

DISCLAIMER

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RESOLUTIONS ORDINARY GENERAL MEETING SANOK RUBBER COMPANY S.A.

dated June 16, 2025.

Resolution 1

of the Ordinary General Meeting of Sanok Rubber Company Joint Stock Company in Sanok
dated June 16, 2025 concerning election of the Chairman of the Annual General Meeting

The Annual General Meeting elects the Chairman of the Annual General Meeting in the person of Robert Lesniak.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 757 738			
Total number of "AGAINST" votes:	0			
Total number of "ABSTAIN" votes:	0			

Resolution 2

of the Ordinary General Meeting of Sanok Rubber Company Joint Stock Company in Sanok dated June 16, 2025 on the election of the Returning Committee

The Ordinary General Meeting elects the Returning Committee in the following composition:
Tomasz Paszkiewicz, Marcin Panter and Katarzyna Jasinska.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 757 738			
Total number of "AGAINST" votes:	0			
Total number of "ABSTAIN" votes:	0			

Resolution 3

of the Annual General Meeting of Sanok Rubber Company Joint Stock Company in Sanok
dated June 16, 2025 on approval of the Separate Financial Statements of Sanok Rubber Company
Joint Stock Company for the year ended December 31, 2024 and the Report of the Management
Board on the Activities of Sanok Rubber Company Joint Stock Company for 2024

Pursuant to Article 395 §2(1) of the Commercial Companies Code and §19.3(1) of the Company's
Articles of Association, it is resolved as follows:

§ 1

The General Meeting, having considered the audited Separate Financial Statements of Sanok
Rubber Company S.A. for the year ended December 31, 2024, presented by the Board of Directors,
including the Profit and Loss Account for the period from January 1, 2024 to December 31, 2024,

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the Statement of Comprehensive Income for the period from January 1, 2024 to December 31, 2024, the Statement of on Financial Position as of December 31, 2024, Statement of Cash Flows for the period from January 1, 2024 to December 31, 2024, Statement of Changes in Equity as of December 31, 2024, Additional Notes, and Report of the Management Board on the Operations of Sanok Rubber Company Joint Stock Company for 2024, having reviewed the report of the Supervisory Board on the results of the evaluation of these documents, resolves to approve:

1. Profit and loss account for the period from January 1, 2024 to December 31, 2024 showing a net profit of PLN 56,713,408.18,
2. Statement of Comprehensive Income for the period from January 1, 2024 to December 31, 2024 showing comprehensive income in the amount of PLN 57,079,635.18,
3. Statement of Financial Position as of December 31, 2024, showing total assets and liabilities of PLN 1,040,674,479.31,
4. Statement of Cash Flows for the period from January 1, 2024 to December 31, 2024, showing a decrease in cash by PLN 81,589,446.33,
5. Statement of Changes in Equity prepared as of December 31, 2024, showing a balance of equity as of December 31, 2024 in the amount of PLN 608,156,394.15,
6. Additional notes,
7. Report of the Board of Directors on the Activities of Sanok Rubber Company Joint Stock Company for 2024.

§ 2

The General Meeting instructs the Company's Board of Directors to promptly file the Separate Financial Statements of Sanok Rubber Company Spółka Akcyjna for the year ended on December 31, 2024, together with the Management Report on the Operations of Sanok Rubber Company Joint Stock Company for 2024 and the auditor's opinion to the Register of Entrepreneurs of the National Court Register.

§ 3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	19 757 738	
Total number of "AGAINST" votes:	0	
Total number of "ABSTAIN" votes:	0	

Resolution 4

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on approval of the Consolidated Financial Statements of the Sanok Rubber Company Group for the year ended December 31, 2024 and the Management Report on the Operations of the Sanok Rubber Company Group for 2024

Pursuant to Article 63c paragraph 4 of the Accounting Act of September 29, 1994 (Journal of Laws of 2023, item 120, as amended), it is resolved as follows:

§ 1

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The General Meeting, having considered the audited Consolidated Financial Statements of the Sanok Rubber Company Group for the year ended December 31, 2024 presented by the Board of Directors, including the Consolidated Statement of Profit and Loss for the period from January 1, 2024 to December 31, 2024, Consolidated Statement of Comprehensive Income for the period from January 1, 2024 to December 31, 2024, Consolidated Statement of Financial Position as of December 31, 2024, Consolidated Statement of Cash Flows for the period from January 1, 2024 to December 31, 2024, Consolidated Statement of Changes in Shareholders' Equity as of December 31, 2024, Additional Notes and Management's Reports on the Activities of the Sanok Rubber Company Group for 2024, consisting of Sanok Rubber Company S.A. as the parent company and the following subsidiaries included in the consolidated statements:

- a) Stomet Spółka z ograniczoną odpowiedzialnością, based in Sanok,
- b) Stomil Sanok Dystrybucja Spółka z ograniczoną odpowiedzialnością with its registered seat in Kostrzyn,
- c) Świerkowy Zdrój Medical SPA Limited Liability Company, based in Rymanow,
- d) Przedsiębiorstwo Handlowo-Usługowe Stomil East Spółka z ograniczoną odpowiedzialnością, based in Sanok,
- e) Colmant Cuvelier RPS S.A.S, based in Villers-la-Montagne, France,
- f) Draftex Automotive GmbH, based in Grefrath, Germany,
- g) SMX Rubber Company SA de CV, based in San Lusi Potosi, Mexico,
- h) Stomil Sanok Wiatka Closed Type Joint Stock Company, based in Kirov, Russia,
- i) Stomil Sanok Ukraine Limited liability company with registered office Rivne (Ukraine),
- j) Production and Commercial Unitary Enterprise Stomil Sanok BR with its registered seat in Brest (Belarus),
- k) BSP Bracket System Polska sp. z o.o., based in Warsaw,
- l) Teknikum Group Ltd Finland, headquartered in Sastamala - i.e. the parent company of the in the Teknikum Group, which includes:
 - 1. Teknikum Oy (Ltd), based in Sastamala, Finland,
 - 2. Teknikum Kft, based in Jászladány, Hungary,
 - 3. Teknikum GmbH, based in Mülheim, Germany,
 - 4. Sammaliston Sauna Oy, based in Noki, Finland.

Decides to approve:

1. Consolidated Profit and Loss Statement for the period from January 1, 2024 to December 31, 2024 showing a net profit of PLN 54,108 thousand,
2. Consolidated Statement of Comprehensive Income for the period from January 1, 2024 to December 31, 2024, showing comprehensive income in the amount of PLN 51,922 thousand,
3. Consolidated Statement of Financial Position prepared as of December 31, 2024 showing total assets and liabilities of PLN 1,204,752 thousand,
4. Consolidated Statement of Cash Flows for the period from January 1, 2024 to December 31, 2024, showing a decrease in cash by PLN 77,398 thousand,

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5. Consolidated Statement of Changes in Equity showing a balance of equity as of December 31, 2024 in the amount of PLN 586,547 thousand,
6. Additional notes,
7. Report of the Board of Directors on the Activities of the Sanok Rubber Company Group for 2024, together with the Sanok Rubber Company Group Sustainability Report for 2024.

§ 2

The General Meeting instructs the Company's Board of Directors to promptly file the Consolidated Financial Statements of the Sanok Rubber Company Group for the year ended December 31, 2024, together with the Management Report on the Operations of the Sanok Rubber Company Group for 2024 and the auditor's opinion with the Register of Entrepreneurs of the National Court Register.

§ 3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 757 738			
Total number of "AGAINST" votes:	0			
Total number of "ABSTAIN" votes:	0			

Resolution 5

Ordinary General Meeting of Sanok Rubber Company S.A. in Sanok dated June 16, 2025 on approval of the Report of the Supervisory Board of Sanok RC S.A. for the year 2024

§ 1

The General Meeting approves the Report of the Supervisory Board of Sanok RC S.A. for 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 757 738			
Total number of "AGAINST" votes:	0			
Total number of "ABSTAIN" votes:	0			

Resolution 6

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Chairman of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Jan Wozniak - Chairman of the Supervisory Board - a vote of approval for the performance of his duties in 2024.

§ 2

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The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 757 738		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 7

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Deputy Chairman of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Marek Łęcki - Deputy Chairman of the Supervisory Board - a vote of approval for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	16 789 838	, which is	62,46 %	share capital.
Total number of valid votes:	16 787 838			
Total number of "FOR" votes:		10 539 289		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		6 250 549		

Resolution 8

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Elisabeth Häuser- Schöneich - Member of the Supervisory Board - a vote of approval for the performance of her duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 757 738		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 9

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

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The General Meeting grants a vote of approval to Grażyna Sudzińska-Amroziewicz, Member of the Supervisory Board, for performance of her duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 757 738		
Total number of "ABSTAIN" votes:		0		
Total number of "AGAINST" votes:		0		

Resolution 10

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants a discharge to Marta Rudnicka - Member of the Supervisory Board for the performance of her duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	18 449 918	, which is	68,63 %	share capital.
Total number of valid votes:	18 449 918			
Total number of "FOR" votes:		18 449 918		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 11

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Radosław Kwasnicki - Member of the Supervisory Board - a vote of approval for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 744 419		
Total number of "AGAINST" votes:		13 319		
Total number of "ABSTAIN" votes:		0		

Resolution 12

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of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Szymon Adamczyk - Member of the Supervisory Board - a vote of approval for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 756 577		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		1 161		

Resolution 13

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Member of the Company's Supervisory Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Anna Plakwicz - Member of the Supervisory Board until June 24, 2024 - a vote of approval for the performance of her duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		18 706 462		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		1 051 276		

Resolution 14

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the President of the Management Board of the Company

for performance of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Piotr Szamburski - President of the Company's Management Board - a vote of approval for the performance of his duties in 2024.

§ 2

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The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 674 492	, which is	73,19 %	share capital.
Total number of valid votes:	19 674 492			
Total number of "FOR" votes:		19 674 492		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 15

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of approval to the Vice President of the Company's Management Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Rafal Grzybowski - Vice President of the Company's Management Board - a vote of approval for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 720 857	, which is	73,36 %	share capital.
Total number of valid votes:	19 720 857			
Total number of "FOR" votes:		19 720 857		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 16

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of approval to the Vice President of the Company's Management Board for the discharge of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Marcin Saramak - Vice President of the Company's Management Board - a vote of approval for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 700 657	, which is	73,29 %	share capital.
Total number of valid votes:	19 700 657			
Total number of "FOR" votes:		19 700 657		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

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Resolution 17

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to the Vice President of the Management Board of the Company for performance of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting grants Martijn Merkx - Vice President of the Company's Management Board - a discharge of his duties for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 718 638	, which is	73,35 %	share capital.
Total number of valid votes:	19 718 638			
Total number of "FOR" votes:		19 718 638		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 18

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on granting a vote of acceptance to a member of the Company's Management Board for performance of his duties in 2024

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19.3(1) of the Company's Articles of Association, it is resolved as follows:

§ 1

The General Meeting of Shareholders grants a vote of approval to Piotr Dołędzia - Member of the Management Board of the Company for the performance of his duties in 2024.

§ 2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 730 857	, which is	73,40 %	share capital.
Total number of valid votes:	19 730 857			
Total number of "FOR" votes:		19 730 857		
Total number of "AGAINST" votes:		0		
Total number of "ABSTAIN" votes:		0		

Resolution 19

of the Ordinary General Meeting of Sanok Rubber Company Joint Stock Company in Sanok dated June 16, 2025 concerning the distribution of net profit shown in the financial statements of Sanok Rubber Company Spółka Akcyjna for the year 2024

Pursuant to Article 395 § 2 (2) of the Commercial Companies Code and § 19 (3) (2) of the Company's Articles of Association, it is resolved as follows:

§ 1

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The General Meeting, having considered the proposal of the Management Board on the distribution of net profit shown in the financial statements of Sanok Rubber Company Joint Stock Company for 2024, and having considered the report of the Supervisory Board on the results of the evaluation of this proposal, decides to distribute net profit for 2024 in the total amount of PLN 56,713,408.18 as follows:

- 1) allocate the amount of PLN 37,903,512.00 to be distributed to shareholders in the form of dividends, whereby:
 - a) dividend amount per share: PLN 1.50,
 - b) dividend date: September 10, 2025,
 - c) dividend payment date: September 24, 2025,
 - d) the amount remaining after payment of dividends to shareholders entitled to dividends as of the dividend date shall be allocated to the Company's reserve capital.
- 2) allocate the amount of PLN 379,035.12 for the replenishment of the Company Social Benefits Fund,
- 3) allocate the remaining amount of PLN 18,430,861.06 plus the amount referred to in 1) d) above to the Company's reserve capital.

§ 2

The General Meeting instructs the Company's Board of Directors to promptly file a copy of this resolution with the Register of Entrepreneurs of the National Court Register.

§ 3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 757 738			
Total number of "AGAINST" votes:	0			
Total number of "ABSTAIN" votes:	0			

Resolution 20

Ordinary General Meeting of Sanok Rubber Company S.A. in Sanok dated June 16, 2025 on giving an opinion on *the Report on remuneration of members of the Management Board and Supervisory Board of Sanok Rubber Company S.A. for 2024*

Pursuant to Article 395 § 2⁽¹⁾ of the Commercial Companies Code and Article 90g(6) of the Act of July 29, 2005 on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (Journal of Laws of 2025, item 592), it is hereby resolved as follows:

§ 1

The General Meeting, taking into account the assessment of the auditor PKF Consult Sp. z o.o. Sp.k., positively assesses *the Report on Remuneration of Members of the Management Board and Supervisory Board of Sanok Rubber Company S.A. for 2024*.

§ 2

The resolution comes into force on the date of its adoption.

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Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	16 821 537	
Total number of "AGAINST" votes:	2 936 201	
Total number of "ABSTAIN" votes:	0	

Resolution 21

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of the Chairman of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§ 1

Effective June 16, 2025. The General Meeting appoints Mr. Grzegorz Stulgis as Chairman of the Company's Supervisory Board.

§ 2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§ 3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	19 523 428	
Total number of "AGAINST" votes:	234 310	
Total number of "ABSTAIN" votes:	0	

Resolution 22

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of the Deputy Chairman of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§ 1

Effective June 16, 2025. The General Meeting appoints Mr. Marek Łęcki as Deputy Chairman of the Company's Supervisory Board.

§ 2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§ 3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	13 272 879	
Total number of "AGAINST" votes:	234 310	
Total number of "ABSTAIN" votes:	6 250 549	

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Resolution 23

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of a Member of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§1

Effective June 16, 2025. The General Meeting appoints Ms. Grażyna Sudzińska - Amroziewicz as a member of the Company's Supervisory Board.

§2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 523 428			
Total number of "AGAINST" votes:	234 310			
Total number of "ABSTAIN" votes:	0			

Resolution 24

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of a Member of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§1

Effective June 16, 2025. The General Meeting appoints Mr. Radosław Kwasnicki as a member of the Supervisory Board of the Company.

§2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	13 282 972			
Total number of "AGAINST" votes:	6 474 766			
Total number of "ABSTAIN" votes:	0			

Resolution 25

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of a Member of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

DISCLAIMER

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Sanok RC SA, its representatives and employees shall not be held liable in this respect.

§1

Effective June 16, 2025. The General Meeting appoints Mr. Krzysztof Rozen as a member of the Supervisory Board of the Company.

§2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		11 975 152		
Total number of "AGAINST" votes:		7 782 586		
Total number of "ABSTAIN" votes:		0		

Resolution 26

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of a Member of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§1

Effective June 16, 2025. The General Meeting appoints Mr. Szymon Adamczyk as a member of the Supervisory Board of the Company.

§2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§3

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 523 428		
Total number of "AGAINST" votes:		234 310		
Total number of "ABSTAIN" votes:		0		

Resolution 27

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 on the appointment of a Member of the Supervisory Board of the Company

Pursuant to § 20 (2) and (5) of the Company's Articles of Association, it is resolved as follows:

§1

Effective June 16, 2025. The General Meeting appoints Ms. Marta Rudnicka As a member of the Supervisory Board of the Company.

§2

The appointment is for a joint three-year term of office for members of the Supervisory Board.

§3

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The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	18 215 608	
Total number of "AGAINST" votes:	234 310	
Total number of "ABSTAIN" votes:	1 307 820	

Resolution 28

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated June 16, 2025 concerning determination of remuneration for members of the Supervisory Board

Pursuant to §19 (3) (11) of the Company's Articles of Association and item VI of the *Remuneration Policy for Members of the Management Board and Supervisory Board of Sanok Rubber Company Spółka Akcyjna*, it is resolved as follows:

§ 1

1. The monthly remuneration of members of the Supervisory Board is set as follows:
 - a) Chairman of the Supervisory Board - 150% of the remuneration of a member of the Supervisory Board,
 - b) Deputy Chairman of the Supervisory Board - 110% of the remuneration of a Member of the Supervisory Board, and in the event that the Chairman of the Supervisory Board is unable to perform his function for more than one month and replacing the Chairman of the Supervisory Board during that period - 150% of the remuneration of the Member of the Supervisory Board for the period of replacing the Chairman of the Supervisory Board,
 - c) Member of the Supervisory Board - 175% of the average monthly salary in the enterprise sector without profit sharing in the fourth quarter of the previous year, as announced by the President of the Central Statistical Office.
2. A member of the Supervisory Board who is a member of a standing committee of the Supervisory Board receives, in addition to his or her regular base salary, an additional monthly remuneration in the amount of 30% of the Supervisory Board member's salary, and the chairman of the committee in the amount of 40% of the remuneration of the Member of the Supervisory Board.

§ 2

The resolution comes into force on the date of its adoption and applies to the remuneration of members of the Supervisory Board for periods falling from that date.

Number of shares from which valid votes were cast	19 757 738	, which is 73,50 % share capital.
Total number of valid votes:	19 757 738	
Total number of "FOR" votes:	19 757 738	
Total number of "AGAINST" votes:	0	
Total number of "ABSTAIN" votes:	0	

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Resolution 29

Ordinary General Meeting of Sanok Rubber Company S.A. in Sanok dated June 16, 2025 on amending §25 section 2 item 8) of the Articles of Association of Sanok RC S.A.

Pursuant to Article 430 §1 of the Commercial Companies Code, it is resolved as follows:

§1

The Articles of Incorporation of the Company are amended as follows:
in §25 section 2 item 8) receives the following new content:

8) *Selection of an audit firm to audit financial statements and selection of an audit firm to attest/sustainability reporting;*

§2

The General Meeting obliges the Company's Management Board to promptly report the amendment of the Articles of Association made in §1 of this resolution to the registry court.

§3

The resolution enters into force on the date of its adoption, except that the amendment to the Articles of Association shall have legal effect on the date of its entry in the Register of Entrepreneurs of the National Court Register.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:	19 523 428			
Total number of "AGAINST" votes:	234 310			
Total number of "ABSTAIN" votes:	0			

Resolution 30

of the Ordinary General Meeting of Sanok Rubber Company S.A. in Sanok dated June 16, 2025 on authorizing the Supervisory Board to determine the unified text of the Articles of Association of Sanok RC S.A., taking into account the changes introduced to the Articles of Association by the resolution of the Ordinary General Meeting of June 16, 2025.

Pursuant to Article 430 §5 of the Commercial Companies Code, it is resolved as follows:

§1

The Supervisory Board of the Company is authorized to determine the unified text of the Articles of Association of Sanok RC S.A., taking into account the amendments made to the Articles of Association by the resolution of the Ordinary General Meeting of Shareholders of June 16, 2025.

§2

The resolution comes into force on the date of its adoption.

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Sanok RC SA, its representatives and employees shall not be held liable in this respect.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 523 428		
Total number of "AGAINST" votes:		234 310		
Total number of "ABSTAIN" votes:		0		

Resolution 31

of the Ordinary General Meeting of Sanok Rubber Company Joint Stock Company in Sanok dated June 16, 2025 on selection of an audit firm to attest sustainability reporting for fiscal years 2025 - 2026

§1

The General Meeting, acting on the basis of Article 66 (4) of the Act of September 29, 1994. on accounting, selects the auditing firm ***BDO spółka z ograniczoną odpowiedzialnością spółka komandytowa***, registered on the list of the Polish Audit Supervision Agency under number 3355, to carry out attestation of sustainability reporting for the fiscal years 2025 - 2026.

§2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		19 524 589		
Total number of "AGAINST" votes:		233 149		
Total number of "ABSTAIN" votes:		0		

Resolution 32

Ordinary General Meeting of Sanok Rubber Company Joint Stock Company in Sanok dated June 16, 2025 regarding amendment of item III, point 3.3.2. of the *Remuneration Policy for Members of the Management Board and Supervisory Board of Sanok Rubber Company Spółka Akcyjna*

§1

The Remuneration Policy for Members of the Management Board and Supervisory Board of Sanok Rubber Company Spółka Akcyjna, attached to Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated August 31, 2020, is amended as follows:

Item III, Section 3.3.2. shall have the following new text:

"The incentive bonus may not be more than 120% of the fixed part of the salary (i.e., base salary) earned for the period for which the bonus is paid."

§2

The resolution comes into force on the date of its adoption.

Number of shares from which valid votes were cast	19 757 738	, which is	73,50 %	share capital.
Total number of valid votes:	19 757 738			
Total number of "FOR" votes:		16 820 376		
Total number of "AGAINST" votes:		2 937 362		
Total number of "ABSTAIN" votes:		0		