

Remuneration Policy Summary

The Board of Directors of European Maritime Finance A/S (the “Company”), managing alternative investment funds, must ensure a responsible remuneration policy (the “Policy”), integrating ESG risks in accordance with SFDR Article 5¹.

This Policy complies with applicable regulations and sets the framework for remunerating employees significantly influencing the Company’s risk profile, aligning with its objectives, values, and strategies. It promotes fair treatment of customers, prevents conflicts of interest, and supports good practices and sound risk management, avoiding excessive risk-taking.

The Policy also ensures that remuneration practices are consistent with the promotion of sustainable investments, as defined under SFDR Article 9 for funds with Article 9 Classification. We have defined several relevant sustainability risks for the Company and have ensured that the structure of the remuneration does not encourage excessive risk-taking with respect to such risks. This policy applies to all employees, ensuring alignment with the Company's business strategy, values, long-term goals, and commitment to sustainability.

¹ Sustainable Financial Disclosure Regulation - COMMISSION DELEGATED REGULATION (EU) Regulation (EU) 2019/2088, Article 5