

SPECIAL COLLECTIVE AGREEMENT  
BETWEEN  
CADELER A/S  
AND  
METAL MARITIME  
FOR RATINGS EMPLOYED ON DIS VESSELS

The main collective agreements between Metal Maritime and Danish Shipping (DRO I) for ABs, Ship Mechanics and catering personnel shall apply with the following amendments and additions.

This is a translation. Only the Danish version has legal validity.

1.

Should the texts of the respective main collective agreements differ; it has been agreed that the main agreement for ABs between Metal Maritime and Danish Shipping will apply.

2.

This special collective agreement (the Agreement) covers AB's, Ship Mechanics, Deckhands, catering personnel as well as other positions, who are not covered by other special agreements between Cadeler A/S (the Company) and Metal Maritime. Such positions will appear from the salary appendix to this Agreement.

3.

The agreed notice periods and severance pay in connection with terminations for ratings covered by this Agreement shall be the same as the ones applicable for navigators.

4.

As an amendment to § 1, 2 of the main agreement, a notice period of 2 months for Crane Operators and Deck Supervisors terminating their employment has been agreed. This should appear from the contract of the individual employees.

5.

Salary, allowance and pension rates for the individual positions covered by this special agreement appear from the salary appendix to this special agreement.

6.

The normal daily working hours shall be 12 hours, which is covered by the rates of pay listed in the salary appendix. Daily working hours more than 12 hours may only occur very rarely and in exceptional cases and must be registered separately. No separate compensation will be paid for this.

The 12 daily working hours are normally followed by 12 hours of rest. In special cases e.g., decommissioning periods, the working hours may be split into two periods within 24 hours and one of these periods must be at least 7 hours.

The rest period between two work periods must be at least 3 hours.

7.

Standard tours of duty are typically 28 days followed by 28 days home leave in a 1:1 rotation scheme.

In special documented circumstances, the Company may notify seafarers of amended tour lengths. Notice of such changes is to be given no later than on the last day of duty on the previous tour of duty i.e., the employee is to have at least 28 days' notice until the extended tour of duty begins. This includes the entire crew.

After one such extended tour of duty, the employee is entitled to home leave equivalent to the extended tour in order to preserve the 1:1 rotation scheme. A maximum tour of 40 days can be notified.

If the agreed/notified tour is extended by 2 days, the seafarer accrues one extra home leave day for each 2-day extension of the agreed tour. In such cases, extra work does not set-off extended home leave.

Planned extensions of normal/notified tours of duty must not occur.

8.

Home leave will be earned at the rate of 1 day for every 1 day of continuous service including change of turn days. Travel days, excluding change of turn days, are considered neutral days, where the seafarer does not spend leave days nor does he/she accrue leave days.

The seafarer continuously accrues 24,6 home leave days (0,82 home leave days per day) for every 30 days of duty. This corresponds to a total amount of home leave days including all legal holidays of 182,5 days for 182,5 days of duty. For all practical purposes, 1 home leave day/holiday counts as 1 duty day.

The Company is obliged to provide swift and direct travel, with the least possible amount of waiting time between home/vessel and vessel/home.

Seafarers do not accrue or spend home leave days during sickness.

9.

It has been agreed that the seafarer is obliged to make him or herself acquainted with and to comply with Company assigned policies e.g., confidentiality, alcohol and drugs, IT, health and safety etc."

10.

According to § 14 of the main agreement, a shop steward may be elected for each ratings category included in this special Agreement.

In cases where less than 3 seafarers on a vessel are employed within a ratings category, these may elect one shop steward representing all seafarers of the Company within the relevant category. Remuneration to cover expenses for shop stewards in connection with their handling of relevant tasks may be agreed.

11.

The parties agree that this special agreement only covers Wind Farm Construction Vessels. Should Cadeler acquire or operate other types of vessels, the parties agree to enter negotiations regarding a special agreement for such vessels.

This agreement is valid from November 29<sup>th</sup>, 2021 and may be terminated with 3 months' notice by one of the parties to expire at the same time as the DIS main agreement for ABs between Danish Shipping and Metal Maritime.