

**CHERRY HILL MORTGAGE INVESTMENT CORPORATION
COMPENSATION COMMITTEE CHARTER**

Updated: November 14, 2024

The following shall constitute the Charter (the “Charter”) of the Compensation Committee (the “Compensation Committee”) of the Board of Directors (the “Board”) of Cherry Hill Mortgage Investment Corporation (the “Company”):

I. ORGANIZATION

There shall be constituted a standing committee of the Board to be known as the Compensation Committee.

II. COMPOSITION AND SELECTION

The Compensation Committee shall be comprised of three or more directors. Each member of the Compensation Committee shall satisfy the requirements of an “outside director” for purposes of Section 162(m) of the Internal Revenue Code of 1986, as amended, and each member of the Compensation Committee shall satisfy the requirements of a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”).

In addition, the Board shall affirmatively determine that each member of the Compensation Committee meets the independence standards of the New York Stock Exchange as then in effect. In affirmatively determining the independence of any director who will serve on the Compensation Committee, the Board must consider all factors specifically relevant to determining whether a director has a relationship with the Company that is material to that director’s ability to be independent from management in connection with the duties of a member of the Compensation Committee, including, but not limited to:

- the source of compensation of such director, including any consulting, advisory or other compensatory fee paid by the Company to such director; and
- whether such director is affiliated with the Company, any subsidiary of the Company or any affiliate of any subsidiary of the Company.

The members of the Compensation Committee shall be appointed by the Board annually on the recommendation of the Nominating and Corporate Governance Committee and may be removed only by the majority of independent directors of the full Board. The members of the Compensation Committee shall serve until their successors are duly elected and qualified. The Board shall designate the Committee Chairman.

The duties and responsibilities of Compensation Committee members contained herein shall be in addition to those duties otherwise required for members of the Board.

III. STATEMENT OF PURPOSE

The Compensation Committee is appointed by the Board to assist the Board in discharging its responsibilities relating to the approval, administration and evaluation of the Company's directors and executive officers and administration of the Company's compensation plans, policies and programs, including but not limited to the Company's 2023 Equity Incentive Plan (the "2023 Plan"). The Compensation Committee has overall responsibility for evaluating and recommending changes to the compensation plans, policies and programs of the Company and approving and recommending to the Board for its approval awards under the 2023 Plan and amendments to the 2023 Plan.

The Compensation Committee is also responsible for (i) reviewing and discussing with the Company's management the Compensation Discussion and Analysis (the "CD&A") as may be required to be included in the Company's proxy statement for the annual meeting of stockholders and recommending to the Board whether the CD&A should be included in such proxy statement and (ii) providing the Compensation Committee Report that complies with the federal securities laws and regulations for inclusion in the Company's proxy statement for the annual meeting of stockholders.

IV. COMMITTEE AUTHORITY AND RESPONSIBILITIES

General

The Compensation Committee shall have full access to any relevant records of the Company and shall have the sole authority to retain consultants to advise the Compensation Committee and shall have sole authority to approve the consultant's fees and other retention terms.

The Compensation Committee may form and delegate authority to subcommittees comprised entirely of independent directors or its chair when appropriate.

Compensation of Chief Executive Officer

The Compensation Committee shall review and approve annually the corporate goals and objectives applicable to the compensation of the Company's chief executive officer (the "CEO"), evaluate at least annually the CEO's performance in light of those goals and objectives, and determine and approve the CEO's compensation level based on this evaluation. In determining the long-term incentive component of CEO compensation, the Committee may consider the Company's performance and relative stockholder return, the value of similar incentive awards given to CEOs at comparable companies and the awards given to the CEO in past years. In evaluating and determining CEO compensation, the Committee shall consider the results of the most recent stockholder advisory vote on executive compensation ("Say on Pay Vote") required by Section 14A of the Exchange Act.

Compensation of Non-CEO Executive Officers

The Compensation Committee shall annually review and approve the compensation of all non-CEO executive officers of the Company, including, without limitation, specific approval of salary, bonus, incentive and equity compensation for such non-CEO executive officers.

Employment or Removal of Executive Officers

The hiring or termination of employment of any executive officer of the Company is subject to review and approval by the Compensation Committee.

Employment and Severance Agreements, Arrangements or Plans

The Compensation Committee shall review and approve and, when appropriate, recommend to the Board for approval, any employment agreements and any severance arrangements or plans, including any benefits to be provided in connection with a change in control, for the CEO and other executive officers, which includes the ability to adopt, amend and terminate such agreements, arrangements or plans.

Compensation Plan

The Compensation Committee shall make recommendations to the Board regarding the adoption of new incentive compensation plans and equity based plans and administer the Company's existing incentive compensation plans and the 2023 Plan.

Director Compensation

The Compensation Committee shall periodically evaluate and make recommendations to the Board with respect to appropriate forms and amounts of compensation for non-employee directors of the Company.

Annual Evaluation of Risks of Compensation Policies and Practices

At least annually, the Compensation Committee shall review the Company's compensation policies and practices with respect to the Company's employees, including non-executive officers, to determine whether they encourage excessive risk-taking, review and discuss the relationship between risk management policies and practices and compensation and evaluate compensation policies and practices that could mitigate risk.

Reports to Board of Directors

The Compensation Committee shall report periodically to the Board regarding Compensation Committee matters and/or the meetings of the Compensation Committee with such recommendations to the Board as the Compensation Committee deems appropriate.

Periodic Review of this Charter

The Compensation Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.

Committee Performance Evaluation

The Compensation Committee shall evaluate its performance on an annual basis and develop criteria for such evaluation. The Compensation Committee shall report to the full Board

on the results of its assessment each year and shall make appropriate recommendations to further enhance the Compensation Committee's performance.

Report on Executive Compensation and other Regulatory Compliance Matters

The Compensation Committee shall review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and the related executive compensation information, recommend that the CD&A and related executive compensation information be included in the Company's annual report on Form 10-K and proxy statement, and produce the compensation committee report on executive compensation as required by the Securities and Exchange Commission (the "SEC") to be included in the Company's annual proxy statement or annual report on Form 10-K filed with the SEC.

Stockholder Engagement

The Compensation Committee shall oversee, in conjunction with the Nominating and Corporate Governance Committee or the Board of Directors, engagement with stockholders and proxy advisory firms on executive compensation matters.

Consultants and Advisors

The Compensation Committee may, in its sole discretion, retain or obtain the advice of a compensation consultant, independent legal counsel, accounting or other advisor. The Compensation Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such consultant, counsel, accountant or other adviser so retained by the Compensation Committee. The Company must provide for appropriate funding, as determined by the Compensation Committee, for payment of reasonable compensation to a consultant, counsel, accountant or other adviser retained by the Compensation Committee. The Compensation Committee may select a consultant, counsel, accountant or other adviser to the Compensation Committee only after taking into consideration all factors relevant to that entity's or person's independence from management, including the following:

- the provisions of other services to the Company by the entity or person that employs the consultant, counsel, accountant or other adviser;
- the amount of fees received from the Company by the entity or person that employs the consultant, counsel, accountant or other adviser, as a percentage of the total revenue of the entity or person that employs the consultant, counsel, accountant or other adviser;
- the policies and procedures of the entity or person that employs the consultant, counsel, accountant or other adviser that are designed to prevent conflicts of interest;
- any business or personal relationship of the consultant, counsel, accountant or other adviser with a member of the Compensation Committee;
- any stock of the Company owned by the consultant, counsel, accountant or other adviser; and

- any business or personal relationship of the consultant, counsel, accountant or other adviser or the entity or person employing the consultant, counsel, accountant or adviser with an executive officer of the Company.

The Compensation Committee is required to conduct the above independence assessment with respect to any compensation consultant, legal counsel, accounting or other advisor that provides advice to the Compensation Committee, other than (i) in-house legal counsel and (ii) any compensation consultant, legal counsel, accounting or other advisor whose role is limited to the following activities:

- consulting on any broad-based plan that does not discriminate in scope, terms or operation in favor of executive officers or directors of the Company and that is available generally to all salaried employees; or
- providing information that either is not customized for a particular company or that is customized based on parameters that are not developed by the compensation consultant and about which the compensation consultant does not provide.

Other Responsibilities

The Compensation Committee shall take such other action with respect to compensation matters as may be delegated from time to time by the Board. The Compensation Committee shall discharge its responsibilities, and shall assess the information provided to the Compensation Committee, in accordance with its business judgment. The Compensation Committee shall have the authority to conduct or authorize investigations into any matters within the scope of its responsibilities as it shall deem appropriate.

V. MEETINGS

The Compensation Committee shall meet at least twice a year and as often as may be deemed necessary or appropriate in its judgment and report its findings to the Board. The chair or a majority of the members of the Compensation Committee may call meetings of the Compensation Committee. Except in extraordinary circumstances as determined by the Compensation Committee chairperson, notice shall be delivered to all Compensation Committee members at least forty-eight hours in advance of the meeting date.

VI. CONSISTENCY WITH COMPANY'S CHARTER

To the extent that any provision or section of this Charter may be inconsistent with any article, provision or section of the Charter of the Company or the Bylaws of the Company, the Charter of the Company or the Bylaws of the Company, as appropriate, shall fully control.