

**Current report 8/2022**  
**Orange Polska S.A. – Warsaw, Poland**  
**22 April 2022**

Pursuant to art. 5, item 5 of the Decree of the Minister of Finance of 29 March 2018 on current and periodic information provided by issuers of securities and conditions for recognising as equivalent information required by the laws of a non-member state, the Management Board of Orange Polska S.A. ("Orange Polska") informs about appointment of persons supervising Orange Polska.

On April 22, 2022, the Annual General Meeting of Orange Polska S.A. appointed as the Supervisory Board members of Orange Polska the following persons:

- Mr. Bartosz Dobrzyński
- Ms. Monika Nachyła – for the new term of office
- Mr. Marc Ricau – for the new term of office
- Mr. Jean-Michel Thibaud – for the new term of office
- Mr. Maciej Witucki – for the new term of office

On the same day:

- Mr. Maciej Witucki was reappointed as the Chairman and Mr. Marc Ricau was reappointed as the Secretary of the Supervisory Board;
- Ms. Bénédicte David and Mr. Bartosz Dobrzyński were appointed by the Supervisory Board as Members of the Remuneration Committee thereof, replacing Mr. Michał Kleiber, whose mandate had expired as of the date of the Annual General Meeting, and Mr. Jean-Marc Vignolles, who had resigned his position; and
- Mr. Bartosz Dobrzyński was appointed by the Supervisory Board as Member of the Strategy Committee thereof, replacing Mr. Michał Kleiber, whose mandate had expired as of the date of the Annual General Meeting.

Resumes:

**Bartosz Dobrzyński** (born 1970) started a professional career as a journalist in the mid 90-ties before moving to marketing roles. Spent over 20 years in the telecommunication sector with the most notable position as a head of consumer propositions at Orange (2001-2008) and later as CMO, member of the Management Board of Play (2008-2018). During its tenure Play, starting from scratch, became one of the leading operators in the mobile market.

After leaving Play he was involved in advising various companies and startups in the fields of business models and marketing.

Educated at Warsaw University (journalism, MBA) and IESE Barcelona (Advanced Management Program).

According to his statement, Mr. Bartosz Dobrzyński is not engaged in any activities competitive to the business of Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Bartosz Dobrzyński is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Monika Nachyła** (born 1968), non-executive director with many years of international, C-suite experience in the areas of private equity, investor relations, ESG and sustainability, operational financial management and strategy development. Monika Nachyła is a graduate of the Warsaw School of Economics. She holds also post-graduate diplomas in social psychology and agriculture.

She began her professional career as an auditor at Arthur Andersen in Warsaw and Salustro Reydel in Paris. Between 1995 and 2000, she held the position of CFO at Sanofi-Synthélabo, greatly contributing

to its success as one of the major players in the pharmaceutical market in Poland. From 2000 to 2011, she has been active in the private equity sector. As the Vice President for Portfolio & Fund Operations of Innova Capital she supervised its portfolio companies. Subsequently, as the Partner in charge of Investor Relations at Enterprise Investors, she was responsible for fundraising and investor relations.

In 2011, she joined the Supervisory Board of one of the leading Polish banks BGŻ (controlled by Rabobank; currently BNP Paribas) as a non-executive director of the Supervisory Board and an Audit Committee. From 2013 to 2015, she served as the Vice President of BGŻ Management Board responsible for the strategy and development as well the bank's strategic agribusiness division.

Since May 2017, she is a Partner at Abris Capital Partners, private equity fund manager investing in Central Europe, where she has been responsible for investor relations, public relations, ESG (responsible investing standards) and supervision of selected portfolio companies. She is also a member of the Abris Management Committee.

She acted as a non-executive director of multiple supervisory boards (BGŻ BNP Paribas, Allianz Polska, Euler Hermes Polska, Mykogen), focusing on monitoring of the key performance indicators (KPI), shareholders value creation and senior management coaching. At the Polish Private Equity and Venture Capital Association, she chaired the Corporate Governance Committee and was a member of the Investor Relations Taskforce.

At present, she serves as a member of the Supervisory Board and the Risk Committee of Bank BGŻ BNP Paribas, a member of the Supervisory Board of Graal and the Chairwoman of the Supervisory Board of Velvet Care. In addition, she is a member of the Board and the ESG Committee at the Polish Private Equity and Venture Capital Association.

Member of the Orange Polska Supervisory Board since 24 April 2019.

According to her statement, Ms. Monika Nachyla is not engaged in any activities competitive to the business of Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Ms. Monika Nachyla is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Marc Ricau** (born 1960) has been working in France Telecom Orange group since 1986. He is graduate of IEP (Science Po Paris) & ENSPTT School and has a master degree in statistical and software techniques. He took different positions during his professional career in telecommunications area both abroad, as managing director of FCR consulting in Mexico, and in France, mainly in commercial areas and customer services but also in finance and network management.

Marc joined Orange AMEA (Africa, Middle East and Asia) in 2009, as Country and Partnerships Vice-President for the zone and was a member of several boards of subsidiaries in Africa (Orange Mali, Orange Guinea, Orange Niger, Orange Bissau and Sonatel Multimedia) until early 2013. He was also responsible for the development of new projects and businesses, mainly focused on improving the daily life of population in developing African countries in the areas of telco services in agriculture, health, education and entrepreneurship, among others.

In November 2012, Marc joined the Orange Europe Division as Vice-President of Poland Operations and simultaneously became a member and Secretary of the Supervisory Board of Orange Polska as well as a member of the Audit Committee and Remuneration Committee of Orange Polska.

In 2015 - 2017 he was a member of the Board of Directors of Orange Slovensko and from June 2017 he is a member of the Supervisory Board and a member of Audit Committee of Orange Slovensko and also a member of the Board of Trustees of Nadacia Orange Foundation. Marc is currently responsible for the support of Operations in Poland and in Slovakia within the Orange Europe Division.

According to his statement, Mr. Marc Ricau is not engaged in any activities competitive to the business of Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would

be competitive to Orange Polska. Mr. Marc Ricau is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Jean-Michel Thibaud** (born 1969), Orange Group Deputy CFO in charge of controlling. He is a graduate from Centrale-Supélec engineer school and from Sciences Po Paris.

He started his career spending 7 years in the banking business in export, structured and project finance.

He joined Orange in 2001 as manager then head of project finance, and became the Orange Group Treasurer in 2008 until 2012, covering debt raising (bonds, corporate, project, structured finance), relationship with rating agencies, and equity capital markets as well as cash management and customer financing.

Between 2013 and 2019, he acted as CFO and Senior VP, Strategy, Transformation & General Services at Orange Business Services. Orange Business Services is a worldwide provider of IT & Telecom services for large corporates with € 7.3 bn revenues and 25,000 people. Member of the Orange Polska Supervisory Board since April 24, 2019.

According to his statement, Mr. Jean-Michel Thibaud is not engaged in any activities competitive to the business of Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Jean-Michel Thibaud is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Maciej Witucki** (born 1967), President of the Polish Confederation Lewiatan - the leading Polish employers' organization since June 2019. In 2006 - 2019 served as the vice-president of Lewiatan. Graduated from the Poznan University of Technology. He held post-graduate studies in the field of industrial systems management in Ecole Central Paris (France). He specialized in logistics and decision-supporting systems.

He started his business career in Cetelem Bank (Paribas Group) – first in France, then in Poland. From October 2001 he was working in the capacity of the Member of the Management Board while from 2005 – as the President of the Management Board of Lukas Bank (Credit Agricole Group).

He joined Orange Group in 2006: in the years 2006 – 2013 he was the President of the Management Board while on 19 September 2013 he assumed the position of the Chairman of the Supervisory Board at Orange Polska.

From January 2016 to February 2019 he was the President of the Management Board at Work Service. He is a member of the supervisory boards at UNIQUA, Auchan, TISE and Krynica Vitamin.

From 2010 to 2017 he was the President of the Polish and French Chamber of Industry and Commerce (CCIFP). He is a Member of the Board of Directors at Atlantic Council of the United States, member of the Management Board of the Prof. Bronisław Geremek Centre Foundation and Executive Committee Member of GLOBSEC.

According to his statement, Mr. Maciej Witucki is not engaged in any activities competitive to the business of Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Mr. Maciej Witucki is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.