



## Remuneration Report 2024

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 2024.

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 2024, the Company’s group paid the following remuneration:

<b>Executive Directors</b>	Aggregate remuneration 2024	Aggregate remuneration 2023
<b>David Greenbaum</b> Managing Director	EUR 1,273,149*	EUR 736,865*
<b>Pavel Měchura</b> Managing Director (since 22 November 2023)	EUR 762,460*	EUR 374,412*
<b>Anita Dubost</b>	EUR 172,067	EUR 171,510

<b>Independent Directors</b>	Aggregate remuneration 2024	Aggregate remuneration 2023
Independent member <b>Edward Hughes</b>	EUR 36,000	EUR 36,000
Independent member <b>Scot Wardlaw</b> (until 28 June 2024)	EUR 12,500	EUR 25,000
Independent member <b>Alfred Brandner</b> (since 28 June 2024)	EUR 12,500	--

### INFORMATION ON SHAREHOLDER VOTE

This Remuneration Report is being submitted to the advisory vote of the Company’s shareholders on the AGM on 29 May 2025.

Note:

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