

REPORT

on the 2025 activities of the Remuneration Committee of the Orange Polska S.A. Supervisory Board

The Remuneration Committee was established by virtue of the Resolution of the Supervisory Board dated 16 June 2004 as a consultative body of the Supervisory Board.

Remuneration Committee members

- Maria Pasło-Wiśniewska, PhD – the Chairwoman (Independent Board Member)
- Benedicte David
- Bartosz Dobrzyński (Independent Board Member)
- Marc Ricau

The Secretary of the Committee was Jacek Kowalski, Management Board Member in charge of Human Capital.

Letter from the Chairwoman of the Remuneration Committee

Dear Shareholders,

At the beginning, let me inform you that in 2025 the Remuneration Committee was composed of four members and the Committee's composition remained unchanged.

The Committee fulfilled its duties and advised the Supervisory Board and Management Board on the general remuneration policy of Orange Polska, as in previous years.

Orange Polska is at the beginning of implementation its *Lead the Future* strategy, which is planned for the years 2025 -2028 and is focused on consistent value creation for shareholders. The goal is digitalization, strengthening the network and infrastructure and transformation of the processes towards the excellence quality of customer services. Achieving these goals is possible only by professional and motivated team of managers and employees. Therefore, developing their competences and constant care about their motivation would stay in the centre of RemCo interest.

In 2025 the Company successfully implemented its year-round goals and ambitions, continuing its customer-first approach in all activities.

I am pleased that the Company is becoming a much stronger player in the Polish telecommunications market.

Before I present the detailed tasks of the Remuneration Committee in 2025, I would like to thank all the managers and employees of Orange Polska for the quality of their work and engagement. Thanks to the professional work of the teams, the Company achieves a lot.

I would also like to thank the Committee Members for their time, professional opinions and cooperation.

Please find below the details about the activity of the Remuneration Committee in 2025.

Maria Pasło-Wiśniewska

Chairwoman of the Remuneration Committee

Main responsibilities of the Committee

The Remuneration Committee should meet at least four times a year. The task of the Committee is to advise the Supervisory Board and Management Board on the general remuneration policy of Orange Polska Group and to make recommendations on appointments to the Management Board.

The Committee's detailed tasks include:

- determining the conditions of employment and remuneration of the Members of the Management Board;
- considering proposals made by the CEO or the Supervisory Board concerning new appointments to the Management Board, taking part in the final stage of the process and making the appropriate recommendation to the Supervisory Board about the candidates;
- considering proposals made by the CEO or the Supervisory Board regarding resignation of any Member(s) of the Management Board and making, if necessary, a relevant recommendation to the Supervisory Board;
- giving recommendations to the Supervisory Board regarding the amounts of bonuses for the Members of the Management Board;
- providing an opinion on the remuneration policy for most senior executives and on the general remuneration policy for the wider Orange Polska Group. In both cases this must take into account the relative market position of Orange Polska Group's terms of engagement and remuneration levels;
- producing a report for the Supervisory Board on the activity of the Committee and assessment of the remuneration policy of Orange Polska Group.

In 2025 the Remuneration Committee had five meetings and took several sets of actions as outlined below. All Members of the Remuneration Committee attended all meetings of the Committee.

The Remuneration Committee's positive recommendations to the Supervisory Board in 2025:

- 1) evaluation of the Management Board Members' goals for 2024
- 2) Stretch Bonus for the CEO and for the Management Board Members (MBMs) for 2024
- 3) conditions of Stretch Bonus for the CEO and for the MBMs for 2025
- 4) the OPL LTI wave 2 2022-2024 settlement
- 5) the OPL LTI wave 4 2024-2026 targets
- 6) the OPL LTI wave 5 2025-2027 launch/targets
- 7) Orange Group LTIP 2025-2027
- 8) Amendment to the LTI Incentive Programme Regulation

The Remuneration Committee issued the positive opinions on:

- 1) establishment of the MBO goals for Management Board Members for 2025
- 2) the Report on the Remuneration of the Members of the Management Board and Supervisory Board of Orange Polska S.A. in 2024
- 3) the realization of the Remuneration Policy – included in the OPL Management Board's Report on the Activity 2024
- 4) the Remuneration Committee's Annual Report 2024
- 5) the application of Bożena Leśniewska to join the SVB of BNP Paribas Bank Polska S.A

The Remuneration Committee positively acknowledged:

- 1) HC Dashboard – a periodic report on matters of Human Capital
- 2) information on the realization of goals after H1 2025
- 3) the OPL employees' opinion survey – Voice up

- 4) plan in case of hypothetical changes in the structure of employed capital
- 5) information on Cybersecurity in the context of data of the OPL employees
- 6) benefits granted to the Management Board Members due to Orange Polska internal regulations
- 7) report on realisation of agreement with Orange Global International Mobility SA.
- 8) Witold Drożdż's information on not accepting the proposal of participation in the supervisory board of PGE PAK Energia Jądrowa S.A.
- 9) headcount evolution in the OPL Group (analysis of workforce efficiency in the perspective of the new Strategy and comparison with the market

The Remuneration Committee operated in accordance with its working plan for 2025 approved by all the Remuneration Committee's Members. All recommendations of the Remuneration Committee were accepted by the Supervisory Board.