

**ORDINARY GENERAL MEETING
TIRE COMPANY DĘBICA S.A.
CONVENED FOR JUNE 26, 2025
POWER OF ATTORNEY FORM**

I (We), the undersigned, who is a shareholder/representing a shareholder of the Tire Company Debica S.A. with its registered office in Dębica (the "**Company**") declare that..... (first name and name/business name of the shareholder) (the "**Shareholder**") has the..... (number) of the Company's shares,

and hereby authorize:

Member of the Management Board/Member of the Supervisory Board of the Company, Mr., holding a passport/identity card/other official identity document with the number to operate in accordance with the instructions on how to below.

Failure to attach instructions, filling them in incorrectly or making it impossible to cast a vote or authorizing a proxy to vote at their discretion shall be treated as an instruction for voting: (i) for the resolutions in the wording proposed by the Management Board, (ii) for the draft resolutions proposed by the Company's shareholders, which do not materially change the resolutions proposed by the Management Board, nor prevent the achievement of the objective of the resolutions proposed by the by the Management Board and (iii) against draft resolutions submitted by the Company's shareholders, which are contrary to the projects proposed by the Management Board or prevent the achievement of the purpose of the resolutions proposed by the Management Board.

or

Mr/Mrs., who has an ID (holding) a passport/identity card/other official identity document with the number, to act in accordance with the voting instructions below/at the discretion of the proxy*.

Does the attorney-in-fact have the right to grant further powers of attorney? Yes not

or

..... (name of the entity), with its registered office in..... and the address to act in accordance with the instructions on how to voting below/at the discretion of the proxy.*

Does the attorney-in-fact have the right to grant further powers of attorney? Yes not

The proxy is authorized to represent the Shareholder at the Ordinary General Meeting

The Company's General Meeting convened for June 26, 2025, at 09.00 a.m., in Dębica (Company Cultural Centre, 3 Ignacego Lisa Street, "Sala Widowiskowa") ("Ordinary General Meeting" Meeting"), and in particular to participate in and take the floor at the Ordinary General Meeting Meeting, to sign the attendance list, to vote on behalf of the Shareholder and to any other activities related to the Ordinary General Meeting.

This power of attorney covers all shares of the Company held by the Shareholder. **

Details of the shareholder/persons authorized to represent the shareholder:

Name:

Company:.....

Position:.....

Address:.....

PROPOSED BY THE MANAGEMENT BOARD, AND (iii) AGAINST DRAFT RESOLUTIONS SUBMITTED BY THE COMPANY'S SHAREHOLDERS THAT ARE CONTRARY TO THE DRAFT RESOLUTIONS PROPOSED BY THE MANAGEMENT BOARD OR PREVENT THE ACHIEVEMENT OF THE PURPOSE OF THE RESOLUTIONS PROPOSED BY THE MANAGEMENT BOARD.

IMPORTANT INFORMATION:

Appointment of an attorney-in-fact - explanations:

On the basis of this form, a Shareholder may appoint as a proxy: (i) a Member of the Management Board or a Member of the Supervisory Board of the Company, or (ii) a natural person or (iii) an entity other than a natural person.

In order to appoint a proxy, an "X" sign should be placed next to the person whom the Shareholder intends to appoint as a proxy. In the case of appointing persons indicated in points (ii) or (iii) as an attorney, the identification data of the attorney should also be inserted.

If a Shareholder appoints as a proxy the persons indicated in item (i) and does not attach voting instructions, fulfils the instructions incorrectly or in a manner that makes it impossible to cast a vote, or authorizes a proxy to vote at his discretion, the proxy will be entitled to vote: (i) for resolutions in the wording proposed by the Management Board, (ii) for draft resolutions proposed by the Company's Shareholders, which do not significantly change the resolutions proposed by the Management Board or prevent the achievement of the purpose of the resolutions proposed by the Management Board and (iii) against draft resolutions submitted by the Company's Shareholders which are contrary to the draft resolutions proposed by the Management Board or prevent the achievement of the purpose of the resolutions proposed by the Management Board.

A Shareholder is entitled to appoint more than one proxy or to authorize one proxy to vote only from a part of the Company's shares held by the Shareholder. In both cases, the Shareholder is obliged to indicate in the voting instructions the number of shares of the Company to which the proxy is entitled to vote. If you appoint more than one representative, you will need to fill in a separate form for each representative.

The method of granting a power of attorney and the rules for identifying Shareholders and their proxies are described in the announcement on convening the Annual General Meeting.

Explanations of how to complete the instructions

Shareholders are asked to issue instructions by inserting an "X" in the appropriate field. If a Member of the Management Board or a Member of the Supervisory Board is appointed as a proxy, failure to select any method of voting, ticking the option "at the discretion of the proxy" or ticking more than one method of voting from all shares of the Company held by the Shareholder next to a given item on the agenda will result in the proxy being entitled to vote: (i) for resolutions in the wording proposed by the

Management Board, (ii) for draft resolutions proposed by the Company's shareholders which do not materially change the resolutions proposed by the Management Board or prevent the achievement of the purpose of the resolutions proposed by the Management Board, and (iii) against draft resolutions proposed by the Company's shareholders which are contrary to the draft resolutions proposed by the Management Board, or prevent the achievement of the purpose of the resolutions proposed by the Board.

If the "other" box is ticked, the Shareholders are asked to specify in detail in this section the instructions regarding the exercise of voting rights by a proxy in the event of submission of other draft resolutions by the Company's Shareholders, the Management Board of the Company hereby stipulates that in the case of appointing a Member of the Management Board or a Member of the Supervisory Board as a proxy, failure to fill in the "other" field will entitle the proxies to vote in the manner described in relation to the draft resolutions submitted by the Company's Shareholders.

If a Shareholder decides to vote differently from the shares held, he is asked to indicate in the appropriate field the number of shares from which the proxy is to vote "for", "against" or "abstain" from voting. In the absence of an indication of the number of shares, it is considered that the proxy is entitled to vote in the indicated manner from all shares held by the Shareholder. In no case may the sum of the Company's shares to which the instruction on voting differently from the shares held will apply exceed the number of all the Company's shares held by the shareholder.

Draft resolutions, the adoption of which is planned in individual items of the agenda, constitute Appendix No. 1 to the following instruction.

Please note that the draft resolutions attached to the instructions below may differ from the draft resolutions put to the vote at the Ordinary General Meeting. In order to avoid any doubts as to the manner of voting of the proxy in such a case, we recommend specifying in the "other" section the manner of the proxy's conduct in the above situation.

INSTRUCTIONS ON THE EXERCISE OF VOTING RIGHTS BY PROXY

The Ordinary General Meeting of Tire Company Dębica S.A. convened for June 26, 2025, at 09.00 a.m. in Dębica (Company Cultural Center, 3 Ignacego Lisa Street, auditorium). The content of the draft individual resolutions in the wording proposed by the Management Board is included in Appendix No. 1.

ELECTION OF THE CHAIRMAN OF THE ORDINARY GENERAL MEETING (resolution No. 1)

- Your candidacy
Number of shares: _____
- Against your candidacy
Number of shares: _____
- Objection
- I abstain
Number of shares: _____
- At the discretion of the attorney
Number of shares: _____
- Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

ADOPTION OF THE AGENDA (resolution No. 2)

- Pros
Number of shares: _____
- Against
Number of shares: _____
- Objection
- I abstain
Number of shares: _____
- At the discretion of the attorney
Number of shares: _____
- Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

ELECTION OF THE SECRETARY OF THE ORDINARY GENERAL MEETING (resolution No. 3)

- Your candidacy
Number of shares: _____
- Against your candidacy.....
Number of shares: _____
- Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

APPROVAL OF THE COMPANY'S FINANCIAL STATEMENTS FOR 2024 (Resolution No. 4)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

APPROVAL OF THE MANAGEMENT BOARD'S REPORT ON THE COMPANY'S OPERATIONS FOR 2024 (Resolution No. 5)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

APPROVAL OF THE REPORT OF THE SUPERVISORY BOARD OF THE COMPANY FOR 2024 (resolution No. 6)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

**RESOLUTION ON THE DISTRIBUTION OF THE COMPANY'S PROFIT FOR 2024
(Resolution No. 7)**

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

**ADOPTION OF RESOLUTIONS ON DISCHARGE FROM LIABILITY TO MEMBERS OF
THE MANAGEMENT BOARD OF THE COMPANY FOR THE PERFORMANCE OF THEIR
DUTIES IN 2024**

1) Discharge for Mr. Ireneusz Maksymiuk (Resolution No. 8)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

2) Discharge from liability for Mr. Marko Nahtigal (resolution No. 9)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

3) Discharge for Mrs. Anna Winiarska-Miśkowiec (resolution No. 10)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

ADOPTION OF RESOLUTIONS ON GRANTING DISCHARGE TO THE MEMBERS OF THE SUPERVISORY BOARD ON THE PERFORMANCE OF DUTIES FOR 2024

1) Discharge for Mr. Jacek Pryczek (resolution No. 11)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

2) Discharge from liability for Mr François Colin de Verdière (Resolution No. 12)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

3) Discharge for Mr. Andrzej Kowal (resolution No. 13)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

4) Discharge from liability for Mr. Lourens Roets (resolution No. 14)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

5) Discharge for Mrs. Agnieszka Modras (resolution No. 15)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

Number of shares: _____

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

6) Discharge from liability for Mr. Michaël De Schrijver (resolution No. 16)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

7) Discharge for Mr. Vincent Ganier (resolution No. 17)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

8) Discharge for Mr. Janusz Raś (resolution No. 18)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

9) Discharge for Mr. Krzysztof Pieniążek (resolution No. 19)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other **(in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

ADOPTION OF A RESOLUTION ON THE DETERMINATION OF THE NUMBER OF MEMBERS OF THE SUPERVISORY BOARD (resolution No. 20)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other **(e.g. in the case of submitting other draft resolutions than in the wording proposed by the Management Board):*

ADOPTION OF RESOLUTIONS ON THE APPOINTMENT OF MEMBERS OF THE SUPERVISORY BOARD (resolution No. 21)

For your candidacy

Number of shares: _____

Against your candidacy

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other *(e.g. in the case of submitting other draft resolutions than in the wording proposed by the Management Board):

ADOPTION OF A RESOLUTION ON THE OPINION ON THE REPORT ON THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD FOR 2024 (resolution no. 22)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At the discretion of the attorney

Number of shares: _____

Other *(e.g. in the case of submitting other draft resolutions than in the wording proposed by the Management Board):

ADOPTION OF A RESOLUTION ON AMENDMENT OF THE COMPANY'S ARTICLES OF ASSOCIATION (resolution No. 23)

Pros

Number of shares: _____

Against

Number of shares: _____

Objection

I abstain

Number of shares: _____

At your discretion

Delegate

Number of shares: _____

Other *(e.g. in the case of submitting other draft resolutions than in the wording proposed by the Management Board):

Signature of the shareholder/persons authorized to represent the shareholder:

(signature)

Locality:.....

Date:.....

(signature)

Locality:.....

Date:.....

Appendix No. 1 - Draft resolutions

**Draft resolutions
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
convened for June 26, 2025 at 09:00 a.m.**

**Resolution No. 1
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on the election of the Chairman of the Ordinary General Meeting.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. elects Mr./Mrs. _____ as the Chairman of the Ordinary General Meeting.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 2
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
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 Ordinary General Meeting of Shareholders.
2. Election of the Chairman of the Ordinary General Meeting of Shareholders.
3. Confirmation of the correctness of convening the Ordinary General Meeting of Shareholders and its ability to adopt resolutions.
4. Adoption of the Agenda.
5. Election of the Secretary of the Ordinary General Meeting of Shareholders.
6. Review and approval of the Company's financial statements for 2024.
7. Review and approval of the Management Board's report on the Company's operations for 2024.
8. Review and approval of the Supervisory Board's report for 2024.
9. Adoption of a resolution on the distribution of profit.
10. Granting discharge to members of the Company's Management Board for the performance of their duties for 2024.
11. Granting discharge from liability to members of the Company's Supervisory Board for the performance of their duties in 2024.
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 2024.
15. Adoption of a resolution to amend the Company's Articles of Association.
16. Closing of the General Meeting.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 3
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on the election of the Secretary of the Ordinary General Meeting of Shareholders.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. elects Mr./Mrs. _____ as the Secretary of the Ordinary General Meeting.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 4
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on approval of the Company's financial statements for 2024.**

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. hereby approves the financial statements for 2024 presented to it on June 26, 2025, including:

1. Balance sheet prepared as at 31 December 2024,
2. Profit and loss account,
3. Cash flow statement,
4. Notes and explanations.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 5
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on approval of the Management Board's report on the Company's operations for 2024.**

§ 1

The Ordinary General Meeting of Tire Company Debica S.A. approves the Management Board's report on the Company's operations for 2024.

§ 2

Resolution comes into force upon adoption.

Resolution No. 6

**of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
on approval of the Supervisory Board's report on its activities for 2024.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. approves the Supervisory Board's report for 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 7
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on 2024 profit distribution.**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. resolves to distribute the profit for 2024 in the amount of PLN 77,755,668.38 (in words: seventy-seven million seven hundred fifty-five thousand six hundred sixty-eight zlotys 38/100), in the following manner:

1. the amount of PLN 58,385,632.50 (say: fifty-eight million three hundred eighty-five thousand six hundred thirty-two zlotys 50/100) to be allocated to the dividend for shareholders in the amount of PLN 4.23 per share, setting 22.09.2025 as the dividend acquisition date (dividend date) and 17.12.2025 as the dividend payment date – due to the seasonal nature of the Company's business;

2. the amount of PLN 19,370,035.88 (in words: nineteen million three hundred seventy thousand thirty-five zlotys 88/100) to be allocated to the reserve capital with the possibility of payment in future years.

The amount allocated to the reserve capital of T.C. Dębica S.A. may also be allocated to be distributed among shareholders in subsequent financial years, including in the form of an interim dividend or interim dividends.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 8
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

on granting discharge to the Member of the Management Board of the Company for the performance of his duties in 2024.

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Ireneusz Maksymiuk, President of the Management Board of Tire Company Dębica S.A., on account of the performance of his duties for the year 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 9
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

on granting discharge to the Member of the Management Board of the Company for the performance of his duties in 2024.

§ 1

The Ordinary General Meeting of Shareholders 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 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 10
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

on granting discharge to a Member of the Management Board of the Company for the performance of her duties in 2024.

§ 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 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 11
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

on granting discharge to a Member of the Supervisory Board of the Company on account of the performance of his duties in 2024.

§ 1

The Ordinary 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 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 12
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

on granting discharge to a Member of the Supervisory Board of the Company on account of the performance of his duties in 2024.

§ 1

The Ordinary General Meeting of Shareholders 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 2024.

§ 2

Resolution comes into force upon adoption.

Resolution No. 13
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on granting discharge to a Member of the Supervisory Board of the Company on account of the
performance of his duties in 2024.

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Andrzej Kowal, Secretary and Member of the Supervisory Board, on account of the implementation of the performance for the year 2024.

§ 2

Resolution comes into force upon adoption.

Resolution No. 14
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on granting discharge to a Member of the Supervisory Board of the Company on account of the
performance of his duties in 2024.

§ 1

The Ordinary General Meeting of Shareholders 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 the year 2024.

§ 2

Resolution comes into force upon adoption.

Resolution No. 15
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on granting discharge to a Member of the Supervisory Board of the Company on account of the
performance of her duties in 2024.

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A. hereby grants discharge from liability to Ms. Agnieszka Modras, Member of the Supervisory Board, on account of the performance of her duties for the year 2024.

§ 2

Resolution comes into force upon adoption.

Resolution No. 16

**of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 27 June 2024**

**on granting discharge to a Member of the Supervisory Board of the Company on account of the
performance of his duties in 2024.**

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica 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 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 17
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

**on granting discharge to a Member of the Supervisory Board of the Company on account of the
performance of his duties in 2024.**

§ 1

The Ordinary General Meeting of Shareholders 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 the year 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 18
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

**on granting discharge to a Member of the Supervisory Board of the Company for the performance of his
duties in 2024**

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A. hereby grants discharge from liability to Mr. Janusz Ras, Member of the Supervisory Board, on account of the performance of his duties in 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 19
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025**

**on granting discharge to a Member of the Supervisory Board of the Company for the performance of his
duties in 2024**

§ 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 2024.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 20
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on determination of the number of members of the Supervisory Board**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. resolves that the Supervisory Board of the term of office commencing on June 26, 2025 will be composed of 5 to 9 members.

§ 2

Resolution comes into force upon adoption.

**Resolution No. 21
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on appointment to the Supervisory Board**

§ 1

The Ordinary General Meeting of Tire Company Dębica S.A. appoints Mr./Mrs. _____ to the Supervisory Board for the term of office commencing on June 26, 2025.

§ 2

Resolution comes into force upon adoption.

(The above resolution repeated the appropriate number of times, depending on the content of resolutions No. 20 and 21).

**Resolution No. 22
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on giving an opinion on the report on the remuneration of Members of the Management Board and
Supervisory Board of the Company for 2024**

§ 1

The Ordinary General Meeting 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 2024.

§ 2

Resolution comes into force upon 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).*

Appendix No. 1

to Resolution No. 22 of the Ordinary General Meeting of Tire Company Dębica Spółka Akcyjna of June 26, 2025 on giving an opinion on the report on the remuneration of members of the Management Board and Supervisory Board of the Company for 2024: *Report of the Supervisory Board on the remuneration of members of the Management Board and members of the Supervisory Board for 2024*

Appendix No. 2

to Resolution No. 22 of the Ordinary General Meeting of Tire Company Dębica Spółka Akcyjna of June 26, 2025 on giving an opinion on the report on the remuneration of Members of the Management Board and Supervisory Board of the Company for 2024: *Report of the independent statutory auditor on the attestation service regarding the Remuneration Report*

**Resolution No. 23
of the Ordinary General Meeting of Shareholders
Tire Company Debica S.A.
of 26 June 2025
on the amendment of the Company's Articles of Association**

§ 1

The Ordinary General Meeting of Shareholders of Tire Company Dębica S.A., acting pursuant to Article 430 § 1 of the Commercial Companies Code in connection with § 26 section 1 point 4) of the Company's Articles of Association, hereby resolves to amend § 17 section 2 point 14) of the Company's Articles of Association in such a way that § 17 section 2 point 14) of the Company's Articles of Association shall be amended to read as follows: "2. In addition to the matters reserved by the provisions of these Articles of Association, the special powers of the Supervisory Board include:
14) selecting an audit firm to audit financial statements and selecting an audit firm to certify sustainability reporting."

§ 2

Acting pursuant to Article 430 § 5 of the Commercial Companies Code, the Ordinary General Meeting of Tire Company Debica S.A. authorizes the Supervisory Board of the Company to determine the consolidated text of the Company's Articles of Association taking into account the amendments introduced to the Articles of Association on the basis of this resolution.

§ 3

The resolution shall enter into force on the date of its adoption, with legal effects from the date of entry of the amendments to the Articles of Association into the register of entrepreneurs of the National Court Register.

Justification: *The proposed amendment to the Articles of Association is aimed at adapting its content to the changes resulting from the amendment to Article 66(4) of the Accounting Act of 29 September 1994.*

/This is a translation of the original document in Polish. In case
of any discrepancies the Polish version is binding./