

COVER LETTER to the Collective Bargaining Agreement for non-EU officers and non-EU ratings serving on board of Dutch flag vessels

Netherlands Maritime Employers' Association

and

Nautilus International (NL)

The Undersigned herewith declare that the Collective Bargaining Agreement for non-EU officers and non-EU ratings serving on board of Dutch flag vessels 2020 as attached to this cover letter will remain valid unchanged for the period 1 January 2021 until 31 December 2021.

Moreover the Undersigned herewith declare that as a compensation for the hardship caused by Covid-19 all seafarers who are employed in 2021 will receive a one-time bonus payment of USD 175 or 175 Euros, depending on the currency of the individual working contract, payable during their first contract in the year 2021.

Drawn up and signed in duplicate in Rotterdam on December 11th 2020

Netherlands Maritime Employers' Association

A handwritten signature in black ink, consisting of a large, stylized initial 'N' followed by a series of loops and a long horizontal stroke extending to the left.

Nautilus International (NL)

A handwritten signature in blue ink, consisting of a large, stylized initial 'N' followed by a series of loops and a long horizontal stroke extending to the left.