

## Information on women and men share in the Supervisory Board and Management Board of Orange Polska S.A. (as at the end of 2018)

Management Board	2018		2017		2016		2015	
	Number	Share %	Number	Share %	Number	Share %	Number	Share %
Women	2	25%	2	29%	2	29%	2	25%
Men	6	75%	5	71%	5	71%	6	75%
<b>Total</b>	<b>8</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>8</b>	<b>100%</b>

  

Supervisory Board	2018		2017		2016		2015	
	Number	Share %	Number	Share %	Number	Share %	Number	Share %
Women	2	14%	3	21%	3	21%	4	27%
Men	12	86%	11	79%	11	79%	11	73%
<b>Total</b>	<b>14</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>15</b>	<b>100%</b>

One of the Company's priorities is to ensure equal access of men and women to managerial positions within the Company. Therefore, Orange Polska has adopted guidelines for a project, which will set gender quotas for managerial positions and introduce a new recruitment policy. Orange Polska follows a policy of appointing people with appropriate competence, professional experience and education to the Company's Boards.