The Company opens the recruitment procedure for the:

Member of the Management Board of the Company ORLEN Unipetrol AS

JOB FUNCTIONS:

- managing and supervising the company's activities as part of the Management Board
- creation and implementation of the company's strategy
- ensuring the development of the company
- supervision of the key performance indicators and other activities linked with company
- effective cooperation within the ORLEN Capital Group as well as with other company stakeholders

JOB REQUIREMENTS:

- experience in managing teams
- knowledge of the market on which the company operates
- skills of working under time pressure and in crisis situations
- possessing additional skills, such as: ability to build engagement and motivation in the team, highly developed interpersonal skills, organizational, ethical and decision-making skills
- English language skills at a level that enables direct business contacts

PERSON WHO MEETS ALL OF THE FOLLOWING CONDITIONS MAY BE A CANDIDATE:

1. has higher education degree: **(i)** achieved at eligible university operating within the system of higher education of a member state of the European Union, Organisation for Economic Co-operation and Development or European Free Trade Association – party to the agreement on the European Economic Area; **(ii)** or recognised as equivalent to the higher education degree achieved in the Republic of Poland pursuant to an international agreement; or **(iii)** recognized as equivalent to the higher education degree achieved in the Republic of Poland in the way of nostrification proceedings carried out in the Republic of Poland,
2. is employed for at least 5 years under an employment contract, appointment, election, cooperative employment contract, or provision of services under another contract or own business activity,
3. has at least 3 years of experience at managerial or independent positions or experience resulting from running own business activity,
4. meets requirements other than specified in point 1)-3) stipulated in separate regulations, and in particular does not violate restrictions or prohibitions to take the position of a member of the management body in commercial companies.

PERSON WHO MEETS AT LEAST ONE OF THE FOLLOWING CONDITIONS MAY NOT BE A CANDIDATE:

5. acts as a social partner or is employed in a deputy, senatorial, deputy and senatorial office or an office of a Member of the European Parliament under an employment contract or provides work under a contract of mandate or other contract of similar nature,
6. sits in the political party body representing the political party externally and a person entitled to incur liabilities,
7. is employed by a political party under an employment contract or provides work under a contract of mandate or other contract of similar nature,
8. holds an office by choice in the company's trade union or in the trade union organization of the company from the capital group,
9. his/her social or economic activity leads to a conflict of interest with respect to the Company's operations.

APPLICATIONS MUST INCLUDE:

- CV and covering letter
- declarations on:
  - exercising all public rights,
  - having capacity to make acts in law,
  - not being subject to restrictions or prohibitions stipulated by the provisions of law to take the position of a member of the management body in commercial companies,
  - declaration on meeting the requirements for a member of the management body, specifically those stated in points 1 – 9 above,
- copies of documents confirming:
  - completion of university studies,
  - at least five years of professional experience of the candidate,
  - at least three years of experience at managerial or independent positions or experience resulting from running own business activity,
  - additional skills (for example, references, recommendations, certificates),
- current information from the relevant authorities of Czech Republic confirming that the candidate has no criminal record (issued no earlier than 2 months prior to the submission of the application to the selection procedure). In the case of the candidate residing outside Czech Republic, in addition a certificate of no criminal record from the country of his/her residence. Certificates of no criminal record must be translated into Polish or English by a certified translator,
- declaration and information on the offices held in the governing bodies of other entities and about conducting commercial or business activities,
- declaration on consent to the appointment to the Management Board of ORLEN Unipetrol AS,
- declaration on consent to the processing of personal data with the following content: "I grant my consent that ORLEN S.A. will process my personal data contained in the application for the purposes of the recruitment procedure for the position of the Member of the Management Board of ORLEN Unipetrol AS. The data will be processed in accordance with the General Data Protection Regulation (GDPR)",
- declaration on being informed about processing of personal data (stated below)*

Copies of originals of documents confirming qualifications of a candidate may be initially certified by the candidate. In the case stipulated in the preceding sentence, during the interview, the candidate shall be obliged to produce originals or official copies or notary public certified documents confirming qualifications of a candidate that were previously confirmed by the candidate himself/herself at the stage of application, under the pain of exclusion from the further recruitment procedure. Candidatures that do not meet the requirements provided for in the announcement shall be rejected.

The deadline for accepting the applications is **13 November 2026**. Applications of candidates for the position of the Member of the Management Board of ORLEN Unipetrol AS submitted after the specified deadline shall not be subject to consideration and evaluation.

The Company shall reserve the right to terminate the recruitment procedure without selection of a candidate /candidates at any time without specifying its reason.

If you're interested - send your application, containing all the required attachments in English to:
rekrutacja.gk@orlen.pl

placing „Member of the Management Board of ORLEN Unipetrol AS" in the e-mail subject.

* The Area of the Executive Director of Human Resources of ORLEN S.A. informs about processing of personal data and the possibility of exercising candidates' rights as the data subject to the terms and conditions set by legal regulations for the protection of personal data (GDPR), in particular the right: to access to personal data; to the correction of inaccurate and supplementation of incomplete personal data; to the deletion of personal data if the personal data is no longer required for the purpose for which they were collected or otherwise processed, or should he/she discover that they were processed unlawfully; to the restriction of personal data processing; to data portability; to raise an objection following which the processing of personal data will be discontinued unless it is demonstrated that there are serious legitimate reasons for processing that override the interests of the Candidate or his/her rights and freedoms, in particular, reasons related to the establishment, exercise or defense of legal claim; to submit a complaint to the Personal Data Protection Authority.