

SPECIAL COLLECTIVE AGREEMENT

BETWEEN
CADELER A/S
AND
METAL MARITIME

FOR RATINGS EMPLOYED ON DIS VESSELS



Introduction

The main agreement between Danish Shipping Employer and Metal Maritime for ship assistants applies to all rating groups in CADELER.

It is agreed between the parties that a new main agreement for wind offshore will be agreed. Once this is in place, the special agreement will be amended to refer to it.

A main agreement contains provisions that cover a wide range of scope, and it is not possible to take into account the special conditions that apply in the individual shipping companies that follow the main agreement. That is why special agreements are concluded.

The special agreement for CADELER is a company agreement in which changes have been agreed in relation to individual provisions in the main agreement.

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 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 officers.

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.

It is the common objective of the Parties that no seafarer during or because of her/his service on board is molested or subjected to any form of harassment or abusive behavior. All parties bear responsibility for and must contribute to ensuring that their ship is free from harassment and molestations. Failure to actively cooperate in this, as well as harassment, may be sanctioned under employment law.

5.

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

Pension

The pensionable wages will be increased by DKK 750 on 1 March 2023 and by DKK 650 on 1 March 2024. The pension rates (contribution percentages) of the shipping company and the seafarer will be maintained, but with effect from 1 June 2023 a special pension contribution allowance will be paid, which as of 1 June 2023 per month amounts to:

- DKK 420 for ship mechanics.
- DKK 400 for cooks
- DKK 375 for other ratings in the catering department

The amounts are adjusted by the percentage by which the pensionable wage may increase.

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 accrues 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.

A memorandum of understanding has been drawn up for the agreement concerning the handling of zero-days in connection with illness and travel to and from the ships, see attached appendix.

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 1. March 2023 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.

Copenhagen 11. april 2023

Cadeler A/S
Subject to approval by the
competent assembly

Metal Maritime
Subject to approval by the
competent assembly

GENERAL INFORMATION ABOUT PAYSCALES

Payscale 2023-2025

WAGES IN DK-KRONER

Salaries consist of base pay and special allowance (særlig opsparing)
there can be agreed a personal allowance on top off base pay and special allowance

Hyrebilag 2023 – 2025

HYRER ANGIVET I DK-KRONER

Hyren består af et grundbeløb og særlig opsparing.
Der kan aftales et personligt tillæg, som tillægges grundbeløbet og særlig opsparing

CADELER Wage scales for Ratings

General Purpose Crew		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	25.252	25.549	25.968	26.283	26.596	26.911	27.227
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.284	1.298	1.319	1.335	1.351	1.367	1.382
1. june 2023 Total pay		26.956	27.268	27.708	28.039	28.367	28.698	29.029

1 March 2024	Salary	26.031	26.327	26.757	27.081	27.401	27.724	28.048
PCA*		420	420	420	420	420	420	420
Special allowance		1.852	1.872	1.902	1.925	1.947	1.970	1.993
1. march 2024 Total pay		28.303	28.619	29.080	29.426	29.768	30.114	30.461

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	2.112 kr.	1.056
1. march 2024	2.164 kr.	1.082

Mechanic /Bosun		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	25.764	26.061	26.374	26.689	27.001	27.316	27.628
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.309	1.324	1.340	1.340	1.371	1.387	1.402
1. june 2023 Total pay		27.493	27.805	28.133	28.464	28.792	29.123	29.451

1 March 2024	Salary	26.546	26.842	27.162	27.485	27.805	28.129	28.447
PCA*		420	420	420	420	420	420	420
Special allowance		1.888	1.908	1.931	1.930	1.976	1.998	2.021
1. march 2024 Total pay		28.854	29.170	29.513	29.859	30.201	30.547	30.887

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	2.112 kr.	1.056
1. march 2024	2.164 kr.	1.082

Senior Deck Supervisor		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	35.319	35.617	35.929	36.244	36.557	36.872	37.184
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.787	1.802	1.817	1.833	1.849	1.865	1.880
1. june 2023 Total pay		37.526	37.839	38.167	38.497	38.825	39.156	39.484

1 March 2024	Salary	36.422	36.739	37.059	37.383	37.703	38.027	38.345
PCA*		420	420	420	420	420	420	420
Special allowance		2.579	2.601	2.624	2.646	2.669	2.691	2.714
1. march 2024 Total pay		39.421	39.760	40.103	40.449	40.792	41.139	41.479

*Pension Contribution Allowance

Deck Supervisor		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	33.727	34.024	34.337	34.652	34.964	35.279	35.591
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.707	1.722	1.738	1.754	1.769	1.785	1.801
1. june 2023 Total pay		35.854	36.166	36.494	36.825	37.153	37.484	37.812

1 March 2024	Salary	34.776	35.072	35.391	35.715	36.035	36.358	36.676
PCA*		420	420	420	420	420	420	420
Special allowance		2.464	2.484	2.507	2.529	2.552	2.574	2.597
1. march 2024 Total pay		37.659	37.976	38.318	38.664	39.007	39.353	39.693

*Pension Contribution Allowance

Ass. Deck Supervisor		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	32.134	32.432	34.337	34.652	34.964	35.279	35.591
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.628	1.643	1.738	1.754	1.769	1.785	1.801
1. june 2023 Total pay		34.182	34.494	36.494	36.825	37.153	37.484	37.812

1 March 2024	Salary	33.130	33.426	35.391	35.715	36.035	36.358	36.676
PCA*		420	420	420	420	420	420	420
Special allowance		2.348	2.369	2.507	2.529	2.552	2.574	2.597
1. march 2024 Total pay		35.898	36.215	38.318	38.664	39.007	39.353	39.693

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	2.112 kr.	1.056
1. march 2024	2.164 kr.	1.082

Senior Crane operator		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	30.542	30.839	31.151	31.466	31.779	32.094	32.406
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.548	1.563	1.579	1.594	1.610	1.626	1.641
1. june 2023 Total pay		32.510	32.822	33.150	33.481	33.809	34.140	34.467

1 March 2024	Salary	31.484	31.780	32.100	32.423	32.743	33.067	33.384
PCA*		420	420	420	420	420	420	420
Special allowance		2.233	2.254	2.276	2.299	2.321	2.344	2.366
1. march 2024 Total pay		34.137	34.454	34.796	35.142	35.484	35.831	36.171

*Pension Contribution Allowance

Crane operator		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	29.480	29.777	30.090	30.405	30.717	31.032	31.344
1 june 2023 PCA*		420	420	420	420	420	420	420
Special allowance		1.495	1.510	1.525	1.541	1.557	1.573	1.588
1. june 2023 Total pay		31.395	31.707	32.035	32.366	32.694	33.025	33.353

1 March 2024	Salary	30.387	30.682	31.002	31.326	31.646	31.969	32.287
PCA*		420	420	420	420	420	420	420
Special allowance		2.156	2.177	2.200	2.222	2.245	2.267	2.289
1. march 2024 Total pay		32.963	33.280	33.622	33.968	34.310	34.657	34.996

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	2.112 kr.	1.056
1. march 2024	2.164 kr.	1.082

First Cook		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	29.100	29.399	29.711	30.026	30.342	30.658	30.975
1 june 2023 PCA*		400	400	400	400	400	400	400
Special allowance		1.475	1.490	1.506	1.521	1.537	1.553	1.569
1. june 2023 Total pay		30.975	31.288	31.617	31.948	32.279	32.611	32.944

1 March 2024	Salary	30.074	30.372	30.692	31.016	31.341	31.666	31.993
PCA*		400	400	400	400	400	400	400
Special allowance		2.133	2.154	2.176	2.199	2.222	2.245	2.267
1. march 2024 Total pay		32.607	32.926	33.269	33.615	33.962	34.310	34.660

*Pension Contribution Allowance

2. Cook		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	25.384	25.683	25.995	26.310	26.626	26.942	27.364
1 june 2023 PCA*		400	400	400	400	400	400	400
Special allowance		1.289	1.304	1.320	1.336	1.351	1.367	1.388
1. june 2023 Total pay		27.073	27.387	27.715	28.046	28.377	28.709	29.152

1 March 2024	Salary	26.233	26.531	26.852	27.175	27.500	27.825	28.260
PCA*		400	400	400	400	400	400	400
Special allowance		1.864	1.885	1.908	1.930	1.953	1.976	2.006
1. march 2024 Total pay		28.498	28.816	29.159	29.506	29.853	30.201	30.667

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	1798	899
1. march 2024	1850	925

Messman		u/2 year	2 year	4 year	6 year	8 year	10 year	12 year
1 March 2023	Salary	21.194	21.501	21.817	22.133	22.448	22.764	23.082
1 june 2023 PCA*		375	375	375	375	375	375	375
Special allowance		1.078	1.094	1.110	1.125	1.141	1.157	1.173
1. june 2023 Total pay		22.647	22.970	23.302	23.633	23.964	24.295	24.630

1 March 2024	Salary	21.934	22.246	22.571	22.896	23.220	23.544	23.874
PCA*		375	375	375	375	375	375	375
Special allowance		1.562	1.583	1.606	1.629	1.652	1.674	1.697
1. march 2024 Total pay		23.871	24.205	24.552	24.899	25.246	25.594	25.946

*Pension Contribution Allowance

Pension	Owner	Employee
1. march 2023	1360	680
1. march 2024	1412	706

Protokollat

Memorandum of understanding

Cadeler A/S - Metal Maritime

Clarification of the use of Zero-days

Med henvisning til Forhandlingsprotokollatets pkt. 5 skal der ske en tydeliggørelse af begrebet nul-dage og hvordan de anvendes i fridagsregnskabet.

Rederiet CADELER og Metal Maritime har aftalt følgende:

With reference to the Forhandlingsprotokollat (Negotiating Protocol's) section 5, the concept of zero days and how they are used in the holiday accounts must be clarified. The shipping company CADELER and Metal Maritime have agreed as follows:

Definition af en rejsedag

En rejsedag = 0-dag (ingen optjening/ingen afvikling)

En rejsedag gives når man er på vej til arbejde/kursus men er nødsaget til at rejse dagen før for at nå frem i tiden.

En rejsedag gives når man er på vej hjem fra arbejde/kursus men er nødsaget til at rejse dagen efter, grundet udbudet af fly, tog etc/eller hvis man ankommer efter kl. 00.00 og dermed dagen efter afmønstring.

Definition of a travel day

One travel day = 0-day (no accrual/no settlement) (no earn / no burn)

A travel day is given when you are on your way to work/course but have to travel the day before in order to arrive on time.

A travel day is given when you are on your way home from work/course but are forced to travel the following day, due to the availability of flights, trains etc./or if you arrive after 00.00 and thus the day after mustering.

Definition af en 0-dag

En 0-dag = ingen optjening/ingen afvikling

En 0-dag gives for eksempel i forbindelse med "Compassionate leave".

En 0-dag kan også gives, hvis en medarbejder har fået fri for at tage sin eksamen – således at medarbejderen har fået ekstra fri, stadig får normal hyre men hverken afvikler eller optjener dage i perioden.

En 0-dag anvendes også, hvis medarbejderen for eksempel sidder standby på et hotel, grundet det ikke er muligt at påmønstre skibet. Hvis medarbejderen sidder standby men hans/hendes tørn er startet vil optjening påbegynde som vanligt – dog vil medarbejderen stadig stå med 0-dage og tilskrivning af fridøgn vil ske manuelt fra Crewing Payroll. Dette grundet, at medarbejderen ikke kan stå som værende onboard uden fysisk at være det.

Definition of a 0 day

A 0 day = no accrual/no settlement (no earn / no burn)

A 0-day is given, for example, in connection with "Compassionate leave".

A 0-day can also be given if an employee has been given time off to take their exam - so that the employee has been given extra time off, still receives normal wages but neither uses nor earns days during the period.

A 0-day is also used if, for example, the employee is on standby at a hotel because it is not possible to embark the ship. If the employee is on standby but his/her turn has started, accrual will begin as usual - however, the employee will still have 0 days and attribution of days off will be done manually from Crewing Payroll. This is because the employee cannot pretend to be onboard without physically being so.

Minusdage

Under specielle omstændigheder kan der indgås aftale mellem medarbejderen og Cadeler A/S om, at medarbejderen kan gå i minusdage. Ved aftale om minusdage vil medarbejderen stadigvæk få udbetalt sin normale hyre. Fremtidige ekstra optjente dage vil blive modregnet i minusdagene, indtil medarbejderen ikke længere har minusdage.

Minus days

Under special circumstances, an agreement can be entered into between the employee and Cadeler A/S that the employee can take minus days. In the event of an agreement on minus days, the employee will still be paid his normal wage. Future extra accrued days will be offset against the minus days until the employee no longer has minus days.

Copenhagen 17th April 2023

For Cadeler A/S

Under forbehold for Danske Rederiers
godkendelse
Subject to Danske Rederier's approval

For Metal Maritime

Under forbehold for kompetent
forsamling godkendelse
Subject to competent assembly approval

Memorandum of understanding

Closure of job categories in the shipping company Cadeler A/S

With the aim of simplifying the salary tables in Cadeler A/S, the shipping company wishes to abolish the job categories Senior Chief Officer, Senior Second Engineer and Bosun. It is wished to do this by amending the employment contracts for the employees concerned, which will be classified in the current salary tables for Chief Officer, Second Engineer and General purpose crew, respectively.

The shipping company Cadeler A/S and Maskinmestrenes Forening/Metal Maritime have discussed the wish and have agreed on the agreement below.

It is agreed between the parties Cadeler A/S and Maskinmestrenes Forening/Metal Maritime that:

- As of 1 December 2023, the company may terminate the Senior Chief Officer and Senior Second Engineer job categories.
- the shipping company may, in connection with the receipt of X1, terminate the Bosun job category;
- the affected employees shall be transferred to the applicable pay scales, such as Chief Officer, Second Engineer and General purpose crew, respectively, and shall be classified with the seniority obtained in the shipping company.
- The employees concerned must not and must not experience a reduction in pay as a result of the change.
- Any other agreed supplements (personal allowance, functional allowance, etc.) will be maintained and received as before.
- The difference in pay between the current salary at the time of transition and the wage scale is paid as a special personal allowance.
- This special personal allowance shall be regarded as a share of remuneration and shall be regulated on the same terms as may be agreed with the organizations in the context of collective bargaining.
- the special supplement will be adjusted for the first time on 1 April 2024, when the surcharge will be increased by 3.6% in accordance with the main agreement between Danish Shipping Employer and the organisations.
- The special allowance may not be removed or negotiated away as long as the employee is employed as Chief Officer, Second Engineer or General Purpose Crew.
- Upon appointment to a higher position, e.g. Captain or Chief Engineer, the special allowance lapses.
- The employees concerned shall be awarded a new employment contract containing the relevant information and provisions of this Agreement.

Copenhagen, 11 October 2023

Memorandum of understanding

Salary paid in the event of death and Shop Steward Rules

In connection with the collective bargaining for the renewal of the special agreements for privates and officers between the shipping company Cadeler A/S and the Engineers' Association, the Danish Electricity Federation and Metal Maritime in 2023, the following agreements have been agreed.

1. Salary paid in the event of death

In the event of an employee's death, salary (including all allowances) will be paid to spouse, minor children or cohabiting partners for a period corresponding to the notice period stated in the collective agreement. Cohabiting means documented cohabitant the last 5 years before death.

The provision could not be approved by Danske Rederier Arbejdsgiver as part of the overall settlement, but the parties agreed to maintain the agreement entered, but in a different context. Thus, the parties agree that the provision will be written into all employees' employment contracts and/or written into the company's personnel policy/personnel manual.

2. Shop Steward

The provision that the union representative must receive a fee could not be approved by Danish Shipping Employer as part of the overall settlement, but the parties agreed to maintain the agreement entered, but in a different context.

It is agreed between the Parties that:

- that the office of union representative for his group is remunerated with DKR 500,- per month.
- The surcharge applies from the day on which the union representative is elected, and the shipping company has acknowledged the election.
- The allowance is paid up to and including the month in which the shop steward ceases.
- union representatives may be elected within the groups, as follows:
 - 1 shop steward covering Deck Supervisor, Assistant Deck Supervisor and Crane operators.
 - 1 shop steward covering General purpose crew and bosun (until X1 is received).
 - 1 shop steward covering the Motorman and ship mechanic groups.
 - 1 shop steward covering the chief cook, assistant cook and messman/steward group.
 - 1 shop steward covering the marine engineer group.
 - 1 shop steward covering the navigator group. The master is not part of this group.
 - 1 shop steward covering the Camp Boss group.

Other groups with less than 5 people in total, employed by Cadeler, may choose a spokesperson. If at any time the group exceeds 5 people, the group can elect a union representative.

The election of shop stewards/spokespersons in the officer groups follows the rules of section 15 of the Offshore Wind Agreement of 1 April 2023 (2nd edition) between Danish Shipping Employer and Maskinmestrenes Forening/Metal Maritime.

For ratings, the rules in section 14 of the main agreement for ship assistants between Danish Shipping Employer and Metal Maritime are followed.

Copenhagen, 11 October 2023

Insurance guide for Sø-ordningen (Officerer)

At Sø-ordningen you automatically get a group insurance with PFA, and here you have an overview of how you are covered:

Insurance	Coverage
PFA Occupational Capacity - regular payouts	150.000 kr.
PFA Critical Illness	100.000 kr.
PFA Life Lump sum in the event of death before retirement	500.000 kr.

Inquiries concerning your own pension plan

Contact PFA's Advisory Services Centre at (+45) 70 12 50 00 The Advisory Services Centre's telephones are open:
Monday to Thursday from 8:00 to 16:30 and Friday from 8:00 to 16:00 You are also welcome to contact us at pfa.dk



PFA Healthcare Hotline

The hotline gives you direct access to advice and support, when life is giving you a hard time
You can contact PFA Healthcare about job satisfaction and stress, illness, life style, substance abuse etc. Contact PFA Healthcare Hotline at (+45) 70 26 99 70



On sick leave – what now...?

PFA EarlyCare, get quick help at (+45) 70 12 50 00

- * Help from day one of illness
- * Advice and guidance from PFA Health Guides
- * Focus on you, your state health and well-being – both at home and at work
- * PFA EarlyCare program custom to your needs, to ensure that you get well



PFA Critical Illness

Contact our Healthcare Center at (+45) 70 12 50 00 or use the claim notification at mitpfa.dk

PFA Occupational Capacity

Contact us at (+45) 70 12 50 00 or use the claim notification at mitpfa.dk



Applicable from 2022

This guide does not contain all information about your pension plan and it is therefore not legally binding. The legally binding terms and conditions are stated in the insurance conditions and in your pension plan.