



Warsaw, 26 October 2026

Government Plenipotentiary for Equality

Department for Equal Treatment

Chancellery of the Prime Minister

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Report on gender balance in the corporate bodies of Orange Polska S.A. in 2025

Pursuant to Article 90gi of the Act of 3 July 2026 amending the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to an Organised Trading System, and Public Companies, and the Act on the Implementation of Certain European Union Provisions on Equal Treatment (the "Public Offering Act"), the Management Board of Orange Polska S.A. ("Orange Polska" or the "Company") hereby presents a report on the representation of each gender in the Company's corporate bodies and the measures taken to ensure gender balance in those bodies.

Orange Polska has a Diversity Management Policy for Management Board Members, adopted in 2021, and a Diversity Management Policy for Supervisory Board Members, adopted in 2022. These policies aim to ensure a consistent framework for selecting individuals to serve on these bodies and assessing their qualifications and competencies. The duties and responsibilities, as well as the requirements related to qualifications, experience and competencies of the Supervisory Board Members, are specified in the Company's Articles of Association. In addition, we apply the provisions of the Best Practice for WSE Listed Companies 2021.

In the process of selection of Members of the Management Board of Orange Polska, the Supervisory Board:

- shall be guided by the transparency of the candidate selection rules and criteria;
- shall make decisions on the selection of the Management Board Members based on the appropriate level of knowledge, skills, education, competences and professional experience of the candidates;
- shall ensure that the Management Board Members include members with diverse backgrounds in terms of gender, age, specialist knowledge, education and professional experience;
- regarding to gender diversity, shall aim to maintain women's representation at no less than 30%.

The Company met the above requirements in 2025. As of 31 December 2025, the Management Board comprised eight members, including three women and five men. Women accounted for 37.5% of its members. There were no changes to the composition of the Company's Management Board in 2025.

In the process of selection of Members of the Supervisory Board, the General Meeting:

- shall make decisions on the selection of Supervisory Board Members based on the appropriate level of knowledge, skills, education, competences and professional experience of the candidates;
- shall ensure that the Supervisory Board Members include members with diverse backgrounds in terms of gender, age, specialist knowledge, education and professional experience;

- shall ensure the presence of at least four members of the Supervisory Board who meet the independence criteria specified in the Act of 11 May 2017 on statutory auditors, audit firms and public oversight, as well as the Company's Articles of Association and who have no real and significant connections with a shareholder holding at least 5% of the total number of votes in the Company;
- regarding to gender diversity, shall aim to maintain women's representation at no less than 30%.

The Company met the above requirements in 2025. As of 31 December 2025, the Supervisory Board comprised 14 members, of whom five were women and nine were men. Women accounted for 35.7% of the Supervisory Board. There were no changes to the composition of the Company's Supervisory Board in 2025.

Information on the diversity policies applied in 2025 was included in Section 7.8, "Diversity Policy," of the Management Board's Report on the Activities of the Orange Polska Capital Group and Orange Polska S.A. in 2025.

In accordance with the guidelines set out in the Public Offering Act, which implements Directive (EU) of the European Parliament and of the Council of 23 November 2022, known as the Women on Boards Directive, we provide a list of individuals who held positions in the Company's corporate bodies between 1 January and 31 December 2025, specifying their gender and the type of position held:

Function	Gender (F/M)	Company body	Period of service in 2025	
			from	till
President of the Management Board	F	Management Board	1.01	31.12
Vice President of the Management Board in charge of Consumer Market	F	Management Board	1.01	31.12
Vice President of the Management Board in charge of Business Market	F	Management Board	1.01	31.12
Management Board Member in charge of Strategy and Corporate Affairs	M	Management Board	1.01	31.12
Management Board Member in charge of Network and Technology	M	Management Board	1.01	31.12
Management Board Member in charge of Human Capital	M	Management Board	1.01	31.12
Management Board Member in charge of Finance	M	Management Board	1.01	31.12
Management Board Member in charge of Carriers Market and Real Estate Sales	M	Management Board	1.01	31.12
Chairman of the Supervisory Board	M	Supervisory Board	1.01	31.12
Deputy Chairman of the Supervisory Board	F	Supervisory Board	1.01	31.12
Deputy Chairman of the Supervisory Board	M	Supervisory Board	1.01	31.12
Supervisory Board Member and Secretary	M	Supervisory Board	1.01	31.12
Supervisory Board Member and Chairman of the Audit Committee	M	Supervisory Board	1.01	31.12
Supervisory Board Member and Chairman of the Strategy Committee	M	Supervisory Board	1.01	31.12
Supervisory Board Member and Chairwoman of the Remuneration Committee	F	Supervisory Board	1.01	31.12
Supervisory Board Member	F	Supervisory Board	1.01	31.12
Supervisory Board Member	F	Supervisory Board	1.01	31.12
Supervisory Board Member	F	Supervisory Board	1.01	31.12
Supervisory Board Member	M	Supervisory Board	1.01	31.12
Supervisory Board Member	M	Supervisory Board	1.01	31.12
Supervisory Board Member	M	Supervisory Board	1.01	31.12
Supervisory Board Member	M	Supervisory Board	1.01	31.12
Total number of women in the Company's corporate bodies	8			
Total number of men in the Company's corporate bodies	14			

During the reporting period, the Company met the requirement to ensure gender balance in its corporate bodies, as set out in the Women on Boards Directive and the Public Offering Act. The time-weighted average representation of the underrepresented gender exceeded 33%, reaching 36.4%.

Representation rate of the underrepresented gender in the corporate bodies of Orange Polska in 2025

Category	Management Board	Supervisory Board	TOTAL	%
Total number of person-days in 2025	2920	5110	8030	
Total person-days – women	1095	1825	2920	36.4%
Total person-days – men	1825	3285	5110	63.6%

Percentage of the underrepresented gender (time-weighted average)	36.4%
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In order to align the provisions of its existing internal regulations with the guidelines set out in the Women on Boards Directive and the Public Offering Act, Orange Polska intends to prepare a gender balance policy for the Company's corporate bodies and have it adopted at the next General Meeting of Shareholders in 2027.