



REMUNERATION POLICY

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TABLE OF CONTENTS

1. INTRODUCTION	4
2. DURATION & SCOPE	4
3. REMUNERATION GOVERNANCE.....	4
4. BASIC PRINCIPLES.....	5
5. REMUNERATION COMPONENTS	6
6. REMUNERATION OF EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS.....	6
7. REMUNERATION OF NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS.....	7
8. "SIGNIFICANT FEES OR BENEFITS" OF NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS	8
9. DISCLOSURE ON REMUNERATION	8
10. PUBLICATIONS	8

1. INTRODUCTION

- 1.1 CAPITAL MARITIME FINANCE CORP. (the “**Company**”) has adopted a remuneration policy in relation to the members of the Board of Directors, which sets forth the basic principles and rules regarding the remuneration of the members of the Board of Directors, intending to increase corporate transparency and the accountability of said persons, and to allow shareholders, potential investors and stakeholders to assess their remuneration, including the extent to which their remuneration is linked to the performance and strategy of the Company (the “**Remuneration Policy**”).
- 1.2 The Remuneration Policy was approved by the Board of Directors on 01.10.2026.

2. DURATION & SCOPE

- 2.1 The Policy has a duration of four (4) years.
- 2.2 Remuneration covers any type of compensation or payment, fees and benefits of any kind received by the members of the Board of Directors for their mandate within the Company, provided that such compensation, fees or benefits are paid with respect to duties performed for the Company.
- 2.3 The Policy applies to the members of the Board of Directors.

3. REMUNERATION GOVERNANCE

- 3.1 The present Policy is approved and reviewed by decision of the Board of Directors, following recommendation of the nomination and remuneration committee of the Company (the “**Nomination and Remuneration Committee**”). In discharging its duties, the Nomination and Remuneration Committee may cooperate with other committees of the Board of Directors, if deemed necessary.
- 3.2 The Policy shall be reviewed annually by the Board of Directors following a recommendation of the Nomination and Remuneration Committee as regards its implementation, its ongoing compliance with the applicable legal and regulatory framework, and its alignment with economic and market conditions. The Policy may be revised by the Board of Directors upon a proposal of the Nomination and Remuneration Committee.
- 3.3 The duties of the Board of Directors as regards remuneration include, upon recommendation of the Nomination and Remuneration Committee, monitoring, reviewing and periodically updating the procedures and conditions for the award of remuneration to ensure that they are aligned both with the Company’s business objectives and the applicable regulatory framework.
- 3.4 Subject to any additional responsibilities under the applicable laws and the Nomination and Remuneration Committee Regulation, the Nomination and Remuneration Committee is responsible for:
 - (1) making proposals to the Board of Directors regarding the Policy;
 - (2) reviewing and submitting recommendations to the Board of Directors regarding (i) the total fixed aggregate annual remuneration; and (i) any variable remuneration (including participation in share option plans or share-based incentive schemes) payable to the Members of the Board of Directors; and

- (3) reviewing the remuneration summary included in the annual financial report of the Company that relates to the persons covered by the Remuneration Policy, and providing its comments to the Board of Directors.
- 3.5 The total remuneration (including fixed remuneration, variable remuneration and any other benefits) to be paid to the members of the Board of Directors for their mandate (as members of the Board of Directors) shall be approved by the Board of Directors, following a recommendation of the Nomination and Remuneration Committee.

4. BASIC PRINCIPLES

- 4.1 The Policy links the pay structure of the members of the Board of Directors to the Company's business strategy, long-term interests and financial performance and reinforces a culture of continuous improvement and development, to maximize the value of the Company for all stakeholders, its customers and shareholders, while encouraging appropriate management of risks.
- 4.2 The Policy contributes to the Company's business strategy, long-term interests and financial performance by relying on the following main principles:
- (1) **Performance maximization:** The remuneration of people with executive role includes a fixed component and may include short and long-term variable components as reward for their contribution to the overall success of the business, the creation of value and the building of a dedicated client base.
 - (2) **Long-term value creation:** The remuneration is designed to support the Company's business plan, so that it continues to create long-term value for its clients, shareholders and other stakeholders, by ensuring fair and appropriate remuneration.
 - (3) **Attraction, motivation and retention of talent:** The Company aims to provide incentives to attract, recruit, motivate and retain talent required to implement its strategy.
 - (4) **Prevention of conflicts of interest:** The remuneration aims to align the interests of the members of the Board of Directors with the interests of the Company and its shareholders and aims to avoid conflicts of interest or provide incentives to the members of the Board of Directors to promote their interests or third parties' interests to the detriment of the interests of the Company and its shareholders.
 - (5) **Prudent risk management:** The remuneration encourages the appropriate and necessary management of risks by ensuring the appropriate liquidity levels required for the Company's operations and discouraging the members of the Board of Directors from benefitting significantly from the Company's short-term success, which may not be consistent with growing the overall value of the Company's business and/or may put the Company's sustainability at risk.
 - (6) **Transparency:** The aggregate remuneration paid to the members of the Board of Directors shall be presented in the annual financial report.
 - (7) **Compliance with applicable laws:** Remuneration levels in the Company must at all times be compliant with the applicable legal and regulatory framework.

- 4.3 In determining the remuneration of the members of the Board of Directors, the Company takes into consideration the relevant practices in place, intending to ensure that covered persons are paid appropriately in the context of their role, experience and performance.

5. REMUNERATION COMPONENTS

5.1 Structure of remuneration

Remuneration includes a fixed component and may include also a short-term and/or long-term variable component and other benefits. Moreover, the members of the Board of Directors may be reimbursed for reasonable business expenses, including travel, accommodation and vocational training.

5.2 Remuneration components

Fixed remuneration: Fixed remuneration refers to payments, which (i) are granted on a regular periodic basis and are based on predetermined criteria; (ii) are permanent, i.e. maintained over a period tied to each specific role and organizational responsibilities; and (iii) do not depend on performance.

Variable remuneration: If applicable, variable remuneration includes additional bonus payments, share grants, awards over shares, or other benefits granted as a reward for (or dependent upon) performance, including but not limited to the achievement of operational and financial targets as set out at least annually by the Board of Directors. The granting of variable remuneration remains at the absolute discretion of the Company and can be freely revoked, in whole or in part, at any time unilaterally by the Company. Payment of variable remuneration components may be deferred if the financial health of the Company deteriorates significantly, or conditions exist that may lead to substantial doubt about the going concern of the Company.

Variable remuneration aims to incentivize performance maximization and reasonable risk-taking, as well as to link remuneration to sustainable financial performance and shareholder value creation of the Company. Variable remuneration is linked to: (i) seniority and the importance of the role; and (ii) performance-based elements, as set out in more detail below under section 6 and 7.

Other benefits: Other benefits are granted to attract, motivate and retain talent, and may include, among others, participation in a group health plan, the financing of relevant studies, training, professional certifications and/or conference attendances and directors & officers (D&O) insurance. Other benefits are not performance-based.

Expenses: The members of the Board of Directors may be reimbursed for reasonable business expenses, including expenses related to travel, accommodation, client/hospitality and vocational training.

6. REMUNERATION OF EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS

- 6.1 The Remuneration of Executive Members of the Board of Directors is analysed as follows:

Fixed remuneration: The Executive Members of the Board of Directors receive fixed remuneration which is not performance-based but aims to compensate the awarded persons for their position, tasks and responsibilities, and its relevance to the Company's operations as well as the experience and the time commitment required for the performance of their duties. When setting the remuneration levels, the Company considers the organisational structure and hierarchy, the formal and substantive qualification required for the role, the prevailing

market conditions, the competitive environment, after due consideration of the levels of fixed remuneration paid by other comparable companies of similar size and for similar positions, education, skills required for the position and the broader economic conditions in the country of residence of the Executive Member of the Board of Directors.

Variable remuneration: Variable remuneration may be granted as an incentive to attract, motivate and retain executive talent and as a reward for their performance and/or for the enhancement of their performance. When setting or reviewing the adequacy of variable remuneration on components, the Company considers, as the case may be, the following factors: (a) the successful implementation of the Company's corporate strategy and the contribution of the relevant persons to such successful implementation; (b) the Company's financial results and the contribution of the relevant persons to the achievement of the Company's business and financial targets, including its profitability; (c) the duties of each member of the Board of Directors; and (d) periodic relevant market benchmarking, reflecting the size and complexity of the role. Variable Remuneration may include bonus in cash and shares/share-linked instruments. The Company ensures an appropriate balance in the determination of such variable remuneration to incentivize reasonable risk-taking that focuses only on medium and long-term business success.

Other benefits: The Executive Members of the Board of Directors may be granted other benefits, including participation in a group health plan, financing of relevant studies, training, professional certifications and/or conference attendances, and directors & officers (D&O) insurance.

Expenses: The Executive Members of the Board of Directors may claim reasonable business expenses (including expenses related to travel, accommodation, client/hospitality and vocational training).

- 6.2 Without prejudice to the provisions of the applicable laws, variable remuneration paid shall be reclaimed (i) if the identified Executive Member of the Board of Directors contributed significantly to the subdued or negative financial performance of the Company; and (ii) in cases of fraud or other conduct, with intent or severe negligence, which led to significant losses.
- 6.3 To ensure that Executive Members of the Board of Directors are rewarded in line with the sustainability of the performance in the long term, deferred remuneration elements may be subject to the application of malus provisions for each performance year by decision of the Board of Directors, following a recommendation of the Nomination and Remuneration Committee, where the individual performance has been evaluated as insufficient.

7. REMUNERATION OF NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS

- 7.1 Remuneration of the Non-Executive members of the Board of Directors includes the following elements:

Fixed remuneration: The Non-Executive Members of the Board of Directors receive fixed remuneration for the time commitment required for the performance of their duties. Additional fixed base remuneration may be paid to the Non-Executive Members of the Board of Directors for their participation in the committees of the Board of Directors to reflect their increased time commitment. The fixed base remuneration is not performance-based. Instead, it considers the

responsibilities of the role, the skills and knowledge required as well as the expected time commitment and broader economic and inflationary conditions.

Variable Remuneration: Variable remuneration (including in the form of participation in share option plans or share-based incentive schemes) may be granted to the Non-Executive Members of the Board of Directors, considering their time commitment to the activities of the Board of Directors and the performance of their duties as Non-Executive Members of the Board of Directors.

Other benefits: The Non-Executive Members of the Board of Directors may be granted other benefits, including participation in a group health plan, financing of relevant studies, training, professional certifications and/or conference attendances, and directors & officers (D&O) insurance.

Expenses: The Non-Executive Members of the Board of Directors may claim reasonable business expenses (including expenses related to travel, accommodation, client/hospitality and vocational training), as per the terms of the Company's expense reimbursement policy.

8. "SIGNIFICANT FEES OR BENEFITS" OF NON-EXECUTIVE MEMBERS OF THE BOARD OF DIRECTORS

- 8.1 The Independent Non-Executive Members of the Board of Directors may not receive any significant remuneration in accordance with section 4.6.3(i) of the Company's Suitability Policy, other than any remuneration for their participation in the Board of Directors or its committees in accordance with the Remuneration Policy.
- 8.2 For the purposes of this Policy, remuneration (other than any remuneration for their participation in the Board of Directors or its committees in accordance with the Remuneration Policy), shall be considered significant if:
- (1) it is associated with the short-term financial performance of the Company;
 - (2) due to its amount and/or nature, it is likely to affect the independent judgment of a member;
or
 - (3) it equals or exceeds \$100,000 per person annually.
- 8.3 In any case, the remuneration shall not lead to a business or financial relationship of the member of the Board of Directors with the Company, within the meaning of section 4.6.3 of the Company's Suitability Policy, which can impact his/her decisions and independent and objective judgment.

9. DISCLOSURE ON REMUNERATION

The annual financial report of the Company shall contain the total aggregate annual fixed and variable remuneration of members of the Board of Directors (including their participation in any stock option plan or stock incentive plan) received by the Company and any parties related to the Company.

10. PUBLICATIONS

The Policy shall be made public and remain accessible on the Company's website for the duration of its validity.