

Report of the Supervisory Board on the remuneration of members of the Management Board and members of the Supervisory Board for 2025

Tire Company Dębica S.A.



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I. Basis for preparing a report on the remuneration of members of the management board and supervisory board

The obligation to prepare this Report results from the provision of Article 90g of the Public Offering Act

, introduced on 30 November 2019 pursuant to the Act of 16 October 2019 amending the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies and Certain Other Acts.

This document is a report on the remuneration of members of the Management Board and the Supervisory Board of Tire Company Dębica S.A., presenting a comprehensive overview of remuneration, including all benefits, regardless of their form, received by individual members of the Management Board and the Supervisory Board or due to individual members of the Management Board and the Supervisory Board for the financial year ended 31 December 2025.

II. Report on the remuneration of members of the Management Board and the Supervisory Board for 2024

On 26 June 2025, by Resolution No. 28, the Ordinary General Meeting of Tire Company Dębica S.A., acting pursuant to Article 90g(6) of the Act, gave a positive opinion on the report prepared by the Supervisory Board on the remuneration of members of the Management Board and the Supervisory Board of the Company for 2024 and did not comment on its content.

III. Definitions

Company - Firma Oponiarska Dębica S.A. with its registered office in Dębica, 1 Maja 1 Street, 39-200 Dębica, entered into the register of entrepreneurs of the National Court Register by the District Court in Rzeszów, XII Commercial Division of the National Court Register under KRS number: 0000045477, NIP: PL8720003404, REGON: 850004505 with share capital: PLN 110,422,000 contributed in full

Remuneration Policy – Remuneration Policy for Members of the Management Board and Supervisory Board of Tire Company Dębica S.A. of 25 August 2020

Report – this Report on the remuneration of Members of the Management Board and Members of the Supervisory Board of Tire Company Dębica S.A. for 2025

IV. Basic principles regarding the remuneration of members of the Management Board and the Supervisory Board

The level of remuneration of the members of the Management Board reflects the professional experience and the scope of organizational responsibility related to the position. The remuneration may include a basic salary and a variable part, including benefits under incentive programs. It may also include other permanent additional benefits of a remuneration nature resulting from the labor Code.

The Remuneration Policy for Members of the Board of Directors and Supervisory Boards (the "Policy") contributes to the improvement of the Company's performance by allowing the Company or the Goodyear Group to be taken into account when calculating the variable remuneration of its management staff. In the decision-making process regarding the definition and amendment of this Policy, the possibility of applying variable compensation programs to the management of the Goodyear Group has been accepted.

Members of the Supervisory Board are entitled to a monthly basic remuneration for performing their functions, except when a member of the Supervisory Board:

- expressly waive his rights to remuneration resulting from his appointment to the Supervisory Board of the Company.
- is employed by Goodyear group companies, with the exception of the Company.

The basis for determining the amount of remuneration of a member of the Supervisory Board is the average monthly remuneration in the Company, calculated for the period of the previous calendar quarter.

The policy was adopted on August 25, 2020 and entered into force on the same day. Amendments to the "Remuneration Policy for Members of the Management Board and the Supervisory Board" were adopted by Resolution No. 30 of the General Meeting on 27/06/2024. The main changes included:

- (Chapter 4) supplemented rules on remuneration components,
- (Chapter 7) additional benefits,
- (Chapter 8) issues relating to the decision-making process for the establishment, implementation and review of the Policy.

The remuneration rules described in the Remuneration Policy for Members of the Management Board and the Supervisory Board of the Company were applied in 2025.

Members of the Management Board are entitled to a monthly basic salary under their employment contract. The payment of remuneration was made on the 8th day of the following month in

accordance with the Work Regulations of the Tire Company Dębica in force since August 2017, as amended. The remuneration is paid with the Employee's consent, expressed in writing, in the form of a transfer to the bank account indicated by the Employee.

The policy allowed the members of the Supervisory Board to apply incentive plans for variable remuneration for the management of the Goodyear group to the members of the Management Board, i.e.:

- Annual Executive Incentive Plan ("EAIP")
- and a long-term incentive plan ("LTIP").

Draft EAIP and LTIP plans, performance indicators and payout potential may change or be modified from time to time in accordance with decisions made within the Goodyear Group.

The components and form of the LTIP award may change and may consist of other types of awards in the future.

All remuneration components presented in this report are given in gross amounts.

V. Composition of the Management Board and the Supervisory Board

Both the members of the Management Board and the Supervisory Board have diverse and relevant experience to conduct and supervise business activities in all aspects related to management.

Composition of the Management Board and the Supervisory Board as of 1 January 2025

Management Board

1. Ireneusz Maksymiuk - President of the Management Board
2. Marko Nahtigal - Member of the Management Board
3. Anna Winiarska-Miśkowiec - Member of the Management Board

Supervisory Board

1. Jacek Pryczek - Chairman of the Supervisory Board
2. François Colin de Verdière - Member of the Supervisory Board, Vice-Chairman of the Supervisory Board
3. Andrzej Kowal - Independent Member of the Supervisory Board, Secretary of the Supervisory Board
4. Vincent Ganier - Member of the Supervisory Board
5. Agnieszka Modras - Independent Member of the Supervisory Board
6. Lourens Roets - Member of the Supervisory Board
7. Michaël De Schrijver - Member of the Supervisory Board
8. Janusz Raś - Member of the Supervisory Board

Changes in the composition of management and supervisory bodies in the financial year

On June 26, 2025, the Ordinary General Meeting of the Company appointed the members of the Supervisory Board for a new term of office, starting on the same day. As part of the procedure for selecting the employee representative, conducted in accordance with §14 of the Company's Articles of Association, the Company's employees elected Mr. Krzysztof Mika as a member of the Supervisory Board.

Mr. Krzysztof Mika took up the position of employee representative on the day of the beginning of the new term of office, replacing Mr. Janusz Raś, who held this role in the previous term.

Composition of the Management Board and the Supervisory Board as at 31 December 2025

Management Board

1. Ireneusz Maksymiuk - President of the Management Board
2. Marko Nahtigal - Member of the Management Board
3. Anna Winiarska-Miśkowiec - Member of the Management Board

Supervisory Board

1. Jacek Pryczek - Chairman of the Supervisory Board
2. François Colin de Verdière - Member of the Supervisory Board, Vice-Chairman of the Supervisory Board
3. Andrzej Kowal - Independent Member of the Supervisory Board, Secretary of the Supervisory Board
4. Vincent Ganier - Member of the Supervisory Board
5. Agnieszka Modras - Independent Member of the Supervisory Board
6. Lourens Roets - Member of the Supervisory Board
7. Michaël De Schrijver - Member of the Supervisory Board
8. Krzysztof Mika - Member of the Supervisory Board

VI. Remuneration of individual Members of the Management Board and the Supervisory Board

In 2025, the following members of the Management Board of the Company had employment contracts with the Company: Ireneusz Maksymiuk. The remuneration of the above-mentioned member of the Management Board is paid by the Company.

The other members of the Management Board did not have a contract with the Company and are employed by the following Companies (which are not subsidiaries of the Company):

- Marko Nahtigal – Goodyear Slovenia d.o.o.
- Anna Winiarska-Miśkowiec - Goodyear Polska Sp. z o.o.

The remuneration of the above-mentioned members of the Management Board is not paid by the Company, and their labor costs are invoiced to TC Dębica S.A.

Table 1 and Table 2 contain the remuneration paid in 2025 by the Company, including the variable cash part of the remuneration for 2024, but does not include the remuneration due for 2025 regarding the variable and fixed parts, which are disclosed in Tables 3 and 4.

Table 1. Remuneration of Management Board members in 2025 in PLN

Member of the Management Board	Total annual salary	Fixed salary	Variable remuneration (cash withdrawals related to EAIP and LTIP programmes only)	Other components of remuneration (Benefits such as: insurance, company car used for private purposes, Employee Pension Scheme, medical care, tire scheme*)
		% of total salary	% of total salary	% of total salary
Ireneusz Maksymiuk	1 104 054	768 276	236 701	99 078
		69,59%	21,44%	8,97%
Anna Winiarska-Miśkowiec**	0	0	0	0
Marko Nahtigal**	0	0	0	0

* Tire program – employees have the opportunity to buy tires at a discount

**The remuneration of Marko Nahtigal and Anna Winiarska-Miśkowiec - is shown in Chapter VII.

In 2025, the closest persons of the members of the Company's bodies were granted a benefit in the form of medical care for Ireneusz Maksymiuk, provided as part of an employee medical package worth PLN 14,253.

Table 2. Remuneration of Supervisory Board members in 2025 in PLN

Member of the Supervisory Board	Total annual salary in PLN	Remuneration for holding a position in the Supervisory Board	Fixed salary	Bonus resulting from the Collective Bargaining Agreement	Variable remuneration resulting from the Collective Bargaining Agreement	Other components of remuneration in PLN (Benefits such as: insurance, company car used for private purposes, Employee Pension Program, medical care, tire program)
		% of total salary	% of total salary	% of total salary	% of total salary	% of total salary
Agnieszka Modras	211 342	211 342 100%				
Vincent Ganier						
Jacek Pryczek						
Andrzej Kowal	263 199	263 199 100%				
Lourens Roets						
Michael De Schrijver						
François Colin de Verdière						
Krzysztof Mika	155 463	90 850 58,4%	54 294 34,92%	5 200 3,37%	0,00 0,00%	5 119 3,29%
Janusz Raś	196 674	118 4545 76,84%	45 882 29,76	12 892 8,36%	16 278 10,56%	3 166 2,05%

Table 3 contains variable and fixed remuneration for 2025 and previous years, which will be received by individuals in 2026 and subsequent years.

The amounts shown in the tables below for the portion of the variable remuneration under the Long-Term Incentive Plan (LTIP) refer to cash (CPU) payments.

Table 3. Remuneration of members of the Management Board and Supervisory Board paid in PLN in 2026

Member of the Management Board/Supervisory Board	Variable remuneration	Variable remuneration	Fixed salary with other components* for December
	LTIP	EAIP	
	2023-2025	2025	2025
Management Board			
Ireneusz Maksymiuk	150 399	155 746	70 370
Supervisory Board			
Krzysztof Mika			27 980
Janusz Raś			-
Agnieszka Modras			17 699
Andrzej Kowal			22 124

* Other components of remuneration include benefits such as: insurance, company car used for private purposes, Employee Pension Program, medical care, tire program.

Table 4 contains variable remuneration for 2025 and previous years, which will be received by individuals in 2026 and subsequent years.

Table 4. Accrued but not paid remuneration as at 31 December 2025 covering the assessment period 2024-2026 and 2025-2027 in PLN

Member of the Management Board	Variable remuneration
	LTIP
Ireneusz Maksymiuk	85 282

VII. The amount of remuneration from entities belonging to the Company's capital group

The company had no subsidiaries in 2025.

For full transparency, the Company discloses the amounts of remuneration paid to the Management Board and the Supervisory Board by other companies, but incurred (as a charge) by the Company.

The costs incurred by the Company on the basis of the invoices received regarding the remuneration for the work of Mr. Marko Nahtigal employed by Goodyear Slovenija d.o.o. in the year covered by the report amounted to PLN 1,400,251 (including the costs of renting an apartment PLN 92,069).

Table 5 and Table 6 show the variable remuneration for the year 2025 and previous years that was paid to Mr. Marko Nahtigal in the year 2026 and will be received by him in the following years.

Table 5. Variable remuneration paid in 2026 in PLN

Member of the Management Board	Variable remuneration LTIP 2022 - 2025	Variable remuneration EAIP 2025
Mako Nahtigal	223 259	162 828

Table 6. Remuneration accrued but not paid as at 31 December 2025, covering the appraisal period 2024 – 2025 and 2025 – 2027 in PLN

Member of the Management Board	Variable remuneration
Mako Nahtigal	106 889

The costs incurred by the Company on the basis of the received invoices concerning the remuneration for the work of Ms. Anna Winiarska – Miśkowiec employed by Goodyear Polska Sp z o.o. in the year covered by the report amounted **to PLN 42,478.00.**

VIII. Compliance with the adopted remuneration policy; contributing to the achievement of the Company's long-term results

The total remuneration paid to the members of the Management Board and the Supervisory Board is in accordance with the principles of the remuneration policy (the "Policy") that were in force in the Company in 2025. Each of the above-mentioned components of remuneration was provided for in the rules in question and subsequently in the Policy and was paid in accordance with these principles and subsequently with the Policy. Members of the Management Board and the Supervisory Board did not receive any remuneration component that would not result from the principles in question, and then from the Policy.

Members of the Management Board and the Supervisory Board may be entitled to remuneration components related to the achievement of the Company's long-term goals (in the form of cash or financial instruments), which has a positive impact on their involvement in the achievement of these goals. Members of the Supervisory Board are not entitled to variable remuneration for performing the function of a member of the Supervisory Board.

IX. Information on how the performance criteria were applied

Management incentive programs are designed to support the achievement of the Company's business objectives and protect the long-term interests of its shareholders. These programs are closely linked to the Company's performance and measurable financial and non-financial ratios, which ensures that the interests of management are consistent with those of shareholders by focusing on the growth of shareholder value. The financial and non-financial ratios used also remain in line with the Company's strategic objectives, which are presented in Table 7 and described in the following paragraphs.

Annual Executive Incentive Plan ("EAIP")

The plan is the main motivation plan for top executives implemented in cash. The target EAIP level may range from 20% to 40% of the employee's fixed annual base salary as at 31 December of the year covered by the incentive plan. The payout of an individual reward can range from 0% to 200% of the employee's EAIP level. An employee's annual EAIP is prorated to reflect work in the year covered by the plan based on the date of promotion. The granting of EAIP's annual payouts is subject to the company's financial performance and individual goals: cash and liquidity, costs, market share and individual goals in conjunction with EMEA-wide targets. If the employee does not meet the retirement criteria set out in the EAIP plan, an additional condition for payment is that he or she remains an employee of the Company as at 31 December of the year covered by the plan.

Long-Term Incentive Plan ("LTIP")

This plan covers a three-year period with the potential for a payout of 50% to 200% for a given year and is currently executed in cash only (CPU). The value of the CPU is equal to 1USD per unit. The award of payments is based on the Company's financial results: net revenue, cash flow, return on equity, TSR modifier (Total Return on Shares). Metrics and targets are determined by the

Compensation Committee of the Goodyear Board of Directors. LTIP is subject to change and may include other types of awards and grant combinations in the future. If the employee does not meet the retirement criteria set out in the EAIP plan, an additional condition for payment is that he or she remains an employee of the Company as of 31 December of the last year covered by the plan.

Table 7. Incentive program indicators in force in 2025

	Plan	Criterion	Weight	
Annual Executive Incentive Plan - EAIP	Annual Incentive Plan	Free Cash Flow		40%
		Segment operating profit margin		40%
		Strategic objectives		20%
LTIP Long-Term Incentive Plan	Performance-based reward	Net profit	40%	TSR Modifier¹ - Relative TSR over a three-year period Correction Range: ±20%
		Return on Cash Flow on Equity	40%	
		Margin increase over a three-year horizon	20%	
	Units of reserved shares ²	Three-year, gradual vesting period		

¹ TSR Modifier – Total Return on Stock

² Restricted Stock Units (RSUs)

X. Information on remuneration, results of the Company

Table 8. The total remuneration received by the members of the Management Board and the Supervisory Board includes the remuneration received directly from the Company in PLN.

Ingredients/Year	2021	2022	2023	2024	2025
Total remuneration for members of the Management Board	2 642 337	2 672 362	2 442 061	1 166 447	1 104 054
<i>% change</i>	4,6%	1,1%	-8,6%	-52,2%	-5%
Total remuneration for members of the Supervisory Board	603 721	600 571	649 990	743 514	825 379
<i>% change</i>	0,1%	-0,5%	8,2%	14,4%	10,99%
Operating profit in PLN thousand	50 880	78 571	322 193	58 268	128 734
<i>% change</i>	-36,6%	54,4%	310,1%	-81,9%	121%
Net profit in PLN thousand	42 679	72 597	284 353	77 756	124 984
<i>% change</i>	-37,6%	70,1%	291,7%	-72,7%	61%
Net cash flow in PLN thousand	-26 904	-43 287	112 710	-144 632	11 439
<i>% change</i>	-610,9%	60,9%	360,4%	-228,3%	-108%

Table 9. Salaries paid in individual years in PLN

Specification		2021	2022	2023	2024	2025
Management Board						
Ireneusz Maksymiuk		872 669	1 054 300	1 022 180	1 166 477	1 104 054
% change		7%	21%	-3%	14%	- 5%
Supervisory Board						
Łukasz Rędziniak	until 02.09.2021	149 383				
% change		10%				
Andrzej Kowal	from 25.06.2019	168 780	194 163	210 610	247 050	263 199
% change		25%	15%	8%	17%	7%
Krzysztof Mika	From 26.06.2025					155 463
% change						
Janusz Raś	25.08,2020 – 22.06.2021	137 461	109 363	153 473	142 465	196 677
	30.06.2022 – 26.06.2023					
	27.06.2024 – 26.06.2025					
% change		112%	-20%	40%	-7%	38%
Marek Piękoś	until 23.06.2021	112 536	141 715			
% change			26%			

Specification		2021	2022	2023	2024	2025
Krzysztof Pieniążek	27.06.2023 – 26.06.2024			111 650	164 187	
	<i>% change</i>				47%	
Agnieszka Modras	from 06.09.2021	35 561	155 330	174 247	189 812	211 342
	<i>% change</i>		337%	12%	9%	11%

Table 10. Information on the average remuneration of the Company's employees who are not members of the Management Board or the Supervisory Board in PLN

Year	Average monthly salary of the Company's employee	Change y/y [%]
2021	6 247	9,5
2022	6 328	1,3
2023	7 291	15,2
2024	8 061	10,6
2025	8 889	10,3

Financial instruments granted or offered and the main conditions for exercising rights under these instruments

The Company confirms that no financial instruments were granted or offered during the reporting period, nor were any rights under such instruments established, changed or exercised. In addition, no arrangements or obligations have been introduced that would entitle members of the company's governing bodies to acquire the Company's financial instruments in the future.

Information on how to request a refund of variable remuneration components

The Company confirms that in the reporting year it did not exercise the right to demand the reimbursement of variable remuneration components from any of the persons covered by the Remuneration Policy. There were no circumstances justifying the application of refund mechanisms in accordance with the applicable regulations and the principles set out in the Policy. The Company maintains and applies these mechanisms to ensure accountability, linking compensation to long-term performance, and compliance with corporate governance principles.

Information on demarcations from the remuneration policy implementation procedure and the derogations applied

The remuneration policy was adopted on 25 August 2020 and entered into force on that date. Its update, including changes to the "Remuneration Policy for Members of the Management Board and the Supervisory Board", was approved by Resolution No. 30 of the General Meeting of 27 June 2024. The policy has been adopted and updated in accordance with the applicable corporate procedure. The Company did not take advantage of the possibility of temporarily waiving its application. The most important changes concerned: (Chapter 4) supplementation of the rules on remuneration components, (Chapter 7) additional benefits, (Chapter 8) specification of the decision-making process in the field of establishing, implementing and reviewing the Policy.

XI. Final information

The report is prepared for the year ended 31 December 2025 and includes data for 2025. In connection with the positive opinion of the Ordinary General Meeting of Tire Company Dębica S.A. expressed in the resolution of 26 June 2025 on the opinion on the Supervisory Board's report on the remuneration of members of the Management Board and the Supervisory Board and the lack of comments on its content, this report has been prepared as a model of the report for 2024. In accordance with Article 90g(8) of the Act, the Supervisory Board explains that taking into account the positive opinion of the General Meeting of Tire Company Dębica S.A. on the Supervisory Board's report on remuneration for 2023 and 2024, in 2025 there was no need to change the Company's remuneration policy.

The remuneration report was prepared by the Supervisory Board in order to meet the requirements set out in Article 90g(1) of the Act of 29 July 2005 on Public Offering , Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies. The remuneration report was adopted by the Supervisory Board by a resolution of 22 April 2026 in order to present it during the General Meeting of Shareholders enabling the adoption of an advisory opinion resolution

The remuneration report has been assessed by a statutory auditor with regard to the inclusion of the information required under Article 90g(1)-(5) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies. The entity authorized to assess the remuneration report is PricewaterhouseCoopersPolska spółka z ograniczoną odpowiedzialnością Audyt sp.k.

Adopted by: Supervisory Board of Tire Company Dębica S.A.

Dębica, 22 April 2026