



## Remuneration Report 2022

This Remuneration Report (the “**Remuneration Report**”) provides detailed information about the remuneration received by the board of directors of **CPI FIM SA** (the “**Company**” or “**we**”) during the financial year 2022.

The Remuneration Report will be available on the Company’s website.

CPI FIM SA is an investor, developer and asset manager in the Central European market. Operating in Central Europe since 1991. CPI FIM SA, based in Luxembourg, is a public company listed on the Luxembourg Stock Exchange and on the Warsaw Stock Exchanges. CPI FIM SA is a subsidiary of CPI Property Group.

### REMUNERATION

During the financial year 2022, the Company’s group paid the following remuneration:

| <b>Executive Directors</b>                 | Aggregate remuneration 2022 | Aggregate remuneration 2021 |
|--|-----------------------------|-----------------------------|
| Managing Director – <b>Martin Němeček</b>  | EUR 473,335*                | EUR 425,867*                |
| Managing Director – <b>David Greenbaum</b> | EUR 524,921*                | EUR 521,130*                |
| <b>Anita Dubost</b>                        | EUR 156,000                 | EUR 140,000                 |

| <b>Independent Directors</b>              | Aggregate remuneration 2022 | Aggregate remuneration 2021 |
|---|-----------------------------|-----------------------------|
| Independent member – <b>Edward Hughes</b> | EUR 36,000                  | EUR 36,000                  |
| Independent member – <b>Scot Wardlaw</b>  | EUR 25,000                  | EUR 25,000                  |

### INFORMATION ON SHAREHOLDER VOTE

This Remuneration Report is being submitted to the advisory vote of the Company’s shareholders on the AGM on 30 May 2023.

*\* Note: The remuneration of directors above is aggregate of all remuneration received from the whole Company’s group, including CPI Property Group.*