : Deputy CEO in charge of Technology and Global Innovation, **Orange**
- 1996-2014 : Various executive positions in the **Orange Group** : Senior Vice President of International & Backbone Network Factory, Senior Vice President for Research and Development, Vice President for the Home marketing Division of Orange France, Head of a French region in charge of technical & commercial entities for mass markets and business clients.

Positions / mandates held:

- Board member of **Engie** and **Valeo**
- Board member of **Orange Belgium, Orange Romania, Orange Poland, Orange Spain, Orange Bank and NowCp**
- Member of the **Fondation Médecins du Monde**
- President of the school council chair of **Telecom ParisTech**

Governance:

- | | |
|---|-----------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |

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Name: BOUCHERY Matthieu
Nationality: French
Born: 1978
Studies / diploma : ESSEC Business School, Telecom ParisTech (France)



Professional experience:

- Since 2019: Head of Group Financing & Treasury, **Orange**
- 2017 - 2019: Head of International Sales Development, **Orange Business Services**
- 2014 - 2017: Head of the CFO Office, **Orange**
- 2007 - 2014: Deputy Head of Merger & Acquisitions, **Orange**
- 2003 - 2007: Manager, Group Financing, **Orange**
- 2001 - 2003: Analyst, Telecom Financing, **Société Générale**

Positions / mandates held:

- Since 2019: Chairman of the Board, **Atlas Services Belgium** (Brussels, Belgium)
- Since 2019: Board Member, **Orange Lease** (La Défense, France)
- 2013 - 2020: Board Member, **Generale de Telephonie** (Saint-Denis, France)
- 2010 - 2013: Member of the Supervisory Board, **Orange Austria** (Vienna, Austria)

Governance:

- | | |
|---|-----------|
| - Proposed term of the mandate: | 2 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |
| [Satisfaction independence criteria of article 7:87 of the CCA] | NA |

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