



Orange Expert
Programme

The Orange Expert Journey

Orange and Orange Expert commitments

The Orange Expert Journey

Orange identifies the Group's strategic areas and secures the availability of ad hoc expertise to cover them

- **by systematically soliciting the Orange Experts, in particular on technological and strategic recommendations**
- **remaining attentive to the communities' recommendations**
- **by mobilizing the Orange Expert communities to contribute to the definition of the Group's strategic plans**

I participate in the development and implementation of the Group's strategy

- **by detecting and alerting regarding technological breakdowns in my ecosystem that could have an impact on the Group's strategy**
- **by strengthening Orange's expertise in different areas of expertise**
- **helping to strengthen the links between my entity, other entities, countries and individuals**
- **remaining resolutely customer and business oriented**



The Orange Expert Journey

Orange encourages collaborative work and supports the development of Orange Experts

- **by mobilising Orange Experts in the search for technical solutions by setting up working groups spontaneously or in response to requests from the Group (top management, subsidiaries, etc.)**
- **providing them with a space for creativity to collectively explore new subjects**
- **by promoting peer-to-peer exchanges**
- **giving them the opportunity to broaden their knowledge in areas related to their expertise**
- **by offering them specific training courses**
- **by encouraging diversity in Orange Experts' communities**

I am an active participant in the program and develops my skills

- **by sharing all relevant information and expertise with my community**
- **by confronting my ideas with those of my peers**
- **by contributing to the elaboration of different types of output (white papers, technical analyses,...)**
- **by leading or participating in intra- or trans-community working groups**
- **by presenting subjects outside my community that fall within my field of expertise and in a way that is adapted to the audience (top management, engineering teams, etc.).**
- **by seizing every opportunity to promote the Orange Expert program**
- **by giving up my "seat" if I am not active or if I evolve outside my community's area of expertise**



The Orange Expert Journey

Orange values technical expertise

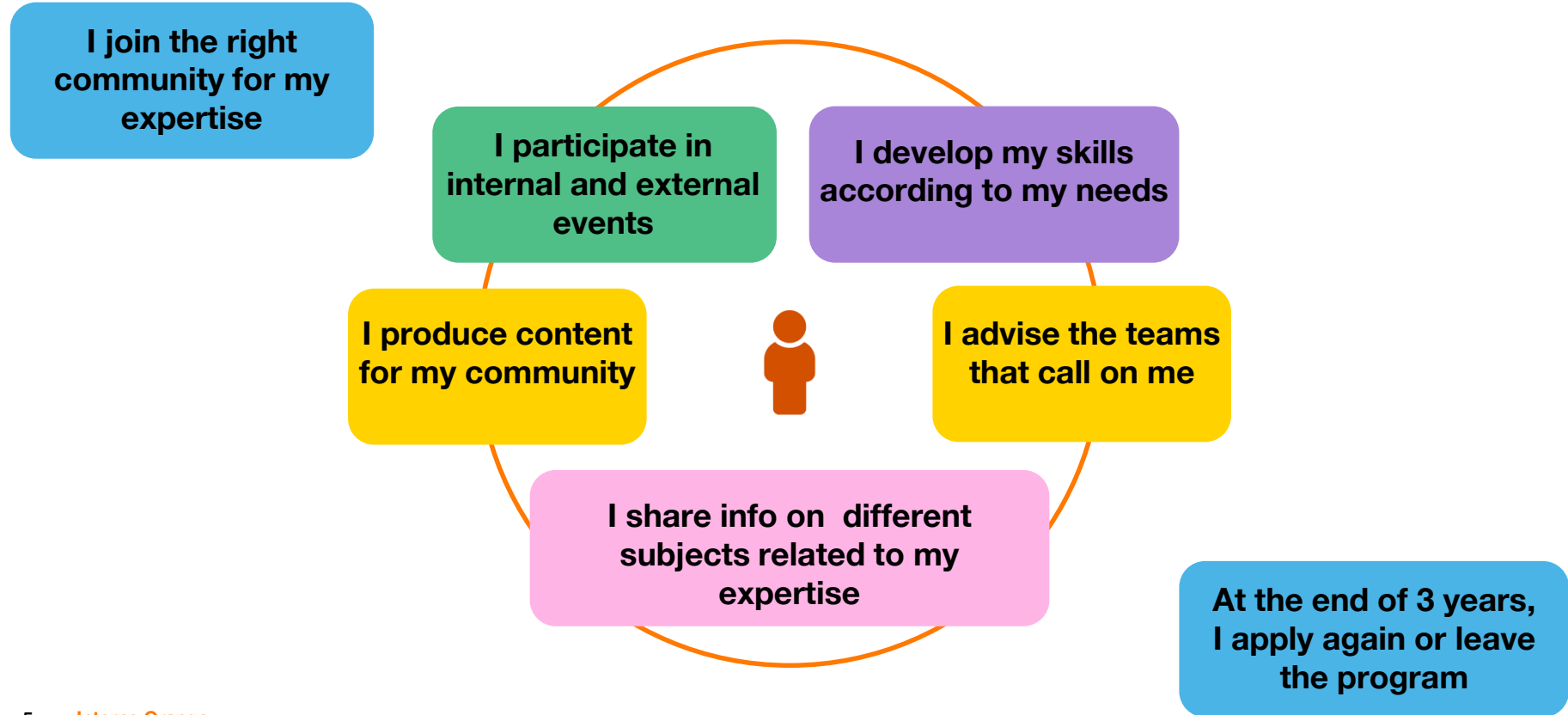
- **allowing Orange Experts to dedicate 10% of their working time to their community (subject to managerial validation at the time of application)**
- **by making its expertise capital visible, both internally and externally**
- **by awarding a diploma attesting to their level of expertise of its Orange Experts**
- **by creating networking opportunities (conferences, seminars,...)**
- **by recognizing the involvement and excellence of its experts**

I contribute to the influence of my field of expertise both internally and externally

- **committing to devote 10% of my work time to my community**
- **by participating in events, meetings, annual seminars, webinars, ... organized by my community or other communities**
- **by participating in the inter-community seminar (Orange Expert Day)**
- **by attending conferences and other events to which I may be invited regarding my contribution to my community**



My Orange Expert Journey



I have read and agree to the charter



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Name :

Signature :

Thank you