

Additional disclosure regarding remuneration of the President of the Management Board

With reference to the Report on the Remuneration of the Members of the Management Board and Supervisory Board of Orange Polska S.A. in 2025, we hereby provide further clarification on the President of the Management Board's remuneration.

Liudmila Climoc, who serves as the President of the Management Board of Orange Polska S.A., is employed by Orange Global International Mobility SA (OGIM SA), based in Switzerland, a company within the Orange SA capital group, and is posted to Orange Polska S.A. for the duration of her term as President of the Management Board. The remuneration of the President of the Management Board, both fixed and variable, is determined by the Supervisory Board of Orange Polska S.A., but paid by OGIM S.A., and then reimbursed to OGIM S.A. by Orange Polska S.A. as a reimbursement of costs related to this posting. The fixed remuneration of the President of the Management Board presented in the table consists of base salary, benefits, and social security contributions. The details of those items are shown in the table below.

(PLN '000)	2024	2025	Change yoy	Comment
Base salary	1,551	1,522	- 29	Denominated in Euro (EUR 360k) and not changed yoy
Benefits	1,714	1,964	250	Includes among others due to exchange rate adjustments from previous years
Social security contributions	878	1,230	351	Increase mainly due to higher variable remuneration and due to higher benefits
Tax	0	137	137	Tax corresponding to 2024 remuneration
Total	4,143	4,852	709/17%	