



## Independent auditor's report on the assurance engagement concerning the assessment of the Remuneration Report

to the General Meeting of Shareholders, the Supervisory Board and the Management Board of Dom Development S.A.

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### Introduction

We were engaged by the Management Board of Dom Development S.A. (the "Company") on the basis of reasonable assurance engagement for the purpose of verifying the completeness of, and the compliance with applicable requirements of, the information contained in the attached remuneration report for the year ended 31 December 2021 (the "Remuneration Report").

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### Description of the subject matter of the engagement, and the criteria applied

The Remuneration Report was drafted by the Supervisory Board to ensure compliance with Article 90g(1) of the Act of 29 July 2005 on public offering, the conditions governing the introduction of financial instruments to the organised trading system, and on public companies (hereinafter the "Act on Public Offering"). The applicable requirements for the Remuneration Report are set out in the Act of Public Offering.

The requirements described in the previous sentence set out the basis for drawing up the Remuneration Report (the "Basis for the Report") and are, in our opinion, the appropriate criteria for us to apply when formulating a reasonable assurance conclusion.

In accordance with the requirements of Article 90g(10) of the Act on Public Offering, the Remuneration Report shall be assessed by a statutory auditor as regards information required under Article 90g(1)-(5) and (8) of the Act on Public Offering to be incorporated therein. The said requirements are complied with by way of the issuance of this report.

The auditor's assessment referred to above is understood as an assessment of whether the scope of information presented in the Remuneration Report is complete in all material respects and whether it was disclosed in sufficient details as required by the Act on Public Offering. Moreover, our assessment includes a verification of whether the information presented in the Remuneration Report is consistent, in all material respects with the facts and does not omit any significant facts, nor does it contain any material misstatements.

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### Responsibility of the Supervisory Board members

The members of the Supervisory Board are responsible for drawing up the Remuneration Report in accordance with applicable law, and specifically for it to be complete. The Supervisory Board is also responsible for the selection and application of appropriate methods for preparing financial data and non-financial information, and the design, implementation and maintenance of internal control systems and processes ensuring that a remuneration report is drawn up which does not contain material misstatements due to any error or fraud, and meets the applicable requirements.

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## Our responsibility

Our responsibility was to assess the completeness and compliance of the information provided in the attached Remuneration Report with respect to the applicable requirements and, on the basis of the evidence obtained, to express an independent reasonable assurance conclusion regarding the assurance engagement completed by us.

We have conducted our reasonable assurance engagement in accordance with the National Standard on Assurance Engagements Other than Audits and Reviews 3000 in the wording compliant with the International Standard on Assurance Engagements 3000 (as amended), namely "Assurance Engagements Other than Audits and Reviews of Historical Financial Information" (the "NSAE 3000 (Z)"). This Standard obliges us to comply with ethical requirements and to plan and perform our engagement in such a way as to obtain a reasonable assurance that the Remuneration Report has been drawn up in accordance with the applicable requirements in all material respects.

A reasonable assurance is a high level of certainty but it does not guarantee that the service provided in accordance with NSAE 3000 (Z) would always identify a material misstatement (material incompliance).

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## Quality control requirements

We follow the provisions of the resolution by the National Council of Statutory Auditors on the principles of internal quality control with its wording in line with the International Standard on Quality Control 1, and in accordance with the said standard we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We comply with the requirements of independence and other requirements of ethics of the International Code of Ethics for Professional Accountants (including the International Standards of Independence) issued by the International Ethics Standards Board for Accountants and adopted by a resolution of the National Council of Statutory Auditors which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

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## A summary of the work performed, and the limitations of our procedures

We planned and performed our procedures in order to obtain a reasonable assurance about whether the Remuneration Report had been drawn up in accordance with the applicable requirements in all material respects, was complete and complied with the applicable requirements as well as regarding whether it did not contain any material misstatements nor omit any significant information. Our procedures included, amongst others, the following:

- review of the content of the Remuneration Report and comparison of the information contained in it with applicable requirements;
- reviewing resolutions by the General Meeting of Shareholders of the Company concerning the remuneration policy for members of the Management Board and the Supervisory Board, and resolutions by the Supervisory Board fine tuning the issues addressed therein and, where we considered it appropriate, of other documents regulating the matters of remuneration subject to disclosure in the Remuneration Report;
- familiarising ourselves with the procedures adopted by the Supervisory Board for the preparation of the Remuneration Report, and also understanding the relevant internal control procedures insofar as it was necessary to assess the risk of any material misstatement or omission of significant information occurring;

- determining the list of persons in respect of whom information is required to be published in the Remuneration Report by comparing the same with corporate documents and determining, by performing enquiries with the persons responsible for preparing the Remuneration Report and, where we considered it appropriate, also directly with the persons required to have such information published, whether all the information covered by the criteria for the preparation of the Remuneration Report have been disclosed;
- where we considered it appropriate for the assessment of compliance of the Remuneration Report with the applicable regulations, reconciling the financial data presented in the Remuneration Report to the Company's accounts or relevant source documents;
- where we considered it appropriate for the assessment of completeness of the Remuneration Report with the applicable regulations, reconciling with the relevant source documents whether the non-financial information required to be disclosed in the Remuneration Report matched these source documents and did not omit any material facts.

The Remuneration Report was not audited within the meaning of the National Audit Standards. In the course of our assurance engagement procedures we did not audit nor review the historical financial information used to prepare the Remuneration Report, and therefore we shall not be liable for the publication or updating of any reports or opinions on the Company's historical financial information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion (assessment) as stated below.

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### Conclusion (assessment)

In our opinion, the Remuneration Report is complete and complies with requirements set out in the Basis for the Report in all material respects.

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### Restriction of use

This report was prepared by PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt SP. k. for the General Meeting of Shareholders, the Supervisory Board and the Management Board of the Company, and is intended solely for the purpose described in "Description of the subject matter of the engagement and the applicable criteria". It may not be used for any other purpose whatsoever.

Therefore, PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k. accepts no liability arising from contractual or non-contractual relations (including negligence) with regard to the entities, which are deemed third-party entities (non-Company) in the context of this report. The foregoing shall be without prejudice to our liability in situations where such a limitation of liability is excluded by law.

The Management Board of the Company is responsible for posting of the Remuneration Report on the Company's website and making it public free of charge for at least 10 years from the date of the General Meeting, at which a resolution with the assessment of the Remuneration Report was adopted, and for the information on the Company's website being true and correct. The scope of our engagement did not cover an assessment of these matters. Therefore, we are not liable for any modifications that might have been made to the information assessed by us nor for differences, if any, between the information covered by our report and the information provided on the Company's website.



Acting on behalf of PricewaterhouseCoopers Polska spółka z ograniczoną odpowiedzialnością Audyt sp.k.  
registered as an entity licensed to audit financial statements under reg. no. 144.

Piotr Wyszogrodzki

Statutory Auditor  
License number 90091

Warsaw, 29 April 2022