

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 10 May 2022 and applies for officers (captains excluded) on the vessels Urd and Gothica whilst under Danish flag trading between Hanka (Finland) and Nynäshamn (Sweden).

The 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
0-1 years	1 month	1 month
1-5 years	3 months	1 month
5-8 years	4 months	1 month
8-10 years	5 months	1 month
More than 10 years	6 months	1 month

However, if the employment (voyage) has been agreed to be of strictly temporary nature and does not last more than one month, such employment can be terminated by given mutual 7 days' notice.

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 as shown in the below wage scale reflect 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 a holiday supplement of 1 % of the seafarer's total wages in accordance with the Danish Holiday Act. However, the holiday supplement for the period from 1 September to 31 May is paid with the salary for the month of May, while the holiday supplement for the period from 1 June to 31 August is paid with the salary for the month of August.

This agreement shall be effective as from April 01, 2022 until March 31, 2025 and further if notification of termination has not been given either by Stena Rederi or by the Metal Maritime with a 3 months' notice before the date of expiration, or with same notice hereafter.

Seafarers employed April 01, 2022 will be entitled to an additional payment for the time between the vessels commenced on the route covered by this supplementary agreement and until the date the agreement became effective.

The agreement is subject to the approval of competent assemblies

Wage scale

Wage Scale effective 01 April 2022-31 March 2025	
Positions	Monthly Salary EURO
Chief Officer	3.274
2nd Off, 3rd Off	2.886
Chief Engineer	5.250
2nd Engineer	3.330
3rd Engineer	2.775
ETO	2.997



Stena Rederi A/S

Copenhagen, 5th July 2022



Metal Maritime