

ADOPTED RESOLUTIONS

RESOLUTION No. 1

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on the election of the Chairman of the Ordinary General Meeting.

§ 1

The General Meeting of Tire Company Dębica S.A. elects Mr. Robert Gawalkiewicz as the Chairman of the Ordinary General Meeting.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, Mr. Jacek Pryczek announced the results: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 991 096 valid votes were cast in favour of the resolution,-----

- no votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 2

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2023

on the adoption of the agenda.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. resolves to adopt the following agenda:-----

1. Opening of the Annual General Meeting.-----

2. Election of the Chairman of the Annual General Meeting.-----
3. Confirmation of the correctness of convening the Annual General Meeting and its ability to adopt resolutions. -----
4. Adoption of the agenda. -----
5. Election of the Secretary of the Ordinary General Meeting.-----
6. Review and approval of the Company's financial statements for 2023. -----
7. Consideration and approval of the Management Board's report on the Company's activities for 2023. -----
8. Consideration and approval of the Supervisory Board's report for 2023. -----
9. Adoption of a resolution on the distribution of profit. -----
10. Granting discharge from liability to members of the Company's Management Board for the performance of their duties in 2023. -----
11. Granting discharge to members of the Company's Supervisory Board for the performance of their duties for 2023. -----
12. Determination of the number of members of the Company's Supervisory Board. -----
13. Appointment of members of the Company's Supervisory Board. -----
14. Adoption of a resolution to give an opinion on the report on the remuneration of members of the Management Board and Supervisory Board of the Company for 2023.-----
15. Adoption of a resolution on the adoption of amendments to the Remuneration Policy for Members of the Management Board and Supervisory Board of Tire Company Dębica S.A. -----
16. Presentation of a report on the manner in which the results of the auditor's audit and recommendations contained in the auditor's report were taken into account. -----
17. Presentation by the Management Board of the Company of information on the purposes for which the Management Board of the Company proposes to allocate the amount of PLN 142,184,323.50 from the Company's profit for 2023 to the reserve capital in a situation where the already existing reserves of the Company created from profits from previous years, at the end of 2023 amounted to over PLN 644,118,000 and constituted over 60% of the Company's capitalization, and at the same time, the balance of loans granted by the Company to entities related to the majority shareholder amounted to: PLN 700 million (as at the balance sheet date of 31 December 2023), PLN 600 million (as at the balance sheet date of 31 December 2022), PLN 500 million (as at the balance sheet date of 31 December 2021) and PLN 400 million (as at the balance sheet date of 31 December 2020).-----

18. Presentation by the Company's Management Board of information on the conditions set by the Company's Management Board, the fulfillment of which will justify the Company's Management Board's recommendation that the Company's reserve capitals created from the profit from 2000 – 2022 (currently in the amount of over PLN 640 million, representing over 60% of the Company's capitalization and corresponding to loans granted to Goodyear), created each time with the reservation "with the possibility of paying dividends to shareholders" should be paid out in the form of a dividend for shareholders; Presentation by the Company's Management Board of an update of the Company's Management Board's position on whether there is a maximum amount of reserve capital created from profits from previous years, after which the Management Board will not recommend allocating the Company's profit in subsequent years to further reserve capital, or whether the position of the Company's Management Board expressed during the Company's General Meeting of Shareholders in 2023 is still in force, according to which "there is no such maximum". -----
19. Presentation by the Management Board of the Company of information on the economic and legal basis for which the Management Board of the Company in 2023 allocated the amount of PLN 700 million, representing more than 60% of the Company's capitalization, to lending activities, in a situation where lending activities are not the Company's statutory activities.-----
20. Presentation by the Management Board of the Company of information on how and on what basis the Management Board of the Company assesses the credit risk of the borrower of loans granted by the Company, i.e. Goodyear S.A. with its registered office in Colmar-Berg, Luxembourg, and discussion of the extent to which the credit risk of this borrower justifies the margin on loans granted in the amount of PLN 700 million, which the Management Board of the Company sets in the loan agreements at the level of 0.45%.-----
21. Presentation by the Company's Management Board of information on whether, apart from the collateral disclosed in the Company's current reports, for the loans granted to Goodyear S.A. with its registered office in Colmar-Berg, Luxembourg in the form of a guarantee issued by The Goodyear Tire & Rubber Company with its registered office in Akron, Ohio, USA, the Company obtains any other collateral for these loans. -----
22. Presentation by the Management Board of the Company of information on the procedure, under what conditions and under what right the Company is entitled to pursue rights and claims under the only security for loans granted by the Company in the amount of PLN 700 million, disclosed in the Company's current reports, i.e. security in the form of a guarantee issued by The Goodyear Tire & Rubber Company with its registered office in Akron, Ohio, United States. -----
23. Presentation by the Management Board of the Company of information on how and on what basis the Management Board of the Company assesses the credit risk of The Goodyear Tire & Rubber Company with its registered office in Akron, Ohio, USA, as the entity providing the only security for the loans granted in the form of guarantees disclosed by the Company, including the presentation of information on whether the Management Board of the Company: assessed the guarantor's debt, analysis of the structure of this

debt and whether it analysed whether other liabilities of The Goodyear Tire & Rubber Company enjoy priority over the Company's rights under the guarantee. -----

24. Presentation by the Management Board of the Company of information on the actions taken by the Management Board of the Company in the scope of collateral and interest on loans granted by the Company, the only collateral of which is the guarantee of The Goodyear Tire & Rubber Company with its registered office in Akron, Ohio, USA, and which actions were taken by the Management Board of the Company after that, when in November 2023, the rating agency S&P Global Ratings downgraded The Goodyear Tire & Rubber Company's rating from BB- to B+ and assessed that in 2024 and 2025 in the guarantee company, "free cash flow from operating activities (FOCF) will remain negative".-----
25. Presentation by the Board of Directors of the Company as to whether the Company's Board of Directors currently assesses the margin on loans granted to Goodyear at 0.45% as adequate for the credit risk associated with these loans and whether, after S&P Global Ratings downgraded The Goodyear Tire & Rubber Company's rating from BB- to B+, the Company's Board of Directors maintains the position that in determining the interest rate on loans granted to Goodyear is adequate (taking into account the levels of risk) A comparison (benchmark) are bank deposits offered by Polish banks.-----
26. Presentation by the Management Board of the Company of information on the Company's losses as a result of the fire that occurred at the Company's production plant in 2023, the corrective actions taken, the course of liquidation of the damage caused by the above-mentioned fire, the method of financing the corrective actions and the manner and degree of use of the Company's insurance policies. -----
27. Adoption of a resolution on the allocation or refusal to allocate funds from the remaining reserves existing in the Company for the payment of a special dividend. -----
28. Adoption of a resolution on the appointment of an auditor for special matters in order to audit, at the Company's expense, certain issues related to the management of the Company's affairs. -----
29. Closing of the General Meeting. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 017 valid votes were cast in favour of the resolution,-----

- 948,079 votes were cast against, -----

- 0 abstentions. -----

The Chairman stated that the resolution had been adopted. -----

Resolution No. 3
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on the election of the Secretary of the Ordinary General Meeting.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. elects Ms. Julia Trzmielewska as the Secretary of the Ordinary General Meeting. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 991 096 valid votes were cast in favour of the resolution, -----

- no votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 4
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on approval of the Company's financial statements for 2023.

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. hereby approves the financial statements for 2023 presented to it on June 27, 2024, including: -----

1. Balance sheet prepared as at 31 December 2023, -----
2. Profit and loss account, -----
3. Cash flow statement, -----
4. Additional information and explanations. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution,-----

- 2,550 votes were cast against, -----

- 945,514 abstained. -----

Resolution No. 5

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on approval of the Management Board's report on the Company's activities in 2023.

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. approves the Management Board's report on the Company's activities for 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 2,550 votes were cast against, -----

- 945,514 abstained. -----

The Chairman stated that the resolution had been adopted. -----

Resolution No. 6
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2023
on approval of the Supervisory Board's report for 2023.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. approves the Supervisory Board's report for 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 2,550 votes were cast against, -----

- 945,514 abstained. -----

Resolution No. 7
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on the distribution of profit.

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. resolves to distribute the profit for 2023 in the amount of PLN 284,352,648.50 (in words: two hundred eighty-four million three hundred fifty-two thousand six hundred forty-eight zlotys 50/100), as follows:

1. the amount of PLN 142,168,325.00 (in words: one hundred forty-two million one hundred sixty-eight thousand three hundred twenty-five zlotys 00/100) to be allocated to the dividend for shareholders in the amount of PLN 10.30 per share, setting September 20, 2024 as the dividend rights acquisition date (dividend date) and December 18, 2024 as the dividend payment date – due to the seasonal nature of the Company's business;---
2. PLN 142,184,323.50 (one hundred forty-two million one hundred eighty-four thousand three hundred twenty-three zlotys 50/100) to be allocated to the reserve capital with the possibility of payment in future years. -----

The amount allocated to the reserve capital may also be allocated to be distributed among shareholders in subsequent financial years, including in the form of an interim dividend or advances. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution,-----

- 948,064 were against, -----

- no abstentions were cast. -----

Resolution No. 8
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on granting discharge to the Member of the Management Board of the Company for
the performance of his duties in 2023.

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Leszek Szafran, President and Member of the Management Board of Tire Company Dębica S.A., on account of the performance of his duties in 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 043 032 valid votes were cast in favour of the resolution,-----
- 948,064 votes were cast against, -----
- no abstentions were cast. -----

Resolution No. 9
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on granting discharge to the Member of the Management Board of the Company for the performance of his duties in 2023.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. grants discharge from liability to Mr. Ireneusz Maksymiuk, President and Member of the Management Board of Tire Company Dębica S.A., on account of the performance of his duties for the year 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 043 032 valid votes were cast in favour of the resolution,-----
- 948,064 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 10
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

**on granting discharge to the Member of the Management Board of the Company for
the performance of his duties in 2023.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Marek Nahtigal, Member of the Management Board of Tire Company Dębica S.A., on account of the performance of his duties for the year 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 948,064 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 11
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

**on granting discharge to the Member of the Management Board of the Company for
the performance of his duties in 2023.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Ms. Anna Winiarska – Miśkowiec, Member of the Management Board of Tire Company Dębica S.A., for the performance of her duties for the year 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 948,064 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 12
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on granting discharge from liability to a Member of the Company's Supervisory Board in respect of the performance of his duties in 2023.

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Jacek Pryczek, Chairman and Member of the Supervisory Board, on account of the performance of his duties for 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 13
of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

**on granting discharge from liability to a Member of the Company's Supervisory Board
in respect of the performance of his duties in 2023.**

§ 1

The Annual General Meeting of Tire Company Debica S.A. hereby grants discharge from liability to Mr. François Colin de Verdière, Vice-Chairman and Member of the Supervisory Board, on account of the performance of his duties for the year 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution,-----

- 948,105 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 14

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

**on granting discharge from liability to a Member of the Company's Supervisory Board
in respect of the performance of his duties in 2023.**

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Andrzej Kowal, Secretary and Member of the Supervisory Board, in respect of the implementation of the financial year 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 042 991 valid votes were cast in favour of the resolution, -----
- 948,105 votes were cast against, -----
- no abstentions were cast. -----

Resolution No. 15
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on granting discharge from liability to a Member of the Company's Supervisory Board in respect of the performance of his duties in 2023.

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Lourens Roets, Member of the Supervisory Board, on account of the performance of his duties for 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 042 991 valid votes were cast in favour of the resolution, -----
- 948,105 votes were cast against, -----
- no abstentions were cast. -----

Resolution No. 16
of the Annual General Meeting
Tire Company Debica SA

of 27 June 2024

**on granting discharge from liability to a Member of the Company's Supervisory Board
in respect of the performance of his duties in 2023.**

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Ms. Agnieszka Modras, Member of the Supervisory Board, for the performance of her duties for 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution,-----

- 948,105 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 17

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

**on granting discharge from liability to a Member of the Company's Supervisory Board
in respect of the performance of his duties in 2023.**

§ 1

The Annual General Meeting of Tire Company Debica S.A. hereby grants discharge from liability to Mr. Michaël De Schrijver, Member of the Supervisory Board, on account of the performance of his duties for the year 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 18
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on granting discharge from liability to a Member of the Company's Supervisory Board in respect of the performance of his duties in 2023.

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Vincent Ganier, Member of the Supervisory Board, on account of the performance of his duties for 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- no abstentions were cast. -----

Resolution No. 19
of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on granting discharge to a Member of the Company's Supervisory Board in respect of the performance of his duties in 2023

§ 1

The Annual General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Janusz Ras, Member of the Supervisory Board, for the performance of his duties in 2023.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,081 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,081 votes were validly cast, -----

- 12 045 526 valid votes were cast in favour of the resolution,-----

- 337,200 votes were cast against, -----

- 608,355 abstained. -----

Resolution No. 20

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on granting discharge to a Member of the Company's Supervisory Board in respect of the performance of his duties in 2023

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Krzysztof Pieniążek, Member of the Supervisory Board, for the performance of his duties in 2023.

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 045 541 valid votes were cast in favour of the resolution, -----

- 41 votes were cast against, -----

- 945,514 abstained. -----

Resolution No. 21
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on determining the number of members of the Supervisory Board for the term of office starting on June 27, 2024

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. resolves that the Supervisory Board of the term of office beginning on June 27, 2024 will be composed of 5 to 9 members.

§ 2

The resolution shall enter into force on the date of its adoption.-----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 0 votes were cast against, -----

- 948,064 abstained. -----

Resolution No. 22
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Mr. Vincent Ganier to the Supervisory Board for the term of office starting on June 27, 2024. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- 0 abstentions. -----

Resolution No. 23

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Mr. Andrzej Kowal to the Supervisory Board for the term of office beginning on June 27, 2024.

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- 0 abstentions. -----

Resolution No. 24
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Ms. Agnieszka Modras to the Supervisory Board for the term of office starting on June 27, 2024.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution,-----

- 948,105 votes were cast against, -----

- 0 abstentions. -----

Resolution No. 25
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024
on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Mr. Jacek Pryczek to the Supervisory Board for the term of office beginning on June 27, 2024.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 042 991 valid votes were cast in favour of the resolution, -----
- 948,105 votes were cast against, -----
- 0 abstentions. -----

Resolution No. 26
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Mr. Lourens Roets to the Supervisory Board for the term of office commencing on June 27, 2024. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 042 991 valid votes were cast in favour of the resolution, -----
- 948,105 votes were cast against, -----
- 0 abstentions. -----

Resolution No. 27

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. appoints Mr. Michael De Schrijver to the Supervisory Board for the term of office beginning on June 27, 2024.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 042 991 valid votes were cast in favour of the resolution, -----

- 948,105 votes were cast against, -----

- 0 abstentions. -----

Resolution No. 28

of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on the appointment of a new term of office to the Supervisory Board.

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. appoints to the Supervisory Board for the term of office starting on June 27, 2024. Lord François Colin de Verdière.-----

§ 2

The resolution shall enter into force on the date of its adoption.-----

After a secret ballot, which took place with the use of magnetic cards, the results of the voting were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 042 991 valid votes were cast in favour of the resolution,-----
- 948,105 votes were cast against, -----
- 0 abstentions. -----

Resolution No. 29
of the Annual General Meeting
Tire Company Debica SA
of 27 June 2024

on issuing an opinion on the report on the remuneration of Members of the Management Board and Supervisory Board of the Company for 2023

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A., acting pursuant to Article 90g(6) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies gives a positive opinion on the report on the remuneration of members of the Management Board and Supervisory Board of the Company for 2023. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

Justification: *The obligation to adopt a resolution arises from Article 90g(6) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organised Trading, and Public Companies (Journal of Laws of 2024, item 620).*

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----
- 12 043 032 valid votes were cast in favour of the resolution,-----
- 0 votes were cast against, -----
- 948,064 abstained. -----

Resolution No. 30
of the Annual General Meeting

Tire Company Debica SA

of 27 June 2024

on the adoption of amendments to the Remuneration Policy for Members of the Management Board and Supervisory Board of Tire Company Dębica S.A.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A., acting pursuant to Article 90d(1) in connection with Article 90e(4) of the Act of 29 July 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies, hereby resolves to amend the Remuneration Policy for Members of the Management Board and Supervisory Board of Tire Company Dębica S.A., giving it a new wording, in accordance with Appendix No. 1 to this Resolution. -----

§ 2

The resolution shall enter into force on the date of its adoption.-----

Justification: The Polityka clarifies: -----

- (i) rules for avoiding conflicts of interest, -----
- (ii) an explanation of how the working and pay conditions of the company's employees other than members of the Management Board and the Supervisory Board were taken into account when establishing the remuneration policy, -----
- (iii) information on the employment of Members of the Management Board and Members of the Supervisory Board, -----
- (iv) mutual proportions of fixed and variable components of remuneration, -----
- (v) description of variable components of remuneration that may be awarded to Management Board Members, -----
- (vi) information on additional benefits that may be granted to Management Board Members, -----
- (vii) procedure for amending the Policy. -----

After an open vote, which took place with the use of magnetic cards, the results of the vote were announced: -----

- 12,991,096 shares took part in the voting, representing 94.12% of the share capital, of which 12,991,096 votes were validly cast, -----

- 12 043 032 valid votes were cast in favour of the resolution, -----

- 2,550 votes were cast against, -----

- 945,514 abstained. -----

/This is translation of the document in Polish. In case of discrepancy, the Polish version is binding./