

Employee distribution

Employees by business line

	2018	2017	2016
Customers	49.7%	49.3%	48.9%
Innovation	2.4%	2.4%	2.3%
Support departments	13.3%	13.6%	13.1%
Content & multimedia	0.3%	0.4%	0.4%
IT systems	9.7%	9.4%	9.1%
Networks	22.5%	23.4%	23.9%
Others	2.1%	1.5%	2.3%

Employees by geographical area

	2018	2017	2016
France	60.9%	62.1%	62.9%
Spain	3.8%	3.6%	3.4%
Poland	9.0%	9.9%	10.3%
Other European countries	8.3%	7.3%	6.8%
Africa	11.6%	11.2%	10.7%
Asia-Pacific	4.0%	3.7%	3.5%
Americas	2.4%	2.2%	2.4%

Gender equality in the workplace

	2018	2017	2016
% of women in the active workforce	36.1%	36.1%	36.1%
% of women in managerial positions	30.6%	29.9%	29.4%
% of women in management networks	29.8%	28.5%	27.3%