



Position Brief for

ORLEN, S.A.

Executive Director, Exploration & Production

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The Opportunity

ORLEN S.A. is embarking on a pivotal phase of growth as it continues its transformation into a global, diversified, and future-forward energy company. With an expanding footprint across the oil and gas value chain, ORLEN is strategically strengthening its Upstream portfolio to capture long-term value, enhance energy security, and support the company's broader transition goals.

The **Executive Director** role represents a high-impact opportunity to guide the technical foundations of ORLEN's exploration and production activities. The scope spans the full subsurface and production lifecycle—including geology, reservoir engineering, field development, and ongoing production performance—as well as the technical assessment of both existing and future assets. The Director will also play an important role in supporting evaluations related to acquisition and divestment opportunities, ensuring that portfolio decisions are grounded in robust technical insight.

The team reporting to this leader oversees ORLEN's current production and exploration portfolio from a technical perspective, ensuring delivery of planned volumes, optimization of producing fields, and effective execution of exploration programs in Poland and internationally. The organization also maintains responsibility for data quality and geological information management, supports research and technology initiatives, manages underground storage operations, and collaborates on developing new storage opportunities for CO₂ and hydrogen from a technical standpoint.

This is a rare opportunity for an accomplished upstream technical leader to influence corporate strategy, drive disciplined growth, and help build ORLEN's next chapter of international expansion.



About ORLEN S.A.

ORLEN S.A. (www.orlen.pl) is the largest vertically integrated Central European energy company with its assets located in Poland, Czech Republic, Lithuania, Austria, Germany, Canada, Norway, Libya, Pakistan and others. Business segments contributing to overall growth are Upstream and Supply, Downstream, Energy (Power), Consumer and Products.

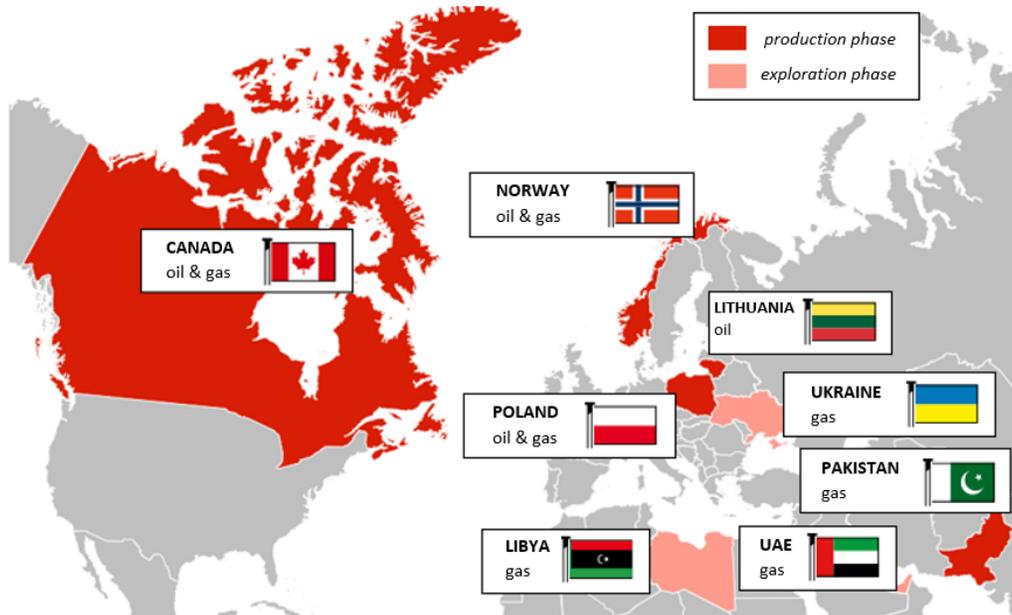
ORLEN delivers approximately 20 bcm/y of natural gas—including 9 bcm from its own production and the remainder from imports, such as U.S. LNG. It supplies 2 million metric tons of crude oil per year and processes 38 million metric tons of crude annually across its refineries (600 kbopd). The company operates 3,500 retail stations across Europe and produces 17 TWh of power, including 1.3 TWh from onshore renewables. Its operations span four major product groups: fuel, non-fuel retail, electricity, and gas. ORLEN's long-term strategy forecasts €10–12 billion in annual EBITDA over the 2025–2035 horizon.

According to ORLEN Group strategy for 2025-2035, Upstream will provide transition fuels and generate EBITDA to help ORLEN transforming toward green energy solutions including CCS and Hydrogen generation and storage.

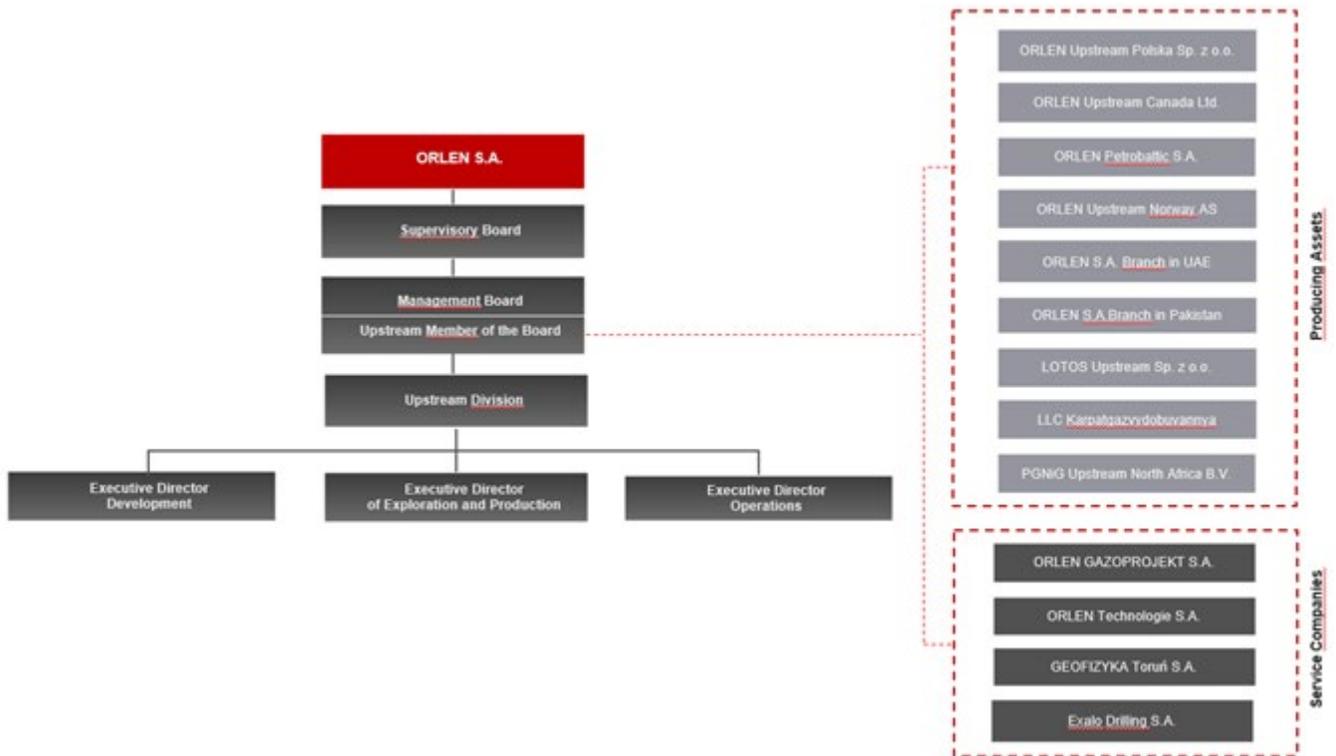
ORLEN is now expanding its Upstream activity in Canada and US developing both upstream assets and LNG liquefaction capacity of around 2-3 mmT.

Operations

Currently ORLEN produces 9 bcm of natural gas and 2 mmT of crude oil in Poland, Norway, Canada, Pakistan, Canada. Daily production of 200 kBoepd including unconventional resources.



Structure



To learn more about Orlens S.A. visit: <https://www.orklen.pl/en>.



The Position

Title: Executive Director, Exploration & Production

Reporting to: Dr. Wiesław Prugar, Member of the Management Board & VP, Upstream

Location: Warsaw, Poland or U.S.–Warsaw hybrid (model TBD)

The Executive Director E&P will be one of the three key directors managing ORLEN upstream segment along with Upstream Development and Upstream Operations Directors reporting directly to member of the ORLEN Board responsible for Upstream.

The principal role of the Director will be to:

- Implement and execute the long-term growth ORLEN strategy.
- Supervise and coordinate all upstream exploration and production activity including realization of the plans and budgets.
- Develop new exploration and production assets including shale gas and oil in North America as well as conventional oil assets.
- Optimize existing global portfolio to focus on most prolific assets to realize ORLEN strategy.

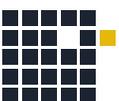
The Director shall provide leadership, direction and guidance to ORLEN entire upstream management and operational teams.

Major Responsibilities will include:

- Overall supervision of the business in order to ensure proper functioning with regard to operations, planning, resources and development.
- Overseeing the Company's exploration and geosciences, technologies and operations,
- Directing and supervising core business operations and performance.
- Engaging effectively with upstream teams to determine accurate forecasting, planning and risk management to ensure cost effective and accurate operations.
- Encouraging recommendations for improving effectiveness of policies and procedures regarding core business projects.
- Coordinating and monitoring all technical and financial aspects of the Company's core business, including budgets, expenditure etc.
- Developing further AI capabilities within Geological and Geophysical and operations.
- Ensuring that management board member has the information necessary to perform core business-related responsibilities.



- Ensuring via executive team the development of short-term and long-term strategic operating and cooperate in creation of financial plans as well as associated manpower planning and accountability reports.
- Liaising effectively with other members of the managing team in the Company.
- Regularly meeting and effectively communicating with the teams and promoting open, efficient and constructive communication at all levels of the Group.
- Using best endeavors to represent the Company professionally at all times.



The Candidate

ESSENTIAL QUALIFICATIONS

- 10+ years petroleum engineering experience in the upstream, oil & gas and/or energy lending industries including multiple years of managerial experience.
- A strong technical background. A geology, geosciences or petroleum engineering degree is preferred – particularly in combination with a post graduate business qualification (MBA or equivalent).
- Proven results in delivering strategic projects through a combination of inorganic and organic growth, gained ideally from within the oil and gas sector.
- Experience in managing key partner and stakeholder relationships and achieving commercial and operational success.
- Track record of improving the operating performance of businesses.
- Thorough knowledge of oil & gas industry.
- Strong communication and negotiation skills, as well as ability to manage communication across a variety of departments.

CRITICAL COMPETENCIES FOR SUCCESS

Independence and Judgment

- Comfortable with being the “safeguard of value“ for the Company.
- Possesses a willingness to take responsibility for outcomes and to make the ultimate call on what to invest in and what not to invest in.
- Deep understanding of E&P asset values with incisive and accurate judgment.
- A calculated risk taker who will ensure that all growth opportunities are thoroughly risk assessed against their value creation potential.
- Not afraid to make hard decisions or hold a contrarian view of value. Independent of thought but able to act in line with Board Member goals.

Execution Focused Leadership

- Able to translate a strategic vision into concrete action plans within defined parameters.
- Highly driven, organized, disciplined and task orientated.
- Creates certainty in a world of ambiguity and focuses on pragmatic and realistic solutions.



- Executes business plans and consistently achieves measurable outcomes.
- Possesses excellent decision making skills. Inspires and motivates the team by doing and leads by example with integrity.

Cultural awareness

- Able to navigate through a multinational and culturally diverse environment.
- Possesses excellent networking skills and can access all levels relevant to the oil and gas industry.
- Sensitive to the diverse cultures reflected in the ORLEN Group.
- A diplomat with strong communication skills, both written and verbal and is able to work in a political and multicultural environment.
- Can build a common sense of purpose and vision using strong social skills.
- Creates a distinct, collaborative and “one team” culture across geographical and business boundaries.

OTHER PERSONAL CHARACTERISTICS

- Well-developed ethical standards and high personal integrity – good moral and ethical compass.
- A people oriented personality and management style that fosters a dynamic, positive working environment.
- Honest, down to earth, good sense of self, emotionally intelligent and authentic.

LOCATION & REMUNERATION

- ORLEN offers a highly competitive compensation package reflective of the strategic importance and seniority of the Executive Director role.
- The position may be based in Warsaw or in a U.S.–Warsaw hybrid model (structure to be determined), with regular domestic and international travel expected to support commercial, technical, and executive coordination.



About Odgers

Odgers was founded in 1965. We offer integrated executive search and leadership advisory services through our 59 offices in 33 countries. During our 60-year history we have developed functional and sector expertise and built a global network of relationships. We are deeply rooted in our local markets, which we combine with global perspective and reach, enabling us to serve clients across six continents.

What we do matters; our work impacts peoples' lives and drives our clients' success. It is a privilege to help build the world's best leadership teams, a trusted role we never take for granted.

This ethos underpins our commitment to our clients and candidates and motivates our colleagues to strive for excellence in all we do.

HOW TO APPLY

In order to apply, please submit a comprehensive CV along with a covering letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria.

The preferred method of application is by email to: allison.zobrist@odgers.com



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