

# SPECIAL AGREEMENT

BETWEEN

CADELER A/S

AND

METAL MARITIME & DANSK EL-FORBUND and THE MARINE ENGINEERS'  
ASSOCIATION,

FOR **OFFICERS** EMPLOYED IN DIS SHIPS.

The offshore wind agreement of 1 April 2023 (2nd edition) between Metal Maritime, Dansk El-Forbund, Maskinmestrenes Forening, and Danske Rederier Arbejdsgiver (DRO A) applies with the following amendments and additions:

This is a translation. Only the Danish version has legal validity.

1.

It has been agreed that where the collective agreements may have different texts, the Offshore Wind Agreement of 1 April 2023 (2nd edition) for officers between Metal Maritime, Dansk El-Forbund, Maskinmestrenes Forening, and Danske Rederier Arbejdsgiver (DRO A) is used.

2.

This special collective agreement (the Agreement) covers engineers, navigators, electricians and catering officers as well as other positions, which the parties agree are to be regarded as officers. Such positions will appear from the salary appendix to this Agreement.

3.

As an addition to § 1, 3 of the main collective agreement, a notice period of 2 months for key employees terminating their employment has been agreed. This should appear from the contract of the individual employees.

4.

Salary, allowance and pension rates for the individual positions covered by this Agreement appear from the salary appendix to the Agreement.

Pension

The officer's previous contribution to the pension scheme of 4% will be halved to 2% from 1 July 2023, while the company's contribution will be increased accordingly from 12% to 14%. For those employees who are not covered by the pension scheme, a supplement corresponding to the change in pension contribution rates as of 1 July 2023 will be paid.

5.

The normal daily working hours shall be 12 hours, which is covered by the rates of pay listed in the salary appendix. Daily working hours more than 12 hours may only occur very rarely and in

exceptional cases and must be registered separately. No separate compensation will be paid for this.

The 12 daily working hours are normally followed by 12 hours of rest. In special cases e.g., decommissioning periods, the working hours may be split into two periods within 24 hours and one of these periods must be at least 7 hours.

The rest period between two work periods must be at least 3 hours.

6.

Standard tours of duty are typically 28 days followed by 28 days home leave in a 1:1 rotation scheme.

In special documented circumstances, Cadeler (the Company) may notify officers of amended tour lengths. Notice of such changes is to be given no later than on the last day of duty on the previous tour of duty i.e., the employee is to have at least 28 days' notice until the extended tour of duty begins. This includes the entire crew.

After one such extended tour of duty, the employee is entitled to home leave equivalent to the extended tour in order to preserve the 1:1 rotation scheme. A maximum tour of 40 days can be notified.

If the agreed/notified tour is extended by 2 days, the seafarer accrues one extra home leave day for each 2-day extension of the agreed tour. In such cases, extra work does not set-off extended home leave.

Planned extensions of normal/notified tours of duty must not occur.

7.

The officer is obliged to participate in officers' meetings with the Company during home leave periods. The first 4 such days per calendar year are to be registered as neutral days. Days in excess of 4 days are to be registered as duty days with home leave accrual.

The Company bears all costs in connection with such officers' meetings.

8.

Home leave will be earned at the rate of 1 day for every 1 day of continuous service including change of turn days. Travel days, excluding change of turn days, are considered neutral days, where the seafarer does not spend leave days nor does he/she accrue leave days.

The seafarer continuously accrues 24,6 home leave days (0,82 home leave days per day) for every 30 days of duty. This corresponds to a total amount of home leave days including all legal holidays of 182,5 days for 182,5 days of duty. For all practical purposes, 1 home leave day/holiday counts as 1 duty day.

The Company is obliged to provide swift and direct travel, with the least possible amount of waiting time between home/vessel and vessel/home.

Seafarers do not accrue or spend home leave days during sickness.

A memorandum of understanding has been drawn up for the agreement concerning the handling of zero-days in connection with illness and travel to and from the ships, see attached appendix.

9.

As an amendment to § 10 of The offshore wind agreement of 1 April 2023 (2nd edition) regarding "Compliance with policies" the following addition applies:

(3) It is the common objective of the Parties that no seafarer during or because of her/his service on board is molested or subjected to any form of harassment or abusive behavior. All parties bear responsibility for and must contribute to ensuring that their ship is free from harassment and molestations. Failure to actively cooperate in this, as well as harassment, may be sanctioned under employment law.

10.

According to § 15 of The offshore wind agreement of 1 April 2023 (2nd edition), a spokesperson may be elected for each officers' category included in this Agreement.

11.

The parties agree that this special agreement only covers Wind Farm Construction Vessels.

Should the Company acquire or operate other types of vessels, the parties agree to enter negotiations regarding a special agreement for such vessels.

This agreement is valid from 1 April 2023 and can be terminated with three months' notice from either party to expire at the same time as the Offshore Wind Agreement of 1 April 2023 (2nd edition) for officers between Danish Shipping Employer and Metal Maritime/Dansk El-Forbund and Maskinmestrenes Forening.

København den 7. Juli 2023

---

**For Cadeler A/S**

Subject to Danske Rederier's approval

---

**For Metal Maritime**

Subject to competent assembly approval

---

**For Maskinmestrenes Forening**  
Subject to competent assembly approval

---

**For Dansk El-Forbund**  
Subject to competent assembly approval