

**DOM DEVELOPMENT S.A.**

**REPORT  
OF THE REMUNERATION  
COMMITTEE  
OF DOM DEVELOPMENT S.A.  
ON THE ACTIVITIES CONDUCTED  
FROM 1 JANUARY 2024  
TO 31 DECEMBER 2024**



## I. Personnel, composition and organisation of the Remuneration Committee.

Pursuant to the provisions of the Statute of Dom Development S.A. with its registered seat in Warsaw ('the Company') and Remuneration Committee Bylaws dated 5 September 2006 and amended on 29 December 2006, 5 October 2010 and 4 October 2023, the Remuneration Committee is a permanent committee of the Supervisory Board.

The Remuneration Committee is composed of at least three members appointed by the Supervisory Board from among its members, at least two of whom shall be Independent Members of the Supervisory Board (in the meaning of point 7.7 of the Company's Statute).

From 1 January 2024 to 31 December 2024, the Remuneration Committee acted under the following composition:

Dorota Podedworna-Tarnowska – Chairperson of the Remuneration Committee (independent member),

Anna Maria Panasiuk - Member of the Remuneration Committee (independent member),

Mark Spiteri - Member of the Remuneration Committee.

The rules of organisation and the methods of operation of the Remuneration Committee are specified by the provisions of the Company's Statute and the Remuneration Committee Bylaws dated 5 September 2006 and amended on 29 December 2006, 5 October 2010 and 4 October 2023.

## II. Activity of the Remuneration Committee.

1. During the period under review, the Remuneration Committee conducted its activity by way of sessions convened by the Chairman of the Supervisory Board. Said sessions took place in accordance with the 2024 Company Activity Schedule and depending on needs. The Remuneration Committee also conducted sessions via videoconference. Minutes were taken during all sessions and the decisions made by the Committee took the form of resolutions.

2. During the period from 1 January 2024 to 31 December 2024, the most important tasks of the Remuneration Committee were the periodical assessment of the terms of remuneration of the Management Board members and preparation of remuneration proposals including granting additional incentive-based benefits for management.

During the period covered by this report, 7 sessions of the Dom Development S.A. Remuneration Committee took place, on the following dates:

1. 27 February 2024;
2. 18 March 2024;
3. 25 March 2024;
4. 14 May 2024;
5. 4 October 2024;
6. 28 November 2024;
7. 10 December 2024.

All sessions of the Remuneration Committee were convened correctly. All members of the Remuneration Committee were present at all sessions. Some sessions of the Remuneration Committee were also attended by the President of the Management Board Mr. Jaroslaw Szanajca and HR Director Mrs. Magdalena Bielecka.

During the Remuneration Committee meeting on 27 February 2024, members recommended a remuneration change for a Member of the Management Board.

Members of the Remuneration Committee at the meeting on 18 March 2024 discussed the remuneration given to members of the Management Board in 2023, adopted the Report of the Remuneration Committee on activities conducted from 1 January 2023 to 31 December 2023, recommended the granting of bonuses within the Discretionary Bonus Scheme for Senior Executives and Consultants of Dom Development S.A. and adopted a resolution on the recommendation of bonuses within the SECP (Senior Executive Compensation Plan) and on the recommendation of setting of SECP targets.

At the meeting on 25 March 2024 the Remuneration Committee adopted resolution on the recommendation of bonuses within the Discretionary Bonus Scheme for Senior Executives and Consultants of Dom Development S.A.

During the Remuneration Committee meeting on 14 May 2024, the members recommended that the Supervisory Board adopt the "Supervisory Board report on remuneration for members of Dom Development S.A. Management Board and Supervisory Board for 2023" and expressed a positive opinion on the "Remuneration policy for members of Dom Development S.A. Management Board and Supervisory Board".

At the meeting on 4 October 2024, the Remuneration Committee analyzed research on remuneration packages at Warsaw quoted public companies (which are comparable to Dom Development S.A.) for 2023 and adopted a resolution on a proposal to change remuneration for a Member of the Management Board.

At the meeting on 28 November 2024, Remuneration Committee members discussed current HR issues with the Company's HR Director, and recommended changes to the Provisions of the Discretionary Bonus Scheme for Senior Executives and Consultants of Dom Development S.A. as well as adopting resolutions on a remuneration proposal for Members of the Management Board.

During the Remuneration Committee meeting on 10 December 2024, members adopted a resolution on a remuneration proposal for a Member of the Management Board, as well as adopted the 2025 activity schedule.