

## Victor Agnellini to accelerate momentum of Alcatel-Lucent's transformation

Paris, July 28, 2009 - Alcatel-Lucent (Euronext Paris and NYSE: ALU) today announced the appointment of Victor Agnellini as Senior Vice President, Transformation.

Based in Paris, Agnellini will orchestrate the transformation initiatives being done throughout the company into a single global project. In this role Agnellini will work with company leaders to accelerate and drive alignment of the many transformation initiatives launched several months ago - ensuring that Alcatel-Lucent becomes more responsive, moves decision making closer to the customer, reduces complexity, and ultimately achieves profitable growth.

These company-wide transformation actions are grouped into three key areas:

- Strategy - enhance the value of Alcatel-Lucent for its customers through the execution of its application enablement vision and the alignment of the company and its portfolio and R&D around this focus;
- Systems and Structure - improve and streamline the company's structure, processes, balance sheet, and business model, including developing an eco-system of co-sourcing partners such as the recent alliance with HP, that will help Alcatel-Lucent to address the growth opportunities created by the convergence of IT and telecoms and become more agile throughout its operations;
- Culture and Behavior - energize corporate transformation by enhancing decision making and improving customer engagement through reducing management complexity, simplifying the customer relationship processes, and encouraging a collaborative corporate culture by further improving the already strong use of Web 2.0 communication technologies within the company.

Formerly president of Alcatel-Lucent's activities in the Caribbean and Latin American region, Agnellini has a strong background in working with customers to evolve their networks and embrace new Web 2.0 services and applications. He also oversaw the systems and structures of thousands of employees across 17 countries in one of the most diverse and fast-growing regions in the world.

"Since December 2008 when we announced Alcatel-Lucent's new strategy and realignment of our operations, we have proven we can transform the company with clear results," said Alcatel-Lucent CEO Ben Verwaayen. "Victor's nomination today is a major step in making sure that at a global level, we have the transformation activities in our systems, processes, strategy and culture all fully orchestrated. This is a critical step in returning the company to profitability while staying entirely focused on our customers' needs."

"Coming from a position that supported customers on a daily basis, I know Alcatel-Lucent has everything it takes to be successful. We have a clear vision, the resources and the talent to make it happen. My role will be to ensure we now have a global vision and company culture which is absolutely customer driven in everything we do," said Victor Agnellini, Senior Vice President, Transformation.

Victor Agnellini has over 20 years of experience in sales, marketing and business development in the telecommunications industry. Prior to his most recent role as president of the Caribbean and Latin American region, he also held key roles in Sales and Operations. In his current appointment, he will report into Claire Pedini, Executive Vice President Human Resources and Transformation. Victor has a degree in Electrical Engineering from Universidad Nacional de Rosario in Argentina.

Read more on Alcatel-Lucent's Transformation program:

Alcatel-Lucent: [major strategic transformation and realignment of operations](#)

#### **About Alcatel-Lucent**

Alcatel-Lucent (Euronext Paris and NYSE: ALU) is the trusted partner of service providers, enterprises and governments worldwide, providing solutions that to deliver voice, data and video communication services to end-users. A leader in fixed, mobile and converged broadband networking, IP technologies, applications and services, Alcatel-Lucent leverages the unrivalled technical and scientific expertise of Bell Labs, one of the largest innovation powerhouses in the communications industry. With operations in more than 130 countries and the most experienced global services organization in the industry, Alcatel-Lucent is a local partner with a global reach. Alcatel-Lucent achieved revenues of Euro 16.98 billion in 2008 and is incorporated in France, with executive offices located in Paris. For more information, visit Alcatel-Lucent on the Internet: <http://www.alcatel-lucent.com>

#### **Alcatel-Lucent Press Contacts**

Régine Coqueran  
Peter Benedict

Tel: + 33 (0)1 40 76 49 24 [regine.coqueran@alcatel-lucent.com](mailto:regine.coqueran@alcatel-lucent.com)  
Tel : +33 (0)1 407 650 84 [pbenedict@alcatel-lucent.com](mailto:pbenedict@alcatel-lucent.com)

#### **Alcatel-Lucent Investor Relations**

Rémi Thomas  
Tom Bevilacqua  
Tony Lucido  
Don Sweeney

Tel: + 33 (0)1 40 76 50 61 [remi.thomas@alcatel-lucent.com](mailto:remi.thomas@alcatel-lucent.com)  
Tel: + 1 908-582-7998 [bevilacqua@alcatel-lucent.com](mailto:bevilacqua@alcatel-lucent.com)  
Tel: + 33 (0)1 40 76 49 80 [alucido@alcatel-lucent.com](mailto:alucido@alcatel-lucent.com)  
Tel: + 1 908 582 6153 [dsweeney@alcatel-lucent.com](mailto:dsweeney@alcatel-lucent.com)