

Announcement on Convention of the General Meeting of Shareholders of Tire Company Dębica SA

The Management Board of Tire Company Debica SA („the Company”), acting pursuant to art. 399 § 1 in conjunction with art. 402 1 §1 of the Commercial Companies Code ("CCC") and § 19 par. 2 and §21 of the Company's Articles of Association, convenes the Ordinary General Meeting of Shareholders ("Meeting") to be held on June 27, 2023, at 9:00 a.m. at the Company's registered seat in Dębica, at the Lord Hotel, 36, Leśna Street, 39-200 Dębica, "Restauracyjna" room.

The Management Board proposes the following agenda:

1. Opening of the Ordinary General Meeting of Shareholders.
2. Electing 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 2022, including the balance sheet, profit and loss account, cash flow statement and additional information.
7. Review and approval of the Management Board's report on the Company's activities for 2022.
8. Review and approval of the Supervisory Board's report in 2022.
9. Adoption of a resolution regarding profit distribution.
10. Approve the performance of duties by the members of the Company's Management Board for the year 2022.
11. Approve the performance of duties by the members of the Company's Supervisory Board for the year 2022.
12. Determining the number of members of the Company's Supervisory Board.
13. Appointing members of the Company's Supervisory Board.
14. Adoption of a resolution on giving an opinion on the report on compensations of the members of the Company's Management Board and Supervisory Board for the year 2022.
15. Adoption of a resolution to amend the Company's Articles of Association.
16. Closing of the meeting.

II. Precise description of procedures concerning the participation in the Ordinary General Meeting of Shareholders and exercising one's right to vote (pursuant to Article 402² point 2 of the Commercial Companies Code):

a) Prawo akcjonariusza do żądania umieszczenia określonych spraw w porządku obrad Zgromadzenia.

Pursuant to article 401 § 1 of the Commercial Companies Code, a shareholder or shareholders representing at least 1/20 of the share capital is/are entitled to demand that certain matters are placed on the agenda of the General Meeting. The request should be submitted to the Management Board of the Company no later than 21 days before the scheduled date of the General Meeting, i.e. no later than June 6, 2023 and should contain a justification or a draft resolution regarding the proposed item on the agenda. The request may be submitted in writing at the Company's registered office at: 1 Maja 1 Street, room no. 5, 39-200 Dębica (however, in the case of sending a request in writing to the Company by post or courier, the date of delivery of the parcel to the above-mentioned address determines the moment of its submission) or in electronic form to the e-mail address located on the Company's website (www.debica.com.pl) at: https://debica.com.pl/contact_gm_2023. If the request meets the requirements of the law, the Management Board of the Company is obliged to immediately, but not later than 18 days before the set date of the General Meeting, i.e. by June 9, 2023, announce changes in the agenda, introduced at the request of a shareholder or shareholders.

The announcement shall be made in a manner appropriate for convening the General Meeting. Shareholders or their proxies exercising the above right are obliged to enable their identification and confirm their authorization to act (in accordance with all the requirements described in item II d) below), and also to demonstrate the possession of an appropriate number of shares as at the date of the request, by attaching to the submitted request certificates (a) issued by the entity maintaining the securities account or omnibus account, on which the Company's shares are registered, confirming that they are shareholders of the Company and the fact that they represent at least 1/20 of the Company's share capital. In the case of exercising the above rights using electronic means of communication, documents should be sent in PDF format (or another format that does not allow editing the document, but allows it to be read by the Company).

The Company may take appropriate further actions to identify the person representing the shareholder(s) contacting the Company in this way and to verify his/their right to exercise the above-mentioned rights. Verification may consist, in particular, in a return question in the form of a telephone or electronic to the shareholder and the proxy in order to confirm the fact of granting the power of attorney. The Company reserves that the lack of attitude and cooperation of the shareholder or proxy during the verification will be treated as the lack of verification and will constitute the basis for refusal by the Management Board to make an appropriate announcement.

All correspondence in the above-mentioned matters and all draft resolutions should be submitted in Polish or – in the case of documents in a foreign language – together with a sworn translation into the Polish language. The Company reserves that requests submitted by shareholders using electronic means of communication in a different way than via the above-mentioned e-mail address or without complying with the requirements set out above will not be taken into account.

b) The right to submit draft resolutions on matters introduced into the agenda or matters to be introduced into the agenda before the date of the General Meeting.

Pursuant to Article 401 § 4 of the Commercial Companies Code, a shareholder or shareholders representing at least 1/20 of the share capital may, before the date of the General Meeting, submit in writing at the Company's registered office at the following address: Legal Department, Firma Oponiarska Dębica S.A., 1 Maja 1 Street, 39-200 Dębica or using electronic means of communication (e-mail address provided on the Company's website at: https://debica.com.pl/contact_gm_2023) draft resolutions on matters placed on the agenda of the General Meeting or matters to be introduced into the agenda. If the notification meets the legal requirements and the formal requirements described below, the Company shall immediately publish the draft resolutions on its website. Shareholders or their proxies exercising the above right are obliged to enable their identification and confirm their authorization to act (in accordance with all the requirements described in point II d) below), and also to demonstrate the possession of an appropriate number of shares as at the date of submitting the draft or draft resolutions, by attaching to the application certificates (a) issued by the entity maintaining the securities account or omnibus account, on which the Company's shares are registered, confirming that they are shareholders of the Company and the fact that they represent at least 1/20 of the Company's share capital. In the case of exercising the above rights using electronic means of communication, documents should be sent in PDF format (or another format that does not allow editing the document, but allows it to be read by the Company).

The Company may take appropriate further actions to identify the person representing the shareholder(s) contacting the Company in this way and to verify his/their right to exercise the above-mentioned rights. Verification may consist, in particular, in a return question in the form of a telephone or electronic to the shareholder and the proxy in order to confirm the fact of granting the power of attorney. The Company reserves that the lack of attitude and cooperation of the shareholder or proxy during the verification will be treated as the lack of verification and will constitute the basis for refusal by the Management Board to make an appropriate announcement.

All correspondence in the above-mentioned matters and all draft resolutions should be submitted in Polish or – in the case of documents in a foreign language – along with a sworn translation into the language of Polish. The Company reserves that draft resolutions submitted by shareholders using electronic means of communication in a different way than via e-mail address located on the Company's website (www.debica.com.pl) at: https://debica.com.pl/contact_gm_2023 or without complying with the requirements set out in point II a) above, will not be taken into account.

c) The right to submit draft resolutions on matters introduced into the agenda during the General Meeting.

Pursuant to article 401 § 5 of the Commercial Companies Code, each shareholder entitled to participate in the General Meeting may submit draft resolutions concerning matters introduced into the agenda during the General Meeting.

d) Manner of exercising the right to vote by a proxy.

A shareholder may participate in the General Meeting and exercise the right to vote in person or by proxy. A proxy exercises all the rights of a shareholder at the General Meeting, unless otherwise stated in the power of attorney. A proxy may grant a further power of attorney if it results from the content of the power of attorney. A proxy may represent more than one shareholder and vote differently from each

shareholder's shares. A shareholder holding shares registered in more than one securities account may appoint separate proxies to exercise the rights attached to the shares registered in each of the accounts. A shareholder holding shares registered in a collective account may appoint separate proxies to exercise rights attached to shares registered in that account. A member of the Management Board and an employee of the Company may be proxies at the General Meeting of the Company. If the proxy at the General Meeting is a member of the Management Board, a member of the Supervisory Board, a liquidator, an employee of the Company or a member of the authorities or an employee of a subsidiary company or cooperative, the power of attorney may authorize representation at only one General Meeting. The proxy is obliged to disclose to the shareholder circumstances indicating the existence or possibility of a conflict of interest. The granting of further power of attorney is excluded. A proxy who is a member of the Management Board, a member of the Supervisory Board, a liquidator, an employee of the Company or a member of the bodies or an employee of a subsidiary company or cooperative shall vote in accordance with the instructions given by the shareholder.

The power of attorney to participate in the General Meeting and exercise the right to vote must be granted in writing or in electronic form. Granting a power of attorney in electronic form does not require an electronic signature of the qualifications.

The granting of a power of attorney in electronic form should be notified to the Company via e-mail address, located on the Company's website (www.debica.com.pl) at: https://debica.com.pl/contact_gm_2023, no later than June 26, 2023, at 17:00 Polish time, attaching a power of attorney document in PDF format (or another format that does not allow editing the document, but allows it to be read by Company) signed by a shareholder, or - in the case of shareholders other than natural persons - by persons authorized to represent the shareholder.

In order to identify the shareholder granting the power of attorney in electronic form, the notification of granting the power of attorney in electronic form should also be accompanied by the following attachments in PDF format (or another format that does not allow editing the document, but allows it to be read by the Company):

- in the case of a shareholder granting a power of attorney who is a natural person – a scan of an ID card, passport or other official document confirming the identity of the shareholder;
- in the case of a shareholder granting a power of attorney other than a natural person – a scan of an excerpt from the relevant register or another document confirming the authorization of the natural person(s) to represent the shareholder (excerpt from the register indicating the persons authorized to represent the shareholder on the date of issuing the power of attorney(s) and possibly an uninterrupted sequence of powers of attorney).

In addition, a shareholder sending a notification of granting a power of attorney in electronic form simultaneously sends to the Company an e-mail address and a telephone number through which the Company will be able to communicate with the shareholder and his proxy. The Company may take appropriate actions to further identify the shareholder and the proxy. Verification may consist, in particular, in a return question in the form of a telephone or electronic to the shareholder and the proxy in order to confirm the fact of granting the power of attorney. The Company reserves that the lack of attitude and cooperation of the shareholder or proxy during the verification will be treated as the inability

to verify the granting of the power of attorney and will constitute the basis for refusal to allow the proxy to participate in the General Meeting.

All correspondence in the above-mentioned matters and all documents should be submitted in Polish or - in the case of documents in a foreign language - along with a sworn translation into the Polish. The rules concerning the identification of the principal shall apply accordingly to the Company's notification of the revocation of the granted power of attorney. The Company also reserves that notifications on granting or revoking a power of attorney submitted by shareholders using electronic means of communication in a manner other than via the above-mentioned e-mail address or without complying with the requirements set out above will not be taken into account.

Sending the above-mentioned documents electronically does not release from the obligation of the proxy to present documents used to identify him when preparing the attendance list of persons entitled to participate in the General Meeting.

A model form for exercising the voting right by a proxy has been published on the Company's website (www.debica.com.pl) at: https://debica.com.pl/relacje-inwestorskie/materials_gm_2023 The proxy is not obliged to vote using the above-mentioned form.

At the same time, the Management Board of the Company informs that if a shareholder grants a power of attorney together with instructions on how to vote, the Company will not verify whether the proxies exercise their voting rights in accordance with the instructions they received from the shareholders.

In addition, the Company does not impose an obligation to grant a power of attorney using electronic means of communication. The Company reserves that a shareholder using electronic means of communication bears the sole risk associated with the use of this form.

Notwithstanding the above, in order to identify the shareholder, the Management Board reserves the right to require each proxy to present during registration and preparation of the attendance list:

- in the case of a shareholder (or shareholder granting a power of attorney) who is a natural person – a copy certified as a true copy by a notary public or other entity authorized to confirm the compliance with the original copy of the identity card, passport or other official document confirming the identity of the shareholder;
- in the case of a shareholder (or shareholder granting a power of attorney) other than a natural person – the original or a copy certified as a true copy by a notary public or other entity authorized to confirm as being in conformity with the original an excerpt from the relevant register or another document confirming the authorization of the natural person (natural persons) to represent the shareholder at the Meeting or when granting the power of attorney (i.e. respectively, a current excerpt from the register indicating persons authorized to represent the shareholder on the date of the General Meeting or an excerpt from the register indicating persons authorized to represent the shareholder on the date of issuing the powers of attorney(s) and possibly an uninterrupted series of powers of attorney).

In addition, in order to identify the proxies appearing at the General Meeting, the Management Board reserves the right to request each of them when registering and preparing the attendance list:

- in the case of a representative who is a natural person – an identity card, passport or other official document confirming the identity of the representative;

- in the case of a proxy other than a natural person – the original or a copy certified as a true copy by a notary public or other entity authorized to confirm as being in conformity with the original an excerpt from the relevant register or another document confirming the authorization of a natural person (natural persons) to represent the proxy at the Meeting (this is a current excerpt from the register indicating the persons authorized to represent the proxy on the date of the Meeting and possibly an unbroken string of powers of attorney).

Documents in foreign languages should be translated into Polish by a sworn translator.

e) Inability to participate and speak during the Meeting using electronic means of communication and inability to exercise voting rights by correspondence or using electronic means of communication.

Pursuant to Article 406⁵ § 1 sentence 2 of the CCC, it is not possible to participate in the General Meeting using electronic means of communication, including speaking during the General Meeting or exercising voting rights using such means. The Rules of Procedure of the Meeting do not allow voting by correspondence. In connection with the above, the Company does not anticipate the use of forms at the Meeting allowing for the exercise of voting rights by correspondence. The templates of the forms posted on the Company's website at https://debica.com.pl/relacje-inwestorskie/materials_gm_2023 concern only voting by proxies who will be present at the General Meeting.

f) A shareholder's right to ask questions concerning matters placed on the agenda of the General Meeting.

A shareholder has the right to ask questions concerning matters placed on the agenda of the General Meeting. A shareholder's question including a request for information concerning the Company may be presented during the General Meeting if such a request is justified for the assessment of the matter on the agenda. The Management Board of the Company may provide information in writing outside the General Meeting, if there are important reasons for doing so, and the information is provided no later than within two weeks from the date of submitting the request during the General Meeting. An answer shall be deemed to have been given if the relevant information is available on the Company's website in a dedicated area for shareholders to ask and answer questions.

Information shall be refused if it could cause damage to the Company, its related company or its subsidiary. A member of the Management Board of the Company may refuse to provide information if it could constitute the basis for his criminal, civil or administrative liability.

III. Registration date (in accordance with Article 402² point 3 of the Commercial Companies Code)

The date of registration of participation in the General Meeting (the so-called record day) is June 11, 2023 (sixteen days before the date of the General Meeting).

IV. Right to participate in the General Meeting (in accordance with Article 402(2) item 4 of the Commercial Companies Code)

Only persons who are shareholders of the Company on the date of registration of participation in the General Meeting - i.e. 11 June 2023 - have the right to participate in the General Meeting. Pursuant to

Article 406³ § 4 and § 5 of the Commercial Companies Code, the Company determines the list of shareholders entitled to participate in the General Meeting on the basis of the list prepared by the entity holding the securities depository (i.e. Krajowy Depozyt Papierów Wartościowych S.A. with its registered office in Warsaw), which list is prepared on the basis of personal certificates of the right to participate in the General Meeting. In connection with the above, a shareholder intending to exercise his right to participate in the General Meeting should also request, not earlier than after the announcement of the convening of the Meeting and not later than June 12, 2023, to issue such a personal certificate from the entity maintaining the securities account or request, in the case of persons entitled to the Company's shares registered in omnibus accounts, to issue a personal certificate of the right to participate in the Meeting drawn up in Polish or English, from the holder of the omnibus account on which the Company's shares are registered.

On 22, 23, 26 June 2023, from 8:00 a.m. to 4:00 p.m., at the Company's registered office at 1 Maja 1 Street, room no. 5, 39-200 Dębica, the list of shareholders entitled to participate in the General Meeting will be made available for inspection. A shareholder may request that the list of Shareholders be sent to him free of charge by e-mail, providing the address to which the list should be sent. This request may be submitted in electronic form using the e-mail address located on the Company's website at: https://debica.com.pl/contact_gm_2023. Shareholders or their proxies submitting such a request are obliged to enable their identification and confirm their authorization to act (in accordance with all requirements described in item II d) above).

Pledges and users with voting rights have the right to participate in the General Meeting if the establishment of a limited right in rem in their favor is registered on a securities account on the date of registration of participation in the Meeting.

V. Access to documentation (in accordance with Article 402² point 5 of the Commercial Companies Code).

Persons entitled to participate in the General Meeting may obtain full documentation to be presented at the Meeting and draft resolutions at the Company's registered office at 1 Maja 1, room 5, 39-200 Dębica or on the Company's website (www.debica.com.pl) at: https://debica.com.pl/relacje-inwestorskie/materials_gm_2023.

Pursuant to article 395 § 4 of the CCC, documents corresponding to the content of the Management Board's report on the Company's activities, financial statements, report of the Supervisory Board or audit report are issued to a shareholder at the shareholder's request, which may be submitted from the date of convening the General Meeting. The documents shall be made available immediately, no later than within two business days from the date of the request. At the shareholder's request, the documents shall be made available in electronic form, including by means of electronic communication.

VI. Website address (in accordance with Article 402² point 6 of the Commercial Companies Code).

The Company will make all information regarding the General Meeting available on the Company's website at: https://debica.com.pl/relacje-inwestorskie/materials_gm_2023.

VII. Information on the total number of shares in the Company and the number of votes attached to these shares (Article 402³ § 1 item 2 of the Commercial Companies Code).

Pursuant to art. 402³ § 1 point 2 of the Commercial Companies Code, the Management Board of the Company informs that as at the date of announcement of convening the General Meeting, the Company's share capital is divided into 13 802 750 shares (thirteen million eight hundred two thousand seven hundred fifty shares) with a nominal value of PLN 8.00 (eight zlotys) each, entitling to a total of 13 802 750 votes (in words: thirteen million eight hundred two thousand seven hundred fifty votes) at the Meeting. All shares of the Company are bearer shares and cannot be converted into registered shares. Each share gives the right to one vote at the General Meeting.

VIII. Organizational Information.

Persons authorized to participate in the General Meeting will be able to register and receive a voting card on the day and at the place of the Meeting from 8:00 a.m. to 9:00 a.m.

In case of questions or doubts related to participation in the General Meeting, please contact the Company using the e-mail addresses located on the Company's website at: https://debica.com.pl/contact_gm_2023. Shareholders or their proxies contacting the Company should enable their identification and confirm their authorization to act (in accordance with all requirements described in point II d) above). The Company may take appropriate further actions to identify the person representing the shareholder(s) contacting the Company in this way and to verify his/their right to exercise the above-mentioned rights.

Verification may consist, in particular, in a return question in the form of a telephone or electronic to the shareholder and the proxy in order to confirm the fact of granting the power of attorney. The Company reserves that the lack of attitude and cooperation of the shareholder or proxy during the verification will be treated as the lack of verification and will constitute the basis for refusal to exercise the above-mentioned rights. The Company reserves that attempts to contact shareholders using electronic means of communication in a different way than via the above-mentioned contact form or without complying with the requirements set out above will not be taken into account.

At the same time, the Management Board of the Company informs that in matters not covered by this announcement, the provisions of the Commercial Companies Code, the Company's Articles of Association and the Regulations of the Meeting shall apply and therefore asks the Company's shareholders to familiarize themselves with the above regulations.

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