

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

Julien Ducarroz, Jacek Kunicki, Maciej Nowohoński and Jacek Kowalski reappointed for the new terms of office to the Orange Polska Management Board

On 21 April 2023 the Supervisory Board of Orange Polska reappointed Mr. Julien Ducarroz as the CEO and President of the Management Board for the next terms of office and Mr. Jacek Kunicki, Mr. Maciej Nowohoński, Mr. Jacek Kowalski for the next terms of office as members of the Management Board.

The renewals were made before the expiration of the current terms of office. The new terms of office start on the day of the next Annual General Meeting that will accept the financial statements of Orange Polska for 2022. According to the Articles of Association of Orange Polska, the term of office of the Management Board member is three years calculated from the appointment date to the date of the General Meeting which approves the financial statements for the second full financial year of his service as a member of the Management Board, for a period of three years.

Julien Ducarroz is the CEO and President of the Management Board of Orange Polska, Jacek Kunicki is the Board Member in charge of Finance, Maciej Nowohoński is the Board Member in charge of Carriers Market and Real Estate Sales, Jacek Kowalski is the Board Member in charge of Human Capital.

Resumes

Mr. Julien Ducarroz (born 1975), CEO and President of the Management Board of Orange Polska since September 1, 2020. Between 2016 and 2020, he was the CEO of Orange Moldova, the country's largest convergent operator. His achievements included the launch of convergent services with the acquisition of major cable operators, cultural transformation to implement entrepreneurial mindset and adopt agile ways of working across the organisation, and preparation for the introduction of mobile financial services.

Julien Ducarroz has extensive experience in the telecom industry, with more than ten years on executive positions, gained in different countries in a number of areas, including strategy and commercial functions. He joined the Orange Group in 2002 in the International Division, then continued as the Business Intelligence and Value-based Marketing Manager in Orange Group Marketing in London (2003–2004). Subsequently, he became the Deputy Chief Marketing Officer in Orange Nederland (2006–2007). In 2007 he joined Orange Romania as the Strategy Director, and from May 2009 to May 2016 he managed sales, marketing and marketing communication as the Chief Commercial Officer. He has graduated from Swiss Federal Institute of Technology of Lausanne and Zurich.

According to his statement, Mr. Julien Ducarroz does not conduct any business activity outside 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. Julien Ducarroz is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Mr. Jacek Kunicki (born 1979) has worked at Orange Polska since 2003, holding a number of managerial positions of growing responsibility within the finance area. In particular, he was the Director of Investor Relations from 2010 to 2014 and Orange Polska Group Chief Controller from 2014. Jacek Kunicki has held the position of Orange Polska Chief Financial Officer as the Executive Director in charge of Finance from March 31, 2020 and as the Management Board Member in charge of Finance from July 21, 2020.

Jacek Kunicki is a Member of the Supervisory Boards of several Orange Polska Group companies: NetWorkSI, Światłowod Inwestycje, BlueSoft and Światłowod Inwestycje, as well as a Member of the Supervisory Board of the Polish Association of Listed Companies (SEG). In 2020–2022, he served as a Member of the Supervisory Board of TP Teltech. Prior to joining Orange, he worked in the finance team of the telecom operator Energis Polska. He graduated from the Higher School of Management in Warsaw and holds an MBA from the Oxford Brookes University.

According to his statement, Mr. Jacek Kunicki does not conduct any business activity outside 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. Jacek Kunicki is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Mr. Maciej Nowohoński (born 1973), Management Board Member in charge of Carriers Market and Real Estate Sales (previously in charge of Finance from March 2014).

He has been with Orange Polska since 2003 and has held several positions of growing responsibility in finance, including Orange Polska Chief Financial Officer in 2014–2020. In 2020 and 2021, he was responsible for the establishment and launch of the wholesale operator Światłowod Inwestycje. Prior to that, he was a Member of the Management Board of Emitel from 2010 to 2011 and the Chief Financial Officer of PTK Centertel between 2011 and 2013. Since January 2020, as a Member of the Management Board of Orange Polska, he has been responsible for the carriers market and real estate sales. Furthermore, he is the Chairman of the Supervisory Board of Światłowod Inwestycje. Prior to joining the Orange team, he worked for Arthur Andersen and Andersen Business Consulting.

He is a graduate of the Foreign Trade Faculty of the Economic University of Poznań and the Dutch HAN University of Applied Sciences in Nijmegen (the Netherlands).

According to his statement, Mr. Maciej Nowohoński does not conduct any business activity outside 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 Nowohoński is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

Mr. Jacek Kowalski (born 1964), the Management Board Member in charge of Human Capital since January 2011. Previously, from 2009, he was the Executive Director in charge of Human Resources at Telekomunikacja Polska (now Orange Polska). He started his career in the Group in 2001 as the Manager of Human Resources in Sales & Marketing at PTK Centertel. From 2005, he was the Branch Director for Employee Competence and Development Management. Prior to that, he worked as the Director of the Entrepreneurship and Human Resources School in Infor Training (an Infor Media Group company) and the Director of the National In-Service Teacher Training Centre, responsible for the implementation of training programmes supporting the development of education in Poland. Prior to that, he was a history teacher (and enthusiast), the designer of educational programmes and solutions, the author of handbooks and textbooks, a certified trainer and a project manager.

He graduated from the Faculty of History at the University of Warsaw (1989) and completed postgraduate studies in local government and non-governmental organisation management also at the University of Warsaw (1996).

He is a member of the Advisory Board of the Polish Human Resources Management Association. He is also the Chairman of the Supervisory Board of the Orange Polska Pension Fund and a Member of the Supervisory Boards of Integrated Solutions and the Orange Foundation. For over seven years he has been a member of Human Explorers, an informal association of over a dozen leading Polish companies, represented by their Chief Human Resources Officers, which is focused on developing and sharing innovative HR solutions. Furthermore, he is a member of the Pro Bono Leaders initiative and an enthusiast of volunteering as a movement that makes the world a significantly better place.

According to his statement, Mr. Jacek Kowalski does not conduct any business activity outside 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. Jacek Kowalski is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.