

Current report no. 35/2020

June 24, 2020

Subject: Appointment of Members of the Management Board for the Board's 11th tenure

Article 56.1.2 of the Act on Public Offering - current and interim information

"Orbis" S.A. hereby informs that on June 24, 2020, the "Orbis" S.A. Supervisory Board appointed the following persons as Members of the "Orbis" S.A. Management Board for the Board's 11th tenure:

- I. Mr. Gilles Clavie as the President of the Management Board ,
- II. Mr. Dominik Sottysik as Vice-President of the Management Board,
- III. Ms. Inesa Kuczalska as Member of the Management Board,

Hereinbelow we present the information about the appointed Members of the Management Board, as defined in § 10 of the Regulation of the Minister of Finance of March 29, 2019, on current and periodic information to be published by issuers of securities as well as conditions for recognizing as equivalent information required by the laws of a non-member state:

Re. I.

1) Date of appointment of Management Board Member:

June 24, 2020

2) First and last name of the appointed Management Board Member:

Gilles CLAVIE

3) Function to be exercised in the issuer's business:

President of the Management Board of "Orbis" S.A.

4) Education, qualifications and positions held previously, together with a description of work experience:

Education:

1992 Notre Dame de GrandChamp and courses in management and finance at ESSEC and INSEAD

Foreign languages:

French: mother tongue

English: fluent

Positions held:

From July 1, 2020 appointed as Chief Executive Officer of AccorInvest Group S.A.

From June 27, 2014 President of "Orbis" S.A. Management Board

2011 – June 27, 2014 Orbis SA – General Controller, then SVP Strategy, Management Control and Property Management in charge of Strategy, Development, Asset Management, Procurement, IT, Risk Management and Operational Support

2004 – 2011 Accor France - Financial Controller in charge of Accounting, Treasury and Financial IT System Departments

2001 – 2004     Accor EMEA Business & Leisure - Reporting and Consolidation Director

1993 – 2001     Eridania Beghin-Say (Agro business) – Consolidation & Group Financial Reporting Manager

5) Indication of other activity performed outside the issuer's business with an assessment whether it is competitive towards the business of the issuer, along with an indication whether such person participates in a competitive company as a partner in a registered partnership or other types of partnership, a member of the governing bodies in a corporate organization, or whether such person participates in another competitive legal person as a member of its governing bodies:

Apart from the business of the Issuer, Mr. Gilles Clavie does not pursue any other business which would be competitive towards the business of the Issuer. He does not participate in a competitive company as a partner in a private partnership or other type of partnership or as a member of a governing body in a corporate organization, and does not participate in another competitive legal person as a member of its governing body.

6) Information about the entry concerning the member of the Supervisory Board in the Register of Insolvent Debtors kept on the basis of the Act on the National Registry (KRS):

Mr. Gilles Clavie is not entered in the Register of Insolvent Debtors kept in accordance with the Act on the National Registry (KRS).

Re II.

1) Date of appointment of Management Board Member:

June 24, 2020

2) First and last name of the appointed Management Board Member:

Dominik Sołtysik

3) Function to be exercised in the issuer's business:

Vice-President of the Management Board of "Orbis" S.A.

4) Education, qualifications and positions held previously, together with a description of work experience:

From June 2, 2016 – Member of "Orbis" S.A. Management Board

Prior to his appointment as Member of the Company's Management Board, Dominik Sołtysik has for 3 years been employed as the Asset Management Director in "Orbis" S.A.

Mr. Sołtysik is a graduate of the finance department of the Toulouse Trade School. He began his professional career as a financial auditor in Salustro Reydel. In 2003 he joined the finance department at the headquarters of the Accor Group in Paris. In 2010 he was Finance Director Accor Pannonia Hotels in Budapest. During his professional career, Mr. Sołtysik gained an extensive experience in finance, development and asset management in Paris, London, Budapest and Warsaw.

In Orbis S.A. he is in charge of effective management of the portfolio of hotel properties and the development of the Group in Poland, and in the countries of Eastern Europe. He has been managing various corporate projects, among others, preparation of the historical transaction of hotel purchase and entering new markets in 2015 and in the process of selling hotel service activity to Accor in 2019.

Aged 45, Dominik Sołtysik speaks Polish, French and English.

5) Indication of other activity performed outside the issuer's business with an assessment whether it is competitive towards the business of the issuer, along with an indication whether such person participates in a competitive company as a partner in a registered partnership or other types of partnership, a member of the governing bodies in a corporate organization, or whether such person participates in another competitive legal person as a member of its governing bodies:

Apart from the business of the Issuer, Mr. Dominik Sołtysik does not pursue any other business which would be competitive towards the business of the Issuer. He does not participate in a competitive company as a partner in a private partnership or other type of partnership or as a member of a governing body in a corporate organization, and does not participate in another competitive legal person as a member of its governing body.

6) Information about the entry concerning the member of the Supervisory Board in the Register of Insolvent Debtors kept on the basis of the Act on the National Registry (KRS):

Mr. Dominik Sołtysik is not entered in the Register of Insolvent Debtors kept in accordance with the Act on the National Registry (KRS).

Re. III.

1) Date of appointment of Management Board Member:

June 24, 2020

2) First and last name of the appointed Management Board Member:

Inesa Greta Kuczalska

3) Function to be exercised in the issuer's business:

Member of the Management Board of "Orbis" S.A.

4) Education, qualifications and positions held previously, together with a description of work experience:

Education:

- Master of Economics - Warsaw School of Economics (SGH)
- Executive MBA - Warsaw School of Economics (SGH) and University of Montreal (UQAM)

Qualifications:

- ACCA title (Association of Chartered Certified Accountants)

Professional experience:

- 2019 - present - Financial Director of Orbis S.A.
- 2009 - 2019 - Deputy Financial Director of Orbis S.A.
- 2005 - 2009 - Accounting Director Hekon-Hotele Ekonomiczne SA
- 1999 - 2005 - Accor Group companies - last position as Chief Accountant

Ms. Inesa Kuczalska started her professional career in the area of finance at Accor companies in Poland. Since 2009 she was the deputy CFO of Orbis, and then in September 2019 she became the CFO of the Company. Inesa Kuczalska is a graduate of the Warsaw School of Economics in Finance

and Banking, as well as the Executive MBA. She also completed the MBA program of the University of Montreal (UQAM). Certificated ACCA (FCCA) since 2007. She gained extensive professional experience in finance and management during her many years of career.

5) Indication of other activity performed outside the issuer's business with an assessment whether it is competitive towards the business of the issuer, along with an indication whether such person participates in a competitive company as a partner in a registered partnership or other types of partnership, a member of the governing bodies in a corporate organization, or whether such person participates in another competitive legal person as a member of its governing bodies:

Apart from the business of the Issuer, Ms. Inesa Kuczalska does not pursue any other business which would be competitive towards the business of the Issuer. He does not participate in a competitive company as a partner in a private partnership or other type of partnership or as a member of a governing body in a corporate organization, and does not participate in another competitive legal person as a member of its governing body.

6) Information about the entry concerning the member of the Supervisory Board in the Register of Insolvent Debtors kept on the basis of the Act on the National Registry (KRS):

Ms. Inesa Kuczalska is not entered in the Register of Insolvent Debtors kept in accordance with the Act on the National Registry (KRS).