

IMPLEMENTATION OF THE DOM 2030 ESG STRATEGY

IN THE DOM DEVELOPMENT GROUP IN 2024



ABOUT US



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We are the largest multifamily residential developer operating in the Polish market, active since 1996. By the end of 2024, we delivered over 50,000 residential units.

Since 2006, Dom Development S.A. has been listed on the Warsaw Stock Exchange (WSE) and is a constituent of the mWIG40 index. We are also included in the WIG-ESG index, which comprises the most socially responsible publicly traded companies in Poland.

The principal business of the Group is the construction and sale of residential properties. We deliver multifamily residential developments in Poland's key metropolitan markets, including Warsaw, Wroclaw, Cracow, and Tricity, where it operates under the Euro Styl brand.

Our mission is to support our customers in achieving their aspiration of owning a home. Their satisfaction and sense of security are a source of great pride for us.



NO. 3 IN TRICITY

8.7% market share
1,038 units sold
2,225 units under construction
5,150 units in the land bank
129 employees

Tricity

Warsaw

Wroclaw

Cracow



NO. 1 IN WARSAW

13.2% market share
1,791 units sold
3,236 units under construction
9,902 units in the land bank
483 employees



WROCLAW

NO. 1 IN WROCLAW

15.5% market share
920 units sold
1,157 units under construction
2,392 units in the land bank
47 employees



CRACOW

NO. 2 IN CRACOW

9.6% market share
520 units sold
1,039 units under construction
1,564 units in the land bank
35 employees

The figures presented above reflect total unit sales for 2024, as well as the number of units under construction and within the land bank as at 31 December 2024. Market share estimates based on data from REDNET Property Group. Employee data is presented as the average employment in 2024, expressed in full-time equivalents (FTEs).

SUSTAINABLE DEVELOPMENT IN THE DOM DEVELOPMENT GROUP

We recognise that, due to the scale of our operations, we have a significant impact on shaping urban space and the quality of life in the areas where we operate. The Management Board actively supports the sustainable development of cities by applying internal project planning standards that often exceed legal requirements. From flats to shared areas within residential developments, and from architectural features to green spaces – every aspect of a project is carefully designed to create liveable spaces that contribute to high-quality urban environments.

On 28 June 2022, we adopted the DOM 2030 ESG Strategy, which outlines our environmental, social, and governance objectives through to 2030.

The DOM 2030 Strategy reflects the importance we place on operating in accordance with the principles of sustainable development.

Click to read the full content
of the DOM 2030 Strategy:
<https://inwestor.domd.pl/pl/esg>



In our operations, we place a strong emphasis on building long-term relationships with our stakeholders: employees, customers, and subcontractors. The quality of these relationships is evidenced by a relatively low employee turnover rate and a very high level of customer satisfaction, as measured by the Net Promoter Score (NPS). The high quality and timely delivery of construction projects is largely the result of excellent collaboration with subcontractors. In the residential development sector, where project cycles are highly complex and span a minimum of three years, the long-standing experience of our employees – combined with trust-based, effective cooperation with subcontractors – constitutes a key source of competitive advantage and supports the development of a strong, nationwide brand.



DOM 2030 ESG STRATEGY





DOM DEVELOPMENT GROUP'S STRATEGIC OBJECTIVES IN THE ENVIRONMENTAL AREA:

Reducing environmental impact
and promoting urban biodiversity

2030

30% reduction in CO₂ emissions



By 2030, we commit to reducing Scope 1 and Scope 2 CO₂ emissions by 30% per unit under construction, compared with 2021. To this end, we will:

- contract renewable energy for all construction sites operated by the Dom Development Group,
- implement circular economy principles,
- assess opportunities to optimise development projects in terms of emissions and resource consumption.

2022-2030

Revitalisation and containment of urban sprawl

As a developer consciously shaping the urban fabric, we are committed to the revitalisation of urban areas in the cities where we operate.

We implement revitalisation projects that return underutilised land to city residents in locations with access to urban infrastructure.



2025

Urban Greenery Programme - publicly accessible green spaces

Since 2024, we have delivered at least one project annually in each of our markets, involving:

- revitalisation of parks and green squares,
- planting on public land,
- creation of wildflower meadows,
- creation of pocket parks equipped with birdhouses,
- creation of rain gardens and bioretention basins,
- creation of community herb gardens and urban farms.



2026

Implementation of the Green Procurement Standard

The circular economy is a fundamental pillar of sustainable development at the Dom Development Group. We:

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

Our goal is to implement the Green Procurement Standard across the Group's value chain.



2026

Green Investment Card applied to 100% of new projects

The Green Investment Card is a framework of the Dom Development Group that ensures an optimal set of benefits for residents, while incorporating design solutions aligned with the priorities of sustainable urbanisation.

The Green Investment Card was developed in 2022 and has been gradually rolled out across the Group's new developments since 2023.





DOM DEVELOPMENT GROUP'S STRATEGIC OBJECTIVES IN THE SOCIAL AREA:

Strengthening local communities by creating
high-quality urban fabric that fosters social integration

2030

90% of projects aligned with the '15-minute city'



By 2030, we aim for 90% of our projects to align with the '15-minute city' concept, ensuring that essential infrastructure and services - including public transport, education, retail, recreation, green spaces, sports facilities, and healthcare - are within walking distance.

We assess our projects against these criteria and are committed to actively promoting an optimal mix of services for residents of our developments.

2022-2030

Customer satisfaction leadership

Our objective is to maintain a leading market position in customer satisfaction, as measured by the Net Promoter Score (NPS). We commission independent customer surveys across all of our projects, analyse the feedback in detail, and implement feasible improvements.



2023

"We Are Fair" programme

We Are Fair is a comprehensive programme that covers three core areas of our responsibility: product, relationships, and local communities.

The programme was originally developed by our Tricity-based company Euro Styl S.A. In 2023, it was rolled out across all companies within the Dom Development Group and, since 2024, has been updated annually.



2024

CSR Strategy

The strategy provides a structured framework for CSR initiatives and sets the direction for our activities in the coming years.



2024

'No Barriers' fit-out standard

Our developments are designed to foster social integration, with shared spaces for relaxation and recreation provided in all multi-phase projects.

We are the first developer in Poland to introduce a turnkey fit-out and finishing option specifically designed for seniors and persons with reduced mobility.





DOM DEVELOPMENT GROUP'S STRATEGIC OBJECTIVES IN THE ENVIRONMENTAL AREA:

Ensuring the highest standards of corporate governance
and maintaining clear communication with all stakeholders

2022-2030

Top class corporate governance



We are committed to the continuous improvement of corporate governance standards across the Dom Development Group. Transparent and honest communication with our stakeholders is fundamental to achieving this objective.

We will pursue the highest possible level of compliance with the Code of Best Practice for WSE Listed Companies and will closely monitor global developments in corporate governance.

2023

**30% gender diversity
target for the
Supervisory Board of
Dom Development S.A.**

We value diverse perspectives and are committed to promoting gender equality. As part of our strategy, we set a target to increase the proportion of women on the Supervisory Board to at least 30% by 2023. As of today, women account for 43% of the Supervisory Board.



2024

**Compliance
and internal
audit systems
across the Group**

Dom Development S.A. has effective compliance and internal audit systems in place. In line with the growing scale and geographic diversification of our operations, the structure of our organisation has evolved in recent years. In response to these changes, we will implement compliance and internal audit systems across all Group companies.



2025

HR Strategy

Our employees are the cornerstone of our success, and their satisfaction remains a top priority.



2026

**30% gender diversity
target for the
Management Board of
Dom Development S.A.**

We are committed to fostering genuine gender equality across our entire workforce.

Our target to increase the proportion of women on the Management Board of Dom Development S.A. to at least 30% by 2026 was achieved ahead of schedule in 2024. Currently, women represent 40% of the Management Board.



IMPLEMENTATION OF THE DOM 2030 ESG STRATEGY





We deliver high-quality residential developments in Poland's largest metropolitan areas. We contribute to enhancing the quality of the housing stock, particularly in terms of building performance and energy efficiency.

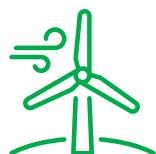
However, urban development and our operations involve the use of new land, affect local ecosystems, and require construction processes that consume significant amounts of energy, materials, and resources.



Over
30%
reduction in Scope 1 and Scope 2
CO₂ emissions per unit under
construction



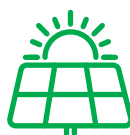
130,782
trees and shrubs planted
(a total of 959,484 trees and shrubs
planted since 2017)



45%
of electricity sourced
from renewables



78,243
perennials, climbers, and
ornamental grasses planted



304 kWp
total capacity of solar PV installations



12,971 m²
of green roofs



2,576 m²
of SUDS
(sustainable drainage systems)



**PLN
6 million**
allocated to the Urban Greenery Programme



94%
of projects launched for construction
meeting the Green Investment Card



1,200
flats developed on degraded land

REDUCING CO₂ EMISSIONS

Each year, we reduce our energy consumption and lower our emissions footprint through the following measures:

- purchasing energy from renewable sources,
- gradual fleet transition to lower-emission vehicles,
- raising environmental awareness among our employees.

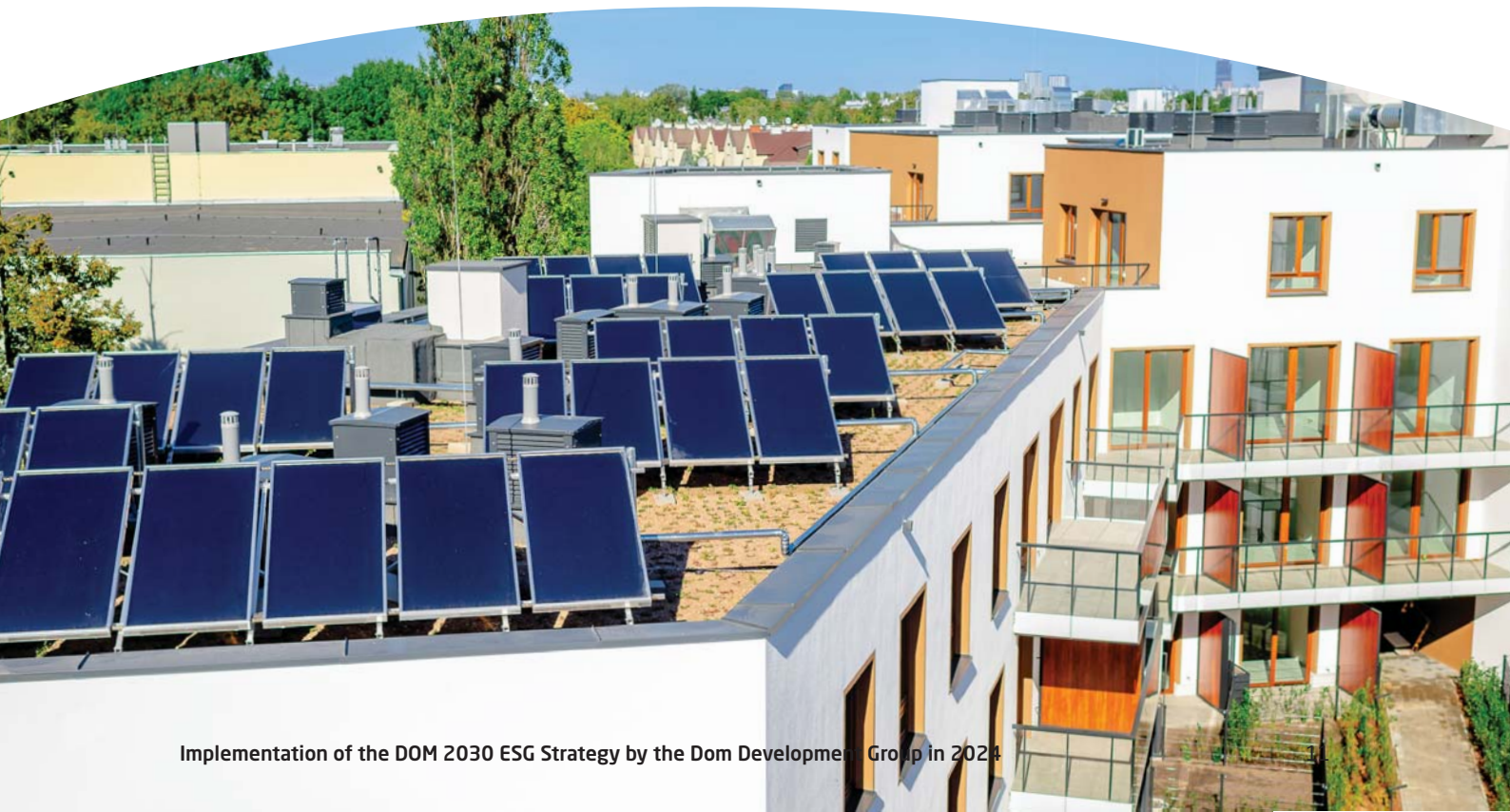
To reduce emissions from our operations, we have sourced over 5,500 MWh of renewable electricity for use on our construction sites, representing 18% of the Group's total energy consumption. Our efforts enabled us to achieve, already in 2024, the target set in the DOM 2030 ESG Strategy of reducing Scope 1 and Scope 2 CO₂ emissions per residential unit under construction by 30% compared with 2021.

As part of our ongoing efforts to reduce operational emissions, decarbonising the concrete we use is es-

sential to achieving our climate goals. To lower the carbon intensity of our buildings, we are gradually increasing the use of low-emission concrete across our projects. However, the largest share of emissions is associated with the use phase of the residential developments delivered by the Group over their full life cycle. To reduce the operational carbon footprint of our buildings, we equip our developments with:

- rooftop photovoltaic panels,
- heat pumps and solar thermal systems,
- motion and dusk sensors, and energy-efficient LED lighting in common areas,
- lifts with energy recovery systems.

The use of high-quality, low-carbon construction materials enhances the energy performance of our buildings. However, the continued dominance of fossil fuels in the national energy mix leads to a relatively high level of emissions associated with building operations.



GREEN INVESTMENT CARD

In 2022, we implemented the Green Investment Card across all companies within the Group. This internal standard defines environmental requirements, supports social integration, and enhances the quality of life within our residential developments. Each of our

projects is currently assessed against criteria relating to location attractiveness, sustainable construction, ecosystem resilience, and barrier-free accessibility. **In 2024, 94% of projects launched for construction met the requirements of the Green Investment Card.**



REVITALISATION OF BROWN-FIELDS

Recognising the impact of property development on the natural environment, the Dom Development Group actively promotes and engages in initiatives aimed at revitalising areas previously used for other purposes, including industrial sites. Such locations are often situated near transport and service infrastructure, making their redevelopment, such as by introducing residential functions, an effective way to combat urban sprawl.

Under the DOM 2030 Strategy, we have committed to delivering revitalisation projects that reclaim 'forgotten' urban areas for local communities and enhance them with new functions. A notable example of this approach is the development launched in 2024 at ul. Rydlówka 5 in Cracow's district of Podgórze. The site, now being transformed into a new residential space

for city residents, served industrial purposes for many years. Prior to the Second World War, it housed the Rydlówka factory producing nails and iron goods. In 1948, the Georyt drilling tools factory was established at the same location, leaving behind a legacy of post-industrial infrastructure. The project is now returning a previously inaccessible part of the city to the local community.

We have similarly revitalised other degraded post-industrial areas, including Osiedle Urbino in Warsaw, Apartamenty nad Oławką in Wrocław, the Doki and Jaskółcza (Dolne Miasto) projects in the Tricity metropolitan area. **In total, over 1,200 flats were delivered in 2024 on regenerated sites brown-fields,** returned to the city and its residents through our efforts.



URBAN GREENERY PROGRAMME

In line with the DOM 2030 ESG Strategy, we officially launched the Urban Greenery Programme in 2024, aimed at transforming at least one publicly accessible space in each urban area where we operate. To date, we have allocated over PLN 6 million to the initiative.

In 2024, we created two publicly accessible parks on land owned by the Group. The first was established in Gdańsk, adjacent to the Perspektywa investment. Euro Styl, a Group company, provided a 1.4-hectare site where it revitalised a forest park and developed a recre-

ational area. A comprehensive survey and maintenance works were conducted in the forested section of the park to effectively supplement the existing tree population and plant life. The park retained its fruit trees and was enhanced with fruit-bearing shrubs which, in addition to their aesthetic value, transformed the area into a publicly accessible orchard. To enhance biodiversity and the overall appeal of the site, a total of 60 trees, over 7,000 shrubs, more than 8,500 ornamental grasses and perennials, and approximately 100 m² of climbing plants were planted.





In Warsaw, on the site of the Apartamenty Białej Konieczyny development, which spans 5,000 m², a retention reservoir and infiltration system were constructed, accompanied by a viewing deck and recreational areas. The planting scheme included 33 trees, 6,121 shrubs, and 3,636 ornamental grasses and perennials, all selected for their phytoremediation properties – the natural ability of plants to neutralise pollutants from soil, water, and air.

In Wrocław, a site near Wzgórze Tarnogajskie was revitalised: the plot was cleared of building remnants and construction waste. Native tree and shrub species will be planted, complemented by site amenities.

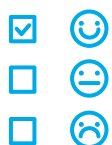
In Cracow, the Group provided residents with 250 tree saplings, including small-leaved lime, sycamore maple, pedunculate oak, sessile oak, and common hornbeam. These saplings were planted in Park Krakowian, a newly established public park located on ul. Węgrzecka in the Górka Narodowa area.





By delivering housing and related infrastructure, we contribute to urban development. The metropolitan areas where we operate are marked by a significant housing deficit and positive net migration. The goal of the Dom Development Group is to create residential estates that form a high-quality urban spaces, with access to all essential services, green spaces, and recreational areas.

Residential construction directly contributes 1.6% to GDP, while the construction sector as a whole accounts for over 5% of the national total. Construction companies play a key role in generating a strong multiplier effect, as construction activity drives demand across numerous related industries. As a result, when intersectoral links are taken into account, the actual contribution of Poland's construction sector to economic performance may reach as much as 12%–15% of GDP.



67 NPS

maintaining strong customer satisfaction



100%

of units delivered to customers on the date specified in the contract



over

PLN 3.5 million

in assistance provided to people affected by the war in Ukraine



Market leader

in residential sales in Warsaw, Wrocław, and the Tricity metropolitan area, and a leading developer in Cracow



over

50%

of employees trained in ESG



80%

of projects aligned with the '15-minute city' concept



'No Barriers'

a turnkey fit-out standard introduced for people with reduced mobility



"We Are Fair"

a programme founded on three pillars of responsibility: product, relationships, and local communities.

CUSTOMER SATISFACTION

In the area of customer relations, our objective is to maintain a leading market position by consistently achieving high levels of customer satisfaction, as measured by the Net Promoter Score (NPS). We commission independent surveys across all of our projects and con-

duct detailed analyses of customer feedback to implement viable improvements. In 2024, our NPS reached 67 points. By comparison, the average NPS for the sector in the United Kingdom in 2024 was 44 points.



"15-MINUTE CITIES"

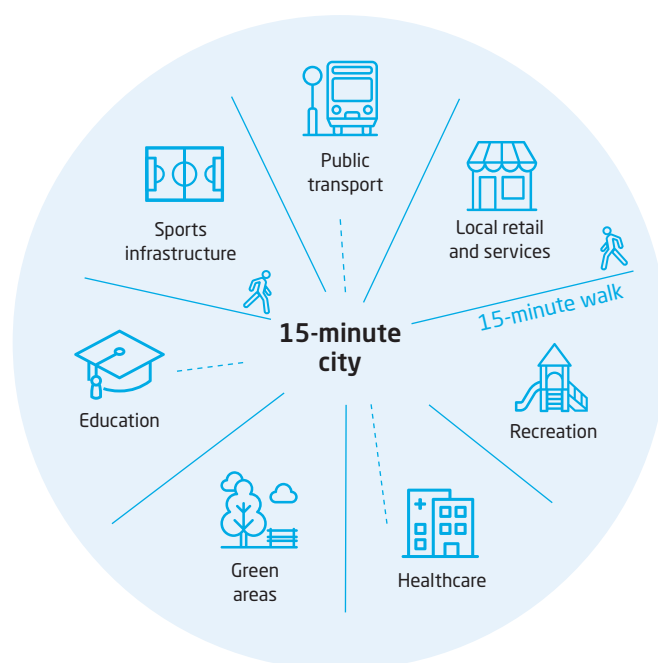
By 2030, we aim for 90% of our projects to align with the '15-minute city' concept. Developed by Carlos Moreno, the concept promotes the transformation of urban infrastructure to support the creation of multi-functional neighbourhoods. It is based on the premise

that the quality of urban life is inversely proportional to the amount of time invested in transportation, particularly by car. The core idea of the 15-minute city is to ensure that residents have access to essential services within a short walking distance.



SEVEN CORE CRITERIA FOR ASSESSING LOCATION ATTRACTIVENESS:

1. Public transport: bus stops, tram stops, underground and urban rapid rail stations, long-distance railway stations, public bike stations, and designated base points for car sharing.
2. Local retail and services: convenience stores, shopping centres, supermarkets, chemist shops, deli shops, bakeries, and post offices.
3. Recreation: cinemas, theatres, restaurants, cafés, and playgrounds.
4. Healthcare: hospitals, outpatient clinics, and medical practices.
5. Education: nurseries, kindergartens, primary schools, secondary schools, universities, and libraries.
6. Green spaces: municipal parks, pocket parks, green areas, gardens, and forests.
7. Sports infrastructure: sports fields, skate parks, and tennis courts.



Each of our developments must have access to at least one public transport service and incorporate at least two elements from each of the categories listed above.

We prepare an annual report summarising the share of developments across the Dom Development Group that meet the criteria of the 15-minute city.²

Year	Warsaw	Wroclaw	Tricity	Cracow	Dom Development Group
2022	93%	100%	86%	100%	93%
2023	71%	89%	100%	100%	86%
2024	47%	100%	100%	100%	80%

² The report covers only those developments for which construction commenced in the stated year.

"WE ARE FAIR" PROGRAMME



JESTEŚMY FAIR

In 2024, we updated the We Are Fair programme to bring it into compliance with Regulation (EU) 2024/825 of the European Parliament and of the Council of 28 February 2024 amending Directives 2005/29/EC and 2011/83/EU as regards empowering consumers for the green transition through better protection against unfair practices and through better information.

'NO BARRIERS' FIT-OUT STANDARD

In 2024, we became the first developer in Poland to introduce a turnkey fit-out option. A flat completed to the 'No Barriers' standard enhances everyday living for the able-bodied, the elderly, or families with young children. The option to design and furnish interiors tailored to clients' specific needs is available through both standard fit-out programmes and personalised packages. We offer clients interior design solutions such as widened doorways, light switches and handles installed at appropriate heights, and countertops and kitchen appliances adjusted to the user's height or wheelchair dimensions. We place strong emphasis on the appropriate equipment of bathrooms, offering non-slip tiles, grab rails, and adjustable mirrors. The offering also includes motion-activated light sensors, which support safe movement throughout the flat and help reduce the risk of falls. 'No Barriers' flats can be further enhanced with smart home solutions, including electronic door locks, fire and flood sensors, cameras, and even a gesture-controlled home management panel.



OCCUPATIONAL HEALTH AND SAFETY

In 2024, the Dom Development Group's expenditure on occupational health and safety exceeded PLN 3.5 million, marking a 25% increase compared with 2023. For the first time since the establishment of Dom Construction, two of the Company's construction sites participated in the Build Safely competition organised by the National Labour Inspectorate in 2024.

The competition aims to promote construction contractors who maintain high OHS standards in the execution of building projects. At the province level, the Harmonia Mokotów site in Warsaw was awarded third place, while Osiedle Międzyłęska in Wrocław received an honourable mention.



CSR STRATEGY

We recognise our responsibility for the communities around us and are committed to sharing the resources we create. For many years, we have supported local communities in the areas of education, sports, senior engagement, and housing. In addition to initiatives aligned with local CSR strategies, in 2024 we launched the foundation Fundacja "Nasz Dom".

The CSR activities of the Group companies focus on the following pillars:

1. Space for local communities

When developing new estates, we strive to create added value for the wider community.

In Wrocław, we supported the implementation of the city's Cycling Action Plan 2030 by constructing a pedestrian and bicycle path with new traffic lights at pl. Strzegomski. In Maślice, near the Osiedle Harmonia development, we constructed a 150-metre bicycle path as part of the street renovation at ul. Stodolna. At the Tarnogaj estate, we upgraded a section of the bicycle path. A 200-metre segment connected the existing routes with a new bicycle path along Aleja Wielkiej Wypsy. We are also constructing a 130-metre connector linking the bicycle path from ul. Krakowska to the Oława River, accompanied by landscaping works near the Family Point shopping centre.

We established cooperation with the Fama Library and Cultural Centre in Psie Pole and financed the purchase of books from the Big Font series. These editions, printed in large font, are designed to facilitate reading and are intended for older adults and those with reading difficulties.

As part of the current phase of the Górka Narodowa project in Cracow, we organised a community picnic in the estate courtyard for residents. Furthermore, we contributed to the creation of publicly accessible green spaces and the revitalisation of existing ones by planting trees in Górka Narodowa and establishing a micro-forest near ul. Nad Sudółem, in the Prądnik Biały district. In Gdańsk, adjacent to the Osiedle Perspektywa project, a 1.4-hectare park was created.

We also support local urban initiatives aimed at fostering community engagement. Once again, in Warsaw, we assisted in the organisation of events held by the Bielany District Office: Welcome Summer in Bielany, Bielany Wreath Festival, and Farewell to Summer in Bielany.

Euro Styl S.A. supported the organisation of the Hel City Festival, the environmental fair celebrating Children's Day in Rumia, the Farewell to Summer in Dolne Miasto event in Gdańsk, and the Christmas Tree in Dolne Miasto fair held in December.



2. Supporting arts and artists

To facilitate more frequent collaboration with young and talented students, we organised the second edition of the local Positive Space competition in Wrocław. Participants were tasked with designing a square incorporating a playground and recreational area, as part of a landscaped park adjacent to the Opatowice Weir in the Biskupin district of Wrocław, where we are developing the boutique Wille Biskupin project. Submissions were evaluated by a jury composed of representatives from the Faculty of Architecture at Wrocław University of Science and Technology, the Faculty of Interior Architecture, Design and Stage Design at the Academy of Fine Arts in Wrocław, the Department of Landscape Architecture, the Ecological Engineering Room, and the Division of Engineering and Landscape Protection at Wrocław University of Environmental and Life Sciences. The jury awarded the grand prize and PLN 10,000 to Paweł Mordeja, a student of Architecture at Wrocław University of Science and Technology, in recognition of the maturity of his project, including the well-considered selection of plant species and the effective presentation of the site's natural attributes. The design also incorporated the reuse of concrete slabs found on the site.

In 2024, Dom Development Wrocław equipped the Teatr Kambak theatre with specialist equipment to support the creation of performances and to ensure professional staging. We hope that our support will help the theatre continue its mission of inclusive and barrier-free creativity. We also provided financial support for the next edition of the Triangle Days in Wrocław, as well as the In the Rhythm of Jazz workshops for residents of Psie Pole.

Through the Foundation "Nasz Dom", we provided financial support for the 16th edition of the METAFORMY International Meeting of Puppetry Schools. This regular Wrocław-based event showcases the most notable achievements of students from art schools in Poland and abroad who are training to become actors and directors in puppet theatre. The festival has been a fixture on the international student event calendar for nearly 35 years. It serves as a platform for presenting and promoting student achievements – ranging from performances and installations to theatre productions – and for shaping new directions in education and artistic exploration for aspiring puppet artists.





3. Knowledge sharing

In 2024, our employees once again shared their knowledge and experience with students enrolled in the 'Projects in Spatial Planning' programme at the Wrocław University of Economics. The students attended lectures on the implementation of property development projects within the context of the Polish banking system, as well as on the differences in finishing and fit-out standards between individual clients and institutional investors.

We have also maintained a long-standing partnership with the University of Gdansk, our partner in delivering postgraduate programmes in property management and residential development project management. We provide practical knowledge and share insights gained through many years of operations. We also deliver lectures on sustainable development.

In 2024, Euro Styl organised a series of field lectures for university and secondary school students in the form of guided tours of the Montownia and DOKI developments in Gdańsk. Montownia was presented as a strong example of brownfield site revitalisation, with a

particular emphasis on work carried out in line with circular economy principles and on the collaborative model developed with local artists.

We also place great importance on early education. For the second time, we invited children from the neighbouring Columbus kindergarten to visit the construction site of the newly developed Osiedle Zielna. The visit was conducted under strictly controlled and safe conditions – beginning with a health and safety training session, and the distribution of protective helmets and vests. Project Manager Robert Chojnacki then spoke to the children about the construction process and demonstrated how concrete is formed using formwork specifically prepared for this purpose. The children also learned about structural aspects of the completed building – what the façade looks like, the purpose and method of wall insulation, and the process of balcony installation. They were also shown elements that are typically concealed in a finished flat, such as building systems embedded in the flooring. The highlight of the visit was the opportunity to operate a crane and give instructions to the crane operator via a walkie-talkie.

4. Supporting a passion for sport

We actively support local sports initiatives, particularly those that promote healthy lifestyles. In 2024, Dom Development S.A. once again provided financial support to the organisers of the Chomiczówka Run – an annual event held in Warsaw's Bielany district. For the seventh consecutive time, we also supported the organisers of the 14th Football World Cup for Children from Care Homes.

Since 2018, Euro Styl S.A. has sponsored local sports clubs in Rumia, MKS Orkan Rumia and RC Arka Rumia. We also support the activities of the local squash club TPoint. Sponsorship was also granted to one of the top-ranked players of the Hedonia Squash Polska team, who holds a high position in national rankings. In 2024, Euro Styl S.A. participated in organising the Polish Team Championships and the Polish Cup Final in Rhythmic Gymnastics for Seniors in Rumia.

As part of our ongoing commitment to promoting a healthy lifestyle, we once again participated in the Active Senior initiative, targeted at Gdansk residents aged 60+. The project has been implemented since 2018 in cooperation with representatives of the Rumia Senior Citizens' Council and the local gym CityGYM.

Dom Development Wrocław once again supported initiatives aimed at encouraging physical activity among Wrocław residents. These included Cycling May, a campaign promoting healthy living among school and preschool children. We also provided financial support for the organisation of the Family Run, hosted by Radio Wrocław, as well as the third edition of the Maślice-Pracze Health Run. We supported basketball enthusiasts from the Maślice district by co-financing a neighbourhood tournament, entry fees for the amateur league, and a full set of kits for the players.

As in previous years, employees of the Group companies participated in the Poland Business Run. Dom Development Cracow served as the main sponsor of this year's edition. As a result of this initiative, nearly 100 beneficiaries of the foundation received support.

Euro Styl S.A. also continues to run its recurring We Make Dreams Come True initiative through which employees raise funds for the Iga Dłużewska Foundation by engaging in sporting activities measured in kilometres run, swum or cycled. In 2024, the initiative raised over PLN 38,000.



photo: Leszek Tomaszewski

5. Support for those in need

We have long engaged in initiatives to support the most vulnerable members of society, with particular focus on individuals experiencing homelessness.

Since the outbreak of the war in Ukraine, we have continued to provide active support to its citizens. As part of our ongoing commitment to supporting those in need, we have – through Foundation “Nasz Dom” – extended our cooperation with our Ukrainian partner, the Housing for IDPs foundation. In 2024, we commenced the renovation of an abandoned senior citizens’ home in the Vinnytsia region. Fundacja Nasz Dom has allocated PLN 3.2 million to this project. The renovated facility will provide 14 residential units. A crucial component of the project is the construction of an air-raid shelter with a capacity for 30 people, alongside the landscaping of the 500 m² site.

In 2024, the foundation also financed a school trip for students from the Warsaw Ukrainian School to an outdoor educational camp in the Masurian Lake District. In addition to classroom instruction – some of which took place outdoors – the children had the opportunity to visit the castle in Reszel and learn about the Warmian bogeymen from Węgój, participate in a kayaking trip,

play over ten matches of kayak polo, engage with peers from a school in Kolno, and take part in a variety of outdoor games.

The Foundation “Nasz Dom” foundation also provided financial support to a Cracow-based organisation (Fundacja Rodzina Plus), which organised a two-week seaside holiday programme. The initiative was attended by 87 participants, including nearly 50 children. The programme offered a wide array of educational, therapeutic, health-related and environmental workshops and consultations. Activities also included hiking excursions, coach trips, and a boat cruise.

Dom Development Cracow was engaged as a sponsor of a special event organised to mark Children’s Day for patients of the St. Louis Regional Specialised Children’s Hospital. We also extended our support to beneficiaries of the Municipal Social Welfare Centre in Cracow. In response to a request submitted by the institution, we provided school starter kits for the most disadvantaged children. Dom Development Cracow also served as a regional patron of the Train of Dreams initiative, which enabled 80 children from SIEMACHA Spot Facimiech in Cracow and SIEMACHA Spot in Skawina to go on holiday. Every year, December is a special time for us, marked





by our engagement in dedicated holiday charitable initiatives. This year, we participated in several projects aimed at supporting local communities:

- In the Bemowo district of Warsaw, we took part in two charitable initiatives addressed to the most disadvantaged families and individuals experiencing homelessness – we purchased food, cleaning supplies, personal care items, and pet food for this purpose.
- In the Bielany district of Warsaw, we cleared and maintained the area surrounding the post-Camaldolese Church of Blessed E. Detkens at ul. Dewajtis 3.
- In Cracow and Pasierbiec, in cooperation with the Cracow Municipal Social Welfare Centre, we purchased and donated Christmas gifts for children and young people from two residential care and education institutions.

Dom Development Wrocław funded a sledding trip for children from the Nowe Łąki Centre, located in the Przedmieście Oławskie district of Wrocław, adjacent to our Apartamenty nad Oławką investment. Thanks to this initiative, more than twenty children were able to spend their winter holidays in the Owl Mountains (park of Central Sudetes).

In February 2024, the eighth concert in the 'Jazz Stars for Children' series was held at the ROMA Musical Theatre in Warsaw. All proceeds from the event were donated to the Children's Memorial Health Institute. For yet another year, Dom Development supported this commendable initiative.

DOM DEVELOPMENT GROUP'S EXPENDITURE ON CHARITABLE ACTIVITIES (PLN '000)

	2024	2023	2022	2021
Social organisations	827	1,011	987	621
Charitable institutions	3,633***	4,992**	1,244*	72
Sport	-	-	23	110
Culture and arts	8	2,265	1.6	52
Total charitable donations	4,468	8,269	2,256	855

* of which PLN 1,194 thousand was allocated to support people affected by the war in Ukraine

** of which PLN 4,902 thousand was allocated to support people affected by the war in Ukraine

*** of which PLN 3,501 thousand was allocated to support people affected by the war in Ukraine



DOM
built on solid
foundations

At the Dom Development Group, we pursue long-term business growth, fostering lasting relationships with our trade partners and customers. Credibility and trust are values of paramount importance to us, and we remain committed to ensuring that our brand is consistently associated with them. In times of significant market volatility, stability and security underpinned by robust corporate governance become particularly important, supporting the efficient management of the organisation. At the same time, credibility and transparency enable us to foster strong partnerships and maintain the trust of the communities in which we operate.



29 years

of experience in the residential
property market in Poland



19 years

listed on the Warsaw
Stock Exchange



Compliance

and internal audit systems
implemented across the Group



95%

compliance with the Code
of Best Practice for WSE Listed
Companies 2021 (ranked among
the top 10 companies in the
mWIG40 index)



43% women

on the Supervisory Board
of Dom Development S.A.



40% women

on the Management Board
of Dom Development S.A.

¹ Directive (EU) 2024/825 of the European Parliament and of the Council of 28 February 2024 amending Directives 2005/29/EC and 2011/83/EU as regards empowering consumers for the green transition through better protection against unfair practices and through better information

TOP CORPORATE GOVERNANCE

In line with our DOM 2030 ESG Strategy, we are committed to continuously upholding the highest standards of corporate governance. We consider transparent and fair communication with stakeholders, as well as full compliance with applicable regulations and recognised market best practices, to be of fundamental importance. We strive for the highest possible level of alignment with the Code of Best Practice for WSE Listed Companies ("Code of Best Practice 2021").

In 2024, Dom Development S.A. achieved a 95% compliance with the Code of Best Practice 2021, placing the Company among the top ten performers in the mWIG40 index.

GENDER EQUALITY

We value diverse perspectives and are committed to promoting gender equality. Accordingly, our strategy includes two targets in this area: increasing the proportion of women on the Supervisory Board of Dom Development S.A. to at least 30% by 2023, and on the Management Board of Dom Development S.A. to at least 30% by 2026. Both targets have already been achieved. Currently, women represent 43% of the Supervisory Board and 40% of the Management Board of Dom Development S.A.

COMPLIANCE AND INTERNAL AUDIT ACROSS THE GROUP

In line with the growing scale and geographic diversification of our operations, the structure of our organisation evolved in 2024. In response to these developments, we implemented compliance and internal audit systems across all Group companies.





DOM DEVELOPMENT S.A.

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