

PROGRESS ON THE DOM 2030 ESG STRATEGY IMPLEMENTATION

AT THE DOM DEVELOPMENT GROUP IN 2025



ABOUT US



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We are the largest developer in the Polish market, operating since 1996. Until the end of 2025, we delivered approximately 58 000 flats.

Dom Development S.A. has been listed on the Warsaw Stock Exchange since 2006, with its shares forming part of the mWIG40 index.

The Group's core business focuses on the development and sale of residential real estate. We offer apartments in multi-family buildings located in the main agglomerations of the country: in Warsaw, Wroclaw and Cracow, as well as in Tricity, where we operate under our Euro Styl brand.

Our mission is to help our customers to fulfil their dreams of owning their own homes – and it's their satisfaction and peace of mind that drives us in our work.



NO. 1 IN TRICITY

- 12.5% market share
- 1082 units sold
- 2193 units under construction
- 5439 units in the land bank
- 146 employees



NO. 1 IN WARSAW

- 13.2% market share
- 2015 units sold
- 2861 units under construction
- 9783 units in the land bank
- 368 employees



WROCLAW

NO. 1 IN WROCLAW

- 12.4% market share
- 816 units sold
- 1033 units under construction
- 1711 units in the land bank
- 116 employees



KRAKÓW

NO. 2 IN CRACOW

- 7.8% market share
- 535 units sold
- 1079 units under construction
- 1899 units in the land bank
- 83 employees



The figures presented above represent unit sales for the full year 2025, as well as the number of units under construction and in the land bank as at 31 December 2025

Market share based on market estimates by Rynekpierwotny.pl

Data relates to all employees with employment contracts as at 31 December 2025, expressed as full-time equivalents (FTE).

SUSTAINABILITY AT DOM DEVELOPMENT GROUP

We recognise that, given the scale of our operations, we have a significant impact on shaping urban areas and the quality of life in the cities where we operate. The Company's Management Board actively supports sustainable urban development by applying internal standards of project planning that often exceed legal requirements. Starting with apartments, through common areas of housing projects, to architectural solutions, including green areas – all these aspects are carefully considered to create welcoming places to live in that foster growth of high-quality urban space.

On 28 June 2022, we adopted the DOM 2030 ESG Strategy, which defines our objectives across environmental stewardship, social responsibility, and corporate governance through to 2030.

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

Click here to see the full DOM 2030 Strategy:
<https://inwestor.domd.pl/pl/esg>



In our operations, we are committed to fostering long-term relationships with our stakeholders: employees, customers, and subcontractors. The quality of these relationships is measured by relatively low employee turnover and high customer satisfaction measured using the Net Promoter Score (NPS). The high quality and timeliness of development is to a large extent the result of very good cooperation with subcontractors. In the development industry, where the project's production cycle is very complex and lasts at least three years, the long-standing experience of employees and the trust and efficient cooperation with subcontractors are a source of lasting competitive advantage and allow the Group to build a strong brand on a national scale.



DOM 2030 ESG STRATEGY



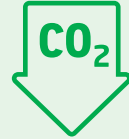


DOM DEVELOPMENT GROUP'S STRATEGIC ENVIRONMENTAL GOALS:

Minimising environmental impact and promoting urban biodiversity

2030

30% reduction in CO₂ emissions



By 2030, we commit to reducing carbon dioxide (CO₂) emissions as part of scope 1 and 2 by 30% (compared to 2021) per unit under construction:

- we will contract renewable energy for all construction projects of Dom Development Group,
- we will implement the circular economy principles,
- we will review the opportunities for optimising our projects in terms of emissivity and resource consumption.

2022-2030

Revitalisation and limiting urban space

As a developer, who makes a conscious effort to shape urban space, we are committed to revitalising urban areas in the cities, where we operate.

We deliver revitalisation projects that restore unused areas for residents in locations with access to municipal infrastructure.



2024

Urban Greenery Programme - public green areas

Since 2024, we have developed at least one project per year in each of our markets, encompassing:

- revitalisation of parks and public gardens,
- new plantings on public land,
- flower meadows,
- pocket parks with nesting boxes,
- rain gardens and bioretention basins (SUDS),
- community herb gardens.



2025

Implementation of the Sustainable Procurement Standard

The sustainable procurement standard (SPS) regulates resource management and implements the principles of the circular economy. It defines objectives related to:

- minimising utility consumption,
- increasing the use of prefabrication,
- integrating ESG aspects into procurement processes,
- reducing CO₂ emissions,
- improving energy efficiency,
- enhancing work health and safety.



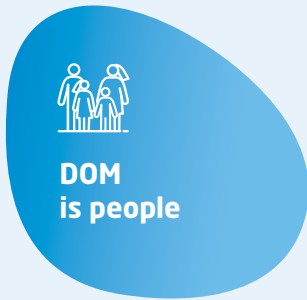
2026

Green Investment Card for 100% of new projects

The Green Investment Card is a Dom Development Group standard which guarantees an optimal set of benefits for residents and the use of design solutions that are consistent with the priorities of sustainable urban development.

The Green Investment Card was formulated in 2022, and has been gradually rolled out across the Group's new projects of since 2023.



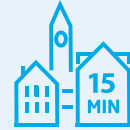


DOM DEVELOPMENT GROUP'S STRATEGIC SOCIAL GOALS

Supporting local communities by creating high-quality urban areas to foster integration

2030

The 15-minute city concept for 90% of our projects.



Our objective is to meet the criteria of the 15-minute city in 90% of our projects by 2030. The 15-minute city is a concept based on the accessibility of key infrastructure and services listed below are accessible for residents within a walking distance, including: public transport, education, shops, recreation, green areas, sports infrastructure, and healthcare.

We analyse our projects in this respect, and we are going to take active steps to ensure an optimal mix of services available to the residents of our developments.

2022-2030

Leader in customer satisfaction

It is our objective to maintain our leading position in terms of customer satisfaction as measured by the Net Promoter Score (NPS). We outsource independent feedback research across all our projects, and we analyse customer responses carefully and implement possible improvements.



2023

The 'We Are Fair' Programme

We Are Fair (Jesteśmy Fair) is a well-structured sound programme encompassing three key areas of our responsibility: for the products, relationships and the local community.

The 'We are Fair' Programme originated in our Tricity-based subsidiary, Euro Styl S.A. In 2023, we rolled it out across all Dom Development Group companies, and since 2024, it has been updated annually.



2024

CSR Strategy

The strategy structures a framework for our CSR efforts, and sets their directions for the coming years.

We channel our corporate social responsibility across three core pillars:

- implementation of local community projects,
- support for sport and the arts,
- sharing our expert insight.



2024

Barrier-free flats

Our residential estates promote integration, guarantee common relaxation and recreation spaces at all multi-stage projects.

As the first developer in Poland, we have introduced a fit-out option specifically designed for seniors and individuals with limited mobility.





DOM DEVELOPMENT GROUP'S STRATEGIC GOVERNANCE GOALS:

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

2022-2030

Highest standards of corporate governance



We are committed to continuous improvement in ensuring the highest standards of corporate governance across the Dom Development Group. Transparent and honest communication with our stakeholders is the basis for achieving this goal.

We will do our best to attain the highest possible compliance with the 'Best Practice for WSE Listed Companies' while monitoring worldwide trends in this area.

2023

30% gender parity on the Supervisory Board of Dom Development S.A.

We embrace diverse perspectives and are committed to promoting gender equality. Our strategy sets the goal of increasing the share of women on the Supervisory Board to at least 30% by 2023. Currently, this percentage stands at 38%.



2024

Compliance and internal audit within the Group as a whole

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



2025

HR Strategy

Our success is driven by our employees, and their satisfaction is our priority.

In 2025, we developed our HR Strategy. We also commenced a job evaluation across the Dom Development Group, which will ultimately lead to the implementation of a comprehensive system for monitoring gender pay gap.



2026

30% of gender parity on the Management Board of Dom Development S.A.

We are committed to genuine equality between our female and male employees. Our goal to increase female representation on the Management Board of Dom Development S.A. to at least 30% by 2026 was achieved as early as in 2024. Currently, 40% of the Management Board members are women.



PROGRESS ON THE ESG DOM 2030 STRATEGY IMPLEMENTATION AT THE DOM DEVELOPMENT GROUP IN 2025

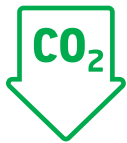




DOM
in harmony
with nature

We deliver high-quality residential developments across Poland's major metropolitan areas. We improve the quality of the national housing stock, specifically in terms of energy performance and efficiency.

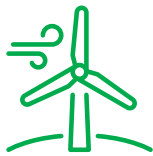
However, urban development and our operations also entail the development of new areas, affect local ecosystems, while the construction process itself requires the use of significant volume of energy, raw materials and construction consumables.



Over
30%
reduction in CO₂ emissions per unit
under construction, as part of
Scope 1 and 2



113 635
trees and shrubs planted
(959 484 in total since 2017)



39%
of electricity
from renewable sources



69 530
perennials, climbers and ornamental
grasses planted



445 kWp
total capacity of photovoltaic systems



14 413 m²
of green roofs



1 427 m²
of rain gardens (SUDS)



Nearly
PLN 8 million
allocated to the
Urban Greenery Programme



95%
of the Group's projects entering
the construction phase comply the
Green Investment Card guidelines



1 141
flats built on brownfields

REDUCING CO₂ EMISSIONS

Each year, we reduce our energy consumption and consequently lower our carbon intensity through measures such as:

- purchasing energy from renewable sources,
- the phased replacement of our fleet with lower-emission vehicles,
- raising environmental awareness among our employees.

In our efforts to limit the carbon footprint of our operations, we purchased 12 000 MWh of renewable energy for use across our construction sites. This represents a 39% share of renewables in the Group's total energy consumption. The actions we have taken enabled us to achieve – as early as 2024 – the target set out in our DOM 2030 ESG Strategy to reduce Scope 1 and 2 CO₂ emissions by 30% per unit under construction (compared to 2021 levels).

As we progress with reducing operational emissions, the decarbonisation of the concrete we use is fundamental to our ambitions. To lower the carbon intensity of our buildings, we try to gradually increase the use of low-carbon concrete in our projects. While our use of low-carbon building materials ensures lower energy intensity, the continued dominance of fossil fuels in the national energy mix means that the carbon intensity of buildings remains relatively high.

However, the most significant impact comes from emissions associated with the entire life cycle of the housing projects built by the Group. To reduce the operational carbon footprint of our buildings, we integrate the following technologies into our developments:

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



GREEN INVESTMENT CARD

In 2025, we updated our Green Investment Card (GIC). Originally formulated in 2022, the guidelines set out in the GIC have now been integrated across all Group companies. The GIC serves as a guarantee of tangible benefits for residents, ensuring that every design solution aligns with the core principles of sustainable urban development. Beyond setting environmental benchmarks, the document acts as a driver of social integration and enhanced liveability across our projects. Every project

now undergoes a rigorous assessment against four key criteria: prime locality, sustainable construction, ecosystem resilience, and inclusive, barrier-free design. Performance is measured using a weighted scoring system, with developments required to achieve a 75% threshold to demonstrate compliance with the Card's standards. **In 2025, 95% of the Group's projects entering the construction phase complied with the Green Investment Card guidelines.**



REVITALIZATION AND LIMITING URBAN SPRAWL

In the Dom Development Group, we promote and engage in activities aimed at rehabilitation of sites that were previously used for other purposes (such as former industrial sites). Such areas are often located near the transport and service infrastructure, so their revitalization through the introduction of a housing function also helps to reduce the harmful phenomenon of so-called urban sprawl.

Under the DOM 2030 Strategy, we have committed to delivering rehabilitation projects, through which we will reclaim “forgotten” urban areas, endowing them with new functions, for the benefit of local communities. A flagship example of this approach is the Apartamenty Park Matecznego development in Cracow’s Podgórze district, which has been underway since 2024. This site, which is currently being transformed into a prime residential space, served an industrial purpose for decades. Prior to the Second World War, it was home to the “Rydłówka” nail and ironworks factory. Later, in 1948, the “Georyt” Drilling Tools Factory was established at the same address, leaving behind a legacy of obsolete industrial infrastructure. Our project have reintegrated a previously inaccessible zone back into the local community.

Similar brownfield transformations into modern living spaces have been successfully delivered at Osiedle Urbino, Osiedle Bokserka and Apartamenty Literacka in Warsaw, as well as at our projects on Kartuska street and in the Dolne Miasto district (Jaskółcza, Jałmużnicza oraz Kurza streets) in Gdańsk. **In total, the Group delivered over 1 100 flats on brownfield sites in 2025**, successfully reclaiming these areas for the cities and their residents.

One notable regeneration project was carried out by our subsidiary, Euro Styl, on Kartuska street in Gdańsk. Several years ago, Euro Styl acquired a late 19th-century building along with its adjacent land. The neighbouring new-build development, consisting of two modern buildings, was named Wzgórze Hoplity. This name pays homage to the bas-relief of a Greek warrior – a hoplite – which adorns the historic portal of the original structure. Euro Styl has breathed new life into the historic building. Having been secured against further deterioration, the structure underwent a comprehensive restoration in full compliance with heritage and legal requirements. The restored landmark now serves as the centrepiece of the new development. Furthermore, through its new functional features – including a dedicated bike storage room and a DIY workshop – it will provide daily practical value to the residents.



URBAN GREENERY PROGRAMME

In 2024, we launched the 'Urban Greenery' Programme, aimed at increasing the availability of green spaces in urban areas. The scheme's objective is to develop at least one publicly accessible green area in each metropolitan area where the Group operate. Through this initiative, we support the revitalisation of neglected and unattractive sites, transforming them into spaces that are welcoming for both people and the environment. **In 2025, we allocated nearly PLN 8 million to this initiative and developed areas with a total surface exceeding 2 hectares.**

In Warsaw, a new park was set up in the Chrzanów neighbourhood, in the immediate vicinity of the Dzielnica Mieszkaniowa Metro Zachód. The space was de-

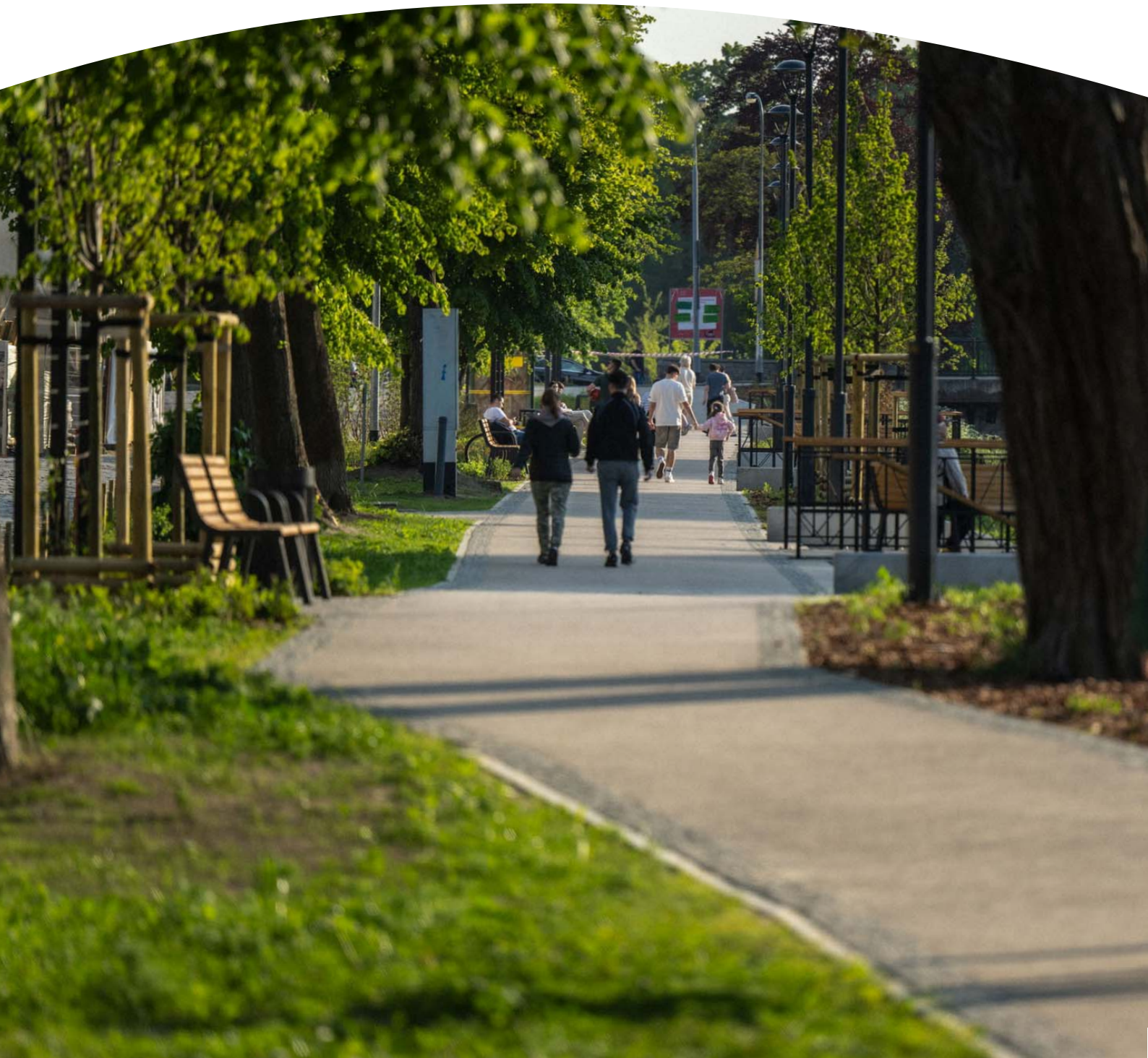
signed to cater for a broad range of users. It features a children's playground with a natural sand surface, accompanied by a shaded relaxation area for parents. Another feature created with younger children in mind is a sensory and educational trail. For adults and older users, the park includes street workout equipment for daily exercise, picnic tables, deck chairs, hammocks, and a community garden enabling participation in the cultivation of edible plants. Lush planting completes the overall design.

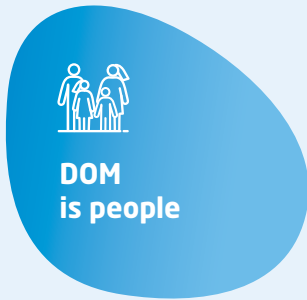
As part of the 'Urban Greenery' Programme, Dom Development Wrocław planted new trees and created resident-friendly infrastructure along Zielna and Międzyłaska streets.



In Kraków, works are in progress on a pocket park located near Malborska street, comprising a green square with a small playground and dedicated rest zones. The land development concept has been tailored to existing habitat conditions and the current tree stand. Publicly accessible green areas have also been delivered in the Górka Narodowa residential estate. With its naturalistic feel and a mix of hammocks, deck chairs, garden swings and playscape features, the space invites both relaxation and imaginative outdoor play.

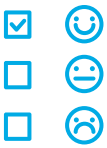
In Gdańsk, projects were delivered across three separate locations by Euro Styl, a Dom Development Group subsidiary. A pocket park was developed on a municipal plot at Lema street, and an urban square was created at the intersection of Piekarnicza and Lema streets. Both locations feature extensive new plantings. Another initiative included the redevelopment of the New Motława waterfront in Gdańsk. Spanning 6 113 m², the project features accessible observation terraces, walkways, and green corridors along Kamienna Grobla and Dobra streets. It also introduces a generous amount of new greenery, including 40 trees, over 6 000 shrubs, perennials and bulbs, and 1 148 m² of flower meadow, creating a welcoming environment for everyone.





By delivering housing stock and related infrastructure, we support the development of cities. The agglomerations in which we operate experience a significant shortage of housing and a positive migration balance. It is the objective of the Dom Development S.A. Capital Group that housing projects developed by us form high quality urban areas with access to all necessary services, green areas and recreational space.

The direct contribution of housing sector to GDP stands at 1.6%, while the entire construction industry accounts for over 5% of Poland's GDP. Construction firms also responsible for the creation of a significant multiplier effect as building activities drive demand across a wide range of interconnected sectors. Therefore, the actual impact of Polish construction sector on the economic situation may be as high as 12% - 15% of GDP after taking into account links with other industries.



NPS of 69
maintaining a high level
of customer satisfaction



The sales leader
across the Warsaw, Wroclaw and Tricity
markets, and top developer in Cracow.



Over
**PLN 2.25
million**
in assistance to people
affected by the war in Ukraine



85%
of our projects meet the 15-minute city
criteria



**PLN 3.96
million**
on H&S-related activities in 2025



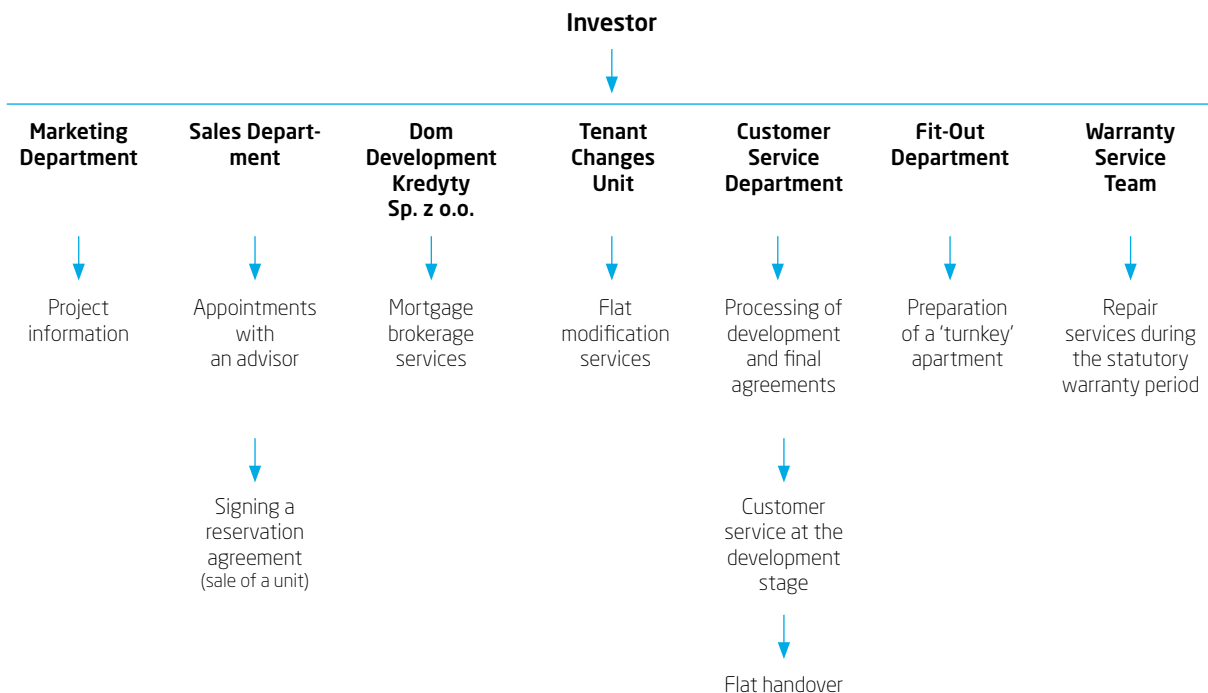
100%
of apartments delivered to clients by
the deadlines specified in the agreement

COOPERATION WITH A CLIENT

It is our objective as regards cooperation with clients to maintain our leading position in terms of customer satisfaction as measured by the Net Promoter Score (NPS). We outsource independent feedback research across all our projects, and we analyse client responses carefully and implement possible improvements. **In 2025, our NPS stood at 69 points.** In 2025, the average NPS for the industry in the UK stood at 59 in 2025. Customer experience related to the quality of service delivered by the Group companies is a key success factor and a major competitive advantage. We maintain high standards both in formal aspects — such as contracts and the information provided to clients — and in direct interactions, marked by a high standard of communication, responsiveness, convenience, and a flexible approach to individual needs.

At every stage of the home-buying process—from the first point of contact through marketing and sales materials to the handover of a fully furnished flat—our clients can rely on professional guidance and dedicated support from the Dom Development team. Throughout the development process, designated coordinators – assigned to individual projects – ensure the proper performance of all client agreements. Their up-to-date knowledge of each project, combined with broad expertise, ensures a consistently high level of customer service, including in cases involving specific or more complex client requirements.

The process of cooperation with clients is illustrated in the following chart:



A 15-MINUTE CITY

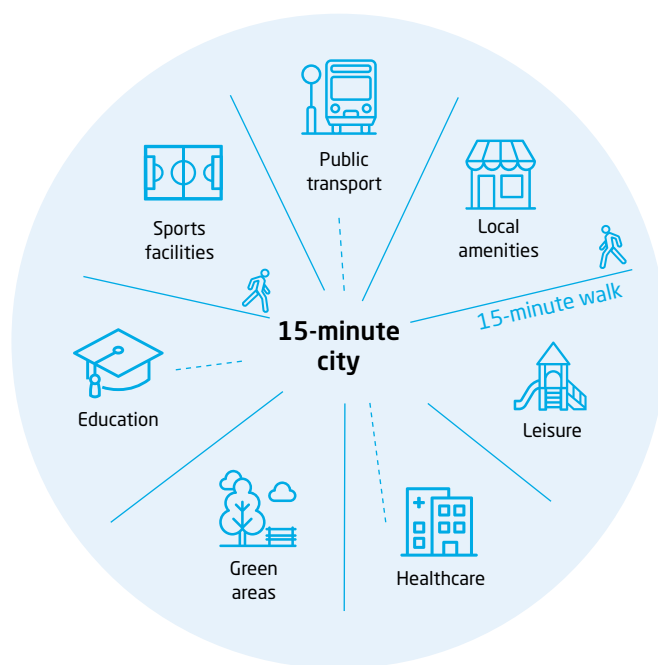
Our objective is to meet the criteria of the 15-minute city in 90% of our projects by 2030. Originally conceived by Carlos Moreno, this model advocates for a shift in urban infrastructure to create mixed-use, multi-functional neighbourhoods. The concept is built

on the principle that urban quality of life is inversely proportional to the time spent commuting - particularly by car. The core ambition of the 15-minute city is to ensure that residents can access essential services and amenities within a short stroll.



SEVEN KEY CRITERIA HAVE BEEN IDENTIFIED TO ASSESS THE ATTRACTIVENESS OF A LOCATION:

1. Public transport: bus, tram and metro stops, SKM (fast city rail) stations, long-distance train stations, public bike stations and car-sharing hubs
2. Local amenities: local retail, shopping centres, supermarkets, pharmacies, delis, bakeries and post offices
3. Leisure: cinemas, theatres, restaurants and cafés, playgrounds
4. Healthcare: hospitals, clinics, and medical practices
5. Education: nurseries, preschools, primary and secondary schools, universities and libraries
6. Green spaces: urban parks, pocket parks, lawns, gardens, forests
7. Sports facilities: sports pitches, skate parks, tennis courts



Each of our projects is required to have access to at least one form of public transport and at least two items from each of the criteria listed above.

Each year, we prepare a report summarising the share of projects across the Dom Development Group that meet the 15-minute city criteria.²

Year	Warsaw	Wroclaw	Tricity	Cracow	Dom Development Group
2022	93%	100%	86%	100%	93%
2023	71%	89%	100%	100%	86%
2024	47%	100%	100%	100%	80%
2025	65%	100%	100%	100%	85%

² The report includes only those projects whose construction commenced in the given year.

HEALTH AND SAFETY AT WORK

We continuously work to improve our safety standards and implement measures aimed at minimising the risk of injuries, accidents, environmental incidents, and any adverse impact of our activities on flora and fauna.

In 2025, **Dom Development Group allocated PLN 3.96 million to H&S** (compared with over PLN 3.5 million in 2024), representing an increase of 9%.

In the same year, we developed and implemented the Sustainable Procurement Standard, one of the commitments set out in the DOM 2030 ESG Strategy. The standard comprises 55 specific targets across six key areas, addressing resource use and promoting the principles of the circular economy. One of these areas focuses on strengthening the safety culture across the Dom Development Group.

In 2025, we continued the communication initiative “Wednesday with Good Practice”, aimed at promoting best H&S practices on construction sites. All site workers regularly receive updates highlighting effective solutions and practical examples designed to inspire and support safer working environments. As part of our training initiatives to raise awareness among site staff, we delivered an internal training programme titled “Construction – a Safe Adventure”, dedicated to engineering personnel, including trainees, site engineers and foremen.

During the year, we also organised emergency response competitions designed to test and develop practical knowledge and skills in handling incidents that may occur during construction works. Towards the end of the year, additional practical training sessions were carried out on site, incorporating VR technology to simulate fire-fighting and evacuation scenarios.



As part of our ongoing cooperation with public authorities, firefighters from the Specialist Search and Rescue Group in Warsaw, operating within Fire and Rescue Unit No. 15 of the State Fire Service, conducted exercises on one of Dom Construction's sites. These focused on landslide protection and the rescue of individuals trapped in excavations. Dom Construction provided the site and specially prepared excavation areas for this purpose. Employees also received training in emergency procedures and first aid in the event of burial incidents.

Once again, representatives from Dom Construction sites took part in the 'Build Safely' competition organised by the State Labour Inspectorate. This year marked the company's most successful participation to date, with three projects across three locations receiving awards: Osiedle Hubska 100 (Wroclaw), Apartamenty Matecznego (Cracow), and Apartamenty Przy Forcie (Warsaw).

To further enhance safety on construction sites, we developed "environmental alerts" providing site managers with comprehensive guidelines for planning and preparing works in extreme weather conditions – such as strong winds, high or low temperatures, and heavy rainfall – as well as in emergency situations.

The 'Health Days' were once again organised across all Dom Construction sites. Subcontractor employees had the opportunity to consult specialists on nutrition and preventive healthcare, as well as check their blood pressure and sugar levels. First aid guidance was also provided. In addition, first aid training sessions were delivered in the Group's development companies, focusing on pre-medical emergency response.



CSR

We feel responsible for our environment and try to share the resources we have developed. We have been actively supporting local communities in the education, sports, activation of senior citizens and housing areas for many years. Alongside our ongoing initiatives aligned with local CSR strategies, 2024 saw the official launch of operations for the Nasz Dom Foundation.

The CSR activities undertaken by Group companies focus on the following core pillars:

1. Space for local communities

By developing new residential projects, we strive to create added value for all local residents.

In Wrocław, we contribute to the city's Cycling Action Plan 2030 by developing new cycling and road infrastructure in the Tarnogaj and Maślice districts. We also delivered road upgrades linked to the Apartamenty nad Rzeką, Braniborska 80 and Osiedle Harmonia projects, with a total value exceeding PLN 4.5 million.

We are involved in similar initiatives in Cracow, where at Osiedle Górka Narodowa we upgraded the stormwater drainage system and constructed a retention basin.

Meanwhile, Euro Styl S.A. completed a public infrastructure project in 2025 as part of a public-private partnership in Dolne Miasto, the historic centre of Gdańsk. This included the modernisation of a pedestrian and cycling route and the creation of a linear park along Kamienna Grobla street (directly adjacent to the New Motława Canal). Euro Styl also supported the 'Green Over Concrete' (Zieleń na mur-beton) initiative organised by the City of Rumia, contributing to new tree plantings along selected streets.

In Warsaw, at the Żoliborz Artystyczny project, Dom Development S.A. redeveloped Brandysa street, transforming it into a woonerf, and constructed a missing section of Hübnera street. In the Bemowo district, together with other developers, we delivered a new section of Człuchowska street and Heweliusza street. A total of nearly PLN 20 million was allocated to these infrastructural projects.

The Nasz Dom Foundation also funded three initiatives related to the modernisation of educational facilities:

- the refurbishment of three changing rooms, a corridor with a link and two large bathrooms at Jan Kochanowski Primary School No. 293 in Warsaw's Bielany district,





- the renovation of selected bathrooms at Polish Armed Forces Primary School No. 7 in Kraków,
- the purchase of furniture, modern teaching aids and interactive whiteboards for the SPECTO Public Primary School in Wrocław.

In Warsaw, we once again supported events organised by the Bielany District Office ('Goodbye Summer in Bielany') and the Mokotów District Office ('Farewell to Summer in Mokotów'). Euro Styl S.A. supported the City Festival and the 19th edition of D-Day in Hel, as well as events in Gdańsk including "Farewell to Summer in Dolne Miasto", the "Christmas Tree at Dolne Miasto" festival organised in December, and the jazz zone "Jazz on the Island" during the Saint Dominic's Fair. The Cracow's subsidiary has established cooperation with the Foundation of the University Children's Hospital 'O zdrowie Dziecka' (for the Health of the Child), funding the purchase of medical equipment worth PLN 50 000. For a consecutive year, we supported the Cracow's Animal Welfare Society by financing microchips for the animal shelter. In cooperation with the Municipal Social Welfa-

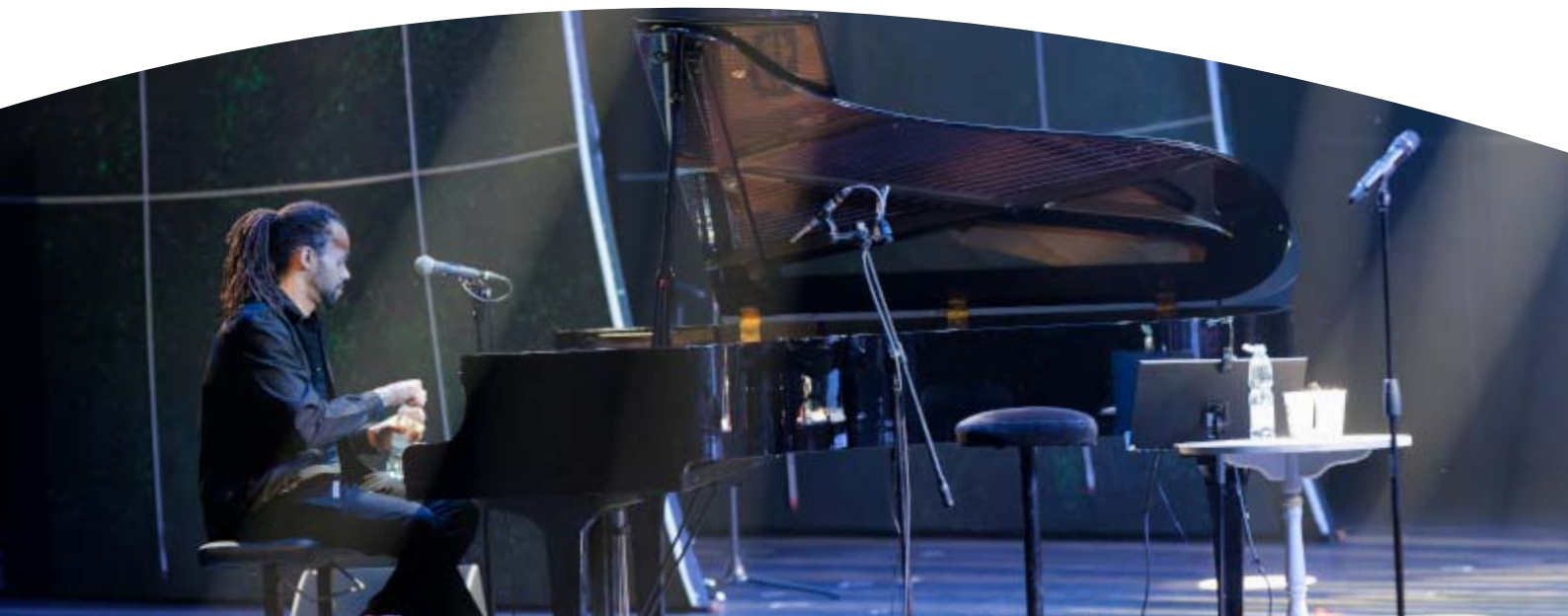
re Centre (MOPS) in Cracow, we also purchased laptops and Christmas gifts for a selected care and educational establishment.

2. Supporting art and artists

In 2025, we continued our efforts to support the arts. Dom Development Wrocław provided financial support for:

- CYRKOPOLE, a unique contemporary circus festival in Wrocław;
- the EMMA Foundation, which established a community garden used for environmental education of children;
- the purchase of a collection of books, including school reading materials and English-language literature, for the FAMA Library and Community Centre.

For the second time, Dom Development S.A. provided financial support to scholarship holders of the Anioły Rzemiosła (Angels of Crafts) competition promoting and preserving traditional Polish artistic crafts.





3. Sharing our expertise

In 2025, employees of Dom Development Wrocław once again shared their knowledge and experience with students of the "Real Estate and Spatial Management" course at the Wrocław's University of Economics and Business. The students attended lectures covering topics such as the delivery of development projects within the context of the Polish banking system, project budgeting, interpreting apartment layouts for interior design purposes, and defining the scope of works in residential projects with consideration of client needs. As part of postgraduate studies in "Real Estate Investment and Development Activity", students also visited our Braniborska 80 project. The visit provided an opportunity to gain practical insight into the development of a residential project.

Also in 2025, the winner of the student architectural competition 'Good Space' (Dobra Przestrzeń), organised by Dom Development Wrocław, completed a paid internship at a design office.

Euro Styl S.A. has for many years cooperated with the University of Gdańsk, jointly organising postgraduate studies in property and development project management. During classes, our employees share practical knowledge and experience gained through years of industry practice. We also deliver lectures on sustainable development.

Meanwhile, Dom Development Kraków organised its second Entrepreneurship Day for students of Secondary School No. 42 in Cracow. The students had the opportunity to learn about the company's operations and visit our two projects: Osiedle 29. Aleja and Osiedle Górka Narodowa.

We also support educational initiatives for younger children. For the third time, we welcomed pupils from neighbouring Primary School No. 101 to visit the construction site of our Osiedle Rapsodia project.

4. Supporting passion for sport

For many years, we have actively supported local sports initiatives, particularly those promoting healthy and active lifestyles. Once again, in 2025, Dom Development S.A. provided financial support to the organisers of the Chomiczówka Run, a recurring event held in the Bielany district of Warsaw. For the eighth time, we supported the organisers of the 14th Football World Cup for Children from Children's Homes.

Since 2018, Euro Styl S.A. has sponsored local sports clubs in Rumia: MKS Orkan Rumia and RC Arka Rumia. As part of our efforts to promote healthy lifestyles, we once again participated in the Aktywny Senior (Active Senior Citizen) campaign aimed at residents of Rumia aged 60+. The initiative has been running since 2018 in cooperation with representatives of the Rumia Senior Citizen's Council and the local CityGYM fitness centre. In Gdynia, Euro Styl became a partner of the Po prostu bieg (Simply the Run) event as part of the support for the Dom Marzeń (House of Dreams) Foundation taking care of people with intellectual disabilities. In coopera-

tion with the Foundation, we also supported the organisation of the 4th Gdynia Boccia Inclusive Tournament. Together with the Boomerang Foundation from Rumia, we supported the Polish Championships in group routines and the Polish Junior Cup in rhythmic gymnastics. Dom Development Wrocław once again supported initiatives promoting physical activity among residents of Wrocław, including Rowerowy Maj (Cycling in May), which encourages pupils and preschool children to adopt healthy habits. The company also contributed financially to the organisation of the Family Run, organised by Radio Wrocław, and the 4th Maślisko-Pracki Run for Health.

As every year, employees across the Group took part in the Poland Business Run. Dom Development Kraków served as the main sponsor of this year's event, which raised funds supporting nearly 100 beneficiaries of the Foundation. The company also became the main sponsor of the Garbarnia Kraków Football Academy football club.



5. Aid to people in need

We are also engaged in activities aimed at supporting those in need, in particular people in crisis of homelessness. Since the outbreak of the war in Ukraine, we have been actively involved in supporting Ukrainian citizens. Through the Nasz Dom Foundation, the Dom Development Group has continued its cooperation with its Ukrainian partner, the Housing for IDPs Foundation. In 2025, the renovation of an abandoned retirement home in the Vinnytsia region was completed. The Nasz Dom Foundation contributed PLN 3.2 million towards this project. The renovated building holds 14 apartments and an air-raid shelter. The Foundation also financed the renovation of the new headquarters of SzkoUA – the Ukrainian School on Terespolska street in Warsaw.

As part of its activities, the Foundation also supported the renovation of a sports hall in Stronie Śląskie, which was damaged during the floods in September 2024. In the summer, the Foundation's funding enabled three trips to take place, providing children and adults with a well-deserved holiday:

- Przesieka – a camp for children from socially vulnerable backgrounds,
- Biały Brzeg – a therapeutic camp for patients of a specialist neuropsychiatric care centre in Otwock,
- Sława – a summer camping trip with the Nowe Łąki (New Meadows) Community Inclusion Centre.

In addition, Dom Development Kraków purchased 10 spirometers for the benefit of young patients at the University Children's Hospital.

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

	2025	2024	2023	2022	2021
Social organisations	947	827	1 011	987	621
Charitable institutions	1 112****	3 633***	4 992**	1 244*	72
Sports	-	-	-	23	110
Culture and arts	266	8	2 265	1,6	52
Total charitable donations	4 103	4 468	8 269	2 256	855

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

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

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

**** Of which PLN 2 256 thousand was allocated to support people affected by the war in Ukraine





DOM
built on solid
foundations

At the Dom Development S.A. Capital Group, we think about the growth of our business in a long-time perspective, building lasting relationships with both contractors and our customers. Credibility and trust are extremely valuable to us and we make sure that our brand is associated with these values. In times of high volatility in the market environment, stability and security, guaranteed by high-standard corporate governance, are particularly gaining importance and supporting efficient management of the organization. Reliability and transparency help us find partners and enjoy the trust of the communities in which we operate.



29 years

years in the housing market
in Poland



19 years

listed on the WSE



95%

compliance with the
"Best Practice for WSE
listed companies 2021"
(the first 10 companies
forming the mWIG40 index).



38%

gender parity on the Supervisory
Board of Dom Development S.A.



40%

of gender parity on the Management
Board of Dom Development S.A.

HIGH-QUALITY CORPORATE GOVERNANCE

In accordance with the DOM 2030 ESG Strategy, we are committed to continuous work to ensure the highest possible standard of corporate governance. Transparent, honest communication with stakeholders, as well as ensuring compliance with both regulations and good market practices are of fundamental importance here.

We strive toward the highest attainable level of compliance with the Best Practice for Warsaw Stock Exchange Listed Companies ("DPSN 2021"). **In 2025, Dom Development S.A.'s compliance rate with DPSN 2021 remained at 95%**, ranking the company among the top ten companies of the mWIG40 index.

COMPLIANCE MANAGEMENT

As part of reducing systemic non-compliance risks as well as promote the exchange of best practices and oversight across the Group, our compliance management function in 2025 focused on delivering strategic objectives and ongoing mitigation activities.

Key initiatives undertaken in this area included:

- regular workshops of legal teams from all locations in order to facilitate the exchange of practices and documentation standards used,
- knowledge-sharing sessions between the Group's legal and compliance teams to drive the standardisation of contractual clauses and the mitigation of broader contractual risks,
- setting project management standards for business initiatives and overseeing their implementation,
- 'Legal Mondays & Security Fridays', a series of dedicated educational workshops for employees,
- monitoring the regulatory landscape to identify potential gaps or areas requiring action, supported by regular compliance newsletters distributed to all employees,
- coordination of the Group Security Team.





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