

France Telecom-Orange signs an agreement creating a Global Works Council (GWC)

- The Group has signed an agreement creating a new social dialogue body which covers its global footprint
- The 33 members of the GWC, will be elected for four years, and will meet at least once a year

On 23rd June, France Telecom-Orange signed an agreement creating a Global Works Council with employees representatives (Alliance Syndicale Mondiale UNI, delegation from the European Works Council and French Unions)

Following the creation of the European Works Council in 2004 and the worldwide agreement in 2006 about fundamental employee rights, the France Telecom group has now created a new body designed to promote social dialogue in every country in which the Group is present. The creation of this council covers the Group's entire international scope, which currently has more than 43% of its personnel working outside France and 12% working outside Europe.

With this agreement, France Telecom aims to reinforce its dialogue with all employees by creating a single platform to share Group-wide information. The Global Works Council will provide a forum allowing employee representatives from across the world to share information and discuss the challenges that lie ahead as well as the various international economic, financial and social issues to affect the Group on a global level.

Employee representatives on the council may be labor union representatives (France, Poland and the majority of the African countries), persons designated by elected employee representation forums (Romania, Slovakia, Switzerland and Great Britain), or persons directly elected by employees (Dominican Republic, USA, India, etc.).

The Global Works Council comes in addition to existing employee representation bodies, whether national or European, but in no way oversees or replaces them.

The council will be comprised of 33 members, each elected for four years, representing countries with more than 400 employees. It will be convened by the France Telecom group's Chief Executive Officer, who is also Chairman of this council, at least once a year. The first meeting will be held during the second half of 2010.

About France Telecom

France Telecom, one of the world's leading telecommunications operators, had in 2009 total sales of 45.9 billion euros (10.9 billion euros for the first quarter 2010) and at 31 March 2010, the Group had a customer base of 183.3 million customers in 32 countries. Orange, the Group's single brand for internet, television and mobile services in the majority of countries where the company operates, now covers almost 131 million customers. At 31 March 2010, the Group had 123.7 million mobile customers and 13.5 million broadband internet (ADSL) customers worldwide. Orange is the number three mobile operator and the number two provider of broadband internet services in Europe and, under the brand Orange Business Services, is one of the world leaders in providing telecommunication services to multinational companies.

The Group's strategy, which is characterized by a strong focus on innovation, convergence and effective cost management, aims to establish Orange as an integrated operator and benchmark for new telecommunications services in Europe. Today the Group remains focused on its core activities as a network operator, while working to develop its position in new growth activities. To meet customer expectations, the Group strives to provide products and services that are simple and user-friendly, while maintaining a sustainable and responsible business model that can be adapted to the requirements of a fast-paced and changing eco-system.

France Telecom (NYSE:FTE) is listed on Euronext Paris (compartment A) and on the New York Stock Exchange.

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