

DOM DEVELOPMENT S.A.

**SUPERVISORY BOARD REPORT ON  
REMUNERATION FOR MEMBERS  
OF DOM DEVELOPMENT S.A.  
MANAGEMENT BOARD  
AND SUPERVISORY BOARD  
FOR 2025**



This Report was prepared in line with regulations governing remuneration in public companies under Article 90g of the Act of 29 July 2005 on public offering and the terms and conditions governing the introduction of financial instruments to an organised trading system, and on public companies (Journal of Laws of 2025, item 592).

The Report contains a comprehensive overview of the remuneration due to individual Members of the Management Board and the Supervisory Board of Dom Development S.A. (hereinafter the "Company") in 2025, awarded in accordance with the Remuneration Policy for the Members of the Management Board and the Supervisory Board of Dom Development S.A. (hereinafter referred to as the "Remuneration Policy").

In 2025, the composition of the Management Board and Supervisory Board was as follows:

Table 1

Board	Function
Mikołaj Konopka <sup>1</sup>	President
Monika Dobosz <sup>2</sup>	Vice President
Leszek Stankiewicz <sup>3</sup>	Vice President
Terry Roydon	Member
Grzegorz Smoliński	Member
Justyna Wilk <sup>4</sup>	Member

<sup>1</sup>Mr Mikołaj Konopka was appointed as a President of the Management Board on January 1, 2025

<sup>2</sup>Ms Monika Dobosz was appointed as a Vice President of the Management Board on March 1, 2025

<sup>3</sup>On November 29, 2024, Mr Leszek Stankiewicz resigned from the position of Vice President / Member of the Management Board with effect from February 28, 2025

<sup>4</sup>Ms Justyna Wilk was appointed as a Member of the Management Board on January 1, 2025

Table 2

Supervisory Board	Function
Jarosław Szanajca <sup>1</sup>	Chairman
Dorota Podedworna-Tarnowska	Deputy Chairman
Janusz Zalewski	Deputy Chairman
Philippe Bonavero	Member
Grzegorz Kiełpsz <sup>2</sup>	Member
Anna Panasiuk	Member
Mark Spiteri	Member
Edyta Wojtkiewicz	Member

<sup>1</sup>Mr Jarosław Szanajca was appointed as a Chairman of the Supervisory Board on January 1, 2025

<sup>2</sup>Mr Grzegorz Kiełpsz resigned from the position of Chairman of the Supervisory Board with effect from January 1, 2025

#### TOTAL REMUNERATION OF MANAGEMENT BOARD MEMBERS BY COMPONENT

The remuneration of the Management Board Members in 2025 is shown in the table below (k PLN):

Table 3

	Fixed Remuneration	Company vehicle used for personal purposes**	Other non-cash benefits (medical care, life insurance, sports card, other)	Variable Remuneration *	Ratio of variable to total salary	Ratio of fix remuneration to total salary	Ratio of fixed non-cash benefits + company car to total salary
Mikołaj Konopka	1200	5	32	2808	69%	30%	1%
Monika Dobosz	1167	4	13	2822	70%	29%	0%
Leszek Stankiewicz	250 <sup>1</sup>	1	15	0	0%	94%	6%
Terry Roydon***	72	0	0	2510	97%	3%	0%
Grzegorz Smoliński	1020	4	22	1608	61%	38%	1%
Justyna Wilk	1020	5	20	1699	62%	37%	1%

\* Variable remuneration calculated in accordance with the accrual principle, some of which is deferred and will be paid in cash in future periods. Variable remuneration is the estimated sum of values due for 2025 under the Senior Executive Compensation Plan "SECP" and the long-term discretionary bonus program - Long Term Incentive Program "LTIP"

\*\* the item "company car used for private purposes" includes the monetary value of the free benefit due to a Member of the Management Board for using a company car for private purposes in accordance with the Personal Income Tax Act

\*\*\* Terry Roydon, as part of Hansom Property Company Limited, additionally provided consulting services totalling 515 (kPLN) in 2025.

<sup>1</sup>Mr. Leszek Stankiewicz's fixed remuneration does not include severance pay related to his resignation from the position of Vice President of the Management Board. The severance pay, granted pursuant to Resolution No. 9/11/24 of November 29, 2024 and paid by March 15, 2025, was disclosed in the 2024 remuneration report.

In the case of Mr Terry Roydon, variable remuneration exceeded the limit of 5-times the basic salary in the Capital Group, thus failing to meet par. 6, point 3 of the Remuneration policy. Overall the variable component of Management Board Members' remuneration was considered proportionate and linked to the implementation of the Company's business strategy, which is based on long-term maximisation of the Company value and return on equity for shareholders through: geographic diversification of operations, optimisation of the portfolio of current development projects as regards the margins earned and the scale of operations, timely delivery of high-quality development projects being delivered on budget, while maintaining adequate liquidity and a strong balance sheet.

The size and nature of the remuneration was consistent with the strategic objectives and the short- and long-term interests of Dom Development S.A. Their payment was intended to strengthen the motivation of the Members of the Management Board to reach their personal goals which contribute to the achievement of the above-mentioned corporate and strategic objectives.

The payment of deferred compensation in the form of share options granted to the Management Board Members shown above ensures that the interests of the Management Board Members who receive such compensation as part of their overall remuneration are linked to the long-term objectives of the Company. Such variable remuneration is an additional incentive to ensure long-term strategic planning and decision-making aimed at maximising the value of the company over several years.

The variable remuneration in the Table 3 only includes variable remuneration calculated in accordance with the accrual principle, some of which is deferred and will be paid in cash in future periods. The remuneration resulting from the granted instruments was shown and described below in the report.

In accordance with the Remuneration Regulations adopted in the Company, fixed remuneration is paid at the end of each month.

As provided for in the rules for payment of the Variable Remuneration set out in the Remuneration Policy, the Variable Remuneration granted and paid may not be reimbursed.

Variable Remuneration for Management Board Members granted in the form of bonuses was subject to certain criteria related to both financial and non-financial performance. The value thereof was tied to strategic goals under two variable remuneration systems:

1. Variable remuneration, as a one-off payment, calculated as a specific amount (expressed as a percentage) of the basic, annual gross remuneration paid by the parent company to a Member of the Management Board, and linked to performance in achieving expected levels of implementation for both individual and corporate goals. The strategic goals included, among others: net profit, net margin, costs, customer satisfaction (NPS score), land purchases and other individual tasks related to the implementation of Company strategy. The total weight of the financial goals fell in the range of 20% -40%.
2. Variable remuneration calculated as a specified percentage of the consolidated gross profit of Dom Development S.A. or the Capital Group, depending on the area of responsibility of the Management Board Member and paid in installments over a 3-year period.

The variable remuneration paid in 2025 regarding the SECP program for 2024 and the LTIP program for 2022-2024 is shown in the table below (k PLN):

Table 4

	<b>Variable remuneration paid in 2025</b>
Mikołaj Konopka	971
Monika Dobosz	-
Leszek Stankiewicz	-
Terry Roydon	1857
Grzegorz Smoliński	161
Justyna Wilk	-

Number of financial instruments granted and main conditions for exercising rights from these instruments, including the price and exercise date:

Table 5

No options were granted or exercised in 2025

#### TOTAL REMUNERATION OF SUPERVISORY BOARD MEMBERS BY COMPONENT

The remuneration of the Supervisory Board Members paid in 2025 is shown in the table below (k PLN):

Table 6

	Fixed Remuneration	Non-Cash Benefits (medical care, life insurance, sports card)	Ratio of fixed non-cash benefits to fixed remuneration
Jarosław Szanajca	600	32	5%
Dorota Podedworna-Tarnowska	175	16	9%
Janusz Zalewski	117	23	19%
Philippe Bonavero	117	0	0%
Grzegorz Kielpsz	117	52	44%
Anna Panasiuk	134	0	0%
Mark Spiteri	152	0	0%
Edyta Wojtkiewicz	134	0	0%

The total remuneration of the Members of the Management Board and the Supervisory Board was awarded and paid in accordance with the adopted Remuneration Policy.

#### CASH AND NON-CASH BENEFITS FOR PERSONS RELATED TO THE MANAGEMENT BOARD MEMBERS AND SUPERVISORY BOARD

The Company granted in 2025 cash and non-cash benefits to the immediate families of the Management Board and Supervisory Board Members, the total amount of which is shown in the tables below (k PLN):

Table 7

MANAGEMENT BOARD	Cash benefits to the immediate family	Non-cash benefits to the immediate family (medical care, life insurance, sports card)
Mikołaj Konopka	0	10
Monika Dobosz	0	7
Leszek Stankiewicz	0	9
Terry Roydon	0	0
Grzegorz Smoliński	0	13
Justyna Wilk	0	12

Table 8

SUPERVISORY BOARD	Cash benefits to the immediate family	Non-cash benefits to the immediate family (medical care, life insurance, sports card)
Jarosław Szanajca	0	5
Dorota Podedworna-Tarnowska	0	10
Janusz Zalewski	0	16
Philippe Bonavero	0	0
Grzegorz Kielpsz	0	30
Anna Panasiuk	0	0
Mark Spiteri	0	0
Edyta Wojtkiewicz	0	0

COMPARISON OF MANAGEMENT BOARD AND SUPERVISORY BOARD MEMBER REMUNERATION, COMPANY PERFORMANCE AND AVERAGE ANNUAL REMUNERATION OF EMPLOYEES (k PLN)

Table 9

	2019	2020	2020/2019	2021	2021/2020	2022	2022/2021	2023	2023/2022	2024	2024/2023	2025	2025/2024
<b>Remunerations of Members of Management Board*</b>	<b>12 087</b>	<b>13 358</b>	<b>111%</b>	<b>13 035</b>	<b>98%</b>	<b>16 697</b>	<b>128%</b>	<b>11 816</b>	<b>71%</b>	<b>18 228</b>	<b>154%</b>	<b>16 296</b>	<b>89%</b>
Dobosz Monika												4 006	0%
Kolarska Malgorzata	5 183	5 744	111%	5 985	104%	7 271	121%	1 407	19%		0%		
Konopka Mikołaj	604	739	122%	783	106%	1 097	140%	1 326	121%	1 540	116%	4 045	263%
Perekitko Monika										5 242	0%		
Roydon Terry	1 076	1 258	117%	1 339	106%	1 677	125%	1 850	110%	2 261	122%	2 582	114%
Smoliński Grzegorz										325	0%	2 654	816%
Stankiewicz Leszek				1 595		3 246	204%	3 484	107%	4 876	140%	266	5%
Stanajca Jarosław	2 785	2 931	105%	2 956	101%	3 406	115%	3 750	110%	3 984	106%		
Wiik Justyna												2 743	0%
Zalewski Janusz	2 439	2 686	110%	377	14%								
<b>Remunerations of Members of Supervisory Board</b>	<b>1 301</b>	<b>1 295</b>	<b>100%</b>	<b>1 309</b>	<b>101%</b>	<b>1 389</b>	<b>106%</b>	<b>1 431</b>	<b>103%</b>	<b>1 432</b>	<b>100%</b>	<b>1 669</b>	<b>117%</b>
Bonvero Philippe								60		110	183%	117	106%
Cronk Michael	110	110	100%	28	25%								
Dumas Markham	116	110	95%	110	100%	110	100%	50	46%				
Grzyliński Krzysztof	121	121	100%	121	100%	131	108%	61	47%				
Kielpsz Grzegorz	624	624	100%	624	100%	625	100%	629	101%	635	101%	169	27%
Moczulski Marek	110	110	100%	110	100%	150	136%	73	49%				
Panaszuk Anna								69		127	184%	134	106%
Podedworna-Tarnowska Dorota	110	110	100%	110	100%	124	113%	160	129%	173	108%	191	111%
Spiteri Mark	110	110	100%	110	100%	127	115%	144	113%	144	100%	152	105%
Stanajca Jarosław												632	0%
Wojtkiewicz Edyta								69		127	184%	134	106%
Zalewski Janusz				96		122	127%	116	95%	116	100%	140	120%
<b>Company Profit After Tax (net profit)</b>	<b>304 665</b>	<b>264 217</b>	<b>87%</b>	<b>306 767</b>	<b>116%</b>	<b>373 684</b>	<b>122%</b>	<b>441 114</b>	<b>118%</b>	<b>419 020</b>	<b>95%</b>	<b>580 809</b>	<b>139%</b>
<b>Consolidated Profit Before Tax (gross profit)</b>	<b>320 482</b>	<b>378 627</b>	<b>118%</b>	<b>405 485</b>	<b>107%</b>	<b>512 620</b>	<b>126%</b>	<b>573 255</b>	<b>112%</b>	<b>706 432</b>	<b>123%</b>	<b>810 103</b>	<b>115%</b>
<b>Average employee remuneration at Dom Development S.A.</b>	<b>199</b>	<b>198</b>	<b>99%</b>	<b>215</b>	<b>109%</b>	<b>229</b>	<b>107%</b>	<b>232</b>	<b>101%</b>	<b>243</b>	<b>105%</b>	<b>233</b>	<b>96%</b>

\*this item does not include remuneration obtained in other Capital Group companies. The amounts in this respect are presented in Table 10  
The remuneration of Management Board Members in this table is presented consistently with the presentation of remuneration in Table 3.

REMUNERATION FROM ENTITIES BELONGING TO THE SAME CAPITAL GROUP

On account of their functions in entities belonging to the Dom Development capital group, the Members of the Management Board and the Supervisory Board of the Company were granted and paid remuneration in the amounts shown in the table below (k PLN):

Table 10

	Company	2025
Mikołaj Konopka	Dom Construction Sp. z o.o.	6*
	Dom Development Kraków Sp. z o.o.	6*
	Dom Development Wrocław Sp. z o.o.	6*
	Euro Styl S.A.	7**
	GGI Dolne Miasto Sp. z o.o.	1*
Grzegorz Smoliński	Dom Development Kredyty Sp. z o.o.	36*

\*fixed remuneration

\*\*fixed remuneration and non-cash benefits

The variable remuneration paid in 2025 regarding the SECP program for 2024 and 2023 and profit bonus for 2024 is shown in the table below (k PLN):

Table 11

	Variable remuneration paid in 2025
Mikołaj Konopka	2064

Moreover, Mr Mikołaj Konopka was a member of the Management Board of the following companies: Dom Development Myśluborska Sp. z o.o., Bysewska Sp. z o.o., Doki V Sp. z o.o. as well as on the Council of the NASZ DOM Foundation and did not receive remuneration for the functions performed.

Ms Monika Dobosz was a member of the Management Board of the NASZ DOM Foundation and did not receive remuneration for the functions performed.

Mr Grzegorz Smoliński was a member of the Management Board of the Dom Development Grunty Sp. z o.o. and Dom Land Sp. z o.o. and did not receive remuneration for the functions performed.



Ms Justyna Wilk was a member of the Management Board of the Dom Development Myśluborska Sp. z o.o. and did not receive remuneration for the functions performed.

The remuneration policy was adopted by the Company in August 2020. Since its implementation, there have been no exceptions to its application, except for Mr Terry Roydon exceeding the limit of 5-times the amount of the variable remuneration in relation to fixed remuneration.

With regard to 2025, Mr Terry Roydon's variable remuneration exceeded the limit of 5-times the basic salary in the Capital Group, thus failing to meet par. 6, point 3 of the Remuneration Policy.

Pursuant to Resolution No. 9 of June 12, 2025, the Ordinary General Meeting of Shareholders of Dom Development S.A. presented a positive opinion on the Supervisory Board Report on the remuneration of Members of the Management Board and Supervisory Board of Dom Development S.A. for 2023, in respect of its compliance with Article 90g of the Act of 29 July 2005 on public companies and public offering and the terms and conditions governing the introduction of financial instruments to an organised trading system, and its compliance with the remuneration policy for members of the Management Board and Supervisory Board of Dom Development S.A.

This Report has been reviewed by a certified auditor.