



**Current Report 3/2025**  
**Orange Polska S.A., Warsaw, Poland**  
**12 February, 2025**

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. hereby provides selected, preliminary and non-audited financial and operating data related to the activities of the Orange Polska Capital Group (“the Group”, “Orange Polska”, “Company”) for 4Q and FY 2024.

The financial information presented in this document has not been audited and therefore neither the Company nor its Directors or Officers accept responsibility for any errors, omissions or changes made between the unaudited and the audited financial information. The Company will publish audited financial statements with the auditors’ report on 20 February 2025.

**Orange Polska successfully completes a four year .Grow strategy  
with a strong 2024 performance**

**Highlights:**

➤ **2024 guidance delivered:**

2024	Revenues	EBITDAaL	eCapex
Guidance	flat/low single digit decline	low-to-mid single digit growth	PLN 1.7-1.9bn
Achievements	-1.8% yoy ✓	+4.6% yoy ✓	PLN 1.82bn ✓

➤ **2021-2024 .Grow strategy ambitions achieved**

	Medium-term financial guidance (2021–2024)*	2021–2024 Performance
Revenues	Low single-digit growth (CAGR)**	+2.6% CAGR
EBITDAaL	Low-to-mid single-digit growth (CAGR)**	+4.4% CAGR
eCapex (PLN bn)	1.7–1.9 yearly average for the period	1.71 bn PLN
ROCE	Increase 3–4x (from 1.6% in 2020)	7.9% in 2024 (5x increase)
Net debt / EBITDAaL	We aim to keep safe balance sheet with financial leverage in the range of 1.7–2.2x***	1.1x at the end of 2024

\*As presented in .Grow strategy in June 2021

\*\*Compound annual growth rate

\*\*\*Long-term prospects for net debt/EBITDAaL

➤ **Solid 2024 financial results:**

- **Revenues at PLN 12,732 million -1.8% yoy** (-2.0% yoy in 4Q) reflecting strong growth of core telecom services (+5.4% yoy) offset by IT/IS (-7% yoy) and energy resale (-30% yoy)
- **EBITDAaL at PLN 3,324 million +4.6% yoy** (+6.8% yoy in 4Q) with key support from strong growth of direct margin from core business
- **Net income at PLN 913 million, +11.6% yoy** driven up by an increase in operating profit
- **ROCE at 7.9%** (vs 7.6% in 2023) due to improving operating profit and balance sheet discipline
- **eCapex at PLN 1,822 million, +17% yoy** reflecting run rate of 5G network rollout
- **Organic Cash Flow at PLN 985 million, -16% yoy**, as EBITDAaL growth was offset by higher working capital requirement

key financial figures (PLN million)	4Q 2024	4Q 2023	Change	2024	2023	Change
Revenue	3,423	3,492	-2.0%	12,732	12,970	-1.8%
EBITDAaL	804	753	+6.8%	3,324	3,179	+4.6%
EBITDAaL margin	23.5%	21.6%	+1.9 p.p.	26.1%	24.5%	+1.6 p.p.
operating income	340	109	+211.9%	1,419	1,221	+16.2%
net income	201	72	+179.2%	913	818	+11.6%
eCapex	688	653	+5.3%	1,822	1,555	+17.2%
organic cash flow	321	325	-1.2%	985	1,173	-16.0%

- **Management recommends 10% rise of the dividend, to PLN 0.53 per share, making it a third sequential increase during .Grow period and underscoring the success of the strategy**
- **Management guides for continuation of solid growth and strengthening of OPLs value creation and leadership position in 2025:**

	2024 results	2025 guidance
Revenues yoy	-1.8%	low single digit growth
EBITDAaL yoy	+4.6%	low single digit growth
eCapex	PLN 1.8 bn	PLN 1.8-1.9 bn

### **Commenting on 2024 performance, Liudmila Climoc, Chief Executive Officer, said:**

“2024 marked the completion of our .Grow strategy. Its successful execution has positioned Orange Polska as a leader across all key market segments. We achieved our ambitious operational and financial goals while creating substantial stakeholders’ value and enhancing shareholders’ returns. Our well-functioning commercial engines enabled us to adapt swiftly to changing market conditions, showcasing our execution capabilities. This success would not have been possible without the dedication of our teams, and I extend my deepest gratitude to all Orange Polska employees.

During 2024, the customer bases of all our key subscription services sustained their healthy growth pace despite the more challenging environment in B2B. This was accompanied by solid ARPO growth, particularly in convergence, driven by our consistent value strategy and our ability to meet the evolving needs of our customers.

Our commitment to delivering the best connectivity — at home, at work, and on the move — has driven further good progress in enhancing our mobile and fibre infrastructure. Following the first year of rollout, our 5G network on the C-band spectrum is now available to approximately 40% of the Polish population. In fibre we are expanding our footprint while elevating service quality to a new standard. Orange fibre have reached an additional 1 million households in Poland, thanks to efforts of our FiberCo JV (Światłowód Inwestycje) and strategic acquisitions of local operators. Meanwhile, XGS-PON technology, offering market-leading speeds of up to 8 GB/s, is now available to over 2.5 million households. Our commitment to quality has been validated by independent speed test benchmarks, where both our 5G and FTTH networks ranked #1 in 2024.

I am particularly proud that our customers have rewarded our efforts. In 2024, our Net Promoter Score (NPS) improved across all segments — consumer and business — once again securing the top position in the market. This trust and recognition from our customers reinforce our dedication to a customer-first approach in everything we do.

Next month, we will present our strategic plan. I am confident that this plan will lay the foundation for driving further value creation for all our stakeholders.”

### **2024 Results Review**

- **2024 revenues -1.8% yoy reflecting strong growth of core telecom services (+5.4% yoy) offset by IT&IS (-7% yoy) and energy resale (-30% yoy)**

Revenues amounted to PLN 12,732 million in 2024 and were lower by PLN 238 million or 1.8% year-on-year. Core telecom services (combined revenues of convergence, mobile-only and broadband-only) advanced by a strong 5.4%, accelerating their dynamics versus previous year (+4.8% growth in 2023) as we benefitted from further simultaneous growth of the customer bases and ARPO. This was however offset by three elements. Firstly, a 7% year-on-year decrease of IT&IS revenues, which were affected by slowing demand and high comparable base of 2023 (when IT&IS revenues increase was much above the market). Secondly, a 30% decrease of other revenues due to energy resale revenues (driven by regulatory pressure). Finally, wholesale revenues declined due to regulatory cuts in the mobile termination rates.

In 4Q alone, revenues were down 2.0% or PLN 69 million year-on-year. The drivers of the performance were similar as in the full-year results: core telecom services increased by 6.3% (which was a higher rate of growth versus the previous few quarters), IT&IS revenues were down -11% year-on-year and other revenues decreased 18% year-on-year due to a drop in energy resale business.

➤ **Commercial activity: solid and consistent performance in all key services**

- **+5% yoy growth of B2C convergent customers**, +29k net adds in 4Q
  - Convergent ARPO +4.6% yoy
- **+16% yoy growth of fibre retail customers**, +72k net adds in 4Q (o/w 26k from acquisitions of local fibre operators)
  - 9 million households connectable with fibre
  - Fixed broadband-only ARPO +3.4% yoy
- **+3% yoy growth of post-paid mobile handset customers**, +66k net adds in 4Q
  - Mobile-only handset ARPO +1.6% yoy

KPI ('000)	4Q 2024	4Q 2023	Change
<b>convergent customers (B2C)</b>	<b>1,785</b>	1,700	+4.9%
<b>mobile accesses (SIM cards)</b>	<b>18,608</b>	17,628	+5.6%
post-paid (inc. M2M)	<b>14,297</b>	13,143	+8.8%
o/w mobile handset	<b>9,195</b>	8,941	+2.8%
pre-paid	<b>4,311</b>	4,485	-3.9%
<b>fixed broadband accesses (retail)</b>	<b>2,892</b>	2,821	+2.5%
o/w fibre	<b>1,566</b>	1,349	+16.1%
<b>fixed voice lines (retail)</b>	<b>2,316</b>	2,428	-4.6%

In 2024 we continued to successfully combine solid growth of customer volumes in all key services (convergence, fixed broadband, mobile handset) with improving average revenue that they generate (ARPO).

Our **B2C convergent customer base** increased by 84 thousand or 4.9% year-on-year in 2024 and reached 1.78 million. ARPO from convergent customers expanded by 4.6% year-on-year to PLN 124.3, owing to our value strategy, as well as good demand for content and higher speed fibre offers. In 4Q alone customer net additions reached 29 thousand while ARPO stood at PLN 126.2 and was up 4.7% year-on-year.

Total **fixed broadband customer base** increased in 2024 by 71 thousand and 2.5% year-on-year. Fibre customers base expanded by 217 thousand or 16% as a result of solid customer demand, expansion of the fibre footprint, migration from copper and acquisitions of local fibre operators (42 thousand). In 4Q alone, the fibre net additions stood at 72 thousand, (includes 26k non-organic growth). Already 54% of our broadband customers use fibre. The copper broadband technologies customer base continued to decrease and was lower by 146 thousand versus previous year. ARPO from the broadband-only services stood at PLN 66.4 and grew by 3.4% year-on-year benefitting from value strategy and growing share of fibre customers (fibre generates higher ARPO versus other technologies). In 4Q alone this ARPO stood at PLN 67.2 and was up 3.1% year-on-year.

**Mobile handset customer base** increased in 2024 by 254 thousand or 2.8% year-on-year. This solid growth (slightly higher than in 2023) was fuelled by all our B2C brands, while net additions in B2B slowed down. The mobile-only handset ARPO increased by 1.6% year-on-year. In 4Q alone customer net additions reached 66 thousand while ARPO stood at PLN 29.9 and was up 1.5% year-on-year.

**Pre-paid customer base** in 2024 decreased by 174 thousand or 3.9% year-on-year due to intensive competition and migration to post-paid. ARPO from pre-paid offers stood at PLN 14.7 in 2024 and was up 6.7% year-on-year.

In **fixed voice**, in 2024 net loss of lines stood at 112 thousand as compared to 145 thousand a year ago and reflected structural negative market trends.

➤ **2024 EBITDAaL +4.6% yoy fuelled by good growth of margin from core telecom business & efficiency gains**

EBITDA after Leases (EBITDAaL) for 2024 came in at PLN 3,324 million and was up 4.6% year-on-year or PLN 145 million. The growth was generated almost entirely by a PLN 133 million increase of the direct margin (a difference between revenues and direct costs), while indirect costs were broadly flat year-on-year. Direct margin was driven up by strong growth of core telecom services, an accounting one-off related to connectivity costs from prior periods (PLN 53 million) which was partly offset by declining profits from energy resale. Indirect costs reflected major headwinds stemming from inflation and rising minimum wages. They were compensated by cost transformation and efficiency gains in the network rollout for Światłowód Inwestycje FiberCo JV (visible in other operating income).

In 4Q alone EBITDAaL grew 6.8% year-on-year (or PLN 51 million) as a result of a 1.7% growth of direct margin and a 2% decline of indirect costs. The drivers of the performance were similar as in the full-year results.

➤ **2024 net income +12% yoy due growing operating profit**

Net income for 2024 was PLN 913 million and was up 12% year-on-year (PLN 95 million) over 2023. It was driven by PLN 198 million year-on-year higher operating profit and by a low comparable base in 2023, when we accrued a provision related to the social plan for 2024-2025. Evolution of net income was affected by PLN 78 million higher year-on-year net finance costs resulting from higher interest costs on a more expensive debt and lower year-on-year FX gains.

➤ **2024 Organic Cash Flow at close to PLN 1 billion**

Organic cash flow for 2024 was PLN 985 million. Compared to 2023 it benefitted from growth of EBITDAaL which was offset however by the difference in working capital requirement. In 2024 working capital requirement increased by PLN 97 million, as compared to PLN 234 million reduction in 2023 when we enlarged factoring program of receivables (related to sale of handsets on instalments) and received a large prepayment for network rollout for Światłowód Inwestycje.

**Commenting on 2024 results, Jacek Kunicki, Chief Financial Officer, said:**

"I am pleased with our financial performance in 2024 as we delivered on all of our objectives. It was a year of good development of our core telecom services. The growth rate of revenues from key telecom services accelerated versus its dynamic in the previous year, as we consistently expand both number of customers and ARPO. It translated into solid underlying margin generation which was the key element of 4.6% EBITDAaL increase in 2024. We experienced strong headwinds from energy resale and impact of inflation on our costs, but these were compensated by our cost savings and efficiency gains. The latter, in particular, included strong margin from the network rollout that we execute for the FiberCo JV. This demonstrates our ability to extract value from our assets and projects. I am pleased that our improved operating profitability has translated into solid net income and cash generation, as evidenced by organic cash flow reaching almost 1 billion zloty in 2024.

We met all the financial commitments contained in our .Grow strategy, delivering growth of revenues, EBITDAaL, cash and a landmark improvement of the return on capital employed (ROCE). Since 2020 our EBITDAaL increased by more than 500 million zloty which demonstrates a significant value creation. This was achieved despite huge unexpected headwinds caused by the 2022 energy crisis and two years of double-digit inflation, which impacted our costs. The key to this achievement was growth of our core telecom service revenues and the resulting direct margin. This shift of the source of EBITDAaL development, from cost cutting to commercial development was a crucial part of the .Grow strategy, as it ensures that the EBITDAaL development stems from a solid customer demand and is therefore sustainable. The combination of EBITDAaL growth and disciplined capital allocation throughout the .Grow strategy have enabled us to raise our cash

generation and subsequently to return to sustainable dividends payments, and we are once again in a position to recommend another sequential increase of the dividend per share, to be paid out of the 2024 result.”

### **Management recommends PLN 0.53 dividend per share from 2024 profits**

In line with .Grow dividend policy the Management Board of Orange Polska on 12 February 2025 has adopted a resolution to recommend to Annual General Meeting payment of a cash dividend of PLN 0.53 per share in 2025 from 2024 profits.

The proposal to increase the dividend by 10% is a reflection of solid financial performance in 2024 and the confidence of the management in the future prospects of Orange Polska. The Company will present its new dividend policy together with new mid-term strategy in March.

### **Orange Polska 2025 guidance**

The Management Board of Orange Polska hereby publishes the Company’s guidance for the full-year 2025.

Revenues are forecasted to increase by a low single digit in 2025, predominantly driven by growth of core telecommunication services (convergence, mobile and broadband).

The EBITDAaL for 2025 is expected to grow by a low single digit percentage. We expect EBITDAaL growth to be supported by profitable revenue expansion in the key areas of business and further cost optimisation.

We anticipate the economic capex (eCapex) in 2025 in the range of PLN 1.8-1.9 billion. The range reflects further 5G network rollout, fibre built with EU subsidies and further solid proceeds from disposals of our underutilised real estate. The eCapex definition excludes acquisition of mobile spectrum.

Realisation of this guidance will be monitored by the Company on an ongoing basis. Should there occur material change from the forecast, the Company will make a revision to the forecast and immediately publish it in the form of a current report.

### **Success and value creation of the .Grow strategy**

In 2024, we successfully completed the implementation of our four-year .Grow strategy. We achieved its operating and financial ambitions despite particularly significant challenges resulting from a difficult macroeconomic environment, which we had not anticipated when this strategy was announced in 2021. The .Grow strategy focused on commercial growth of our core business.

In the consumer market, convergence driven by the steady growth in fibre footprint, was the key to value creation. Thanks to simultaneous growth of the number of customers and ARPO, over four years we grew our convergence revenues by close to 50% (with CAGR of 10%, above the 8% minimum level that we set in the strategy). During this time our fibre footprint increased from 5 to 9 million households, mainly through the network rollout made by Światłowód Inwestycje (FiberCo in which we have 50% stake) and wholesale agreement with other infrastructure providers.

In the business market, with the leadership position across all business segments of the telecom market and competences in the ICT area, we provided companies with comprehensive solutions for digital transformation. This led to IT&IS revenue CAGR of 12% versus 9-10% ambition set in the strategy.

As part of the .Grow strategy, we expanded our approach to wholesale business opportunities. This was a natural consequence of our investments in mobile and fixed infrastructure and our ambition to its more efficient use in terms of improved monetisation and revenue generation. As a result, we

have achieved a marked, almost 60%, increase in wholesale revenues, excluding legacy services (based on copper technologies) and interconnect settlements related to traffic termination.

Finally, in the .Grow strategic plan, social responsibility, always very high on our agenda, became one of the main pillars of our strategy. We achieved a number of ambitious environmental and social goals with the key one being the decrease of CO2 emissions in the scopes 1 and 2 by 78% versus the base year of 2015.

While announcing the .Grow strategy, we set a number of financial ambitions. Revenue growth fuelled by our commercial activity and high operating leverage were to be the key drivers for EBITDAaL growth. Furthermore, by keeping capital expenditures at a steady level we intended to increase cash flow generation and improve return on capital employed (ROCE). EBITDAaL growth rate over these four years was close to the top-end of the target, while eCapex was close to the bottom-end of the target. We increased ROCE five-fold, while preserving a solid balance sheet structure.

We achieved it despite enormous and unexpected headwinds related to the external environment, which included the outbreak of war in Ukraine, a huge rise in inflation rate and the minimum wage, and the energy crisis resulting in an immense increase in energy prices. The results achieved prove that our business is built on very strong foundations and that we are able to swiftly respond and adapt with agility to the changing environment.

## Reconciliation of operating performance measure

<i>in PLNm</i>	4Q 2024	FY 2024	4Q 2023	FY 2023
<b>Operating income</b>	<b>340</b>	<b>1,419</b>	<b>109</b>	<b>1,221</b>
Less gains on disposal of fixed assets	-38	-113	-9	-134
Add-back of depreciation, amortisation and impairment of property, plant and equipment and intangible assets*	486	2021	517	2000
Add share of loss of joint venture adjusted for elimination of margin earned on asset related transactions with joint venture	47	152	20	62
Interest expense on lease liabilities	-36	-148	-36	-138
Adjustment for the impact of employment termination programs and reorganisation costs	2	-10	150	166
Adjustment for the costs related to acquisition, disposal and integration of subsidiaries	3	3	2	2
<b>EBITDAaL (EBITDA after Leases)</b>	<b>804</b>	<b>3,324</b>	<b>753</b>	<b>3,179</b>

\*Includes impairment of rights of perpetual usufruct of land historically recognised as property, plant and equipment, subsequently reclassified to right-of-use assets (PLN 7m in 2023 and 1 m in 2024).

## Forward-looking statement

*This press release contains forward-looking statements, including, but not limited to, statements regarding anticipated future events and financial performance with respect to our operations. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts. They often include words like 'believe', 'expect', 'anticipate', 'estimated', 'project', 'plan', 'adjusted' and 'intend' or future or conditional verbs such as 'will,' 'would,' or 'may.' Factors that could cause actual results to differ materially from expected results include, but are not limited to, those set forth in our Registration Statement, as filed with the Polish securities and exchange commission, the competitive environment in which we operate, changes in general economic conditions and changes in the Polish and/or global financial and/or capital markets. Forward-looking statements represent management's views as of the date they are made, and we assume no obligation to update any forward-looking statements for actual events occurring after that date. You are cautioned not to place undue reliance on our forward-looking statements.*

Orange Polska's Management Board is pleased to invite you to the Company's 4Q and full year 2024 results presentation.

**13<sup>th</sup> February 2025**

**Start: 11:30 CET**

The presentation will take place on-line at . It will be available via a live webcast <https://mm.closir.com/liveslidesstreamrs?id=411064> and via a live conference call:

**Time:**

11:30 (Warsaw)

10:30 (London)

05:30 (New York)

**Dial in numbers:**

**Conference Code: 411064**

Poland: 0048 22 124 49 59

Germany: 0049 30 25 555 323

France: 0033 1758 50 878

United Kingdom: 0044 203 984 9844

United States: 001 718 866 4614



# Orange Polska Group Consolidated

amounts in PLN millions

## Income statement

	2023					2024				
	1Q	2Q	3Q	4Q	FY	1Q	2Q	3Q	4Q	FY
	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16	IFRS16
<b>Revenues</b>										
<b>Mobile services only</b>	<b>710</b>	<b>723</b>	<b>733</b>	<b>725</b>	<b>2,891</b>	<b>719</b>	<b>742</b>	<b>762</b>	<b>759</b>	<b>2,982</b>
<b>Fixed services only</b>	<b>464</b>	<b>471</b>	<b>459</b>	<b>453</b>	<b>1,847</b>	<b>446</b>	<b>442</b>	<b>438</b>	<b>437</b>	<b>1,763</b>
Narrowband	132	128	123	119	502	115	111	107	104	437
Broadband	222	224	222	223	891	220	219	222	224	885
B2B Network Solutions	110	119	114	111	454	111	112	109	109	441
<b>Convergent services B2C</b>	<b>564</b>	<b>578</b>	<b>591</b>	<b>604</b>	<b>2,337</b>	<b>620</b>	<b>636</b>	<b>657</b>	<b>667</b>	<b>2,580</b>
<b>Equipment sales</b>	<b>463</b>	<b>417</b>	<b>442</b>	<b>537</b>	<b>1,859</b>	<b>475</b>	<b>407</b>	<b>411</b>	<b>523</b>	<b>1,816</b>
<b>IT and integration services</b>	<b>348</b>	<b>458</b>	<b>312</b>	<b>583</b>	<b>1,701</b>	<b>327</b>	<b>405</b>	<b>337</b>	<b>518</b>	<b>1,587</b>
<b>Wholesale</b>	<b>427</b>	<b>448</b>	<b>456</b>	<b>457</b>	<b>1,788</b>	<b>391</b>	<b>403</b>	<b>418</b>	<b>410</b>	<b>1,622</b>
Mobile wholesale	242	256	273	271	1,042	206	221	236	229	892
Fixed wholesale	144	146	151	153	594	144	142	141	144	571
Other	41	46	32	33	152	41	40	41	37	159
<b>Other revenues</b>	<b>163</b>	<b>129</b>	<b>122</b>	<b>133</b>	<b>547</b>	<b>103</b>	<b>88</b>	<b>82</b>	<b>109</b>	<b>382</b>
<b>Total revenues</b>	<b>3,139</b>	<b>3,224</b>	<b>3,115</b>	<b>3,492</b>	<b>12,970</b>	<b>3,081</b>	<b>3,123</b>	<b>3,105</b>	<b>3,423</b>	<b>12,732</b>
Labour expenses*	(372)	(347)	(344)	(370)	(1,433)	(382)	(369)	(352)	(357)	(1,460)
<b>External purchases*</b>	<b>(1,867)</b>	<b>(1,881)</b>	<b>(1,780)</b>	<b>(2,211)</b>	<b>(7,739)</b>	<b>(1,796)</b>	<b>(1,799)</b>	<b>(1,731)</b>	<b>(2,134)</b>	<b>(7,460)</b>
- Interconnect expenses	(337)	(356)	(370)	(371)	(1,434)	(314)	(322)	(295)	(348)	(1,279)
- Network and IT expenses	(228)	(235)	(231)	(269)	(963)	(235)	(250)	(256)	(285)	(1,026)
- Commercial expenses	(762)	(771)	(676)	(990)	(3,199)	(707)	(711)	(659)	(928)	(3,005)
- Other external purchases*	(540)	(519)	(503)	(581)	(2,143)	(540)	(516)	(521)	(573)	(2,150)
Other operating incomes & expenses*	46	19	40	33	138	98	103	60	104	365
Impairment of receivables and contract assets	(22)	(24)	(23)	(22)	(91)	(30)	(27)	(34)	(46)	(137)
Amortization of right-of-use assets	(131)	(133)	(131)	(133)	(528)	(135)	(139)	(144)	(150)	(568)
Interest expense on lease liabilities	(31)	(35)	(36)	(36)	(138)	(37)	(38)	(37)	(36)	(148)
<b>EBITDAaL (EBITDA after Leases)</b>	<b>762</b>	<b>823</b>	<b>841</b>	<b>753</b>	<b>3,179</b>	<b>799</b>	<b>854</b>	<b>867</b>	<b>804</b>	<b>3,324</b>
<i>% of revenues</i>	24.3%	25.5%	27.0%	21.6%	24.5%	25.9%	27.3%	27.9%	23.5%	26.1%
Gains on disposal of fixed assets	86	28	11	9	134	42	22	11	38	113
Depreciation, amortisation and impairment of property, plant and equipment and intangibles assets**	(487)	(502)	(494)	(517)	(2,000)	(505)	(508)	(522)	(486)	(2,021)
Add-back of interest expense on lease liabilities	31	35	36	36	138	37	38	37	36	148
Adjustment for the impact of employment termination programs and reorganization costs*	13	(25)	(4)	(150)	(166)	13	(1)	0	(2)	10
Adjustment for the costs related to acquisition, disposal and integration of subsidiaries*	0	0	0	(2)	(2)	0	0	0	(3)	(3)
Share of profit/ (loss) of joint venture adjusted for elimination of margin earned on asset related transactions with joint venture*	(13)	(16)	(13)	(20)	(62)	(37)	(45)	(23)	(47)	(152)
<b>Operating income</b>	<b>392</b>	<b>343</b>	<b>377</b>	<b>109</b>	<b>1,221</b>	<b>349</b>	<b>360</b>	<b>370</b>	<b>340</b>	<b>1,419</b>
<i>% of revenues</i>	12.5%	10.6%	12.1%	3.1%	9.4%	11.3%	11.5%	11.9%	9.9%	11.1%
Finance costs, net	(62)	(45)	(87)	(19)	(213)	(69)	(75)	(59)	(88)	(291)
- Interest income	26	19	21	24	90	22	25	21	20	88
- Interest expense on lease liabilities	(31)	(35)	(36)	(36)	(138)	(37)	(38)	(37)	(36)	(148)
- Other interest expense and financial charges	(42)	(38)	(37)	(34)	(151)	(37)	(43)	(40)	(49)	(169)
- Discounting expense	(13)	(16)	(13)	(12)	(54)	(18)	(19)	(12)	(22)	(71)
- Foreign exchange gains/ (losses)	(2)	25	(22)	39	40	1	0	9	(1)	9
Income tax	(60)	(59)	(53)	(18)	(190)	(53)	(54)	(57)	(51)	(215)
<b>Consolidated net income</b>	<b>270</b>	<b>239</b>	<b>237</b>	<b>72</b>	<b>818</b>	<b>227</b>	<b>231</b>	<b>254</b>	<b>201</b>	<b>913</b>

\*Labour expenses, other external purchases and other operating incomes & expenses exclude adjustment due to employment termination program and some costs related to acquisition, disposal and integration of subsidiaries, and starting from Q2'22 also for elimination of margin earned on transactions with joint venture.

\*\*In 1Q 2023 D&A includes PLN 4 million, in 2Q 2023 PLN 3 million and in 2Q 2024 1 million impairment of rights of perpetual usufruct of land historically recognised as property, plant and equipment, subsequently reclassified to right-of-use assets.

## Orange Polska Group key performance indicators

Customer base (in thousands)	2023				2024			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
<b>B2C convergent customers</b>	<b>1,639</b>	<b>1,653</b>	<b>1,669</b>	<b>1,700</b>	<b>1,718</b>	<b>1,738</b>	<b>1,755</b>	<b>1,785</b>
<b>Fixed broadband access</b>								
Fibre	1,218	1,257	1,300	1,349	1,394	1,450	1,495	1,566
ADSL	530	504	478	454	430	410	389	368
VDSL	435	424	411	397	383	368	352	336
Wireless for fixed	623	624	621	622	620	622	622	621
<b>Retail broadband - total</b>	<b>2,806</b>	<b>2,810</b>	<b>2,811</b>	<b>2,821</b>	<b>2,827</b>	<b>2,849</b>	<b>2,857</b>	<b>2,892</b>
o/w B2C convergent	1,639	1,653	1,669	1,700	1,718	1,738	1,755	1,785
<b>TV client base</b>								
IPTV	839	853	867	886	900	911	925	940
DTH (TV over Satellite)	103	84	69	59	52	48	45	41
<b>TV client base - total</b>	<b>943</b>	<b>937</b>	<b>936</b>	<b>945</b>	<b>953</b>	<b>959</b>	<b>969</b>	<b>981</b>
o/w B2C convergent	827	824	827	838	847	855	865	878
<b>Mobile accesses</b>								
Post-paid								
Mobile Handset	8,763	8,820	8,882	8,941	8,989	9,061	9,129	9,195
Mobile Broadband	621	620	615	610	602	593	589	572
M2M	3,253	3,319	3,543	3,592	3,706	3,927	4,278	4,530
<b>Total post-paid</b>	<b>12,636</b>	<b>12,759</b>	<b>13,040</b>	<b>13,143</b>	<b>13,298</b>	<b>13,580</b>	<b>13,996</b>	<b>14,297</b>
o/w B2C convergent	3,001	3,024	3,044	3,082	3,100	3,130	3,159	3,207
Pre-paid	<b>4,799</b>	<b>4,690</b>	<b>4,599</b>	<b>4,485</b>	<b>4,409</b>	<b>4,358</b>	<b>4,371</b>	<b>4,311</b>
<b>Total</b>	<b>17,435</b>	<b>17,449</b>	<b>17,640</b>	<b>17,628</b>	<b>17,706</b>	<b>17,939</b>	<b>18,366</b>	<b>18,608</b>
<b>Fibre households connectable</b>	<b>7,252</b>	<b>7,497</b>	<b>7,716</b>	<b>7,973</b>	<b>8,205</b>	<b>8,504</b>	<b>8,705</b>	<b>8,911</b>
<b>Wholesale customers</b>								
WLR	190	184	178	171	165	160	154	148
Bitstream access	167	171	178	186	193	199	206	212
o/w fibre	94	103	107	117	127	134	144	156
LLU	33	31	30	29	27	25	24	22
<b>Fixed telephony accesses</b>								
PSTN	1,286	1,248	1,196	1,146	1,098	1,068	1,037	1,002
VoIP	1,250	1,257	1,267	1,282	1,295	1,300	1,306	1,314
<b>Total retail main lines</b>	<b>2,536</b>	<b>2,506</b>	<b>2,463</b>	<b>2,428</b>	<b>2,393</b>	<b>2,367</b>	<b>2,343</b>	<b>2,316</b>
o/w B2C convergent	947	953	959	970	975	980	985	992
o/w B2C PSTN convergent	6	5	5	5	5	4	4	4
o/w B2C VoIP convergent	941	947	954	965	971	976	981	989
<b>Quarterly ARPO in PLN per month</b>								
<b>Convergent services B2C</b>	<b>116.4</b>	<b>118.6</b>	<b>120.0</b>	<b>120.5</b>	<b>121.8</b>	<b>123.3</b>	<b>126.0</b>	<b>126.2</b>
YoY %	2.4%	4.3%	3.8%	4.0%	4.7%	4.0%	5.0%	4.7%
<b>Fixed services only - broadband</b>	<b>63.0</b>	<b>64.0</b>	<b>64.5</b>	<b>65.1</b>	<b>65.5</b>	<b>66.0</b>	<b>66.8</b>	<b>67.2</b>
YoY %	3.2%	4.5%	4.1%	4.2%	4.0%	3.0%	3.5%	3.1%
<b>Mobile services only</b>	<b>21.1</b>	<b>21.9</b>	<b>22.4</b>	<b>22.1</b>	<b>22.0</b>	<b>22.8</b>	<b>23.3</b>	<b>23.2</b>
YoY %	4.8%	8.4%	11.6%	6.2%	4.3%	4.3%	4.0%	5.0%
Post-paid excl M2M	27.4	27.7	28.3	27.9	27.8	28.3	28.7	28.4
Mobile Handset	28.9	29.3	29.9	29.4	29.4	29.8	30.3	29.9
YoY %	3.4%	3.5%	3.4%	2.1%	1.6%	1.7%	1.6%	1.5%
Mobile Broadband	11.9	11.7	11.8	11.6	11.7	11.7	11.7	11.6
Pre-paid	13.0	13.9	14.2	13.9	13.5	14.7	15.2	15.4
<b>Fixed services only - voice</b>	<b>36.1</b>	<b>36.1</b>	<b>35.9</b>	<b>35.8</b>	<b>35.7</b>	<b>35.4</b>	<b>35.6</b>	<b>35.5</b>

Other mobile operating statistics	2023				2024			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
<b>DATA AUPU in GB</b>								
post-paid	8.5	9.2	10.0	10.0	10.4	11.9	10.9	10.9
pre-paid	8.4	8.9	9.8	10.7	11.7	12.2	12.5	13.4
blended	8.5	9.1	9.9	10.2	10.8	12.0	11.4	11.7
<b>Quarterly mobile customer churn rate (%)</b>								
post-paid	2.1	1.8	1.9	2.1	2.0	1.8	1.9	2.3
pre-paid	16.3	13.2	12.9	11.6	10.9	11.5	11.1	11.0
<b>Employment structure of Group as reported</b>	<b>2023</b>				<b>2024</b>			
<b>Active full time equivalents (end of period)</b>								
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q
<b>Orange Polska</b>	<b>9,366</b>	<b>9,222</b>	<b>9,074</b>	<b>9,044</b>	<b>8,956</b>	<b>8,810</b>	<b>8,613</b>	<b>8,554</b>
50% of Networks	334	332	334	324	342	345	351	373
<b>Total</b>	<b>9,700</b>	<b>9,554</b>	<b>9,408</b>	<b>9,368</b>	<b>9,298</b>	<b>9,155</b>	<b>8,964</b>	<b>8,927</b>
<b>Key environmental indicators</b>	<b>2023</b>				<b>2024</b>			
				<b>full year</b>				<b>full year</b>
CO2 emissions (Scope 1+2) [k tones]				94				130
Energy consumption [GWh]- electricity				563				562
Renewable electricity as % total electricity consumption				82%				68%

#### Terms used:

**ARPO** – average revenue per offer

**Churn rate** – the number of customers who disconnect from a network divided by the weighted average number of customers in a given period.

**Convergent services** – Revenues from B2C convergent offers (excluding equipment sales). A convergent offer is defined as an offer combining at least a broadband access (xDSL, FTTx, cable or wireless for fixed) and a mobile voice contract (excluding MVNOs) with a financial benefit. Convergent services revenues do not include incoming and visitor roaming revenues.

**Convergent services B2C ARPO** – The average monthly revenues from convergent services generated by retail customers (B2C) divided by the **average** number of B2C convergent customers in a given period.

**Data Average Usage per User (Data AUPU)** – The average monthly total usage of gigabytes divided by the average number of mobile SIM cards (ex M2M and mobile broadband) in a given period.

**Fixed broadband-only services** – Revenues from fixed broadband offers (excluding B2C convergent offers and equipment sales), including TV and VoIP services.

**Fixed broadband-only services ARPO** – The average monthly revenues from fixed broadband only services divided by the average number of accesses in a given period.

**Household connectable with fibre** - an apartment in multi-family building or a single family house within the reach of our fibre to the home service that allows to provide service with a speed of at least 300Mb/s

**Mobile-only services** – Revenues from mobile offers (excluding consumer market convergent offers) and Machine to Machine (M2M) connectivity. Mobile-only services revenues do not include equipment sales and incoming and visitor roaming revenues.

**Mobile-only services ARPO** – The average monthly retail revenues from mobile only services excluding M2M connectivity, divided by the average number of SIM cards (excluding M2M) in a given period.

**Mobile-only broadband ARPO** – The average monthly retail revenues from SIM cards dedicated to mobile broadband access (excluding B2C convergent offers and equipment sales) divided by the average number of these SIM cards in a given period.

**Mobile-only handset ARPO** – The average monthly retail revenues from SIM cards dedicated to mobile handset access (excluding B2C convergent offers and equipment sales) divided by the average number of these SIM cards in a given period.

**ROCE**- Return on capital employed = EBIT (ex. extraordinary items) / (Shareholder's Equity + Average net debt)