

## **REPORT**

### **on the activities of the Strategy Committee of the Supervisory Board of Orange Polska S.A. in 2024**

The Strategy Committee was established by virtue of the Resolution of the Supervisory Board dated 15 June 2005. The Committee is a collegial body whose role is to support the work of the SVB, in particular in the following areas:

- strategic plans set out by the Management Board and especially their main strategic options;
- the Management's planning processes;
- strategic projects related to the development of Orange Polska (such as strategic agreements, alliances, technological and industrial co-operation agreements; significant acquisitions and sales of assets).

Furthermore the Strategy Committee provides support and advice to the Management Board in each of those areas.

#### **Strategy Committee members in 2024:**

Chairman:

Jean-Marc Vignolles

Members:

Philippe Béguin

Bénédicte David

Bartosz Dobrzyński (Independent Director)

Monika Nachyła (Independent Director)

Maria Pasło-Wiśniewska, PdD (Independent Director)

Wioletta Rosołowska (Independent Director) - until 9 February 2024

Permanent guests:

Maciej Witucki, Chairman of the Supervisory Board

Russ Houlden, Chairman of the Audit Committee

All Supervisory Board Members are invited to participate in Strategy Committee meetings and participate in them regularly.

Orange Polska Management Board members actively participate in the works of the Committee, whenever appropriate.

Secretary of the Strategy Committee in 2024 was Maria Janczar, Orange Polska Corporate Strategy & Market Research Director.

In 2024 the Strategy Committee held three meetings.

## Letter from the Chairman of the Strategy Committee

Dear Shareholders,

As we reflect on the year 2024, we can recognise it as an important period in which we faced challenges in macroeconomic and in competitive environment. At the same time, 2024 was a period of remarkable achievements for Orange Polska. The year marked the conclusion of our ,Grow strategic plan with its focus on innovation and growth, while laying the groundwork for our future direction.

The Strategy Committee has been instrumental in navigating these challenges, ensuring that we not only completed our existing objectives but also prepared for the challenges and opportunities that lie ahead.

One of the significant milestones achieved this year was the rollout of our 5G network in C-band frequencies, made possible following the long-awaited distribution of this band. This allowed us to expedite our high-quality mobile network, which enhanced our service offerings and positioned us competitively in the market, providing our customers with the best possible experience.

Another top priority area for the Strategy Committee was the substantial progress in extending our fibre network. These efforts included organic growth as well as strategic partnerships and acquisitions, culminating in several important takeovers completed during 2024. These moves reflect our dedication to expanding our reach and enhancing connectivity for our customers.

As we prepare to define our new strategy, we have devoted considerable time to understanding the evolving economic and telecommunications landscape. This forward-looking analysis has been crucial in identifying trends and potential shifts that will shape our strategic decisions moving forward.

We appreciate your continued support and confidence in our leadership as we embark on this next chapter. Together, we will build on our successes and navigate the future with a clear vision and purpose.

**Jean-Marc Vignolles**

Chairman of the Strategy Committee

## Issues on the Strategy Committee's agenda for 2024

### *.Grow strategy execution after 2,5 years*

Committee reviewed Orange Polska's progress report on implementation of the .Grow strategic directions and key ambitions. Challenges to execution of the strategy were analysed, together with the path to deliver all of its strategic goals by the end of 2024.

### *OPL fibre strategy*

The Polish fiber market is experiencing significant growth in both infrastructure availability and retail services. OPL's strategy addresses this dynamic by maintaining a strong focus on expanding fiber reach through both organic and inorganic options, along with commercialization efforts. Discussions included rollout plans, participation in EU-funded programs, continued investment via FiberCo, and various M&A activities.

### *Overview of OPL competitive landscape*

The Polish telco environment is fast evolving due to ongoing competitive pressure and increasing customer demands. The Committee exchanged on current and potential future evolution of operators strategic focus as well as existing geographical differences in their market positioning and perception. Forward looking market dynamics and consumer trends were discussed in light of the new Orange Polska strategy definition.

### *Mobile infrastructure plan*

The Committee analysed key elements of Orange Polska mobile infrastructure strategy including technologies phaseout, new spectrum allocation, frequencies reshuffling, and the mobile network rollout plan. The context of competitive operators mobile network strategies was also discussed.

### *ESG execution & potential*

Orange is an industry leader in terms of ESG on Polish market, demonstrating strong execution delivered under .Grow strategy. Increasing regulatory pressure and business interest related to ESG highlight OPL's commitment to this area, including the implementation of new requirements for the ESG reporting process.