

**Current report (15/2025),
Orange Polska S.A. – Warsaw, Poland
4 December 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") announces the conclusion of the Social Agreement.

Orange Polska signed the Social Agreement for the years 2026-2027 with trade unions, under which up to 1,000 employees may benefit from voluntary departures.

On 4 December 2025, the Management Board of Orange Polska concluded negotiations with the Social Partners on the terms of a new Social Agreement that will be in force in 2026–2027. The negotiations regarding its implementation for the year 2026 were also concluded simultaneously.

In particular, the Social Agreement for 2026–2027 sets the number of voluntary departures in the next two years at 1,000 people (around 12% of total number of employees) and determines a financial package for employees leaving Orange Polska under the voluntary departure scheme. It also provides for potential basic salary rises (5.5% in 2026 and not less than 5% in 2027) and the amount of additional compensation for employees who will reach retirement age in the next four years, while specifying the position and role of internal mobility with the support of the allocation programme. To employees whose contracts are to be terminated by the employer, the Social Agreement provides opportunity to take advantage of the participation in the job seeking support program on the market. In addition, the Social Agreement for 2026– 2027 provides among others for activities for a friendly work environment, wellbeing and continuation of medical coverage. Orange Polska also committed to keep its training budget at current level in 2026-2027, which will support employees in upskilling and reskilling their competencies, in line with Lead the Future strategy.

The negotiated terms for 2026 set the number of employees to leave at 540 and determine the rules of voluntary departures, the amount of severance pay and additional compensation for departing employees. The terms also specify the rules and selection criteria to be applied to people whose employment will be terminated by the employer for reasons not attributable to employees. The amount of compensation package per departing employee will depend on their corporate seniority.

Signing of new Social Agreement is a part of the implementation of the Company's strategy, which focuses on the long-term value creation particularly by improving operational efficiency. Management's preliminary estimate of the provision for employment termination resulting from the aforementioned agreement is at around PLN 150 million. This estimate reflects growth of provision per employee versus the previous Social Agreement resulting mainly from different assumptions on average pay of those who are leaving. The final calculation will be covered in the accounts of the fourth quarter of 2025, with no impact on EBITDAaL.