

Biographies of members of the Supervisory Board of Firma Oponiarska Dębica SA appointed on August 25, 2020:

Vincent Ganier: born 1969, a Supervisory Board Member, Vice President Finance for Europe, Middle East and Africa (EMEA), with a master's degree in Finance from the ISG International Business School, Paris. He started at Goodyear in January 2020. He has 26 years of international business experience across numerous finance disciplines, including accounting, operations, and financial planning and analysis. This includes over a decade of experience in divisional CFO roles with Stanley Black & Decker (2008-2019), a Fortune 500 household hardware manufacturer and distributor. He held CFO positions for Industrial and Automotive Repair Europe(2008-2014), Stanley Security Europe(2015-2017) and Stanley Black & Decker's Emerging Markets Group (Singapore) (2014-2015). In addition, he recently served as Stanley Black & Decker's Vice President, Functional transformation (2018-2019). Prior to that, he held several finance leadership roles across Europe for the chemicals Group Nalco (an Ecolab Company) (2000-2008)and the water and waste management Group Suez (1995-2000). He started his career in 1994 in Cambodia for the Agence Française de Développement - French Development Bank (1994-1995).

Andrzej Kowal: Member of the Supervisory Board, born 1967. A graduate of the University of Economics in Poznań, Faculty of Economics and Organization of Industry. Mr. Kowal's professional career is related to EY (formerly: Ernst & Young), which he started in 1991. In June 2001, he became the Partner managing the audit department of the Poznań EY office, and from June 2005 the Partner managing the entire office in Poznań, being also a member of the board of companies belonging to EY (until 2015). In 1998, after the completion of ACCA the training cycle, he obtained the qualifications of the British Chartered Certified Accountants, and in 2000 - obtained the qualifications of a statutory auditor at the National Chamber of Statutory Auditors. Mr. Kowal has over 25 years of extensive experience in the field of verification of financial reporting, transaction advisory, in the field of IPO, business consulting, cooperating with individual entrepreneurs, with domestic and international capital groups (including Germany, USA, Netherlands, France, Scandinavia), including companies listed on stock exchanges. Mr. Kowal since 2016 is the Chairman of the Supervisory Board at Grupa Recykl S.A. From 2018, he is the Deputy Chairman of the Supervisory Board at Reino Capital S.A. and Chairman of the Audit Committee. Mr. Andrzej Kowal meets the criteria of independence within the meaning of the Act of 11 May 2017 on statutory auditors, audit firms and public supervision, as well as within the meaning of the Annex II to the Recommendation of the European Commission 2005/162 / EC of February 15, 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, as well as the criteria described in the Best Practices of WSE Listed Companies 2016.

Jacek Pryczek: Member of the Supervisory Board, born in 1967, a graduate of the Law Faculty at the Jagiellonian University in Cracow, Poland. He started his professional career at Tire Company Debica S.A. in 1994. In May 1997 he was appointed to the position of Company's Secretary at the Legal Department, and two years later he assumed the position of Sales and Marketing Director of Tire Company Debica S.A. From May 1999 to May 2006 he was a member of the Management Board of Tire Company Debica S.A., and Commercial Director. From May 2006 to December 2007 he performed the duties of General Director of Goodyear in the Middle East and Africa. Since January 1, 2008 to June 4, 2014 he has been the Chairman of the Management Board of TC Dębica SA and General Director of

Goodyear Dunlop Tires Poland. In the years 2013 - 2017 he was the Managing Director Goodyear Central Europe. From January 2018, he holds the position of Director Consumer PBU Europe East and Contracted Retail Channel Europe, at the same time being the President of the Management Board of Goodyear Dunlop Tires Polska Sp. z o.o. From 2014, he is the Chairman of the Supervisory Board in Tire Company Dębica S.A.

Janusz Raś: Member of the Supervisory Board, born on 1960. Higher education, graduate of the Wyższa Szkoła Zarządzania in Warsaw, majoring in entrepreneurship and management; He also completed postgraduate studies at the Wyższa Szkoła Prawa i Administracji in Rzeszów in the field of finance, accounting and taxes and postgraduate studies in Occupational Health and Safety Management at the Institute of Postgraduate Studies. In addition, he completed an ABC Marketing course organized by European Distance Education, numerous courses and trainings in labor law, economics and financial analysis for employee representatives. With Tire Company Dębica S.A. since 1979, initially as a repair mechanic in the now defunct Centralna Wytwórnia Dętek (CWD). Since 2000, he has been employed as a final inspection sorter at Zakład Produkcji Opon Ciężarowych. He is also the Social Labor Inspector at the same faculty and the Chairman of the Departmental Committee of the trade union NSZZ Solidarność.

Łukasz Antoni Rędziniak: Member of the Supervisory Board, born in 1968, an attorney-at-law, a graduate of the Law and Administration Faculty at the Jagiellonian University, Cracow. Since 1996 a member of the District Law Society in Warsaw. In 1990-1991 an assistant at the Law and Administration Faculty at the Jagiellonian University in Cracow, Poland. A lawyer at Consoft Consulting Sp. z o.o. (1991 – 1992); An attorney-at-law, individual legal office working jointly with Dewey Ballantine Sp. z o.o. (1997 – 2000); Dewey & LeBoeuf LLP legal office (1993 - 2007) and a partner from 2001; In 2007-2009 the Undersecretary of State at the Ministry of Justice in Poland; From 2009 a managing partner at Studnicki Pleszka Cwiakalski Górski Sp. K. legal office, at Warsaw Office. From 2013 a Management Board member at Kulczyk Investments S.A. Since 2004 Member of the Supervisory Board of TC Dębica SA, between 2004-2007 and 2013-2015 as a Secretary of the Supervisory Board. He is a Chairman of the Board of Directors of Serinus Energy plc and a member of the Supervisory Boards of Autostrada Wielkopolska S.A. and SCT Broker Sp. z o.o. Mr. Łukasz Rędziniak meets the criteria of independence within the meaning of the Act of 11 May 2017 on statutory auditors, audit firms and public supervision, as well as within the meaning of the Annex II to the Recommendation of the European Commission 2005/162 / EC of February 15, 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, as well as the criteria described in the Best Practices of WSE Listed Companies 2016.

Lourens Roets: Member of the Supervisory Board, born 1977. Holds a Master of Commerce in Taxation from University of North West in South Africa. He also has a Bachelor of Commerce from University of Port Elizabeth and a Bachelor of Commerce (Honours) from University of KwaZulu-Natal / University of Natal. He started his career in the audit department in the South African branch of the PwC company where he worked between 1999-2002. Then in the years 2003 - 2007 he worked as a Corporate Financial Manager at Klein Karoo International. Between 2007 - 2008 he held the position of Senior Audit Manager at BDO Spencer Steward Port Elizabeth. Since 2008, he has been working for Goodyear. Initially as a Controller (2008-2009) and Financial Planner (2009-2011) in South Africa. Then he held the position of Controller at Goodyear Dunlop Tires Operation in Luxembourg (2012-2013). Between

2013 - 2015 he was Retail Finance Director – Trentyre and Magister in Germiston. Then, from 2015 to 2017 he was working as Director of Internal Audit Europe, Middle East and Africa (EMEA) and from 2017 he is the Controller for the entire EMEA region.

Michaël De Schrijver: Member of the Supervisory Board, born 1977. Holds a Master of Civil Engineering from the University of Leuven, Belgium. He also holds a degree in Business Economics from the University of Leuven. He started his career in the international management programme of the Fiat Group, acquiring experience in logistics and manufacturing. Since 2004 he held various roles in terms of business and manufacturing improvement within the industrial equipment division of Fiat Group (CNH Industrial), before leading the World Class Manufacturing programme for EMEA (2008-2010). From 2010 until 2015 he led transformations within the banking sector (ING Belgium) and packaging industry (DS Smith). From 2015 until 2017 he was Global knowledge Manager for the World Class Manufacturing initiative for CNH Industrial. He joined Goodyear in 2017 as EMEA Labour Relations Manager. In 2019 he took the role of Labour Relations Director EMEA and since 2020 he works as HR Director Operations EMEA.

François Colin de Verdière: Member of the Supervisory Board, born in 1976. Goodyear's Associate General Counsel for Europe, Middle East and Africa (holding functions in the Goodyear group companies). He has overall responsibility for legal affairs and compliance for the EMEA region of Goodyear. He is admitted to practice as an attorney in New York and holds an LL.M. in Corporation Law from New York University, a Master Degree in Corporate and Tax Laws from Pantheon-Sorbonne University and a MSc. in Management from Dauphine University. He joined Goodyear in 2011 and during that time has served in multiple functions including as Legal Director to France, Southern Europe and Western Europe clusters and to the Business Europe and Consumer Europe business units. Before joining Goodyear EMEA, he was in private practice with Cleary Gottlieb Steen & Hamilton LLP in New York and Paris specializing in Mergers & Acquisition and Corporate Finance.