



Remuneration Report 2023

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 2023.

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 2023, the Company's group paid the following remuneration:

Executive Directors	Aggregate remuneration 2023	Aggregate remuneration 2022
David Greenbaum - Managing Director	EUR 736,865*	EUR 524,921*
Martin Němeček – Managing Director (until 22 November 2023)	EUR 678,231*	EUR 473,335*
Pavel Měchura – Managing Director (since 22 November 2023)	EUR 374,412*	EUR 385,776*
Anita Dubost	EUR 171,510	EUR 156,000

Independent Directors	Aggregate remuneration 2023	Aggregate remuneration 2022
Independent member – Edward Hughes	EUR 36,000	EUR 36,000
Independent member – Scot Wardlaw	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 2024.

*Note: * The remuneration of Messrs. Greenbaum, Němeček and Měchura is the aggregate of all annual remuneration received from the whole Group, including CPI Property Group, IMMOFINANZ AG and S IMMO AG, and not pro-rated in relation to their time with the Company.*