

**Current Report (13/2020)**  
**Orange Polska S.A. – Warsaw, Poland**  
**23 June 2020**

Pursuant to Article 17(1) of the Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (market abuse regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC, the Management Board of Orange Polska S.A. (“Orange Polska”, Company”) announces the conclusion of an amendment to the Social Agreement with Trade Unions.

**Orange Polska signed with the Trade Unions an amendment to the Social Agreement for the years 2020–2021 to partially mitigate the negative impact of Covid-19 pandemic on its business performance**

On June 23, 2020, the Management Board of Orange Polska concluded negotiations with its Social Partners on an amendment to the Social Agreement for the years 2020–2021, the key provisions of which were announced in the Current Report #20/2019 of December 12, 2019.

The rate of basic salary increases in 2020 was reduced from 3.5% to 1.0%. Furthermore, the employer made a declaration that it would minimise the number of dismissals in the process of collective redundancies until the end of 2020, which means that the quota of departures in 2020, which was set at 1,250 employees, may not be fully utilized. The amounts of severance pay and additional compensation for departing employees specified in the Social Agreement were not changed. The rate of potential basic salary increases in 2021 and the voluntary departures cap set in the Social Agreement combined for 2020-2021 were not modified, either.

The amendment to the Social Agreement is an element of Orange Polska’s comprehensive efforts to partially offset the negative impact of the COVID-19 pandemic on the Company’s business performance.

Moreover, the Company informs that on 22 June 2020, pursuant to article 17 clause 4 of the MAR Regulations, it decided to delay disclosure to the public of the inside information. In the view of the Management Board the ongoing negotiations with Trade Unions regarding changes in the Social Agreement constituted from 22 June 2020 inside information within the meaning of Article 7 of the MAR Regulations, however immediate disclosure to the public of this information could prejudice the legitimate interests of Orange Polska.