



Current Report No. 32/2025

Report Date: 29 December 2025

Subject: Appointment of Members of the Management Board of Cyfrowy Polsat S.A.

The Management Board of Cyfrowy Polsat S.A. (the “**Company**”) hereby announces that on 29 December 2025, the Supervisory Board of the Company adopted resolutions concerning the appointment of Mr Andrzej Abramczuk and Mr Bartłomiej Drywa to the position of Member of the Management Board of Cyfrowy Polsat S.A., effective 29 December 2025.

Curricula vitae of the new Members of the Management Board

Andrzej Abramczuk has been serving as the President of the Management Board of Netia S.A. since 18 August 2018, having been with the Netia since 12 December 2017, when he joined the Management Board as Director of Strategy and Regulation. From July until December 2025, he also served as President of the Management Board at Cyfrowy Polsat and Polkomtel.

He has over 25 years of experience in advising entities in the telecommunications and media sectors. Over the past several years, he has supported the largest media and telecommunications transactions on the Polish market. Since September 2009 he was associated with a leading Polish law firm, where from January 2011 he was Partner in charge of the TMT practice, having been repeatedly – as a team and individually – recommended in Polish and international rankings of legal advice for this area. From 2006 to 2009, he was associated with P4 (Play network operator) where he served as Director of the Legal Area and as a member of the Board of Directors of the infrastructure company, responsible for the construction of the P4 network. From 2001 to 2006, he was Director of the Legal Department and member of the Board of Directors in the companies: Internet Partners, GTS Poland and Cel Polska. From 2011 to 2015, he sat on the Supervisory Board of CenterNet S.A. and served as a member of the Supervisory Board of Midas S.A., then listed on the WSE. For many years, he has been actively involved in organizations bringing together entrepreneurs in the telecommunications market in Poland, where, as of today, he is Chairman of the Board of KIGEiT, Chairman of the Board of PIIT, Vice President of the Board of PIKE.

He is a graduate of the Faculty of Law and Administration at Warsaw University. He completed postgraduate studies, conducted by the School of Insurance and Banking together with the City University Business School of London, and doctoral studies at the Institute of Legal Sciences of the Polish Academy of Sciences.

Andrzej Abramczuk is not engaged in any activities competitive to Cyfrowy Polsat S.A. and is not entered in the Register of Insolvent Debtors maintained by the registry court.

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Bartłomiej Drywa has been associated with the Polsat Plus Group since 2010. From the outset of his career within the Group, he has been responsible for broadly defined corporate communications and investor relations. Since March 2025, he has served as Managing Director, overseeing Investor Relations, ESG, and Compliance at Cyfrowy Polsat and ZE PAK.

He has over twenty years of experience in the capital markets. His professional career has been developed within leading Polish media and technology groups. From 2002 to 2010, he was employed by Asseco Poland (formerly Prokom Software), where he was responsible for investor communications. From 2010 to 2018, he headed the investor relations function at the Cyfrowy Polsat Group and, in the years 2015–2016, performed the same function at Polkomtel, a company within the same capital group.

He participated in all key strategic transactions carried out over the past fifteen years, including the acquisitions of Telewizja Polsat and the telecommunications operators Polkomtel and Netia. During this period, the investor relations team under his leadership received numerous awards and recognitions in prestigious domestic and international rankings.

From 2018 to 2025, he served as President of the Management Board of Jet Story and Blue Jet Charters. Since August 2025, he has served as President of the Management Board of Inwestycje Polskie and as a Member of the Management Board of Jet Story and Blue Jet Charters. He also serves as Chairman of the Supervisory Board of several entities within the PAK-PCE capital group, which is responsible for the green energy segment within the Polsat Plus Group.

He is a graduate of WSB University in Poznań.

Bartłomiej Drywa is not engaged in any activities competitive to Cyfrowy Polsat S.A. and is not entered in the Register of Insolvent Debtors maintained by the registry court.

Legal basis: Article 56 Section 1 item 2 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies in conjunction with § 5 item 6 and § 11 of the Ordinance of the Minister of Finance of June 6, 2025 on current and periodic reports published by the issuers of securities and the conditions of recognizing as equal the information required by the laws of non-member states.

Signed by:

Piotr Żak

President of the Management Board

Katarzyna Ostap-Tomann

Member of the Management Board

Marcin Tański

Registered Proxy