

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: election of the Chairman of the Annual General Meeting

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to elect
as Chairman of the Annual General Meeting.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: adoption of the agenda of the Annual General Meeting

§1

The Annual General Meeting of FABRYKI MEBLI „FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to adopt the following agenda:

1. Opening of the Annual General Meeting
2. Election of the Chairman of the Annual General Meeting
3. Confirmation that the Annual General Meeting has been duly convened and is capable of adopting resolutions
4. Adoption of the agenda of the Annual General Meeting
5. Election of the Ballot Counting Committee
6. Presentation and review of:
 - a) financial statements of FABRYKI MEBLI “FORTE” S.A. for the financial year 2021,
 - b) consolidated financial statements of the FABRYKI MEBLI “FORTE” S.A. Group for the financial year 2021,
 - c) Management Report on the operations of the FABRYKI MEBLI “FORTE” S.A. Group in the financial year 2021, including the Management Report on the operations of FABRYKI MEBLI “FORTE” S.A. in the financial year 2021,
 - d) Management Board's proposal for the distribution of net profit of FABRYKI MEBLI “FORTE” S.A. for the financial year 2021 and the payment of dividend,
 - e) Report of the Supervisory Board of FABRYKI MEBLI “FORTE” S.A. for the financial year 2021, including:
 - Report on the activities of the Supervisory Board in the financial year 2021,
 - Assessment of the Company’s standing on a consolidated basis, including assessment of internal control, risk management and compliance systems and the internal audit function, in accordance with principle 2.11.3 of Best Practice for GPW Listed Companies 2021 (hereinafter: Best Practice 2021),
 - Assessment of the Company’s compliance with the corporate governance principles and the manner of compliance with the disclosure obligations concerning compliance with the corporate governance principles defined in the Exchange Rules and the regulations on current

and periodic reports published by issuers of securities, in accordance with principle 2.11.4 of Best Practice 2021,

- Assessment of the rationality of expenses incurred by the Company and the Group, referred to in principle 1.5, in accordance with principle 2.11.5 of Best Practice 2021

and the Supervisory Board's report on the assessment of reports listed in items a, b, c and the Management Board's proposal referred to in item d above.

7. Adoption of resolutions on:

- a) approval of the financial statements of FABRYKI MEBLI "FORTE" S.A. for the financial year 2021,
- b) approval of the consolidated financial statements of the FABRYKI MEBLI "FORTE" S.A. Group for the financial year 2021,
- c) approval of the Management Report on the operations of the FABRYKI MEBLI "FORTE" S.A. Group in the financial year 2021, including the Management Report on the operations of FABRYKI MEBLI "FORTE" S.A. in the financial year 2021,
- d) distribution of net profit of FABRYKI MEBLI "FORTE" S.A. for the financial year 2021 and payment of dividend,
- e) granting discharge to Members of the Management Board in respect of their duties in the financial year 2021,
- f) granting discharge to Members of the Supervisory Board in respect of their duties in the financial year 2021.

8. Adoption of resolutions on:

- a) giving an opinion on the Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. for the financial year 2021, prepared by the Supervisory Board,
- b) determining the number of Members of the Supervisory Board for a new term of office,
- c) appointing Members of the Supervisory Board for a new term of office,
- d) appointing Chairman of the Supervisory Board for a new term of office
- e) date of the first meeting of the Supervisory Board of the new term of office

Closing of the Annual General Meeting

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: election of the Ballot Counting Committee

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to elect the following persons as members of the Ballot Counting Committee:

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022

Regarding: approval of the FABRYKI MEBLI “FORTE” S.A. financial statements for the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to approve the financial statements of FABRYKI MEBLI “FORTE” Spółka Akcyjna for the financial year 2021, including:

- a) statement of financial position (balance sheet) prepared as at 31 December 2021, showing total assets and liabilities of PLN 922,876,000 (in words: nine hundred twenty-two million eight hundred seventy-six thousand zloty),
- b) profit and loss account for the financial year ended 31 December 2021, showing a net profit of PLN 90,383 thousand (in words: ninety million three hundred eighty three thousand zloty),
- c) statement of comprehensive income for the financial year ended 31 December 2021, showing a net comprehensive income of PLN 72,135,000 (in words: seventy-two million one hundred thirty-five thousand zloty),
- d) statement of changes in equity for the financial year ended 31 December 2021, showing a decrease in equity of PLN 23,588,000 (in words: twenty-three million five hundred and eighty-eight thousand zloty),
- e) cash flow statement for the financial year ended 31 December 2021, showing a net increase in cash and cash equivalents of PLN 6,407,000 (in words: six million four hundred and seven thousand zloty),
- f) accounting principles (policies) and notes.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: approval of the consolidated financial statements of the FABRYKI MEBLI “FORTE” S.A. Group for the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to approve the consolidated financial statements of the FABRYKI MEBLI “FORTE” S.A. Group for the financial year 2021, including:

- a) consolidated statement of financial position (balance sheet) prepared as at 31 December 2021, showing total assets and liabilities of PLN 1,437,464 thousand (in words: one billion four hundred thirty-seven million four hundred sixty-four thousand zloty),
- b) consolidated profit and loss account for the financial year ended 31 December 2021, showing a net profit of PLN 110,895,000 (in words: one hundred and ten million eight hundred and ninety five thousand zloty),
- c) consolidated statement of comprehensive income for the financial year ended 31 December 2021, showing a net comprehensive income of PLN 94,359,000 (in words: ninety-four million three hundred and fifty-nine thousand zloty),
- d) consolidated statement of changes in equity for the financial year ended 31 December 2021, showing a decrease in equity of PLN 1,367,000 (in words: one million three hundred and sixty-seven thousand zloty),
- e) consolidated cash flow statement for the financial year ended 31 December 2021, showing a net decrease in cash and cash equivalents of PLN 59,440,000 (in words: fifty-nine million four hundred and forty thousand zloty),
- f) accounting principles (policies) and notes.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: approval of the Management Report on the operations of the FABRYKI MEBLI "FORTE" S.A. Group in the financial year 2021, including the Management Report on the operations of FABRYKI MEBLI "FORTE" S.A. in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna based in Ostrów Mazowiecka resolves to approve the Management Report on the operations of the FABRYKI MEBLI "FORTE" S.A. Group in the financial year 2021, including the Management Report on the operations of FABRYKI MEBLI "FORTE" S.A. in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: distribution of net profit of FABRYKI MEBLI “FORTE” S.A. for the financial year 2021 and payment of dividend

§1

1. The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka resolves to distribute the net profit earned in the financial year 2021 in the amount of PLN 90,382,635.24 (in words: ninety million three hundred eighty two thousand six hundred thirty five zloty and 24/100) as follows:
 - a) PLN 47,861,538 (in words: forty seven million eight hundred sixty one thousand five hundred thirty eight zloty) should be allocated to dividend payment,
 - b) PLN 42,521,097.24 (in words: forty two million five hundred twenty one thousand ninety seven zloty and 24/100) should be allocated to capital reserves
2. The dividend per share should be PLN 2.00 (in words: two zloty).

§2

The Annual General Meeting of the Company resolves as follows:

- a) dividend record date is 12 September 2022,
- b) dividend payment date is 22 September 2022.

§3

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to President of the Management Board, Maciej Formanowicz, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to President of the Management Board, Maciej Formanowicz, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Management Board, Andreas Disch, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Management Board, Andreas Disch, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Management Board, Maria Małgorzata Florczuk, in respect of her duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Management Board, Maria Małgorzata Florczuk, in respect of her duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Management Board, Jacek Gazda,
in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Management Board, Jacek Gazda, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Management Board, Walter Stevens, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Management Board, Walter Stevens, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Chairman of the Supervisory Board, Zbigniew Mieczysław Sebastian, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Chairman of the Supervisory Board, Zbigniew Mieczysław Sebastian, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Vice Chairman of the Supervisory Board, Bernard Woźniak, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Vice Chairman of the Supervisory Board, Bernard Woźniak, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Supervisory Board, Jerzy Smardzewski, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Supervisory Board, Jerzy Smardzewski, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Supervisory Board, Piotr Szczepiórkowski, in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Supervisory Board, Piotr Szczepiórkowski, in respect of his duties in the financial year 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Supervisory Board, Jacek Tucharz,
 in respect of his duties in the financial year 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Supervisory Board, Jacek Tucharz, in respect of his duties in the financial year 2021

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: granting discharge to Member of the Supervisory Board, Stanisław Krauz, in respect of his duties in the period from 1 January 2021 to 9 October 2021

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby grants discharge to Member of the Supervisory Board, Stanisław Krauz, in respect of his duties in the period from 1 January 2021 to 9 October 2021.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: giving an opinion on the Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI “FORTE” S.A. for the financial year 2021, prepared by the Supervisory Board

§1

1. The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka gives a positive opinion on the Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI, “FORTE” S.A. for the financial year 2021, prepared by the Supervisory Board.
2. The Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI, “FORTE” S.A. for the financial year 2021 is appended to this resolution.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle 4.6 of Best Practice for GPW Listed Companies 2021
The adoption of this resolution is required under Article 90g(6) of the Act on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies (hereinafter the “Act”) read together with Article 395(2¹) of the Code of Commercial Companies (hereinafter the “CCC”).
Pursuant to Article 90g(6) of the Act, the General Meeting adopts a resolution giving an opinion on the remuneration report. The resolution is advisory in nature.
In addition, pursuant to Article 395(2¹) of the CCC, the Annual General Meeting should also adopt a resolution referred to in Article 90g(6) of the Act.

REPORT ON REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD OF FABRYKI MEBLI "FORTE" S.A. FOR THE FINANCIAL YEAR 2021

I. INTRODUCTION

1. The Supervisory Board of FABRYKI MEBLI "FORTE" S.A. based in Ostrów Mazowiecka, acting pursuant to Article 90g(1) of the Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies (Journal of Laws of 2019, item 2217, as amended) and pursuant to item IX of the Remuneration Policy for Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A., has prepared the "Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. for the financial year 2021" to submit it to the General Meeting of FABRYKI MEBLI "FORTE" S.A.
2. Definitions, terms and abbreviations used in this document have the following meaning:
 - Remuneration Report – Report on remuneration of Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. for the financial year 2021,
 - Policy or Remuneration Policy – Remuneration Policy for Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A.,
 - Company or FORTE – FABRYKI MEBLI "FORTE" S.A.,
 - Group – a group of companies in which FORTE is the parent company and which have been included in the consolidated financial statements,
 - General Meeting – General Meeting of FABRYKI MEBLI "FORTE" S.A.,
 - Management Board – Management Board of the Company,
 - Supervisory Board – Supervisory Board of the Company,
 - Members of the Management Board – Members of the Management Board of the Company
 - President of the Management Board – President of the Management Board of the Company
 - Members of the Supervisory Board – Members of the Supervisory Board of the Company,
 - Chairman of the Supervisory Board – Chairman of the Supervisory Board of the Company
 - Act – Act of 29 July 2005 on Public Offering and Conditions Governing the Introduction of Financial Instruments to Organised Trading and on Public Companies (Journal of Laws of 2019, item 2217, as amended).
3. The Remuneration Policy was adopted by resolution no. 20/2020 by the Annual General Meeting of the Company on 22 June 2020. The remuneration principles provided for in the Remuneration Policy were in line with the previously applicable principles of remunerating Members of the Management Board and Members of the Supervisory Board. Therefore, the principles of remunerating Members of the Management Board specified by resolutions of the Supervisory

Board adopted before the effective date of the Remuneration Policy and principles of remunerating Members of the Supervisory Board specified by a resolution of the General Meeting adopted before the effective date of the Remuneration Policy, remain in force.

II. TOTAL REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD

All components of remuneration of Members of the Company's Management Board and Members of the Supervisory Board in the financial year 2021 were paid in a transparent manner and in accordance with the adopted rules.

1. Remuneration of Members of the Management Board

The remuneration model for Members of the Management Board includes fixed remuneration, variable remuneration, cash benefits and non-cash benefits. The principles and amounts of remuneration of Members of the Management Board of the Company are determined by the Supervisory Board.

a) Fixed remuneration of Members of the Management Board

The fixed remuneration is part of the total remuneration of Members of the Management Board and is paid monthly in the amount and on dates set out in resolutions of the Supervisory Board. The fixed remuneration corresponds to the type of work performed, qualifications necessary to perform the duties of a Member of the Management Board and the quality of work performed. When determining the fixed remuneration of Members of the Management Board, the Supervisory Board also takes into account the scope of duties and responsibilities for a given area of operations of the Company and of the Group, as well as the situation on the labour market.

b) Variable remuneration of Members of the Management Board

Each Member of the Management Board receives variable remuneration, so-called bonuses, the amount of which depends on financial performance of the Group companies. Detailed rules for determining the amount, calculating and paying out bonuses are included in resolutions of the Supervisory Board, separately for each Member of the Management Board.

c) Non-cash benefits of Members of the Management Board

In accordance with the adopted Remuneration Policy, remuneration in the form of non-cash benefits granted to Members of the Management Board includes, among others:

- the right to use designated assets of the Company, i.e. a company car, premises with equipment, a notebook, a mobile phone,
- third-party liability insurance for the term of office of a Member of the Management Board,
- life insurance for a Member of the Management Board,
- the right to use non-salary benefits launched for persons providing work at the Company, i.e. private medical care.

2. Remuneration of Members of the Supervisory Board

The legal basis for remunerating Members of the Supervisory Board for their functions in the supervisory body is a resolution of the General Meeting. The remuneration model for Members of the Supervisory Board includes only a fixed gross monthly remuneration, and the Chairman of the Supervisory Board

receives a higher remuneration than other Members due to the additional workload associated with their function. Pursuant to resolution no. 19/2021 of the Annual General Meeting of the Company dated 16 June 2021, a Member of the Supervisory Board – Chairman of the Audit Committee, receives a higher monthly remuneration than other Members of the Board, i.e. PLN 7,000, starting from 1 July 2021.

In other respects, in the financial year 2021, the Company applied the principles of remunerating Members of the Supervisory Board set out in resolution no. 23/2015 of the Annual General Meeting of the Company dated 19 May 2015.

3. Impact of the SARS-CoV-2 coronavirus pandemic on remuneration of Members of the Management Board and the Supervisory Board

Due to the pandemic of the SARS-CoV-2 coronavirus causing COVID-19, Members of the Management Board and the Supervisory Board of the Company had their remuneration payments reduced by 50% from April to June 2020 and the President of the Management Board had his remuneration payments suspended during that period. These actions were taken at the unanimous request of all members of the Management Board and the Supervisory Board. In January 2021, FORTE's Supervisory Board adopted a resolution by virtue of which it decided to compensate Members of the Management Board for the reduced and unpaid remuneration from 1 April to 15 June 2020. Remuneration for that period was paid in February 2021.

On 16 June 2021, the Annual General Meeting of the Company adopted a resolution by virtue of which it decided to compensate Members of the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. for the reduced remuneration from 1 April 2020 to 30 June 2020. Compensation was paid to Members of the Supervisory Board on 28 June 2021.

Table no. 1 - Remuneration due and paid to Members of the Management Board and the Supervisory Board in the financial year ended 31 December 2021 (figures in PLN)

Full name	Fixed remuneration ¹	Variable remuneration ²	Non-cash benefits	Total remuneration	Proportion of variable to fixed remuneration
Members of the Management Board					
Maciej Formanowicz	1 154 286	4 543 212	2 640	5 700 138	394.0%
Klaus Dahlem³	0	453 602	0	453 602	0.0%
Andreas Disch	1 137 894	453 602	3 912	1 595 408	39.9%
Maria Florczuk	862 971	1 320 602	3 912	2 187 485	153%
Mariusz Gazda	862 971	1 320 602	3 912	2 187 485	153%
Walter Stevens	673 055	628 000	3 591	1 304 646	93.3%

Members of the Supervisory Board					
Zbigniew Sebastian	94 500	0	0	94 500	0.0%
Stanisław Krauz	53 951	0	0	53 951	0.0%
Jerzy Smardzewski	67 500	0	0	67 500	0.0%
Piotr Szczepiórkowski	67 500	0	0	67 500	0.0%
Jacek Tucharz	67 500	0	0	67 500	0.0%
Bernard Woźniak	79 500	0	0	79 500	0.0%

¹ - fixed remuneration includes the fee for 2021 and the compensation for April, May and until 15.06.2020 – pertains to the following Members of the Management Board: Maciej Formanowicz, Maria Florczuk, Mariusz Gazda, Andreas Disch and all Members of the Supervisory Board

² - variable remuneration includes variable remuneration for 2020 and an advance on variable remuneration for 2021

³ - Klaus Dahlem ceased to be a Member of the Management Board on 31 December 2020. The variable remuneration included in the table is the bonus due for 2020, which was paid in 2021

III. COMPLIANCE OF TOTAL REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD WITH THE REMUNERATION POLICY

Remuneration of Members of the Management Board and the Supervisory Board of the Company corresponds to the adopted Remuneration Policy. The solutions adopted in the Remuneration Policy have been designed to contribute to the business strategy, long-term interests and stability of the Company and the Group and to ensure its safe operation.

The remuneration system used by the Company in the financial year 2021 accounted for the dependence between the financial performance of the Group and the variable remuneration of Members of the Management Board, which is motivational in nature and contributes to more effective achievement of business objectives of the Company and of the Group.

Remuneration of Members of the Supervisory Board based solely on fixed remuneration ensures independent control over the standing of the Company and the Group by making remuneration independent of the performance of the Company and of the Group. At the same time, appropriate control ensures stability and security of operations, which translates into the achievement of long-term business objectives.

IV. PERFORMANCE CRITERIA

The Remuneration Policy in place at the Company provides for the payment of variable remuneration for Members of the Management Board, which depends on the financial performance of the Group companies. The amount of variable remuneration is determined by resolutions of the Supervisory Board separately for each Member of the Management Board. The variable remuneration for 2020 could be paid out as the Group achieved a certain level of consolidated net profit, as established on the basis of the consolidated annual report of the FABRYKI MEBLI "FORTE" S.A. Group for a given financial year, audited by a certified auditor and approved by the General Meeting. Since the Group achieved the assumed level of net profit in 2020, the variable remuneration for 2020 was paid in 2021. Since the Group achieved the assumed level of net profit in 2020, the variable remuneration for 2020 was paid to Members of the Management Board partly as an advance, in line with the Remuneration Policy, also in 2021.

V. CHANGES IN REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD AND AVERAGE REMUNERATION OF EMPLOYEES OF THE COMPANY

Table no. 2 - Information on changes in annual remuneration of Members of the Management Board and the Supervisory Board, the Company's performance and the average annual remuneration of Company's employees who have not been Members of the Management Board or the Supervisory Board over the last 3 financial years (figures in PLN)

Full name	2019	2020	2021
Members of the Management Board			
Maciej Formanowicz	960 962	2 612 015	5 700 138
Klaus Dahlem	983 397	1 186 260	0
Andreas Disch	828 068	1 097 381	1 595 408
Maria Florczuk	886 997	1 048 096	2 187 485
Mariusz Gazda	656 800	1 048 096	2 187 485
Walter Stevens	0	0	1 304 646
Total remuneration of Members of the Management Board	4 316 224	6 991 848	12 975 162
Members of the Supervisory Board			
Zbigniew Sebastian	84 000	73 500	94 500
Stanisław Krauz	60 000	52 500	53 951
Jerzy Smardzewski	60 000	52 500	67 500
Piotr Szczepiórkowski	60 000	52 500	67 500
Jacek Tucharz	60 000	52 500	67 500
Bernard Woźniak	60 000	52 500	79 500
Total remuneration of Members of the Supervisory Board	384 000	336 000	430 451

Average remuneration			
Average remuneration of Company's employee	49 413	51 209	55 407
Net profit			
Net profit/loss of the Company	- 3 135 123.69	33 324 051.84	90 382 635.24
Net profit of the Group	35 309 165.52	49 552 703.84	110 894 768.73

Table no. 3 - Information on changes, on an annual basis, in remuneration, net profit of the Company (Company's performance) and average remuneration of Company's employees who are not Members of the Management Board or the Supervisory Board in the financial years 2019-2021 (figures in PLN)

Category	Financial year 2019	Financial year 2020	Financial year 2021	Change (%) 2020/2021
Number of employees*	3 092	2 991	3 124	104%
Average remuneration of employees	49 413	51 209	55 407	109%
Average remuneration of Members of the Management Board	863 245	1 398 370	2 595 032	185%
Average remuneration of Members of the Supervisory Board	64 000	56 000	71 741	128%
Net profit (Company)	-3 135 123.69	33 324 051.84	90 382 635.24	271%
Net profit (Group)	35 309 165.52	49 552 703.84	110 894 768.73	224 %

* Average number of full-time equivalent employees

VI. REMUNERATION FROM ENTITIES BELONGING TO THE GROUP

Members of the Supervisory Board of the Company did not receive any remuneration from entities belonging to the Group.

Table no. 4 - Remuneration due and paid to Members of the Management Board in the financial year ended 31 December 2021 from subsidiaries belonging to the FABRYKI MEBLI "FORTE" S.A. GROUP (figures in PLN)*

Full name	Subsidiaries			Total remuneration
	Moebelvertrieb FORTE GmbH	FORTE Moebel AG	MEUBILAIR FORTE BV	
Maciej Formanowicz	54 930.00	522 226.00	-	577 156.00
Andreas Disch	137 325.00	-	-	137 325.00
Walter Stevens	-	-	468 199.00	468 199.00

*Remuneration in CHF (FORTE Moebel AG based in Switzerland) and EUR (Moebelvertrieb FORTE GmbH based in Germany and MEUBILAIR FORTE BV based in Belgium) has been calculated using the average exchange rate of the National Bank of Poland, being the arithmetic mean of the average exchange rates applicable as of the last day of each month in 2021, i.e. CHF 1 - PLN 4.2416, EUR 1 - PLN 4.5775.

VII. FINANCIAL INSTRUMENTS GRANTED OR OFFERED TO MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD

No financial instruments were granted or offered to Members of the Management Board or the Supervisory Board in the financial year 2021.

VIII. INFORMATION ON THE USE OF THE OPTION TO REQUEST REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

No reimbursement of variable remuneration components was requested by Members of the Management Board in the financial year 2021.

IX. INFORMATION ON DEVIATIONS FROM THE PROCEDURE FOR IMPLEMENTATION OF THE REMUNERATION POLICY, INCLUDING AN EXPLANATION OF PREREQUISITES AND PROCEDURE AND INDICATION OF ELEMENTS FROM WHICH DEVIATIONS WERE APPLIED

There were no deviations from the Remuneration Policy in the reporting period. No decisions on deviations were made either with respect to the assumptions of the Remuneration Policy or with respect to its individual elements.

X. INFORMATION ON THE VALUE OF NON-CASH BENEFITS GRANTED TO PERSON CLOSEST TO MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD

In the financial year 2021, remuneration of Members of the Management Board and the Supervisory Board did not include any cash or non-cash benefits granted to persons closest to Members of the Management Board and the Supervisory Board.

XI. REFERENCE TO THE RESOLUTION OF THE GENERAL MEETING OF THE COMPANY REVIEWING THE REPORT ON REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD OF FABRYKI MEBLI "FORTE" S.A. FOR THE FINANCIAL YEARS 2019-2020

As there are no comments from the Annual General Meeting of FABRYK MEBLI "FORTE" S.A., which on 16 June 2021 gave a positive opinion on the "Report on remuneration of Members of the Management Board and Supervisory Board of FABRYK MEBLI "FORTE" S.A. for the financial years 2019-2020", this document does not contain any additional explanations.

XII. CONCLUSIONS

The Supervisory Board has reviewed remuneration and other benefits received by Members of the Management Board and the Supervisory Board for their compliance with the applicable Remuneration Policy and concludes that remuneration paid to Members of the Management Board and Supervisory Board complies with the applicable Remuneration Policy, resolutions of the Company's bodies and meets the requirements provided for by law.

DRAFT

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: determining the number of Members of the Supervisory Board for a new term of office

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby resolves that the number of members of the Supervisory Board for the new term of office (2022-2026) will be six.

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle 4.6 of Best Practice for GPW Listed Companies 2021
The adoption of this resolution is required due to the expiry of the term of office of the Company's Supervisory Board. Prior to the election of the Supervisory Board for a new term, it is necessary to determine the number of Members of the Supervisory Board, which the General Meeting is authorised to do pursuant to §5(2)(1) of the Company's Articles of Association.

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: appointing Members of the Supervisory Board for a new term of office

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby resolves to appoint
as a Member of the Supervisory Board for the new term of office (2022-2026).

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle 4.6 of Best Practice for GPW Listed Companies 2021
As the term of office of Members of the Supervisory Board (2018-2022) has expired, it is necessary to appoint the Supervisory Board for a new term (2022-2026). Pursuant to Article 385(1) of the Code of Commercial Companies, the election of Members of the Supervisory Board is within the competence of the General Meeting.

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: appointing Chairman of the Supervisory Board for a new term of office

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby resolves to appoint
as the Chairman of the Supervisory Board for the new term of office (2022-2026).

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle 4.6 of Best Practice for GPW Listed Companies 2021
Pursuant to §5(2)(1) of the Company's Articles of Association, the Chairman of the Supervisory Board is elected by the General Meeting from among its previously elected members.

DRAFT

**RESOLUTION NO /2022
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. based in Ostrów Mazowiecka
of 22 June 2022**

Regarding: date of the first meeting of the Supervisory Board of the new term of office

§1

Pursuant to §5(5)(2)(3) of the Company's Articles of Association, the Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna based in Ostrów Mazowiecka hereby authorises the Management Board to set the date for the first meeting of the Supervisory Board of the new term of office (2022-2026).

§2

The resolution comes into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle 4.6 of Best Practice for GPW Listed Companies 2021
Pursuant to §5(2)(3) of the Company's Articles of Association, the date of the first meeting of the newly elected Supervisory Board is set by the General Meeting or by the Management Board, if a resolution of the General Meeting so provides.