

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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 Management Board of SANOK RUBBER COMPANY SPÓŁKA AKCYJNA with its registered office in Sanok (the "Company") at the following address: 38-500 Sanok, ul. Przemyska 24, entered in the Register of Entrepreneurs of the National Court Register under KRS number 0000099813 on 14 March 2002, registration court: District Court in Rzeszów, 12th Commercial Division of the National Court Register, share capital (paid in full): PLN 5,376,384.40, NIP 687-00-04-321, in connection with the request of Shareholder Mr Michał Kiciński to convene an extraordinary general meeting submitted to the Management Board on 14 January 2026 (Company current report No. 4/2026 of 14 January 2026), acting pursuant to Article 399 §1 of *the Commercial Companies Code*, hereby convenes an Extraordinary General Meeting of the Company and, pursuant to Article 402² of the Commercial Companies Code, presents the following information:

1. DATE, TIME AND PLACE OF THE GENERAL MEETING AND DETAILED AGENDA

The Extraordinary General Meeting will be held on 19 February 2026 at the Company's registered office in Sanok at ul. Przemyska 24 at 1 p.m., with the following agenda:

- 1) Opening of the Extraordinary General Meeting.
- 2) Election of the Chairman of the Extraordinary General Meeting.
- 3) Confirmation of the correctness of convening the Extraordinary General Meeting.
- 4) Adoption of the agenda.
- 5) Adoption of resolutions on the dismissal and appointment of Members of the Supervisory Board.
- 6) Adoption of a resolution on the costs of convening and holding the Extraordinary General Meeting.
- 7) Closing of the Extraordinary General Meeting.

3. SHAREHOLDER'S RIGHT TO REQUEST THAT SPECIFIC MATTERS BE INCLUDED IN THE AGENDA OF THE GENERAL MEETING

A shareholder or shareholders representing at least one-twentieth of the share capital may request that specific items be included in the agenda of the General Meeting. The request should include a justification or a draft resolution concerning the proposed item on the agenda. The request should be submitted to the Management Board in writing or in electronic form (by e-mail, indicating the information identifying the requesting party), in accordance with the rules set out in point 14 of this announcement. The request should be submitted to the Management Board no later than twenty-one days before the scheduled date of the General Meeting, i.e. no later than 29 January 2026. A request submitted after this date by a Shareholder representing at least one-twentieth of the share capital shall be treated as a request to convene another General Meeting, unless the requesting Shareholder withdraws their request.

The Management Board shall immediately, but no later than eighteen days before the scheduled date of the General Meeting, announce changes to the agenda introduced at the request of the Shareholder or Shareholders. The announcement shall be made in the manner appropriate for convening a General Meeting.

The Shareholder(s) shall demonstrate that they hold the required number of shares as at the date of submitting the request by attaching to the request a deposit certificate(s) or a certificate(s) of the right to participate in the General Meeting and, in the case of:

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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.

- a) Shareholders who are natural persons – attach a copy of a document confirming the identity of the Shareholder (if the request is submitted in electronic form),
- b) Shareholders who are not natural persons – attach a current extract from the relevant register in which the Shareholder is entered,
- c) submission of a request by a proxy – attach a power of attorney to submit such a request signed by the Shareholder and, respectively, the documents listed in points a) and b).

4. SHAREHOLDER'S RIGHT TO SUBMIT DRAFT RESOLUTIONS CONCERNING MATTERS INCLUDED IN THE AGENDA OF THE GENERAL MEETING OR MATTERS TO BE INCLUDED IN THE AGENDA BEFORE THE DATE OF THE GENERAL MEETING

A shareholder or shareholders of the Company representing at least one-twentieth of the share capital may, prior to the date of the General Meeting, submit to the Company in writing or in electronic form, in accordance with the rules set out in point 14 of this announcement, draft resolutions concerning matters included in the agenda of the General Meeting or matters to be included in the agenda. The above draft resolutions must be submitted to the Company no later than 24 hours before the date of the General Meeting, i.e. by 1 p.m. on 18 February 2026, in connection with the need for the Company to publish them on its website. The date and time of receipt by the Company shall be deemed to be the date and time of submission of the above notification, and in the case of electronic submission, the date and time of posting the above notification in the Company's e-mail system (receipt by the Company's mail server). The Company shall immediately publish the draft resolutions on its website.

The Shareholder(s) should prove that they hold the required number of shares as at the date of submitting the request by attaching to the request a deposit certificate(s) or a certificate(s) of the right to participate in the General Meeting and, in the case of:

- a) Shareholders who are natural persons – attach a copy of a document confirming the identity of the Shareholder (if the request is submitted in electronic form),
- b) Shareholders who are not natural persons – attach a current extract from the relevant register in which the Shareholder is entered,
- c) submission of a request by a proxy – attach a power of attorney to submit such a request signed by the Shareholder and, respectively, the documents listed in points a) and b).

5. SHAREHOLDER'S RIGHT TO SUBMIT DRAFT RESOLUTIONS CONCERNING MATTERS INCLUDED IN THE AGENDA OF THE GENERAL MEETING

During the General Meeting, until the Chairman orders a vote, each Shareholder of the Company may submit draft resolutions concerning matters included in the agenda of the General Meeting. A Shareholder should notify the Chairman of the General Meeting of their intention to submit such draft resolutions by providing them with the content of the draft in writing, at the latest after the agenda has been adopted by the General Meeting.

6. MANNER OF EXERCISING VOTING RIGHTS BY PROXY

A shareholder of the Company who is a natural person may participate in the General Meeting and exercise their voting rights in person or through a proxy. A shareholder at the General Meeting should have a document confirming their identity.

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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.

A shareholder of the Company who is not a natural person may participate in the General Meeting and exercise their voting rights through a person/persons authorised to make declarations of will on their behalf or through a proxy. The right to represent a Shareholder who is not a natural person should result from a copy of the relevant register for the Shareholder (submitted in the original or a copy certified as true by a notary public) presented when drawing up the attendance list, or alternatively from a chain of powers of attorney and a copy of the relevant register. The person granting power of attorney on behalf of a Shareholder who is not a natural person should be disclosed in a current extract from the register relevant to the Shareholder, or their appointment as a representative of a Shareholder who is not a natural person should result from a resolution of the relevant body of that Shareholder authorising them to act. This resolution must be presented in the original or in a copy certified as a true copy by a notary public.

Members of the Management Board and employees of the Company may be proxies at the General Meeting.

If a proxy at the General Meeting is a member of the Management Board, a member of the Supervisory Board, an employee of the Company or a member of the governing bodies or an employee of a subsidiary of the Company, the power of attorney may authorise representation at only one general meeting, and furthermore: (i) the proxy shall be obliged to disclose to the Shareholder any circumstances indicating the existence or possibility of a conflict of interest, (ii) the granting of further powers of attorney shall be excluded, and (iii) the proxy shall vote in accordance with the instructions given by the Shareholder.

The proxy shall exercise all the Shareholder's rights at the General Meeting, unless otherwise specified in the power of attorney.

A proxy who is not a member of the Management Board, a member of the Supervisory Board, an employee of the Company or a member of the governing bodies or an employee of a subsidiary of the Company may grant a further power of attorney if this is provided for in the power of attorney.

A proxy may represent more than one Shareholder and vote differently on the shares of each Shareholder.

A Shareholder holding shares registered in a collective account may appoint separate proxies to exercise the rights attached to the shares registered in that account.

A Shareholder holding shares registered in more than one securities account may appoint separate proxies to exercise the rights attached to the shares registered in each of the accounts.

A power of attorney to participate in the General Meeting and exercise voting rights must be granted in writing or in electronic form.

The granting of a power of attorney in electronic form does not require a secure electronic signature verified by a valid qualified certificate.

The Company should be notified of the granting of power of attorney in electronic form by means of electronic communication, by sending an e-mail to: kontakt@sanokrubber.pl within a time frame allowing for effective verification of the validity of the power of attorney, but no later than 8:00 a.m. on 19 February 2026, information about the granting of the power of attorney, including:

- a) the principal's details (name and surname/company name, address of residence/registered office),
- b) the proxy's details (name and surname, address of residence, ID card or passport number, PESEL number),
- c) the principal's contact details (telephone number, e-mail address),
- d) the representative's contact details (telephone number, e-mail address),

and attaching the following documents in PDF format to this information:

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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.

- a) power of attorney document signed by the principal (persons authorised to represent the principal),
- b) the principal's identity card or passport in the part containing the personal data of the principal who is a natural person, or an extract from the relevant register in which the principal who is not a natural person is entered,
- c) in the case of granting power of attorney to a further proxy – power of attorney documents indicating their uninterrupted sequence, together with documents indicating the authorisation to act on behalf of previous proxies.

The company will take appropriate measures to identify the shareholder and proxy in order to verify the validity of the power of attorney granted in electronic form. This verification may consist, in particular, of a return question in electronic and/or telephone form, addressed to the shareholder and/or proxy in order to confirm the fact of granting the power of attorney and its scope. The Company reserves that in such a case, failure to answer the questions asked during the verification will be treated as an inability to verify the power of attorney granted and will constitute grounds for refusing to admit the proxy to participate in the General Meeting.

The above rules regarding the manner of granting a power of attorney apply accordingly to the revocation of a power of attorney.

Upon arrival at the General Meeting and before signing the attendance list, the proxy should present:

- 1) a document granting the power of attorney in writing or a copy (printout) of the power of attorney granted in electronic form,
- 2) the proxy's identity card or passport referred to in the power of attorney, allowing for confirmation of the proxy's identity,
- 3) a copy from the relevant register in which the principal who is not a natural person is entered, or a printout of such a copy if the power of attorney was granted in electronic form.

The documents should be submitted in the original or as a notarised copy.

If any document presented as proof of the granting of power of attorney is drawn up in a language other than Polish, a translation of such document by a sworn translator is required.

The Company's website: <https://sanokrubber.com/sanok-rc-akcje-i-obligacje/#sekcja-walne>, under the tab "*General Meeting of Shareholders*", contains templates of proxy forms, but their use is not mandatory. In the General Meeting and exercise their rights will be available to any Shareholder entitled to participate in the Meeting whose proxy submits a written or electronic power of attorney with content allowing for the determination of: the principal, the identity of the proxy, the principal's intention for the proxy to represent them at the Company's General Meeting and exercise their rights, and the scope of the power of attorney, i.e. the number of shares for which the voting right will be exercised.

The rules for exercising voting rights by proxy apply to the exercise of voting rights by another representative of the Shareholder.

7. POSSIBILITY AND MANNER OF PARTICIPATING IN THE GENERAL MEETING AND SPEAKING DURING THE GENERAL MEETING USING ELECTRONIC MEANS OF COMMUNICATION

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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 Company does not provide for the possibility of participating in the General Meeting and speaking during the General Meeting using electronic means of communication.

8. METHOD OF EXERCISING VOTING RIGHTS BY CORRESPONDENCE OR USING ELECTRONIC MEANS OF COMMUNICATION

The Company does not allow voting at the General Meeting by correspondence or using electronic means of communication.

9. SHAREHOLDER'S RIGHT TO ASK QUESTIONS CONCERNING MATTERS INCLUDED IN THE AGENDA OF THE GENERAL MEETING

Shareholders have the right to ask questions concerning matters included in the agenda of the General Meeting.

10. DATE OF REGISTRATION OF PARTICIPATION IN THE GENERAL MEETING

The registration date for participation in the General Meeting is 3 February 2026.

11. RIGHT TO PARTICIPATE IN THE GENERAL MEETING

Pursuant to Article 406¹§1 and Article 406³§1 of the Commercial Companies Code, only persons who are Shareholders of the Company sixteen days prior to the date of the General Meeting, i.e. on 3 February 2026 ("date of registration of participation in the General Meeting"), and who, no earlier than after the announcement of the convening of the General Meeting, i.e. no earlier than on 20 January 2026 and no later than on the first working day after the date of registration of participation in the General Meeting, i.e. no later than on 4 February 2026, submit a request to the entity maintaining the securities account on which the Company's shares are registered to issue a personal certificate confirming their right to participate in the Company's General Meeting.

Shareholders are recommended to collect the above-mentioned certificate confirming their right to participate in the General Meeting and to have it with them on the date and at the venue of the General Meeting.

The Company shall determine the list of Shareholders entitled to participate in the General Meeting of the Company ("List of Shareholders") on the basis of the list provided to it by the National Depository for Securities (KDPW), and drawn up on the basis of certificates of the right to participate in the General Meeting of the Company issued at the request of Shareholders by entities maintaining registered securities accounts.

Pursuant to Article 407 §1 of the Commercial Companies Code, the List of Shareholders entitled to participate in the General Meeting will be available at the Company's Management Board Secretariat for three working days prior to the General Meeting, i.e. on 16, 17 and 18 February 2026, from 8:00 a.m. to 4:00 p.m.

Shareholders may view the List of Shareholders at the Company's Management Board Secretariat and request a copy of the List of Shareholders against reimbursement of the costs of its preparation.

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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.

Shareholders may request that the Shareholder Register be sent to them free of charge by e-mail, providing the address to which the register should be sent.

The request should be made in writing and signed by the Shareholder or persons representing the Shareholder and, in the case of:

- a) Shareholders who are natural persons – a copy of a document confirming the identity of the Shareholder should be attached (if the request is submitted in electronic form),
- b) Shareholders who are not natural persons – a current extract from the relevant register in which the Shareholder is entered should be attached,
- c) submission of a request by a proxy – a power of attorney to submit such a request signed by the Shareholder and, respectively, the documents listed in points a) and b) should be attached.

A Shareholder participating in person in the General Meeting should present the following before signing the attendance list:

1) if the Shareholder is a natural person:

- a) an identity card or passport confirming the Shareholder's identity,

2) if the Shareholder is not a natural person and is represented by persons authorised to make declarations of will:

- a) an extract from the relevant register in which the Shareholder is entered, confirming the authority of the persons representing the Shareholder to make declarations of will on their behalf,
- b) an identity card or passport of the persons representing the Shareholder confirming their identity.

The documents should be submitted in the original or as a notarised copy.

If any document presented as proof of entitlement to participate in the General Meeting is drawn up in a language other than Polish, a translation of such document by a sworn translator is required.

12. ACCESS TO DOCUMENTATION RELATED TO THE GENERAL MEETING

The documentation to be presented to the General Meeting and draft resolutions will be posted on the Company's website from the date of convening the General Meeting.

13. WEBSITE ADDRESS WHERE INFORMATION ABOUT THE GENERAL MEETING WILL BE AVAILABLE

Information concerning the General Meeting will be available on the Company's website: <https://sanokrubber.com/sanok-rc-akcje-i-obligacje/#sekcja-walne> in the "General Meeting of Shareholders" tab.

14. SHAREHOLDER COMMUNICATION WITH THE COMPANY BY ELECTRONIC MEANS

In matters related to the General Meeting, in particular:

- a. notification of the granting of a power of attorney in electronic form,

DISCLAIMER

This English translation of the Polish version of the announcement convening the Extraordinary General Meeting of Shareholders 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.

- b. submitting requests to include specific items on the agenda of the General Meeting,
- c. submitting draft resolutions concerning matters included in the agenda of the General Meeting or matters to be included in the agenda,

Shareholders may contact the Company's Management Board by writing to the following e-mail address:

kontakt@sanokrubber.pl

The risk associated with the use of electronic means of communication by the Shareholder lies with the Shareholder.

All documents sent to the Company electronically should be in PDF format.

15. GDPR CLAUSE

The Company is the controller of personal data. Information related the processing of personal data by the Company is available on the Company's website: <https://sanokrubber.com/dane-osobowe/> in the "*Information clause for shareholders*" tab.