

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: the election of the Chairman of the Annual General Meeting

§1

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

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI „FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: the adoption of the agenda of the Annual General Meeting

§1

The Annual General Meeting of FABRYKI MEBLI „FORTE” Spółka Akcyjna with its registered office 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. Declaration that the Annual General Meeting was correctly convened and is capable of adopting binding resolutions.
4. Adoption of the agenda of the Annual General Meeting
5. Election of the Ballot Counting Committee.
6. Presentation and review of:
 - a) the Company’s financial statements for the financial year 2020,
 - b) the consolidated financial statements of the FABRYKI MEBLI „FORTE” S.A. Capital Group for the financial year 2020,
 - c) reports of the Management Board on the operations of FABRYKI MEBLI "FORTE" Capital Group S.A. in the financial year 2020 comprising the Management Board Report on FABRYKI MEBLI "FORTE" S.A. in the financial year 2020,
 - d) the Management Board's motion to cover the net loss of FABRYKI MEBLI "FORTE" S.A. for the financial year 2020
 - e) the report of FABRYKI MEBLI „FORTE” S.A. Supervisory Board in the financial year 2020, including:
 - The report on the activities of the Supervisory Board in the financial year 2020,
 - The assessment of the company’s standing, including the assessment of internal control systems, risk management, compliance and the internal audit function,
 - The assessment of the manner in which the Company fulfils its disclosure obligations regarding the application of the corporate governance principles set out in the Regulations of the Warsaw Stock Exchange S.A. and the provisions on current and periodic information published by issuers of securities,

- The assessment of the rationality of the Company's policy in relations to the sponsorship and charity-related activities and the Supervisory Board's report on the assessment of reports indicated in items a,b,c and the motion of the Management Board indicated in item d above.

7. Adoption of resolutions regarding:

- a) the approval of the Company's financial statements for the financial year 2020,
- b) the approval of the Consolidated Financial Statements of the Capital Group FABRYKI MEBLI "FORTE" S.A. for the financial year 2020,
- c) the approval of the Report of the Management Board on the operations of FABRYKI MEBLI "FORTE" Capital Group S.A. in the financial year 2020 comprising the Management Board Report on FABRYKI MEBLI "FORTE" S.A. in the financial year 2020,
- d) the distribution of the net profit of FABRYKI MEBLI "FORTE" S.A. for the financial year 2020, allocating a part of the reserve capital for dividends and dividend payments,
- e) granting a vote of approval to Members of the Management Board for the performance of their duties for the financial year 2020,
- f) granting a vote of approval to Members of the Supervisory Board from performing their duties for the financial year 2020.

8. Adopting resolutions on:

- a) determining the remuneration of the Supervisory Board Member and the Chairman of the Audit Committee,
- b) compensation for Members of the Supervisory Board of FABRYKI MEBLI, FORTE "S A for the reduced remuneration for the period from 1 April 2020 to 30 June 2020.
- c) giving an opinion on the Report on the remuneration of the Members of the Management Board and Supervisory Board of FABRYKI MEBLI FORTE "S.A. prepared by the Supervisory Board for the 2019-2020 financial years,
- d) changes in the financial and fiscal year of FABRYKI MEBLI "FORTE" S.A. and related changes to the Articles of Association of FABRYKI MEBLI "FORTE" S.A.
- e) amending the Articles of Association of FABRYKI MEBLI "FORTE" S.A.
- f) amending the Regulations of the Supervisory Board of FABRYKI MEBLI "FORTE" S.A.
- g) authorizing the Supervisory Board to establish the consolidated text of the Articles of Association of FABRYKI MEBLI "FORTE" S.A.

9. Closing the Annual General Meeting.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: the election of the Ballot Counting Committee

§1

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

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: the approval of the FABRYKI MEBLI “FORTE” S.A. financial statements for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka resolves to approve the Company’s financial statements for the financial year 2020, including:

- a) the statement of financial situation (balance sheet) prepared as at 31 December 2020, presenting the total balance of assets and liabilities in the amount of PLN 878,271 thousand (eight hundred seventy eight million two hundred seventy one thousand zlotys),
- b) profit and loss account for the financial year from 1 January to 31 December 2020 showing a net loss of PLN 33,324 thousand PLN (in words: thirty three million three hundred twenty four thousand zlotys),
- c) the statement of comprehensive income for the financial year from 1 January to 31 December 2020 showing a decrease of total income by PLN -5,791 thousand zlotys (in words: minus five million seven hundred ninety one thousand zlotys),
- d) the statement of changes in equity for the year from 1 January to 31 December 2020, showing a decrease in equity by PLN 5,791 thousand zlotys (in words: five million seven hundred ninety one thousand zlotys),
- e) statement of cash flows for the financial year from 1 January to 31 December 2020 showing a net decrease in cash and cash equivalents by PLN 37,431 thousand zlotys (in words: thirty seven million four hundred thirty one thousand zlotys),
- f) accounting principles (policies) and additional explanatory notes.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: the approval of the consolidated financial statements of the FABRYKI MEBLI “FORTE” S.A. Capital Group for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka resolves to approve the consolidated financial statements of the FABRYKI MEBLI “FORTE” S.A. Capital Group for the financial year 2020, including:

- a) the consolidated statement of financial position (balance sheet) prepared as at 31 December 2020, which is closed on the side of assets and liabilities PLN 1, 471.965 (in words: one billion four hundred seventy one million nine hundred sixty five thousand zlotys),
- b) the consolidated profit and loss account for the financial year from 1 January to 31 December 2020 showing a net profit of PLN 49,553 (in words: forty-nine million five hundred and fifty-three thousand zlotys),
- c) the consolidated statement of comprehensive income for the financial from 1 January to 31 December 2020 showing a decrease of total income by PLN 12,330 (in words: twelve million three hundred and thirty thousand zlotys),
- d) the consolidated statement of changes in equity for the financial year from 1 January to 31 December 2020 showing a decrease in equity by PLN 15 008 (in words: fifteen million eight thousand zlotys),
- e) consolidated statement of cash flows for the financial year ending on 31 December 2020 showing a net decrease in the state cash and cash equivalents by PLN 33,634 (in words: thirty three million six hundred thirty four thousand zlotys),
- f) accounting principles (policies) and additional explanatory notes.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: approval of the Report of the Management Board on the operations of FABRYKI MEBLI "FORTE" Capital Group S.A. in the financial year 2020 comprising the Management Board Report on FABRYKI MEBLI "FORTE" S.A. in the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka resolves to approve the Management Board's Report on the operations of the Capital Group FABRYKI MEBLI "FORTE" S.A. in the financial year 2020 comprising the Management Board's Report on FABRYKI MEBLI "FORTE" S.A. in the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: distribution of the net profit of FABRYKI MEBLI "FORTE" S.A. for the financial year 2020, allocating a part of the reserve capital for dividends and dividend payments

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka, acting pursuant to Art. 395 § 2 point 2 in connection with with art. 348 § 1 and 4 of the Commercial Companies Code and §6 point 6.6. letter a / of the Company's Articles of Association, decides to adopt this resolution with the following wording:

§1

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka (hereinafter the "Company") resolves the net profit achieved in the financial year 2020 in the amount of PLN 33,324,051.84 (in words: thirty three million three hundred twenty four thousand fifty one zlotys and eighty-four groszy) should be allocated entirely to dividends.

§2

Moreover, the Annual General Meeting of the Company resolves to allocate an additional amount of PLN 62,399,024.16 (in words: sixty two million three hundred ninety nine thousand twenty four zlotys and sixteen groszy) to the dividend constituting part of the reserve capital created from the net profit of the Company.

§3

1. Bearing in mind § 1 and § 2 of this resolution, the Annual General Meeting of the Company decides to allocate for the payment of dividends, i.e. both from the net profit achieved in the financial year 2020 as well as from the part of the reserve capital created from the net profit of the Company, in total the amount of 95,723 PLN 076.00 (in words: ninety-five million seven hundred and twenty-three thousand and seventy-six zlotys).
2. The amount of dividend per share will be PLN 4,00 (in words: four zlotys).
3. The Annual General Meeting of the Company decides to determine:
 - a) the date of establishing the right to dividend is 23 June 2021,
 - b) the dividend payment date is 5 July 2021.

§4

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the President of the Management Board, Maciej Formanowicz, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the President of the Management Board, Maciej Formanowicz, for the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by Member of the
Management Board, Andreas Disch, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its
registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by Member of
the Management Board, Andreas Disch, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by Member of the Management Board, Maria Małgorzata Florczuk, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by Member of the Management Board, Maria Małgorzata Florczuk, for the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by Member of the
 Management Board, Mariusz Jacek Gazda, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by Member of the Management Board, Mariusz Jacek Gazda, for the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by Member of the
 Management Board, Klaus Dieter Dahlem, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by Member of the Management Board, Klaus Dieter Dahlem, for the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Chairman of the
 Supervisory Board, Zbigniew Mieczysław Sebastian, for the financial
 year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Chairman of the Supervisory Board, Zbigniew Mieczysław Sebastian, for the financial year 2020.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Vice Chairman of the Supervisory Board, Bernard Woźniak, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Vice Chairman of the Supervisory Board, Bernard Woźniak, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Member of the
 Supervisory Board, Stanisław Krauz, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Member of the Supervisory Board, Stanisław Krauz, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Member of the Supervisory Board, Jerzy Smardzewski, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Member of the Supervisory Board, Jerzy Smardzewski, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Member of the
Supervisory Board, Piotr Szczepiórkowski, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its
registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Member
of the Supervisory Board, Piotr Szczepiórkowski, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: acknowledgement of the fulfilment of duties by the Member of the
Supervisory Board, Jacek Tucharz, for the financial year 2020

§1

The Annual General Meeting of FABRYKI MEBLI “FORTE” Spółka Akcyjna with its registered office in Ostrów Mazowiecka acknowledges the fulfilment of duties by the Member of the Supervisory Board, Jacek Tucharz, for the financial year 2020

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: determining the remuneration of a Supervisory Board Member - Chairman of the Audit Committee

§1

1. The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka decides to increase the monthly remuneration for the Supervisory Board Member acting as the Chairman of the Audit Committee and set it in the amount of PLN 7,000.00 (in words: seven thousand).
2. The remuneration described in Act I above will be paid in arrears by the tenth day of each month.

§2

The resolution shall come into force upon its adoption with effect from 1 July 2021

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. Good Practices of WSE Listed Companies

The basis for adopting this resolution is point III.1.D. of the Remuneration Policy of the Members of the Management Board and the Supervisory Board of FABRYKI MEBLI "FORTE" S.A, according to which the Chairman of the Audit Committee may receive higher remuneration than other Members of the Supervisory Board, taking into account the increased workload related to the performance of this function. So far, the Chairman of the Audit Committee received remuneration like other Supervisory Board Members in the amount of PLN 5,000.00. After adopting this resolution, his remuneration will increase to PLN 7,000.00.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: compensation for Members of the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. reduced remuneration for the period from 1 April 2020 to 30 June 2020.

§1

1. The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka, having regard to resolution no. 19/2020 of the Annual General Meeting of FABRYKI MEBLI "FORTE" S.A. of 22 June 2020 on the temporary reduction in the remuneration of Supervisory Board Members, decides to compensate and pay the Supervisory Board Members the reduced remuneration for the period from 1 April 2020 to 30 June 2020.
2. The remuneration referred to in Act 1 above will be paid within 14 days from the end of this General Meeting.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. Good Practices of WSE Listed Companies
Considering the development of the SARS-CoV-2 coronavirus epidemic causing the COVID-19 disease and the unpredictable impact of the pandemic on the functioning of the Company and the Capital Group as well as its financial results, Members of the Supervisory Board applied for a temporary reduction in their salaries. Pursuant to Resolution No. 19/2020 of 22 June 2020, the Annual General Meeting decided to reduce by 50% the remuneration of Supervisory Board Members in the period from 1 April 2020 to 30 June 2020. The shareholder of MaForm Holding AG withdrew from a proposal to introduce to the agenda of the next General Meeting an item restoring the reduced remuneration to Members of the Supervisory Board.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: giving an opinion on the Report on the remuneration of the Members of the Management Board and Supervisory Board of FABRYKI MEBLI "FORTE" S.A. prepared by the Supervisory Board for the 2019-2020 financial years

§1

1. The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka gives a positive opinion on the Report on the remuneration of the Management Board and Supervisory Board Members of FABRYKI MEBLI, FORTE "S.A. prepared by the Supervisory Board for the 2019-2020 financial years.
2. Report on the remuneration of the Members of the Management Board and Supervisory Board of FABRYKI MEBLI FORTE "S.A. for the financial years 2019-2020 is attached to this resolution.

§2

The resolution shall come into force upon its adoption.

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. of Best Practice for GPW Listed Companies

The adoption of the resolution is required pursuant to Art. 90g of paragraph 6 of the Act on Public Offering, Conditions Governing the Introduction of Financial Instruments to Organized Trading, and Public Companies (hereinafter referred to as the "Act") in connection with art. 395 § 2¹ of the Code of Commercial Companies (hereinafter referred to as "CCC"). Pursuant to Art. 90g of paragraph 6 of the Act, the General Meeting adopts a resolution on the opinion on the remuneration report. The resolution is of an advisory nature. Moreover, pursuant to Art. 395 § 2¹ of the Commercial Companies Code, the subject of the Annual General Meeting should also be the adoption of the resolution referred to in Art. 90g of paragraph 6 of the Act.

REPORT ON THE REMUNERATION FOR MEMBERS OF THE MANAGEMENT BOARD AND THE SUPERVISORY BOARD OF FABRYKI MEBLI "FORTE" S.A. FOR THE FINANCIAL YEARS 2019 - 2020

I. INTRODUCTION

1. The Supervisory Board of FABRYKI MEBLI "FORTE" S.A. based in Ostrów Mazowiecka, acting pursuant to Art. 90 g of paragraph 1 of the Act of 29 July 2005 on public offering and the conditions for introducing financial instruments to an organized trading system and on public companies (Journal of Laws of 2019, item 2217, as amended) and on the basis of point IX in the Remuneration Policy of Members of the Management Board and Supervisory Board of FABRYKI MEBLI "FORTE" S.A. prepared the document "Report on the remuneration of the Members of the Management Board and Supervisory Board of FABRYKI MEBLI" FORTE "S.A. for the financial years 2019 - 2020 ", for the purpose of submitting to the General Meeting of FABRYKI MEBLI" FORTE "S.A.
2. The definitions, terms and abbreviations used in this document shall have the following meaning:
 - Report on remuneration – Report on remuneration of Members of the Management Board and Supervisory Board of FABRYKI MEBLI "FORTE" S.A. for the financial years 2019-2020,
 - 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.,
 - Capital 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 – the 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 – the Chairman of the Supervisory Board of the Company
 - Act – the Act of 29 July 2005 on public offering and conditions governing the introduction of financial instruments to organized 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 principles of granting Remuneration 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. In connection with the above, the principles of remunerating Members of the Management Board specified by resolutions of the Supervisory Board adopted before the date of entry into force of the Remuneration Policy and principles of remuneration of Members of the

Supervisory Board specified by a resolution of the General Meeting, adopted before the date of entry into force of the Remuneration Policy, remain in force.

4. Pursuant to Art. 36 sec. 2 of the Act amending the Act on Public Offering (Journal of Laws of 2019, item 2217). The remuneration report was prepared jointly for the financial years 2019 and 2020.

II. FIXED REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD

All remuneration components of the Company's Management Board and Supervisory Board Members in the 2019-2020 financial years 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 rules and the amount of remuneration for members of the Management Board of the Company are determined by the Supervisory Board.

a) Fixed remuneration for members of the Management Board

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

b) Variable remuneration of members of the Management Board

Each member of the Management Board receives a variable remuneration, the so-called bonuses, the amount of which depends on the financial results of companies from the Capital Group. Detailed rules for determining the amount, calculating and paying bonuses are included in the 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, the remuneration in the form of non-cash benefits granted to members of the Management Board includes, among others:

- the right to use the indicated components of the Company's assets, i.e. a company car, premises with equipment, a notebook, a mobile phone,
- liability insurance for and for the period of performing the function of a Management Board Member,
- life insurance for a Management Board Member,
- the right to use non-wage benefits launched for people providing work in 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 performing functions in the supervisory body is a resolution of the General Meeting. The remuneration model for Members of the Supervisory Board covers only a fixed monthly gross remuneration, with the proviso that the Chairman of the Supervisory

Board receives a higher remuneration than other members due to the additional workload related to the performance of the function of the Chairman of the Supervisory Board.

In the financial years 2019 and 2020, the Company applied the principles of remunerating Members of the Supervisory Board specified in Resolution No. 23/2015 of 19 May 2015 of the Annual General Meeting of the Company.

3. The impact of the SARS-CoV-2 coronavirus epidemic on the remuneration of members of the Management Board and Supervisory Board.

Bearing in mind the development of the SARS-CoV-2 coronavirus epidemic causing the COVID-19 disease, the unpredictable impact of the pandemic on the functioning of the Company and the Capital Group as well as its financial results, the Management Board of the Company undertook a number of actions aimed at fulfilling the contractual obligations of the Company and companies from the Capital Group, enabling the continuation of operations and ensuring financial liquidity. One of such elements was the reduction of the fixed remuneration of members of the Management Board and Supervisory Board by 50% in the period from April to June 2020 and suspension of the payment of remuneration to the President of the Management Board of the Company during this period. These actions were taken at the joint request of all members of the Management Board and Supervisory Board. In June 2020, the Company's financial situation improved significantly. Almost all existing sales markets were opened, the Company launched full production capacity and achieved revenues significantly exceeding the assumed assumptions, therefore the Supervisory Board adopted a resolution restoring the full amount of fixed remuneration to the Members of the Management Board from 15 June 2020. Pursuant to the resolution of the Supervisory Board of the Company taken on 28 January 2021, Members of the Management Board received in February 2021 remuneration compensation for the period from 1 April to 14 June 2020.

Table no. 1 - Remuneration due and paid to Members of the Management Board and Supervisory Board in the financial year ended 31 December 2019 (data in PLN)

Name and surname	Fixed remuneration	Variable remuneration	Non-cash benefits	Total Remuneration	Proportions of variable to fixed remuneration
Members of the Management Board					
Maciej Formanowicz	960 000	0	962	960 962	0,0%
Klaus Dahlem	981 247	0	2 150	983 397	0,0%
Andreas Disch	825 918	0	2 150	828 068	0,0%
Maria Florczuk	709 776	172 270	4 950	886 996	24,3%
Mariusz Gazda	396 245	258 405	2 150	656 800	65,2%
Members of the Supervisory Board					

Zbigniew Sebastian	84 000	0	0	84 000	0,0%
Stanisław Krauz	60 000	0	0	60 000	0,0%
Jerzy Smardzewski	60 000	0	0	60 000	0,0%
Piotr Szczepiórkowski	60 000	0	0	60 000	0,0%
Jacek Tucharz	60 000	0	0	60 000	0,0%
Bernard Woźniak	60 000	0	0	60 000	0,0%

The variable remuneration paid to the Members of the Management Board in 2019 referred to the level of net profit achieved by the Capital Group in 2018. The required level of profit entitling to the payment of variable remuneration was regulated individually by the Supervisory Board for each of the Management Board Members.

Mr. Maciej Formanowicz, the President of the Management Board of the Company, waived the bonus due for 2018, which would be paid in 2019. Mr. Klaus Dahlem did not receive variable remuneration in 2019 due to the failure of the Capital Group to achieve the level of net profit for 2018 entitling him to charge variable remuneration for year 2018.

Mr. Andreas Disch did not have the planned variable remuneration for 2018 due to the commencement of the position of a Member of the Management Board in May 2018.

Table no. 2 - Remuneration due and paid to Members of the Management Board and Supervisory Board in the financial year ended 31 December 2020 (data in PLN)

Name and surname	Fixed remuneration	Variable remuneration	Non-cash benefits	Total Remuneration	Proportions of variable to fixed remuneration
Members of the Management Board					
Maciej Formanowicz	765 714	1 845 339	962	2 612 015	241,0%
Klaus Dahlem	838 094	346 001	2 165	1 186 260	41,3%
Andreas Disch	749 215	346 001	2 165	1 097 381	46,2%
Maria Florczuk	699 930	346 001	2 165	1 048 096	49,4%
Mariusz Gazda	699 930	346 001	2 165	1 048 096	49,4%
Members of the Supervisory Board					
Zbigniew Sebastian	73 500	0	0	73 500	0,0%
Stanisław Krauz	52 500	0	0	52 500	0,0%

Jerzy Smardzewski	52 500	0	0	52 500	0,0%
Piotr Szczepiórkowski	52 500	0	0	52 500	0,0%
Jacek Tucharz	52 500	0	0	52 500	0,0%
Bernard Woźniak	52 500	0	0	52 500	0,0%

The variable remuneration paid in 2020 refers to the level of net profit achieved by the Capital Group in 2019. The variable remuneration related to the results for 2020 was partially pre-paid to the Management Board Members in 2021 in accordance with the Remuneration Policy. The full amount of variable remuneration for 2020 will be paid to the Members of the Management Board after meeting the criteria specified individually for each Member of the Management Board in the resolutions of the Supervisory Board.

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

The remuneration of the members of the Management Board and Supervisory Board of the Company is in line with the adopted Remuneration Policy. The solutions adopted in the Remuneration Policy have been developed in such a way as to contribute to the implementation of the business strategy, long-term interests and stability of the Company and the Capital Group, as well as ensuring its operational security.

As part of the remuneration system used by the Company in the financial years 2019 and 2020, also included in the Remuneration Policy, the dependence between the financial results of the Capital Group and the variable remuneration of the Management Board Members was taken into account, which is an incentive and contributes to the more effective implementation of the Company's business goals and Capital Group.

The remuneration of the members of the Supervisory Board based solely on a fixed remuneration ensures independence of control over the situation of the Company and the Capital Group by making the remuneration independent of the results of the Company and the Capital Group. At the same time, appropriate control ensures the stability and security of operations, which translates into the achievement of long-term business goals.

IV. PERFORMANCE CRITERIA

The Remuneration Policy in force in the Company provides for the payment of variable remuneration for Members of the Management Board, which depends on the financial results of the Capital Group companies (consolidated net profit of the Capital Group). The amount of the variable remuneration is determined by resolutions of the Supervisory Board separately for each member of the Management Board. The financial criteria that allowed for the payment of variable remuneration in 2019 and 2020 was the achievement of a certain level of the consolidated net profit of the Capital Group determined on the basis of the consolidated annual report of the FABRYKI MEBLI "FORTE" S.A. for a given financial year. Due to the achievement by the Capital Group of the assumed level of net profit in 2019, the variable remuneration for 2019 was paid to the Members of the Management Board in full in 2020.

V. CHANGES IN THE REMUNERATION OF MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD, THE COMPANY'S PERFORMANCE AND THE AVERAGE REMUNERATION OF THE COMPANY'S EMPLOYEES

Table no. 3 - Information on changes in the remuneration of Members of the Management Board and Supervisory Board on an annual basis, the Company's results and the average salary of the Company's employees who were not Management Board Members or Supervisory Board Members over the last 2 financial years. (data in PLN)

Name and surname	2019	2020
Members of the Management Board		
Maciej Formanowicz	960 962	2 612 015
Klaus Dahlem	983 397	1 186 260
Andreas Disch	828 068	1 097 381
Maria Florczuk	886 996	1 048 096
Mariusz Gazda	656 800	1 048 096
Total remuneration of Members of the Management Board	4 316 223	6 991 848
Members of the Supervisory Board		
Zbigniew Sebastian	84 000	73 500
Stanisław Krauz	60 000	52 500
Jerzy Smardzewski	60 000	52 500
Piotr Szczepiórkowski	60 000	52 500
Jacek Tucharz	60 000	52 500
Bernard Woźniak	60 000	52 500
Total remuneration of Members of the Supervisory Board	384 000	336 000
Average remuneration		
Average remuneration of an employee of the Company	49 413	51 209
Net profit		
Net profit / loss of the Company	-3 135 123,69	33 324 051,84
Net profit of the Capital Group *	35 309 165,52	49 552 703,84

*The net profit of the Capital Group for 2019 determined according to the approved by the Ordinary General Meeting of FABRYKI MEBLI FORTE "S.A. of the consolidated financial statements of the Capital Group for 2019.

Table no. 4 - Information on the annual change in the remuneration, net profit of the Company (the Company's results) and the average remuneration of the Company's employees who are not members of the Management Board or Supervisory Board. (data in PLN)

Category	Financial year 2019	Financial year 2020	Change (%)
Number of employees*	3 092	2 991	96,7%
Average salary of employees	49 413	51 209	103,6%
Average remuneration of members of the Management Board	863 245	1 398 370	162%
Average remuneration of members of the Supervisory Board	64 000	56 000	87,5%
Net profit (Company)	-3 135 123,69	33 324 051,84	
Net profit (Capital Group) **	35 309 165,52	49 552 703,84	140,3%

* Average number of employees converted to full time equivalents

** The net profit of the Capital Group for 2019 determined according to the approved by the Ordinary General Meeting of FABRYKI MEBLI "FORTE" S.A. of the consolidated financial statements of the Capital Group for 2019.

VI. REMUNERATION FROM ENTITIES BELONGING TO THE CAPITAL GROUP

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

Table No. 5 - Remuneration due and paid to Members of the Management Board in the financial year ended 31 December 2019 from subsidiaries belonging to the CAPITAL GROUP OF FABRYKI MEBLI "FORTE" S.A. (data in PLN)*

Name and surname	Subsidiaries			Total remuneration
	Moebelvertrieb FORTE GmbH	FORTE Moebel AG	FORTE BRAND Sp. z o. o.	
Maciej Formanowicz	51 622,00	498 932,74	0,00	550 554,74
Klaus Dahlem	30 973,00	0,00	0,00	30 973,00
Andreas Disch	161 040,00	0,00	0,00	161 040,00
Mariusz Gazda	0,00	0,00	300 000,00	300 000,00

*Salaries in CHF (FORTE Moebel AG based in Switzerland) and EUR (Moebelvertrieb FORTE GmbH based in Germany) have been converted at the average exchange rate of the

National Bank of Poland being the arithmetic mean of the average exchange rates applicable on the last day of each month in 2019, i.e. CHF 1 - PLN 3.8731, EUR 1 - PLN 4.3018.

Table no. 6 – Remuneration due and paid to Members of the Management Board in the financial year ended 31 December 2020 from subsidiaries belonging to the FABRYK MEBLI “FORTE” S.A. CAPITAL GROUP (data in PLN)*

Name and surname	Subsidiaries			Total remuneration
	Moebelvertrieb FORTE GmbH	FORTE Moebel AG	FORTE BRAND Sp. z o. o.	
Maciej Formanowicz	53 692,00	523 946,00	0,00	577 638,00
Klaus Dahlem	31 257,00	0,00	0,00	31 257,00
Andreas Disch	125 368,00	0,00	0,00	125 368,00

* Salaries in CHF (FORTE Moebel AG based in Switzerland) and EUR (Moebelvertrieb FORTE GmbH based in Germany) were converted at the average exchange rate of the National Bank of Poland being the arithmetic mean of the average exchange rates applicable on the last day of each month in 2020, i.e. PLN 1,1782 , 1 EUR-4.4743 PLN.

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

In the financial years 2019 and 2020, the members of the Management Board and Supervisory Board were not granted or offered any financial instruments.

VIII. INFORMATION ABOUT THE USE OF REIMBURSEMENT OF VARIABLE REMUNERATION COMPONENTS

In the financial years 2019 and 2020, the members of the Management Board were not required to return variable remuneration components.

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

There were no exceptions to the Remuneration Policy in the reporting period. No decisions were made regarding deviations from the assumptions of the Remuneration Policy, as well as in relation to individual elements of this Policy.

X. CONCLUSIONS

The Supervisory Board reviewed the Remuneration and other benefits received by Members of the Management Board and Supervisory Board for compliance with the applicable Remuneration Policy and concluded that the 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.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: changes in the financial and fiscal year of FABRYKI MEBLI "FORTE" S.A. and related changes to the Articles of Association of FABRYKI MEBLI "FORTE" S.A.

§1

1. The Annual General Meeting of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka, pursuant to Art. 430 § 1 of the Commercial Companies Code in connection with art. 3 sec. 1 point 9 of the Accounting Act of 29 September 1994, decides to change the Company's financial and fiscal year in such a way that the financial and fiscal year of the Company will be a period of 12 (in words: twelve) consecutive full calendar months, commencing on 1st April of a given calendar year and ending on 31st March of the following calendar year.
2. The Company's financial and tax year, currently running from 1st January 2021 to 31st December 2021, remains unchanged. The Company's financial and fiscal year starting on 1 January 2022, which will be temporary and will end on 1 March 2023, will be changed (i.e. it will last 15 months). The first financial and tax year of the Company specified in accordance with 1 Act above will begin on 1 April 2023 and end on 31 March 2024.

§2

Considering the above, the Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka decides to amend 6.2. Of the Company's Articles of Association, which shall read as follows:

„6.2. The financial and tax year of the Company is a period of 12 (in words: twelve) consecutive full calendar months, beginning on 1 April of a given calendar year and ending on 31 March of the following calendar year. The Company's financial and fiscal year from 1 January 2021 to 31 December 2021 remains unchanged. The Company's financial and fiscal year starting on 1 January 2022 will be temporary and will end on 31 March 2023 (i.e. it will last 15 months). The first financial and tax year of the Company, determined in accordance with the first sentence of this §6 point 6.2. will start on 1 April 2023 and end on 31 March 2024.”

§3

The resolution shall come into force upon its adoption, with effect from the moment the Registry Court registers the amendment to the Articles of Association in the scope of § 6.2.

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. Good Practices of WSE Listed Companies

The Management Board proposes that the financial and fiscal year should cover the period from 1st April to 3rd March of the following year. The year 2022 would be a transition period and would cover 15 months, i.e. the period from 1 January 2022 to 31 March 2023. Adoption of the resolution in question will make the financial and fiscal year consistent with the seasonality of the operations of the Company and the Capital Group of the Company, which will allow for the allocation of increased resources to the current operating activities in the most difficult period. Moreover, the amendment should ensure more efficient cooperation between the Company and statutory auditors in audit periods other than the calendar year.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: amending the Articles of Association of FABRYKI MEBLI "FORTE" S.A.

The Annual General Meeting of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka decides to amend the Articles of Association as follows:

§1

§ 5.2.6. of the Articles of Association of the Company shall read as follows:

„5.2.6. Members of the Supervisory Board may participate in adopting resolutions by casting their vote in writing through another Member of the Supervisory Board. Casting a vote in writing may not apply to matters introduced to the agenda during the meeting of the Supervisory Board. A vote cast in writing should contain the content of the resolution. The Supervisory Board may also adopt resolutions in writing or using means of direct remote communication. The resolution is valid when all members of the Supervisory Board have been notified of the content of the draft resolution. "

§2

The resolution shall come into force upon its adoption, with effect from the moment the Registry Court registers the amendment to the Articles of Association in the scope of § 5.2.6.

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. Good Practices of WSE Listed Companies

The proposed amendment to the Company's Articles of Association consists in deleting the last sentence in § 5.2.6 with the following wording: „Adoption of resolutions by the Supervisory Board in the above-mentioned procedures do not apply to the election of the Vice-chairman of the Supervisory Board, appointment of a member of the Management Board as well as dismissal and suspension of such persons”. Making the above-mentioned changes are possible due to the change of the wording of Art. 388 of the Code of Commercial Companies (hereinafter the "CCC") in force from 31 March 2020. On that date, § 4 of the above-mentioned of this article was deleted, thanks to which it is possible to elect the chairman and vice-chairman of the supervisory board, appoint a member of the management board and dismiss and suspend these persons by voting in writing through another member of the supervisory board, in writing or using means of direct remote communication. In order for the above-mentioned change could also apply to the Company, it is necessary to adjust the Articles of Association in the above scope.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI "FORTE" S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: amending the Regulations of the Supervisory Board of FABRYKI MEBLI "FORTE" S.A.

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka decides to amend the Regulations of the Supervisory Board of the Company as follows:

§1

§ 5.7. of the Regulations of the Supervisory Board of the Company shall read as follows:

„7. Members of the Supervisory Board may participate in adopting resolutions by casting their vote in writing through another Member of the Supervisory Board. Casting a vote in writing may not apply to matters introduced to the agenda during the meeting of the Supervisory Board. A vote cast in writing should contain the content of the resolution. The Supervisory Board may also adopt resolutions in writing or using means of direct remote communication. The resolution is valid if all members of the Supervisory Board have been informed about the content of the draft resolution.”

§2

The resolution shall come into force upon its adoption, with effect from the moment the Registry Court registers the amendment to the Articles of Association in the scope of § 5.2.6.

Chairman of the Annual General Meeting

Justification in accordance with principle I.Z.1.17. Good Practices of WSE Listed Companies

The proposed amendment to the Regulations of the Supervisory Board of the Company consists in deleting from § 5.7. the following fragment *„Adoption of resolutions by the Supervisory Board in the above-mentioned The procedures do not apply to the election of the Vice-chairman of the Supervisory Board, appointment of a member of the Management Board as well as dismissal and suspension of such persons”*. Making the above-mentioned changes are possible due to the change of the wording of Art. 388 of the Code of Commercial Companies (hereinafter the "CCC") in force from 31 March 2020. On that date, § 4 of the above-mentioned of this article was deleted, thanks to which it is possible to elect the chairman and vice-chairman of the supervisory board, appoint a member of the management board and dismiss and suspend these persons by voting in writing through another member of the supervisory board, in writing or using means of direct remote communication. After making an appropriate amendment to § 5.2.6. of the Company's Articles of Association, it is also necessary to adjust the Regulations of the Supervisory Board of the Company in the above scope.

**RESOLUTION NO /2021
of the Annual General Meeting
of FABRYKI MEBLI “FORTE” S.A. with its registered office in Ostrów Mazowiecka
of 16 June 2021**

Regarding: authorizing the Supervisory Board to establish the consolidated text of the Articles of Association of FABRYKI MEBLI "FORTE" S.A.

§1

The Annual General Meeting of FABRYKI MEBLI "FORTE" Spółka Akcyjna with its registered office in Ostrów Mazowiecka authorizes the Supervisory Board of FABRYKI MEBLI "FORTE" S.A. to establish the uniform text of the Company's Articles of Association, taking into account the changes introduced at the Annual General Meeting of FABRYKI MEBLI "FORTE" S.A. on 16 June 2021 and to make the necessary editorial corrections.

§2

The resolution shall come into force upon its adoption

Chairman of the Annual General Meeting