

**Current Report (8/2020)**  
**Orange Polska S.A. – Warsaw, Poland**  
**4 June 2020**

Pursuant to Article 17(1) of the Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (market abuse regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC, the Management Board of Orange Polska S.A. ("Orange Polska") announces the conclusion of an agreement with Trade Unions regarding changes in the Collective Labour Agreement.

**Orange Polska signed with Trade Unions changes to Collective Labour Agreement to partially mitigate negative impact on Covid-19 pandemic on its business goals**

On June 4, 2020, the Management Board of Orange Polska concluded negotiations with the Social Partners regarding changes in the Collective Labour Agreement (CLA) concerning among others jubilee awards.

According to the current provisions of CLA Orange Polska employee were entitled to jubilee awards employees upon completion of a certain number of years of service. According to the agreed changes these current rules regarding jubilee awards will no longer exist from April 2021. At the same time, in the period between April and December 2021 employees with years of service in the range of 15-30 years will receive one-off jubilee award in the specified amount depending on years of service.

Agreements mentioned above will cause reversal of the balance sheet provisions related to liabilities for future jubilee awards. The Management Board of Orange Polska will conduct the relevant analysis, and the financial impact resulting from the aforementioned changes in CLA will be covered in the accounts for the second quarter of 2020.

The CEO of Orange Polska Jean-François Fallacher said: "Covid-19 pandemic is affecting Orange Polska business goals and requires us to take sometimes difficult decisions to launch counteractive measures to partly limit this impact. Against this backdrop I am pleased that we have reached an agreement with our social partners that we believe is beneficial for Orange Polska and our employees. This is a consequence of our long term approach based on constructive dialogue and respect that takes into account long term interests of both parties."

Moreover, the Company informs that on 19 May 2020, pursuant to article 17 clause 4 of the MAR Regulations, it decided to delay disclosure to the public of the inside information. In the view of the Management Board the ongoing negotiations with Trade Unions regarding changes in the Collective Labour Agreement constituted from 19 May 2020 inside information within the meaning of Article 7 of the MAR Regulations, however immediate disclosure to the public of this information could prejudice the legitimate interests of Orange Polska.