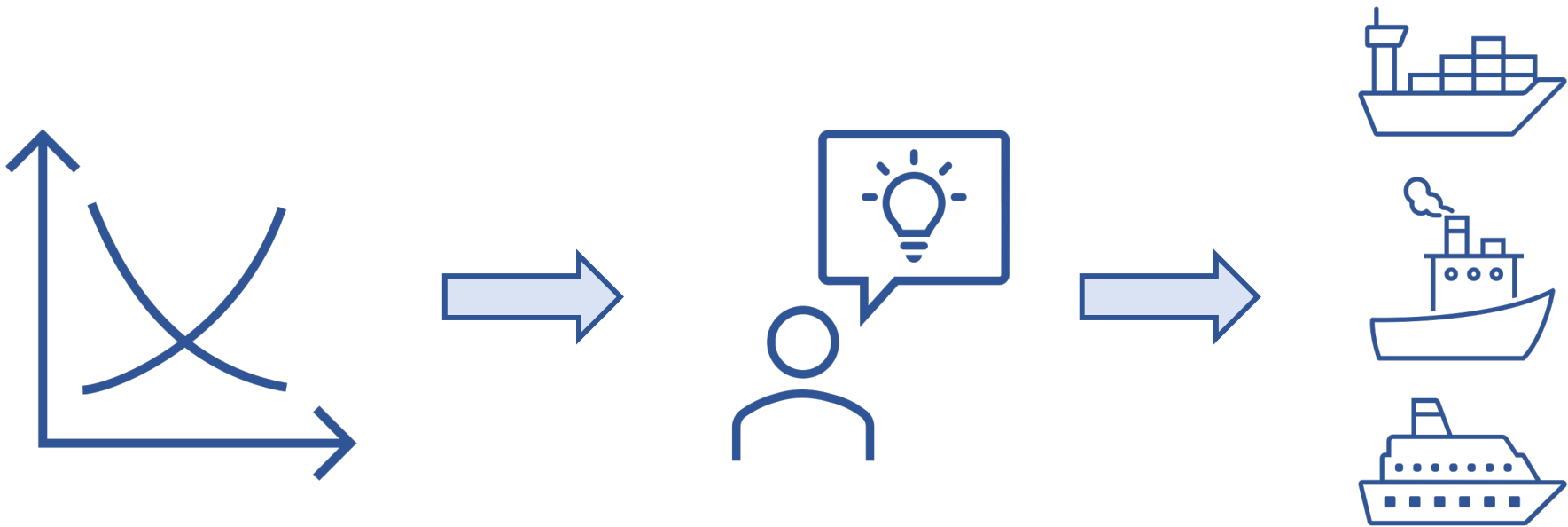


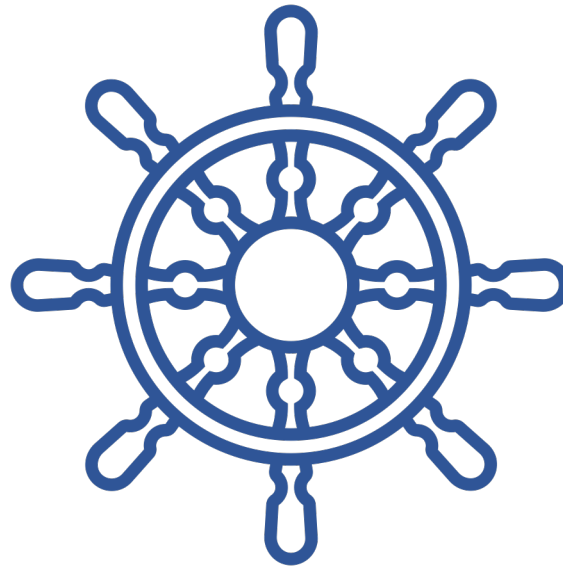
Internal Capital Market Function



Leadership Styles

CFO asks CEO:
**“What happens if we invest in
developing our people and then
they leave us?”**

**CEO: “What happens if we
don’t, and they stay?”**



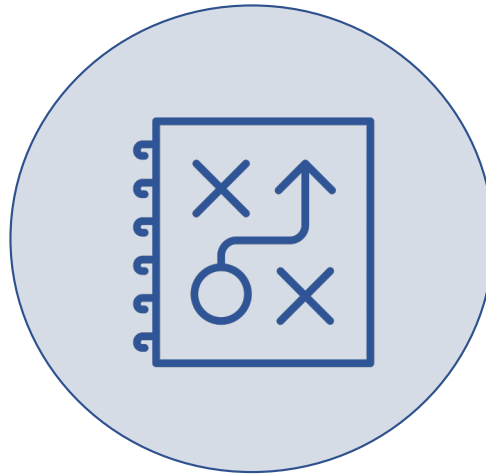
KPI=
~~Key Performance Indicators~~

The New Leadership

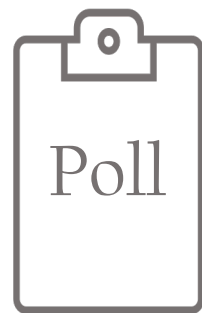
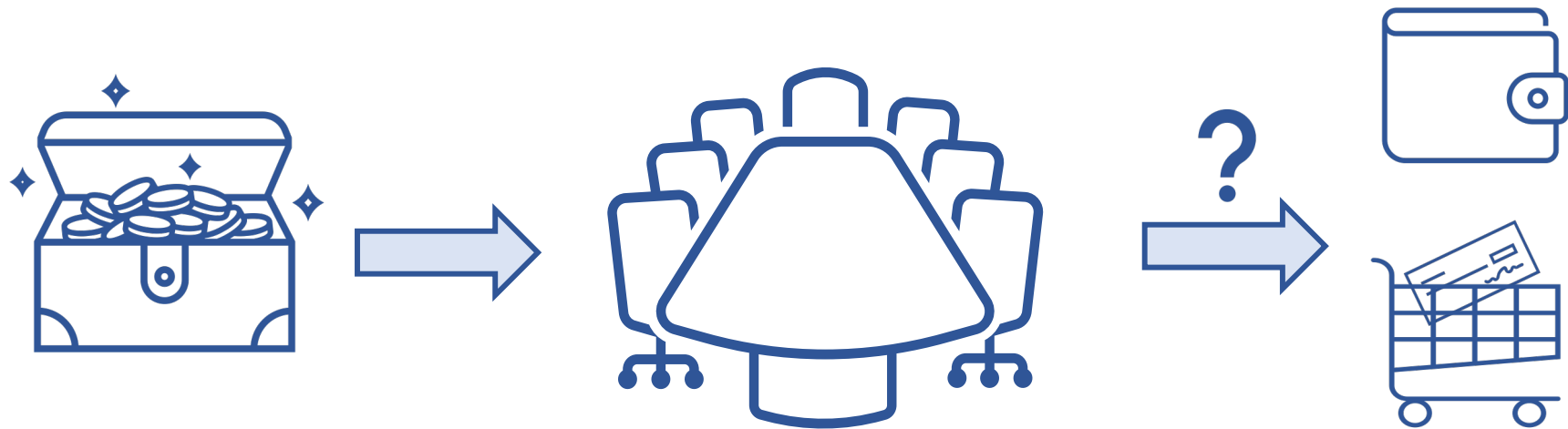
KPI

Keep people interested
Keep people informed
Keep people involved
Keep people inspired

Strategies in Shipping



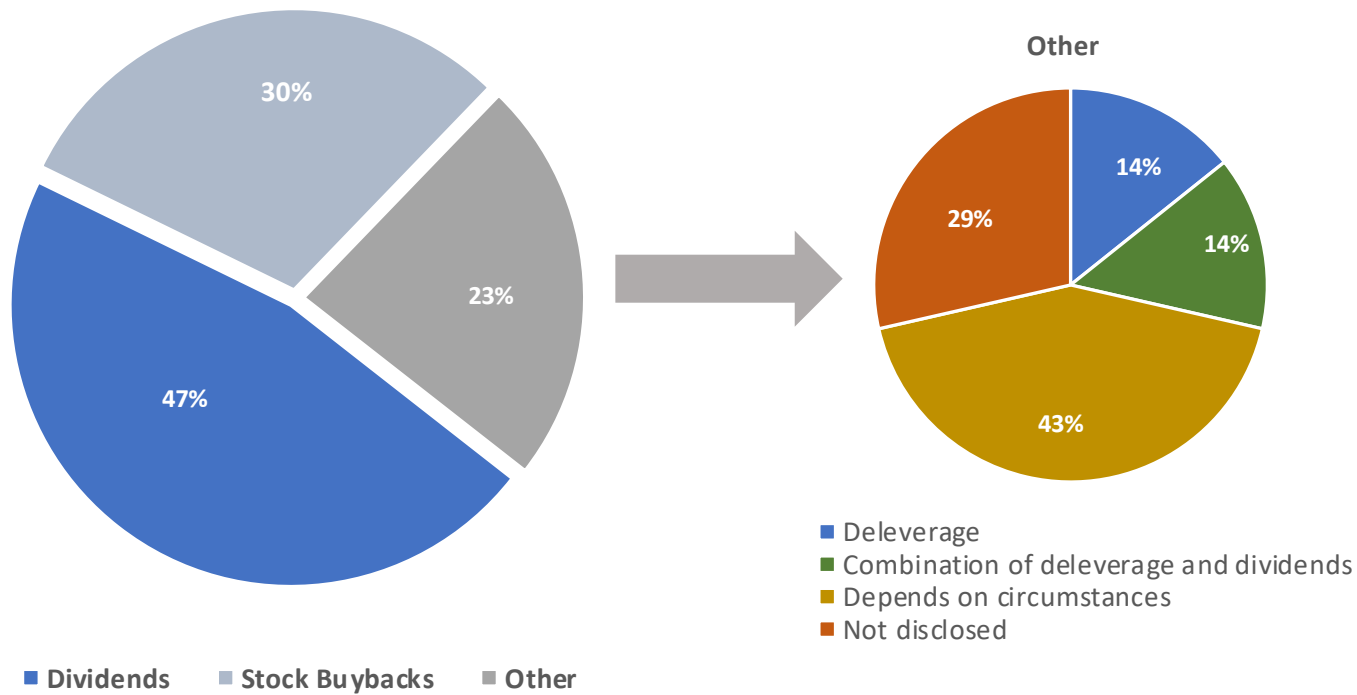
Shareholder Reward Plans



Scan me !



Poll Results: Shareholder Reward Plans



Poll Characteristics:

- **Participants:** 30
- **Venue:** Marine Money Conference 2022, Athens
- **Date:** October 13th