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RESOLUTIONS
OF THE ANNUAL GENERAL MEETING
SANOK RUBBER COMPANY SPÓŁKA AKCYJNA
dated 29 June 2026

Resolution No. 1

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

The Ordinary General Meeting elects Mr Robert Leśniak as Chairman of the Ordinary General Meeting.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 2

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

The Ordinary General Meeting elects the Ballot Counting Committee comprising the following members: Mr Tomasz Paszkiewicz, Ms Agnieszka Rudy and Ms Joanna Dębińska.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,353			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	21			

Resolution No. 3

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 concerning 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 Operations 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 hereby resolved:

§ 1

The General Meeting, having considered the Separate Financial Statements of Sanok Rubber Company Spółka Akcyjna for the year ended 31 December 2025, as 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, the Statement of Cash Flows for the period from 1 January 2025 to 31 December 2025, the Statement of Changes in Equity as at 31 December 2025, the Additional Notes and the Management Board's Report on the Operations of Sanok Rubber Company Spółka Akcyjna for 2025, having considered 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. The Management Board's Report on the Operations of Sanok Rubber Company Spółka Akcyjna for 2025.

§ 2

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 Operations of Sanok Rubber Company Spółka Akcyjna for 2025 and the auditor's report, to the register of the National Court Register.

§ 3

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

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 4

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 concerning 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 Operations of the Sanok for 2025

Pursuant to Article 63c(4) of the Accounting Act of 29 September 1994 (Journal of Laws of 2023, item 120, as subsequently 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, as 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, Supplementary 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 Spółka z ograniczoną odpowiedzialnością, with its registered office in Rymanów,
d) Przedsiębiorstwo Handlowo-Usługowe Stomil East Spółka z ograniczoną odpowiedzialnością 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 Lusi Potosí (Mexico),
h) Stomil Sanok Wiatka Closed Joint-Stock Company, with its registered office in Kirov (Russia),
i) Stomil Sanok Ukraine Limited Liability Company, with its registered office 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,

I) Teknikum Group Ltd Finland, with its registered office in Sastamala – i.e. the parent company of the Teknikum Group, which comprises:
   1. Teknikum Oy (Ltd), based in Sastamala, Finland,
   2. Teknikum Kft, with its registered office in Jászladány, Hungary,
   3. Teknikum GmbH, with its registered office in Mülheim, Germany,
   4. Sammaliston Sauna Oy, with its registered office 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 thousand,
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 thousand,
3. Consolidated Statement of Financial Position prepared as at 31 December 2025, showing total assets and liabilities of PLN 1,220,027 thousand,
4. the 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. Management Board 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 Group for the year ended 31 December 2025, together with the Management Board's Report on the Activities of the Sanok Rubber Company Group for 2025 and the auditor's report and to the Register of Entrepreneurs of the National Court Register.

§ 3

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

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 5

of 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 2025

§ 1

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

§ 2

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

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 6

The Ordinary General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 concerning the granting of discharge to the Chairman of the Company's Supervisory Board in respect of 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 7

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 on granting discharge to the Deputy Chairman of the Company's Supervisory Board in respect of 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 hereby 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.

Number of shares from which valid votes were cast	14,985,474	, which represents	55.7455%	of the share capital.
Total number of valid votes:	14,985,474			
Total number of **'FOR'** votes:	14,985,474			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 8

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board in respect of 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 hereby resolved:

§ 1

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

§ 2

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

Number of shares from which valid votes were cast	16,645,554	, which represents	61.9209%	of the share capital.
Total number of valid votes:	16,645,554			
Total number of **'FOR'** votes:	16,645,554			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 9

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 on granting discharge to a Member of the Company's Supervisory Board in respect of 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 hereby 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 10

of the Annual 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 in respect of 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 hereby 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 come into force on the date of its adoption.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 11

of 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 in respect of 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 hereby resolved:

§ 1

The General Meeting grants Ms Elżbieta Häuser-Schöneich – a 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 12

The Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 concerning the granting of discharge to a Member of the Company's Supervisory Board in respect of 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 Grażyna Sudzińska-Amroziewicz – a 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

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Resolution No. 13

of 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 in respect of 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 hereby resolved:

§ 1

The General Meeting grants Mr Radosław Kwaśnicki – a 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of 'FOR' votes:	17,953,374			
Total number of 'AGAINST' votes:	0			
Total number of 'ABSTENTIONS':	0			

Resolution No. 14

of 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 in respect of 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 hereby resolved:

§ 1

The General Meeting grants Mr Krzysztof Rozen – a 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of 'FOR' votes:	17,953,374			
Total number of 'AGAINST' votes:	0			
Total number of 'ABSTENTIONS':	0			

Resolution No. 15

of the Annual 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 hereby 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.

Number of shares in respect of which valid votes were cast	17,849,963	, which represents	66.4013%	of the share capital.
Total number of valid votes:	17,849,963			
Total number of 'FOR' votes:	17,849,963			
Total number of 'AGAINST' votes:	0			
Total number of 'ABSTENTIONS':	0			

Resolution No. 16

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok of 29 June 2026 on granting discharge to the Vice-Chairman of the Company's Management Board in respect of 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 hereby resolved:

§ 1

The General Meeting grants Mr Rafał Grzybowski – Vice-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.

Number of shares from which valid votes were cast	17,896,332	, which represents	66.57380 %	of the share capital.
Total number of valid votes:	17,896,332			
Total number of **'FOR'** votes:	17,896,332			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 17

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok held on 29 June 2026 on granting discharge to the Vice-Chairman of the Company's Management Board in respect of 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 hereby resolved:

§ 1

The General Meeting grants Mr Marcin Saramak – Vice-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.

Number of shares from which valid votes were cast	17,876,132	, which represents	66.4987%	of the share capital.
Total number of valid votes:	17,876,132			
Total number of **'FOR'** votes:	17,876,132			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 18

of the Annual 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 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 hereby resolved:

§ 1

The General Meeting grants Mr Martijn Merkx – Vice-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.

Number of shares from which valid votes were cast	17,906,332	, which represents	66.6110%	of the share capital.
Total number of valid votes:	17,906,332			
Total number of **'FOR'** votes:	17,906,332			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

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Resolution No. 19

of 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 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 hereby resolved:

§ 1

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

§ 2

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

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 20

of 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 hereby 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 the sum of PLN 12,298,265.28 from the reserve capital and allocate it to the payment of dividends,
2) to distribute the net profit for 2025, amounting to PLN 15,095,322.72, as follows:

   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 amongst the shareholders in the form of a dividend, whereby:

   a) dividend per share: 1.20 zł,
   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 dividend record 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.

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 21

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated 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(2)[1] of the Commercial Companies Code and Article 90g(6*) of the Act of 29 July 2005 on public offerings and the conditions for the admission of financial instruments to organised trading and on public companies* (Journal of Laws of 2025, item 592, as subsequently amended), the following is hereby 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.

Number of shares from which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	15,250,322			
Total number of **'AGAINST'** votes:	2,703,052			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 22

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated 29 June 2026 concerning the amendment *of Resolution No. 22 of the Annual General Meeting of the Company trading as: Sanok Rubber Company Spółka Akcyjna with its registered office in Sanok dated 28 June 2022 concerning the establishment of an incentive scheme*

§ 1

The General Meeting, acting on the proposal of the Company's Supervisory Board and taking into account the consent previously given by *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 operating 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 trading as: 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 whether the conditions for the grant of Tranche II shares for the Second Programme Year and Tranche III shares for the Third Programme Year have been met.

§ 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") relating to the Second Year of the Programme and to adopt an Allocation Resolution relating to 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: 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.

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860 %	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	12,085,809			
Total number of **'AGAINST'** votes:	5,867,565			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 23

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok dated 29 June 2026 on the repeal of *Resolution No. 3 of the Extraordinary General Meeting of Sanok Rubber Company S.A. ("the Company") dated 28 September 2023 on the establishment of an incentive scheme* and the termination of the incentive scheme due to failure to meet the performance condition

§ 1

The General Meeting, acting on the proposal 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 and to terminate the incentive scheme, 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") of 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* with *ex nunc* effect, and to terminate the incentive scheme due to the failure to meet the performance condition.

§ 2

In connection with the completion of the share buy-back under the Share Buy-back Programme for the Incentive Scheme carried out 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 fund 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 concerning the establishment of an incentive scheme*, the unused amount of PLN 5,691,720 (five million six hundred and ninety-one thousand seven hundred and twenty zlotys 00/100) shall be transferred from the reserve capital established pursuant to §5 ofof *Resolution No. 2 of the Extraordinary General Meeting of Sanok Rubber Company S.A. held on 14 November 2023* to the Company's supplementary capital.

§ 3

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

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	15,249,297			
Total number of **'AGAINST'** votes:	2,703,052			
Total number of **'ABSTENTIONS'**:	1,025			

Resolution No. 24

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

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

§ 1

1. The General Meeting hereby cancels:

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 fund for the purposes of such a programme, and on the adoption of amendments to Resolution No. 3 of the Company's Extraordinary General Meeting 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) 2,709,837 (in words: *two million seven hundred and nine thousand eight hundred and thirty-seven*) treasury 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 cancellation 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 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 in return 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 cancellation of the shares referred to in §1 of this resolution, subject to the obligation to publish the resolution on the cancellation 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, which were drawn from the Company's supplementary capital arising from profit and 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") dated 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 redemption of shares shall take effect upon the reduction of the *Company's* share capital

Number of shares in respect of which valid votes were cast 17,953,374 , which represents 66.7860% of the share capital.

Total number of valid votes:	17,953,374
Total number of **'FOR'** votes:	17,953,374
Total number of **'AGAINST'** votes:	0
Total number of **'ABSTENTIONS'**:	0

Resolution No. 25

Resolution 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 paragraph 10(2) of the *Company's* Articles of Association, the following is hereby resolved:

§1

The Company's share capital is reduced by the sum 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 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 cancellation 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 cancellation on the following dates: 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 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.*

§3

The purpose of the reduction in share capital is to adjust the amount of share capital to the total nominal value of the Company's shares remaining after the redemption of 4,053,932 own 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.

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

Resolution No. 26

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ('*the* Company') held on 29 June 2026 concerning an amendment to the Company's Articles of Association relating to a reduction in the Company's share capital

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

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 Enterprises of the National Court Register.

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			

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. 27

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok (*'the* Company') held on 29 June 2026 concerning an amendment to §7(1) of the Company's Articles of Association

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

§1

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

1. The Company's business activities, as defined under PKD 2025, are:

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 drive equipment and fittings (28.12.Z);
5) Manufacture of plastic products for the construction industry (22.24.Z);
6) Manufacture of synthetic rubber in primary forms (20.17.Z);
7) Manufacture, retreading and reconditioning of rubber tyres and manufacture of inner tubes (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 cardboard, and of paper and cardboard 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);
20) Heat treatment of metals (25.52.Z);
21) Machining 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 processing 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 finished 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 power generation (35.12.B);
45) Geothermal energy (35.12.C);
46) Biogas power generation (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) Generation and supply of steam and air for air-conditioning systems (35.30.Z);
54) Water abstraction, treatment and supply (36.00.Z);
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 trade in chemical products (46.85.B);
61) Wholesale of other semi-finished 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) Transhipment of goods at other transhipment points (52.24.C);

70) Other transport support service activities (52.26.Z);

71) Other programming activities (62.10.B);

72) Cybersecurity activities (62.20.A);

73) Other activities relating to IT consultancy and the management of IT equipment (62.20.B);

74) Other information and computer technology service activities (62.90.Z);

75) Data centre colocation and cloud computing services (63.10.A);

76) DNS services (63.10.B);

77) Activities relating to content delivery network (CDN) servers (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) Letting and management of own or leased property (68.20.Z);

83) Accounting and bookkeeping activities (69.20.A);

84) Business consultancy and other management consultancy in the field of management (70.20.Z);

85) Other engineering activities and related technical consultancy (71.12.B);

86) Other technical testing and analysis (71.20.C);

87) Scientific research and development in the field of natural and technical sciences (72.10.Z);

88) Market and public opinion research (73.20.Z);

89) Lobbying activities (73.30.A);

90) Other activities in the field of public relations and communication (73.30.B);

91) All other professional, scientific and technical activities not classified elsewhere (74.99.Z);

92) Renting and leasing of passenger cars and light motor vehicles, including motorcycles (77.11.Z);

93) Rental and leasing of lorries (77.12.Z);

94) Rental and leasing of office machinery, equipment and computers (77.33.Z);

95) Rental and leasing of other machinery, equipment and tangible goods, not elsewhere classified (77.39.Z.);

96) Activities relating to the leasing and registration of internet domain names (77.40.A);

97) Other leasing of intellectual property and similar products, excluding works protected by copyright (77.40.B);

98) Activities relating 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 classified elsewhere (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.

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:		17,952,349		
Total number of **'AGAINST'** votes:		0		
Total number of **'ABSTENTIONS'**:		1,025		

Resolution No. 28

of the Annual General Meeting of Sanok Rubber Company Spółka Akcyjna in Sanok ("the Company") of 29 June 2026 on authorising the Supervisory Board to draw up a consolidated text of the Articles of Association of Sanok RC S.A., incorporating the amendments made 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 draw up 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 Shareholders of 29 June 2026.

§2

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

Number of shares in respect of which valid votes were cast	17,953,374	, which represents	66.7860%	of the share capital.
Total number of valid votes:	17,953,374			
Total number of **'FOR'** votes:	17,953,374			
Total number of **'AGAINST'** votes:	0			
Total number of **'ABSTENTIONS'**:	0			