

**Current report (14/2025),  
Orange Polska S.A. – Warsaw, Poland  
14 November 2025**

Pursuant to Art. 17 clause 1 of the Regulations (eu) no 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (market abuse regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC, the Management Board of Orange Polska S.A. ("Orange Polska") hereby informs about the start of discussions with Social Partners.

**Orange Polska has started discussions regarding a new Social Agreement**

On 14 November 2025, Orange Polska has started discussions with its Social Partners regarding a new Social Agreement. The new Social Agreement is to be valid for the period of two years (2026–2027). In particular, it will determine the number of voluntary leaves during the period, basic salary increases and the continuation of the 'Friendly Work Environment' programme. Discussions on the new Social Agreement are a part of the implementation of the Lead the Future strategy, which focuses on long-term value creation, among other things, by improving operational efficiency. Conclusion of the discussions will be announced by a separate current report.