

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 officers (captains excluded) 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
0-1 years	1 month	1 month
1-5 years	3 months	1 month
More than 5 years	4 months	1 month

However, if the employment (voyage) has been agreed to be 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 1,34% 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 1st of May 2024 until 31st of March 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 officers not less than they are established in Appendix No. 1_The Officers Wages_TABLE_EN_valid for 2024_2025 (attached).

Copenhagen, 29th of April 2024

Officers' wages
Valid from 01/05/2024 to 31/03/2025

Appendix No. 1
in EUR

ADONIS RANKS	STEKAS RANKS	Seafarers' average monthly revenues, EUR
Chief Officer	Chief officer	4.486
Deck Officer	2nd officer	4.055
Deck Officer	3rd officer	3.353
Chief Engineer	Chief engineer	5.924
1st Engineer	2nd engineer	4.209
Engineer	3rd engineer	3.370
Electrician	Electroengineer	3.784
Junior Engineer	Engineer	3.187
TC Skilled Galley	Chief cook	2.570
Commercial Head	Head of service	3.795



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