
ISSUER IDENTIFICATION DATA

End date of the reporting period:

[31/12/2024]

VAT NO:

[A16367328]

Company name:

[**INMOCEMENTO, S.A.**]

Registered office:

[CALLE BALMES, 36, BARCELONA]

A. REMUNERATION POLICY OF THE COMPANY FOR THE CURRENT FINANCIAL YEAR

A.1.1 Explain the current director remuneration policy applicable to the current year. To the extent relevant, certain information may be included by reference to the remuneration policy approved by the general meeting of shareholders, provided that the inclusion is clear, specific and concrete.

The specific determinations for the current financial year, both of the remuneration of directors for their status as such and for the performance of executive duties, which have been made by the board in accordance with the provisions of the contracts signed with the executive directors and the remuneration policy approved by the general meeting, should be described.

In any case, at least the following aspects should be reported:

- a) Description of the procedures and bodies of the company involved in determining, approving and applying the remuneration policy and its conditions.
- b) Indicate and, if applicable, explain whether comparable companies have been taken into account to establish the company's remuneration policy.
- c) Information on whether any external advisors have been involved and, if , their identity
- d) Procedures under the existing directors' remuneration policy for applying temporary exceptions to the policy, the conditions under which such exceptions may be used and the components that may be subject to exception under the policy.

- Inmocemento, S.A. (hereinafter "Inmocemento" or the "Company") was incorporated on 10 April 2024. On 7 November 2024, the public deed relating to the partial financial spin-off ("Partial Spin-off") of Fomento de Construcciones y Contratas, S.A. ("FCC") as the spun-off company in favour of Inmocemento, S.A. ("Inmocemento" or "the Company") was registered at the Barcelona Mercantile Registry. ("FCC") as the spun-off company in favour of Inmocemento, as the beneficiary company, by virtue of which the companies CEMENTOS PORTLAND VALDERRIVAS, S.A. ("CPV"), FCYC, S.A. ("FCYC") and REALIA BUSINESS, S.A. ("REALIA"), among others, have left the FCC Group to become part of the Inmocemento Group ("Inmocemento Group" or "Group"). On 12 November 2024, Inmocemento's shares were effectively admitted to trading on the Spanish Stock Exchanges.

-In accordance with article 34.3 of the Articles of Association ("EESS"), the remuneration policy for Inmocemento's directors takes into account the functions and responsibilities exercised by each of them within the Board and its Committees.

In this respect, the directors' remuneration policy seeks to ensure that directors receive market and competitive remuneration, in line with that paid by companies of similar size and activity, and is subject to periodic review by the Nomination and Remuneration Committee ("NRC") so that it can propose to the Board any modifications that may be appropriate.

- , the remuneration policy must comply with the criteria set out in article 28.4 of the Board of ' Regulations.

- As regards pay, these are set out in Article 34 of the EESS.

- The current remuneration policy for Inmocemento's directors applicable for 2024, 2025 and 2026 (the "Remuneration Policy") was approved in accordance with the provisions of article 529 novodecies of the Spanish Companies Act ("LSC") by decision of Inmocemento's sole shareholder adopted on 28 October 2024 and, following the implementation of the Partial Spin-Off, was ratified by the Company's Nomination and Remuneration Committee. The Remuneration Policy applies from 12 November 2024, the date on which Company's shares were effectively admitted to trading on the Spanish Stock Exchanges and, following a report from the CNR, will be submitted approval at the first General Shareholders' Meeting of the Company to be held after the aforementioned admission.

- The current Remuneration Policy establishes that the remuneration received for the performance of the duties inherent to the status of director shall be composed, in accordance with the provisions of the Company's ESSs, of two items and, in this respect, the mixed remuneration system applicable in the current year for directors in their capacity as such shall be composed of the following components (and which is developed in section A.1.3 of this Report): (i) remuneration based on a share in net profits; and (ii) allowances for attendance at meetings of the Board of Directors and its internal committees..3 of this Report): (i) remuneration based on a share in net profits; and (ii) allowances for attendance at meetings of the Board of Directors and its internal Committees.

- In addition, in accordance with Article 34 of the EESS, the Company maintains directors' liability insurance.

-On the other hand, the only executive director is Mr. Pablo Colio Abril and, in accordance with the provisions of the Remuneration Policy, during the current financial year, he will only receive the remuneration corresponding to all the directors for their status as such. In this regard, although Inmoco's ESSs provide that the remuneration for the executive functions of the directors to whom such functions are attributed may consist of a fixed annual remuneration, a variable remuneration referenced to different parameters, savings and welfare systems, severance payments, non-competition and insurance agreements and a system of remuneration in kind specific to the management team, The Remuneration Policy does not contemplate any remuneration for directors for the performance of executive duties in any capacity whatsoever.

The remuneration of non-executive directors does not include variable remuneration linked to the value of Inmoco shares or any other instrument.

-The members of the NRC have been involved in the determination of the Remuneration Policy as well as in the preparation of this Annual Report on Directors' Remuneration (the "Report"). This Report was prepared on the basis of a proposal from the NRC.

-Pursuant to article 529 quidecies, section 3, letter g), LSC and article 42.4.f) of the Regulations of the Board of Directors of the Company, it is the responsibility of the Nomination and Remuneration Committee to propose to the Board of Directors the remuneration policy for Directors, for which purpose the Committee issues a specific report.

The composition of the NRC is as follows:

President: Mr. Elías Fereres Castiel (Independent). Member: Mr. Álvaro Vázquez de Lapuerta (Independent). Member: Ms. Alicia Alcocer Koplowitz (Proprietary).

Member: Mr. Juan Rodríguez Torres (Proprietary).

Member: Ms. Esther Koplowitz Romero de Juseu (Proprietary).

Non-member Secretary: Mr. Felipe Bernabé García Pérez.

Non-member Vice-Secretary: Mr. José María Richi Alberti

-Finally, in determining the remuneration policy, the data on remuneration paid in the market by companies of similar size and activity were also taken into account, as well as the recommendations and indications regarding the structure of directors' remuneration contained in the Code of Good Governance of listed companies published by the National Securities Market Commission (Comisión Nacional del Mercado de Valores).

-There are no temporary exceptions to the Remuneration Policy.

A.1.2 Relative importance of variable pay items in relation to fixed pay items (pay mix) and what criteria and objectives have been taken into account in determining them and in ensuring an appropriate balance between the fixed and variable components of remuneration. In particular, indicate the actions taken by the company in relation to the remuneration system to reduce exposure to excessive risks and align it with the company's objectives, values and long-term interests, including, where appropriate, a reference to measures envisaged to ensure that the remuneration policy addresses the long-term performance of the company, measures taken in relation to those categories of staff whose professional activities have a material impact on the risk profile of the institution and measures envisaged to avoid conflicts of interest.

Also state whether the company has established any vesting or consolidation period for certain variable remuneration items, in cash, shares or other financial instruments, a deferral period for the payment of amounts or delivery of financial instruments already vested and consolidated, or whether any clause has been agreed to reduce deferred remuneration not yet consolidated or obliging the director to repay remuneration received, when such remuneration has been based on data whose inaccuracy has subsequently been manifestly demonstrated.

According to the Remuneration Policy, there currently no variable remuneration items linked to the value of Inmoco shares or any other instrument within the remuneration of executive and non-executive directors.

-In accordance with the provisions of the Remuneration Policy, none of Inmoco's directors receive variable remuneration, so there is no vesting period for variable remuneration; nor has the Company established any deferral in the payment of amounts or delivery of accrued financial instruments. Nor has any clause been agreed to reduce deferred remuneration or oblige the director to return any remuneration received.

In this regard, as expressly established in the Remuneration Policy, the remuneration of directors in accordance with Article 34 of the ESPS must in any case be in reasonable proportion to the importance of the Company, the economic situation of the Company and the economic situation of the Company.

at any given time and the market standards of comparable companies. The remuneration system established shall be aimed at promoting the long-term profitability and sustainability of the Company and shall incorporate the necessary precautions to avoid excessive risk-taking and the rewarding of unfavourable results. The variable remuneration applicable, if any, shall be established, applied and maintained at consistent with the Company's business and risk management strategy, risk profile, objectives, risk management practices, and the short, medium and long-term performance and interests of Inmocoemto as a whole, and shall be oriented to avoid conflicts of interest.

-Pursuant to Article 25.1 of the Board Regulations, directors shall be liable to the company, shareholders and creditors for any damage caused by acts or omissions contrary to law or the EESS or for those performed in breach of the duties inherent to their office, provided there has been malice or negligence.

-With regard to the measures to avoid conflicts of interest, as established in articles 21 and 22 of the Regulations of the Board of Directors of Inmocoemto, directors have a duty to abstain from attending and intervening in deliberations that affect matters in which they may be directly or indirectly interested, and from voting in the corresponding decisions. Likewise, directors must notify the Board of Directors, through the Secretary of the Board, with due notice, of any situation of direct or indirect conflict that they or persons related to them may have with the interests of the Company or those of the companies belonging to the Inmocoemto Group or its related companies.

In the process of preparing, determining, reviewing and applying the Remuneration Policy in force at any given time, the appropriate management of any possible conflict of interest is guaranteed. In this regard: (i) in its composition, the NRC, which adopts decisions relating to the Remuneration Policy for directors, does not include any executive director and is chaired by an independent director, and may be assisted externally by advisors when deemed appropriate; (ii) the NRC periodically reviews the monitoring of the policy in force, submitting a report to the Board of Directors in this regard; (iii) executive directors do not participate in the debate and discussion of the resolutions adopted annually by the Board of Directors in execution of the Remuneration Policy in force from time to time.

A.1.3 Amount and nature of the fixed components expected to accrue to directors in their capacity as such during the year.

The remuneration system for directors in their capacity as such includes: (a) remuneration consisting of a share in the net profit (which may not exceed 2% of the profit for the year attributed to the Company in the consolidated annual accounts of the Group) after covering the legal reserve, and after a dividend of at least four per cent (4%) of the nominal value of the shares has been paid to the shareholders; and (b) allowances for actual attendance by the directors at meetings of the Board and its Committees.

As of the closing date of this report, the Company has not taken any decision regarding the accrual of directors' remuneration in the form of a share in the net profit for the current financial year.

As regards the allowances for attendance at meetings of the Board and its internal committees, as provided for in Article 34 of the ESSM, they shall be distributed by the Board among its members taking into account their actual attendance at meetings, subject to a report by the NRC.

In this regard, the amount of such remuneration provided for in the Remuneration Policy applicable for the financial year, depending on the number of meetings, is as follows: €2,000€ per meeting of the Board of Directors, €1,000 per meeting of the Audit and Control Committee and €1,000 per meeting of the Appointments and Remuneration Committee.

A.1.4 Amount and nature of the fixed components that will be accrued in the year for the performance of senior management functions by executive directors.

The only executive director is Mr. Pablo Colio Abril and, in accordance with the provisions of the Remuneration Policy, during the financial year, he will only receive the remuneration corresponding to all the directors for their status as such. In this regard, although Inmocoemto's ESSs provide that the remuneration for the executive functions of the directors to whom such functions are attributed may consist of a fixed annual remuneration, a variable remuneration referenced to different parameters, savings and welfare systems, severance payments, non-competition and insurance covenants and a system of remuneration in kind specific to the management team, no remuneration has been contemplated in the Remuneration Policy for directors for the performance of executive duties in any capacity whatsoever.

D. Pablo Colio Abril does not have a contract with Inmocoemto. He is an executive director as he is the sole director of CPV (a company belonging to the Inmocoemto Group).

A.1.5 Amount and nature of any component of remuneration in kind that will accrue in the year including, but not limited to, insurance premiums paid on behalf of the director.

An accident policy has been taken out for all directors, both in the performance of their duties and for their personal lives. The premium for the current year will be approximately 3,703.61 euros.

A.1.6 Amount and nature of the variable components, distinguishing between short- and long-term components. Financial and non-financial parameters, including social, environmental and climate change parameters, selected to determine variable remuneration in the current year, explaining the extent to which such parameters are related to the performance of the director, the company and its risk profile, and the methodology, time frame and techniques used to determine them, at the end of the financial year, the effective degree of compliance with the parameters used in the design of variable remuneration, explaining the criteria and factors applied in terms of the time required and methods for verifying that the performance or other conditions to which the accrual and vesting of each component of variable remuneration was linked have been effectively met.

Indicate the range in monetary terms of the different variable components according to the degree of compliance with the established objectives and parameters, and if there is any maximum monetary amount in absolute terms.

According to the Remuneration Policy, there are currently no variable remuneration items within the remuneration of non-executive directors. Nor do they exist within the remuneration of directors who perform executive functions in the Company, since they will only receive the remuneration corresponding to all directors for their status as such.

A.1.7 Main characteristics of the long-term savings systems. Among other information, the contingencies covered by the system, whether it is a defined contribution or defined benefit system, the annual contribution to be made to the defined contribution systems, the benefit to which the beneficiaries are entitled in the case of defined benefit systems, the conditions for consolidation of the economic rights in favour of the directors and their compatibility with any type of payment or indemnity for early termination or severance, or derived from the termination of the contractual relationship, under the terms provided, between the company and the director, shall be indicated.

Indicate whether the vesting or vesting of any of the long-term savings plans is linked to the achievement of certain objectives or benchmarks related to the director's short- and long-term performance.

They do not exist.

A.1.8 Any type of payment or indemnity for early termination or termination resulting from the termination of the contractual relationship under the terms provided between the company and the director, whether the termination is at the will of the company or of the director, as well as any type of agreed covenants, such as exclusivity, non-exclusivity or non-competition, or any other type of agreement between the company and the director.
post-contractual concurrence and permanence or loyalty, which entitle the director to any type of payment.

They do not exist.

A.1.9 Indicate the conditions to be respected in the contracts of those who perform senior management functions as executive directors. Among others, information shall be provided on the duration, limits on the amounts of compensation, tenure clauses, notice periods, as well as payment in lieu of the aforementioned notice period, and any other clauses relating to hiring bonuses, as well as compensation or golden parachutes in the event of early termination or termination of the contractual relationship between the company and the executive director.
company and the executive director. Include, among others, non-competition and exclusivity covenants or agreements,

permanence or loyalty and post-contractual non-competition, unless explained in the previous section.

D. Pablo Colio Abril is the only executive director. He is responsible for the Cement business at Inmocemento. He has no contract with Inmocemento. He is an executive director as he is the sole director of CPV (a company belonging to the Inmocemento Group).

A.1.10 The nature and estimated amount of any other supplementary remuneration that will accrue to directors in the current financial year in consideration for services rendered other than those inherent to their office.

No additional remuneration is paid to any director for services rendered to Inmocemento.

A.1.11 Other items of remuneration such as those derived, if applicable, from the granting by the company to the director advances, loans and guarantees and other remuneration.

There are no advances or loans granted to directors by the Company.

A.1.12 The nature and estimated amount of any other expected additional remuneration not included in the preceding paragraphs, whether paid by the entity or another entity, that will accrue to directors in the current financial year.

They do not exist.

A.2. Explain any relevant changes to the remuneration policy applicable in the current financial year arising from:

- a) A new policy or a modification of the policy already approved by the Board.
- b) Relevant changes in the specific determinations established by the board for the current financial year in the current remuneration policy compared to those applied in the previous financial year.
- c) Proposals that the board of directors would have resolved to submit to the general meeting of shareholders to which this annual report will be submitted and which are proposed to be applicable to the current financial year.

The Directors' Remuneration Policy was approved in accordance with the provisions of article 529 novodecies LSC by decision of the sole shareholder of Inmocemento adopted on 28 October 2024. The Policy remains in force for the financial years 2024, 2025 and 2026.

The Remuneration Policy is expected to be submitted for approval at the first General Meeting of the Company's shareholders to be held in 2025, subject to a favourable report from the NRC.

A.3. Identify the direct link to the document containing the company's current remuneration policy, which should be available on the company's website.

<https://www.inmocemento.es/normativa>

A.4. Explain, taking into account the data provided in section B.4, how the vote of the shareholders at the general meeting at which the annual remuneration report for the previous year was put to a consultative vote was taken into account.

Inmocemento was incorporated on 10 April 2024 and therefore there is no annual remuneration report for previous years.

B. OVERALL SUMMARY OF HOW THE REMUNERATION POLICY WAS APPLIED DURING THE YEAR ENDED 31 DECEMBER 2009

B.1.1 Explain the process followed to implement the remuneration policy and determine the individual remuneration reflected in section C of this report. This information shall include the role played by the remuneration committee, the decisions taken by the board of directors and, where applicable, the identity and role of external advisors whose services have been used in the process implementing the remuneration policy in the financial year for which the financial year ended.

- Inmocemento was incorporated on 10 April 2024, appointing a sole director (Mr. Felipe Bernabé García Pérez) who held this unpaid position until 7 November 2024, on which date a board of directors was appointed whose members held office for the remainder of 2024.

- The current Remuneration Policy for Inmocemento's directors was approved in accordance with the provisions of article 529 novodecies LSC by decision of Inmocemento's sole shareholder adopted on 28 October 2024 and, following the implementation of the Partial Spin-Off, was ratified by the Company's Nomination and Remuneration Committee. The Remuneration Policy has been applied during the financial year closed, since 12 November 2024, the date on which the Company's shares were effectively admitted to trading, and is applicable for the years 2024, 2025 and 2026.

Pursuant to the provisions of the Remuneration Policy and on the basis of the provisions of article 34.2 of the EESS, the remuneration system for directors in their capacity as such includes (a) remuneration consisting of a share in the net profits, which may not exceed two per cent (2%) of the profit for the year attributed to the Company in the consolidated annual accounts of the Group of which it is the controlling company, after covering the legal reserve, and a dividend of at least four per cent (4%) of the par value of the shares has been paid to the shareholders; and (b) allowances for actual attendance by directors at meetings of the board and its committees.

Directors' remuneration in the form of a share of net profit was not paid in 2024. Accordingly, directors were remunerated for the performance of their duties solely by virtue of their actual attendance, in person or by remote means of communication (such as videoconferencing or multiconferencing) at meetings of the Board and its internal Committees.

In accordance with the provisions of the Remuneration Policy, the aforementioned remuneration for attendance at each meeting is set at the following amounts:

Board of Directors: €2,000 Audit and Control
Committee: €1,€
Appointments and Remuneration Committee: 1.€

There were no variable remuneration items linked to the value of Inmocemento shares or any other instrument in the remuneration of non-executive directors.

- On the other hand, the only executive director is Mr. Pablo Colio Abril and, in accordance with the provisions of the Remuneration Policy, during the 2024 financial year, he only received the remuneration corresponding to all the directors for their status as such. In this regard, although Inmocemento's ESSs provide that the remuneration for the executive functions of the directors to whom such functions are attributed may consist of a fixed annual remuneration, a variable remuneration referenced to different parameters, savings and welfare systems, severance payments, non-competition and insurance covenants and a system of remuneration in kind specific to the management team, no remuneration has been contemplated in the Remuneration Policy for directors for the performance of executive duties in any capacity whatsoever.

- On the other hand, some Inmocemento directors have received remuneration for their membership of the Board of Directors of other Inmocemento Group companies, as described in section B.16 of this report.

-The members of the NRC participated in the determination of the Remuneration Policy, as well as in the drafting of the corresponding report. This report was prepared on the basis of a draft prepared by the Secretariat of the Board of Inmocemento and the Secretariat of the NRC, which was sent to all members of the NRC.

Information and advice was provided by the Company's in-house legal services, and no advice was received from external consultants for this purpose.

-Pursuant to article 529 quidecies, section 3, letter g), LSC and article 42.4.f) of the Regulations of the Board of the Company, the NRC is responsible for proposing to the Board of Directors the remuneration policy for directors, for which purpose the Committee issued a specific report.

B.1.2 Explain any deviations from the established procedure for the application of the remuneration policy that occurred during the financial year.

There has been no deviation.

B.1.3 Indicate whether any temporary exceptions to the remuneration policy have been applied and, if so, explain the exceptional circumstances that have led to the application of these exceptions, the specific components of the remuneration policy affected and the reasons why the company considers that these exceptions have been necessary to serve the long-term interests and sustainability of the company as a whole or to ensure its viability. Also quantify the impact that the application of these exceptions has had on the remuneration of each director during the year.

No temporary derogations have been applied.

B.2. Explain the different actions taken by the company in relation to the remuneration system and how they have contributed to reducing exposure to excessive risks and aligning it with the company's objectives, values and long-term interests, including a reference to the measures that have been taken to ensure that accrued remuneration has taken into account the long-term performance of the company and achieved an appropriate balance between fixed and variable components of remuneration, what measures have been taken in relation to those categories of staff whose professional activities have a material impact on the risk profile of the institution, and what measures have been taken to avoid conflicts of interest, if any.

Pursuant to article 28.2 of the Board of Directors' Regulations, one of the criteria that the Company's remuneration policy must respect is that remuneration must be in reasonable proportion to the importance of the Company, its economic situation at any given time and the market standards of comparable companies, and that the remuneration system established must be aimed at promoting the long-term profitability and sustainability of the Company, and incorporate the necessary precautions to avoid the excessive assumption of risks and the rewarding of unfavourable results.

With regard to the measures to avoid conflicts of interest, as established in articles 21 and 22 of the Regulations of the Board of Directors of Inmoco, directors have a duty to abstain from attending and intervening in deliberations affecting matters in which they may be directly or indirectly interested, and from voting in the corresponding decisions. Likewise, directors must notify the Board of Directors, through the Secretary of the Board, with due notice, of any situation of direct or indirect conflict that they or persons related to them may have with the interests of the Company or those of the companies belonging to the Inmoco Group or its related companies.

In the process of preparing, determining, reviewing and applying the Remuneration Policy in force at any given time, the appropriate management of any possible conflict of interest is guaranteed. In this regard: (i) in its composition, the NRC, which adopts decisions relating to the Remuneration Policy for directors, does not include any executive director and is chaired by an independent director, and may be assisted externally by advisors when deemed appropriate; (ii) the NRC periodically reviews the monitoring of the policy in force, submitting a report to the Board of Directors in this regard; (iii) executive directors do not participate in the debate and discussion of the resolutions adopted annually by the Board of Directors in execution of the Remuneration Policy in force from time to time.

B.3. Explain how the remuneration accrued and consolidated in the financial year complies with the provisions of the current remuneration policy and, in particular, how it contributes to the long-term and sustainable performance of the company.

Also report on the relationship between the remuneration obtained by the directors and the results or other short- and long-term performance measures of the company, explaining, where applicable, how variations in the company's performance may have influenced the variation in directors' remuneration, including accruals for which payment has been deferred, and how they contribute to the company's short and long-term results.

As stated above, in accordance with the provisions of Article 34.2 of the ESOP and the applicable Remuneration Policy, the remuneration of the Company's directors in their capacity as such consists of: (i) a share in the liquid profits, which

may not exceed two per cent (2%) of the profit for the year attributed to the Company in the consolidated annual accounts of the Group of which it is the controlling company, once the legal reserve has been covered and a dividend of at least four per cent (4%) of the par value of the shares has been paid to the shareholders; the percentage corresponding to the Board of Directors as a whole for this item in each year shall be established by the General Meeting; and (ii) allowances for attendance at meetings of the Board and its internal Committees.

In the financial year 2024, the remuneration in the form of a share in the net profit was not paid, and they were only remunerated for their attendance at the meetings of the Board and its internal Committees.

Likewise, the only executive director is Mr. Pablo Colio Abril and, in accordance with the provisions of the Remuneration Policy, during financial year 2024, he received only the remuneration corresponding to all directors for their status as such.

As expressly stated in the Company's Remuneration Policy, applicable during the 2024 financial year, the remuneration system established is aimed at promoting the long-term profitability and sustainability of the Company and incorporates the necessary safeguards for avoid excessive risk-taking and the rewarding of unfavourable results. In particular, the establishment of variable remuneration linked, among other criteria, to the Company's results, contributes effectively to the achievement of the Company's interests and sustainability, promoting the creation of value for the Company's various stakeholders.

B.4. Report on the result of the consultative vote of the general meeting on the annual report on remuneration for the previous year, indicating the number of abstentions and negative, blank and affirmative votes cast:

	Number	% of total
Votes cast		0,00

	Number	% of issued
Negative votes		0,00
In favour		0,00
Blank votes		0,00
Abstentions		0,00

Remarks

Inmoco was incorporated on 10 April 2024 and therefore there is no annual remuneration report for previous years. Nor has a General Shareholders' Meeting been held.

B.5. Explain how the fixed components accrued and consolidated during the year by the directors in their capacity as such have been determined, their relative proportion for each director and how they have varied with respect to the previous year.

Directors were paid for the performance of their duties only in the form of attendance fees for actual attendance at meetings of the Board and its internal committees.

In accordance with the provisions of the Remuneration Policy, the aforementioned remuneration per meeting is set at the following amounts: Board of

Directors: 2,000 €.

Audit and Control Committee: 1.€

Appointments and Remuneration Committee: 1.€

B.6. Explain how the salaries accrued and consolidated during the year ended for each of the executive directors for the performance of management duties have been determined, and how they have varied with respect to the previous year.

The only executive director is Mr. Pablo Colio Abril. He has no contract with Inmoco.

In 2024 held the status of executive director as CEO of CPV (a company belonging to the Inmoco Group) until 27 November 2024 and sole director as from that date.

In accordance with the provisions of the Remuneration Policy, during the financial year 2024, the executive director received only the remuneration corresponding to all directors for their status as such.

B.7. Explain the nature and main features of the variable components of the remuneration systems accrued and vested in the financial year ended.

In particular:

- a) Identify each of the remuneration plans that have determined the different variable remuneration accrued by each of the directors during the year, including information on their scope, date of approval, date of implementation, vesting conditions, if any, vesting periods and term, criteria used to assess performance and how this has impacted on the setting of the variable amount accrued, as well as the measurement criteria. The criteria and factors it has applied in terms of the time required and methods for verifying that the performance or other conditions attached to the vesting of each component of variable remuneration have been effectively met should be explained in detail.
- b) In the case of stock option plans or other financial instruments, the general features of each plan shall include information on the conditions both for unconditional vesting and for the exercise of such options or financial instruments, including the exercise price and exercise period.
- c) Each of the directors, and their category (executive directors, external proprietary directors, external independent directors or other external directors), who are beneficiaries of remuneration systems or plans that incorporate variable remuneration.
- d) Where applicable, information shall be given on the established accrual or deferral periods applied and/or the periods of withholding/non-disposal of shares or other financial instruments, if any.

Explain the short-term variable components of remuneration systems:

According to the Remuneration Policy, there are currently no variable remuneration items within the remuneration of non-executive directors. Nor do they exist within the remuneration of directors who perform executive functions in the Company, since they will only receive the remuneration corresponding to all directors for their status as such.

Explain the long-term variable components of remuneration systems:

They do not exist

B.8. Indicate whether certain accrued variable components have been reduced or claimed back where unconsolidated amounts were, in the first case, deferred or, in the second case, consolidated and paid on the basis of data that was subsequently found to be inaccurate.

clearly demonstrated. Describe the amounts reduced or refunded by the application of the malus or clawback clauses, why they have been applied and the financial years to which they relate.

They do not exist

B.9. Explain the main characteristics of the long-term savings systems whose amount or equivalent annual cost is shown in the tables in Section C, including retirement and any other survivor's benefits, which are partially or fully funded by the company, whether internally or externally endowed, indicating the type of plan, whether it is a defined contribution or defined benefit plan, the contingencies it covers, the conditions of consolidation of the economic rights in favour of directors and its compatibility with any type of compensation for early termination or termination of the contractual relationship between the company and the director.

They do not exist

B.10. Explain, if applicable, the indemnities or any other type of payment derived from early termination, whether the termination is at the will of the company or of the director, or from the termination of the contract, in the terms provided therein, accrued and/or received by the directors during the financial year ended.

They do not exist

B.11. Indicate whether there have been any significant changes in the contracts of those exercising senior management functions as executive directors and, if so, explain them. Also explain the main terms and conditions of any new contracts signed with executive directors during the year, unless explained in section A.1.

They do not exist

B.12. Explain any additional remuneration accrued to directors in consideration for services rendered other than those inherent to their position.

No additional remuneration is paid to any director for services rendered to Inmocoemto.

B.13. Explain any remuneration derived from the granting of advances, credits and guarantees, indicating the interest rate, their essential characteristics and any amounts repaid, as well as the obligations assumed on their behalf by way of guarantee.

They do not exist

B.14. Give details of the remuneration in kind earned by directors during the year, explaining briefly the nature of the different salary components.

An accident policy has been taken out for all directors, both in the performance of their duties and for their personal lives. It was taken out as of 08/11/2024 and the premium for 2024 was €546.42.

This amount is broken down in table C.1 a (i) "Other items".

This amount has been prorated among all the directors who have held office during 2024, giving a result of 49.67 euros per director. Since the amounts in the tables are entered in thousands and the programme prevents inserting decimals, they are rounded down in this case, since the decimal is less than 5, and "0" is included instead of "0.049" in the "Other items" column.

B.15. Explain the remuneration accrued by the director by virtue of payments made by the listed company to a third party entity in which the director provides services, when such payments are intended to remunerate the director's services in the company.

They do not exist

B.16. Explain and give details of the amounts accrued during the year in respect of any other item of remuneration other than those listed above, whatever its nature or the group entity paying it, including all benefits in any form, such as when it is considered a related-party transaction or, in particular, when it significantly affects the true and fair view of the total remuneration accrued by the director, explaining the amount granted or pending payment, the nature of the consideration received and the reasons why it would have been considered, where appropriate, that it does not constitute remuneration to the director in his capacity as such or in consideration for the performance of his executive duties, and whether or not it has been considered appropriate to include it among the amounts accrued in the "other items" section of section C.

Some Inmocoemto directors have received remuneration for their membership of the Board of Directors of other Group companies. Specifically, the companies CPV, FCYC and REALIA. This remuneration was received together with the remuneration received for membership of the Board of Directors and Committees of Inmocoemto from 07/11/2024, the date on which the Partial Spin-Off was registered in the Barcelona Mercantile Registry, until the end of the year.

C. DETAILS OF THE INDIVIDUAL REMUNERATION CORRESPONDING TO EACH DIRECTOR

Name	Typology	Accrual period 2024
Mr FELIPE BERNABÉ GARCÍA PÉREZ	Director Other External	From 10/04/2024 to 07/11/2024
Mr JUAN RODRÍGUEZ TORRES	Sunday President	From 07/11/2024 to 31/12/2024
Mr GERARDO KURI KAUFMANN	Sunday Vice-President	From 07/11/2024 to 31/12/2024
Ms ALICIA ALCOCER KOPLOWITZ	Sunday Vice-President	From 07/11/2024 to 31/12/2024
Mr PABLO COLIO ABRIL	Executive Director	From 07/11/2024 to 31/12/2024
Mr CARLOS SLIM HELÚ	Proprietary Director	From 07/11/2024 to 31/12/2024
Mrs ESTHER ALCOCER KOPLOWITZ	Proprietary Director	From 07/11/2024 to 31/12/2024
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	Proprietary Director	From 07/11/2024 to 31/12/2024
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	Proprietary Director	From 07/11/2024 to 31/12/2024
Ms GISSELLE MORÁN JIMÉNEZ	Independent Director	From 07/11/2024 to 31/12/2024
Mr ELIAS FERRERES CASTIEL	Independent Director	From 07/11/2024 to 31/12/2024
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	Independent Director	From 07/11/2024 to 31/12/2024

C.1. Complete the following tables with respect to the individual remuneration of each of the directors (including remuneration for the exercise of executive functions) accrued during the financial year.

a) Remuneration of the company that is the subject of this report:

i) Remuneration accrued in cash (in thousands of)

Name	Fixed remuneration	Diets	Remuneration for membership of Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other concepts	Total financial year 2024	Total financial year 2023
Mr FELIPE BERNABÉ GARCÍA PÉREZ										
Mr JUAN RODRÍGUEZ TORRES		4							4	
Mr GERARDO KURI KAUFMANN		2							2	
Ms ALICIA ALCOCER KOPLOWITZ		3							3	
Mr PABLO COLIO ABRIL		2							2	
Mr CARLOS SLIM HELÚ		2							2	
Mrs ESTHER ALCOCER KOPLOWITZ		3							3	
Mr ALEJANDRO ABOUMRAD GONZÁLEZ		2							2	
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU		3							3	
Ms GISSELLE MORÁN JIMÉNEZ		3							3	
Mr ELIAS FERRERES CASTIEL		4							4	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA		4							4	

Remarks

Since the amounts in the tables are entered in thousands and the programme prevents the insertion of decimals, they have been rounded up (if the decimal place is equal to or greater than 5) and down (if the decimal place is less than 5). Likewise, the information relating to the financial year 2023 is not filled in as the Company was incorporated in 2024.

ii) Movement table of share-based remuneration systems and gross profit from consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the beginning of the financial year 2024		Financial instruments granted during the financial year 2024		Consolidated financial instruments in the year				Expired and unexercised instruments	Financial instruments at year-end 2024	
		No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent/ vested shares	Consolidated share	Gross profit from consolidated shares or financial instruments (thousands of)	No. of instruments	No. of instruments	No. Equivalent shares
Mr FELIPE BERNABÉ GARCÍA PÉREZ	Plan							0,00				
Mr JUAN RODRÍGUEZ TORRES	Plan							0,00				
Mr GERARDO KURI KAUFMANN	Plan							0,00				
Ms ALICIA ALCOCER KOPLOWITZ	Plan							0,00				
Mr PABLO COLIO ABRIL	Plan							0,00				
Mr CARLOS SLIM HELÚ	Plan							0,00				
Mrs ESTHER ALCOCER KOPLOWITZ	Plan							0,00				
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	Plan							0,00				
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	Plan							0,00				
Ms GISSELLE MORÁN JIMÉNEZ	Plan							0,00				

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED PUBLIC LIMITED COMPANIES

Name	Name of the Plan	Financial instruments at the beginning of the financial year 2024		Financial instruments granted during the financial year 2024		Consolidated financial instruments in the year				Expired and unexercised instruments	Financial instruments at year-end 2024	
		No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent/ vested shares	Consolidated share	Gross profit from consolidated shares or financial instruments (thousands)	No. of instruments	No. of instruments	No. Equivalent shares
Mr ELIAS FERRERES CASTIEL	Plan							0,00				
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	Plan							0,00				

Remarks

iii) savings schemes.

Name	Remuneration for vesting of rights to savings schemes
Mr FELIPE BERNABÉ GARCÍA PÉREZ	
Mr JUAN RODRÍGUEZ TORRES	
Mr GERARDO KURI KAUFMANN	
Ms ALICIA ALCOCER KOPLOWITZ	
Mr PABLO COLIO ABRIL	
Mr CARLOS SLIM HELÚ	
Mrs ESTHER ALCOCER KOPLOWITZ	

Name	Remuneration for vesting of rights to savings schemes
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	
Ms GISELLE MORÁN JIMÉNEZ	
Mr ELIAS FERRERES CASTIEL	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	

Name	Company's contribution for the year (thousands of)				Amount of accumulated funds (thousands)			
	Savings schemes with vested economic rights		Savings schemes with unbound economic rights		Savings schemes with vested economic rights		Savings schemes with unbound economic rights	
	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023
Mr FELIPE BERNABÉ GARCÍA PÉREZ								
Mr JUAN RODRÍGUEZ TORRES								
Mr GERARDO KURI KAUFMANN								
Ms ALICIA ALCOCER KOPLOWITZ								
Mr PABLO COLIO ABRIL								
Mr CARLOS SLIM HELÚ								
Mrs ESTHER ALCOCER KOPLOWITZ								

Name	Company's contribution for the year (thousands of)				Amount of accumulated funds (thousands)			
	Savings schemes with vested economic rights		Savings schemes with unbound economic rights		Savings schemes with vested economic rights		Savings schemes with unbound economic rights	
	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023
Mr ALEJANDRO ABOUMRAD GONZÁLEZ								
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU								
Ms GISELLE MORÁN JIMÉNEZ								
Mr ELIAS FERRERES CASTIEL								
Mr ÁLVARO VÁZQUEZ DE LAPUERTA								

Remarks

iv) Details of other items

Name	Concept	Amount of remuneration
Mr FELIPE BERNABÉ GARCÍA PÉREZ	Concept	
Mr JUAN RODRÍGUEZ TORRES	Concept	
Mr GERARDO KURI KAUFMANN	Concept	
Ms ALICIA ALCOCER KOPLOWITZ	Concept	

Name	Concept	Amount of remuneration
Mr PABLO COLIO ABRIL	Concept	
Mr CARLOS SLIM HELÚ	Concept	
Mrs ESTHER ALCOCER KOPLOWITZ	Concept	
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	Concept	
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	Concept	
Ms GISSELLE MORÁN JIMÉNEZ	Concept	
Mr ELIAS FERRERES CASTIEL	Concept	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	Concept	

Remarks

b) Remuneration of directors of the listed company for their membership of the administrative bodies of its subsidiaries:

i) Remuneration accrued in cash (in thousands of)

Name	Fixed remuneration	Diets	Remuneration for membership of Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other concepts	Total financial year 2024	Total financial year 2023
Mr FELIPE BERNABÉ GARCÍA PÉREZ										
Mr JUAN RODRÍGUEZ TORRES	32	6	3						41	
Mr GERARDO KURI KAUFMANN	31	5	1					22	59	
Ms ALICIA ALCOCER KOPLOWITZ	3	3	2						8	

Name	Fixed remuneration	Diets	Remuneration for membership of Board committees	Salary	Short-term variable remuneration	Long-term variable remuneration	Indemnification	Other concepts	Total financial year 2024	Total financial year 2023
Mr PABLO COLIO ABRIL		2		34	8				44	
Mr CARLOS SLIM HELÚ										
Mrs ESTHER ALCOCER KOPLOWITZ	3	3	2						8	
Mr ALEJANDRO ABOUMRAD GONZÁLEZ										
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU										
Ms GISSELLE MORÁN JIMÉNEZ										
Mr ELIAS FERRERES CASTIEL	3	2	1						6	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA		2							2	

Remarks

-This includes the remuneration of Inmocemento directors who are also members of the Boards of Directors of CPV, REALIA and FCYC, all of which are controlled by Inmocemento.

The remuneration received since 07/11/2024, the date on which the public deed relating to the partial financial spin-off of FCC as the company spun off in favour of Inmocemento as the beneficiary company, by virtue of which the companies CPV, REALIA and FCYC have left the FCC Group to form part of the Inmocemento Group, was registered in the Barcelona Mercantile Register.

The Board of REALIA distributes a fixed annual remuneration for all directors, for their permanence on the Board and its various committees, plus a fixed annual remuneration for the Chairman and Vice-Chairman, which is reflected in a service contract.

- Mr. Pablo Colio Abril was appointed sole director of CPV on 27 November 2024, and a fixed annual remuneration was established for the performance of his duties amounting to 360 thousand euros per annum, the payment of which will be accrued monthly, therefore corresponding to him in respect of the financial year 2024 the amount of 34 thousand euros. This remuneration was paid in full by CPV.

ii) Movement table of share-based remuneration systems and gross profit from consolidated shares or financial instruments.

Name	Name of the Plan	Financial instruments at the beginning of the financial year 2024		Financial instruments granted during the financial year 2024		Consolidated financial instruments in the year				Expired and unexercised instruments	Financial instruments at year-end 2024	
		No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent/ vested shares	Consolidated share	Gross profit from consolidated shares or financial instruments (thousands of)	No. of instruments	No. of instruments	No. Equivalent shares
Mr FELIPE BERNABÉ GARCÍA PÉREZ	Plan							0,00				
Mr JUAN RODRÍGUEZ TORRES	Plan							0,00				
Mr GERARDO KURI KAUFMANN	Plan							0,00				
Ms ALICIA ALCOCER KOPLOWITZ	Plan							0,00				
Mr PABLO COLIO ABRIL	Plan							0,00				
Mr CARLOS SLIM HELÚ	Plan							0,00				
Mrs ESTHER ALCOCER KOPLOWITZ	Plan							0,00				

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED PUBLIC LIMITED COMPANIES

Name	Name of the Plan	Financial instruments at the beginning of the financial year 2024		Financial instruments granted during the financial year 2024		Consolidated financial instruments in the year				Expired and unexercised instruments	Financial instruments at year-end 2024	
		No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent shares	No. of instruments	No. Equivalent/ vested shares	Consolidated share	Gross profit from consolidated shares or financial instruments (thousands of)	No. of instruments	No. of instruments	No. Equivalent shares
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	Plan							0,00				
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	Plan							0,00				
Ms GISSELLE MORÁN JIMÉNEZ	Plan							0,00				
Mr ELIAS FERRERES CASTIEL	Plan							0,00				
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	Plan							0,00				

Remarks

iii) savings schemes.

Name	Remuneration for vesting of rights to savings schemes
Mr FELIPE BERNABÉ GARCÍA PÉREZ	
Mr JUAN RODRÍGUEZ TORRES	
Mr GERARDO KURI KAUFMANN	
Ms ALICIA ALCOCER KOPLOWITZ	
Mr PABLO COLIO ABRIL	
Mr CARLOS SLIM HELÚ	
Mrs ESTHER ALCOCER KOPLOWITZ	
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	
Ms GISSELLE MORÁN JIMÉNEZ	
Mr ELIAS FERRERES CASTIEL	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	

Name	Company's contribution for the year (thousands of)				Amount of accumulated funds (thousands)			
	Savings schemes with vested economic rights		Savings schemes with unbound economic rights		Savings schemes with vested economic rights		Savings schemes with unbound economic rights	
	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023
Mr FELIPE BERNABÉ GARCÍA PÉREZ								
Mr JUAN RODRÍGUEZ TORRES								

Name	Company's contribution for the year (thousands of)				Amount of accumulated funds (thousands)			
	Savings schemes with vested economic rights		Savings schemes with unbound economic rights		Savings schemes with vested economic rights		Savings schemes with unbound economic rights	
	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023	Financial year 2024	Financial year 2023
Mr GERARDO KURI KAUFMANN								
Ms ALICIA ALCOCER KOPLOWITZ								
Mr PABLO COLIO ABRIL								
Mr CARLOS SLIM HELÚ								
Mrs ESTHER ALCOCER KOPLOWITZ								
Mr ALEJANDRO ABOUMRAD GONZÁLEZ								
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU								
Ms GISELLE MORÁN JIMÉNEZ								
Mr ELIAS FERRERES CASTIEL								
Mr ÁLVARO VÁZQUEZ DE LAPUERTA								

Remarks

iv) Details of other items

Name	Concept	Amount of remuneration
Mr FELIPE BERNABÉ GARCÍA PÉREZ	Concept	
Mr JUAN RODRÍGUEZ TORRES	Concept	
Mr GERARDO KURI KAUFMANN	Concept	
Ms ALICIA ALCOCER KOPLOWITZ	Concept	
Mr PABLO COLIO ABRIL	Concept	
Mr CARLOS SLIM HELÚ	Concept	
Mrs ESTHER ALCOCER KOPLOWITZ	Concept	
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	Concept	
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	Concept	
Ms GISSELLE MORÁN JIMÉNEZ	Concept	
Mr ELIAS FERRERES CASTIEL	Concept	
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	Concept	

Remarks

c) Summary of remuneration (in thousands of):

The amounts corresponding to all the remuneration items included in this report that have been accrued by the director should be included in the summary, in thousands of euros.

Name	Remuneration accrued in the Company					Remuneration earned in group companies					Total financial year 2024 company + group
	Total Cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration by savings schemes	Remuneration for other items	Total financial year 2024 company	Total Cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration by savings schemes	Remuneration for other items	Total financial year 2024 group	
Mr FELIPE BERNABÉ GARCÍA PÉREZ											
Mr JUAN RODRÍGUEZ TORRES	4				4	41				41	45
Mr GERARDO KURI KAUFMANN	2				2	59				59	61
Ms ALICIA ALCOCER KOPLOWITZ	3				3	8				8	11
Mr PABLO COLIO ABRIL	2				2	44				44	46
Mr CARLOS SLIM HELÚ	2				2						2
Mrs ESTHER ALCOCER KOPLOWITZ	3				3	8				8	11
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	2				2						2
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	3				3						3

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED PUBLIC LIMITED COMPANIES

Name	Remuneration accrued in the Company					Remuneration earned in group companies					Total financial year 2024 company + group
	Total Cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration by savings schemes	Remuneration for other items	Total financial year 2024 company	Total Cash remuneration	Gross profit on consolidated shares or financial instruments	Remuneration by savings schemes	Remuneration for other items	Total financial year 2024 group	
Ms GISELLE MORÁN JIMÉNEZ	3				3						3
Mr ELIAS FERRERES CASTIEL	4				4	6				6	10
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	4				4	2				2	6
TOTAL	32				32	168				168	200

Remarks

C.2. Indicate the changes over the last five years in the amount and percentage change in the remuneration earned by each of the listed company's directors during the year, in the consolidated results of the company and in the average remuneration on a full-time equivalent basis of the employees of the company and its subsidiaries who are not directors of the listed company.

	Total amounts accrued and % annual change								
	Financial year 2024	% Change 2024/2023	Financial year 2023	% Change 2023/2022	Financial year 2022	% Change 2022/2021	Financial year 2021	% Change 2021/2020	Financial year 2020
Executive directors									
Mr PABLO COLIO ABRIL	46	-	0	-	0	-	0	-	0

ANNUAL REPORT ON THE REMUNERATION OF DIRECTORS OF LISTED PUBLIC LIMITED COMPANIES

Total amounts accrued and % annual change									
	Financial year 2024	% Change 2024/2023	Financial year 2023	% Change 2023/2022	Financial year 2022	% Change 2022/2021	Financial year 2021	% Change 2021/2020	Financial year 2020
External directors									
Mr JUAN RODRÍGUEZ TORRES	45	-	0	-	0	-	0	-	0
Mr GERARDO KURI KAUFMANN	61	-	0	-	0	-	0	-	0
Ms ALICIA ALCOCER KOPLOWITZ	11	-	0	-	0	-	0	-	0
Mr CARLOS SLIM HELÚ	2	-	0	-	0	-	0	-	0
Mrs ESTHER ALCOCER KOPLOWITZ	11	-	0	-	0	-	0	-	0
Mr ALEJANDRO ABOUMRAD GONZÁLEZ	2	-	0	-	0	-	0	-	0
Ms ESTHER KOPLOWITZ ROMERO DE JUSEU	3	-	0	-	0	-	0	-	0
Ms GISSELLE MORÁN JIMÉNEZ	3	-	0	-	0	-	0	-	0
Mr ELIAS FERRERES CASTIEL	10	-	0	-	0	-	0	-	0
Mr ÁLVARO VÁZQUEZ DE LAPUERTA	6	-	0	-	0	-	0	-	0
Mr FELIPE BERNABÉ GARCÍA PÉREZ	0	-	0	-	0	-	0	-	0
Consolidated results of the company									
	234,044	-	0	-	0	-	0	-	0

	Total amounts accrued and % annual change								
	Financial year 2024	% Change 2024/2023	Financial year 2023	% Change 2023/2022	Financial year 2022	% Change 2022/2021	Financial year 2021	% Change 2021/2020	Financial year 2020
Average employee remuneration									
	46	-	0	-	0	-	0	-	0

Remarks

Innocemento was incorporated on 10 April 2024 and therefore it is not possible to compare with previous years.

D. OTHER INFORMATION OF INTEREST

If there is any relevant aspect regarding directors' remuneration that has not been included in the other sections of this report, but which it is necessary to include in order to provide more complete and reasoned information on the company's remuneration structure and practices in relation to its directors, briefly describe them.

[

This annual remuneration report was approved by the board of directors of the company at its meeting held on this date:

]

[

24/02/2025

]

Indicate whether any directors voted against or abstained from voting on the approval of this report.

[] Yes

[v] No