



Foundation

Creating connections
and broadening horizons

everywhere for everyone



2024 Activity Report

contents

Shared perspectives	02
The Foundation around the world	06
Foundation figures	08
Our three focus areas	10
Education	12
Culture	20
Autism	28
Emergency relief	34
Active employees	36
Governance	40
How the Foundation works	42

The Orange Foundation has been weaving ties that include, unite and reconnect in three main areas—education, culture and autism—since its inception. We are fulfilling Orange’s pledge to build a more inclusive and safer digital world by opening doors to knowledge and skills, so that everyone can build their own path in life and find their place in society. And we are committed to bringing culture—which is essential to community life—closer to everyone. We are doing this through a one-of-a-kind network of grassroots organizations that are empowering people and enabling them to move forward together in 25 countries around the globe.

**Caroline Guillaumin,
Deputy Chair of the
Orange Foundation**



Shared perspectives



**Jacques Aschenbroich,
Chair of
the Orange SA
Board of
Directors**

How would you sum up the Orange Foundation's mission?

Jacques Aschenbroich: Orange is a company that lives by its values, and our Foundation turns those values into action. We work through it to foster stronger ties by supporting people who have been cut off or left behind—especially young people and women. The Foundation's social initiatives naturally interlink with Orange's commitment to fostering digital inclusion, notably through its Orange Digital Centers, and to protecting youths from the risks they may encounter online, through the For Good Connections program. It's all part of a cohesive whole.

“One of Orange’s distinctive features is its strong local foothold. It’s the same for the Foundation.”

— Jacques Aschenbroich —

Caroline Guillaumin: Interlinking people is what we do. But we have to do more than supply technology and guidance on how to use it. At the Foundation we take the step beyond technological connections: we create social connections. We push back against the growing fragmentation and polarization in our societies by meeting an essential need: by finding ways to help people be more accepting, feel more included, find their place in our communities and engage in them. When Orange says “we’re here for you”, we include the human and social dimension we focus on at the Foundation. And that’s something we need more than ever nowadays.

“When Orange says ‘we’re here for you’, we include the human and social dimension we focus on at the Foundation. That’s something we need more than ever nowadays.”

— Caroline Guillaumin —

Where and how does the Foundation work with the people it supports?

J.A.: Again, the Group and the Foundation overlap in a variety of ways. One of Orange's distinctive features is its strong local foothold. It's the same for the Foundation. And it isn't one organization: it's a network spanning the 25 countries where Orange has operations. Our approach is the opposite of top-down: it starts on the ground. We know the people and we know what they need because we are there and we work for them. All the foundations follow the same principles, but each one decides on and carries out its own initiatives to have a concrete impact in its area.

C.G.: We have worked hard to strengthen that network these past few months. Our networked operation has created strong momentum while shining a light on local initiatives. A lot of the network's vitality comes from the Orange employees who are active in the foundations and beyond. Many of our projects in Africa, for example, include employees who volunteer their time and skills. In France, hundreds of employees take part in the inclusive digital workshops organized by Orange Solidarity, which helps over 40,000 people a year.

"Our networked operation across our host countries has created strong momentum while shining a light on local initiatives."

— Caroline Guillaumin —

How do you approach the Foundation's three focus areas, namely education, culture and autism?

C.G.: We have been active on these three fronts for many years. Working on them over the long run has taught us a lot about society's needs and enabled us to build solid expertise. The three are essential to social cohesion and community life. Through them, we can help to foster empowerment and encourage sharing, by focusing our support on the people we serve. For example, we help young people who have fallen out of the education system, offering them opportunities to learn in new ways by including them in collective projects that benefit the

community. We support initiatives for populations with limited access to culture, introducing them to classical music and the vocal arts through non-traditional channels—while enabling the next generations of artists to break through in their community. And we accompany young people with autism and their parents on their journeys through the education system and the job market.

J.A.: These three areas are hard-wired into the Orange Foundation's DNA, and we adapt our efforts on each front to local realities, for instance with a strong emphasis on education in Africa. But regardless of where we are and how we channel our support, the goal is to weave ties that include, unite and reconnect. That is the core of Orange's commitments. And it gives the employees who play an active part in our initiatives a sense of pride and extra motivation.

"Regardless of where we are and how we channel our support, the goal is to weave ties that include, unite and reconnect."

— Jacques Aschenbroich —

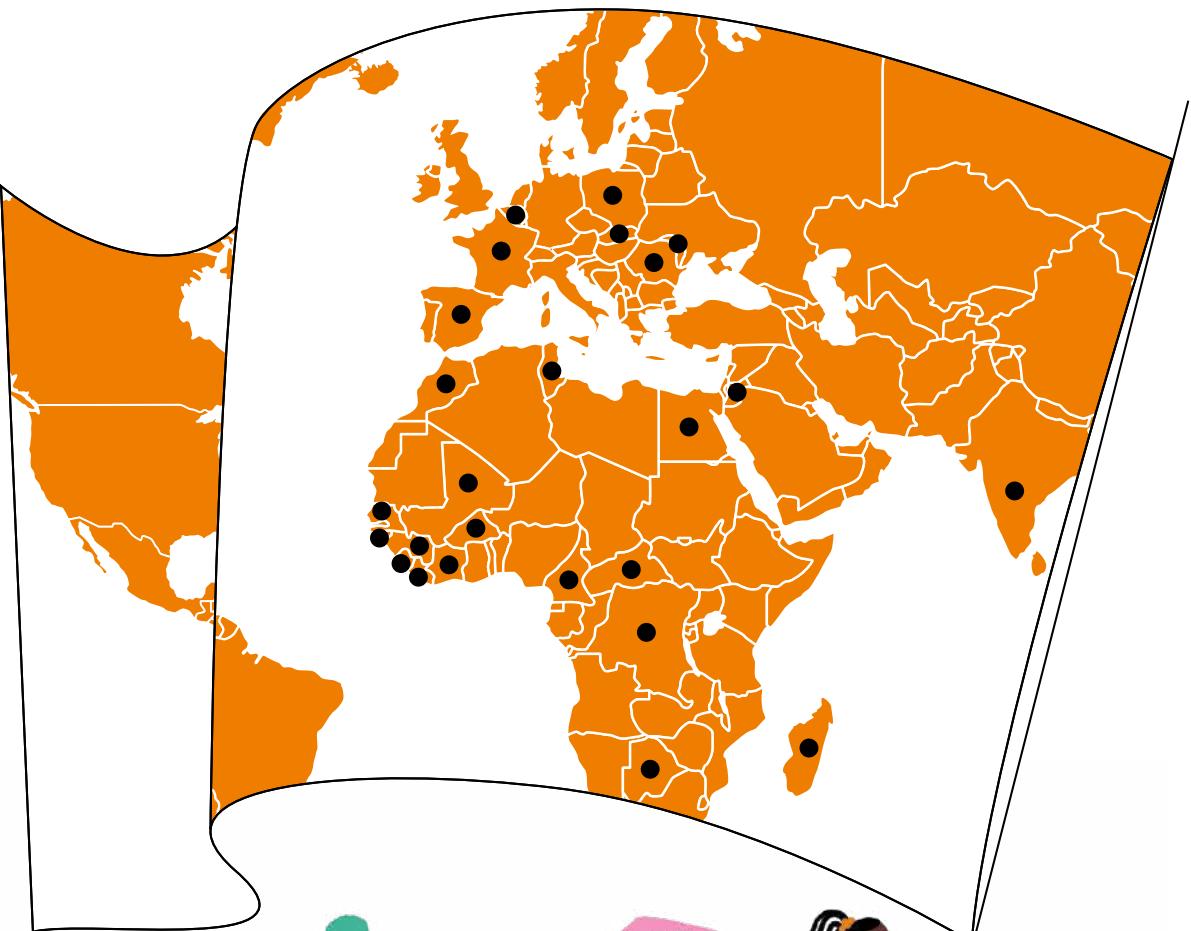
To help people thrive and communities grow closer together, the Foundation is

here.

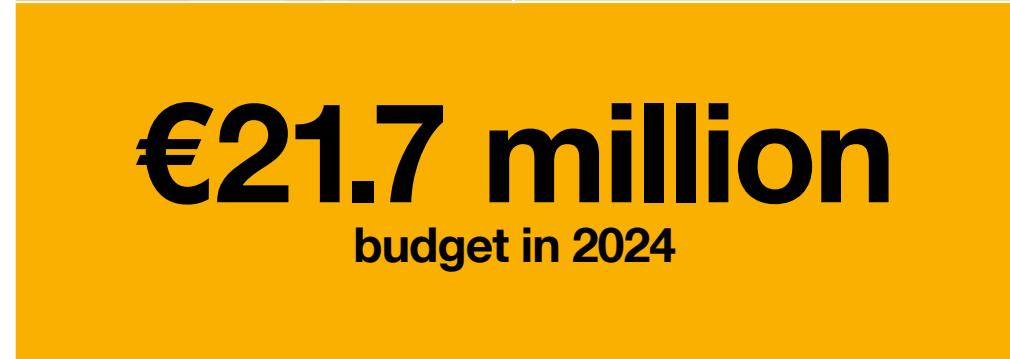


Active worldwide, grounded in local communities

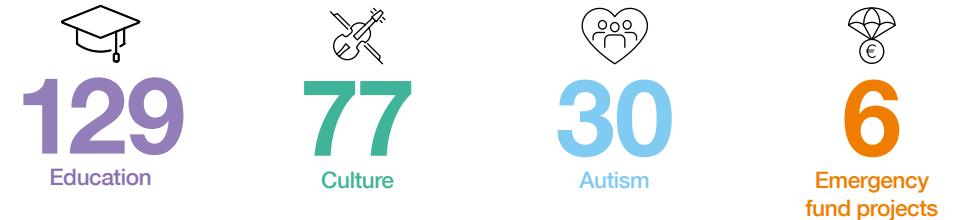
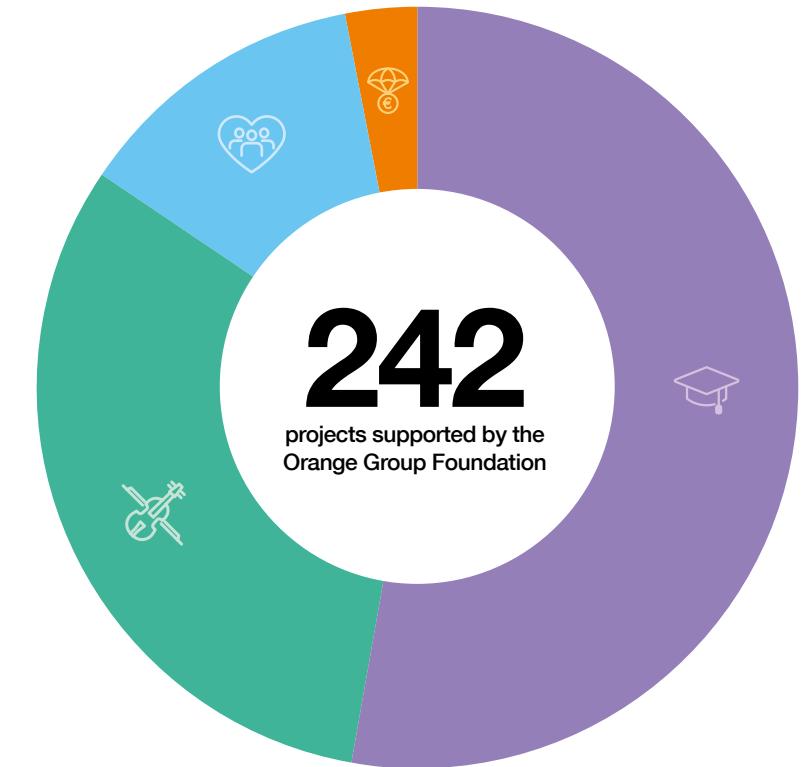
Belgium, Botswana, Burkina Faso, Cameroon, Central African Republic, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, France, Guinea, Guinea-Bissau, India, Jordan, Liberia, Madagascar, Mali, Moldova, Morocco, Poland, Romania, Senegal, Sierra Leone, Slovakia, Spain, Tunisia.



Key Figures of the Foundation



The Orange Foundation deepened its work across its three focus areas and around the world in 2024. Its annual budget across its 25 host countries amounted to €21.7 million including €7 million for the Orange Group Foundation.



Our three focus areas grounded in real-life needs

education

Education is the key to equal opportunity. That's why the Orange Foundation is active alongside people in difficult circumstances, starting with youths and women. It helps them acquire the knowledge and skills they need to build their future, using pioneering programs—Solidarity FabLabs and Digital Schools—to harness digital tools for hands-on, collaborative learning.



culture

Culture is essential to community spirit. That's why the Orange Foundation works to enable everyone to enjoy it. It has sponsored initiatives around music and vocal arts since its inception, and strives to bring these universal artforms to people and places that they cannot often reach. It for instance backs groundbreaking programs that cross-fertilize classical music and vocal arts with other artistic universes to attract new audiences, works with budding musicians as they take their first steps, and uses art to help youths learn, gain confidence and flourish.

autism

Autism still causes too many people to be left out. That's why the Orange Foundation supports initiatives that open doors to society and employment for people with autism spectrum disorder (ASD). It has invested in more than 200 research and training programs since 1991, which have helped to advance our understanding of autism and to enhance care and support for people living with it. Its current focus is on funding innovative educational projects that facilitate learning and inclusion, and that way enable people with ASD to unlock their potential and find their place in society.

education

Point of view

François Taddei,
Cofounder of the Learning Planet Institute



Why do we have to start learning in new ways—and fast?

François Taddei: Today's educational system is extremely competitive: it's all about being the best in the world—the best student, the best university and so on. What we want to do at the Learning Planet Institute is help everyone become the best for the world. Changing that one word changes the whole perspective. Instead of competing over who knows more about yesterday, why don't we cooperate to tackle the challenges facing us today? And how do we stop creating more problems than we can solve? Community spirit is essential to make sure that our solutions don't cause problems for somebody else.

What role can technology play in this shift?

F.T.: Machines outsmart us every time at things like memorizing, calculating and solving equations. Andreas Schleicher, who runs the

OECD's Programme for International Student Assessment (PISA), says that our education systems are producing second-class robots that can't compete with those machines. So it is vital to develop first-class humans equipped with 21st-century skills such as cooperation, complex problem solving and critical thinking. Technology can be one tool among others but the real question—and the key to learning—is meaning: it's our ability to take care of ourselves, of others and of the planet. Science and technology have been at the center of our curricula for a long time, but we often overlook the ethical dimension of knowledge. How do we avoid negative impacts on future generations? Many countries, including several that have high PISA scores, are already working on these questions.

"Learning, cooperating and innovating: a new education model to advance equal opportunity."



Can this vision work, in practice, even in challenging social and economic situations?

F.T.: We work with more than 500 partners worldwide, often in places where the difficulties in accessing knowledge can be considered 'extreme'. By building tailored programs that enable people to learn in new ways, you can effectively empower young people and communities, and make them more resilient. Grigny, one of mainland France's poorest cities—which is dealing with severe academic challenges as well as other issues including dilapidated housing—asked us to work with them on their Cité Éducative initiative. We enlisted a group of local young people on our Bâtisseurs de Récits ("story builders") project and embarked on a storytelling journey around the Paris 2024 Olympic and Paralympic Games, then on a second project, Héros du Quotidien ("everyday heroes") in 2025. In a flood-prone part of Bangladesh with no schools or teachers, one of our partner organizations digitized content developed by the capital's top teachers and trained adults to teach children. The area's high-school exam results are the highest in the country today.

Why are cooperation and collective action so central to your vision?

F.T.: Humans are born very prematurely. So we can only become self-reliant if we have others around us. This biological interdependence has

always worked at the local level. But the unprecedented situations we are facing today, like Covid and climate change, are playing out on a planetary scale. So we need to be humble and learn to work together. Across generations as well. Nobody knows everything but everyone knows something. So we will all be better off if we navigate the unknown together.

Find out more: learningplanetinstitute.org.

Young people in Grigny drive collective projects

Only 20% of Grigny's youth finish high school, dropout rates are above the national average and 30% of students are already struggling by the time they start high school. Education is therefore one of the city's top priorities. The Orange Foundation supports a project led by the Learning Planet Institute there: 800 youths aged 13 to 15 are working on collective projects to address needs identified by the city and the people living in it. They choose a local issue, research it, imagine ways of solving it, select one and implement it in the city, through MakerLab, the Learning Planet Institute's fablab. They will roll out 40 projects in total.

Opening doors to essential knowledge

Digital Schools

The Orange Foundation's Digital Schools have been enabling the most disadvantaged children to access essential knowledge, using digital tools, for 11 years. The program, developed in partnership with education ministries in 17 Orange host countries in Africa and the Middle East, now reaches 600,000 students in 1,500 primary schools. Each school receives a kit that includes a micro-server which links to 25 tablets. This network now provides a fantastic lever to build positive momentum around learning and harness pioneering solutions to keep young learners in schools.

WikiChallenge contest: an encyclopedia for and by young people

The WikiChallenge has encouraged students in the Digital Schools program across Africa to write about their daily life, their history, their traditions and their local heritage since 2017. More than a competition, the WikiChallenge is a tool that helps teachers integrate digital learning and writing into their classes, while amplifying students' voices. In 2024, classes in nine African countries posted 151 articles and 753 photos and videos on Vikidia, the online encyclopedia for 8- to 13-year-olds—and 12 of their submissions won awards (three international grand prizes and nine national-level distinctions).

Our 2024 figures

23 projects supported
(equipment and support for new schools, training, facilitation, etc.)

70,000
beneficiaries

200 Digital School
kits distributed



Burkina Faso

Excellence scholarships

In 2024, 78 high-school graduates and first-year master's students received excellence scholarships from the Orange Foundation Burkina Faso's fund for training in digital and forward-looking careers.



“Our class visited the village chief, who told us about the origin of the Baramassa festival. We learned loads of things! We feel proud to have won the WikiChallenge and to tell people all around Africa about this very important celebration for us!”

Students from Manda Saran primary school in Léouma, Guinea



Slovakia

Made-to-measure digital learning

The Orange Foundation Slovakia and Rozmanita, a charity, started up a pilot program that uses digital tools to build students' digital skills based on their individual level of proficiency. The program was trialed with about 100 students in a school in Bratislava and is set to reach other schools across the country.



Digital learning is a passport to knowledge in rural areas

About 5% of Botswanan students don't finish primary school, and secondary school dropout rates stood at about 15% in 2022. To reverse the trend, the Orange Foundation Botswana is improving access to quality education in rural areas by using digital technology to facilitate learning and boost motivation. It has delivered Digital School kits to 81 schools in the country so far, and six new schools opted into the program in 2024.



11,000 students equipped in Ziguinchor

The Sonatel foundation, which has been involved in the Digital Schools program since its inception in 2014, teamed up with the Orange Foundation to equip 20 new schools with hardware and digital educational content in 2024, benefiting 11,000 students in Ziguinchor, in the south of the country.

Empowering women



Our 2024 figures

27

projects supported in 17 countries (Belgium, Botswana, Burkina Faso, Cameroon, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Guinea, Guinea-Bissau, Liberia, Madagascar, Mali, Morocco, Poland, Romania, Sierra Leone, Tunisia)

13,280

women trained

172

Digital Centers worldwide

Digital Centers

Dropout and digital illiteracy rates are disproportionately high among girls and women. The Orange Foundation has been opening Digital Centers to help them acquire essential digital skills, start income-generating businesses and gain financial independence, since 2015. To date, the program has backed 450 Digital Centers within local charities, which have trained 60,000 women in digital skills in 25 countries across Europe, the Middle East and Africa.

Coup de Cœur Ô Féminin award: shining a light on pioneering projects by women

This distinction rewards the women who spearhead the most innovative projects in the Digital Centers program, and includes a grant and individual coaching. It has been awarded to 230 women in 18 countries since its creation in 2016.



2024 project highlights

Tunisia

Women building a greener and more inclusive economy

The Orange Foundation Tunisia teamed up with the UNDP-run GEWEET (Green Economy: Women's Economic Empowerment in Tunisia) program to train 115 women micro-entrepreneurs running green businesses.

Liberia

A small business for women

A third Digital Center opened in Monrovia in 2024, within the Community Peace Huts charity, in partnership with UN Women Liberia. Now, 30 women are developing their digital skills and achieving financial independence while learning to manage a small e-commerce business and market their wares online.

Moldova

Empowering 288 women to enter the workforce

The Orange Foundation Moldova is running a four-month program enabling women to find their way into secure employment: the Digital Centers in Chișinău and Bălți are training 10 groups of women with a curriculum that includes career guidance, digital skills, soft skills and interview coaching.

Morocco

Reaching out to young women in rural areas

A tour of five Digital Centers in Dar Taliba student residences in southern Morocco provided young women with opportunities to take part in mentoring, awareness-raising and skills-building sessions.

The Orange Foundation Morocco has set up 11 Digital Centers



Regaining confidence and looking to the future

Learning in new ways

Learning by doing is a powerful tool to help young people in difficult circumstances rebuild self-confidence, develop their skills, unlock their talents, connect with others and reclaim control of their future. That's why the Orange Foundation ran a new international call for projects, around Learning Differently, in 2024. This call follows on from Solidarity FabLabs and Third-Places, two programs that have supported close to 300 MakerSpaces in 25 Orange host countries since 2014. The Foundation backed 76 Learning Differently projects in 10 countries in 2024. They are all run by non-profits and have enabled 13- to 25-year-olds left behind by traditional teaching methods to work on collective, hands-on projects that benefit their communities. Through these projects, they acquired technical and digital skills, as well as soft skills including teamwork and creativity, all of which will be valuable whichever career they choose to pursue.

Solidarity FabLabs international challenge

The firm belief that FabLabs can play a part in finding trailblazing, community-minded responses to the challenges facing society today has prompted the Orange Foundation to hold its Solidarity FabLabs challenge every year since 2016. The 2024 challenge—HandiSport Makers—tied in with the UN Sustainable Development Goals and Paris 2024 Olympic and Paralympic Games, and honored four non-profits in France, Côte d'Ivoire and Senegal at a ceremony during the VivaTech trade show in May 2024.

Our 2024 figures

76 projects supported

65 in France

11 in 9 other countries
(Belgium, Burkina Faso, Côte d'Ivoire, Madagascar, Poland, Romania, Senegal, Sierra Leone, Spain)

8,286 beneficiaries



2024 project highlights

Belgium

Tic Tac Lab, a workshop of one's own

The Un Atelier à Soi ("a workshop of your own") project, a joint initiative with the Edmond Peeters school for students with learning difficulties, gives young people an opportunity to connect to their school and workshop in new ways, while giving them a chance to contribute to their community and take pride in their creations. They design tools, furniture, signs and other items that make the school feel more welcoming and friendlier.



cameroon

RadioLab, a digital creation hub

In Kribi, southern Cameroon, youths who left school before earning formal qualifications, students and startup entrepreneurs can now innovate at the RadioLab. The Orange Foundation Cameroon opened its sixth Solidarity FabLab in May 2024, and it is equipped with 3D printers, milling machines and laser cutters for young people to build new skills and open more doors into job markets.

France, Paris

Apprentice-Makers innovate for a purpose

Alicias, a non-profit, holds hands-on classes for young people living in foster homes, at Solidarium, a community innovation hub in the Oise, a rural area north of Paris. The participants work with a multidisciplinary team to design, build and test organic farming machinery and accessible mobility systems. Their prototype for an inclusive tandem—a wheelchair powered by an electrically-assisted bicycle—won an award at the Orange Foundation's 2024 HandiSport Makers challenge.

Romania

Creative minds and quick hands

Responding to a request from the municipality of Bradu, the Blue Lion Foundation invited 25 young people facing challenging situations to team up in its FabLab and create a variety of items—including storage boxes, pencil holders, clocks and recycling bins—from recycled materials for local schools and kindergartens.

France, Paris

sierra Leone

Playing, learning and growing in confidence

Anim' le Numérique, a board game based on Reunion Island's cultural heritage, provides an introduction to digital tools for young people on the outer fringes of the job market. It blends education and culture, while strengthening participants' skills, self-esteem and sense of belonging.

Edulight: learning by doing

The Orange Foundation Sierra Leone set up the Edulight project with the FabLab at the Orange Digital Center in Freetown. Through this project, 300 disadvantaged youths will make 1,000 solar-powered lamps, learning to use digital tools and expanding their skill sets while contributing to society in a very real way: the lamps will be given to young people living in isolated rural communities.

culture

Point of view

Raphaël Pichon,
Orchestra Conductor, Founder of Pygmalion
(a choir and period-instrument orchestra)



Classical music often has an elitist feel to it. Does it need to connect with audiences in completely new ways?

Raphaël Pichon: Music teaches us that we need others. It kindles our interest in others. A concert is a collective experience more than anything else. It sparks a connection with the audience. That is especially true for a polyphonic ensemble like Pygmalion, which is a choir and a period-instrument orchestra. And it's true that the big question music has to answer today is whether it still has something essential to say. How can it still move its regular audiences and reach new ones? One part of the answer is by taking risks—by cross-fertilizing with other artistic disciplines, staging music in new places instead of the traditional venues. Another part has to do with where art and music fit into young people's education. France has around 150 independent ensembles

like Pygmalion. They are versatile, creative, inventive, and in a great position to connect with audiences in new ways across the country—provided they get support.

What are you aiming to achieve with the Pulsations festival, which you started in Bordeaux in 2020, at the height of the pandemic?

R. P.: Pulsations is the place where you can do things you can't do anywhere else. It's a festival where you can experiment, try something out, explore. We're allowed to make mistakes. We get a second chance. Pulsations steps into new places: we offer concerts in unusual venues with peculiar acoustics and something magical about them—Brahms' A German Requiem in a submarine base in Bordeaux and Berlioz's version of *Orphée et Eurydice*

“I’m a big believer in first times: they give people a door into the world of music that they thought was off limits.”



in a former train factory, Halle 47! The idea is to stage unconventional concerts taking radical artistic liberties. Our projects appeal to our existing audiences. But, because we present different repertoires in unlikely places a long way away from traditional institutions and intertwine them with other artistic ventures, they also appeal to new audiences that never thought they could take an interest in classical music.

You have been working side by side with the Orange Foundation for a long time. How does the festival overlap with the Foundation's values and vision?

R. P.: Pulsations reflects many of the values that the Foundation upholds. The festival is accessible and affordable. The Kiosque Pulsations program, for example, plays free concerts. I'm also thinking about the places and about first times. Lots of people tell us they came for the venue and stayed for the music, that "In the end, the music just swept me away". When people discover a whole world that they thought was off limits, thanks to a Pulsations project, we hope that they will feel less intimidated stepping into a world-class opera house one day.

Music in unexpected places

Pygmalion, a choir and orchestra performing on period instruments, was founded by Raphaël Pichon in 2006. In addition to performing the masterpieces in its repertoire, it creates original programs that unveil connections between pieces and recapture their original spirit. During its residence at the Opéra National de Bordeaux, it notably set up Kiosque Pygmalion, a season of free chamber music concerts and educational workshops open to all. And it is the main feature at Pulsations, a festival that has built a deep connection with the community and is sponsored by the Orange Foundation.

The Pulsations festival takes place every two years—and has become a new force on Bordeaux's cultural scene. It creates new connections between audiences and musicians with immersive performances, lesser-known pieces, masterpieces and cross-disciplinary projects. This year, close to 10,000 people attended its 15 performances by more than 300 artists in offbeat venues including a submarine base, a disused factory and a market hall.

Gateways to culture for everyone, everywhere

Support for original programs

The Orange Foundation is in touch with trends and needs in the musical world, determined to attract new audiences into it, and aware of the need to foster conversations between music and other artistic endeavors. That is why it is ramping up its programs aimed at bringing culture within reach for people who are cut off from it. It aims to spark fresh interest with a novel, inventive approach, and supports original programs including festivals, concert seasons and projects that interlace classical music, vocal arts and other artistic and musical worlds.



A digital channel to bring culture closer to everyone

To spread culture ever further, the Orange Foundation set up and on-lined its Hello Culture platform, which features free content to bring art into homes, schools and community centers.

Our 2024 figures

50 projects supported

20 performance projects in France (musical seasons, new creations, tours)

30 festivals:

23 in France, 7 in Africa featuring young artists and shining a light on local musical heritage with Orange foundations in Botswana, Burkina Faso, Côte d'Ivoire, Democratic Republic of the Congo, Guinea, Madagascar and Tunisia



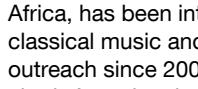
Africa Lyric

The Africa Lyric's Opera initiative, by Women Of Africa, has been intertwining classical music and cultural outreach since 2007. This charity's project is aimed at scouting and promoting young operatic talents in Africa, while supporting artistic creation and training. The Orange Foundation for instance teamed up on the fourth International Competition of Great African Opera Voices, and the ensuing concert tour will reach several French cities in 2025 with a program featuring traditional African music as well as a classical repertoire.



“Africa has voices that carry far. They sing classical music with a new soul, tear down barriers and remind the world that excellence is colorblind—it goes straight to the heart.”

Patricia Djomseu,
President
of Africa Lyric's Opera



France,
(Aix-en-Provence)

Mediterranean melodies

The Orchestre des Jeunes de la Méditerranée, which is run by the Aix-en-Provence Festival, brings together young classical musicians and singers with young artists performing traditional Mediterranean music. Each year, it auditions emerging artists in 20 countries around the Mediterranean rim, selects 90 of them, provides them with professional coaching and then takes them on a 15-concert tour.



A festival celebrating women's creativity

The Rosa Bonheur festival has been celebrating women's artistic creations—in the chateau-museum where the well-known painter had her studio—since 2020. Every summer, the festival treats visitors to an immersive artistic experience with intimate concerts and laid-back chats with artists.



Music travels from farm to farm

The Concerts à la Ferme project brings classical, opera and jazz performances to farms in eight French departments, helping to rekindle community and cultural life by engaging farmers, other residents, artists and local institutions. The friendly gatherings, featuring singing workshops and concerts involving the audience, combine renewed connections with nature, insights into agricultural life and greater awareness of environmental issues.



Enabling budding young talents to flourish



Our 2024 figures

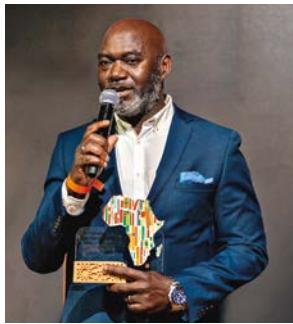
- 18** projects supported
- 3** young musical ensembles
- 9** academies and residences
- 3** tours and festivals
- 3** young talent contests

Coaching young artists into professional careers

The Orange Foundation has supported academies, competitions and artists' residences, to help nurture the next generation of talent, since its inception. It backs projects that guide singers and other musicians on their first steps toward a professional career with original, intense and demanding training, and help them build connections with local cultural institutions, professionals and audiences.

La Nuit de la Voix showcases up-and-coming voices

La Nuit de la Voix has given audiences a chance to enjoy emerging talents selected by the Foundation—and given talents a high-profile venue to perform alongside established artists—since 1992. The 29th event was held at the Paris Opera in September 2025.



Orange Book Prizes: 15 years championing young writers

The Orange Foundation shone a light on literary talents with three awards—the Orange Book Prize, Orange Book Prize in Africa and Orange Comics Prize—from 2009 to 2024. Its lecteurs.com website, which brings together a community of avid readers, has helped introduce up-and-coming authors to a wide audience in France and the rest of the French-speaking world.

2024 prize winners

The last editions honored:

- Orange Book Prize, chaired by Jean-Christophe Rufin: Marianne Jaeglé for *L'Ami du Prince* (Gallimard);
- Orange Book Prize in Africa: Congolese author Dibakana Mankessi for *Le Psychanalyste de Brazzaville* (Les Lettres Mouchetées);
- Orange Comics Prize: Clarisse Crémér and Maud Bénézit for *J'y vais mais j'ai peur* (Delcourt).

2024 project highlights



Baroque music in the neighborhood

Il Caravaggio, a period-instrument ensemble led by Camille Delaforge, performs baroque and classical music—and brings lesser-known women composers and overlooked works back into the limelight. It tours venues in France and abroad while helping young opera singers in their career. And it reaches out to all kinds of audiences, including primary schools to stage a performance with children and community centers to produce shows interlinking street dance and Mozart's music.



Académie Musicale Philippe Jaroussky: excellence for all young people

This academy founded in 2017 runs two main programs that have benefited nearly 500 young people so far. The Jeunes Apprentis program takes a pioneering approach to teaching music to children aged 7 to 12 who have had limited exposure to classical music—and 65% of them have gone on to study at a conservatoire! The Jeunes Talents program provides a springboard for young musicians, giving them opportunities to perform in prominent venues for a variety of audiences. In 2024, the Orange Foundation helped the academy widen its reach, in particular by teaming up with rising festivals.



Learning music and culture hands-on

Culture in the classroom

As part of its commitment to education, the Orange Foundation promotes learning through artistic endeavors that help young generations approach knowledge from new angles and gain self-confidence. The Foundation backs initiatives that explore novel teaching methods, nurture cross-disciplinary skills through music, singing and writing, and use teamwork to foster connection.



Our 2024 figure

9 projects supported

2024 project highlights

France (Lille)

Finoreille gives children a voice

Finoreille, a project set in motion by the Lille Opera, provides weekly vocal workshops for 260 children aged 8 to 12—without auditioning them beforehand. Eight choir conductors visit neighborhoods and towns outside Lille and far from the opera house to introduce the children to singing. This project harnesses vocal training for educational purposes and personal growth—and ultimately to expand access to culture. The course builds up to a series of concerts, including two at the opera house.



[Watch the video](#)



France (Bondy)

Leveling the playing field

The Orange Foundation supports the Radio France choir school's program aimed at expanding equal opportunity in Bondy, an underserved town north of Paris. It provides first-class, free-of-charge and accessible choral instruction to foster social inclusion among children from working-class backgrounds.



France, (Aulnay-sous-Bois)

Voices and bodies in harmony

Créa, a center for vocal and stage creation, uses music to strengthen social ties, contribute to academic success and foster wellness in Aulnay-sous-Bois, a town north of Paris where one in three people lives below the poverty line. Its EMCC (Education Musicale en Chœur et en Corps) project provides professional instruction in operatic arts aimed at fostering receptiveness, respect and sharing while sharpening focus. It has reached close to 5,000 people with limited access to cultural activities (including amateur singers and students in underserved schools) as well as education professionals with three types of activities: community choirs for all ages, art and culture classes in schools, and teacher training.

France

Hip Baroque Choc, an original creation by young people

Hip Baroque Choc is an educational project run by Le Concert de la Loge, an orchestra. Its workshops bring together youths from seven vocational schools around Paris and artists. The students create original shows combining baroque music, hip-hop dance, slam poetry, percussion, choral singing and applied arts. Last May, a performance featuring 200 youths alongside established artists including Julien Chauvin and Le Concert de la Loge musicians, wowed a large audience at the Théâtre de la Concorde in Paris.

autism

Point of view

Anna-Corinne Bissouma,
Child psychiatrist, research fellow, PhD in psychology
at the Institut National de Santé Publique in Côte d'Ivoire



Are medical care and treatments for patients with autism relatively new in Côte d'Ivoire and, more broadly, in French-speaking Africa?

Anna-Corinne Bissouma: Consultations about developmental and language disorders increased sharply during two periods: from 2008 to 2010 (after a ship had dumped toxic waste in the Abidjan area in 2006) then in 2011 and 2012 (following the crisis that shook Côte d'Ivoire after the 2011 elections). Those two waves prompted us to start providing initial training in autism. Then we set up a specialized center in 2016, with a non-profit in Grenoble and the Orange Foundation. More broadly, I would say that autism awareness in French-speaking Africa started surging around 2018.

What is the situation today?

A.-C.B.: In Côte d'Ivoire, we have trained nearly 400 health professionals since 2019, and built a training and support program for families. The Light It Up Blue worldwide autism awareness campaign has become a big milestone in the mental health agenda in our country, where we call it Avril Blue. More and more medical professionals in other countries—Togo, Rwanda, Benin and Senegal—are working on care strategies and support mechanisms. And I'm seeing a similar trend in North Africa.

“Autism awareness is surging in French-speaking Africa; now we need to adapt our approach to fit into local realities.”



Is adapting the Western approach to autism the best way to help children and their families?

A.-C.B.: When you work with children with autism, you follow their lead. You take your cues from them. You invert the hierarchy, so to speak. And that doesn't sit easily with African culture. On top of that, parents here receive no financial support. And our healthcare systems don't have a separate budget line for autism. So we need an approach that fits into these cultural and financial realities. Supporting parents, who are the cornerstone of our strategy, is one essential step. We have to guide them step by step so that they can guide their children step by step. We also have to work closely with them to overcome their sense of isolation and the self-blame that some mothers experience. On some level, they feel guilty for giving birth to a child that is struggling so they feel they have to let it get away with anything.

What are the main areas where you need support today?

A.-C.B.: First, collecting data. We have no figures on autism prevalence. We will have to get creative to combine screening, training and data collection, using software systems and remote-learning programs for professionals. We started rolling out a project like this in Abidjan, based on the one in Rwanda. The second area, which I touched on earlier, is support for families. We teamed up with the Orange

Foundation a couple of years ago to run a year-long pilot program at home and saw a 50% improvement rate in children, which was extraordinary (improvement rates in clinical settings are only 25%). So now we want to scale up this approach. Lastly, we need to create a university course that provides solid professional training for people working with autistic children. The Foundation's support is invaluable on all these fronts!

The first African congress on autism

The first African congress on autism—held in 2024 by the Marguerite Té Bonlé center (part of the Institut National de Santé Publique) in partnership with the Orange Foundation Côte d'Ivoire—focused on generating continent-wide momentum around autism care and awareness. More than 150 people attended, 32 children were screened, 33 parents took part in a dedicated workshop, and 73 people were trained in diagnosing, following up on and caring for people with autism.

Putting autism high on the agenda

A long-standing commitment

The Orange Foundation was one of the pioneers in supporting people with autism spectrum disorder and their families, in 1991. Alongside its commitment to education and culture, and based on its deep belief that differences enrich society as a whole, the Foundation strives to show that proper support and the right tools can enable people with autism to learn throughout their lives and find their full place in society.

Training professionals

The Orange Foundation has backed awareness campaigns and training for teachers, students and healthcare professionals in Tunisia, Morocco, Egypt, Cameroon, Madagascar and Côte d'Ivoire since 2020.



Our 2024 figures

30 projects supported including

18 relating to learning and inclusion

2,142 beneficiaries

2024 project highlights

📍
France

Walking alongside parents

The Greater Paris area's public hospital authority has posted a psychoeducational video on alternative and augmentative communication (AAC) systems for parents of children with autism or other neurodevelopmental disorders. The project aims to improve children's well-being and to support their family.

📍
France

World Autism Awareness Week

The Orange Foundation organized a range of activities throughout World Autism Awareness Week to draw attention to the issue among Orange employees as well as the general public. During it, 400 Orange stores across France aired awareness-raising videos, sales associates wore blue ribbons, the Foundation promoted nearby non-profits supporting people with autism, and some stores hosted interviews and provided special treats from Café Joyeux. The message throughout the week was that, with adequate support, every person with autism can learn, work and contribute to society.

📍
Madagascar

Heightening awareness and taking action

The Orange Foundation Madagascar has backed initiatives at Autisme Fédération Madagascar (Au Fé.M) since 2021. In 2024, Au.Fé.M organized various conferences, exhibitions and other events (including national Autism Month celebrations, Christmas charity events and center visits) in several cities on the island. The Foundation also helped refurbish two centers for people with autism: CESAM and Mahazoarivo.



📍
France (Lyon)

Zibou Lab, an inclusive third place

Zibou Lab, which opened in Lyon's Confluence neighborhood in October 2024, is quite unlike any other third place. It is a coffee shop, a store selling goods made by people with disabilities, and an art gallery. And, most importantly, it employs around 10 people with ASD or severe neurodevelopmental disorder, who work in a real-life setting with support from specialized educators. This system includes them in social life while enabling them to build their skills—and prompts customers to think again about stereotypes surrounding disability.

📍
France (Grenoble)

One step further for L'Atypik

L'Atypik, a restaurant started by parents of autistic children in 2010, has helped around 100 young people with ASD with their first work experience. In 2024, the Orange Foundation—which had contributed significantly to the restaurant's expansion by outfitting its entire kitchen—took one step further and helped the restaurant overcome financial difficulties and set its business model on solid footing.

📍
Democratic Republic of the Congo

Training in early detection

More than 100 people were trained in autism screening for World Autism Awareness Day.

Supporting people with ASD throughout their life

Fostering fulfilment and self-reliance

The Orange Foundation teams up with charities and other organizations on projects that empower people with autism spectrum disorder (ASD) to navigate their own life journey. It focuses primarily on teaching and training initiatives that enable people with ASD to continue learning, pursue a suitable profession of their choice, and find a job in their field. The Foundation also helps organizations acquire appropriate tools and equipment to explore a wider range of approaches to learning while strengthening social ties.



2024 project highlights

France

Training and a diploma for Café Joyeux crew members

The Orange Foundation, which has been closely involved in the Café Joyeux network's expansion for years, also backed its apprentice training center in 2024. This center works with around 60 Café Joyeux crew members with intellectual and cognitive disabilities, building their professional skills. The program leads to a qualification as a multi-skilled food-service worker, awarded by the French Ministry of Labor and Solidarity.



France (Montpellier)

An inclusive training center for actors

France currently has no training centers specifically for people with autism or disabilities who wish to pursue a career in acting. The Orange Foundation teamed up with the FGPEP (a non-profit that supports children and young adults facing hardship) to design an initial curriculum and lay the groundwork for a mechanism that will accompany these future artists on their professional integration path.



France (Nancy)

Augmented reality to open new doors to culture

The Explaura project—a joint endeavor by people with ASD, Association Jean-Baptiste Thiéry, the city of Nancy's public museums and the Nancy-Charlemagne university institute of technology—aims to make museum experiences more comprehensible and accessible for people with autism. The project's pioneering technology will immerse visitors in the exhibits, and help them understand and interact more easily with the museum's areas and artworks.

Emergency response

Local response to urgent needs

The Orange Foundation refocused its strategy on education, culture and autism in 2024, and at the same time reaffirmed its international scope. In line with this last aim, the Foundation remains committed to meeting specific local needs, especially in Africa. Its network's local foundations may therefore allocate some of the funds in their own budgets to healthcare and relief services that address urgent needs in their country.



Emergency fund

The Orange Foundation can use its emergency fund, at the request of its network's local foundations, to rapidly provide relief for communities facing severe hardship around the world. This way, it can meet vital needs in extreme situations such as climate disasters, health crises or conflicts.

2024 project highlights



France

Urgence Mayotte

Following the widespread destruction that Cyclone Chido caused in Mayotte in December 2024, the Orange Foundation partnered with the French Red Cross to provide essential supplies to the hardest-hit residents and then help families buy school supplies for the upcoming term. Orange employees made donations, which the Foundation matched, and the Group's Central Functions works council also contributed to the relief effort.

Jordan

Droplets of health for students in Madaba

The Droplets of Health program, which the Orange Foundation Jordan carried out in partnership with the Crown Prince Foundation, funded rehabilitation work at two schools in Madaba, which included supplying 1,000 students with safe drinking water.

Democratic Republic of the Congo

Helping the 2024 fire victims

The Orange Foundation DRC distributed food and other essential goods to help about 50 households affected by back-to-back fires in the city of Bukavu in the east of the country.

Mali

Improving access to drinking water

Zambougou's 2,000 people had to walk more than 10 kilometers to the only potable water well in the area—and it was drying up. The Orange Foundation Mali drilled a well and built a water tower in 2024 so residents can now draw water in the village.



The Foundation's beating heart

Active employees

The Foundation's work, which channels Orange's commitment to advancing solidarity and inclusion, relies on Group's employees who help in a variety of ways including volunteering their time, volunteering their skills and mentoring.



Orange Solidarity

Orange Solidarity, which was set up in 2007 and is backed by the Orange Foundation, relies on Group employees who volunteer their time and skills to advance digital inclusion. It principally helps youths facing adverse situations, women in vulnerable circumstances and people with disabilities—especially people with autism—to find a path into education, jobs and society. It organizes and leads workshops within local charities and non-profits to ground its work in the community's needs.

Our 2024 figures

426 people involved (employees, retirees, students, employees on breaks to pursue personal projects and external volunteers), 97% unpaid, in 9 regional hubs

Workshops in

400 local charities on 10 themes addressing charities' and their beneficiaries' needs

Close to

8,500
digital workshops

42,000
beneficiaries



Our 2024 figures

3,266 donors

€268,910

raised for Orange Foundation partner charities

Volunteers for people with autism (VA)

In 2024, 66 volunteers—more than half of whom were Orange group employees—visited people with autism and their families, either at their home or in a care facility, once a week on average. VA, a non-profit, also organizes training sessions and group discussions, led by an on-staff psychologist, for volunteers and parents.



Our 2024 figures

66 volunteers provided families with much-needed relief

254 children received support to enjoy an autism-friendly vacation



All Connected, a charity sports challenge

All Group employees were welcome to take part in the All Connected challenge from February 29th to March 9th 2024. The goal for each four-employee mixed team was to cover 42 kilometers in 10 days. Around 24,000 employees signed up and raised funds for two non-profits: SOS Villages d'Enfants, which cares for over 1,600 children in 23 children's villages in France and helps 46,000 children worldwide, and Sport dans la Ville, France's leading sports-based charity, working with over 12,000 young people.



Top-ups by Orange

All Orange employees can donate between a few cents to €20 a month to one of the Orange Foundation's partner charities, Orange's CSR team or the Orange Foundation itself. To amplify impact, Orange matches every donation (up to €200,000 a year). This mechanism has raised €1.5 million for around 10 non-profits since 2021.

Our organisation

Helping projects
grow in France and
worldwide



The Orange Foundation puts its Board of Directors' priorities into action with a team of employees and a network working across France and Orange's 25 other host countries.

Governance

The Orange Foundation is overseen by its Managing Director, Hafida Guenfoud, who reports to its Deputy Chair, Caroline Guillaumin, who is also Group Executive Director of Communications. The Board of Directors meets at least twice a year to set the Foundation's priorities and map out its overall strategy. The Foundation's Board is chaired by Jacques Aschenbroich, who also chairs Orange SA's Board of Directors.

Board of Directors

Jacques Aschenbroich
Chair of the Orange SA Board of Directors and Chair of the Orange Foundation



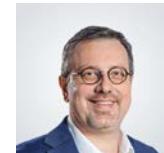
Caroline Guillaumin
Group Executive Director of Communications, Deputy Chair of the Orange Foundation



Hafida Guenfoud
Managing Director of the Orange Foundation



Jérôme Henique
Executive Vice President, CEO of Orange France



Gaëlle Le Vu
CSR Director Orange France, Chief of Staff Orange France



Mari-Noëlle Jégo-Laveissière
Executive Vice President, CEO of Orange Europe

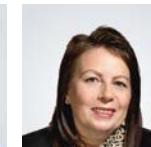


Elizabeth Tchoungui
Orange Group Executive Director of Corporate Social Responsibility



Employee representatives

Babacar Sarr
Director
Sylvie Rota
Orange trade union representative



Cheikh Tidiane Mbaye
Company Director

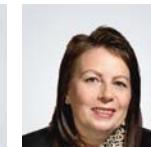


Independent experts

Sylvain Kern
Founder and organizer of Cité de la Réussite, member of the Board of Directors of Paris 1 Panthéon-Sorbonne university

Francis Morel
Senior Advisor at McKinsey, Director of the La Libre Belgique group

Sarah Koné
Deputy Director of General Coordination, Strategy and Public Relations at the Cité de la Musique-Philharmonie de Paris



How the Foundation works

Calls for projects

The Orange Foundation follows clear guidelines: it works on long-term programs, its selection process is transparent, and it provides support in a variety of ways (grants, skills-based volunteering, networking and more).

The Foundation issues calls for projects every year, which attract hundreds of submissions relating to its focus areas. It reviews and short-lists submissions, selects the initiatives it will back, enters into a formal agreement with the organizations running them, and conducts an end-of-project assessment.

Selection committees

A selection committee is convened for each call for projects. All committee meetings are chaired by the Foundation's Managing Director and include qualified internal and external experts. They review the submissions and select the ones they will forward to the Foundation's Board of Directors for final approval.

Teams active on the ground

The 15 people on the Orange Foundation's team are specialists in their field. They work closely alongside 10 project managers based across mainland and overseas France, and with local Orange foundation teams based in the rest of Europe, Africa and the Middle East.



The project selection process

1

Our teams run calls for projects every year then short-list the ones they will submit to the Board of Directors for approval. Each call follows a different time frame and includes specific selection criteria.

2

Applicants review the selection criteria.

3

Applicants fill in an online form to request support. Submissions must be specific, include a detailed timeline and budget, and be carried out in the geographical area included in the call for projects.

4

Once the call for projects closes, the Foundation reviews all applications.

5

Applications are discussed by the relevant selection committee

6

Following approval by the Board of Directors, the Foundation informs applicants of the selection committee's decision.

Do you have a project in one of our fields—access to education, access to culture and performing arts or support for people with autism spectrum disorder?

Are you working in a country where the Orange Foundation is active? Tell us about it on one of the Foundation's calls for projects!



All the information
you need to submit
your application

Follow the Foundation's news on
www.fondationorange.com/en



Publication director: Hafida Guenfoud – **Editorial coordination:** Françoise Fernandes, Anaïs Guhur – **Copywriter:** Françoise Moinet – **Design and editorial production:** HAVAS Paris.
Photo credits: p. 2: Thomas Duval, Nicolas Gouhier; p. 12: Quentin Chevrier; p. 15: Orange Foundation Guinea, rozmanita.sk; p. 16, 17, 18: all rights reserved; p. 19: all rights reserved; Fondation OSLF; p. 20: Piergab; p. 23: Sébastien Lixandru, Concerts à la Ferme; p. 24: Sébastien Lixandru; p. 25: SIEL, Claude-Yvon Nicolas; p. 26: Frédéric Lovino; p. 27: Lucie Locqueneux; p. 28: Photostudio225; p. 30: all rights reserved; p. 31: Laurence Danière; p. 32: Café Joyeux; p. 33: Association Jean-Baptiste Thiéry, Graine d'autodétermination; p. 34: DFA; p. 35: DFA, G. Binet, M. Magnin; p. 37: Orange Solidarity; p. 38, 39, 41, 42: all rights reserved – **Illustrations:** Hannah Warren.



Orange Foundation
111, quai du Président-Roosevelt
92130 Issy-les-Moulineaux, France
Tel.: +33 1 44 44 22 22

www.fondationorange.com/en