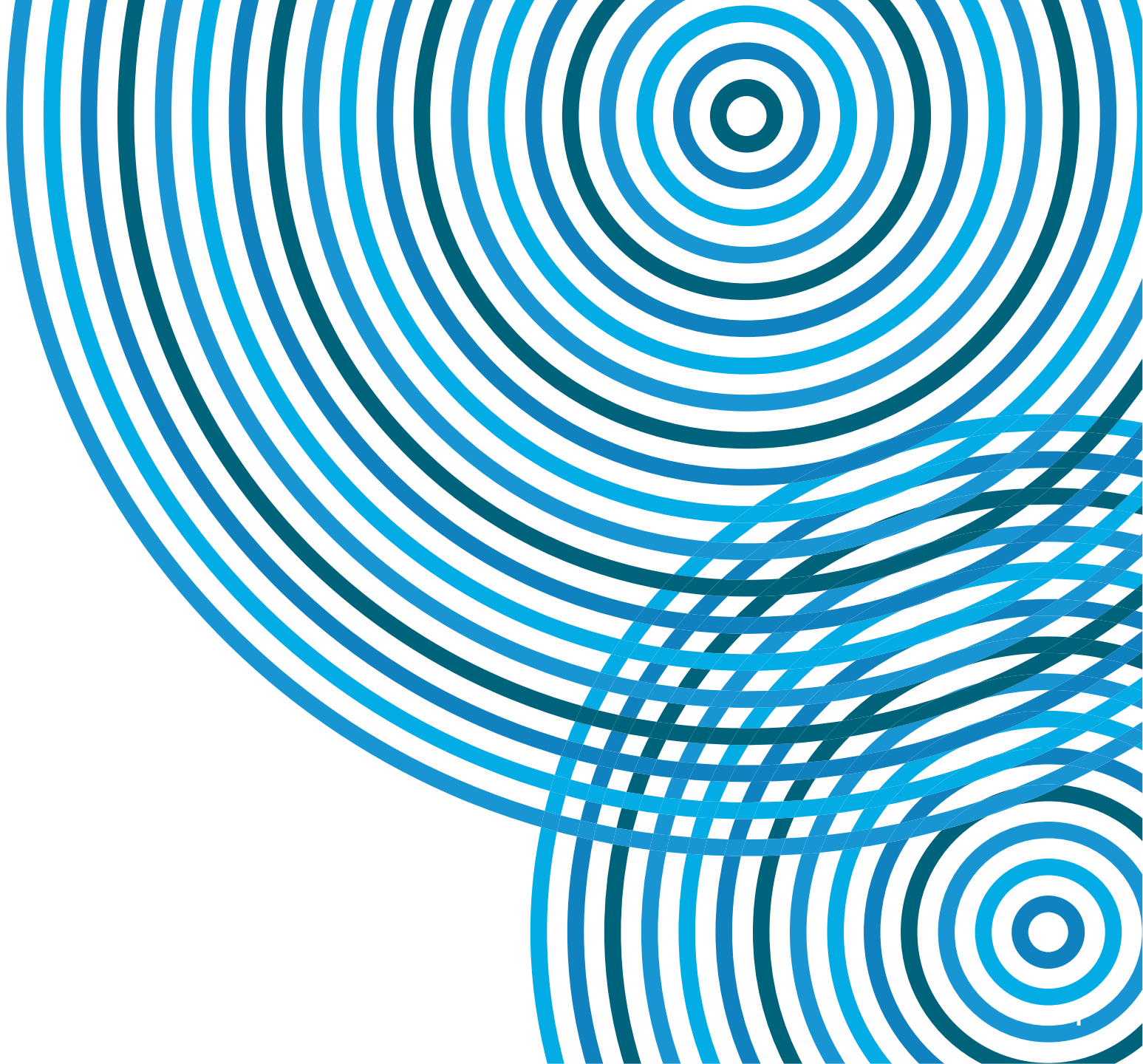


6 – 12 December 2021

# IR Newsletter



# Press review

**PAP Biznes, 7 December 2021**

*By pel/ osz/*

## **Orange Polska has a social contract for the years 2022-2023; up to 1.4 thousand employees may use the option of voluntary redundancies**

Orange Polska has entered into a social contract with the trade unions for the years 2022-2023. In accordance with the deal, up to 1,400 of the operator's employees will be able to take advantage of the voluntary leaves scheme, with the limit of redundancies for 2022 set at 760.

In addition, the social contract defines the financial package for the employees leaving the company as part of voluntary redundancies, it provides for the potential base salary rises (4% in 2022 and not less than 4% in 2023), the amount of additional compensation for the employees who will reach the retirement age over the next four years. The contract also defines the place and the role of internal mobility, relying on the support of the allocation program. Employees will be able to participate in an outplacement program which will offer them support when looking for a new job.

The social contract's financial impact on Orange's results will be included in Q4 2021.

# Press review

Wirtualnemedi.pl, 8 December 2021

By ps

## UKE will expand the 2100 MHz band frequency allocations and extend spectrum permits for the biggest telecoms

Office of Electronic Communications (UKE) informed that in 2022 it intends to expand the spectrum blocks awarded to the four major operators in the 2100 MHz frequency band. The blocks will be expanded from 14,8 MHz to 15 MHz (by means of reshuffling) and the spectrum reservations in the 2100 MHz frequency band will be extended for another 15 years.

The State Treasury will obtain ca. PLN 1.9 billion on account of extension of spectrum reservations, while the new reservation decisions are expected to be issued by the end of June 2022.

# Press review

**Wirtualnemedi.pl, 10 December 2021**

*By Michał Kurdupski*

## Starting from next year Polsat will expand the advertising target group from 16-49 to 16-59 age bracket

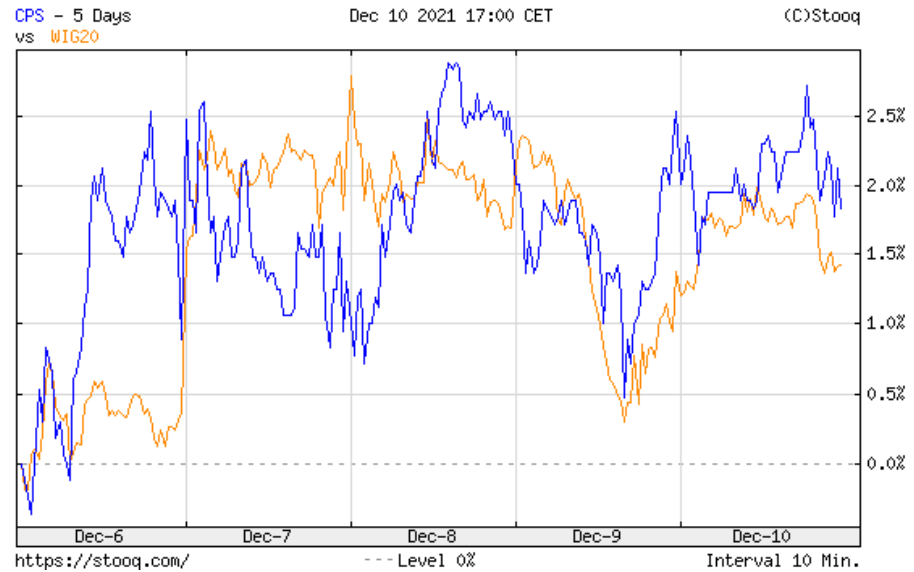
Starting from January 2022 Telewizja Polsat's advertising office will use the 16-59 years old target group for the purpose of its settlements with advertisers. So far the target group has included viewers aged 16-49.

In a comment for Wirtualnemedi.pl web portal, Telewizja Polsat's advertising office justified its decision by the fact that people from older age groups stay professionally active longer than before and hence they continue to be active and attractive consumers.

As regards Telewizja Polsat's main channels, the viewer shares for both of these age groups are at a similar level, however the audience from the 16-59 age bracket is about 50% bigger than the audience from the 16-49 group.

# Cyfrowy Polsat shares

Date	Maximum price (PLN)	Minimum price (PLN)	Closing price (PLN)	Change (%)	Turnover (mPLN)
2021-12-06	34.78	33.80	34.22	1.00	11.83
2021-12-07	34.86	34.14	34.36	0.41	19.96
2021-12-08	34.90	34.14	34.72	1.05	13.12
2021-12-09	34.82	34.08	34.78	0.17	13.32
2021-12-10	34.88	34.40	34.54	-0.69	4.64



# Investor's calendar

**Date**

**Event**

10 December 2021

Dividend payout – 2nd tranche