

## SUPPLEMENTARY AGREEMENT

This supplementary agreement between:

Stena Rederi A/S

and

Metal Maritime

is entered according to the Framework Agreement between Danish Shipping and Metal Maritime dated 27<sup>th</sup> July 2022 and applies for ratings on the vessels under Danish flag trading between Gdynia (Poland) and Karlskrona (Sweden).

The DIS Framework Agreement between Danish Shipping and Metal Maritime applies for the above defined activity with the following alternation:

The Company strives to employ the seafarers on permanent contracts but may also use voyage contracts.

Employment (permanent or voyage) can be terminated by given notice as follows:

<b>Seniority</b>	<b>Company</b>	<b>Seafarer</b>
0-3 months	24 hours	24 hours
4-12 months	14 days	7 days
1-3 years	2 months	1 month
More than 3 years	3 months	1 month

Work and leave periods should be scheduled and arranged under the 1:1 schedule, meaning that the service period on board is followed by a leave period at home, which including statutory vacation is of same length as the service period on board. Unless otherwise agreed statutory vacation is taken before leave days.

The tour of duty is – unless otherwise agreed between the Company and the seafarer – 2 weeks on board followed by 2 weeks at home.

Service period on board count from the date of signing on the vessel up to and including the day of signing off the vessel.

Travel time to and from the vessel is not considered as working time or being part of the work period. Travel days which are not signing on or signing off days are neutral days.

According to Company policy a travel allowance covering all expenses related to the signing on or signing off are payable.

The monthly salary reflects the normal working hours on board, being 12 hours per day (including all potential allowances and overtime work).

Work can with due respect of applicable rest hours regulations be performed all days and at all times. Potential overtime work will be performed at the direction of the captain.

When taking accrued statutory vacation, the seafarers are entitled to paid leave consisting of normal wage plus 1% of the seafarer's total wages in accordance with the Danish Holiday Act. However, the holiday supplement for the period from 1<sup>st</sup> September to 31<sup>st</sup> May is paid with the salary for the month of May, while the holiday supplement for the period for 1<sup>st</sup> June to 31<sup>st</sup> August is paid with the salary for the month of August.

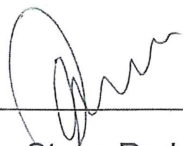
This agreement shall be effective as from the date of flag change which will be approximately 21<sup>st</sup> August 2022 until March 31, 2025 and further if notification of termination has not been given either by Stena Rederi or Metal Maritime with a 3 months' notice before the date of expiration, or with same notice hereafter.

The agreement is the subject to the approval of competent assemblies.

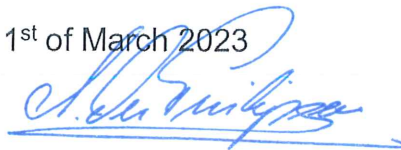
## Wage scale

Wage Scale effective 21.08.2022 – 31.03.2025	
Positions	Monthly Salary - Euro
Bosun	2.346
AB Motorman	2.090
AB	2.085
OS	1.870
Fitter	2.365
Motorman, Oiler	1.870
Repairman	1.829
Electrician (Rating)	2.587
Carpenter	2.346
Guest Service Coordinator	2.052
Chief Cook	2.714
OSS Supervisor	2.276
Medic	1.829
OSS Cashier	1.656
Cook	2.085
Croupier	1.660
OSS Assistant	1.541
Cook Helper	1.541
Security	1.541

Copenhagen, 1<sup>st</sup> of March 2023



Stena Rederi A/S



Metal Maritime