

Current report 8/2025
Orange Polska S.A. – Warsaw, Poland
17 April 2025

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 17 April 2025, the Annual General Meeting of Orange Polska S.A. appointed as the Supervisory Board members of Orange Polska the following persons:

- **Bartosz Dobrzyński - independent member - for the new term of office**
- **Monika Nachyła - independent member - for the new term of office**
- **Marc Ricau - for the new term of office**
- **Maciej Witucki - for the new term of office**

Resumes :

Bartosz Dobrzyński (born in 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. Independent Member of the Supervisory Board, Member of the Strategy and Remuneration Committees

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).

Member of the Orange Polska Supervisory Board since 22 April 2022.

Monika Nachyła (born 1968), Independent Supervisory Board Member with extensive international experience in senior management roles across the financial sector, investor relations, ESG and responsible business, operational financial management, and strategy development.

A graduate of the Warsaw School of Economics, she also holds postgraduate diplomas in social psychology and agriculture.

She began her career as an auditor at Arthur Andersen in Warsaw and Salustro Reydel in Paris. From 1995 to 2000, she served as CFO at Sanofi-Synthelabo, playing a key role in establishing the company as a leading player in the Polish pharmaceutical market. Between 2000 and 2011, she worked in the private equity sector. At Innova Capital, as Vice President of Portfolio & Fund Operations, she oversaw the fund’s portfolio companies. Later, at Enterprise Investors, as Partner responsible for Investor Relations, she managed fundraising efforts and investor relations.

In 2011, she was appointed to the Supervisory Board of BGŻ Bank (owned by Rabobank, now BNP Paribas) as an independent board member and a member of the audit committee. Between 2013 and 2015, she served as Vice President of BGŻ Bank, a Management Board member responsible for strategy and development as well as the bank’s strategic agriculture business. From May 2017 to January 2025, she was a Partner at Abris Capital Partners, a private equity firm managing funds in Central Europe, where she oversaw Investor Relations, Public Relations, ESG (responsible business standards), and supervision of portfolio companies.

In recent years, she has also served as an independent supervisory board member at BGŻ BNP Paribas, Allianz Poland, Euler Hermes Poland, and Mykogen, focusing on strategy execution, key performance metrics, value creation for shareholders, and coaching management board members.

Currently, she is a Supervisory Board Member at Orange Polska (member of the Strategy and Audit Committees), Šiaulių Bankas in Lithuania (Chair of the Audit Committee), and Nationale Nederlanden TUnŻ SA and Nationale Nederlanden TU SA (Chair of the Audit Committees).

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 July 2015, he was also appointed member of the Board of Directors of Orange Slovensko s.a. Marc is currently responsible for the support of Operations in Poland and in Slovakia within the Europe Division.

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 S.A.

He is a member of the supervisory boards at Auchan Polska, MAK Ubezpieczenia 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.