

- 1. Shareholder's question:** Is there a ban in the Company on answering the shareholders' questions asked outside the General Assembly?
Answer: Naturally, there is no such a ban. The Company answers the shareholders' questions in line with the Code of Commercial Companies.
- 2. Shareholder's question:** Who is to blame for the settlement with Netia?
Answer: All matters related to the settlement with Netia have been described in the Company's financial statements.
- 3. Shareholder's question:** Is there a sufficient number of the Supervisory Board members present, as required by the Code of Best Practice, to answer shareholders' substantive questions?
Answer: Yes, the Supervisory Board is represented at the General Assembly in a number which enables providing substantive answers to the questions asked.
- 4. Shareholder's question:** Why does Ms. Bochniarz not participate in General Assemblies and, consequently, cannot be asked any questions?
Answer: Although the presence of all members of the Supervisory Board at the General Assembly is not mandatory, a considerable number of the Supervisory Board Members try to participate.
- 5. Shareholder's question:** What is a reason behind such a disproportion between the Company's results and the remuneration of the members of the Management Board and the Supervisory Board?
Answer: The remuneration of the members of the Management Board is overviewed by the Remuneration Committee. The remuneration of the members of the Supervisory Board is determined by the General Assembly. The Company has adopted the Remuneration Policy, and the remuneration details are provided in the Company's financial statements. The remuneration of the members of the Management Board consists of a fixed part and a variable part. The variable part depends on the achievement of the goals specified in the annual budget. These goals are very concrete and the extent of their achievement affects the variable part of the remuneration. The Company's results reflect the fact that the Company operates in a very competitive environment. However, each manager is assessed on an individual basis.
- 6. Shareholder's question:** Why has the Company implemented the Oracle system, which generates a lot of errors? Who pays for that?
Answer: The Oracle system was selected several years ago and its operation has been subject to regular monitoring since then. In the Company's opinion both the technical and economic terms of the contract with Oracle are very good.
- 7. Shareholder's question:** Why is the Company carrying out rebranding, as people do not even associate the Orange Polska brand accurately yet?
Answer: The Company has started to refresh the Orange brand. It is an inexpensive task. However, such an operation is performed from time to time. We believe that such operations are to the benefit of the Company.