EBI 5/2025 Changes in the Management Board

The Management Board of P4 sp. z o.o. ("Issuer" or “P4” or “Play”) hereby reports that effective on October 31st, 2025, Mikkel Noesgaard has submitted resignation from the position of the Member of the Management Board of P4.

On October 28th, 2025, the Issuer's Shareholders' Meeting appointed Paweł Galej as Chief Commercial Officer and the Management Board Member of Play, with an effective date of November 1st, 2025.

Paweł Galej is a graduate of the Wroclaw University of Economics where he obtained a master's degree in International Relations, with a specialization in Foreign Trade.

Paweł Galej is an experienced manager with over 20 years of experience in the telecommunications sector, holding key managerial roles in sales, marketing, and commercial strategy. He specializes in Business to Client (B2C) management, commercial transformation, and the development of offerings for individual customers.

In recent years, he has been responsible for strategy and business results at Orange Slovensko as Chief Commercial Officer, having previously held managerial positions at Orange Polska for over 10 years, where he led sales, marketing, and the development of broadband and television services as, among others, Managing Director. He began his management career at Cyfrowy Polsat as Product Manager.

Paweł Galej is not a partner and does not hold shares in a competing company or a civil law partnership or other partnership or as a member of any corporate entity body and does not participate in any other competing legal entity as a member of its body. Paweł Galej is not recorded at the Register of Insolvent Debtors run pursuant to the Act on the National Court Register and has never been convicted of any offences referred to in Article 18, paragraph 2 of the Commercial Companies Code or securities trading offences or similar offences in other legal jurisdictions. Paweł Galej did not hold any positions in supervisory or management bodies of companies which have been declared bankrupt or been liquidated during his term of office.

Legal basis: § 5, sec. 1, point 9) of Schedule no. 4 of the to the Bylaws of the Alternative Trading System