

A photograph of two men in a meeting. The man in the foreground is a young man with a beard and dark hair, wearing a grey sweater, looking towards the right. The man in the background is partially visible, wearing a blue shirt, looking down. The background is blurred, suggesting an office or meeting room setting.

**Orange**

# Digital Center

A commitment to  
employability

The Orange logo, consisting of a solid orange square above the word "orange" in a white, lowercase, sans-serif font, with a small trademark symbol (TM) to the right.

orange™

# Editorial



At Orange, we believe that progress is only worthwhile if everyone benefits from it. Our purpose reflects this belief: As a trusted partner, Orange gives everyone the keys to a responsible digital world. In order to build this responsible digital world that creates value for everyone, Orange has been implementing concrete measures for a number of years now. In 2019, we committed to establishing Orange Digital Centers in the capital cities of every country within Orange's footprint by the end of 2025 to support local employability and entrepreneurship. We have met our target: 24 are already open.

These unique physical spaces, dedicated to digital support and innovation and completely free to all users, are designed to consolidate Orange's position as a key player in the digital transformation of the countries in which we operate. They host a coding school, a fablab, a digital prototyping workshop, a startup incubator dedicated to developing startup businesses with Orange, and a branch of our investment fund Orange Ventures, all under one roof.

And the impact after 4 years is clear to see: nearly 500,000 beneficiaries, with 85% of alumni having received at least 3 months of training. In four years, the program has also helped catalyze a whole ecosystem of innovation in the regions: 129 academic partners, 1,000 startups supported, 35 Orange Digital Center clubs hosted by universities and dozens of public and private partners.

And we're not stopping there: through our Lead The Future strategic plan, we're expanding our social impact by committing to provide free digital literacy information or training to 6 million people by 2030. This is an ambitious collective effort that reflects our beliefs and ambition to create a more inclusive digital world.

**Elizabeth Tchoungui,**  
**Orange Group Executive Vice President**  
**of Corporate Social Responsibility.**

# Summary

## 01

An international network mobilized for regional development..... 04

## 02

A social innovation dedicated to developing digital skills for all..... 05

## 03

A local presence in tune with local needs..... 07

| One concept, several possibilities, in different regions .....07

| More than just a place, a program #OrangeDigitalCenter .....08

## 04

Governance ..... 09

## 05

Case studies: 5G Connect Danube Delta, 360° digital inclusion in Romania ..... 10

# 01 An international network mobilized for regional development

The European Commission has made digital inclusion and access to digital skills one of its priorities. **The Path to the Digital Decade** has set targets to reach 80% of adults with at least basic digital skills and 20 million ICT professionals in the workforce by 2030<sup>(2)</sup>.

In Africa, the African Development Bank Group pays particular attention to the issue of employability, especially in the digital sector. **Today, only 10% of highly-skilled digital jobs are filled by local talent.** This finding is supported by some worrying indicators: in sub-Saharan Africa, the gross enrollment rate in higher education is only 9.4%, compared to 80% in Europe, and barely 2% of students graduate in science, technology, engineering and mathematics (STEM) fields.

These figures reveal an urgent need for training in digital professions. By 2030, some 230 million jobs on the African continent will require some level of digital skills, according to estimates by the African Development Bank Group.

In this context, Orange Digital Centers are an essential lever for the socio-economic development of the regions, supporting employability and entrepreneurship in the countries where we are a network operator. As part of an international network, these centers help share experience and expertise on a large scale.

Of the 25 Orange Digital Centers announced for the end of 2025, 24 are currently operational in capital cities (8 in Europe and 16 in Africa and the Middle East). The main centers are supported

by “Orange Digital Center clubs” to reach more people in the regions. 35 ODC clubs have been opened in collaboration with partner universities.

The positive impact this program is having on the development of local economies is attracting the interest of international institutions, as demonstrated by the partnership already established with the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ: German Agency for International Cooperation). This organization has contributed €10 million to the deployment of the program in 14 countries in Africa and the Middle East. We have established other partnerships in Europe, Africa and the Middle East with AFD (Agence Française de Développement) and the European Union.

## A program with strong local foundations

# Orange Digital Center

**A network of:**

- 24 ODCs in capital cities.
- 35 ODC clubs <sup>(1)</sup>
- 128 partner universities

Legend:  
■ ODC presence  
35 ODC Clubs

**Positive impact gaining international recognition**

**Financial support** from multiple development agencies:

**Inclusive Economy award** (Réunion-Mayotte), **Top Digital Inclusion** (Cameroun), **CSR** (Romania), etc.

**Who benefits?**

Over 200.000 beneficiaries in 2023: young people, women, entrepreneurs, those who lack digital access, etc.

**By doing what?**

- Training leading to qualifications in new digital careers (AI, Cybersecurity, etc.) with our partners:
- Support for innovative entrepreneurship: **+ 300 startups boosted in Africa and the Middle East, and 600 women entrepreneurs supported in France**

**Impact of ODCs in local regions**

**85% of trainees find employment or start a business after completing a training program lasting 3 months or longer <sup>(2)</sup>**

Customers who are familiar with the ODC program have a higher brand preference and feel that Orange better understands their culture and local values <sup>(3)</sup>

(1) Coding school or fablab within a university  
 (2) Sources: ODC Dakar 2022 impact study  
 (3) Sources: Orange brand tracker 2023 internal study

# 02

## A social innovation dedicated to developing digital skills for all

These spaces are free and open to all, enabling everyone to develop their digital and entrepreneurial skills, thus promoting their employability, preparing them for the jobs of the future (AI, cybersecurity, etc.) or starting their own business in the digital sector.

Orange Digital Centers support young people, women, jobseekers, people retraining for a new career and entrepreneurs. They are also designed to help young people discover the opportunities digital technology offers in their future careers.

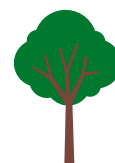
The strength of the Orange Digital Centers lies in the fact that they bring together a range of innovation tools to meet the different needs of beneficiaries at all levels, through 4 complementary programs:

- **A Coding School**, dedicated to developing technological skills through hands-on training and events for all audiences.
- **An Orange Fab**, an incubator that supports startups and enables them to develop their business and sign commercial contracts with Orange or its partners.
- **A FabLab**, a digital fabrication workshop to learn by “doing” and learn the basics of digital manufacturing, up to the prototyping of projects.
- **Orange Ventures**, the Orange Group investment fund that invests in innovative startups, with a global portfolio of almost €350 million, including €50 million for Africa and the Middle East.

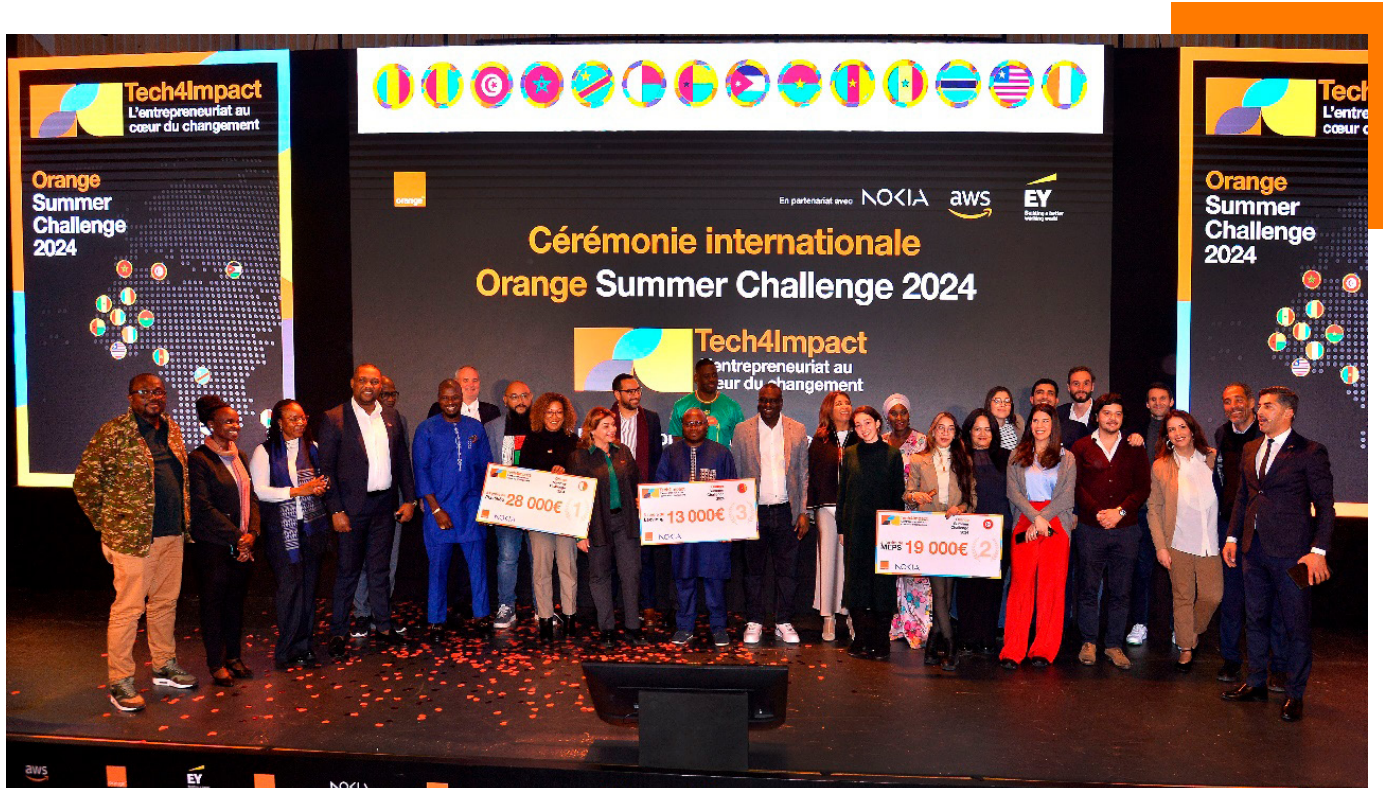
These programs are all interlinked allowing each person to follow a personalized path by taking advantage of the various services offered by the Orange Digital Center: training, hands-on workshops, learning by doing, access to technological tools, support, networking, financing...

Everyone, regardless of their profile, receives personalized support to develop their professional integration project, create an innovative digital business or simply feel more comfortable in the digital age.

Beyond individual opportunities, the aim is also to create a dynamic of collective success by encouraging cooperation and synergies among the beneficiaries: the various events organized within the ODCs help to promote real exchanges of ideas and partnership opportunities between students, job seekers and entrepreneurs, who are brought together around joint projects with a strong social or environmental impact.



The **Orange Summer Challenge**, in partnership with Amazon Web Services, Nokia and EY, is the flagship competition of the ODC network in Africa and the Middle East. This annual competition brings together young talent and project leaders to promote **responsible technological entrepreneurship**.



The **Orange Summer Challenge 2024** is aimed at two audiences:

- **future entrepreneurs** who have ideas for innovative technological projects but are struggling to turn them into reality,
- **young talents** who want to get involved in concrete projects while developing their technological and entrepreneurial skills.

This year's Orange Summer Challenge, for example, chose an ambitious and timely theme for its competition: **"tech4Impact: entrepreneurship at the heart of change"**

### 14<sup>th</sup> consecutive edition of the competition



**14** countries in the Orange Digital Center network in Africa and the Middle East participated



**282** young innovators took part in the competition



**57** innovative technology startups responding to current and future challenges, particularly related to the environment, health, education and agriculture.



They had **3 months** to turn their project ideas into high-impact startups.

This event is symbolic of the strength of the ODC concept and what networking can accomplish.

**Sarobidy Nombatsitoha**, founder of Plastikoo, the startup that won first place in 2024, expressed his joy and gratitude:

**“** It's a dream come true! When I first came up with Plastikôo, I never thought it would go this far. We really put our hearts and souls into it but never really expected to achieve so much. Considering how many great projects we were up against, this victory is a source of immense pride.

Well done to my team!

# 03

## A local presence in tune with local needs

This local presence is essential to the success of our programs. The aim is to meet the needs of local ecosystems by targeting the digital skills that are currently lacking or will be essential in the future. We want to enable different target groups (young people, women, seniors) to find the skills they need to develop their relationship with digital technology in line with their project. Our goal is to create a true dynamic of inclusion and economic development through digital technology, with one unwavering focus: to have a positive impact on the region.

### One concept, several possibilities, in different regions

#### In Europe

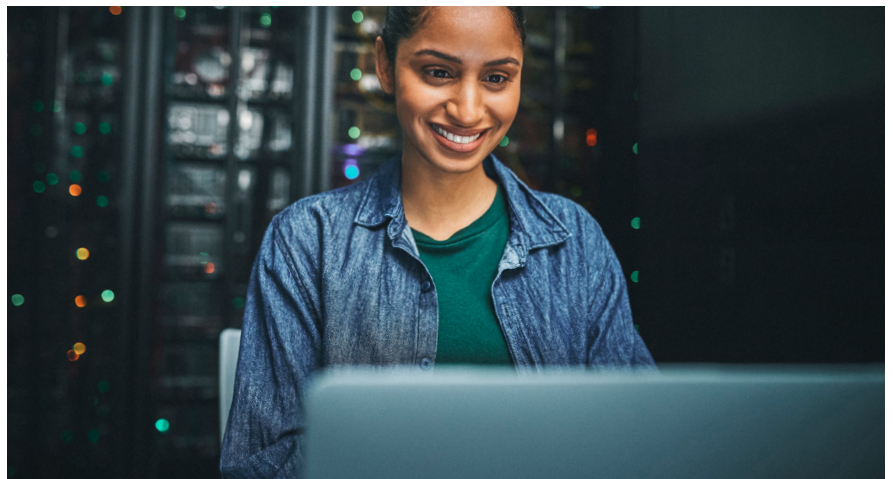
The ODCs focus primarily on educating and protecting children online and using digital technology to benefit isolated audiences.

- In **Moldova**, the “**Connector**” event in 2024 brought together over 450 students to expand the ODC alumni community and network.
- In **Belgium**, the ODC is partnering with **BeCode** to offer long-term training courses to help program participants seeking employment or retraining to become web developers or data analysts.
- In **France**, the Orange Digital Center’s **#FemmesEntrepreneuses** initiative has supported more than 600 women across the country.



What I’ve learned at BeCode has really changed my career path. The training provided me with a practical and motivating immersion into the field of cybersecurity and gave me the tools to do this job. What really made the difference was the hands-on approach to learning, access to quality resources, attentive support, and the collaborative spirit of the BeCode community. This training helped me find a rewarding position in cybersecurity, overcoming the challenges of losing my job due to the pandemic. I’m grateful to Orange Digital Center for making this opportunity possible, and I look forward to advancing my career with the skills I’ve learned at BeCode.

**Maria**, cybersecurity analyst, former Becode student at the Orange Digital Center in Brussels



## In Africa and the Middle East

■ We have signed a partnership with **Coursera** to deliver several certification training courses in a hybrid format: AI, cloud, entrepreneurship...

» [Find out more](#)

■ Morocco: Launch of **Master Repairer**, a smartphone repair training course at ODC FabLabs for marginalized youth, enabling them to quickly start an income-generating activity and contribute to Orange's Net Zero Carbon goals.

■ The **POESAM** (Orange Social Venture Prize in Africa and the Middle East), which rewards and supports entrepreneurs that have a positive social and/or environmental impact.



## More than just a place, a program #OrangeDigitalCenter

The ODCs are more than a physical location. The ultimate goal is to expand their reach by extending their programs nationwide.

The Orange Digital Centers can extend their reach in several ways through complementary schemes:

- The **ODC clubs**, of which there were 35 early 2025 across the footprint, are hosted on university campuses in secondary employment areas.
- In Poland, the network of **Orange Studios** provides rural audiences with a place where they can receive assistance in using digital technology, the first step towards reintegration.
- In France, in addition to the Orange Digital Center in Saint Ouen, Orange has set up targeted partnerships to meet the specific needs of local areas. This nationwide network enables us to meet the needs of as many people as possible.



# 04 Governance

Orange’s social commitments and actions are fully integrated into the Group’s ESG activities. It is led by the Group’s Director of Corporate Social Responsibility, who reports regularly to the Executive Committee on the progress of these issues in conjunction with Lead the Future.

The Orange Digital Center program, the definition of its main components, the overall management of its performance and the consolidated reporting for all countries are supervised by the Orange Group CSR department. This department works closely with the CSR teams in the Europe, France and MEA zones, in line with the principle of subsidiarity defined in the New Business Model (NBM). The Orange Digital Center teams in the 3 zones are responsible for coordinating their respective networks at national and international level, notably through regular videoconference meetings and

annual working seminars. They also ensure that the network continues to develop through cross-functional projects and tools and synergies between the countries. When the Group collects data on its non-financial performance, they are responsible for the reporting process.

The countries are responsible for rolling out joint programs, adapting them to local conditions where necessary. They also coordinate program communication and impact measurement.

Finally, the Orange Foundation (part of Group Communications), Orange Venture (part of Group Strategy) and the Orange Fab teams (part of Orange Innovation) provide expertise and operational support as close as possible to the entities: at Group, zone and country level. The Orange Foundation contributes its expertise

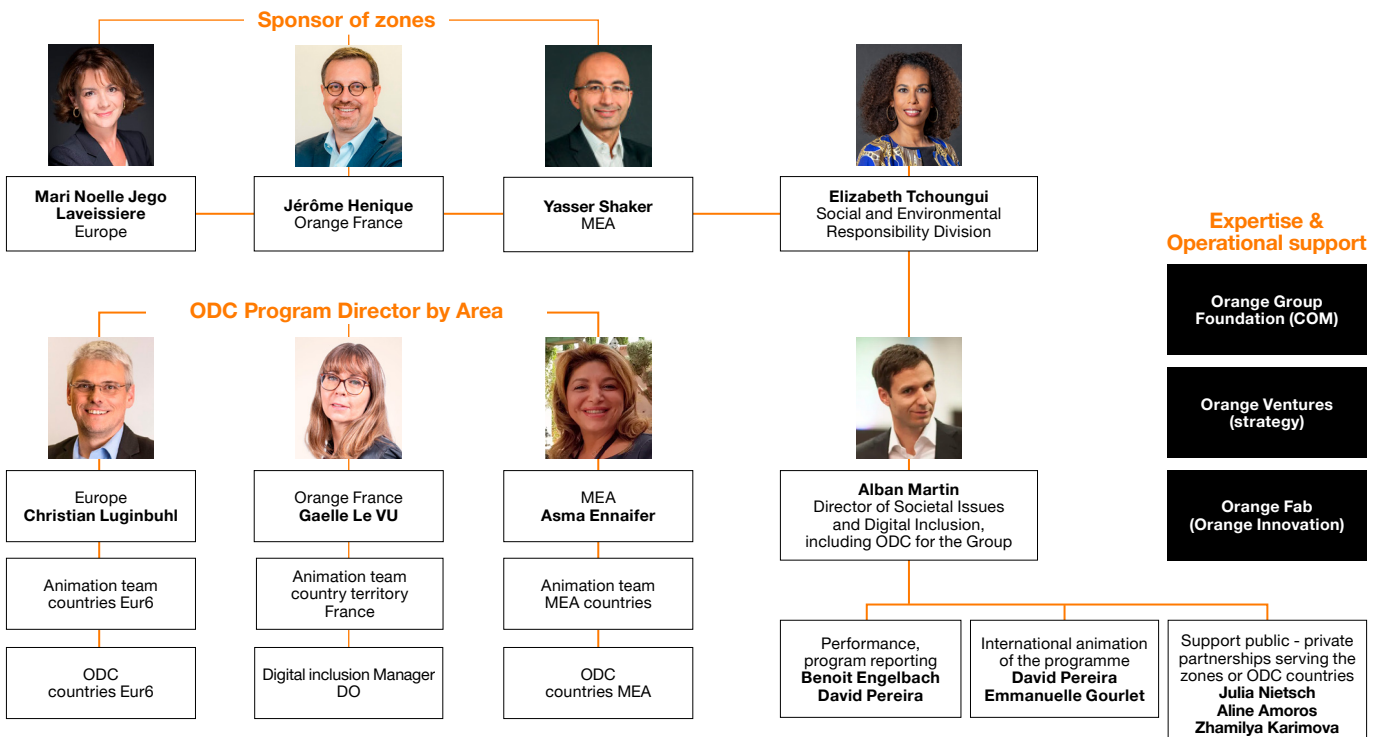
and skills in corporate philanthropy, Orange Fab in incubating startups, and Orange Venture in identifying the most promising projects and helping them raise funds.



**For Europe, we discussed the extension of the employee engagement/ volunteering platform: “Engage For Change”, which is already deployed in Africa and the Middle East. Internal employees could also volunteer to run ODC training sessions.**

**Participating in the Open ODC meeting 2024**

## Group Governance of the Orange Digital Center Program



# 05

## Case studies: 5G Connect Danube Delta, 360° digital inclusion in Romania

In 2024, Orange in Romania raised €3.5 million from the European Union to set up a large-scale inclusion project. To achieve this, it relied on an ecosystem of players linked to the Orange Digital Center program.



The Connecting Europe Facility Digital call for projects: “5G end Edge for Smart Communities” rewards innovation in connectivity. Orange Romania went one step further with the highest rated project of the 32 applications (24/25), committing to provide inclusive connectivity focused on users and their applications.

On the one hand, it’s a technical challenge to connect the Danube delta, a difficult-to-access area, to the network. The EU’s support will enable the deployment of new 5G antennas and infrastructure in hard-to-reach locations.

At the same time, Orange will develop its range of essential digital services, drawing on the Orange Digital Center’s ecosystem of startup partners:

- The startup Telios Care, which connects residents of the Danube Valley to teleconsultation centers via a mobile application. This connected health initiative is supported by the Ministry of Health.
- Education is another major challenge that digital technology is helping to address. Orange Romania Foundation programs and the Virtual Board distance learning solution will be deployed to enable real-time collaboration between students and teachers, particularly in more remote areas.
- The environment and slow tourism will be promoted by our partner association MILA 23, which will develop a GPS application to discover the flora and fauna of the Danube Valley to encourage eco-tourism.

In addition, Orange will provide digital training to local residents and young students, in order to develop a larger base of users or contributors to these essential services.

An Orange Digital Center club will be opened in conjunction with the MILA 23 association, to provide free training in the use of these tools. And the region’s schoolchildren and teachers will have easier access to the Orange Romania Foundation’s educational content platform: Digitaliada.

In conclusion, this innovative project mobilizes all the components of the Orange Digital Center program to provide inclusive and impactful connectivity on a daily basis. And it perfectly illustrates Orange’s purpose: **“As a trusted partner, Orange gives everyone the keys to a responsible digital world.”**

## Find out more...

### About Orange Digital Centers

Orange Digital Center: a commitment to digital equality | Orange Com  
2023 Integrated annual report

### Videos

Reducing queues is Ahref's idea with Liberrex | Brut.  
Testimonials from ODC beneficiaries in Moldova

### And also

Our contribution to the Sustainable Development Goals | Orange Com  
Thematic sheet: Combating different forms of digital divides (orange.com)  
Orange Foundation



[www.orange.com](http://www.orange.com)