



ANNUAL REMUNERATION REPORT

31/12/2023

AUDE FM Ltd
Regulated by: CySEC
License no: AIFM30/56/2013
Registration no: HE 36740

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Website: www.audfm.com
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Address: 2nd floor,
Kyrenias Avenue,
2113 Aglantzia,
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1.1 Scope

Pursuant to the Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 amending Directive 2007/36/EC as regards the encouragement of long-term shareholder engagement (“SRD II”) and the obligation of the Board of Directors to present in front of the AGM an annual remuneration report detailing the remuneration components and if remuneration is in accordance with the remuneration policy.

1.2 Information on Remuneration

As per remuneration policy, the remuneration of all personnel, including the Company’s directors, shall comprise only fixed elements unless otherwise approved by the Board of Directors.

Directors are remunerated in accordance with the current remuneration policy. The Company does not incorporate in its remuneration policy any variable elements linked with the Company performance so to avoid the Company’s exposure to unnecessary risks taken by the decision makers. The interests of the Directors are aligned with the interests of the Company as they represent the majority of the shareholders as well.

Directors	Remuneration (€) as at 31-12-2023	Fixed	Variable
Director 1	33,600	33,600	0
Director 2	14,829	14,829	0
Director 3	2000	2000	0
Director 4	2000	2000	0
Director 5	0	0	0
Director 6	0	0	0
Director 7	0	0	0

Employees (other than Directors)	Remuneration YoY % change	Company Performance YoY % change	Average Remuneration YoY % change
YE 2023	99%	264%	33%
YE 2022	53%	85%	-23%
YE 2021	65%	-326%	65%
YE 2020	0%	462%	0%
YE 2019	0%	0%	0%

1.3 Intercompany Remuneration

No remuneration incurred in 2023 between the companies of the group.



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1.4 Provision of shares/share options

No shares or share options are offered as part of the remuneration of the company.

1.5 Information on the use of the possibility to reclaim variable remuneration

Only fixed remuneration.

1.6 Deviations from the remuneration policy

No deviations identified. Only fixed remuneration granted.

A handwritten signature in blue ink, appearing to read 'Antonis Christodoulou'.

Antonis Christodoulou
Compliance Officer
26 March 2024