

**Current report 9/2023**  
**Orange Polska S.A. – Warsaw, Poland**  
**23 May 2023**

Pursuant to Article 5(4,5) 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 that on 1 September 2023 Liudmila Climoc will replace Julien Ducarroz as the President of the Management Board of Orange Polska.

**On 1 September 2023 Liudmila Climoc will replace Julien Ducarroz as CEO of Orange Polska. Julien Ducarroz will become the CEO of Orange Romania**

On 23 May 2023 the Supervisory Board of Orange Polska appointed Liudmila Climoc to the position of the President of the Management Board of Orange Polska (CEO). She will take up her position as of 1 September 2023.

*- In her seven years of leadership, Liudmila and her team in Romania have been the protagonists of many 'firsts', like the launch of 5G services, showing creativity, enthusiasm, and unlimited resources of energy. More importantly, Liudmila ran the transformation of Orange Romania from a mobile to a convergent operator. She is a skilled leader, and I'm confident in her power to deliver sustainable growth and continue Julien's mission in Poland - said **Mari-Noëlle Jégo-Laveissière, Executive Vice President, CEO of Orange in Europe (outside France) and deputy chairwoman of Supervisory Board of Orange Polska** - Thanks to his passion and skills, Julien made impactful changes at Orange Polska. He developed a strategy during these turbulent years and delivered both financial and commercial results successfully above expectations, allowing the company to grow and strengthen its market position despite challenging headwinds. I'd like to thank Julien for leading the Orange Polska team with unflagging energy throughout the difficult time of the pandemic, amidst the turbulences brought on by the macro-economic and geopolitical environment stemming from the war in Ukraine. I am convinced that he will address any challenges in Romania just as successfully – she added.*

The position of CEO of Orange Polska will be **Liudmila Climoc's** third CEO role in her career. With 25 years of experience in telecommunications, Liudmila became the CEO of Orange Moldova in 2008, and in 2016 was appointed the CEO of Orange Romania. During her mandate, Orange Romania went through a complex transformation from a mobile-only company into a fully integrated operator, a journey that started in 2016 with the launch of the first convergent services for residential customers, and continued with the expansion of fibre optic coverage across the country. In 2021, the company accelerated its convergent strategy by acquiring the majority stake of Orange Romania Communications (formerly known as Telekom Romania Communications). Today, as a result, Orange Romania offers convergent services and integrated digital solutions to both residential customers and corporate local businesses.

With a keen focus on innovation, Liudmila and her team provided Romanian customers access to the newest technologies and services and enabled the development of a complex local 5G Orange ecosystem. Romania was the first country in the Orange Group to launch 5G, and it has opened two 5G labs in major Romanian cities, that act as innovation hubs for the research and startup community. At the same time, 5G and Orange ICT solutions contribute to the development of large-scale projects and to the technological advance of companies in Romania. Under her leadership, Orange Romania's digital line of business was consolidated, and YOXO brand was launched as a 100% digital proposition becoming a very popular brand amongst users of all ages. Due to her focus on customer experience and delivering premium quality for connectivity, Orange Romania is now the #1 network with the fastest fixed and mobile 5G, consolidating its leading position in the Romanian market.

*- After spending three years in Poland, for personal reasons, I will be returning to Romania. I know Liudmila very well and I am confident that together with the Orange Polska team, she will lead the company along the path of further sustainable growth, said **Julien Ducarroz, CEO of Orange Polska**.*

**Julien Ducarroz** has been the CEO of Orange Polska S.A. since 1 September 2020. Under his leadership the company announced and implemented the .Grow strategy. Now at its mid-point, the strategy has resulted in an acceleration of growth of the company's sales and profits and a strengthening of the company's market position – thanks to the strength of the core business and taking advantage of innovative digital development and internal transformation with a strong focus on the Green agenda. During his tenure Orange Polska executed its landmark FiberCo JV project, which secured further expansion of the fibre footprint, strengthened the company's balance sheet and contributed to the fight against digital exclusion in Poland. The operator launched Poland's first 5G campus networks at customers' premises, establishing strong foundations for further 5G development. Over the past three years, Orange Polska became the leading Smart City provider in Poland, and established a more sustainable and reinforced position on the wholesale market. Orange Flex became the first net zero telecoms service on the Polish market, and the company fulfilled its climate ambitions of achieving at least 65% of renewables in its energy mix two years ahead of plan.

*- During his tenure, Julien exceeded the plan he presented when he assumed the helm of Orange Polska. He set the company on a new track, introducing a more agile and flexible work model, necessary in today's reality. And above all, he is an inspiring leader whose ideas we can continue to build on, said*  
**Maciej Witucki, Chairman of the Supervisory Board of Orange Polska.**

Liudmila Climoc joined the Orange Group in 1998, and held several management positions until 2008, when she was promoted from Sales & Distribution Director to CEO of Orange Moldova. Born in 1975, she graduated from engineering studies at the Technical University of Republic of Moldova and holds an Executive MBA at Newport University USA/ProEra Moldova program, 2011-2013.

According to her statement, Liudmila Climoc 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. Liudmila Climoc is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.