

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 2021: Board member of **Orange Belgium** (Brussels, Belgium)
- 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: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |



Name: HERIARD DUBREUIL Clarisse

Nationality: French

Born: 1973

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



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:

- **Orange Belgium:** Board of Directors
- **Orange Spain:** Board of Directors
- **Orange Romania Comm.:** Board of Directors
- **Orange Money Romania:** Board of Directors

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |

orangeTM

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**
- Board member of **Fondation Orange**
- Member of the **Fondation Médecins du Monde**
- President of the school council chair of **Telecom ParisTech**

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |



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 **Allianz Trade (Euler Hermes)**, 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: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | yes |

orange™

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**
- President 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**
- Member of the Strategic Committee of **FEB-VBO**

Governance:

- | | |
|--|---------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | yes |



orange™

Name: LUGINBÜHL Christian

Nationality: Swiss

Born: 1967

Studies / diploma : BA in Economics (Ecole Supérieure de Commerce de Neuchâtel), Human Resources Certificate (CRQP Lausanne), HES Business Management (IMAKA Zurich) International Senior Management Programme (St Gallen Business School)



Professional experience:

- 2003-present: Orange Group:
 - Since 2023: Senior Vice President Environment, Social, Governance (ESG) & Large Projects **Orange Europe**, Paris/France
 - 2021-2022: Senior Vice President Governance & Large Projects **Orange Europe**, Paris/France
 - 2019-2021: Senior Vice President Operations and Transformation **Orange Group Innovation**, Paris/France
 - 2010-2019: Chief Technology and IT Officer Europe **Orange Europe**, Paris/France
 - 2006-2010: Group Director IT & Network Strategic Planning & Performance Management **Orange Group Technology**, Paris/France
 - 2003-2006: Group Director Performance & Change Management **Orange Group Technology**, London/UK
- 2000-2003: **Orange Switzerland**: VP Human Resources
- 1999-2000: **Nestlé Headquarters**, Switzerland: Senior Recruitment Executive
- 1996-1999: **Swatch Group & Swatch**, Switzerland: Head of Human Resources International
- 1988-1996: **Kraft Jacobs Suchard**, Switzerland (Mondelez Group): Human Resources Manager

Positions / mandates held:

- **Orange Belgium, Orange Romania, Orange Romania Communications, Orange Moldova, OGIM Switzerland**: Non-executive member of the Board of Directors
- **Orange Slovakia**: Supervisory Board: Non-executive Vice-Chairman
- **Orange Services SRL**, Romania: Non-executive Chairman

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |



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**

Positions / mandates held:

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

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |

orangeTM

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: 4 years
- Positive recommendation nomination committee: yes
- Positive recommendation board of directors: yes
- Proposed by / representative of a shareholder: no
- Independent director: no

orange™

Name: VIGNOLLES Jean-Marc
Nationality: French
Born: 1953
Studies / diploma : ENS ULM/IEP Paris / Agrégation d'Anglais



Professional experience:

- 2018 - 2021: 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**
- 2018 - 2021: Supervisory Board member of **Orange Slovakia**
- 2018 - 2021: Board member of **Orange Romania**
- 2018 - 2021: Board member of **Orange Moldova**

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |



Name: GUILLAUMIN Caroline

Nationality: French

Born: 1965

Studies / diploma : Graduate of the Institut d'Etudes Politiques de Bordeaux
Master of Arts in International Relations from Boston University



Professional experience:

- 2023 - present : Executive Vice President of Communication, **Orange Group**, France
- 2010 - 2022 : Head of Communication and HR, **Société Générale**, France
- 1999 - 2009: Head of Communication and sustainable development at **Alcatel, SFR and Alcatel-Lucent**, France
- 1997 - 1999: Communications and Marketing Manager at **Alcatel**, France
- 1989 - 1997: Sales and Marketing at high-technology start-ups, France and US

Positions / mandates held:

- 2015 - 2022: Board member **Boursorama Banque**
- 2015 – 2018: Board member **Société Générale Maroc**
- 2023: President of the Board **Philharmonie de Paris** (Foundation)

Governance:

- | | |
|--|-----------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | ORANGE SA |
| - Independent director | no |



Name: MERTENS Inne

Nationality: Belgian

Age: 1974

Studies / diploma : Civil engineer in Electrotechnics (KU Leuven),
Post graduate Business Management (KU Leuven)
Prevention Adviser level 1 (KU Leuven)
General Management Program (INSEAD – CEDEP)



Professional experience:

- 2023: General Manager of **Interfin**, Brussels-Capital Region
- 2022: CEO of **Sibelga**, Brussels-Capital Region
- 2016-2017: Head of Operational Strategy at **ORES**, Wallonia
- 2009-2022: Head of Markets and Clients at **ORES**, Wallonia
- 2008: Project manager Constitution **ORES at Electrabel**, Wallonia
- 1998-2005: Various functions at **Electrabel**, Wallonia

Positions / mandates held:

- **Publi-T** : Director (since 2023)
- **Publigas** : Director (since 2023)
- **Atrias**: Director (since 2011)
- **Synergrid** : Director (since 2021)

Governance:

- | | |
|--|---------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | yes |



Name: RAMANANTSOA Bernard

Nationality: French/Malagasy

Born: 1948

Studies / diploma : Master of Science in aeronautical engineering (École Nationale Supérieure de l'Aéronautique et de l'Espace),
MBA from HEC Paris, DEA in sociology (University of Paris-Diderot),
PhD in management science (University of Paris-Dauphine),
DEA in the history of philosophy (University of Paris-1 Panthéon-Sorbonne)



Professional experience / publications:

- 1971-1972: Lecturer at the **École Nationale Supérieure de l'Aéronautique et de l'Espace**
- 1973-1978: Head of the Passengers Marketing Division **SNCF**
- 1979-1995: Professor of corporate strategy and policy/Dean of Faculty and Research at **HEC Paris**
- 1995-2015: Director General of **HEC Paris**.

- Author of numerous papers and publications in the field of business management :
 - Stratégie de l'entreprise et Diversification (Business Strategy and Diversification) (prize of the Academy of Commercial Sciences - 1983)
 - Strategic Technology Management, (Harvard Expansion Prize - 1989)
 - Apprendre et Oser (Learning and Daring)
 - L'enseignement supérieur français par-delà les frontières : l'urgence d'une stratégie. (French Higher Education Across Borders: The Urgency of a Strategy)

Positions / mandates held:

- Director of companies as well as universities and "grandes écoles"

Governance:

- | | |
|--|---------|
| - Proposed term of the mandate: | 4 years |
| - Positive recommendation nomination committee: | yes |
| - Positive recommendation board of directors: | yes |
| - Proposed by / representative of a shareholder: | no |
| - Independent director | yes |

