



# DOM 2030

ESG STRATEGY





Ladies and Gentlemen,

**The world is undergoing profound changes at an unprecedented scale and pace. We are increasingly recognising the strong link between sustainability, quality of life and the economy. As the leading residential developer in Poland, we feel responsible for the local communities and ecosystems of the agglomerations where we operate.**

For more than a quarter of a century, Dom Development has been helping people fulfil their dreams of owning a home. Since the founding of the company, we have pursued commercial objectives whilst upholding the highest ethical standards with a long-term perspective, adding value for the broadest possible range of stakeholders. The idea of sustainable development is an integral part of our corporate DNA - we strive to build the fabric of major Polish agglomerations in a responsible manner, to create friendly neighbourhood for our customers and future generations.

We have decided to consolidate our ESG (*Environmental, Social, Governance*) activities, which has led to the development of this DOM 2030 Strategy. We have set ourselves ambitious, measurable and, in my view, achievable goals. Our priority is to create green and lasting housing com-

munities that promote neighbourly integration and enhance local communities, as well as ensuring the highest standards of corporate governance in transparent communication with all stakeholders of the Dom Development Group. With this strategy in place, we have begun to implement a comprehensive system for sustainability reporting across the Dom Development Group. Starting with the 2022 annual report, we will measure our achievements and present them to you in accordance with international standards.

DOM 2030 formalises our present and future efforts in the area of ESG and also defines our business strategy for the coming years. I believe that by achieving our goals, we will contribute to the creation of cities that are pleasant to live in today and ready to meet the challenges of the future.



**Jarosław Szanajca**  
**President of the Management Board, Dom Development S.A.**



Creating pleasant living spaces  
in big cities

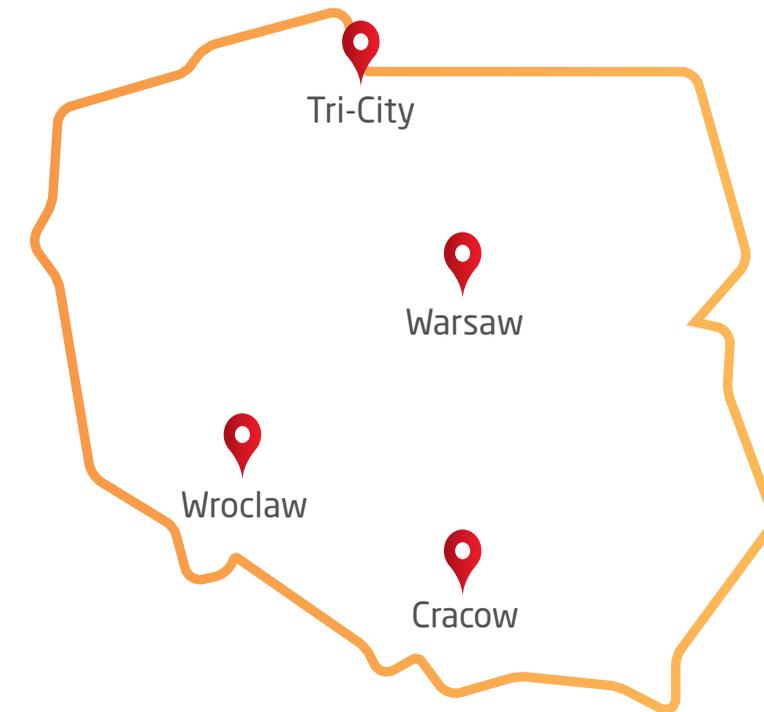
## DOM DEVELOPMENT S.A. GROUP POLAND'S LEADING RESIDENTIAL DEVELOPER

Dom Development S.A. was founded in 1996, and has been listed on the WSE since 2006.

We offer apartments in multi-family buildings located in the main agglomerations of the country: Warsaw, Wrocław and Cracow, as well as the Tri-City, where we operate under our Euro Styl brand.

In addition to its residential development companies, Dom Development Group includes general contractors and a mortgage broker.

Dom Development's flagship investment projects are large, multi-stage, high-standard housing projects with developed public spaces and coherent architecture. Most projects implemented by the Group include the development of the local technical and social infrastructure.





DOM 2030 Strategy is our response to the challenges of the future

## SUSTAINABLE DEVELOPMENT PRIORITIES OF THE DOM DEVELOPMENT GROUP

DOM 2030 ESG Strategy is based on three pillars:



**DOM  
in harmony  
with nature**

Minimise environmental footprint and support urban biodiversity



**DOM  
is people**

Support local communities through the creation of high-quality urban fabric that facilitates integration



**DOM  
on solid  
foundations**

Ensure the highest standards of corporate governance and transparent communication with all stakeholders

**DOM  
in harmony  
with nature**



**641 730**

new trees and bushes planted



**751 tonnes**

CO<sub>2</sub> emissions saved through renewable energy



**54 570 sqm**

green roofs



**17 940 sqm**

rain gardens

Figures for 2017-2021



**Sustainable urbanisation**

We are carrying out projects to revitalise urban and post-industrial areas, thereby preventing harmful urban sprawl. We strive to provide our citizens with access to public transport and cycling infrastructure.

The majority of our projects meet the requirements of the “15-minute City” concept, where residents can access basic amenities and services such as public transport, education, shops, recreation, green areas, sports infrastructure and health care, within a 15-minute walking distance.



**Eco Housing**

We apply green solutions to all of our projects, including:

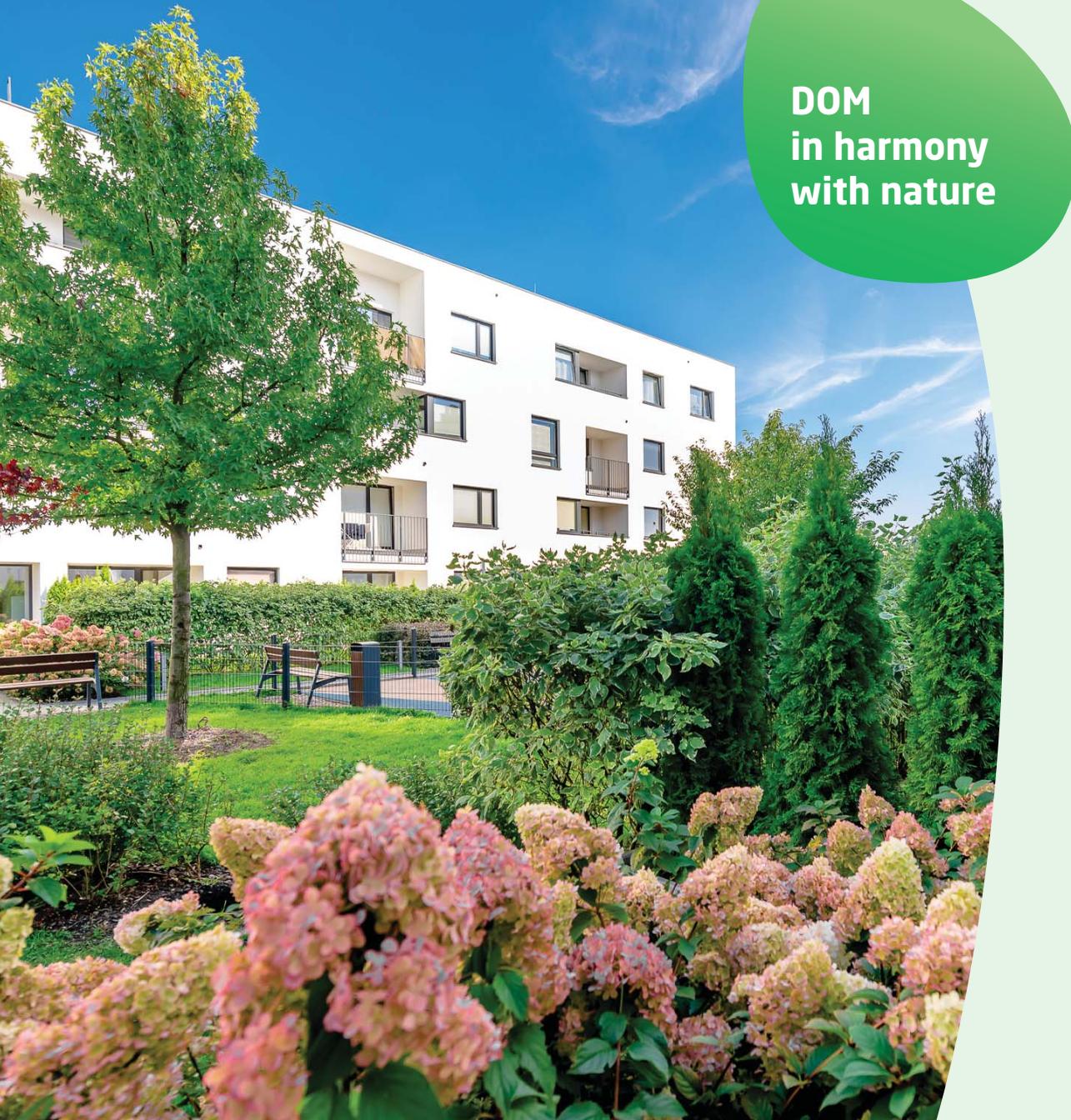
- Photovoltaic panels and solar collectors,
- Rain gardens,
- Green roofs,
- Energy-efficient lighting and elevators,
- Building automation systems,
- Cycling infrastructure,
- Electric vehicle charging stations,
- Nesting boxes and insect hotels.



**Sustainable development at Dom Development Group**

We are building the urban fabric of cities to meet the challenges of the future. Our housing projects will serve future generations and we endeavour to respond to future needs related to climate and social change.

Our experts are working tirelessly on the creation and implementation of the latest sustainable construction methods; we are a member of PLGBC - the Polish Green Building Council.



**DOM**  
in harmony  
with nature



2030

### 30% reduction in CO<sub>2</sub> emissions

We are committed to a 30% reduction in carbon dioxide (CO<sub>2</sub>) emissions per unit under construction by 2030 (as compared to 2021) under SCOPE 1 and SCOPE 2:

- we will contract renewable energies across all Dom Development Group construction sites,
- we will implement the Circular Economy principles,
- we will actively seek to optimise projects in terms of emissions and resource consumption.

## DOM DEVELOPMENT GROUP'S STRATEGIC ENVIRONMENTAL GOALS:

|2022-2030

### Revitalisation and limiting urban sprawl

As a developer making a conscious and concerted effort to create urban fabric, we are committed to revitalising urban areas in the cities where we operate.

Our investment plans include revitalisation projects that will restore underdeveloped areas to city residents in locations with access to urban infrastructure.



|2024

### Urban Greenery Programme - green public areas

From 2024 we will provide at least one project per year in each of our markets, including:

- revitalisation of parks and public gardens,
- new plantings in public areas,
- flower meadows,
- pocket parks with animal shelters,
- rain gardens and bioretention basins,
- community herbaria and urban farms.



|2025

### Green Procurement Standard

A circular economy is fundamental to sustainable development and also to Dom Development Group:

- we source locally,
- we recover and reuse raw materials,
- we segregate waste.

Our goal for 2025 is to implement the Green Procurement Standard across the value chain of the Group.



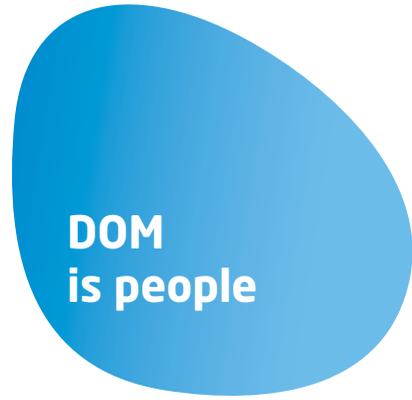
|2026

### Green Investment Card for 100% of new projects

The Green Investment Card is a Dom Development Group standard that guarantees an optimal set of benefits for residents, and uses design solutions that are consistent with sustainable urbanisation priorities.

The Green Investment Card will be developed by the end of 2022, and from 2023 the standard will be rolled out gradually across new projects.





DOM  
is people



**130 000**  
**residents**

live in our housing  
developments



**70 NPS**

Net Promoter Score for 2021  
on a scale from -100 to +100;  
very high levels of customer  
satisfaction



**100%**

of apartments are delivered  
to clients on time



**564**  
**employees**

at Dom Development Group

For 26 years we have been helping our customers fulfil their dreams of owning a home. Besides economic considerations, we are committed to the well-being of people - that is our clients, local communities, as well as our employees and contractors.



### Resident-friendly developments

Our clients value our residential developments for their high quality and functionality of the apartments and common areas. For us, customer satisfaction is a key performance metric, so we pay close attention to clients' opinions and needs.

We build responsibly, taking into account future social and climate-related challenges. We help address housing shortages and improve the quality of life in the major cities of Poland - we have built over 45 000 apartments since our inception.



### Spaces for local communities

When building cities, residents come first. Our multi-stage residential housing estates include public areas, and the infrastructure we build is also used by the neighbouring community.

We also introduce art into urban spaces in collaboration with local artists. We support initiatives that integrate local communities such as cultural, sporting and educational projects. We know the importance of having a sense of security and a roof over one's head, and are therefore actively engaged in assisting people in homelessness and the refugee crisis from war in Ukraine.



### Responsible business

The success of Dom Development Group is driven by its people - we employ several hundred staff, many of whom have been with our organisation for a long time. We provide equal opportunities, as well as attractive working conditions and a friendly culture.

We carefully select our contractors and take great care in maintaining solid, long-term relationships. We work mainly with local companies to support the regions where we operate. We share our knowledge and experience with local universities and schools.



**DOM**  
is people

2030



### '15-minute City' in 90% of our projects

Our objective is to meet the 15-minute City criteria in 90% of our projects by 2030. The 15-minute City is a concept whereby residents are able to access within walking distance key infrastructure and services, such as public transport, education, shops, recreational facilities, green areas, sports infrastructure and healthcare.

Our projects are carefully analysed in this respect, and we are actively working towards an optimal structure of services available to residents.

## DOM DEVELOPMENT GROUP'S STRATEGIC SOCIAL GOALS:

2022-2030

### Leader in customer satisfaction

We will strive to maintain our leading position in terms of customer satisfaction as measured by the Net Promoter Score (NPS).

We outsource independent feedback research across all our projects, carefully analyse all customer responses and implement any possible improvements.



2023

### "We are Fair" Programme

„We Are Fair“ is a well thought-out programme encompassing three areas of responsibility: products, relationships and local community.

The „We Are Fair“ programme has already been rolled out at Euro Styl S.A., our Tri-City subsidiary. By 2023, the programme will be launched across the whole Group.



2024

### CSR Strategy

We feel responsible for our surroundings and endeavour to share the resources we have developed. For many years we have actively supported local communities in the areas of education, sport, housing, and the social activation of seniors.

The CSR strategy will provide a framework for our activities so far and will help us establish a long-term direction in this regard.



2024

### Apartments for senior citizens

Our housing developments facilitate integration by providing common recreational spaces in all multi-stage projects.

For seniors and persons with reduced mobility, we will develop a new fit-out standard to enhance the comfort and safety of autonomous living.



**DOM**  
on solid  
foundations



**26 years**

on the Polish housing market



**16 years**

as a quoted company  
on the WSE. We are part  
of the mWIG40 index



**PLN 535m**

cash at bank as at 31.03.2022



**PLN 4bn**

assets as at 31.03.2022

**Dom Development Group is a mature organisation, with world class corporate governance standards. By sharing our experience we work toward spreading good practice across the Polish housing market.**



#### Transparent organisation

Dom Development Capital Group has a simple structure that reflects its business model.

As a public company, quoted on the Warsaw Stock Exchange (WSE) since 2006, we have been recognised many times over for the timeliness and quality of our communication with the capital markets.

We also apply high ethical standards to communicate with our clients, regularly providing comprehensive information on our projects.



#### Diversity of perspectives

We appreciate the advantages of diversity, and strive to provide a level playing field for all of our employees so as to benefit from the diversity of their experience.

We take care to maintain a local perspective on each of our markets. Both women and men serve on the management boards of each of the Group's development companies, and we'll continue to move toward balanced management teams.



#### Trust and credibility

As the leading Polish residential developer, we are accountable to a broad range of stakeholders.

We operate with a long-term outlook, maintaining a strong balance sheet and a high level of liquidity.

We also take care of our shareholders and have paid dividends each year since our IPO in 2006.



**DOM**  
on solid  
foundations

2022-2030 

### Top class corporate governance

We are doubling down to ensure the highest possible standard of corporate governance at Dom Development Group. We believe that transparent and fair communication with our stakeholders is fundamental to achieving this goal.

We also strive to maximise compliance levels with Best Practices of WSE Listed Companies and will continue to monitor global trends in this area.

## DOM DEVELOPMENT GROUP'S STRATEGIC GOALS IN CORPORATE GOVERNANCE:

|2023 |2024 |2025 |2026

### 30% gender parity on the Supervisory Board of Dom Development S.A.

We value a diversity of perspectives, and work for gender equality.

As the Management Board of Dom Development S.A., we will strive to ensure, in cooperation with our majority shareholder, an increased share of women to reach at least 30% representation of women on the Supervisory Board of Dom Development S.A.



### Compliance and internal audit across the Group

Dom Development S.A. has effective compliance and internal audit systems in place.

Following an increase in the scale and geographical diversification of operations, the structure of our organization has evolved in recent years. In response to these changes, we will implement compliance and internal audit systems in all Group companies.



### HR Strategy

Our success is driven by our employees, and their satisfaction is our priority.

In order to ensure equal and transparent development opportunities for all our employees, we will develop and implement a HR Strategy for Dom Development Group, including, among others, a comprehensive system for monitoring the wage gap.



### 30% gender parity on the Management Board of Dom Development S.A.

We are committed to true equality between our female and male employees.

We will develop managerial competences and gradually involve high-potential individuals in the management of the organisation. Our target is to increase the share of women to at least 30% of the members of the Management Board of Dom Development S.A.





We believe in the power of global cooperation towards a better future

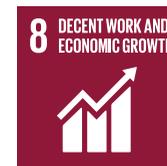
## THE DOM 2030 ESG STRATEGY SUPPORTS THE IMPLEMENTATION OF 8 OF THE 17 UN SOCIAL DEVELOPMENT GOALS (UN SDG).



We strive to ensure an equal share of women and men at every level of the organisation, and will implement systematic, cross-cutting solutions to monitor the pay gap by 2025.



We are increasing the share of renewable energy sources in our residential projects and making sure that this energy is used efficiently. By 2026, all our projects will be compliant with the Green Investment Card.



We provide our employees with decent, safe and comfortable working conditions and competitive pay. We are a profitable organisation making a significant contribution to regional development.



We develop climate-resilient technical, road, and transport urban infrastructure. We build our residential developments using modern technologies and materials.



We contribute to sustainable urban development, and participate in spatial planning. We will create new, publicly accessible urban green areas.



We implement the principles of the circular economy within the Group, while managing natural resources in an efficient way. By 2025, we will implement the Green Procurement Standard.



Our strategic objective is to reduce our CO<sub>2</sub> emissions by 30% by 2030. We build housing projects with future climate-change-related needs in mind.



We are one of the founders of the Polish Association of Developers (PZFD) and a member of the Polish Green Building Council (PLGBC).



**DOM DEVELOPMENT S.A.**  
**CAPITAL GROUP**

**domd.pl**