



**Resolution No. 5071/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 1 April 2026**

to approve the Report of ORLEN S.A. on the compliance with best sports sponsorship practices applicable to state-owned companies for 2025.

Acting pursuant to Art. 8.11.16 of the Articles of Association of ORLEN S.A. (the "Company") in conjunction with Section V.1.8.b of the Guidelines for State-Run Companies Preparing Financial Statements for 2025, the Supervisory Board hereby resolves as follows:

Section 1

Acting on the request from the Management Board as included in Management Board Resolution No. 9742/26 of 24 March 2026, the Supervisory Board approves the "Report of ORLEN S.A. on the compliance with best sports sponsorship practices applicable to state-owned companies for 2025" as prepared by the Management Board, which is attached as Appendix 2 hereto, as well as authorises the Supervisory Board's assessment of that Report, which is attached as Appendix 1 hereto.

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemyslaw Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński

ORLEN S.A. SUPERVISORY BOARD'S ASSESSMENT OF THE REPORT OF ORLEN S.A. ON THE COMPLIANCE WITH BEST SPORTS SPONSORSHIP PRACTICES APPLICABLE TO STATE-OWNED COMPANIES FOR 2025

I. ASSESSED REPORT

This assessment covers:

The Report of ORLEN S.A. on the Compliance with Best Sports Sponsorship Practices Applicable to State-Owned Companies for 2025

II. ASSESSMENT OF THE REPORT OF ORLEN S.A. ON THE COMPLIANCE WITH BEST SPORTS SPONSORSHIP PRACTICES APPLICABLE TO STATE-OWNED COMPANIES FOR 2025

The Supervisory Board of ORLEN S.A., having reviewed the Report of ORLEN S.A. on the Compliance with Best Sports Sponsorship Practices Applicable to State-Owned Companies for 2025, as prepared by the ORLEN S.A. Management Board, the outcomes of the sponsorship activity undertaken by ORLEN S.A., and relevant information and materials received from the Management Board and other representatives of the Company, is satisfied that the Report:

- complies with the guidelines laid down in the Best Sports Sponsorship Practices Applicable to State-Owned Companies as issued by the Prime Minister of Poland.
- is complete, accurate, and consistent with the relevant records and underlying documentation.

Therefore, the Supervisory Board of ORLEN S.A. approves the Report of ORLEN S.A. on the Compliance with Best Sports Sponsorship Practices Applicable to State-Owned Companies for 2025.

.....
Przemysław Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5094/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

on assessment of the financial statements of ORLEN Spółka Akcyjna for the year ended 31 December 2025 in terms of their accuracy and consistency with accounting records and documents.

Acting pursuant to Art. 382.3.1 of the Commercial Companies Code and Art. 8.11.6 of the Company's Articles of Association in conjunction with Art. 395.2.1 of the Commercial Companies Code, and considering the provisions of Art. 45 and Art. 53.1 of the Accounting Act and Art. 7.7.1 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to give a favourable assessment of the accuracy and consistency with the accounting records and documents of the financial statements of ORLEN Spółka Akcyjna for the year ended 31 December 2025, as attached to this Resolution, comprising:

- the separate statement of profit or loss (included in the statement of profit or loss and other comprehensive income) for the period from 1 January 2025 to 31 December 2025, showing a net loss of PLN (7 918) million (seven billion nine hundred and eighteen million złoty);
- the separate statement of financial position as at 31 December 2025, showing total assets and total equity and liabilities of PLN 194 065 million (one hundred and ninety-four billion and sixty-five million złoty);
- the separate statement of changes in equity, showing a decrease in equity as at 31 December 2025 of PLN 12 700 million (twelve billion, seven hundred złoty);
- the separate statement of cash flows, showing a net increase in cash of PLN 18 792 (eighteen billion, seven hundred and ninety-two million złoty);
- supplementary information, comprising the introduction and notes to the separate financial statements,

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemysław Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5095/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

on assessment of the consolidated financial statements of the ORLEN Group for the year ended 31 December 2025 in terms of their completeness, accuracy, and consistency with accounting records and underlying documentation.

Acting pursuant to Art. 8.11.6b of the Company's Articles of Association in conjunction with Art. 382.1 of the Commercial Companies Code and pursuant to Art. 55 and Art. 63c.4 of the Accounting Act in conjunction with Art. 7.7.1 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to give a favourable assessment – in terms of their completeness, accuracy, and consistency with the accounting records and underlying documentation – of the independently audited consolidated financial statements of the ORLEN Group for the year ended 31 December 2025, as attached to this Resolution, comprising:

- the consolidated statement of profit or loss (included in the consolidated statement of profit or loss and other comprehensive income) for the period from 1 January 2025 to 31 December 2025, showing a consolidated net profit of PLN 2 648 million (two billion, six hundred and forty-eight million złoty);
- the consolidated statement of financial position as at 31 December 2025, showing total assets and total equity and liabilities of PLN 265 048 million (two hundred and sixty-five billion and forty-eight million złoty);
- the consolidated statement of changes in equity, showing a decrease in equity as at 31 December 2025 of PLN (2 207) million (two billion, two hundred and seven million złoty);
- the consolidated statement of cash flows, showing a net increase in cash of PLN 15 322 million (fifteen billion, three hundred and twenty-two million złoty);
- supplementary information, comprising the introduction and notes to the consolidated financial statements.

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemyslaw Cizak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5096/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

on assessment of the Management Board's Report on the operations of the ORLEN Group and ORLEN S.A. in 2025 in terms of its completeness, accuracy, and consistency with accounting records and underlying documentation

Acting pursuant to Art. 8.11.6 and Art. 8.11.6b of the Company's Articles of Association in conjunction with Art. 382.3.1 of the Commercial Companies Code and pursuant to Art. 49, Art. 55.2a, and Art. 63x of the Accounting Act in conjunction with Art. 7.7.1 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board resolves to give a favourable assessment of the Management Board's Report on the operations of the ORLEN Group and ORLEN S.A. in 2025, including the Sustainability Statement contained therein and as attached hereto, having found the Report to be complete, accurate, and consistent with the relevant accounting records and underlying documentation

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemysław Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5099/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

to assess the Management Board's proposal for the appropriation of retained earnings and the coverage of net loss for the financial year 2025

Acting pursuant to Art. 382.3. of the Commercial Companies Code and Art. 8.11.6 of the Company's Articles of Association, in conjunction with Art. 395.2.2 of the Commercial Companies Code and Art. 7.7.3 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

Acting on the Management Board's proposal to appropriate the Company's entire retained earnings to statutory reserve funds and cover ORLEN S.A.'s net loss for the financial year 2025, of PLN (7 918) million (seven billion nine hundred and eighteen million złoty), the Supervisory Board endorses the said proposal as contained in the Management Board's Resolution of 29 April 2026.

Section 2

This Resolution shall take effect upon adoption.

9 members participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemysław Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5100/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

to assess the Management Board's proposal to recommend the amount of the dividend to be paid in 2026.

Acting pursuant to Art. 382.3. of the Commercial Companies Code and Art. 8.11.6 of the Company's Articles of Association, in conjunction with Art. 395.2.2 and Art. 348.1 of the Commercial Companies Code as well as Art. 7.7.3 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

Acting on the Management Board's proposal to recommend that the Annual General Meeting resolve to allocate PLN 9,287,536,392.00 (nine billion, two hundred and eighty-seven million, five hundred and thirty-six thousand, three hundred and ninety-two złoty 00/100) to payment of a dividend of PLN 8.00 per share by ORLEN S.A. in 2026, the Supervisory Board endorses the said proposal as contained in the Management Board's Resolution of 29 April 2026. The dividend is proposed to be paid from the Company's statutory reserve funds created from retained earnings.

The Supervisory Board is of the opinion that the Management Board's recommendation on the amount of dividend to be paid in 2026 is consistent with the Company's strategy and objectives.

Section 2

The Supervisory Board also endorses the Management Board's proposal to set 18 June 2026 as the dividend record date and 25 June 2026 as the dividend payment date.

Section 3

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemysław Cizak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemyslaw Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5101/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

to authorise the Supervisory Board's report on its activities for the financial year 2025.

On the basis of: Art. 382.3 and Art. 382.3.1 of the Commercial Companies Code, Art. 8.11.6, Art. 8.11.6a and Art. 8.11.6b of the Company's Articles of Association in conjunction with Section 3a.2 of the Rules of Procedure for the Supervisory Board and principle 2.11 of the Best Practice for GPW Listed Companies 2021

Section 1

The Supervisory Board hereby resolves to authorise the Supervisory Board's report on its activities for the financial year 2025 ("The Supervisory Board's Report for 2025"), including, without limitation:

- conclusions of the assessment of the Management Board's report on the operations of the ORLEN Group and ORLEN S.A. in 2025 in terms of its accuracy and consistency with accounting records and documents;
- conclusions of the assessment of the financial statements of ORLEN S.A. for the year ended 31 December 2025 in terms of their completeness, accuracy, and consistency with accounting records and underlying documentation;
- conclusions of the assessment of the consolidated financial statements of the ORLEN Group for the year ended 31 December 2025 in terms of their completeness, accuracy, and consistency with accounting records and underlying documentation;
- an assessment of the performance by the Management Board of its obligations under Article 380(1) of the Commercial Companies Code and an assessment of the Management Board's practices with respect to the preparation and provision to the Supervisory Board of information, documents, reports and clarifications requested pursuant to Art. 382.4 of the Commercial Companies Code;
- information on the composition of the Supervisory Board and its committees, specifying which members of the Supervisory Board meet the independence criteria, and which of them do not have any actual and material links to any Shareholder holding 5% or more of total voting rights in the Company;
- a summary of the activities of the Supervisory Board and its committees;
- an assessment of the Company's standing on a consolidated basis, including an assessment of the adequacy and effectiveness of its internal control, risk management and compliance systems and internal audit function, along with information on the steps taken by the Supervisory Board to perform the assessment; the assessment covers all material controls, including those related to reporting and operating activities;
- an assessment of the Company's compliance with corporate governance standards and the manner in which the Company complies with its disclosure requirements set out in the WSE Rules and legal provisions governing current and periodic information published by issuers of securities, along with information on the steps taken by the Supervisory Board to perform the assessment;
- an assessment of the appropriateness of the Company's and the Group's sponsorship and donation spending, including the amount spent on these purposes.

The Supervisory Board's report on its activities for 2025 is attached as an appendix to this Resolution.

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemyslaw Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5102/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

to authorise the report of the Supervisory Board of ORLEN S.A. on remuneration of members of the Management Board and the Supervisory Board for 2025.

Acting pursuant to Section 3a.2.g of the Rules of Procedure for the Supervisory Board of ORLEN S.A. and Art. 90g.1 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board of ORLEN S.A. resolves to authorise the report of the Supervisory Board of ORLEN S.A. on remuneration of members of the Management Board and the Supervisory Board for 2025, which is attached as Appendix 1 hereto and which includes, without limitation:

- the total remuneration split out by components referred to in Art. 90d.3.1 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies of 29 July 2005, and the relative proportion of these components;
- an explanation of how the total remuneration complies with the adopted remuneration policy, including how it contributes to long-term performance objectives of the Company;
- information on how the performance criteria were applied;
- information on year-on-year changes in the remuneration, the Company's results, and average remuneration of the Company's employees other than Management or Supervisory Board members over at least five most recent financial years, presented together in a manner which permits comparison;
- information on the amount of remuneration, if any, from entities belonging to the same group as defined in the Accounting Act of 29 September 1994;
- information on the number of financial instruments granted or offered, and the main conditions for the exercise of the rights attached thereto, including the exercise price and date and any change thereof;
- information on the use of the possibility to reclaim variable remuneration;
- information on any deviations from the remuneration policy implementation procedure and temporary disapplication of the remuneration policy in accordance with Art. 90f of the Public Offering Act.

Section 2

The Supervisory Board of ORLEN S.A. hereby adopts the Management Representation Letter, attached as Appendix 2 hereto, in connection with the reasonable assurance engagement performed by KPMG Audyt Spółka z ograniczoną odpowiedzialnością sp.k. in accordance with the National Standard on Assurance Engagements Other than Audits or Reviews 3000 (Z), compliant with International Standard on Assurance Engagements 3000 (revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, as adopted by the Polish National Council of Statutory Auditor, on the Supervisory Board's report on remuneration of Management Board and the Supervisory Board of ORLEN S.A. for 2025 in the terms of its compliance with the applicable disclosure requirements under the Art. 90g.1–5 and Art. 90g.8 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (the "Act").

Section 3

The Supervisory Board of ORLEN S.A. authorises Przemysław Ciszak, Chair of the Supervisory Board, and Aleksander Kappes, Deputy Chair of the Supervisory Board, to sign the Supervisory Board's report on remuneration of members of the Management Board and the Supervisory Board for 2025, containing the disclosures referred to in Section 1.

Section 4

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the Resolution; 0 ABSTENTIONS.

.....
Przemyslaw Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



KPMG Audyt Spółka z ograniczoną odpowiedzialnością sp.k.
ul. Inflancka 4A
00-189 Warsaw

29 April 2026

Dear Sirs/Madams,

This representation letter is addressed to you in connection with the reasonable-assurance engagement performed in accordance with the National Standard on Assurance Engagements Other than Audits or Reviews 3000 (Z), compliant with International Standard on Assurance Engagements 3000 (revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, as adopted by the Polish National Council of Statutory Auditor, on the Supervisory Board's report on remuneration of Management Board and the Supervisory Board of ORLEN S.A. (the "Company") for 2025 (the "Remuneration Report") in the terms of its compliance with the applicable disclosure requirements under the Art. 90g.1–5 and Art. 90g.8 of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (the "Act").

Having made the enquiries we considered necessary, we confirm, to the best of our knowledge and belief, that:

1. In accordance with the engagement agreement for assurance services other than audits or reviews of historical financial information dated 24 of April 2026, we have discharged our responsibilities for the preparation of the Remuneration Report containing all of the elements set out in Art. 90g.1–5 and Art. 90g.8 of the Act.
2. We confirm that we have prepared the Remuneration Report containing all of the information required under Art. 90g.1–5 and Art. 90g.8 of the Act in respect of all Members of the Management Board and the Supervisory Board, including former Members of those bodies where applicable, and in respect of all components of their remuneration.
3. We confirm that the Remuneration Report includes all information on the value of monetary and non-monetary consideration granted to closely related persons of Members of the Management Board and the Supervisory Board.
4. The estimated figures used for the information on the year-on-year change in remuneration and in the average remuneration of employees of the Entity who are not Members of the Management Board or Supervisory Board for the period from 2021 to 2025 have been prepared on the basis of total employee costs and average headcount.
5. We have made available to you:
 - a) all information – including accounting records, documentation and other materials – of which we are aware that is relevant to the preparation of a complete Remuneration Report;
 - b) the complete books of account, together with supporting documentation, to the extent relevant to the preparation of a complete Remuneration Report;

- c) the additional information and documents which you requested in connection with the engagement; and
 - d) unrestricted access to those persons within the Company whom you considered it necessary to contact in order to obtain evidence.
6. We confirm our responsibility for the design, implementation and maintenance of an internal control framework to provide for the preparation of a Remuneration Report that is free from material misstatement, whether due to fraud or error. We have disclosed to you all deficiencies in the internal control framework of which we are aware.
 7. We confirm the following:
 - a) we have made available to you the results of our assessment of the risk that the Remuneration Report may be materially misstated as a result of fraud;
 - b) we are not aware of any instances of actual or suspected fraud that may be material to the Company and that involve:
 - management or those charged with governance;
 - employees who play a significant role in the internal control framework; or
 - other circumstances in which fraud could have a material effect on the Remuneration Report.
 - c) there have been no instances in which allegations or suspicions of fraud affecting the Remuneration Report have been brought to our attention by employees of the Company, former employees, analysts, regulators or others.
 8. We confirm that we are not aware of any instances or potential instances of non-compliance with applicable laws and regulations that should be taken into account in preparing the Remuneration Report.
 9. There have been no instances of objections raised by supervisory authorities concerning matters that could affect the assessment of compliance with the requirements for the preparation of the Remuneration Report.
 10. We have made available to you all resolutions of the General Meeting, the Supervisory Board and the Management Board concerning the remuneration policy and the appointment and removal of Members of the Management Board and Supervisory Board adopted during the period covered by the Remuneration Report, together with – where relevant – summaries of meetings for which formal minutes have not yet been prepared and at which matters were discussed that could affect the assessment of compliance with the requirements for the preparation of the Remuneration Report.

Yours faithfully,

Przemysław Ciszak

Aleksander Kappes

Katarzyna Łobos

Przemysław Baszak

Ewa Gąsiorek

Marian Sewerski

Ewa Sowińska

Piotr Wielowieyski

Tomasz Zieliński

This representation letter was adopted by Supervisory Board Resolution No. 5102/26 of 29 April 2026, in accordance with the minutes of the Supervisory Board.



**Resolution No. 5103/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 29 April 2026**

to: approve the Report of ORLEN S.A. on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in 2025

Acting pursuant to Art. 8.11.15 of the Company's Articles of Association in conjunction with Section V.1.8 of the Guidelines for State-Run Companies Preparing Financial Statements for 2025, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board of ORLEN S.A. resolves to approve the Report of ORLEN S.A. on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in 2025, as prepared by the Management Board, and to adopt the Supervisory Board's Assessment thereof, attached as Appendix 1 to this Resolution.

The Report of ORLEN S.A. on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in 2025 is attached as Appendix 2 to this Resolution.

Section 2

This Resolution shall take effect upon adoption.

9 persons participated in the vote, which was held by open ballot; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

.....
Przemyslaw Cizak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemyslaw Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński

ORLEN S.A. SUPERVISORY BOARD'S ASSESSMENT OF THE REPORT ON ENTERTAINMENT EXPENSES, LEGAL EXPENSES, MARKETING EXPENSES, PUBLIC RELATIONS AND SOCIAL COMMUNICATION EXPENSES, AND MANAGEMENT CONSULTANCY FEES FOR THE YEAR ENDED 31 DECEMBER 2025, AS PREPARED BY THE MANAGEMENT BOARD

I. ASSESSED REPORT

This assessment covers:

1. The report on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in 2025 prepared by the ORLEN S.A. Management Board.

II. ASSESSMENT OF THE REPORT ON ENTERTAINMENT EXPENSES, LEGAL EXPENSES, MARKETING EXPENSES, PUBLIC RELATIONS AND SOCIAL COMMUNICATION EXPENSES, AND MANAGEMENT CONSULTANCY FEES IN 2025, AS PREPARED BY THE MANAGEMENT BOARD

2. The Supervisory Board of ORLEN S.A., having reviewed the report on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in 2025 prepared by the ORLEN S.A. Management Board, the outcomes of this expenditure, and relevant information and materials received from the Management Board and other representatives of the Company, is satisfied that the Report:

- complies with the guidelines on preparing the report on entertainment expenses, legal expenses, marketing expenses, public relations and social communication expenses, and management consultancy fees in place at ORLEN S.A. and is consistent with the accounting records for 2025.

- is complete, accurate, and consistent with the relevant accounting records and underlying documentation.

Therefore, the Supervisory Board of ORLEN S.A. approves the report on entertainment expenses, legal expenses, marketing expenses, public relations and communication expenses, and management consultancy fees in 2025, as prepared by the ORLEN S.A. Management Board.

.....
Przemyslaw Ciszak

.....
Aleksander Kappes

.....
Katarzyna Łobos

.....
Przemysław Baszak

.....
Ewa Gąsiorek

.....
Marian Sewerski

.....
Ewa Sowińska

.....
Piotr Wielowieyski

.....
Tomasz Zieliński



**Resolution No. 5114/26
of the Supervisory Board
of ORLEN Spółka Akcyjna
dated 12 May 2026**

to provide an opinion on the agenda and draft resolutions of the Annual General Meeting of ORLEN S.A.

Pursuant to Art. 8.11.7 of the Company's Articles of Association, the Supervisory Board hereby resolves as follows:

Section 1

The Supervisory Board of ORLEN Spółka Akcyjna gives a favourable opinion on the matters covered by the draft resolutions of the Annual General Meeting of ORLEN S.A., attached as an appendix hereto; however, the Supervisory Board does not take a position on resolutions concerning granting discharge from liability to members of the Supervisory Board.

Section 2

This Resolution shall take effect upon adoption.

The vote was held using means of remote communication.
All Supervisory Board members were notified of the contents of the resolution.

9 persons participated in the vote; 9 votes were cast IN FAVOUR of the Resolution; 0 votes were cast AGAINST the resolution; 0 ABSTENTIONS.

Przemysław Ciszak	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Aleksander Kappes	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Katarzyna Łobos	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Przemysław Baszak	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Ewa Gąsiorek	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Marian Sewerski	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Ewa Sowińska	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Piotr Wielowieyski	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board
Tomasz Zieliński	Vote cast IN FAVOUR of the resolution in accordance with Par. 26c of the Rules Procedure for the Supervisory Board

I hereby confirm that the Supervisory Board of ORLEN S.A. held the above vote:

.....
Przemysław Ciszak
Chairman of Supervisory Board