

SUPPLEMENTARY AGREEMENT

This supplementary agreement between:

Company name: DFDS A/S

and

Metal Maritime

is entered according to the Framework Agreement between Danish Shipping and Metal Maritime dated 27th of July 2022 and applies for ratings on m/v Aura Seaways and m/v Luna Seaways flying under the Danish flag trading in the Baltic Sea.

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

The Company strive 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:

| Seniority | Company | Seafarer |
|-------------------|----------------|-----------------|
| 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 a 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 – 4 weeks on board followed by 4 weeks at home.

Service period on board count from the day 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 payable.

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

Work can with due respect of applicable rest hour 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 1,34% of the seafarer's total wages in accordance with the Danish Holiday Act. However, the holiday supplement for the period from 1st September to 31st May is paid with the salary for the month of May, while the holiday supplement for the period from 1st June to 31st August is paid with the salary for the month of August.

This agreement shall be effective as from 1st of May 2024 until 28th of February 2025 and further if notification of termination has not been given either by DFDS or by the Metal Maritime with a 3 months' notice before the date of expiration, or with same notice hereafter.

DFDS is obligated to pay wages for ratings not less than they are established in Appendix No. 1_The Ratings Wages_TABLE_EN_valid for 2024_2025 (attached).

Copenhagen, 29th of April 2024

Ratings' wages

Valid from 01/05/2024 to 28/02/2025

Appendix No. 1

in EUR

| ADONIS RANKS | STEKAS RANKS | Seafarers' average monthly revenues, EUR |
|--------------------------|--------------------------------|---|
| Motorman | Motorman | 1.938 |
| Bosun | Bosun | 2.162 |
| Able Bodied Seaman | Able seaman | 1.938 |
| Ordinary ships assistant | Seaman | 1.715 |
| Skilled Galley | Cook | 1.938 |
| Assistant Cook | Cook assistant | 1.715 |
| TC Accommodation | Business leader | 2.344 |
| Accommodation rating GBC | Senior passenger service staff | 1.938 |
| Accommodation rating | Passenger service staff | 1.715 |
| Night Guard/Portier | Ferry security guard | 1.715 |



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