

## ANNEX 2

Effective from 01.04.2019

| Rank              | Basic Wage | Guaranteed Overtime | Overtime Rate | Social Security | Leave pay | Leave Substitute | Loyalty Bonus* | Total | Medical exam** | Allowance IMO/STSW Training** | WF/OB** | Total crew cost |
|-------------------|------------|---------------------|---------------|-----------------|-----------|------------------|----------------|-------|----------------|-------------------------------|---------|-----------------|
| 1                 | 2          | 3                   | 4             | 5               | 6         | 7                | 8              | 9     | 10             | 11                            | 12      | 13              |
| Master            | 3914       | 2909                | 28.23         | 130             | 913       | 126              | 75             | 8067  | 11             | 72                            | 41      | 8191            |
| Chief engineer    | 3788       | 2813                | 27.32         | 130             | 884       | 126              | 75             | 7816  | 11             | 72                            | 41      | 7940            |
| Chief officer     | 2818       | 2094                | 20.33         | 130             | 658       | 126              | 50             | 5876  | 11             | 72                            | 41      | 6000            |
| 1st engineer      | 2869       | 2132                | 20.69         | 130             | 669       | 126              | 50             | 5976  | 11             | 72                            | 41      | 6100            |
| 2nd officer       | 1739       | 1293                | 12.54         | 130             | 406       | 126              | 50             | 3744  | 11             | 72                            | 41      | 3868            |
| 2nd engineer      | 1739       | 1293                | 12.54         | 130             | 406       | 126              | 50             | 3744  | 11             | 72                            | 41      | 3868            |
| El. Engineer      | 2302       | 1710                | 16.60         | 130             | 537       | 126              | 50             | 4855  | 11             | 72                            | 41      | 4979            |
| 3th officer       | 1613       | 1199                | 11.63         | 130             | 376       | 126              | 50             | 3494  | 11             | 72                            | 41      | 3618            |
| 3th engineer      | 1613       | 1199                | 11.63         | 130             | 376       | 126              | 50             | 3494  | 11             | 72                            | 41      | 3618            |
| Junior Deck Off   | 531        | 395                 | 3.83          | 110             | 124       | 126              | 0              | 1286  | 11             | 72                            | 41      | 1410            |
| Junior Eng. Off   | 531        | 395                 | 3.83          | 110             | 124       | 126              | 0              | 1286  | 11             | 72                            | 41      | 1410            |
| Junior Elect. Off | 591        | 440                 | 4.26          | 110             | 138       | 126              | 0              | 1405  | 11             | 72                            | 41      | 1529            |
| Electrician       | 1223       | 907                 | 8.82          | 130             | 285       | 126              | 50             | 2721  | 11             | 72                            | 41      | 2845            |
| Deck boatswain    | 839        | 623                 | 6.05          | 110             | 196       | 126              | 25             | 1919  | 11             | 72                            | 41      | 2043            |
| Donkeyman/fitter  | 890        | 660                 | 6.42          | 110             | 208       | 126              | 25             | 2019  | 11             | 72                            | 41      | 2143            |
| Cook              | 839        | 623                 | 6.05          | 110             | 196       | 126              | 25             | 1919  | 11             | 72                            | 41      | 2043            |
| Able seaman       | 754        | 560                 | 5.44          | 110             | 176       | 126              | 25             | 1751  | 11             | 72                            | 41      | 1875            |
| Motorman          | 754        | 560                 | 5.44          | 110             | 176       | 126              | 25             | 1751  | 11             | 72                            | 41      | 1875            |
| Ordinary seaman   | 513        | 382                 | 3.70          | 110             | 120       | 126              | 25             | 1276  | 11             | 72                            | 41      | 1400            |
| OS/STW            | 531        | 395                 | 3.83          | 110             | 124       | 126              | 25             | 1311  | 11             | 72                            | 41      | 1435            |
| Wiper             | 465        | 346                 | 3.35          | 110             | 109       | 126              | 25             | 1181  | 11             | 72                            | 41      | 1305            |
| Deck Boy          | 405        | 300                 | 2.92          | 110             | 95        | 126              | 25             | 1061  | 11             | 72                            | 41      | 1185            |
| Catering Boy      | 405        | 300                 | 2.92          | 110             | 95        | 126              | 25             | 1061  | 11             | 72                            | 41      | 1185            |

1. Wage scale:

2. The parties hereto agree that the Loyalty Bonus laid down in column eight (8) above may increase if the following conditions are fulfilled:




2.1. the seafarer has previously served on board a vessel, owned/bareboatchartered by any Company or other vessel operated by the Operator for the minimum period set forth in his seafarer's employment contract, or if repatriated earlier, has not been repatriated on disciplinary grounds;

2.2. the seafarer has not committed disciplinary offences during the term of his previous employment;

2.3. the seafarer has returned to serve on the Company's vessel within one (1) year of termination of his previous seafarer's employment contract for service on board a vessel referred to in Art. 2.1., provided that within that period he hasn't served on other vessel/s not included in Art.2.1 hereinabove.

3. The Loyalty Bonus may increase for each subsequent seafarer's employment contract with the amount indicated in column eight (8) of Annex 2 for the seafarer's position up to five times the amount stated in this column depending on the number of the consecutive seafarer's employment contracts for which the conditions of Article 2 hereinabove have been met without interruption. In carrying out the assessment if the seafarer is entitled to receive an increase of the Loyalty Bonus and its amount the respective Company shall take into account each of his seafarer's employment contracts duly effective or concluded on or after 1<sup>st</sup> of October 2015 with the Company and with any other company, owner/bareboatcharterer of a vessel operated by the Operator and belonging to the Operator's group.

4. The Loyalty Bonus which differs from the amount stated for the seafarer's position in column eight (8) of Annex 2 shall be laid down in the seafarer's employment contract and shall be calculated independently by the Company.

5. Each master, chief officer, chief engineer, first engineer and electro engineer (hereinafter collectively "officers" and individually "officer") that has served on board a vessel, listed in Annex 1 to the CBA or that has been listed in Annex 1 to the CBA during his period of service (the "First Vessel") for the minimum period set forth in his seafarer's employment contract, or if repatriated earlier has not been repatriated on disciplinary grounds or at his will, has not committed disciplinary offences and has returned to serve on the same or other vessel, listed in Annex 1 to the CBA within a period, advised in advance in writing, but in any event not exceeding three (3) months, upon termination of his preceding seafarer's employment contract, shall be entitled at Operator's discretion to receive an one-off return bonus pro rata on the basis of actual time in service on the First Vessel amounting as follows:

- For the masters: United States Dollars Six Hundred (USD 600) per month (considered as consisting of 30 days);
- For the chief officers: United States Dollars Three Hundred and Fifty (USD 350) per month (considered as consisting of 30 days);
- For the chief engineers: United States Dollars Eight Hundred (USD 800) per month (considered as consisting of 30 days);
- For the first engineers: United States Dollars Five Hundred (USD 500) per month (considered as consisting of 30 days);



- For the electro engineers: United States Dollars Three Hundred and Fifty (USD 350) per month (considered as consisting of 30 days).

6. For the avoidance of doubt an officer that has concluded a seafarer's employment contract with a Company shall be regarded as "returned to serve on a vessel, listed in Annex 1 to the CBA" on the day on which he leaves his country of residence (or Bulgaria as the case may be) to join the respective vessel.

7. Subject the conditions of Article 5 are met the return bonus shall be paid to the respective officer by the Company on which vessel the officer has been subsequently employed (the "Subsequent Company"). If after termination of the seafarer's employment contract with the Subsequent Company the officer returns again to serve on board the same or other vessel, listed in Annex 1 to the CBA and all conditions set out in Art. 5 above are fulfilled the officer shall be entitled to the same return bonus which shall be paid by the next Company with which the seafarer's employment contract is concluded. The rule laid down in the previous sentence, namely that the Company with which the subsequent seafarer's employment contract has been made pay the return bonus, if due, shall apply to each subsequent seafarer's employment contract.

8. For the purposes of calculating the return bonus for the next employment, if due, for the officers currently employed by a Subsequent Company as at the entry into force of the CBA dated 1<sup>st</sup> of April 2019, the period in service on board the First Vessel shall be deemed to commence on the date laid down in Article 6. For the avoidance of doubt and notwithstanding the provisions of the seafarer's employment contract, Collective Bargaining Agreement dated 16<sup>th</sup> May 2016 (as amended, supplemented and varied) and the agreement dated 25<sup>th</sup> of September 2015 between the parties to the contrary, the time already served on board such First Vessel before entry into force of the CBA dated 1<sup>st</sup> of April 2019 shall not double count for calculation of the return bonus.

Signed on behalf of the Companies:

Aleksandar Kalchev - Executive Director

Signed on behalf of the ITF  
Bulgarian Seamen's Syndicate:

Krasimir Valchev – chairman of the  
SEAMEN'S SYNDICATE