



**Report of the Management Board  
on the activities of Dom Development S.A.  
in 2010**

**Warsaw, 8 March 2011**

## INTRODUCTION

A joint stock company Dom Development S.A. („the Company”) is the holding company of Capital Group Dom Development (the „Group”). The Company has been entered into the National Court Register under number 0000031483, District Court for the capital city of Warsaw, 12th Commercial Division of the National Court Register. The Company’s seat is in Warsaw (00-078 Warsaw, pl. Piłsudskiego 3).

A joint stock company Dom Development S.A. was established in 1995 by a group of international investors and in November 1996 Polish management staff joined it. Participation of the group of international investors guaranteed implementation of western experience and standards as regards home building in the Warsaw market.

As at 31 December 2010 the Company was controlled by Dom Development B.V. with its registered office in the Netherlands which holds 63.10% of the Company’s shares.

### 1. Activity of Dom Development S.A. and structure of Dom Development Capital Group

The following table presents the Group’s structure and the Company's stake in the entities comprising the Group as at 31 December 2010.

Entity name	Country of registration	% of share capital held by holding company	% of votes held by holding company	Consolidation method
<b>Subsidiaries</b>				
Dom Development Morskie Oko Sp. z o.o. ....	Poland	100%	100%	full consolidation
Dom Development Grunty Sp z o.o.	Poland	46%	100%	full consolidation
<b>Joint-venture</b>				
Fort Mokotów sp. z o.o. ....	Poland	49%	49%	proportionate consolidation
<b>Associated entities</b>				
Towarzystwo Ubezpieczeń Wzajemnych „Bezpieczny Dom” In liquidation .....	Poland	40.32%	40.32%	Equity method

The main area of activity of the Company is the construction and sale of residential real estate. All development projects Dom Development S.A. are conducted directly within the Company.

In the period of twelve months ended on 31 December 2010:

- the Company did not discontinue any of its operations,
- the Company did not make any material equity investments. All free cash resources were invested by the Company in short term bank deposits.

## 2. Information on the main products of Dom Development S.A.

The main aim of the Company has always been construction of affordable flats from the so-called popular segment. The Company's offer is supplemented with other market segment products.

Currently, the Company's product mix is as follows:

- *Multi-family buildings* (flats and apartments), which can be divided into the following market segments:
  - *Popular flats* – flats in residential buildings and housing estates usually located outside a strict city center, which normally house at least 200 flats.
  - *Apartments* – apartments in residential buildings or small groups of buildings located in the Warsaw's city center and in popular residential districts (Żoliborz, Mokotów, Śródmieście, Ochota) housing 200 apartments.

Flats are offered in two standards: with "turn-key" finishing and unfinished. In the unfinished flats the buyers conduct the finishing work on their own. In case of flats sold with finishing, various "turn key" finishing options are offered, which cover the majority of finishing work.

- *Luxury apartments* – apartments in residential buildings located in the Warsaw's strict city center or in old Mokotów, adjacent to attractive green areas and parks, housing 100 apartments at the price exceeding PLN 25 000 per m<sup>2</sup>.
  - *Commercial area* – mainly shops constructed by the Company as part of residential buildings. The revenues from sales of such area account for an insignificant part of the total revenue, but they enable the Company to offer residents such facilities as shops which increase the attractiveness of a given project.
- Single-family houses (detached houses, semi-detached houses and row houses)

In addition, the Company's tasks include managing the housing estates constructed as part of the development projects conducted by the Group. The management will be performed only through a limited period of time, i.e. until the appropriate management company is chosen by the common hold associations which take over the managerial duties from the Company.

In 2010 the Company's revenue from the sale of products and services related to real estate management were as follows:

STRUCTURE OF REVENUES	01.01- -31.12.2010 thousand PLN	01.01- -31.12.2009 thousand PLN	Change 2010/2009
Revenues from the sale of finished goods .....	501 632	684 260	(26.7)%
Revenues from the sale of services related to real estate management.....	5 313	7 255	(26.8)%
Revenues from other sales .....	6 838	9 614	(28.9)%
<b>Total .....</b>	<b>513 783</b>	<b>701 129</b>	<b>(26.7)%</b>

### 3. Basic economic and financial data disclosed in the annual financial statements of Dom Development S.A. for 2010.

#### Balance sheet

Structure of the Company's assets as at 31 December 2010 and changes as compared to the state as at the end of 2009

ASSETS	31.12.2010 thousand PLN	Share in assets	31.12.2009 thousand PLN	Change 2010/2009
<b>Total fixed assets</b> .....	24 180	1.5%	10 303	134.7%
<b>Current assets</b>				
Inventory .....	1 118 968	69.1%	1 295 762	(13.6)%
Trade and other receivables .....	42 600	2.6%	37 171	14.6%
Other current assets .....	3 398	0.2%	4 959	(31.5)%
Cash and cash equivalents .....	430 751	26.6%	225 828	90.7%
<b>Total current assets</b> .....	<b>1 595 717</b>	<b>98.5%</b>	<b>1 563 720</b>	<b>2.0%</b>
<b>Total assets</b> .....	<b>1 619 897</b>	<b>100.0%</b>	<b>1 574 023</b>	<b>2.9%</b>

Structure of the Company's liabilities as at 31 December 2010 and changes as compared to the state as at the end of 2009

EQUITY AND LIABILITIES	31.12.2010 thousand PLN	Share in liability	31.12.2009 thousand PLN	Change 2010/2009
<b>Shareholders' equity</b>				
Share capital .....	24 560	1.5%	24 560	-
Share premium less treasury shares .....	231 535	14.3%	231 535	-
Reserve capital, supplementary capital and accumulated, unappropriated profit (loss) .....	516 752	31.9%	492 827	4.9%
<b>Total shareholders' equity</b> .....	<b>772 847</b>	<b>47.7%</b>	<b>748 922</b>	<b>3.2%</b>
<b>Liabilities</b>				
Long-term liabilities .....	400 746	24.7%	415 205	(3.5)%
Total short-term liabilities .....	446 304	27.6%	409 896	8.9%
<b>Total liabilities</b> .....	<b>847 050</b>	<b>52.3%</b>	<b>825 101</b>	<b>2.7%</b>
<b>Total equity and liabilities</b> .....	<b>1 619 897</b>	<b>100.0%</b>	<b>1 574 023</b>	<b>2.9%</b>

#### Income Statement

Income statement of the Company for the year ended on 31 December 2010 as compared to 2009

	01.01- -31.12.2010 thousand PLN	% of sales	01.01- -31.12.2009 thousand PLN	Change 2010/2009
Sales revenues .....	513 783	100.0%	701 129	(26.7)%
Cost of sales .....	384 134	(74.8)%	519 853	(26.1)%
Gross profit on sales .....	129 649	25.2%	181 276	(28.5)%
Operating profit .....	58 884	11.5%	111 285	(47.1)%
Profit before tax .....	50 187	9.8%	105 727	(52.5)%
<b>Profit after tax</b> .....	<b>39 689</b>	<b>7.7%</b>	<b>85 230</b>	<b>(53.4)%</b>
<b>Earnings per share (PLN/share)</b>	<b>1.62</b>	<b>n/d</b>	<b>3.47</b>	<b>(53.43)%</b>

## **Cash Flow Statement**

Cash as of the beginning of 2010 amounted to PLN 225 828 thousand and at the end of the year it amounted to PLN 430 751 thousand. This means that in the period 1 January - 31 December 2010 the balance of cash increased by the amount of PLN 204 923 thousand.

In 2010 the Company recorded the net inflow of cash in the amount of PLN 269 547 thousand from the operating activities. This is a result of the Management Board's efforts to ensure balanced operating activities in the face of the economic situation of the real estate market after the global downturn of financial markets, and maintain high cash levels. The increased cash levels also result from significant cash inflows from dynamic sales of apartments on the new sites, sales of already finished apartments and moderate purchases of new land.

In 2010 the Company recorded the net outflow of cash in the amount of PLN 2 733 thousand from investment activities. This is mainly the result of a loan granted to the subsidiary Dom Development Grunty Sp. z o.o. and expenditures on intangible and tangible fixed assets.

In 2010 the Company recorded the net cash outflow in the amount of PLN 61 891 thousand from the financial activities. The excess of financial outflow over the inflow is mainly due to decreased balance of loans (net cash outflow in the amount of PLN 111 788 thousand), increased balance of bonds (net cash inflow in the amount of PLN 69 690 thousand) and the payment of dividend by the Company in the amount of PLN 19 648 thousand.

## **4. Explanation of differences between the financial results disclosed in the annual financial statements and the forecasts for 2010 published earlier**

Both Dom Development S.A. and the Group did not publish financial forecasts for 2010.

## **5. Managing financial resources of the Company.**

Managing financial resources of Dom Development S.A. in 2010 in connection with the conducted construction of residential buildings was focused on looking for sources of financing for the projects under construction and on maintaining safe liquidity ratios. The Management Board analyses the current and plans the future optimum financing structure on a regular basis in order to achieve the anticipated ratios and financial results, and, at the same time, ensure liquidity and broadly understood financial safety of the Company. In 2010 the Company's activity generated a positive result at each level of the income statement.

According to the Management Board, the asset situation and financial standing of Dom Development S.A. at the end of 2010 confirm that the Company's financial standing is stable. It results from the fact that the Company has secured an established position in the housing market gaining appropriate experience and operating potential both in terms of execution of investment projects itself and the sale and financing these projects.

Taking into account how the situation of the real estate market in Poland has developed in recent years, the financial results achieved by the Company in 2010 can be considered good. In 2010 no new single site was handed over to use, and as a result the number of apartments delivered in this period was lower in comparison to the previous year. As a result the financial result achieved in 2010 is lower in comparison with 2009 (which is illustrated by the profitability ratios presented below). However, results on the current activities expressed in the number of apartments sold in 2010 is higher by 75% (i.e. 594 apartments) in comparison to the year 2009, which can be recognised as a very positive result.

### Profitability ratios

The ratios showing profitability of the business activity pursued by the Company in 2010 steadily deteriorating when compared to the previous year. This is a result of the impact of the recession in the property market, particularly visible since the second half of 2008. Falling sales of apartments in 2008 and 2009 resulted in a diminishing number of deliveries in 2009 and 2010. The falling number of deliveries translated into a decrease of the net profits in these years.

In 2010 substantial decreases were visible in the ratios representing profitability of balance sheet items – assets (ROA) and equity (ROE). This was largely due to a smaller net profit in 2010 in comparison with 2009 profit.

Deterioration of profitability ratios in 2010 results from delivery of apartments with lower contribution margins than in 2008 or 2009, when delivered apartments had been sold to customers in the economic boom on the residential real estate market.

PROFITABILITY RATIOS	2010	2009
Operating profit margin ratio		
<i>EBITDA / Net sales revenues</i> .....	11.9%	16.2%
Net profit margin ratio		
<i>Profit after tax / sales revenues</i> .....	7.7%	12.2%
Return on assets (ROA)		
<i>Profit after tax / total assets</i> .....	2.5%	5.4%
Return of equity (ROE)		
<i>Profit after tax / shareholders' equity</i> .....	5.1%	11.4%

### Liquidity ratios

In view of the fact that the market which the Company operates within is weak, special attention should be given to providing good security of financial liquidity.

All the liquidity ratios remain very high. This is due to a number of appropriate steps taken by the Company's Management during the economic downturn, including activities related to the construction and financing of undertaken projects, strategy for new real estate purchases as well as restrictions on employment and related costs.

Credibility of the Company on the financial markets is becoming increasingly stronger, which is reflected by a diversified structure of banks financing the Company's activity and their willingness to grant new loans to the Company despite the difficult market situation.

The additional factor influencing the particularly high level of cash at the end of 2010 was a significant land sale transaction (gross amount of PLN 116 million; the cash was received in December 2010), which is reflected in the significantly high value of quick ratio and cash ratio.

LIQUIDITY RATIOS	2010	2009
Current ratio		
<i>current assets / short-term liabilities (except of deferred income)</i> .....	6.35	5.93
Quick ratio		
<i>(current assets – inventory) / short-term liabilities (except of deferred income)</i> .....	1.90	1.02
Cash ratio		
<i>cash / short-term liabilities (except of deferred income)</i> .....	1.71	0.86

## Debt ratios

Thanks to appropriate operating policy (appropriate commencement and pace of projects carried out as well as controlled purchases of land) and financial policy (financing structure), values of the presented ratios are still at a safe level for the business activity and they confirm the Company's creditworthiness on the financial market. Without taking into account cash at hand levels, all the debt ratios maintained in 2010 are at similar levels as in 2009.

The net interest bearing debt ratio shown as at the end of 2010 is at an exceptionally low level. This results from the exceptionally high cash balance caused largely by a significant transaction of real estate sale (gross value of PLN 116 million; cash was received in December 2010).

DEBT RATIOS	2010	2009
Equity to assets ratio		
<i>Shareholders' equity / Total assets</i> .....	47.7%	47.6%
Equity debt ratio		
<i>Total liabilities / Shareholders' equity</i> .....	109.6%	110.2%
General debt ratio		
<i>Total liabilities / Total assets</i> .....	52.3%	52.4%
Interest bearing debt ratio		
<i>Interest bearing liabilities / Shareholders' equity</i> .....	61.8%	69.3%
Net interest bearing debt ratio		
<i>Interest bearing liabilities less cash / Shareholders' equity</i> .....	6.1%	39.2%

## 6. Assessment of the possibility to execute investment plans, including capital investments, compared to the resources held, with consideration given to possible changes in the financing structure of this activity

Dom Development S.A. is fully capable of financing the currently executed investment projects. The Company, executing development projects, intends to finance them using the funds from the shareholders' equity, bank loans and issue of debt securities. The Management Board is trying to adapt the maturity structure of the bank loans it takes out and debt securities mainly to the execution period of individual development projects, with particular consideration given to gradual filling in the land bank for future development projects.

Currently, almost all of the activities of the Capital Group Dom Development are conducted directly in Dom Development S.A. Nonetheless, the Company does not rule out the possibility of conducting business activities through the controlled entities or jointly-controlled entities with the financing for these activities (special-purpose loans) being provided directly by those companies or through Dom Development S.A.

## 7. Information on the markets, clients and sources of supply of materials for production

In 2010, as in the previous years, the whole activity of the Company was located mainly in Warsaw and its vicinity. In 2010 there were continued the changes in the portfolio of housing products offered by the Company. i.e. a further increase in the share of popular flats in the structure of the planned investment projects. This has already been reflected in both the sale structure in 2010 and the structure of planned investment projects.

Taking into consideration the state of the real estate market, at the beginning of 2011 the Company established its division in Wrocław to run residential real estate projects.

#### Sales structure of Dom Development S.A.

NUMBER OF PRODUCTS SOLD BY SEGMENT	2010	2009	Zmiana
Popular flats .....	1 260	645	95%
Apartments of higher standard .....	107	87	23%
Luxury apartments .....	-	-	n/d
Single-family houses .....	19	60	(68)%
<b>Total .....</b>	<b>1 386</b>	<b>792</b>	<b>75%</b>

The Company is not dependent on any of its clients because the sale is split between a large, varied and ever-changing group of clients buying residential and commercial premises. The majority of the Company's clients are natural persons.

The main costs incurred by the Company in connection with the developer activity are the costs of construction services provided by external entities which are not connected with the Company as part of the general contracting system and the purchase costs of land for these investment projects.

As regards the land, despite individual transactions of significant values, the Company is not dependent on one supplier.

As regards the construction services, contractors are chosen by internally organised tender selection procedures. The Group use the services of various construction companies operating on the Warsaw market.

The biggest contractors of the Company in 2010 in terms of the value of services purchased in this period were:

SUPPLIER	01.01- -31.12.2010 thousand PLN
UNIBEP S.A. ....	65 896
HENPOL Sp. z o.o. ....	34 094
WARBUD S.A. ....	31 956
ERBUD S.A. ....	24 548
KALTER Sp. z o.o. ....	17 928
HERMANOWICZ, REWSKI ARCHITEKCI. ....	12 022

The turnover shown above accounts for over 72% of the sum spent by the Company on construction and design services in 2010.

## 8. Company's operations during the year

In 2010 the following material changes in the portfolio of investments under construction took place:

The projects commenced in the period from 1 January 2010 till 31 December 2010

Project	Segment	Number of apartments
Regaty 4 phase .....	Popular	202
Regaty 5 phase .....	Popular	180
Saska I 2/1 phase .....	Popular	190
Saska I 2/2 phase .....	Popular	145
Klasyków 1 phase .....	Popular	135
Klasyków 3 phase .....	Popular	187
Adria 1 phase .....	Popular	256
Derby 11 .....	Popular	87
Derby 20 .....	Popular	90
Przy Ratuszu .....	Popular	465
Wilno 1 phase (part 1A) .....	Popular	130
Wilno 1 phase (part 1B) .....	Popular	84



In the period from 1 January 2010 to 31 December 2010 the Company did not finish construction of any project.

### **Significant agreements for the business activity of Dom Development S.A. concluded in 2010**

Due to the nature of the business activity conducted by the Company the significant agreements whose value exceeded 10% of the shareholders' equity were:

The following are the most significant suppliers with whom the Company concluded in the accounting year the agreements whose total amount exceeded 10% of the shareholders' equity of the Company:

<b>Supplier</b>	<b>Date of the agreement</b>	<b>Name of the project</b>
MOSTOSTAL WARSZAWA S.A. ....	23-09-2010	Przy Ratuszu
ERBUD S.A. ....	20-01-2010	Adria I
	17-11-2010	Wilno I
UNIBEP S.A. ....	08-12-2010	Saska II

### Other significant agreements

On 25 February 2010 Dom Development S.A. and Dom Development Grunty Sp. z o.o. signed an agreement concerning transfer of ownership rights to the perpetual usufruct of land (Klasyków) with a total area of 63 512 Sqm, purchased by Dom Development Grunty Sp. z o.o. from Fabryki Substancji Zapachowych POLLENA-AROMA Sp. z o.o.

On 21 April 2010 the Company and Powszechna Kasa Oszczędności Bank Polski S.A. entered into an agreement of assignment of a cash receivable under an agreement of insurance of property against accidents in the system of closed sums for PLN 300 930 thousand as of the date of issue. The agreement was entered into to secure the Bank's receivables under the non-revolving working capital loan facility dated 8 April 2010.

### **Agreements concluded between the shareholders**

Dom Development S.A. has no information on possible agreements concluded between the shareholders in 2010.

### **Financial agreements**

Significant financial agreements concluded by the Company in 2010 were agreements pertaining to bank loans taken. Information concerning these agreements can be found in point 13.

### **Cooperation agreement**

In 2010, Dom Development S.A. did not conclude any significant cooperation agreements with other entities.

## **9. Prospects for development of the business activity conducted by Dom Development S.A.**

In 2010 there is a slow recovery visible in the domestic real estate market after the global financial markets crisis which significantly influenced the Polish economy and its financial market. As a result, the main priority for the Management (also from the financial resources management perspective) was to prepare the Company for any new related challenges, as well as to seize any opportunities which may appear during this period of recovery for the economy and the Polish residential real estate market.

The Management's task in this dynamic situation on the real estate market is preparation of the Company for the new challenges. The primary steps undertaken in this direction were mainly:

- to ensure adequate source of finance and its structure to the Company both for current and future construction projects, whilst exercising due care from the perspective of both the Company's and its clients' interest,
- co-operation with banks and considerable aiding of clients in obtaining mortgages,
- to match the sales offer to the market demand with particular attention paid to the utilisation of governmental programmes supporting purchases of flats,
- aligning land purchases to Company's existing needs and those predicted for the future years,
- optimum exploitation of the existing land bank in a timely manner,
- intensification of sales-oriented activities and focus on their efficiency,
- to maintain and build upon customer confidence in the Dom Development brand,
- restructuring the organization and employment to predicted level of operational activities for the Company,
- optimising overhead expenditures.

Apart from the above-mentioned measures taken by the Management Board, which will be continued in 2011, the most important task for the Company within the next twelve months will be to further increase the sales volume in comparison to year 2010 as well as to increase the Company's share of the Warsaw real estate market. This will be possible thanks to the following:

- a well-established position in the Warsaw residential property market,
- potential of the Company's management,
- gained know-how in the sphere of operations related to completion of development projects,
- accumulated experience in selling and financing development projects,
- possessed land bank (it pertains to both projects already started and the ones to be started).
- very good liquidity of the Company.

During the next twelve months there is also planned:

- further targeting of the operating activity on the popular flat sector of the market and maintaining activities in the remaining sectors which are included in the Company's offer,
- concentration of all operations at the Group in Dom Development S.A., accompanied by the reduction of significance of other entities of the Group.
- Company's expansion beyond Warsaw market (creation of Wroclaw division of the Company).

## **10. Description of significant risk factor and factors important for development of Dom Development S.A.**

Significant risk factors and threats to the business activity conducted by the Company identified by the Management Board have been presented below.

*Macroeconomic factors* – Since the middle of 2008, the impact of the world crisis, which in the first place affected the banking sector, has been perceptible in Poland as well. The later stages of the crisis have been a slow down of economic growth, a noticeable rise in unemployment, and as a consequence, reduced purchasing power of the Company's potential customers. This, and similar global phenomena, are able to significantly influence the activities of the Company.

*Availability of mortgage loans* – stricter lending criteria used by banks when assessing credit worthiness of their customers led to a situation where many new potential purchasers of flats hit a barrier of creditworthiness. Lack of new lending solutions and less access to loans may be a limiting factor for the demand for new flats and houses.

*Foreign exchange risk* – a significant part of flats and houses purchased by clients is financed with mortgage loans in foreign currencies, mainly in Swiss francs and Euro. A significant percent of foreign exchange loans, despite the limitations in obtaining them which have been introduced, may lead to the situation in which, in the case PLN weakens compared to these currencies, flat buyers will not be able to service the loans taken out to finance them, which will increase the supply with the real properties foreclosed by banks, and this will be accompanied by a limited demand from buyers who will not be granted such loans.

*Concentration of operations on the Warsaw market* – the Company's present and planned activity is concentrated mainly on the Warsaw market, which, to a large extent, makes the Company's results dependent on the situation on this market. However, it can be assumed that in the long-term this will be the most dynamic residential real estate market in Poland, where the Company have an established position and the possibility to further develop their operations. The Company also analyses further expansion outside the Warsaw market.

*Ability to purchase land for new projects* – the source of the Company's future success is the ability to continually and effectively acquire attractive land for new development projects at appropriate dates and competitive prices which will enable generating satisfying margins.

*Administrative decisions* – the nature of development projects forces the Company to obtain a number of licenses, permits and arrangements at every stage of the investment process. Despite significant caution used in the planned schedules of projects' execution, there is always a risk of delays in obtaining them, challenges of decisions which have already been made (also due to appeal remedies which have no consequences for the suing parties) or even failing to obtain them, which affects the ability to conduct and complete the executed and planned projects.

The key activities adopted by the Company to reduce the exposure to the market risks consist of appropriate assessment of potential and control of current development projects on the basis of investment models and decisive procedures developed in the Company the adherence to which is particularly closely monitored by the Management Board of the Company.

There has been a formal risk management procedure in operation within the Company since 2000. The process of management under this procedure is conducted by means of identification and assessment of risks in relation to all areas of activities undertaken by the Company and the Group. At the same time the actions necessary to reduce or eliminate such risk are set (among other things through the procedures and internal audit system). The risk management procedure is periodically updated by the Management Board with the participation of key members of the management and supervision bodies as well as external consultants.

Additionally, pursuant to corporate governance rules adopted by the Management Board and accepted by the Extraordinary Shareholders' Meeting, there is an Audit Committee in operation in the Company.

## **11. Statement on the application of corporate governance in Dom Development S.A. in 2010**

### **a. corporate governance rules addressed to the issuer and the location, where the text of the set of corporate governance rules are publicly available**

In 2010 Dom Development S.A. followed the corporate governance rules described in the Code of Best Practice for Warsaw Stock Exchange Listed Companies, adopted by the Board of the Stock Exchange on 4 July 2007 and amended on 19 May 2010 by Resolution No. 17/1249/2010 of the WSE Supervisory Board.

The Code of Best Practice for Warsaw Stock Exchange Listed Companies is publicly available under the following address:

<http://corp-gov.gpw.pl/assets/photo/wydarzenia/konferencje/2010/dpsn%202010%20enx.pdf>

**b. the range of issuer's withdrawal from the rules pointed in the corporate governance rules, mentioned in the point 11.a above, indication of withdrawn rules and explanation the reason for this withdrawal,**

Dom Development S.A. did not withdraw from any rules described in the Code of Best Practice for Warsaw Stock Exchange Listed Companies.

**c. Description of basic features of internal control systems and risk management systems functioning in the Company with reference to the process of preparing financial statements and consolidated financial statements**

The Company's Management Board is responsible for the internal control system in the Company and its effectiveness in the process of the compilation of financial statements and periodic reports prepared and published in accordance with the Ordinance of the Minister of Finance of 19th February 2009 on Current and Periodic Information Disclosed by Issuers of Securities.

The effectiveness of the Company's internal control system and risk management in the financial reporting process was ensured through the following means:

- **established structure and scope of financial reporting applied by the Company**

The medium term plan of the Company (covering a period of at least 3 years) is updated on a yearly basis. Furthermore, each year a detailed operating and financial budget which is the implementation of the assumptions of the medium-term plan is prepared. The process is managed by the Management Board, but the middle and senior management of the Company is involved in the process as well. The budget, which is prepared annually for the following year, is approved by the Company's Management Board.

In the course of the year the Company's Management Board analyses the current financial results and compares them with the adopted budget. It uses for that purpose the management reporting practices applied in the Company which are based on the accounting policy adopted by the Company (International Financial Reporting Standards) and which takes into account the form and level of detail of financial data presented in the Company's and Group's financial statements.

When presenting its financial data in financial statements, periodic financial reports and management reports, the Company applies consistent accounting principles.

- **clear division of duties and competences in the process of preparing financial information**

Preparation of financial reports, periodic financial reports and current management reports of the Company is a responsibility of the financial division lead by the Vice-President of the Management Board, the Company's Financial Director.

The Company's financial reports are prepared by a team of well qualified employees of the financial and accounting division with the assistance of reporting and control section. The whole process is supervised by the middle management of the financial division. Before they are handed to an independent auditor, financial statements are checked by the financial inspector responsible for the accounting and reporting division and then by the Vice-President of the Management Board, who concurrently serves as the Company's Financial Director.

- **regular assessment of the Company's operation on the basis of its financial reports**

The data used in financial statements and periodic reports and the monthly management and operating reports are provided by the Company's financial and accounting system. After all pre-determined procedures of book-closing at the end of each month have been conducted, detailed financial and operating management reports are prepared. Those reports are analysed in detail by the reporting and control division and then by the middle and senior management of individual organisational units of the Company. As regards closed reporting periods, the Company's financial results are thoroughly analysed and compared with budget assumptions and forecasts made in the month

preceding the analysed reporting period. Taking into consideration the specifics of the sector, not only individual cost groups are analysed, but individual investment projects are analysed separately as well.

Any identified deviations are appropriately clarified and any mistakes are corrected on an ongoing basis in the Company's books in accordance with the employed accounting policy.

- **verification of the Company's financial statements by an independent certified auditor**

Pursuant to the legal regulations in force, the Company's financial statements are subject to review or audit by an independent certified auditor possessing generally recognised and appropriately high qualifications.

In the Company a so-called Audit Life Cycle has been worked out. This is a cyclical schedule of mutual communications between the Management Board, the certified auditor and the Audit Committee of the Supervisory Board. Its aim consists in particular in ensuring appropriate relations between the Audit Committee and the certified auditor as well as the presentation of the results of the above mentioned review and audit.

- **a highly formalised process of formulating material assessments, which considerably influences the Company's financial statements**

A key action the Company takes in order to reduce its exposure to market risks is an accurate assessment of potential development investments and control of the current ones on the basis of investment models and decision procedures worked out in the Company, compliance with which is subject to particularly close scrutiny of the Company's Management Board.

Revenues from product sale and costs of the products sold are calculated, in accordance with the Company's accounting policy in that respect, on the basis of detailed budgets of individual development projects prepared in accordance with the best knowledge and experience of the Company. In the course of realisation of development projects, all budgets are updated at least every three months. The updating process is based on highly formalised principles introduced by the Company and is subject to particularly close scrutiny on the part of the Management Board, especially the Vice-President of the Management Board serving as the Company's Financial Director.

- **risk management process and internal audit**

Since 2000 a highly formalised risk management procedure has been employed in the Company. Under this procedure the management process consists in thorough identification and assessment of fields of risk for all areas of the Company's and the Group's operations. At the same time actions which need to be taken in order to reduce or eliminate that risks are defined (i.a. by means of a system of procedures and internal controls). The risk management procedure is periodically updated by the Company's Management Board in cooperation with key managers and external advisors.

The Company's internal audit section also participates in the process of risk identification and assessment of the control mechanisms. The schedule of internal audits is prepared on the basis of the risk assessment conducted in cooperation with the Management Board under supervision of the Audit Committee. Apart from scheduled audits, verification audits dealing with recommendations formulated in the course of previous audits and out-of-schedule audits are carried out as well. The results of the work of the internal audit section are reported to the Audit Committee and to experts indicated by that Committee.

**d. shareholders having, directly or indirectly, significant shareholdings**

As at 31 December 2010 the Company was controlled by Dom Development B.V. which holds 63.10% of the Company's shares.

The table below shows the list of shareholders who have, directly or indirectly through subsidiaries significant shareholdings as at 31 December 2010:

	Shares	% of capital	Number of votes at the Shareholders Meeting	% of votes at the Shareholders Meeting
Dom Development B.V. ....	15 496 386	63.10	15 496 386	63.10
Jarosław Szanajca .....	1 534 050	6.25	1 534 050	6.25
Grzegorz Kielpsz.....	1 280 750	5.21	1 280 750	5.21

**e. indication of persons holding all securities that give special supervisory rights, and description of these rights**

Pursuant to point 6.2.2 of the Statute of Dom Development S.A. a shareholder holding at least 50.1% of the Company's shares is personally vested with the right to appoint and dismiss half of the members of the Management Board, including the President of the Management Board and the Vice-President of the Management Board who is responsible, pursuant to the Management Board bylaws for the Company's finances. In the event of an odd number of Management Board members, a shareholder holding at least 50.1% shares in the Company is authorised to appoint, accordingly: 3 (where the Management Board is comprised of five persons) and 4 (where the Management Board comprised of seven persons) Management Board members. The above authorisation is exercised by way of serving a written statement to the Company on appointment or dismissal of a given Management Board member. The remaining members of the Management Board shall be appointed and dismissed by the Supervisory Board.

Pursuant to point 7.4 of the Statute of Dom Development S.A. a shareholder holding at least 50.1 % of the shares in the Company is vested with the personal right to appoint and dismiss half of the members of the Supervisory Board, including 1 Deputy Chairman thereof. In the event of an odd number of Supervisory Board members, a shareholder holding at least 50.1% shares in the Company is authorised to appoint, accordingly: three (where the Supervisory Board is comprised of five persons) and four (where the Supervisory Board is comprised of seven persons) Supervisory Board members and five (where the Supervisory Board is comprised of nine persons). The above authorisation is exercised by way of serving a written statement to the Company on appointment or dismissal of a given Supervisory Board member.

On 31 December 2010, Development B.V. with its registered office in the Netherlands was a shareholder holding at least 50.1% shares in the Company.

**f. indication of all limitations regarding voting rights, such as limitations of voting rights by persons holding a determined share or number of votes, and time limitations regarding voting rights or provisions, according to which, by cooperation of companies, capital rights connected with securities are separated from possession of securities**

Dom Development S.A. concluded on 26 October 2006 a deed of trust with Unicredit CA IB Poland S.A. (legal successor of Centralny Dom Maklerski Pekao S.A.) in compliance with which, UniCredit CA IB Poland S.A., pursuant to article 431 § 2 point 1 of the Commercial Companies Code, has taken up the J Series Shares of Dom Development S.A. (private subscription). Taking up of the above-mentioned shares by Unicredit CA IB Poland S.A. occurred for the purpose of future offering them to persons entitled in accordance with the principles of Executive Share Option Scheme I B for 96 750 J Series Shares.

According to the above-mentioned deed of trust, UniCredit CA IB Poland S.A. has undertaken to not execute any corporate rights from J Series Shares, in particular to not register holding the shares in a Shareholders Meeting of Dom Development S.A. (with the exception of registration in order to hold a Shareholders Meeting without formally convening a Shareholders Meeting, on written request by Dom Development S.A.), execute voting rights from J Series Shares or make motions, as authorized pursuant to provisions of the Commercial Companies Code.

Furthermore, CA IB Poland S.A. has undertaken to not execute the right to acquire shares from the new issue, as entitled on grounds of possessing J Series Shares, and not to transfer or encumber this right for the benefit of other entities.

The above-mentioned deed of trust, concluded on 26 October 2006, expired on 25 August 2010. Since then no limitations have been in place regarding voting rights in Dom Development S.A.

**g. indication of all limitations regarding the assignment of ownership of the issuer's securities**

Taking into consideration the fact that UniCredit CA IB Poland S.A. has taken up J Series Shares, mentioned in the paragraph above, for the purpose of future offering them to persons entitled in accordance with the principles of Executive Share Option Scheme I B for 96 750 J Series Shares, UniCredit CA IB Poland S.A. has undertaken to not dispose J Series Shares, and in particular to not encumber J series shares with liabilities or real burdens.

In Dom Development S.A., after 25 August 2010, i.e. after the date of expiration of the above-mentioned deed of trust (the deed of trust concluded with Unicredit CAIB Poland S.A. on 26 October 2006) no limitations have been in place regarding the assignment of ownership of the issuer's securities.

**h. description of the principles regarding the appointment or of dismissal managing persons and their authorisations, in particular the right to take a decision of issue or buy shares**

In accordance with the Company's Statute the Management Board of Dom Development S.A. shall comprise between 4 and 8 members, including the President. The Supervisory Board shall determine the number of members of the Management Board. A shareholder holding at least 50.1% of the Company's shares is personally vested with the right to appoint and dismiss half of the members of the Management Board, including the President of the Management Board and the Vice-President of the Management Board who is responsible, pursuant to the Management Board bylaws for the Company's finances. In the event of an odd number of Management Board members, a shareholder holding at least 50.1% shares in the Company is authorised to appoint, accordingly: 3 (where the Management Board is comprised of five persons) and 4 (where the Management Board comprised of seven persons) Management Board members. The above authorisation is exercised by way of serving a written statement to the Company on appointment or dismissal of a given Management Board member. The remaining members of the Management Board shall be appointed and dismissed by the Supervisory Board. The members of the Management Board are appointed for a joint three-year term of office.

The Management Board represents the Company in and out of court. The joint action of two members of the Management Board or of one member of the Management Board and an commercial proxy is required for the submission of declarations and for signing on the Company's behalf.

Pursuant to point 3.2.8 of the Company's Statute the Management Board is authorised to increase the Company's share capital by the issue of new shares with an aggregate nominal value of no more than PLN 1 726 000 (in words: one million seven hundred and twenty six thousand) by way of one or several share capital increases within the limits specified above (authorised and unissued capital). The Management Board's authorisation to increase the share capital and to issue new shares within the limits of the authorised and unissued capital to PLN 1 726 000 shall expire 3 years from the date of entry to the register of business entities of the amendment to the Statute performed under resolution No. 23 dated 21 May 2009. Authorisation to increase the share capital referred to sentence above, includes the issuing of subscription warrants with subscription rights expiring after the period determined above.

With the consent of the Supervisory Board, the Management Board may deprive a shareholder of all or part of its pre-emptive rights in relation to shares issued within the limits of the authorised and unissued capital.

A condition of the Management Board performing a share capital increase within the limits of the authorised and unissued capital is obtaining a positive opinion of the Supervisory Board in this respect. In other cases, provided that the provisions of the Commercial Companies Code do not stipulate otherwise, the Management Board may decide on all matters relating to increases in the share capital within the limits of the authorised and unissued capital.

**i. description of amending the issuer's statute**

Pursuant to article 430 § 1 of the Commercial Companies Code, an amendment to the Statute of Dom Development S.A. shall require a resolution of the Shareholders Meeting and court registration. The Management Board of Dom Development S.A. shall notify the registration court of the amendment to the Statute. The Shareholders Meeting may authorize the Supervisory Board to put together a uniform text of the amended Statute or to make such other editorial changes as may be defined in the resolution of the Shareholders Meeting.

**j. the mode of functioning of the Shareholders Meeting and basic rights of the Shareholders Meeting, and description of the rights of shareholders and manner of execution of rights, in particular rules resulting from shareholders meeting bylaws, if such bylaws was adopted and information in that scope do not directly result from legal rules**

The Shareholders Meeting holds its sessions as Ordinary and Extraordinary Shareholders Meetings, and as a governing body of the Company it acts pursuant to the provisions of the Commercial Companies Code of 15 September 2000 (Journal of Laws No. 94, item 1037, as amended), the Statute of the Company and provisions of the non-confidential and publicly available Shareholders Meeting Bylaws dated 5 September 2006 and amended by way of resolution No. 27 of the Extraordinary Shareholders Meeting of Dom Development S.A. dated 15 May 2008 and resolution No. 31 of the Extraordinary Shareholders Meeting of Dom Development S.A. dated 21 May 2009.

An Ordinary Shareholders Meeting is convened by the Management Board. It takes place in Warsaw within 6 months of the end of each financial year. Shareholders are entitled to participate in the Shareholders Meeting provided that they were shareholders of the Company 16 days before the date of the Shareholders Meeting. Members of the Company's Management Board and Supervisory Board do not have to receive invitations to participate in the Shareholders Meeting. Other persons, in particular certified auditors and experts, may participate in the session or an appropriate part thereof at the invitation of the Management Board, should their participation be justified by the need to present to the participants of the Shareholders Meeting their opinions in discussed matters. A certified auditor should be present at a session of the Shareholders Meeting devoted to the Company's financial matters.

The Shareholders Meeting is valid and may adopt resolutions only if shareholders holding at least 50.1% of all votes are represented at the Meeting. Resolutions are adopted by an absolute majority of validly cast votes, unless the Commercial Companies Code and or the Statute provide otherwise. Votes may be taken with the use of an electronic system for casting and calculating votes. Pledges and share users are not entitled to exercise voting rights attached to shares.

A resolution on removing certain matters from the agenda of the Shareholders Meeting or not examining matters included in the agenda or placed on the agenda pursuant to a motion of shareholders requires for its validity a majority of three-fourths of the votes cast and the explicit prior consent of all present shareholders who have lodged such a motion.

After the attendance list has been signed and checked, the Chairman puts the agenda to the vote. The Shareholders Meeting may adopt the suggested agenda without changes, change the order of debate or remove certain matters from the agenda, subject to the provisions of the Statutes. The Shareholders Meeting may also place new matters on the agenda and discuss them, without however adopting any resolutions on such matters. The Chairman of the Meeting has no right to remove matters from the agenda or alter them without the consent of the Shareholders Meeting.

Each participant of the Shareholders Meeting may speak on matters included in the adopted agenda which are brought up for discussion at that moment. Each participant of the Shareholders Meeting may lodge a formal motion. The Chairman gives the floor to a participant willing to lodge a formal motion out of turn. Formal motions are motions concerning modes of debate and voting.

The Shareholders Meeting adopts resolutions on matters included in the agenda by taking a vote. Voting is open, subject to the relevant provisions of the Statute and the Commercial Companies Code.

In 2010 the Shareholders Meeting of the Company Dom Development S.A. convened in a formal manner and was held on 20 May 2010, in Warsaw, being the registered seat of the Company. The Shareholders Meeting was convened upon a motion of the Management Board of the Company, and shareholders of the Company did not file their motions for the Shareholders Meeting to be convened.



The course of the Shareholders Meeting complied with the provisions of the Commercial Companies Code, provisions of the Company's Statute, provisions of the non-confidential and publicly available of the Shareholders Meeting Bylaws of Dom Development S.A. as well as the Best Practices of WSE Listed Companies. The Shareholders in both cases had the possibility to familiarize themselves with the content of draft resolutions included in the agenda not later than 26 days prior to the planned date of the session of the Shareholders Meeting. The Company did not question the correctness of documents submitted by the shareholders and their proxies confirming their right to represent the shareholders when verifying shareholders' IDs entitling them to participate in the Shareholders Meeting.

The Chairman of the Shareholders Meeting ensured that the session proceeded in an orderly and efficient manner. Sessions of Shareholders Meetings have never been cancelled or discontinued. Members of the Management Board and the Supervisory Board present at the Shareholders Meeting readily explained all matters concerning the scope of their respective competences and legal regulations.

Resolutions of the Shareholders Meeting were adopted in circumstances rendering it possible to protect the rights of minority shareholders, including voicing reservations and lodging objections against resolutions. None of the resolutions adopted was appealed against in the court.

The Ordinary Shareholders Meeting of Dom Development S.A. took place within the time limit set forth in Article 395 of the Commercial Companies Code and the documentation concerning financial statements for the financial year 2009 was published on the website of the Company over 2 months before the date of the Ordinary Shareholders Meeting. Resolutions adopted in the Ordinary Shareholders Meeting concerning distribution of the profit earned by the Company in 2009 and on payment of the dividend were adopted unanimously.

All resolutions of the Shareholders Meeting from 2010 were adopted in pursuance of the best interest of the Company and took into account the rights of other interested parties. Resolutions adopted in the Shareholders Meetings are available on the Company's website at the address

<http://inwestor.domdevelopment.pl/raporty-biezace.html?lang=english&rok=2010&grupa=wza>

In connection with adoption of the amendments to the Commercial Companies Code by the Polish Parliament on 5 December 2008, which come into force on 3 August 2009, some of the provisions of the Shareholders Meeting Bylaws needed to be changed in order to adjust them to the above-mentioned amended provisions. The amendments to the Shareholders Meeting Bylaws were adopted under resolution No. 31 dated 21 May 2009 of the Shareholders Meeting. The amendments in particular concern issues of the authorization of convening Shareholders Meetings, obligations of publishing drafts of resolutions on the Company's website and methods of making a notification to the Company via electronic means of communication of granting a power of attorney by electronic means. According to point 12.3 of the Shareholders Meeting Bylaw, the above mentioned amendments took effect as of 20 May 2010, i.e. the date of the Shareholders Meeting following the Shareholders Meeting on which such amendments are adopted.

#### **k. composition and changes in composition that took place during the last financial year, and description of principles of functioning of the governing, supervisory and administrative bodies of the issuer and their committees**

##### **Management Board**

From 1 January 2010 to 31 December 2010 the Management Board was composed of 5 Members:

Jarosław Szanajca – President of the Management Board  
Janusz Zalewski – Vice President of the Management Board  
Jerzy Ślusarski – Vice President of the Management Board  
Janusz Stolarczyk – Member of the Management Board  
Terry Roydon – Member of the Management Board

##### **Principles governing the functioning of the Management Board**

The Company's Management Board acted pursuant to the provisions of the Commercial Companies Code, provisions of the Statute and the non-confidential and publicly available Management Board Bylaws approved by way of a resolution of the Supervisory Board, and in accordance with the Best Practices of WSE Listed Companies.

The Management Board is an executing body of the Company. It manages the current operations of the Company and represents it towards third parties. The Management Board decides in all matters concerning the Company not reserved for Shareholders Meetings and/or the Supervisory Board by legal regulations, the Statutes or resolutions of the Shareholders Meeting.

The Management Board may be composed of 4 to 8 members including its President (the actual number is determined by the Supervisory Board), appointed for a joint three-year term of office. For statements to be validly made and signed on behalf of the Company, two members of the Management Board must act jointly or a member of the Management Board must act jointly with a commercial proxy. Resolutions of the Management Board are adopted by an absolute majority of votes. In case of a voting deadlock, the President of the Management Board has the casting vote.

When defining strategic as well as current tasks of the Company, during the period in question, the Management Board always bore in mind the overriding interest of the Company and legal regulations, and took into account the interests of the shareholders, employees of the Company and its creditors.

Striving to ensure the transparency and efficiency of the management system, the Management Board complied with the principles of professional conduct within the boundaries of justified economic risk and took into consideration a wide range of available information, analyses and opinions.

Remunerations of the Members of the Management Board were established by the Supervisory Board on the basis of clear-cut procedures, were adjusted according to the criteria of the scope of responsibilities and competences and took into account the economic results of the Company. The remunerations remained in reasonable relation to the level of remuneration paid to management board members in similar companies operating on the development market.

### **Supervisory Board**

The Supervisory Board is composed of 5 to 9 members.

From 1 January 2010 to 31 December 2010 the Supervisory Board comprised of:

Grzegorz Kielpsz - Chairman of the Supervisory Board

Zygmunt Kostkiewicz – Deputy Chairman of the Supervisory Board (Independent member)

Richard Lewis – Deputy Chairman of the Supervisory Board

Stanisław Plakwicz - Member of the Supervisory Board (Independent member)

Michael Cronk - Member of the Supervisory Board

Markham Dumas - Member of the Supervisory Board

Włodzimierz Bogucki – Member of the Supervisory Board (Independent member)

### **Principles governing the functioning of the Supervisory Board**

The Supervisory Board acts pursuant to the provisions of the Commercial Companies Code, provisions of the Statute, the non-confidential and publicly available Supervisory Board Bylaws adopted by the Supervisory Board setting forth its organisation and manner of operation as well as the Best Practices of WSE Listed Companies.

The Supervisory Board is a constant supervisory body of the Company.

It supervises all areas of the Company's operation. The Supervisory Board adopts resolutions or gives its opinions in matters reserved for the Supervisory Board in the Company's Statute and in the mode provided for in the Statute or relevant legal regulations.

Sessions of the Supervisory Board were held regularly and were attended by the Members of the Management Board. In 2010 the Supervisory Board held 11 sessions including 7 teleconferences. The Management Board provided the Supervisory Board with exhaustive information on all important matters concerning the Company's operations.

The Supervisory Board fulfilled the requirement of having among its members at least two independent members complying with the criteria of independence stipulated in the Company's Statute.

Resolutions of the Supervisory Board concerning: (i) giving consent for the Company or a related entity of the Company to make any considerations on any account whatsoever for the benefit of the Members of the Management Board, (ii)

giving consent for the Company or a related entity of the Company to conclude a material agreement with a related entity of the Company, a Member of the Supervisory Board or the Management Board, or entities related to that members, (iii) choice of a certified auditor who should audit the Company's financial statement, were all adopted with the consent of a majority of the Independent Members of the Supervisory Board.

Remuneration of the Members of the Supervisory Board was determined in a transparent manner and did not constitute a considerable share of the Company's costs influencing its financial results. The amount of the remuneration was approved by way of a resolution of the Shareholders Meeting and was disclosed in the annual report.

The Supervisory Board presented to the Ordinary Shareholders Meeting of the Company's Shareholders which took place on 20 May 2010 a brief assessment of the Company's situation including internal audit system and risk management system that is substantial for the Company, and assessment of the work of the Supervisory Board, prepared pursuant to the provisions of the Best Practices of WSE Listed Companies.

### **Committees of the Supervisory Board**

Two committees, the Audit Committee and the Remuneration Committee, were established within the structure of the Supervisory Board.

#### ***Audit Committee***

From 1 January 2010 to 20 May 2010, the Audit Committee acted under the following composition:

Włodzimierz Bogucki – Chairman of the Audit Committee

Michael Cronk – Member of the Audit Committee

Stanisław Plakwicz – Member of the Audit Committee

Richard Lewis - Member of the Audit Committee

Due to the expiration on 20 May 2010 of the mandates of the heretofore mentioned members of the Supervisory Board, the Supervisory Board of Dom Development S.A. decided that the Audit Committee will be composed of 3 members, and appointed on 20 May 2010 the following persons to the composition of the Audit Committee:

Włodzimierz Bogucki – as Chairman of the Audit Committee

Stanisław Plakwicz – as a Member of the Audit Committee

Richard Lewis – as a Member of the Audit Committee

The Audit Committee is a permanent committee of the Supervisory Board. It is composed of at least three members appointed by the Supervisory Board from among its members, with the reservation that at least two members of the Audit Committee should be Independent Members of the Supervisory Board within the meaning of point 7.7 of the Statute, and that one of whom shall have qualifications in accounting or auditing.

The duties and competences of the Audit Committee are set forth in the non-confidential and publicly available Audit Committee Bylaws approved by the Supervisory Board.

The tasks of the Audit Committee consist in particular of (i) supervision of the Company's Management Board as regards the Management Board's compliance with relevant rules of law and other regulations, in particular the Accounting Act of 29th September 1994, preparation of financial information by the Company, in particular with reference to the choice of the accounting policy adopted by the Company, application and evaluation of consequences of new legal regulations, information on the manner in which assessed positions, forecasts etc., are treated in annual financial reports and compliance with instructions and remarks of certified auditors appointed by the Supervisory Board, (ii) providing the Company's Supervisory Board with recommendations on matters concerning the appointment and dismissal of the certified auditor, (iii) control of independence and objectivity of the certified auditor, in particular from the point of view of a possible replacement of the certified auditor and his remuneration, (iv) verification of the certified auditor's work.

While discharging its duties, the Audit Committee cooperated with the Supervisory Board, the Management Board, middle management and external and internal auditor.

The following persons attend meetings of the Audit Committee when invited: Vice-President of the Management Board responsible for financial matters, Deputy Financial Director, Financial Controller and representatives of the external and internal audit. In 2010 the Audit Committee held 6 sessions including 2 teleconferences.

### ***Remuneration Committee***

From 1 January 2010 to 20 May 2010 the Remuneration Committee was composed of following members:

Stanisław Plakwicz – Chairman of the Remuneration Committee

Richard Lewis – Member of the Remuneration Committee

Markham Dumas – Member of the Remuneration Committee

Due to the expiration on 20 May 2010 of the mandates of the heretofore mentioned members of the Supervisory Board, the Supervisory Board of Dom Development S.A. decided that the Remuneration Committee will be composed of 3 members, and appointed on 20 May 2010 the following persons to the composition of the Remuneration Committee:

Zygmunt Kostkiewicz – as Chairman of the Remuneration Committee

Richard Lewis – as a Member of the Remuneration Committee

Stanisław Plakwicz - as a Member of the Remuneration Committee

The Remuneration Committee is a permanent committee of the Supervisory Board. It is composed of at least three members appointed by the Supervisory Board from among its members, with the reservation that at least two members of the Remuneration Committee should have the status of an Independent Member of the Supervisory Board within the meaning of point 7.7 of the Statute. The Supervisory Board appoints one member of the Remuneration Committee who serves concurrently as an Independent Member of the Supervisory Board within the meaning of point 7.7 of the Statute for the position of the Chairman of the Remuneration Committee.. Each Member of the Remuneration Committee may be dismissed at any time by the Supervisory Board.

The duties and competences of the Remuneration Committee are set forth in the non-confidential and publicly available Remuneration Committee Bylaws approved by the Supervisory Board.

The tasks of the Remuneration Committee consist in particular in: (i) a periodic assessment of the principles of establishing remunerations for the members of the Management Board and providing the Supervisory Board with appropriate recommendations in this respect, (ii) preparing suggestions as regards remunerations and granting additional benefits to individual members of the Management Board, including in particular benefits within the framework of management option schemes (options convertible into shares in the Company's share capital) to be reviewed by the Supervisory Board, (iii) submitting projects concerning the Company's remuneration policy.

The following persons attend meetings of the Remuneration Committee when invited: President of the Management Board and Vice-President of the Management Board responsible for financial matters. In 2010 the Remuneration Committee held 6 sessions including 1 teleconference.

## **12. Description of transactions with related entities**

All transactions made by the Company or its subsidiaries with related entities were subject to market conditions.

Description of transactions with related entities can be found in note 39 of the Company's financial statements for the accounting year ended on 31 December 2010.

## **13. Information on concluded and terminated agreements concerning loans and borrowings**

### **Borrowings**

As at 31 December 2010 and 31 December 2009, the Company did not have any borrowings. In these periods the Company did not take or repay any borrowings.

## Loans

LOANS DUE WITHIN	31.12.2010	31.12.2009
1 year .....	100 532	134 218
More than 1 year less than 2 years .....	107 330	94 945
More than 2 years less than 5 years .....	-	90 000
More than 5 years .....	-	-
<b>Total loans</b> .....	<b>207 862</b>	<b>319 163</b>
including: long-term .....	107 330	184 945
short-term .....	100 532	134 218

As at 31 December 2010 and 31 December 2009 all the Company's loans were denominated in Polish Zloty.

Apart from loans indicated in the table above, as at 31 December 2010, the Company had additionally one overdraft facility which was not drawn as at the balance sheet date.

### Loan agreements terminated in 2010

In 2010 the Company did not terminate any loan facility.

The bank Loans contracted in 2010 are presented in the following table:

Bank	Type of loan	Amount of loan – as per agreement PLN thousand	Currency	Amount utilised PLN thousand	Outstanding loan amount (less accrued interest) PLN thousand	Interest	Due date
PKO BP	Nonrevolving loan facility	65 000	PLN	65 000	0	WIBOR 3M+ bank mark-up	31.03.2012
BOŚ S.A.	Nonrevolving loan facility	17 330	PLN	17 330	17 330	WIBOR 1M+ bank mark-up	30.09.2012
BOŚ S.A.	Nonrevolving loan facility	11 990	PLN	1 573	1 573	WIBOR 1M+ bank mark-up	31.12.2011
BOŚ S.A.	overdraft	5 000	PLN	0	0	WIBOR 1M+ bank mark-up	19.08.2012
PKO BP	Nonrevolving loan facility	65 000	PLN	65 000	0	WIBOR 3M+ bank mark-up	31.03.2012

## 14. Description of use of proceeds from the issue of securities in the reporting period

On 30 June 2010, the Company issued 8 500 unsecured series II ordinary bearer bonds of PLN 10 000 nominal value each and of the total value of PLN 85 000 000 due on 30 June 2015. The issue value of the bonds corresponds to their nominal value. The interest accruing on the bonds was fixed at WIBOR 6M plus margin. The bonds are an unsecured liability of the Company.

On 15 July 2010, the Company issued 1 500 unsecured series II ordinary bearer bonds of PLN 10 000 nominal value each and of the total value of PLN 15 000 000 due on 30 June 2015. The issue value of the bonds corresponds to their nominal value. The interest accruing on the bonds was fixed at WIBOR 6M plus margin. The bonds are an unsecured liability of the Company.

The proceeds from the issues will be utilised for development of the Company's activities.

## **15. Proceedings before court, arbitration authority or public administration authority**

In 2010 there were no single proceedings before any court, competent authority for arbitration proceedings or public administrative agencies, concerning the Company's or its subsidiary entities' obligations or receivables, the value of which would be at least 10% of the Company's equity.

At the date of 31 December 2010, the Company was party to proceedings concerning obligations and receivables, the total value of which was approx PLN 108 248 thousand with total value of proceedings concerning obligations at approx PLN 83 904 thousand and total value of proceedings concerning receivables at approx PLN 24 343 thousand.

As at 31 December 2010 the largest proceeding concerning the Company's receivables was the enforcement proceeding of the Company's petition of 20 January 2009 against Erabud Sp. z o.o. with its registered seat in Warsaw, in order to enforce a prepayment of 35% of the gross price value of real estate i.e. PLN 22 672 thousand paid to Erabud Sp. z o.o. on the basis of a preliminary purchase agreement dated 4 January 2008 and relating to the purchase of real estate in Józefosław, municipality Piaseczno, of surface 88 495 m<sup>2</sup>.

As at 31 December 2010 the largest proceeding concerning the Company's obligations is closely related with the above-mentioned enforcement proceedings. This is the matter of the action of Erabud Sp. z o.o. for the performance of the above-mentioned preliminary purchase agreement dated 4 January 2008. A statement of claim of Erabud Sp. z o.o. dated 26 September was served to the Company on 8 October 2009. The value of the dispute amounts to PLN 64 778 thousand and is identical to the total gross price for the above-mentioned real estate, as specified in the said preliminary agreement. In the opinion of the Management Board of the Company, the above-mentioned statement of claim is unfounded.

In connection with above-mentioned proceedings, on 27 January 2011, the Company entered into a conditional settlement agreement with Erabud Sp. z o.o. on condition that such settlement is approved by the Court. The settlement was approved by the Court on 10 February 2011. Pursuant to the said settlement, Erabud Sp. z o.o. agreed to withdraw the suit filed against the Company for the execution of the above-mentioned preliminary purchase agreement dated 4 January 2008. Furthermore, Erabud Sp. z o.o. agreed to pay the sum of PLN 22 672 thousand to the Company as reimbursement of the amount paid to Erabud Sp. z o.o. by the Company at the time of conclusion of the above-referenced preliminary purchase agreement as an advance towards the price for the above real estate, within 36 months after the date of conclusion of the settlement.

The claims of the Company for payment by Erabud Sp. z o.o. of the sum of PLN 22 672 thousand with interest are secured by a warranty given by Sobiesław Zasada S.A. with its registered seat in Krakow, a blank bill of exchange issued by the warrantor, Sobiesław Zasada S.A. with its registered seat in Krakow which may be filled in accordance with the terms provided in the bill of exchange declaration (agreement), and the mortgage of up to PLN 45 345 thousand.

Concurrently, the Company was obliged to file a motion to the court enforcement officer to discontinue the above-mentioned enforcement proceedings against Erabud Sp. z o.o. for reimbursement of PLN 22 672 thousand to the Company. Furthermore, both the Company and Erabud Sp. z o.o. waived all claims against each other, except for the claims under the above-mentioned settlement.

Other proceedings involving the Company have no significant impact on the Company's activity.

## **16. Changes in the basic management principles of the Company.**

In 2010 there were no major changes in the basic principles of management. The development of the organization calls for improvement of the management procedures in Dom Development S.A.

## **17. Information on borrowings granted in 2010**

On 20 July 2010 the Company granted a loan in the amount of PLN 1 300 thousand to Dom Development Grunty Sp. z o.o. for its current operating activities. Pursuant to the agreement, the loan will be repaid by 31 May 2013. The loan bears an arm's length interest rate.

## 18. Information on sureties and guarantees provided and received in 2010

### Sureties

In 2010 the Company did not provide any sureties.

On 27 December 2010 the Company and Sobiesław Zasada S.A. with its registered seat in Krakow entered into a guarantee agreement (umowa poręczenia) whereunder the guarantor, Sobiesław Zasada S.A. with its registered seat in Krakow extended a guarantee to the Company of up to PLN 28 951 thousand for the liabilities of Erabud Sp. z o.o. with its registered seat in Warsaw as provided in the settlement reached between the Company and Erabud Sp. z o.o. with its registered seat in Warsaw on 27 December 2010.

### Guaranties

Guarantees provided in 2010 are presented in the table below:

Company	Type of guarantee	Amount guaranteed PLN thousand
MPWiK S.A. ....	Insurer guarantee	1 889
MPWiK S.A. ....	Bank guarantee	111

Received guarantees of due performance and guarantees of due rectification of defects and faults received in 2010 are described in the table below:

Company	Type of guarantee	Amount guaranteed PLN thousand
MOSTOSTAL WARSZAWA S.A. ....	Bank guarantee	3 847
HOCHTIEF POLSKA S.A. ....	Bank guarantee	2 632
ERBUD S.A. ....	Bank guarantee	2 413
HENPOL SP. Z O.O. ....	Bank guarantee	1 809
WARBUD S.A. ....	Bank guarantee	1 410
BUDBAUM S.A. ....	Bank guarantee	1 343
KALTER SP. Z O.O. ....	Bank guarantee	1 295
ERBUD S.A. ....	Bank guarantee	1 175
WARBUD S.A. ....	Bank guarantee	887
HENPOL SP. Z O.O. ....	Bank guarantee	711
POLBUD SP. Z O.O. ....	Bank guarantee	595
ERBUD S.A. ....	Bank guarantee	280
KALTER SP. Z O.O. ....	Bank guarantee	190
UNIBEP S.A. ....	Bank guarantee	86

## 19. The agreements concluded between the Company and the members of the management and supervisory bodies under which the compensation would be awarded in the event of their resignation or removal from the post.

The following Members of the Management Board of the Company: Jarosław Szanajca, Janusz Zalewski, Jerzy Ślusarski, and Janusz Stolarczyk are employed in the Company on the basis of the employment contracts. Pursuant to the provisions of those employment agreements, the termination of employment relationship with a given Member of the Management Board entitles them to receive remuneration in the notice period, which is described in note 41 in the Company's financial statements for 2010.

## 20. The amount of remuneration, bonuses and grants received by individual members of the management and supervisory bodies.

In 2010 the amount of remuneration (including bonuses) paid or accrued to individual members of the management or supervisory bodies is presented below:

	In the Company thousand PLN	In other entities of the Group thousand PLN
<b>1. The Management Board</b>		
<b>Remuneration and bonuses</b>		
Jarosław Szanajca .....	1 717	-
Janusz Zalewski .....	1 156	-
Janusz Stolarczyk .....	790	-
Jerzy Ślusarski .....	1 049	-
Terry Roydon .....	72	-
<b>2. The Supervisory Board:</b>		
Grzegorz Kielpsz .....	420	-
Zygmunt Kostkiewicz .....	72	-
Richard Lewis .....	72	-
Stanisław Plakwicz .....	72	-
Markham Dumas .....	72	-
Michael Cronk .....	72	-
Włodzimierz Bogucki .....	72	-

In 2010 there was no remuneration paid from the profit to members of the management or supervisory bodies.

Moreover, on 13 December 2010 the Supervisory Board adopted the conditional resolution regarding the number of conditionally granted share options within the framework of the first tranche of Programme III (described in note 40 to in the financial statements of the Company for 2010). In the conditional resolution there are specified numbers of shares to which the Management Board members listed below will have the subscription rights:

	Date of conditional allotment of share options	Number of shares	Option period	Purchase price per 1 share/PLN
<b>The Management Board</b>				
Janusz Zalewski .....	13.12.2010	23 534	od 13.06.2014 do 13.12.2015	1.00
Jerzy Ślusarski .....	13.12.2010	23 534	od 13.06.2014 do 13.12.2015	1.00
Janusz Stolarczyk .....	13.12.2010	11 767	od 13.06.2014 do 13.12.2015	1.00
Terry Roydon .....	13.12.2010	11 767	od 13.06.2014 do 13.12.2015	1.00
<b>Total Management Board.....</b>		<b>70 602</b>		
<b>Total Supervisory Board.....</b>	-	-	-	-
<b>Total Members of the Management Board and the Supervisory Board: .....</b>		<b>70 602</b>		



## 21. Total number and nominal value of all of the Company's shares and shares and stocks in the entities of the Group held by the members of the management and supervisory bodies of the Company.

The ownership structure of shares and options for the Company's shares among the Members of the Management Board and the Supervisory Board as at 31 December 2010 was as follows:

	Shares		Share options *)	Total
	Number	Nominal value thousand PLN	Number	number of shares and options
<b>The Management Board</b>				
Jarosław Szanajca .....	1 534 050	1 534	-	1 534 050
Janusz Zalewski .....	300 000	300	100 000	400 000
Jerzy Ślusarski .....	9 363	9	86 100	95 463
Janusz Stolarczyk .....	100 200	100	52 680	152 880
Terry Roydon .....	58 500	59	50 000	108 500
<b>The Supervisory Board</b>				
Grzegorz Kiełpsz .....	1 280 750	1 281	-	1 280 750
Zygmunt Kostkiewicz .....	29 500	30	-	29 500

\*) The number of share options shown in the table above do not include conditionally granted share options which were granted on 13 December 2010 based on the Supervisory Board resolution within the framework of the first tranche of Programme III (described in note 20).

The Members of the Management Board and the Supervisory Board of the Company did not hold any shares in other entities of the Group.

## 22. Data concerning the contracts known to the Company and concluded in the last accounting year which may result in future changes in the proportions of shares held by the previous shareholders

There are Management Options Programmes in the Company according to which the options for the Company's shares are allocated. The execution of those options will result in future changes in the proportions of shares held by the previous shareholders.

On the 2 December 2010 the Supervisory Board of the Company acting under the authority granted by the Ordinary General Shareholders Meeting of the Company on 20 May 2010 accepted the Rules of Dom Development S.A. Senior Executive Share Option Scheme III regarding 360 000 shares of Dom Development S.A. (Programme III). Programme III is based on the following rules and terms of granting and exercising options:

- issuing options will be limited to not more than 120 000 shares in any 12-month period,
- option exercise will be dependent on, among other conditions, fulfilment of the relevant condition to be set by the Supervisory Board relating to the minimum of the Company's total annual audited consolidated earnings per share to be achieved in the next 3 full financial years commencing after the option has been granted,
- the price at which shares may be acquired by exercising the option is PLN 1.00 per share.

On 13 December 2010 the Supervisory Board adopted a conditional resolution in respect of naming the persons authorized to participate in the first tranche of Programme III as well as the number of the said shares for each of those persons. This resolution is conditional to the Company's General Shareholders Meeting's decision that the above mention persons are authorised to subscribe for the shares on the rules and terms defined in Programme III and in the

resolutions of the Supervisory Board of Dom Development S.A. regarding Programme III. The first tranche concerns conditional allotment of 120 000 share options of the Company.

Granted and exercisable share options as at individual balance sheet dates and changes in presented periods:

<b>SHARE OPTIONS</b>		<b>01.01- -31.12.2010</b> number/PLN thousand	<b>01.01- -31.12.2009</b> number/PLN thousand
<b>Options unexercised at the beginning of the period</b>	<b>Number of options .....</b>	<b>735 750</b>	<b>657 975</b>
	<b>Total exercise price .....</b>	<b>46 990</b>	<b>44 290</b>
Options allocated in a given period *)	Number of options .....	-	229 025
	Total option execution value .....	-	8 574
Options expired in a given period	Number of options .....	-	68 500
	Total option execution value .....	-	5 370
Options exercised in a given period	Number of options .....	9 750	82 750
	Total option execution value .....	60	504
	Weighted average exercised price per one share.....	-	-
<b>Options unexercised at the end of the period</b>	<b>Number of options.....</b>	<b>726 000</b>	<b>735 750</b>
	<b>Total exercise price .....</b>	<b>46 930</b>	<b>46 990</b>
Options possible to exercise at the beginning of the period	Number of options .....	159 150	-
	Total exercise price .....	17 163	-
Options possible to be exercised at the end of the period	Number of options .....	310 800	159 150
	Total exercise price .....	35 580	17 163

\*) the above table does not include 120 000 share options allotted conditionally in the Framework of Programme III.

Aside from the foregoing share options allocated under the Management Options Programme, the Management Board of Dom Development S.A. is not aware of any other agreements resulting in the future changes in the proportions of shares held by the previous shareholders. Detailed description of Management Options Programmes has been presented in Note 40 to the financial statements of the Company for 2010.

### 23. Notification on the control system of the employee options programme

The Management Option Programmes, which are effective in the Company, are adopted by the Supervisory Board on the basis of authorization contained in a resolution issued by the General Shareholders Meeting

- Dom Development SA 726 000 Executive Share Option Scheme II

Pursuant to Executive Share Option Scheme II, the Supervisory Board of the Company adopts a resolution naming the people entitled to participate in the Scheme. It is also entitled to set the conditions, which must be met by the participants before they execute the subscription rights. On 10 August 2006 and on 21 May 2009, the General Shareholders' Meeting entitled the Management Board to increase the share capital of the Company within authorised capital and to issue warrants allowing for the execution of subscription rights by the participants of the Scheme II. After the Supervisory Board gives its consent, the Management Board is then entitled to adopt a resolution concerning the increase of the share capital.

Executive Share Option Scheme II covers 726 000 shares of Dom Development S.A., subject to a limit allowing for the allocation of a maximum of 242 000 shares within any one period of 12 consecutive months.

- Dom Development SA 360 000 Senior Executive Share Option Scheme III

Pursuant to Senior Executive Share Option Scheme III, the Supervisory Board of the Company adopts a resolution on granting the options, provided that the General Shareholders' Meeting of the Company decides that the persons defined in the resolution(s) adopted by the Supervisory Board are entitled to take up the shares under the terms and conditions stipulated in Scheme III and in resolution(s) regarding the Scheme adopted by the Supervisory Board. The Supervisory Board is also entitled to set the conditions which must be met by the participants before they execute the subscription rights. On 10 August 2006 and on 21 May 2009, the General Shareholders' Meeting of the Company entitled the Management Board to increase the share capital of the Company within the authorized capital and to issue warrants allowing for the execution of subscription rights by the participants of the Scheme III. After the Supervisory Board gives its consent, the Management Board is then entitled to adopt a resolution concerning the increase of the share capital.

Senior Executive Share Option Scheme III covers 360 000 shares of Dom Development S.A. subject to a limit allowing for the allocation of maximum of 120 000 shares within any one period of 12 consecutive months. At the date of 31 December 2010, 120 000 share options were conditionally granted within this programme.

#### **24. Notification on the agreement on the audit and review of the financial statements and the consolidated financial statements concluded with the entity authorized to conduct audits**

On 31 March 2010 Dom Development S.A. concluded an agreement on the audit and review of the standalone and consolidated financial statements with Ernst & Young Audit Sp. z o.o., an entity authorized to conduct audits.

The agreement covers the audit of the financial statements submitted by the Company and the Group for the year ended on 31 December 2010 and review of mid-year financial statements submitted by the Company and the Group for the period of six months ended on 30 June 2010. The total amount of remuneration on account of the audit of the annual financial statements amounts to PLN 185 thousand. The total amount of remuneration on account of the audit of mid-year financial statements amounts to PLN 105 thousand.

Ernst & Young Audit Sp. z o.o., performed additional services for the total amount of PLN 5 thousand in 2010.

The financial statements of the Company and the Group for the year ended on 31 December 2009 were audited and interim financial statements of the Company and the Group for the period of six months ended on 30 June 2009 were reviewed by BDO Sp. z o.o.. The total amount of remuneration on account of the audit of the annual financial statements was PLN 185 thousand and the total amount of remuneration on account of the review of the interim financial statements was PLN 60 thousand.

BDO Sp. z o.o. performed additional attesting services for the total amount of PLN 33 thousand in 2009.

Warsaw, 8 March 2011

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Jarosław Szanajca  
President of the Management Board

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Jerzy Ślusarski  
Vice-President of the Management Board

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Janusz Zalewski  
Vice-President of the Management Board

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Janusz Stolarczyk  
Member of the Management Board

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Terry R. Roydon  
Member of the Management Board