Collective Bargaining Agreement

between

Finnish Seafarers' Union (FSU) and

Finnish Shipowners' Association

for

Non-EU Seafarers working on Finnish Flagged cargo vessels

"Temporary Employment Agreement (TEA)" [1])

1. January 2026 – 2027

1 § Application

1.1 These provisions set out the additional terms and conditions applicable to Non-EU Seafarers serving on vessels that trade under Finnish Flag. In matters not stipulated in these provisions the national Finnish Collective Agreement applicable to the vessel will apply.

1.2 These provisions are deemed to be incorporated into and to contain the terms and conditions of contract of employment of any Seafarer to whom these provisions apply. The incorporation of this Agreement into each Seafarer's individual contract of employment shall be made explicit.

1.3 The Owner shall employ the Seafarers on the terms and conditions contained in these provisions, and to enter into individual contracts of employment with any Seafarer to whom these provisions applies, incorporating the terms and conditions contained in these provisions. The Company undertakes that it will comply with all the terms and conditions of these provisions. The Company shall further ensure that signed copies of these provisions are available on board in English.

1.4 "Seafarer" means any person who is employed or engaged or works in any capacity to whom these provisions apply. "MLC" means Maritime Labour Convention adopted by the General Conference of the International Labour Organization on 23 February 2006, as amended.

1.5 Each Seafarer, in accordance with 1.1 above, shall be covered with these provisions with effect from the date on which they are engaged, whether they have signed Articles or not, until the date on which they sign off or if later the date until which, in accordance with these provisions, the company is liable for the payment of wages, whether or not any employment contract is executed between the Seafarer and the company and whether or not the Ship's Articles are endorsed or amended to include the rates of pay specified in these provisions.

1.6 For the entire period of seafarer's employment under this Agreement the Company shall have measures in place so that seafarers stay protected against discrimination and/or harassment on the basis of gender, religion, race, colour, nationality, political opinion, social origin and sexual orientation – compliant with the principles of the ILO Convention on Violence and Harassment, 2019 (No.190).

[1] These terms and conditions are based on the ITF Uniform TCC Collective Agreement.

2 § Pre-Employment

2.1 Each Seafarer shall undertake to serve the company competently and shall undertake that they possess, and will exercise, the skill commensurate with the certificates, which they declare to hold, which should be verified by the Company.

2.2 The Company shall be entitled to require that any Seafarer shall have a satisfactory pre-employment medical examination, at company expense, by a company-nominated doctor and that the Seafarer answer faithfully any questionnaire on their state of health, which may be required. Failure to do so may affect the Seafarer's entitlement to compensation as per Articles 21, 22, 23, 24 and 25. The Seafarer shall be entitled to receive a copy of the medical certificate issued in respect of such an examination. The provisions of this Article shall equally apply to Seafarers who were previously employed by the Company, signed-off due to medical reasons pursuant to Article 18.1 (b) and maybe willing to be re-employed upon recovery. Any such recovered Seafarers shall be treated equally to the other candidates under- going medical examination.

2.3 The Company shall ensure, that the standards laid down in the ILO Maritime Labour Convention (MLC) are met including the requirement that no fees or visa costs are borne directly or indirectly, in whole or in part, by the Seafarers for finding employment, the right for Seafarers to inspect their employment documents and seek advice before engagement and preventing the recruitment or placement services from using means, mechanisms or lists to prevent Seafarers from gaining employment for which they are qualified.

2.4 Each Seafarer shall sign an MLC compliant Seafarer's employment contract attached as ANNEX 5

2.5 Documentation as required by the Flag State shall be at Company expense.

3 § Non-Seafarers Work

3.1 Neither Seafarers nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling services in a port, at a terminal or on board of a vessel, where dock workers, who are members of an ITF affiliated union, are providing the cargo handling services. Where there are not sufficient numbers of qualified dock workers available, the ship's crew may carry out the work provided that there is prior agreement of the ITF Dockers Union or ITF Unions concerned; and provided that the individual Seafarers volunteer to carry out such duties; and those Seafarers are qualified and adequately compensated for that work. For the purpose of this clause "cargo handling services" may include but is not limited to: loading, unloading, lashing, unlashing, checking and receiving.

3.2 Where a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, there shall not be any cargo operations undertaken which could affect the resolution of the dispute. The Company will not take any punitive measures against any Seafarer who respects such dockworkers' trade dispute and any such lawful act by the Seafarer shall not be treated as any breach of the Seafarer's contract of employment, provided that this act is lawful within the country it is taken.

3.3 For crewmembers compensation for such work performed during the normal working week, as specified in Article 5, shall be by the payment of the overtime rate specified in ANNEX 1 for each hour or part hour that such work is performed, in addition to the basic pay. Any such work performed outside the normal working week will be compensated at double the over- time rate.

However, the compensation shall always be in euros at least as much as the compensation for EU Seafarers according to the collective bargaining agreement “Kauppa-alussopimus”.[2]

3.4 In implementing the provisions of Articles 3.1 and 3.2 above, specific conditions may apply as identified in ANNEX 6 to this Agreement.

4 § Duration of Employment

4.1 A Seafarer shall normally be engaged for at least 6 (six) months if not otherwise agreed between the Seafarer and the Company. However, the maximum length of the agreement shall be 9 (nine) months. The employment shall be automatically terminated upon the terms of these provisions at the first arrival of the ship in port after expiration of that period.

5 § Hours of Duty

5.1 The normal hours of duty shall be eight hours per day from Monday to Friday inclusive.

6 § Overtime

6.1 Any hours of duty in excess of the 8 (eight) shall be paid for by overtime, the hourly overtime rate shall be 1.25 the basic hourly rate calculated by reference to the basic wage for the category concerned and the weekly working hours (ANNEX 1).

6.2 At least 103 (one hundred and three) hours guaranteed overtime shall be paid monthly to each Seafarer.

6.3 Overtime shall be recorded individually and in duplicate either by the Master or the Head of the Department, if requested by the Seafarer a hard copy will be provided.

6.4 Such record, endorsed by the Master or a person authorised by the Master, shall be accessible to the Seafarer. Every month the Seafarer shall be offered to endorse the record. After the record is endorsed, it is final. On completion of their contract, one copy shall be provided to the Seafarer, is such information is not already contained within the Seafarer’s pay documents. A Seafarer may request a printed copy of their overtime records at any time during their contract term.

6.5 Any additional hours worked during an emergency directly affecting the immediate safety of the ship, its passengers, crew or cargo, of which the Master shall be the sole judge, or for safety drills or work required to give assistance to other ships or persons in immediate peril shall not count for overtime payment.

6.6 If no overtime records are kept as required in 6.3 and 6.4 above, the Seafarer shall be paid monthly a lump sum for overtime worked calculated at 160 hours at the hourly overtime rate without prejudice to any further claim for payment for overtime hours worked in excess of this figure.

[2] Collective Bargaining Agreement between FSU and the Shipowners’ Association stipulating the terms and conditions of employment of EU ratings and economical departement employees working on board Finnish Flagged vessels.

7 § Holidays

7.1 For the purpose of these provisions the days listed in ANNEX 2 shall be considered as holidays at sea or in port. If a holiday falls on a Saturday or a Sunday, the following working day shall be observed as a holiday.

8 § Rest Periods

8.1 Each Seafarer shall have a minimum of 10 hours rest in any 24 hour period and 77 hours in any seven-day period.

8.2 This period of 24 hours shall begin at the time a Seafarer starts work immediately after having had a period of at least 6 consecutive hours off duty.

8.3 The hours of rest may be divided into no more than two periods, one of which shall be at least 6 hours in length, and the interval between consecutive periods of rest shall not exceed 14 hours.

8.4 The company shall post in an accessible place on board a table detailing the schedule of service at sea and in port and the minimum hours of rest for each position on board in the language of the ship and in English.

8.5 Nothing in this Article shall be deemed to impair the right of the master of a ship to require a Seafarer to perform any hours of work necessary for the immediate safety of the ship, persons on board or cargo, or for the purpose of giving assistance to other ships or persons in distress at sea. In such situation, the master may suspend the schedule of hours of work or hours of rest and require a Seafarer to perform any hours of work necessary until the normal situation has been restored. As soon as practicable after the normal situation has been restored, the master shall ensure that any Seafarers who have performed the work in a scheduled rest period are provided with an adequate period of rest. In addition, the International Convention on Standards of Training, Certification and Watch Keeping for Seafarers (STCW) requirements covering overriding operational conditions shall apply, including those of STCW A-VIII/1, Article 9.

8.6 A short break of less than 30 minutes will not be considered as a period of rest.

8.7 Emergency drills and drills prescribed by national laws and regulations and by international instruments shall be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue.

8.8 The allocation of periods of responsibility on Unmanned Machinery Space (UMS) Ships, where a continuous watchkeeping in the engine room is not carried out, shall also be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue and an adequate compensatory rest period shall be given if the normal period of rest is disturbed by call-outs.

8.9 Records of Seafarers daily hours of rest shall be maintained to allow for monitoring of compliance with this Article.

9 § Wages

9.1 The net wages of each Seafarer shall be calculated in accordance with these provisions and as per the attached wage scales (ANNEX 1) and the only deductions from such wages shall be

proper statutory and other deductions as recorded in these provisions and/or other deductions as authorised by the Seafarer. The wage scale in ANNEX 1 shall be deemed as a minimum requirement. Where a higher entitlement than in the wage scale may be agreed for the Seafarer, such higher entitlement shall be guaranteed and may not be decreased for the duration of the tour of duty.

9.2 The Seafarer shall be entitled to payment of their net wages, after deductions, in US dollars, or in a currency agreed with the Seafarer, at the end of each calendar month together with an account of their wages, identifying the exchange rate where applicable.

9.3 Any wages not drawn by the Seafarer shall accumulate for their account and may be drawn as a cash advance twice monthly. For the purpose of this provision, seafarer cash cards and e-wallets may be considered equivalent to cash, subject to the seafarer's explicit consent and the availability of customer support.

9.4 For the purpose of calculating wages, a calendar month shall be regarded as having 30 days.

9.5 A Seafarer who is 21 or over and is not a trainee shall be paid at the equivalent rate of an ordinary seaman.

10 § Allotments

10.1 Each Seafarer to whom this Agreement applies shall be allowed an allotment note, free of charge, of up to 80% of basic wages (or such higher amount as agreed with the Master or the Company) payable at monthly intervals after allowing for any deductions as specified in Article 9, in line with the provisions of MLC Standard A2.2, paragraph 5.

11 § Leave

11.1 Each Seafarer shall, on the termination of employment for whatever reason, be entitled to payment of 7 days' leave for each completed month of service and pro rata for a shorter period.

11.2 Payment for leave shall be at the rate of pay applicable at the time of termination plus a daily allowance as specified in ANNEX 3.

12 § Subsistence Allowance

12.1 When food and/or accommodation is not provided on board the company shall be responsible for providing food and/or accommodation of suitable quality.

13 § Watch-keeping

13.1 Watchkeeping at sea and, when deemed necessary, in port, shall be organised where possible on a three-watch basis.

13.2 It shall be at the discretion of the Master which Seafarers are put into watches and which, if any, on day work.

13.3 While watchkeeping at sea, the officer of the navigational watch shall be assisted by a posted lookout during the hours of darkness and as required by any relevant national and international rules and regulations, and also whenever deemed necessary by the master or officer of the navigational watch.

13.4 The Master and Chief Engineer shall not normally be required to stand watches.

14 § Manning

14.1 The Ship shall be competently and adequately manned so as to ensure its safe operation.

15 § Shorthand Manning

15.1 Where the complement falls short of the agreed manning, for whatever reasons, the basic wages of the shortage category shall be paid to the affected members of the concerned department. Every effort shall be made to make good the shortage before the ship leaves the next port of call. This provision shall not affect any overtime paid in accordance with Article 6.

16 § Service in Warlike Operations Areas/High Risk Areas

16.1 A Warlike Operations Area or High Risk Area will be designated by the Lloyd's Joint War Committee. An updated list of the Warlike Operations areas/High Risk Areas shall be kept on board the vessels and shall be accessible to the crew.

16.2 At the time of the assignment the Company shall inform the Seafarers if the vessel is bound to or may enter any Warlike Operations area/High Risk Area. If this information becomes known during the period of the Seafarers' employment on the vessel the Company shall ad- vise the Seafarers immediately.

16.3 If the vessel enters a Warlike Operations Area/High Risk Area:

- The Seafarer shall have the right not to proceed to such area. In this event the Seafarer shall be repatriated at Company's cost with benefits accrued until the date of return to their home or the port of engagement.
- The Seafarer shall be entitled to a double compensation for disability and death.
- The Seafarer shall also be paid a bonus equal to 100% of the basic daily wage for the durations of the ship's stay in a Warlike Operations Area/High Risk Area – subject to a minimum of 5 days' pay.
- The Seafarer shall have the right to accept or decline an assignment in a Warlike Operations Area/High Risk Area without risking losing their employment or suffering any other detrimental effects.

16.4 In case a Seafarer may become captive or otherwise prevented from sailing as a result of an act of piracy or hijacking, irrespective whether such act takes place within or outside Warlike Operations areas/High Risk Areas referred to in this Article, the Seafarer's employment status and entitlements under this Agreement shall continue until the Seafarer's release and thereafter until the Seafarer is safely repatriated to their home or to the place of engagement or until all Company's contractual liabilities end. These continued entitlements shall, in particular, include the payment of full wages and other contractual benefits. The Company shall also make every effort to provide captured Seafarers, with extra protection, food, welfare, medical and other assistance as necessary.

17 § Crew's Effects

17.1 When any Seafarer suffers total or partial loss of, or damage to, their personal effects whilst serving on board the ship as a result of wreck, loss stranding or abandonment of the vessel, or as a result of fire, flooding or collision, or an act of piracy or armed robbery against ships/hostage taking, excluding any loss or damage caused by the Seafarer's own fault or through theft or misappropriation, they shall be entitled to receive from the company compensation up to a maximum specified in ANNEX 3.

17.2 The Seafarer shall certify that any information provided with regard to lost property is true to the best of their knowledge.

17.3 The Company shall take measures for safeguarding property left on board by sick, injured or deceased Seafarers and for returning it to them or to their next of kin.

18 § Termination of Employment

18.1 The employment shall be terminated:

a) upon the expiry of the agreed period of service identified in Article 4; or

b) when signing off owing to sickness or injury, after medical examination in accordance with Article 21.

18.2 The company may terminate the employment of a Seafarer:

a) If the Seafarer has been found to be in serious default of their employment obligations in accordance with Article 20; or

b) upon the total loss of the ship, or when the ship has been laid up for a continuous period of at least one month or upon the sale of the ship.

18.3 A Seafarer to whom these provisions apply may terminate employment:

a) by giving one month's written notice of termination to the Company or the Master of the ship;

b) when, during the course of a voyage it is confirmed that the spouse, partner (when nominated by the Seafarer as the next of kin), parent or dependent child, has fallen dangerously ill;

c) if the ship is about to sail into a warlike operations area or a High Risk Area, in accordance with Article 16 of these provisions;

d) if the Seafarer was employed for a specified voyage on a specified ship, and the voyage is subsequently altered substantially, either with regard to duration of trading pattern;

e) if the Ship is certified substandard in relation to the applicable provisions the Safety of Life at Sea Convention (SOLAS) 1974, the International Convention on Loadlines (LL) 1966, the Standards of Training Certification and Watchkeeping Convention (STCW) 1995, as amended, the International Convention for the Prevention of Pollution from Ships 1973, as modified by the Protocol of 1978 (MARPOL) or substandard in relation to ILO Convention No. 147, 1976, Minimum Standards in Merchant Ships as supplemented by the Protocol of 1996 and remains so for a period of 30 consecutive days provided that adequate living conditions and provisions are provided on board or ashore. In any event, a Ship shall be regarded as substandard

if it is not in possession of the certificates required under either applicable national laws and regulations or international instruments;

f) if the ship has been arrested and has remained under arrest for 30 days; or

g) if after any agreed grievance procedure has been invoked, the company has not complied with the terms of these provisions.

18.4 A Seafarer shall be entitled to receive compensation of two months' basic pay on termination of their employment in accordance with 18.2(c), 18.3(c), (d), (e), (f) and (g) above and Article 23.1.

18.5 It shall not be grounds for termination if, during the period of the agreement, the company transfers the Seafarer to another vessel belonging or related to the same owner/manager, on the same rank and wages and all other terms, if the second vessel is engaged on the same or similar voyage patterns. There shall be no loss of earnings or entitlements during the transfer and the company shall be liable for all costs and subsistence for and during the transfer.

19 § Repatriation/Embarkation

19.1 Repatriation shall take place in such a manner that it takes into account the needs and reasonable requirements for comfort of the Seafarer.

19.2 During repatriation for normal reasons, the company shall be liable for the following costs until the Seafarers reach the final agreed repatriation destination, which can be either a place of original engagement or home:

a) payment of basic wages between the time of discharge and the arrival of the Seafarer at their place of original engagement or home;

b) the cost of accommodation and food;

c) reasonable personal travel and subsistence costs during the travel period; and

d) transportation of the Seafarer's personal effects up to the amount allowed free of charge by the relevant carrier agreed with the company.

19.3 A Seafarer shall be entitled to repatriation at the company's expense on termination of employment as per Article 18 except where such termination arises under Article 18.2(a).

19.4 The provisions of Articles 19.1, 19.2 and 19.3 shall also apply to Seafarers travelling to join the vessel.

20 § Misconduct

20.1 A company may terminate the employment of a Seafarer following a serious default of the Seafarers employment obligations which gives rise to a lawful entitlement to dismissal, provided that the company shall, where possible, prior to dismissal, give written notice to the Seafarer specifying the serious default which has been the cause of the dismissal.

20.2 In the event of the dismissal of a Seafarer in accordance with this clause, the company shall be entitled to recover from that Seafarer's balance of wages the costs involved with repatriating the seafarer together with such costs incurred by the company as are directly attributable to the Seafarers proven misconduct. Such costs do not, however, include the costs of providing a replacement for the dismissed Seafarer.

20.3 For the purpose of these provisions, refusal by any Seafarer to obey an order to sail the ship shall not amount to a breach of the Seafarers employment obligations where:

a) the ship is unseaworthy or otherwise substandard as defined in Article 18.3 (e);

b) for any reason it would be unlawful for the ship to sail;

c) the Seafarer has a genuine grievance against the company in relation to the implementation of these provisions and has complied in full with the terms of the company's grievance procedure; or

d) the Seafarer refuses to sail into a warlike area or a High Risk Area as identified in Article 16.

20.4 The Company shall ensure that a fair, effective and expeditious onboard procedure is in place to deal with reports of breaches of employment obligations and with Seafarers' complaints or grievances. Such procedures shall be available and equally apply to all crewmembers. It shall allow Seafarers to be accompanied or represented during the procedure and provide safeguards against victimization for raising complaints that are not manifestly vexatious or malicious.

21 § Medical Attention

21.1 A Seafarer shall be entitled to immediate medical attention when required and to dental treatment of acute pain and emergencies at the Company's expense.

21.2 A Seafarer who is hospitalised abroad owing to sickness or injury shall be entitled to medical attention (including hospitalisation) at the company's expense for as long as such attention is required or until the Seafarer is repatriated pursuant to Article 19, whichever is the earlier.

21.3 A Seafarer repatriated unfit as a result of sickness or injury, shall be entitled to medical attention (including hospitalisation) at the company's expense:

a) in the case of sickness, for up to 130 days after repatriation, subject to the submission of satisfactory medical reports;

b) in the case of injury, for so long as medical attention is required or until a medical determination is made in accordance with Article 24.2 concerning permanent disability; or

c) in those cases where, following repatriation, Seafarers have to meet their own medical care costs, in line with Article 21.3 (a), they may submit claims for reimbursement within 6 months, unless there are exceptional circumstances, in which case the period may be extended.

21.4 Proof of continued entitlement to medical attention shall be by submission of satisfactory medical reports, endorsed, where necessary, by a company appointed doctor. If a doctor appointed by or on behalf of the Seafarer disagrees with the assessment, a third doctor may be nominated jointly between the Company and the Union and the decision of this doctor shall be final and binding on both parties.

22 § Sick Pay

22.1 When a Seafarer is landed at any port because of sickness or injury a pro rata payment of their basic wages plus guaranteed or, in the case of officers, fixed overtime, shall continue until they have been repatriated at the company's expense as specified in Article 19.Thereafter the Seafarer shall be entitled to sick pay at the rate equivalent to their basic wage while they remain

sick up to a maximum of 130 days after repatriation. The provision of sick pay following repatriation shall be subject to submission of a valid medical certificate, without undue delay.

22.2 However, in the event of incapacity due to an accident the basic wages shall be paid until the injured Seafarer has been cured or until a medical determination is made in accordance with Article 24.2 concerning permanent disability.

22.3 Proof of continued entitlement to sick pay shall be by submission of satisfactory medical reports, endorsed, where necessary, by a company appointed doctor. If a doctor appointed by or on behalf of the Seafarer disagrees with the assessment, a third doctor may be nominated jointly between the company and the Seafarer and the decision of this doctor shall be final and binding on both parties.

23 § Maternity

23.1 In the event that a crew member becomes pregnant during the period of employment:

a) the Seafarer shall advise the master as soon as the pregnancy is confirmed;

b) the company will repatriate the Seafarer as soon as reasonably possible but in no case later than the 26th week of pregnancy; and where the nature of the vessel's operations could in the circumstances be hazardous – at the first port of call;

c) the Seafarer shall be entitled to receive contractual pay for the full contract period, plus 100 days basic pay; and

d) the Seafarer shall be afforded priority in filling a suitable vacancy in the same or equivalent position within three years following the birth of a child should such a vacancy be available.

24 § Disability

24.1 A Seafarer who suffers permanent disability as a result of an accident whilst in the employment of the company regardless of fault, including accidents occurring while travelling to or from the ship, and whose ability to work as a Seafarer is reduced as a result thereof, shall in addition to sick pay, be entitled to compensation according to the provisions of these provisions.

24.2 The disability suffered by the Seafarer shall be determined by a doctor appointed by the company. If a doctor appointed by or on behalf of the Seafarer disagrees with the assessment, a third doctor may be nominated jointly between the company and the Seafarer and the decision of this doctor shall be final and binding on both parties.

24.3 The company shall provide disability compensation to the Seafarer in accordance with the following table, with any differences, including less than 10 % disability, to be pro rata.

2026

Degree of Disablity	Rate of Compensation		
Percentge (%)	**Ratings**	**Junior Officers**	**Senior Officers (4)**
100	120,369	160,490	200,612
75	90,276	120,368	150,459
60	72,222	96,294	120,368
50	60,185	80,247	100,307
40	48,148	64,198	80,247
30	36,112	48,147	60,185
20	24,076	32,098	40,126
10	12,039	16,051	20,062

2027

Degree of Disablity	Rate of Compensation		
Percentge (%)	**Ratings**	**Junior Officers**	**Senior Officers (4)**
100	122,175	162,898	203,621
75	91,630	122,174	152,716
60	73,306	97,739	122,174
50	61,088	81,450	101,812
40	48,870	65,161	81,450
30	36,654	48,869	61,088
20	24,437	32,580	40,728
10	12,220	16,292	20,363

Note: ”Senior Officers” for the purpose of this clause means Master, Chief Officer, Chief Engineer and 1st Engineer. “Junior Officers” for the purpose of this clause means 2nd Officer, 3rd Engineer, 3rd Officer, 4th Engineer, Radio Officer Chief Steward and Electrical Engr.

24.4 A Seafarer whose disability, in accordance with 24.2 above is assessed at 50% or more under the attached ANNEX 4 shall, for the purpose of this paragraph, be regarded as permanently unfit for further sea service in any capacity and be entitled to 100% compensation. Furthermore, any Seafarer assessed at less than 50 % disability but certified as permanently unfit for further sea service in any capacity by the company-nominated doctor, shall also be entitled to 100 %

compensation. Any disagreement as to entitlement under this clause shall be resolved in accordance with the procedures set out in 24.2 above.

24.5 The Company, in discharging its's responsibilities to provide for safe and decent working conditions, should have effective arrangements for the payment of compensation for personal injury. When a valid claim arises, payment should be made promptly and in full, and there should be no pressure by the Company, or by the representative of the insurers for a payment less than the contractual amount due under these provisions. Where the nature of the personal injury makes it difficult for the Company to make a full payment of the claim, consideration has to be given to the payment of an interim amount so as to avoid undue hardship.

24.6 Any payment effected under 24.1 to 24.5 above, shall be without prejudice to any claim for compensation made in law, but shall be deducted from any settlement in respect of such claim.

25 § Loss of Life – Death in Service

25.1 If a Seafarer dies through any cause whilst in the employment of the Company including death from natural causes and death occurring whilst travelling to and from the vessel, or as a result of marine or other similar peril, the Company shall pay the sums specified in the attached ANNEX 3 to a nominated beneficiary and to each dependent child up to a maximum of 4 (four) under the age of 18 (eighteen). If the Seafarer shall leave no nominated beneficiary, the aforementioned sum shall be paid to the person or body empowered by law or otherwise to administer the estate of the Seafarer. The Company shall also transport at its own expense the body to the Seafarer's home where practical and at the families' request and pay the cost of burial expenses. Where the death has occurred at sea the repatriation of the body shall be carried out at the next scheduled port of call, subject to national legislation and as quickly as possible. For the purpose of this Article a Seafarer shall be regarded as "in employment of the company" for so long as the provisions of Articles 21 and 22 apply and provided the death is directly attributable to sickness or injury that caused the Seafarer's employment to be terminated in accordance with Article 18.1 b).

25.2 The provisions of Article 24.5 above shall also apply in the case of compensation for Loss of Life – Death in Service as specified in this Article.

26 § Insurance Cover

26.1 The Company shall conclude appropriate insurance to cover themselves fully against the possible contingencies arising from the Articles of these provisions. Further, the Company shall ensure that a financial security system be provided on board to protect the crew against abandonment and to guarantee resolution of claims arising from 2014 amendments to MLC. The details of the applicable financial security system shall be posted in a conspicuous place on board where it is available to the Seafarers.

27 § Food, Accommodation, Bedding, Amenities etc.

27.1 The Company shall provide, as a minimum, accommodation, recreational facilities, amenities and services, including social connectivity, as adapted to meet the special needs of seafarers who must live and work on ships. The Company shall also provide food and catering services in accordance with the standards specified in Title 3 of MLC and shall give due consideration to the Guidelines in that Convention, including the provisions of equipment for sports, exercise,

table games, deck games and, where possible, facilities for swimming. Where onboard drinking water falls below potable (safe-to-drink) standards, other fresh water shall be provided at no cost to the crew in sufficient amounts.

27.2 In addition, the company shall provide the galley with all items of equipment normally required for cooking purposes. All items of equipment shall be of good quality.

27.3 The accommodation standards should generally meet those criteria contained in relevant ILO instruments relating to crew accommodation.

27.4 Seafarers will have access to free call on a one-off basis linked to compassionate circumstances as per Article 18.3 emergencies.

27.5 The Company should, so far as is reasonably practicable, provide seafarers on board their ships with internet, without any charges.

27.6 Seafarers off duty shall be granted shore leave upon the vessel's arrival in port, except only when leaving the vessel is prohibited/restricted by relevant authorities of the port state or due to safety and/or operational reasons.

28 § Personal Protective Equipment

28.1 The company shall provide the necessary personal protective equipment in accordance with ISM/IMO regulations, or any applicable national regulations, which specify any additional equipment, for the use of each Seafarer while serving on board.

28.2 The Company will supply the crew with appropriate personal protective equipment for the nature of the job, which will be sanitised, maintained or replaced in line with the manufacturers' recommendations.

28.3 Seafarers should be advised of the dangerous nature and possible hazards of any work to be carried out and instructed of any necessary precautions to be taken as well as of the use of the protective equipment.

28.4 If the necessary safety equipment is not available to operate in compliance with any of the above regulations, Seafarers should not be permitted or requested to perform the work.

28.5 Seafarers shall use and take care of personal protective equipment at their disposal and not misuse any means provided for their own protection or the protection of others. Personal protective equipment remains the property of the company.

29 § Shipboard Health and Safety

29.1 The Company shall facilitate the establishment of on-board safety management system according to Finnish law.

30 § Membership Fees and Representation of Seafarers

30.1 Subject to national legislation, in order to be covered by this agreement, all Seafarers should be members of an appropriate national trade union affiliated to the ITF.

30.2 The Company shall arrange to pay in respect of each Seafarer the Entrance/Membership fees in accordance with the terms of the relevant organization. Membership Fees to the Finnish

Seafarers´ Union FSU are to be deducted and paid monthly according to the normal national practice.

30.3 The company acknowledges the right of Seafarers to participate in union activities and to be protected against acts of anti-union discrimination as per ILO Conventions Nos. 87 and 98.

30.5 The company acknowledges the right of the Seafarers to elect a liaison representative from among the crew who shall not be dismissed nor be subject to any disciplinary proceedings as a result of the Seafarer's duties as a liaison representative unless the union has been given adequate notice of the dismissal.

31 § Equality

31.1 Each Seafarer shall be entitled to work, train and live in an environment free from harassment and bullying whether sexually, racially or otherwise motivated. The company will regard breaches of this undertaking as a serious act of misconduct on the part of Seafarers.

32 § Waivers and Assignments

32.1 The company undertakes not to demand or request any Seafarer to enter into any document whereby, by way of waiver or assignment or otherwise, the Seafarer agrees or promises to accept variations to the terms of these provisions or return to the company, their servants or agents any wages (including back wages) or other emoluments due or to become due to the Seafarer under these provisions and the company agrees that any such document already in existence shall be null and void and of no legal effect.

33 § Breach of the Agreement

33.1 If the Company breaches the terms of these provisions the union, for itself or acting on behalf of the Seafarers, and/or any Seafarer shall be entitled to take such measures against the company as may be deemed necessary to obtain redress.

ANNEX 1, Wages

ANNEX 2, National holidays

ANNEX 3, Schedule of Cash Benefits

ANNEX 4, Degree of disability

ANNEX 5, Seafarers Employment Agreement

ANNEX 6, Non-Seafarers Work (Article 3) – Implementation

NON EU -MERENKULKIJOIDEN PALKAT 1.1.2026 (USD) ANNEX 1

	Differential	Basic Salary (40hrs)	Guaranteed Overtime (103hrs)	Overtime rate	Leave Pay (7 days)	Leave Subsistence ($18)	Net Total	Ph.sc./ Pag-ibig	TAX (35 %)	Gross Total	Memb.sh. fee
				103	7	126		51			1,2 %
Master	3,369	3110	2310	22,43	726	126	6272	51	3404,51	9727,18	116,73
Ch. Eng	3,062	2826	2099	20,38	659	126	5710	51	3102,29	8863,69	106,36
Ch. Off	2,175	2008	1491	14,48	469	126	4094	51	2231,67	6376,21	76,51
1st Eng	2,175	2008	1491	14,48	469	126	4094	51	2231,67	6376,21	76,51
2nd Off	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
2nd Eng	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
RO	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
Elect Eng	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
Chief Stew	1,742	1608	1195	11,60	375	126	3304	51	1806,65	5161,85	61,94
3rd Off	1,679	1550	1152	11,18	362	126	3190	51	1744,97	4985,64	59,83
3rd Eng	1,679	1550	1152	11,18	362	126	3190	51	1744,97	4985,64	59,83
Electrician	1,498	1383	1027	9,97	323	126	2859	51	1566,76	4476,46	53,72
Bosun	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Carpenter	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Fitter/Repairer	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Chief Cook	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Donkeyman	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
Pumpman	1,117	1031	766	7,44	241	126	2164	51	1192,46	3407,03	40,88
AB	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Fireman/motorm	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Oiler/Greaser	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
Steward	1	923	686	6,66	215	126	1950	51	1077,66	3079,03	36,95
2nd Cook	0,852	786	584	5,67	183	126	1679	51	931,75	2662,15	31,95
Messroom Stewa	0,852	786	584	5,67	183	126	1679	51	931,75	2662,15	31,95
OS	0,744	687	510	4,95	160	126	1483	51	826,16	2360,46	28,33
Wiper	0,744	687	510	4,95	160	126	1483	51	826,16	2360,46	28,33
Deck Boy	0,599	553	411	3,99	129	126	1219	51	683,86	1953,90	23,45
Catering Boy	0,599	553	411	3,99	129	126	1219	51	683,86	1953,90	23,45

NON EU -MERENKULKIJOIDEN PALKAT 1.1.2027 (USD) ANNEX 1

	Differential	Basic Salary (40hrs)	Guaranteed Overtime (103hrs)	Overtime rate	Leave Pay (7 days)	Leave Subsistence ($18)	Net Total	Ph.sc./ Pag-ibig	TAX (35 %)	Gross Total	Memb.sh. fee
				103	7	126		51			1,2 %
Master	3,369	3137	2330	22,62	732	126	6325	51	3433,21	9809,18	117,71
Ch. Eng	3,062	2851	2118	20,56	665	126	5760	51	3129,13	8940,36	107,28
Ch. Off	2,175	2025	1504	14,60	473	126	4128	51	2249,96	6428,46	77,14
1st Eng	2,175	2025	1504	14,60	473	126	4128	51	2249,96	6428,46	77,14
2nd Off	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
2nd Eng	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
RO	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
Elect Eng	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
Chief Stew	1,742	1622	1205	11,70	378	126	3331	51	1821,33	5203,79	62,45
3rd Off	1,679	1563	1161	11,27	365	126	3215	51	1758,45	5024,15	60,29
3rd Eng	1,679	1563	1161	11,27	365	126	3215	51	1758,45	5024,15	60,29
Electrician	1,498	1395	1036	10,06	326	126	2883	51	1579,58	4513,08	54,16
Bosun	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Carpenter	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Fitter/Repairer	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Chief Cook	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Donkeyman	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
Pumpman	1,117	1040	773	7,50	243	126	2182	51	1202,21	3434,87	41,22
AB	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Fireman/motorm	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Oiler/Greaser	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
Steward	1	931	691	6,71	217	126	1965	51	1085,66	3101,90	37,22
2nd Cook	0,852	793	589	5,72	185	126	1693	51	939,09	2683,13	32,20
Messroom Stewa	0,852	793	589	5,72	185	126	1693	51	939,09	2683,13	32,20
OS	0,744	693	515	5,00	162	126	1496	51	832,84	2379,54	28,55
Wiper	0,744	693	515	5,00	162	126	1496	51	832,84	2379,54	28,55
Deck Boy	0,599	558	414	4,02	130	126	1228	51	688,69	1967,69	23,61
Catering Boy	0,599	558	414	4,02	130	126	1228	51	688,69	1967,69	23,61

ANNEX 3

SCHEDULE OF CASH BENEFITS

Article 25

Compensation for Loss of Life:

1. to immediate next of kin — Year 2026: $ 120,369
   Year 2027: $ 122,175

2. to each dependent child under the age of 18 (subject to a maximum of 4)
   Year 2026 $ 24,076
   Year 2027 $ 24,437

Article 11 Leave:

Daily allowance whilst on paid leave: US$ 18

Article 17 Crew's Effects:

Maximum: US$ 3,500, which includes cash up to $ 350.