

Madrid, 28 February 2023

Dear representatives of Competition in the European Union:

We write to you from the Federation of Citizen Services of CCOO to express our greatest concern about the situation that exists in our companies.

Currently, as you may know, the Joint Venture between the Orange Group in Spain (OSP, OSFI, OEV, Tiendas Propias de Orange, Jazzplat and OEST) and the MásMóvil Group (Euskaltel, R. Cable and Telecable Comunicaciones, Xfera Móviles, Lorca Telecom Bidco, etc.) is being examined both by the Competition authorities in the European Union (Brussels) and by the competent administrations here in Spain.

It is expected that the combination of complementarity, scale and efficiency that will be achieved with the merger will mean a plus in the deployment plan for fibre and 5G networks in Spain, which will generate positive effects in terms of business and corporate profits; however, these objectives should not make us forget, from our point of view, the most important factor that at any given time could feel the repercussions of this Joint Venture more directly, and we are talking about the human team of people that make up these two business groups.

Therefore, the CCOO National Telecommunications Sector and the trade union sections of our organisation, Comisiones Obreras (CCOO) in the companies affected: CCOO OSP, CCOO Euskaltel, CCOO OSFI, CCOO R Cable, CCOO OEV, CCOO Tiendas Propias, CCOO Telecable, CCOO Jazzplat and CCOO OEST, and all the workers that we represent and who make up these companies, some **7,300 people, are deeply concerned about the maintenance and stability of employment.**

We will not accept, under any circumstances, that such an operation could lead to the destruction of jobs due to the dramatic consequences that such a situation would have on workers and their families.

We do not forget that in the history of both business groups (Orange and MásMóvil), workers have suffered many redundancies, either through redundancy plans or individual dismissals, something totally reprehensible, which is why we insist on not suffering any more situations of this type in the future, especially in a company where the expectations of economic and business growth are high.

A business group of this size cannot afford to have more layoffs, where we are particularly concerned about our more experienced employees, the seniors, because of their difficult reincorporation into the already difficult Spanish labour market.

Another point that we would like to raise in this letter is that, if this operation finally comes to fruition, as a trade union we will also be concerned and committed to tackle any attempt to deteriorate the economic, working and social conditions of the staff of these two groups in Spain, **where we do not want future models of business management in which social responsibility is relegated to the background, thus negatively affecting collective bargaining and social dialogue.**

Therefore, from CCOO we request to the European Union Competition Authorities, their support and commitment in this process for the social part, including in their contributions to the operation, **a guarantee of employment for 8 years** that requires the managements of both companies to ensure that there is no destruction of jobs as a result of this operation, at least during that period, and to ensure that there is no undermining of the economic, employment and social conditions of the workers of the subsidiaries of the MásMóvil and Orange Groups. Moreover, if the business dynamic is one of future financial and business growth, as is expected, this growth in profits in the future entity resulting from the Joint Venture will have a positive impact on the continuous improvement of the working conditions of the workforces of both business groups.

Thanking you in advance for your attention and efforts, we remain at your service for any further clarification in this regard.

Accept our most cordial greetings.