

1st June 2016

From: *Antonio Muñoz de la Nava Molino*
CCOO Trade Union General Secretary – Orange Espagne

Parque Empresarial La Finca
Paseo del Club Deportivo, 1 Edificio 14
28223 Pozuelo de Alarcón, Madrid

To: *Jérôme Barré*
Executive Director, Human Resources, ORANGE GROUP

Dear Jérôme,

In 2016 Orange Espagne has been strengthen its economic growth with last posted revenue increase of 1.8%. Orange Espagne is now the second local largest fixed broadband operator.

Our workers have achieved this impressive goal by their great contributions and business knowledge which has been highlighted in every single successful project. Our mobile and fixed market shares, and our customer base are considerably increased due to this great staff who cares for customers and looks for satisfying their essential needs.

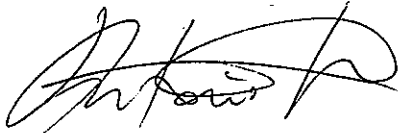
In addition, after a huge job restructuration, the workers will be tasked with meeting all new challenges of the Essentials2020.

Our workers will support the continuous Orange Spain expansion which had begun years ago, even before the Jazztel merging process.

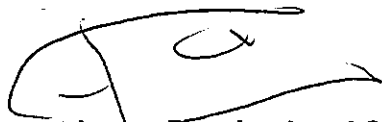
Hence, **CCOO Orange Trade Union** request formally from the Orange Group Human Resources Management to implement a **Local Essentials2020 Year-to-Year BONUS** for Orange Espagne workers, in order to reward all the professionalism and efforts which all these women and men deserve.

Yours Faithfully,

Antonio Muñoz de la Nava Molino



Secretario General CCOO Orange España
CCOO Trade Union General Secretary – Orange Espagne



Request Letter Received and Signed by Jérôme Barré
Executive Director, ORANGE GROUP Human Resources