

**Current report 6/2026**  
**Orange Polska S.A. – Warsaw, Poland**  
**10 March 2026**

Pursuant to art. 5, item 6 of the Decree of the Minister of Finance of 6 June 2025 on current and periodic information disclosed by issuers of securities and the terms governing recognition of information required by the laws of a non-member state as equivalent information, the Management Board of Orange Polska S.A. ("Orange Polska", "Company") informs about appointment of managing persons for the new terms of office.

**Liudmila Climoc, Jacek Kowalski, Jacek Kunicki and Maciej Nowohoński reappointed for the new terms of office to the Orange Polska Management Board**

On 10 March 2026 the Supervisory Board of Orange Polska reappointed the following persons for the next terms of office as members of the Management Board: Liudmila Climoc, Jacek Kowalski, Jacek Kunicki and Maciej Nowohoński.

The renewals were made before the expiration of the current terms of office. The new terms of office start on the day of the next Annual General Meeting that will accept the financial statements of Orange Polska for 2025. According to the Articles of Association of Orange Polska, the term of office of the Management Board member is three years calculated from the appointment date to the date of the General Meeting which approves the financial statements for the second full financial year of his service as a member of the Management Board, for a period of three years.

Liudmila Climoc is the President of the Management Board, Jacek Kowalski is the Board Member in charge of Human Capital, Jacek Kunicki is the Board Member in charge of Finance and Maciej Nowohoński is the Board Member in charge of Carriers Market and Real Estate Sales.

## **Resumes**

**Liudmila Climoc** (born 1975), CEO and President of the Management Board of Orange Polska since 1st September 2023. During this period, Orange Polska successfully completed the .Grow strategy in 2024, delivering on its ambitious operational and financial objectives, strengthening its market position and generating a significant increase in value for shareholders. From 2025, under her leadership, the Company is implementing the Lead the Future strategy, aimed at further growth through commercial activities and business transformation.

Previously, from 2016, Liudmila served as CEO of Orange Romania. During her mandate, Orange Romania went through a complex transformation from a mobile-only company into a fully integrated operator.

Liudmila Climoc has 25 years of experience in the telecommunications industry. She joined the Orange Group in 1998, starting her career at Voxel (now Orange Moldova) and held several managerial positions until 2008, when she was promoted from Chief Sales Officer to Chief Executive Officer. She has a degree in engineering from the Technical University of Moldova and holds an Executive MBA from the Newport University USA/ProEra Moldova programme between 2011–2013.

According to her statement, Liudmila Climoc does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Jolanta Dudek is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Jacek Kowalski** since 2011 he has been a Board Member in charge of Human Capital at Orange Polska. Before joining Orange he was an Executive Director of Human Resources and a Director of Competency Management and Employee Development. He started his journey at Orange as a Learning and Development Manager and an HR Business Partner for Sales at PTK Centertel. Before Orange for a few years he managed a team delivering B2B consulting services in the field of learning and organizational development as a Director and Board Member at Infor Training (Grupa Wydawnicza INFOR). Early in his career Jacek worked in education as a private school teacher, a project manager, a certified trainer, an instructional designer, an editor and finally as a Director of the Centralny Ośrodek Doskonalenia Nauczycieli where he was responsible for projects related to education reform and Poland's accession to the European Union.

In 1989 he graduated from The University of Warsaw with a degree in history. In 1996 he completed a postgraduate course in local government and NGO management. He holds a Trainer of Trainers Certificate from the TERM Programme 1995-96 (Sheffield International College).

Throughout his professional career Jacek Kowalski has participated in many change management and transformation projects. He is a type of manager who takes great pride in working with creative and courageous teams. He prefers learning through practice. His favourite concepts include: The Learning Organization (P. Senge) and The Reflective Practitioner (D. Schon). He is a member of an informal group called Human Explorers. He is also a Member of the Program Board at the Polskie Stowarzyszenie Zarządzania Kadrami, a Liderzy Pro Bono initiative participant and the Chairman of the Supervisory Board at PTE Orange.

According to his statement, Jacek Kowalski does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Jolanta Dudek is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Jacek Kunicki** (born 1979) has worked in Orange Polska since 2003 holding a number of managerial positions of growing responsibility within the finance area. In particular he was the Director of Investor Relations from 2010 to 2014 and Orange Polska Group Chief Controller from 2014 to 2020, where he played a critical role in the success of the trends turnaround and in the pivot to commercial value strategy. From 31 March 2020 he holds the position of Orange Polska's Chief Financial Officer. During this period, the Company successfully implemented the .Grow strategy, achieving all of its financial objectives and creating value for shareholders. Over the four years of the strategy's implementation, the Company's EBITDAaL increased by 19%, i.e. by more than PLN 500 million, despite significant challenges arising from the macroeconomic environment.

Jacek Kunicki is a supervisory board member of BlueSoft, Integrated Solutions, Światłowód Inwestycje and NetWorkS! (Orange Polska Group companies) and a Member of the Supervisory Board of the Polish Association of Listed Companies (SEG). Between 2020-2022, he was a Member of the Supervisory Board of TP Teltech. Before joining Orange, Jacek worked in the finance team of a telecom Energis Polska. He graduated from the Higher School of Management in Warsaw and holds an MBA from the Oxford Brookes University.

According to his statement, Jacek Kunicki does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Jolanta Dudek is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.

**Maciej Nowohoński** (born 1973), has been associated with Orange Polska since 2003. He has held various roles with increasing responsibilities, including the function of the Management Board Member for Finance of the Orange Polska Group in 2014-2020. In 2020 and 2021, he was responsible for the creation and launch of the wholesale operator, Fiber Optic Investments. Earlier, in 2010-2011, Maciej also held the position of Member of the Management Board at Emitel, while in 2011-2013 he was a Member of the Management Board for Finance at PTK Centertel. From January 2020, he is responsible in the Management Board of Orange Polska for the market of operators' clients and the sale of real estate. Maciej is a Member of the Supervisory Board of Swiatlowod Inwestycje. Before joining the Orange team, he worked, among others, for Arthur Andersen and Andersen Business Consulting.

He is a graduate of Foreign Trade at the Poznań University of Economics and Business School – Hogeschool van Arnhem en Nijmegen in the Netherlands.

According to his statement, Maciej Nowohoński does not conduct any business activity outside Orange Polska and is not a partner in any partnership under civil law or another type of partnership, or a member of a governing body of any incorporated company or any other legal entity which would be competitive to Orange Polska. Jolanta Dudek is not listed in the Register of Insolvent Debtors maintained pursuant to the National Court Register Act.