

**DOM DEVELOPMENT S.A.**

# **DIVERSITY POLICY OF DOM DEVELOPMENT S.A.**



## 1. Policy Statement and Objectives of the Dom Development S.A. Diversity Policy

The purpose of the Diversity Policy of Dom Development S.A. (hereinafter the "Company"), consistent with the values shared with the Company's Code of Ethics, is:

- to fully utilise the potential of workers, their diverse skills, experiences and talents in an atmosphere of respect and support;
- to promote the attainment of the Company's strategic objectives by defining principles of Diversity with respect to Supervisory Board members, Management Board members and employees;
- to ensure that in the recruitment process employees are selected with diverse skills, education, professional experience and knowledge,
- to guarantee non-discrimination in recruitment and human resources processes.

Diversity is a fundamental value of modern society and it is of key importance for the Company and its Capital Group's operation and growth in the market. Both through the environment we foster and our openness to cooperation with everyone, we ensure the development of all our employees and we help them discover and fully realize their potential. Dom Development S.A. also pursues a Policy of diversity while respecting a diverse, multicultural society and paying particular attention to the policy of equal treatment regardless of gender, age, disability, health, race, nationality, ethnic origin, religion, political beliefs, trade union membership, sexual orientation, gender identity, family and social status, lifestyle, position in the Company and other individual features. We foster a workplace free from discrimination or other kinds of inappropriate conduct that could compromise the integrity or self-esteem of our employees. The Company's strength flows from the strength, commitment, knowledge and diversity of its employees, who make a significant contribution to the Company's development. All employees are important to us.

## 2. Dom Development S.A. implements the Diversity Policy:

- through equal treatment of workers in human resources processes, taking into account such diversity factors as gender, education, age, religion, race and professional experience,
- by protecting workers against unlawful dismissal, harassment, discrimination, and violence in the workplace,
- by introducing a ban on discrimination,
- by providing employees with internal tools and procedures to report any irregularities,
- by appointing a Compliance Manager at Dom Development S.A. Group, who is responsible for fostering ethical behaviour, promoting the execution of the Diversity Policy in internal procedures, and dealing with reports of possible violations,
- by enabling employees to receive psychological support,
- by preparing external emergency response procedures,
- through openness and support for employee initiatives,
- by ensuring that a job can be adapted to individual needs, including disability, and by remaining open to employment of socially or professionally excluded people,
- by creating a suitable atmosphere and organizational culture that respects diversity in the workplace, offering opportunities to increase one's qualifications and to be promoted,
- through a belief in the potential and opportunities of young people who are taking their first steps in the professional world and by allowing them to carry out their trainee and internship programs, also in cooperation with universities and vocational schools,
- by supporting women's career development in the construction industry,
- through clear and equal bonus and remuneration criteria;

- by conducting recruitment campaigns on the basis of transparent criteria, standards and uniform principles, and objective criteria, ensuring the selection of competent workers with diverse knowledge and experience, and adequate education,
- by prioritizing family values and enabling reconciliation of professional life with private and family life,
- by supporting the families of workers through the implementation of family-friendly programs.

### **3. The Company's Management Board members Diversity Policy**

The Company's Management Board members Diversity Policy is an important part of the diversity policy implemented by the Company and it is consistent with that policy's main assumptions and values.

The purposes of the Management Board members diversity policy are:

- to promote the election of Management Board members in line with the Diversity Policy;
- to strive to ensure that the Company's Management Board members are selected to always ensure the versatility and diversity of the Board, assuming the achievement and maintenance of a target minimum participation rate of the less represented gender of at least 30%;
- to diversify talent and to evaluate senior management members in terms of their ability to strengthen the Company's Management Board with new or unrepresented competences;
- to support the attainment of the Company's strategic objectives through the implementation of the Management Board members Diversity Policy;
- to apply the Management Board members selection criteria adopted by the Company, including the establishment of objective substantive criteria and competences required from individual members, and complementary competences required by the Company's entire Management Board, in particular as regards knowledge of the housing industry, finance, ESG, risk management, and compliance as well as possessing organisational management skills, strategic skills, stakeholder relations management

- to endeavour to ensure that individuals with diverse skills, educational backgrounds, professional experience, knowledge, gender, and age are selected to serve on the Management Board.

As regards the election of Management Board members, this policy will be implemented in accordance with the provisions of:

- the Articles of Association of the Company, and
- the By-laws of the Management Board.

The Company's implementation of the Diversity Policy ensures that Management Board members are properly evaluated in terms of their knowledge, diversity of skills, education, and professional competence and that they are in possession of adequate experience relevant for the position; and it eliminates potential conflicts of interest arising from the functions, tasks and duties performed by Management Board members.

The Company's Management Board members diversity goals are taken into account in the selection of Management Board members only insofar as that does not adversely affect the functioning of that governing body.

#### **4. Company's Supervisory Board members diversity policy**

The Company's Management Board Diversity Policy is another key part of the Company's Diversity Policy and is consistent with that policy's main assumptions and values.

The purpose of the Supervisory Board members diversity policy is to:

- promote the election of Supervisory Board members in line with the diversity policy;
- to strive to ensure that the Company's Supervisory Board members are selected to always ensure the versatility and diversity of the Supervisory Board, assuming the achievement and maintenance of the target minimum participation rate of the less represented gender of at least 30%,

- to support supervision in implementing the Company's strategic objectives;
- to apply the Supervisory Board members selection criteria adopted by the Company, including the establishment of objective substantive criteria and competences required from individual members, and complementary competences required by the Company's entire Supervisory Board, in particular as regards knowledge of the housing industry, accountancy or auditing financial statements, ESG, risk management, and compliance.
- to ensure that individuals with diverse skills, educational backgrounds, professional experience, knowledge, gender, and age are selected to serve on the Supervisory Board.

As regards to the election of Supervisory Board members, this policy will be implemented in accordance with the provisions of:

- the Act of 11 May 2017 on Statutory Auditors, Audit Firms and Public Supervision (Dz.U. of 2022 item 1302, as amended),
- the Articles of Association of the Company,
- the By-laws of the Supervisory Board.

Implementation of the Diversity Policy ensures that Supervisory Board members have the appropriate levels of independence, knowledge, diversity of skills, education, professional competence and adequate experience for the position; it eliminates potential conflicts of interest arising from the functions, tasks and duties performed by Supervisory Board members.

The Company's Supervisory Board diversity goals are taken into account in the selection of Supervisory Board members only insofar as it does not adversely affect the functioning of that governing body.

## **5. Rules for the preparation of the Diversity Policy implementation report**

The Company monitors the implementation of the provisions of the Diversity Policy. Once a year the Company's Supervisory Board prepares a report on the attainment of the objectives of the Diversity Policy, divided into a section devoted to the Company's Management Board and a section devoted to the Company's Supervisory Board.

The report concerning the Company's Management Board shall include an annual summary of the number of Management Board members and an indication of the Management Board's diversity, taking into account:

- educational background with a focus on the areas of competence of individual members of the Company's Management Board.
- experience: number of years of experience in general and in the sector/industry represented by the Company, divided into the following periods: less than 5 years of experience, 5 to 10 years of experience, 10 to 15 years of experience, 15 to 20 years of experience, more than 20 years of experience, etc., both in relation to the professional experience of the person concerned and experience in the industry, in addition to the scale of the team managed by them and the Company's complexity,
- years of service at the Company: provided in similar time categories as for the experience referred to above,
- sex: number or percentage of women and men in the Company's Management Board in the reporting year,
- nationality: number or percentage of the Company's Management Board members of Polish or foreign nationality, with relevant nationality breakdown,
- age: number or percentage of the Company's Management Board members whose age is in the following ranges: less than 30 years old, 31 to 40 years old, 41 to 50 years old, 51 to 60 years old, more than 60 years old.

The part of the report devoted to the Company's Supervisory Board shall also address the aforementioned criteria every year, and additionally describe the diversity of experience and education of the Company's Supervisory Board members, in the context of whether the Company's Supervisory Board members complement and expand the competence of the Company's Management Board.

## 6. Final provisions

Any matters not provided for herein are governed by the provisions of the law and the Company's internal regulations. This Policy applies subject to the provisions of the Civil Code.