

PROTOCOL

This Protocol has been concluded in Copenhagen on 27th day of June of the year 2025 between DFDS A/S (hereinafter - "DFDS"), represented by Jonas Nazarovas, and Metal Maritime (hereinafter - "Metal Maritime"), represented by Chairman Ole Philipsen, together both further referred to as "Parties".

the Parties have agreed as follows:

1. To acknowledge the contents of Supplementary agreements (hereinafter – CBAs) between the Parties entered in accordance with the Framework Agreement between Danish Shipping and Metal Maritime dated 27th of July 2022 and that these CBAs apply for officers (captains excluded) and ratings on m/v Aura Seaways and m/v Luna Seaways flying under the Danish flag trading in the Baltic Sea.
2. To recognize and agree that Seafarers' (captains excluded) yearly revenues increase percentage (based on calculations) is:

2025-2026	2026-2027	2027-2028
7,47%	4,92%	2,70%

3. To distribute the Seafarers' (captains excluded) yearly revenues to 7 months' pay at the higher salary (On Hire) and 5 months at the lower salary (Off Hire).
4. Period of the CBAs validity: from 1st of March 2025 until 31st of March 2028.

Copenhagen, 27th of June 2

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