

France Telecom announces the signing of a new agreement on job equality between women and men

The agreement, reached by France Telecom and five trade unions (CFDT, CFTC, CGT, FO and SUD) is an important new step towards greater job equality, in line with the company's employment policies. It affects all France Telecom SA employees based in France, and is part of the extension of the law on equal salaries dated 23 March 2006 and the sector agreement dated 23 September 2005, emphasising in particular the principle of non-discrimination.

For the period 2004-2006, women represent 37% of France Telecom S.A. employees, with an imbalance in female/male distribution in certain professions: one job out of two is, indeed, filled by a woman in the field of sales or customer relations but only one out of ten in the field of networks.

France Telecom wants to take concrete action to ensure greater professional equality in all its activities. For example, the company would like to obtain the "Job Equality Label" in France and apply for equivalent schemes when they exist in the other countries where the Group is present.

To act on this ambition, the new agreement establishes many measures, in particular in the following areas:

- Developing gender-neutral employment and recruiting
- Balancing professional/family life, in particular in the field of parenthood
- Reducing female/male differences in remuneration
- Strengthening of equality in career development and training
- Raising the awareness and information of players
- Appointing a job equality correspondent in each entity
- Monitoring indicators identified in the agreement by a monitoring commission including representatives of the trade unions that signed the agreement
- Actions to strengthen gender balance in Representative Personnel Bodies

For **Olivier Barberot**, Executive VP in charge of France Telecom Group Human Resources: "This agreement is another milestone in our commitment to job equality. Our company must be the mirror of our 167 million customers worldwide, half of whom are women. I am convinced that job equality between women and men encourages vitality and social cohesion, while strengthening the economic efficiency of the company, and I am satisfied that this vision has met with the approval of trade unions".

About France Telecom

France Telecom, one of the world's leading telecommunications operators, serves more than 167 million customers in five continents as of September 30, 2007, of which two thirds are Orange customers. The Group had consolidated sales of 51.7 billion euros in 2006 and 39.4 billion euros for the first nine months of 2007. At September 30, 2007 the group had 106.9 million mobile customers and 11.4 million broadband internet (ADSL) customers. Launched in June 2005, the NEXt program (New Experience in Telecommunications) will enable the Group to pursue its transformation as an integrated operator and make France Telecom the benchmark for new telecommunications services in Europe. In 2006, Orange



became the Group's single brand for Internet, television and mobile services in the majority of countries where the company operates, and Orange Business Services the brand name for services offered to businesses worldwide. France Telecom is the number three mobile operator and the number one provider of broadband internet services in Europe and one of the world leaders in providing telecommunication services to multinational companies.

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

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