



Chart of the remits and responsibilities of Members of the Management Board, DOM DEVELOPMENT S.A.

Powers of the Management Board include the conduct of all of the Company's affairs not expressly reserved by the Commercial Companies Code and the Company's Articles of Association for the General Meeting or the Supervisory Board.

The Management Board's role is to implement resolutions adopted by the General Meeting and the Supervisory Board. The Management Board is responsible for defining and delivering the Company's strategic objectives.

Members of the Management Board are responsible for the proper conduct of the Company's affairs. Members of the Management Board perform their tasks with due diligence, using their professional expertise and experience, while maintaining full loyalty to the Company. Members of the Management Board make their own decisions concerning the Organisational Areas allocated to their remits.



President of the Management Board

The President of the Management Board directs the work of the Management Board and coordinates the activities of its other Members.

Principal responsibilities of the President of the Management Board include:

- oversight over correct implementation of the Company's operating and financial activities,
- defining the Company's commercial and product policy,
- oversight over the Company's marketing and promotional policy,
- approving the guiding principles for the HR management policy, in particular regarding the filling of important management positions at the Company and its related entities,
- ownership supervision over subsidiaries,
- approving the Company's organisational structure and internal regulations.

The President of the Management Board supervises the following organisational units of the Company: Sales Department, Marketing Department, HR Department, Administration Department, Legal Department, Risk Management, Assurance & Compliance Department.

Vice President of the Management Board / Chief Financial Officer

Principal responsibilities of the Vice President of the Management Board / Chief Financial Officer are to:

- determine the financial policy of the Company and its subsidiaries,
- manage the Company's budget and financial plans,
- manage the Company's assets,
- manage cash, receivables, and liabilities,
- manage the risk protection programme (by organising an internal control and supervision system),
- manage and supervise corporate matters, investor relations, including contacts with the WSE (Warsaw Stock Exchange), KDPW (National Depository for Securities) and PFSA (Polish Financial Supervision Authority),
- review and analyse the financial condition of the Company, the general economic situation, and their impact on the Company's policies, presents reports on the condition of the Company.

The Vice-President of the Management Board / CFO is also responsible for:

- negotiating and finalising the most important financial transactions, such as borrowing transactions and bond issues,
- preparation of medium-term financial plans and annual budget plans for the Company. The Vice President of the Management Board / Chief Financial Officer supervises the following organisational units of the Company: Financial Controlling, Investor Relations, Cash Management, Finance Department, Accounting Department, Financial Reporting, IT Department and Fit-Out Department



Chart of the remits and responsibilities of Members of the Management Board, DOM DEVELOPMENT S.A. (3/3)

Member of the Management Board

Principal responsibilities of a Member of the Management Board are to:

- determine the Company's investment policy,
- ensure the Company's growth by securing the Land Bank,
- manage the Company's operational and development activities in Warsaw by:
 - acquiring land,
 - ensuring customer care,
 - providing statutory and contractual warranties,
- ensuring legal compliance as regards all aspects of the Company's operations,
- oversight over the Company's efficiency management system.

A Member of the Management Board supervises the following organisational units: Real Estate Department, Investment Department, Customer Service Department, Project Preparation Department, Investment Support Department, Warranty Service and Project Owner's Representation Department

Member of the Management Board

Principal responsibilities of a Member of the Management Board Member include:

- supervising the implementation of the ESG strategy,
- supervising the Group's General Contractor companies.

Member of the Management Board (*Non- executive*)

Principal responsibilities of a Member of the Management Board include participation in the Management Board's decision-making concerning the Company's operations, with a particular focus on land purchase and development processes.