

**Jacek Pryczek: Chairman of the Supervisory Board**, born in 1967, a graduate of the Law Faculty at the Jagiellonian University in Cracow, Poland. He started his professional career at Tire Company Debica S.A. in 1994. In May 1997 he was appointed to the position of Company's Secretary at the Legal Department, and two years later he assumed the position of Sales and Marketing Director of Tire Company Debica S.A. From May 1999 to May 2006 he was a member of the Management Board of Tire Company Debica S.A., and Commercial Director. From May 2006 to December 2007 he performed the duties of General Director of Goodyear in the Middle East and Africa. In the period from January 2008 to June 2014 he was the President of the Management Board of TC Dębica S.A. and the General Director of Goodyear Dunlop Tires Polska. From 2013 to 2017, he performed the function as Managing Director Goodyear Europe Central, and from 2018 to 2019 as General Manager Goodyear Europe East. From 2018 to 2021, he held the position of Managing Director of the Distribution Channel Retail Europe, and from 2021, Director of Retail Channel Development Goodyear Europe. Since 2013 he has simultaneously served as President of the Management Board of Goodyear Polska Sp. z o. o., and since 2014 he has been Chairman of the Supervisory Board at Firma Oponiarska Dębica S.A.

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

**Andrzej Kowal: Secretary of the Supervisory Board**, born 1967. A graduate of the University of Economics in Poznań. Mr. Kowal's professional career is related to EY which he started in 1991. In 2001 (till 2015), he became the Partner managing the entire office in Poznań, being also a member of the board of companies belonging to group EY. In 1998, after the completion of ACCA the training cycle, he obtained the qualifications of the British Chartered Certified Accountants, and in 2000 - obtained the qualifications of a statutory auditor at the Polish Chamber of Statutory Auditors. Mr. Kowal has over 30 years of extensive experience in the field of verification of financial reporting, transaction advisory, in the field of IPO and human resources management. Mr. Kowal since 2016 is the Chairman of the Supervisory Board at Grupa Recykl S.A. From 2018, he is the Deputy Chairman of the Supervisory Board at Reino Capital S.A. where he also holds the position of chairman of the audit committee. Since 2019 Mr. Kowal has also been a member of the Supervisory Board of Firma Oponiarska Dębica S.A., and since 2021 he holds the position of chairman of the audit committee. Mr. Andrzej Kowal meets the criteria of independence within the meaning of the Act of 11 May 2017 on statutory auditors, audit firms and public supervision, as well as within the meaning of the Annex II to the Recommendation of the European Commission 2005/162 / EC of February 15, 2005 on the role of non-executive or supervisory

directors of listed companies and on the committees of the (supervisory) board, as well as the criteria described in the Best Practices of WSE Listed Companies 2021.

**Agnieszka Joanna Modras: Member of the Supervisory Board**, born in 1979. Legal Counsel, graduate of the Faculty of Law and Administration at the University of Warsaw. Graduate of postgraduate studies regarding risk management in financial institutions at the Warsaw School of Economics (2017), from 2017 participant of the doctoral study program at the Faculty of Management at the University of Warsaw. Between 2002 and 2004, lawyer in the Warsaw office of Weil Gotshal & Manges. Then, in the period from 2004 to 2015, she working as Legal Counsel at Sołtysiński Kawecki & Szlęzak law firm. Between 2015 and 2020, director of the legal service department of Bank Pocztowy S.A. From 2020, director of the legal department of Bank Gospodarstwa Krajowego. In the past, an independent member of the supervisory board of ZT Kruszwica S.A. 2020 - 2021, an independent member of the supervisory board and chairman of the audit committee at FCA-Group Bank Polska S.A. (2017-2019), as well as vice-chairman of the supervisory board of Immusec sp.z o.o. (2016-2019). Agnieszka Joanna Modras meets the criteria of independence within the meaning of the Act of 11 May 2017 on statutory auditors, audit firms and public supervision, as well as within the meaning of the Annex II to the Recommendation of the European Commission 2005/162 / EC of February 15, 2005 on the role of non-executive or supervisory directors of listed companies and on the committees of the (supervisory) board, as well as the criteria described in the Best Practices of WSE Listed Companies 2021

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

**Lourens Roets: Member of the Supervisory Board**, born 1977. Holds a Master of Commerce in Taxation from University of North West in South Africa. He also has a Bachelor of Commerce from University of Port Elizabeth and a Bachelor of Commerce (Honours) from University of KwaZulu-Natal / University of Natal. He started his career in the audit department in the South African branch of the PwC company where he worked between 1999-2002. Then in the years 2003 - 2007 he worked as a Corporate Financial Manager at Klein Karoo International. Between 2007 - 2008 he held the position of Senior Audit Manager at BDO Spencer Steward Port Elizabeth. Since 2008, he has been working for Goodyear. Initially as a Controller (2008-2009) and Financial Planner (2009-2011) in South Africa. Then he held the position of Controller at Goodyear Dunlop Tires Operation in Luxembourg (2012-2013). Between 2013 - 2015 he was Retail Finance Director – Trentyre and Magister in Germiston. Then, from 2015 to 2017 he was working

as Director of Internal Audit Europe, Middle East and Africa (EMEA) and from 2017 he is the Controller for the entire EMEA region.

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

**Janusz Raś, Member of the Supervisory Board**, born in 1960, higher education, graduate of The Polish Open University in Warsaw in the field of entrepreneurship and management, completed postgraduate studies at the Higher School of Law and Administration in Rzeszow in the field of Accounting, Finance and the Tax System and at the Higher School of Social Sciences in Lublin in the field of Occupational Health and Safety Management. In addition, he completed the ABC of marketing course organized by European Distance Education, training in labor law, economic and financial analysis for employee representatives. He has been working for TC Debica S.A. since 1979, and from 2000 to the present has been employed as a final inspection brakeman at the Truck Tire Production Department (BT - 6). He holds the position of Group Social Labor Inspector and Chairman of KW NSZZ "Solidarność".