

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers..
In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its
representatives and employees shall not be held liable in this respect.

**DRAFT RESOLUTIONS
OF THE ORDINARY GENERAL MEETING
SANOK RUBBER COMPANY SPÓŁKA AKCYJNA**
convened for 29 June 2026

RESOLUTION NO. 1

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the election of the Chairman of the Ordinary General Meeting

The Ordinary General Meeting elects as Chairman of the Ordinary General Meeting

RESOLUTION NO. 2

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the election of the Ballot Counting Committee

The Ordinary General Meeting elects the Ballot Counting Committee with the following composition:

Justification for Draft Resolutions No. 1 and 2:

The election of the chairperson of the general meeting from among those entitled to attend in the General Meeting is a procedure required to be carried out after the opening of the General Meeting, as provided for in Article 409 §1 of the Commercial Companies Code. The Ballot Counting Committee will contribute to the efficient determination of the voting results.

RESOLUTION NO. 3

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the approval of the Separate Financial Statements of Sanok Rubber Company Spółka Akcyjna for the year ended 31 December 2025 and the Management Board's Report on the Activities of Sanok Rubber Company Spółka Akcyjna for 2025

Pursuant to Article 395 §2(1) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting, having considered the Separate Financial Statements of Sanok Rubber Company Spółka Akcyjna for the year ended 31 December 2025, presented by the Management Board and audited by a statutory auditor, comprising the Profit and Loss Account for the period from 1 January 2025 to 31 December 2025, the Statement of Comprehensive Income for the period from 1 January 2025 to 31 December 2025, the Statement of Financial Position as at 31 December 2025, Statement of Cash Flows for the period from 1 January 2025 to 31 December 2025, Statement of Changes in Equity as at 31 December 2025, Additional explanatory notes and the Management Board's Report on the Activities of Sanok Rubber Company Spółka Akcyjna for 2025, having reviewed the Supervisory Board's report on the results of the assessment of these documents, resolves to approve:

1. The Profit and Loss Account for the period from 1 January 2025 to 31 December 2025 showing a net profit of PLN 15,095,322.72,
2. The Statement of Comprehensive Income for the period from 1 January 2025 to 31 December 2025, showing comprehensive income of PLN 15,582,309.72,
3. Statement of Financial Position as at 31 December 2025 showing total assets and liabilities of PLN 982,550,695.20,
4. Cash Flow Statement for the period from 1 January 2025 to 31 December 2025, showing an increase in cash of PLN 61,102,166.25,
5. Statement of Changes in Equity prepared as at 31 December 2025 showing equity of PLN 591,245,389.45,
6. Additional explanatory notes,
7. Management Report on the Operations of Sanok Rubber Company Spółka Akcyjna for 2025.

§ 2

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

The General Meeting instructs the Company's Management Board to submit without delay the Separate Financial Statements of Sanok Rubber Company Spółka Akcyjna for the year ended 31 December 2025, together with the Management Board's Report on the Activities of Sanok Rubber Company Spółka Akcyjna for 2025 and the auditor's opinion, to the Register of Entrepreneurs of the National Court Register.

§ 3

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

RESOLUTION NO. 4

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the approval of the Consolidated Financial Statements of the Sanok Rubber Company Group for the year ended 31 December 2025 and the Management Board's Report on the Activities of the Sanok Rubber Company Group for 2025

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

§ 1

The General Meeting, having considered the Consolidated Financial Statements of the Sanok Rubber Company Group for the year ended 31 December 2025, presented by the Management Board and audited by a statutory auditor, comprising the Consolidated Profit and Loss Account for the period from 1 January 2025 to 31 December 2025, the Consolidated Statement of Comprehensive Income for the period from 1 January 2025 to 31 December 2025, the Consolidated Statement of Financial Position as at 31 December 2025, Consolidated Statement of Cash Flows for the period from 1 January 2025 to 31 December 2025, Consolidated Statement of Changes in Equity as at 31 December 2025, Additional explanatory notes and the Management Board's Report on the Operations of the Sanok Rubber Company Group for 2025, comprising Sanok Rubber Company Spółka Akcyjna as the parent company and the following subsidiaries included in the consolidated financial statements:

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

resolves to approve:

1. the Consolidated Profit and Loss Account for the period from 1 January 2025 to 31 December 2025, showing a net profit of PLN 44,329,000,
2. the Consolidated Statement of Comprehensive Income for the period from 1 January 2025 to 31 December 2025, showing total comprehensive income of PLN 45,918,000,
3. Consolidated Statement of Financial Position prepared as at 31 December 2025, showing total assets and liabilities of PLN 1,220,027 thousand,

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

4. Consolidated Statement of Cash Flows for the period from 1 January 2025 to 31 December 2025 showing an increase in cash of PLN 75,362 thousand,
5. Consolidated Statement of Changes in Equity showing equity as at 31 December 2025 in the amount of PLN 599,690 thousand,
6. Additional explanatory notes,
7. The Management Board's Report on the Activities of the Sanok Rubber Company Group for 2025, together with the Sanok Rubber Company Group's Sustainability Report for 2025.

§ 2

The General Meeting instructs the Company's Management Board to submit without delay the Consolidated Financial Statements of the Sanok Rubber Company Capital Group for the year ended 31 December 2025, together with the Management Board's Report on the Activities of the Sanok Rubber Company Capital Group for 2025 and the auditor's opinion to the Register of Entrepreneurs of the National Court Register.

§ 3

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

Justification for Draft Resolutions Nos. 3-4:

Pursuant to Article 395 § 2(1) of the Commercial Companies Code, the agenda of the ordinary general meeting should include the consideration and approval of the management board's on the company's activities and the financial statements for the previous financial year.

RESOLUTION NO. 5

The Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 regarding the approval of the Report of the Supervisory Board of Sanok RC S.A. for the year 202 5

§ 1

The General Meeting approves the Report of the Supervisory Board of Sanok RC S.A. for the year 2025.

§ 2

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

Justification for Draft Resolution No. 5:

In accordance with Principle 2.11 of the Code of Best Practice for Companies Listed on the Warsaw Stock Exchange 2021, in addition to activities required by law, the supervisory board shall prepare and submit an annual report to the ordinary general meeting for approval once a year.

RESOLUTION NO. 6

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Chairman of the Company's Supervisory Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Grzegorz Stulgis – Chairman of the Supervisory Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

RESOLUTION NO. 7

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Deputy Chairman of the Company's Supervisory Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Marek Łęcki – Deputy Chairman of the Supervisory Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 8

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants discharge to Ms Marta Rudnicka – Member of the Supervisory Board – in respect of the performance of her duties in 2025.

§ 2

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

RESOLUTION NO. 9

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Szymon Adamczyk – Member of the Supervisory Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 10

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Chairman and a member of the Company's Supervisory Board for the performance of their duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Jan Woźniak – Chairman and member of the Supervisory Board until 16 June 2025 – discharge from liability for the performance of his duties in 2025.

§ 2

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

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

RESOLUTION NO. 11

The Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Ms Elżbieta Häuser-Schöneich – Member of the Supervisory Board until 16 June 2025 – discharge from liability for the performance of her duties in 2025.

§ 2

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

RESOLUTION NO. 12

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Ms Grażyna Sudzińska-Amroziewicz – Member of the Supervisory Board until 19 February 2026 – discharge from liability for the performance of her duties in 2025.

§ 2

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

RESOLUTION NO. 13

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Radosław Kwaśnicki – Member of the Supervisory Board until 19 February 2026 – discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 14

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Krzysztof Rozen – Member of the Supervisory Board until 19 February 2026 – discharge from liability for the performance of his duties in 2025.

§ 2

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

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

RESOLUTION NO. 15

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Chairman of the Company's Management Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Piotr Szamburski, Chairman of the Company's Management Board, discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 16

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Vice-President of the Company's Management Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Rafał Grzybowski – Vice-President of the Company's Management Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 17

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Vice-President of the Company's Management Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and § 19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Marcin Saramak – Vice-President of the Company's Management Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

RESOLUTION NO. 18

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Vice-President of the Company's Management Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants Mr Martijn Merx – Vice-President of the Company's Management Board – discharge from liability for the performance of his duties in 2025.

§ 2

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

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

RESOLUTION NO. 19

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to a Member of the Company's Management Board for the performance of his duties in 2025

Pursuant to Article 395 §2(3) of the Commercial Companies Code and §19(3)(1) of the Company's Articles of Association, the following is resolved:

§ 1

The General Meeting grants discharge to Mr Piotr Dołęga – Member of the Company's Management Board for the performance of his duties in 2025.

§ 2

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

Justification for draft Resolutions Nos. 6–19:

Pursuant to Article 395 § 2(3) of the Commercial Companies Code, the agenda of the ordinary general meeting should include the granting of discharge to members of the company's governing bodies for the performance of their duties.

RESOLUTION NO. 20

The Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the distribution of the net profit shown in the financial statements of Sanok Rubber Company Spółka Akcyjna for the year 2025

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

§ 1

The General Meeting, having considered the Management Board's proposal regarding the distribution of the net profit shown in the financial statements of Sanok Rubber Company Spółka Akcyjna for the year 2025, and having taken note of the Supervisory Board's report on the results of its assessment of that proposal, resolves:

- 1) to transfer from the reserve capital and allocate for the payment of dividends the sum of PLN 12,298,265.28,
- 2) to distribute the net profit for 2025 in the amount of PLN 15,095,322.72 in such a way that:
the sum of PLN 15,095,322.72, increased by the sum of PLN 12,298,265.28 transferred from the reserve capital in accordance with point 1), shall be allocated for distribution among the shareholders in the form of a dividend, whereby:
 - a) dividend per share: PLN 1.20,
 - b) dividend record date: 10 September 2026
 - c) dividend payment date: 24 September 2026,
 - d) the amount remaining after the payment of the dividend to shareholders entitled to the dividend as at the ex-dividend date shall be allocated to the Company's reserve capital.

§ 2

The General Meeting instructs the Company's Management Board to submit a copy of this resolution to the Register of Entrepreneurs of the National Court Register without delay.

§ 3

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

Justification for Draft Resolution No. 20:

Pursuant to Article 395 § 2(2) of the Commercial Companies Code, the agenda of the ordinary general meeting should include the adoption of a resolution on the distribution of profit or the coverage of a loss.

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

RESOLUTION NO. 21

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the approval of *the Report on the remuneration of members of the Management Board and Supervisory Board of Sanok Rubber Company S.A. for 2025*

Pursuant to Article 395 § 2¹ of the Commercial Companies Code and Article 90g(6) of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies (Journal of Laws of 2025, item 592, as amended), the following is resolved:

§ 1

The General Meeting, having regard to the assessment of the auditor BDO Sp. z o.o. Sp.k., approves *the Report on the remuneration of members of the Management Board and Supervisory Board of Sanok Rubber Company S.A. for 2025*.

§ 2

This Resolution shall enter into force on the date of its adoption.

Explanatory memorandum to Draft Resolution No. 21:

Pursuant to Article 395 § 21 of the Commercial Companies Code, in companies referred to in Article 90c(1) of the Act of 29 July 2005 on Public Offerings and the Conditions for Introducing Financial Instruments to Organised Trading and on Public Companies, the agenda of the ordinary general meeting should also include the adoption of the resolution referred to in Article 90g(6) of that Act, or the holding of the discussion referred to in Article 90g(7) of that Act. In accordance with Article 90g(6) of the aforementioned Act of 29 July 2005 on Public Offerings (...), the general meeting adopts a resolution expressing an opinion on the remuneration report, and the resolution is of an advisory nature.

RESOLUTION NO. 22

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the amendment of *Resolution No. 22 of the Ordinary General Meeting of the Company operating under the name: Sanok Rubber Company Spółka Akcyjna with its registered office in Sanok of 28 June 2022 on the establishment of an incentive scheme*

§ 1

The General Meeting, acting on the motion of the Company's Supervisory Board and taking into account the prior consent of *the Authorised Persons* to the following amendments to the resolution of the General Meeting, resolves to amend *Resolution No. 22 of the Ordinary General Meeting of the Company under the name: Sanok Rubber Company Spółka Akcyjna with its registered office in Sanok dated 28 June 2022 on the establishment of an incentive scheme*, namely the following amendments to point 2.1. Appendix No. 1 to the resolution of the Ordinary General Meeting of Sanok Rubber Company S.A. dated 28 June 2022 on the establishment of an incentive scheme ("*Rules of the Sanok Rubber Company Spółka Akcyjna Incentive Scheme with its registered office in Sanok*"):

- 1) the definition reading: "*Share Grant Condition means the Performance Condition (weighting 75%) and the TSR Condition (weighting 25%) for each Programme Year.*" is replaced by the definition reading: "*Share Grant Condition means the Performance Condition (weighting 100%) for each Programme Year.*";
- 2) the definition of "*TSR Condition*" is deleted.

§ 2

Resolution No. 22 of the Ordinary General Meeting of the Company under the name: Sanok Rubber Company Spółka Akcyjna with its registered office in Sanok, dated 28 June 2022, on the establishment of an incentive scheme, as amended by this resolution of the General Meeting, shall apply to the determination of the fulfilment of the conditions for the grant of Tranche II shares for the Second Programme Year and Tranche III shares for the Third Programme Year.

§ 3

The General Meeting authorises the Company's Supervisory Board to amend accordingly the Supervisory Board's Resolution on the determination of the list of Eligible Persons ("*Allocation Resolution*") concerning the Second Year of the Programme and to adopt an Allocation Resolution concerning the Third Year of the Programme, taking into account the amendment made by this resolution to *Resolution No. 22 of the Ordinary General Meeting of the Company under the name:*

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

Sanok Rubber Company Spółka Akcyjna with its registered office in Sanok dated 28 June 2022 on the establishment of an incentive scheme.

§ 4

This Resolution shall enter into force on the date of its adoption.

Justification for Draft Resolution No. 22:

The Supervisory Board of Sanok RC S.A., in Resolution No. 4/05/22026 of 27 May 2026, submitted a motion to the Ordinary General Meeting of Sanok RC S.A. to amend Resolution No. 22 of the Ordinary General Meeting of 28 June 2022 on the establishment of an incentive scheme and presented a draft resolution of the Ordinary General Meeting. The above draft Resolution No. 22 of the Ordinary General Meeting is consistent with the draft proposed by the Supervisory Board.

RESOLUTION NO. 23

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on the repeal of Resolution No. 3 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 28 September 2023 on the establishment of an incentive scheme

§ 1

The General Meeting, acting on the motion of the Company's Supervisory Board and taking into account the consent previously given by the Eligible Persons to repeal the following resolution of the General Meeting, resolves to repeal in its entirety Resolution No. 3 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 28 September 2023 on the establishment of an incentive scheme, as amended by Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") dated 14 November 2023 on the adoption of a share buy-back programme and the creation of a reserve fund for the purposes of such a programme, and on the adoption of amendments to Resolution No. 3 of the Extraordinary General Meeting of the Company dated 28 September 2023 on the establishment of an incentive scheme.

§ 2

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

Explanatory memorandum to Draft Resolution No. 23:

The Supervisory Board of Sanok RC S.A., in Resolution No. 5/05/22026 of 27 May 2026, submitted a motion to the Ordinary General Meeting of Sanok RC S.A. to repeal Resolution No. 3 of the Extraordinary General Meeting of 28 September 2023 concerning the establishment of an incentive scheme and presented a draft resolution of the Ordinary General Meeting. The above draft Resolution No. 23 of the Ordinary General Meeting is in accordance with the draft proposed by the Supervisory Board.

RESOLUTION NO. 24

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 29 June 2026 on the redemption of the Company's own shares

Pursuant to Article 359(1) and (2) of the Commercial Companies Code and Article 10(1) and (2) and Article 19(3)(5) of the Company's Articles of Association, the following is resolved:

§ 1

1. The General Meeting redeems:

- a) 1,344,095 (in words: one million three hundred and forty-four thousand and ninety-five) of the Company's own shares, SANOK RUBBER COMPANY S.A., with a nominal value of 20 (twenty) groszy each, registered with the National Depository for Securities under the code PLSTLSK00016, acquired by the Company on 29 January 2024 as part of the Share Buy-back Programme for the Incentive Scheme, conducted pursuant to Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 14 November 2023 on the adoption of a share buy-back programme and the creation of a reserve capital for the purposes of such a programme, and on the adoption of amendments to Resolution No. 3 of the Extraordinary General Meeting of the Company of 28 September 2023 on the establishment of an incentive scheme, which, in connection with the repeal of the aforementioned resolution of the General Meeting by Resolution No. 23 of the Ordinary General Meeting of 29 June 2026, resulting in the termination

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

of the Incentive Scheme, are subject to cancellation pursuant to the provision of §2(6) of the repealed resolution of the General Meeting;

- b) 2,709,837 (in words: *two million seven hundred and nine thousand eight hundred and thirty-seven*) own shares of SANOK RUBBER COMPANY S.A. with a nominal value of 20 (twenty) groszy each, registered with the National Depository for Securities under the code PLSTLSK00016, acquired by *the Company* for the purpose of redemption on: 14 April 2026 (1,694,172 shares) and 28 May 2026 (1,015,665 shares), as part of the Share Buy-back Programme for the purpose of cancellation, conducted pursuant to *Resolution No. 7 of the Extraordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") dated 19 February 2026 on authorising the Management Board to acquire the Company's own shares under a share buy-back programme for the purpose of cancellation and to establish a reserve fund for the purposes of such a programme.*
2. As *the Company's* own shares acquired for this purpose by *the Company* from shareholders for consideration are to be cancelled, shareholders are not entitled to any consideration in respect of the cancellation of the shares.

§2

The reduction of the *Company's* share capital shall take place by way of an amendment to the *Company's* Articles of Association, through the redemption of the shares referred to in §1 of this resolution, subject to the obligation to publish the resolution on the redemption of shares, however – in accordance with the provisions of Article 360 §2(2) of *the Commercial Companies Code* – without conducting a convocation procedure, given that the acquisition of the shares to be redeemed was financed from reserve funds created for this purpose, drawn from the *Company's* supplementary capital derived from profit, which may be allocated to the payment of dividends, as provided for in:

- a) §5 of *Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 14 November 2023*, referred to in §1(1)(a) of this resolution,
- b) §5 of *Resolution No. 7 of the Extraordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 19 February 2026*, referred to in §1(1)(b) of this resolution.

§3

This resolution shall enter into force on the date of its adoption, provided that the cancellation of shares shall take effect upon the reduction of the *Company's* share capital.

Explanatory memorandum to Draft Resolution No. 24:

The cancellation of 1,344,095 of the Company's own shares acquired by the Company on 29 January 2024 under the Share Buy-back Programme for the Incentive Scheme conducted pursuant to Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 14 November 2023 on the adoption of a share buy-back programme and the creation of a reserve capital for the purposes of such a programme, and the adoption of amendments to Resolution No. 3 of the Extraordinary General Meeting of the Company of 28 September 2023 regarding the establishment of an incentive scheme, is related to the proposed repeal of the aforementioned resolution of the General Meeting in accordance with draft resolution No. 23 of the Ordinary General Meeting, resulting in the termination of the Incentive Scheme. Pursuant to the provision of §2(6) of the General Meeting resolution to be repealed, in the event of the termination of the Incentive Scheme, the shares are subject to redemption.

The cancellation of 2,709,837 of SANOK RUBBER COMPANY S.A.'s own shares, acquired by the Company for the purpose of cancellation on: 14 April 2026 (1,694,172 shares) and 28 May 2026 (1,015,665 shares), shall take place in accordance with and under the Share Buy-back Programme for the purpose of redemption, conducted pursuant to Resolution No. 7 of the Extraordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 19 February 2026 on authorising the Management Board to acquire the Company's own shares under a share buy-back programme for the purpose of cancellation and to establish a reserve fund for the purposes of such a programme.

RESOLUTION NO. 25

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("*the Company*") of 29 June 2026 on the reduction of the *Company's* share capital

Pursuant to Article 455(1) of *the Commercial Companies Code* and Article 10(2) of the *Company's* Articles of Association, the following is resolved:

§1

The *Company's* share capital is reduced by the amount of PLN 810,786.40 (in words: *eight hundred and ten thousand seven hundred and eighty-six zlotys 40/100*), i.e. from PLN 5,376,384.40 (in words: *five million three hundred and seventy-six*

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

thousand three hundred and eighty-four zlotys 40/100) to PLN 4,565,598 (in words: *four million five hundred and sixty-five thousand five hundred and ninety-eight zlotys*)

§2

The reduction in the share capital referred to in §1 shall be effected by the redemption of a total of 4,053,932 (in words: *four million fifty-three thousand nine hundred and thirty-two*) of the Company's own shares with a nominal value of 20 (in words: *twenty*) groszy each, registered with the National Depository for Securities under the code PLSTLSK00016, acquired by the Company:

- a) on 29 January 2024 (1,344,095 shares) as part of the Share Buy-back Programme for the Incentive Scheme, conducted pursuant to *Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") of 14 November 2023 on the adoption of a share buy-back programme and the creation of a reserve capital for the purposes of such a programme, and on the adoption of amendments to Resolution No. 3 of the Extraordinary General Meeting of the Company of 28 September 2023 on the establishment of an incentive scheme*, which, following the repeal of the aforementioned resolution of the General Meeting by Resolution No. 23 of the Ordinary General Meeting of 29 June 2026, resulting in the termination of the Incentive Scheme, are subject to cancellation in accordance with the provisions of §2(6) of the repealed resolution of the General Meeting;
- b) for redemption on: 14 April 2026 (1,694,172 shares) and 28 May 2026 (1,015,665 shares), as part of the Share Buy-back Programme for the purpose of cancellation, conducted pursuant to *Resolution No. 7 of the Extraordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 19 February 2026 authorising the Management Board to acquire the Company's own shares under a share buy-back programme for the purpose of cancellation and the creation of a reserve fund for the purposes of such a programme.*

§3

The purpose of reducing the share capital is to adjust the amount of the share capital to the total nominal value of the Company's shares remaining after the cancellation of 4,053,932 treasury shares in accordance with Resolution No. 24 of the Ordinary General Meeting of 29 June 2026.

§4

The General Meeting instructs the Company's Management Board to notify the registry court of the reduction in the share capital.

Justification for Draft Resolution No. 25:

Pursuant to Article 360 §1 of the Commercial Companies Code, the redemption of shares requires a reduction in the share capital, and a resolution to reduce the share capital should be adopted at the General Meeting at which the resolution to redeem the shares was adopted. The proposed resolution complies with this provision.

RESOLUTION NO. 26

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 29 June 2026 on amending the Company's Articles of Association concerning the reduction of the Company's share capital

Pursuant to Article 430 §1 of the Commercial Companies Code, the following is resolved:

§1

In the Company's Articles of Association, §8(1) shall read as follows:

"The Company's share capital amounts to PLN 4,565,598 (in words: *four million five hundred and sixty-five thousand five hundred and ninety-eight zlotys*) and is divided into 22,827,990 (in words: *twenty-two million eight hundred and twenty-seven thousand nine hundred and ninety*) ordinary bearer shares."

§2

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

The General Meeting instructs the Company's Management Board to immediately notify the National Court Register of the amendment to the Articles of Association made in §1 of this resolution.

§3

This resolution shall enter into force on the date of its adoption, provided that the amendment to the Articles of Association shall take legal effect on the date of its entry in the Register of Entrepreneurs of the National Court Register.

Justification for Draft Resolution No. 26:

Pursuant to the provisions of Article 455 §1 of the Commercial Companies Code, the share capital is reduced by way of an amendment to the Articles of Association, by reducing the nominal value of shares, consolidating shares or cancelling a portion of shares, and in the event of a division by spin-off or a division by separation. The proposed resolution concerns an amendment to the Company's Articles of Association regarding the amount of share capital in connection with the reduction of share capital referred to in Draft Resolution No. 25.

RESOLUTION NO. 27

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 29 June 2026 on the amendment of §7(1) of the Company's Articles of Association

Pursuant to Article 430(1) of *the Commercial Companies Code*, the following is resolved:

§1

In the Company's Articles of Association, §7(1) shall read as follows:

1. The scope of the Company's business according to PKD 2025 is:
 - 1) Manufacture of other rubber products (22.12.Z);
 - 2) Manufacture of other plastic products (22.26.Z);
 - 3) Manufacture of other parts and accessories for motor vehicles, excluding motorcycles (29.32.Z);
 - 4) Manufacture of hydraulic and pneumatic equipment and fittings (28.12.Z);
 - 5) Manufacture of plastic products for construction (22.24.Z);
 - 6) Manufacture of synthetic rubber in primary forms (20.17.Z);
 - 7) Manufacture of rubber tyres and inner tubes; retreading and remanufacturing of rubber tyres (22.11.Z);
 - 8) Manufacture of other clothing and clothing accessories, not elsewhere classified (14.29.Z);
 - 9) Manufacture of wooden packaging (16.24.Z);
 - 10) Manufacture of corrugated paper and paperboard and of paper and paperboard packaging (17.21.Z);
 - 11) Manufacture of dyes and pigments (20.12.Z);
 - 12) Manufacture of other basic organic chemicals (20.14.Z);
 - 13) Manufacture of plastics in primary forms (20.16.Z);
 - 14) Manufacture of other chemical products, not elsewhere classified (20.59.Z);
 - 15) Manufacture of plastic plates, sheets, tubes and profiles (22.21.Z);
 - 16) Manufacture of plastic packaging (22.22.Z);
 - 17) Processing and finishing of plastic products (22.25.Z);
 - 18) Manufacture of aluminium and aluminium alloy products (24.42.B);
 - 19) Coating of metals (25.51.Z);

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

- 20) Heat treatment of metals (25.52.Z);
- 21) Mechanical processing of metal components (25.53.Z);
- 22) Manufacture of tools (25.63.Z);
- 23) Manufacture of metal containers (25.91.Z);
- 24) Manufacture of wire products, chains and springs (25.93.Z);
- 25) Manufacture of other fabricated metal products, not elsewhere classified (25.99.Z);
- 26) Manufacture of electrical distribution and control equipment (27.12.Z);
- 27) Manufacture of other electronic and electrical wires and cables (27.32.Z);
- 28) Manufacture of other pumps and compressors (28.13.Z);
- 29) Manufacture of bearings, gears, gearboxes and drive components (28.15.Z);
- 30) Manufacture of industrial refrigeration, ventilation and air-conditioning equipment (28.25.Z);
- 31) Manufacture of other general-purpose machinery, not elsewhere classified (28.29.Z);
- 32) Manufacture of metal forming machinery and metalworking machine tools (28.41.Z);
- 33) Manufacture of other machine tools (28.42.Z);
- 34) Manufacture of machinery for working rubber or plastics (28.96.Z);
- 35) Manufacture of additive manufacturing machinery (28.97.Z);
- 36) Manufacture of other special-purpose machinery, not elsewhere classified (28.99.Z);
- 37) Manufacture of other products not elsewhere classified (32.99.Z);
- 38) Repair and maintenance of fabricated metal products (33.11.Z);
- 39) Repair and maintenance of machinery (33.12.Z);
- 40) Repair and maintenance of other equipment and fittings (33.19.Z);
- 41) Installation of industrial machinery, equipment and fittings (33.20.Z);
- 42) Generation of electricity from non-renewable sources (35.11.Z);
- 43) Wind power generation (35.12.A);
- 44) Solar energy (35.12.B);
- 45) Geothermal energy (35.12.C);
- 46) Biogas energy (35.12.D);
- 47) Hydropower (35.12.E);
- 48) Electricity generation from other renewable sources (35.12.F);
- 49) Electricity transmission (35.13.Z);
- 50) Electricity distribution (35.14.Z);
- 51) Electricity trading (35.15.Z);
- 52) Electricity storage (35.16.Z);
- 53) Production and supply of steam, hot water and air for air-conditioning systems (35.30.Z);
- 54) Collection, treatment and supply of water (36.00.Z);

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

- 55) Sewage collection and treatment (37.00.Z);
- 56) Collection of non-hazardous waste (38.11.Z);
- 57) Collection of hazardous waste (38.12.Z);
- 58) Recovery of raw materials (38.21.Z);
- 59) Installation of water, sewerage, heating and air-conditioning systems (43.22.Z);
- 60) Other wholesale of chemical products (46.85.B);
- 61) Wholesale of other intermediate products (46.86.Z);
- 62) Wholesale of waste and scrap (46.87.Z);
- 63) Other non-specialised retail trade (47.12.Z);
- 64) Retail sale of information and communication technology equipment (47.40.Z);
- 65) Retail sale of small metal goods, building materials, paints and glass (47.52.Z);
- 66) Retail sale of other new goods (47.78.Z);
- 67) Road transport of goods (49.41.Z);
- 68) Warehousing and storage of other goods (52.10.B);
- 69) Handling of goods at other handling points (52.24.C);
- 70) Other transport support service activities (52.26.Z);
- 71) Software development (62.10.A);
- 72) Cybersecurity activities (62.20.A);
- 73) Other activities related to IT consultancy and IT systems management (62.20.B);
- 74) Other information technology and computer-related service activities (62.90.Z);
- 75) Data centre colocation and cloud computing services (63.10.A);
- 76) DNS services (63.10.B);
- 77) Content delivery network (CDN) server activities (63.10.C);
- 78) Other service activities relating to computing infrastructure, data processing, website hosting and related activities (63.10.D);
- 79) Other monetary intermediation (64.19.Z);
- 80) Other financial service activities, excluding insurance and pension funds, not elsewhere classified (64.99.Z);
- 81) Buying and selling of own property (68.11.Z);
- 82) Renting and letting of own or leased property (68.20.Z);
- 83) Accounting and bookkeeping activities (69.20.A);
- 84) Business and other management consultancy (70.20.Z);
- 85) Other engineering activities and related technical consultancy (71.12.B);
- 86) Other technical testing and analysis (71.20.C);
- 87) Research and development in the field of other natural and technical sciences (72.10.Z);
- 88) Market and public opinion research (73.20.Z);

DISCLAIMER

This English translation of the Polish version of this document has been prepared solely for the convenience of English-speaking readers.. In the event of any discrepancies between the Polish and English versions, the Polish version shall prevail. Sanok RC SA, its representatives and employees shall not be held liable in this respect.

- 89) Lobbying activities (73.30.A);
- 90) Other public relations and communication activities (73.30.B);
- 91) All other professional, scientific and technical activities not elsewhere classified (74.99.Z);
- 92) Renting and leasing of passenger cars and light motor vehicles, including motorcycles (77.11.Z);
- 93) Renting and leasing of lorries (77.12.Z);
- 94) Renting and leasing of office machinery and equipment and computers (77.33.Z);
- 95) Renting and leasing of other machinery, equipment and tangible goods, not elsewhere classified (77.39.Z);
- 96) Activities related to the leasing and registration of internet domain names (77.40.A);
- 97) Other leasing of intellectual property and similar products, excluding copyrighted works (77.40.B);
- 98) Activities related to job search and recruitment (78.10.Z);
- 99) Temporary employment agency activities and other activities related the provision of staff (78.20.Z);
- 100) Security activities not elsewhere classified (80.09.Z);
- 101) Repair and maintenance of computers and (tele)communications equipment (95.10.Z).

§2

The General Meeting instructs the Company's Management Board to immediately notify the National Court Register of the amendment to the Articles of Association made in §1 of this resolution.

§3

This resolution shall enter into force on the date of its adoption, provided that the amendment to the Articles of Association shall take legal effect on the date of its entry in the Register of Entrepreneurs of the National Court Register.

Justification for Draft Resolution No. 27:

The draft resolution provides for an amendment to the Company's current scope of business as set out in the Articles of Association in accordance with the Polish Classification of Activities of 2007 (PKD 2007) to the scope of business set out in accordance with the new Classification introduced by the Regulation of the Council of Ministers of 18 December 2024 on the Polish Classification of Activities (PKD) [Journal of Laws of 2024, item 1936], i.e. PKD 2025.

RESOLUTION NO. 28

of the Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 29 June 2026 on authorising the Supervisory Board to establish a consolidated text of the Articles of Association of Sanok RC S.A. incorporating the amendments introduced to the Articles of Association by resolutions of the Ordinary General Meeting of 29 June 2026.

Pursuant to Article 430 §5 of the *Commercial Companies Code*, the following is resolved:

§1

The Ordinary General Meeting authorises the Supervisory Board of . to establish a consolidated text of the Articles of Association of Sanok RC S.A., taking into account the amendments introduced to the Articles of Association by resolutions of the Ordinary General Meeting of Shareholders of 29 June 2026.

§2

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

Explanatory memorandum to Draft Resolution No. 28:

Pursuant to the provisions of Article 430 §5 of the Commercial Companies Code, the general meeting may authorise the supervisory board to establish a consolidated text of the amended Articles of Association or to introduce other editorial amendments specified in the resolution of the general meeting.