
Oceanwide – Nautilus EU CBA

**Collective Bargaining Agreement
for EU seafarers**



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MARINE SERVICES



Valid from 01 January 2026 up to and including 31 December 2028

Collective Bargaining Agreement for EU seafarers

This agreement is made and entered into in Rotterdam, on 12 January 2026, by and between:

Oceanwide Expeditions Crew & Staff B.V., herein referred to as "the Company", duly organized and existing in good standing under the laws of the Netherlands, legally represented by Mr. M. Nieboer, Managing Director.

AND

Nautilus International, a labour union duly organized and existing in good standing under the laws of the Netherlands, legally represented by Mr. M.T.J.J. van den Broek, Executive Officer.

Article 1: Application

1. All EU seafarers serving on board a Dutch-flagged motor vessel managed by Oceanwide Marine Services B.V., as well as Dutch residents on board SV Rembrandt van Rijn, are covered by this agreement. This agreement does not apply to self-employed Masters, Trainees and expedition staff members.
2. This agreement requires the Company to employ the EU seafarers on the terms and conditions laid down in this agreement, and to enter into individual employment agreements with each EU seafarer.
3. EU seafarers will receive a copy of this CBA upon receipt of their first employment agreement. A copy of this CBA will be available on board of each vessel.
4. In accordance with this article, the EU seafarer to whom this agreement applies shall be covered by the agreement with effect from the date of his appointment or, in the case of interim alterations, the date from which the (altered) agreement is effective as applicable, until the date on which he signs off and/or until the date on which the Company is liable for the payment of wages.
5. During the time in which this agreement is in place, the Company will observe the employment conditions for its EU seafarers. It is permitted to deviate from these conditions in a for the EU seafarer(s) favourable way.
6. For the purpose of this agreement words in the masculine gender shall include the feminine.

Article 2: Appointment

1. The individual employment agreement is entered into in writing for a temporary or permanent term and states the date on which the employment commences, as well as the position which the EU seafarer will hold.
2. Upon first instruction, the EU seafarer will immediately make himself available to be signed on for duty aboard a vessel to be designated by the Company, which is covered by this CBA. The Company has the authority to transfer the EU seafarer to a vessel other than the one aboard which he is signed on.

Article 3: Wages

1. EU seafarers with monthly wages:
 - a. The monthly wages of each EU seafarer will be determined according to background and experience and will follow the attached wage scale (Appendix 1). When a seafarer is assigned to a higher wage group, the increases in service acquired up to that point expire. In the new wage group, the seafarer starts with the initial wage. If this wage is lower than the wage previously received by the seafarer, the new wage shall be increased by so many increases in service time that the new wage shall be higher than the wage received by the seafarer before he was assigned to the higher wage group. After each year, the next increase in service is then granted on the first of the month in which the appointment took place.
 - b. The monthly wages are based on 10 working hours per day including fixed overtime.
 - c. The EU seafarer with monthly gross wages will receive fixed monthly wages, both when at sea and when on home leave.
 - d. The EU seafarer is entitled to 8% holiday allowance, which will be paid every year in the month of May. The holiday allowance will be paid pro rata when the employment agreement is terminated during the year.
 - e. Social security, pension and health insurance premiums and/or income tax will be deducted from the wages in accordance with the applicable legislation.
 - f. Travel days to and from the vessel are considered a 10-hour working day.
 - g. The EU seafarer is entitled to receive on-board cash advances of max. € 200.00 per month.
 - h. The EU seafarer's wages will be payable by bank transfer at monthly intervals around the 15th day of each month.
 - i. The EU seafarer is entitled to payment in euros.
 - j. Any EU seafarer shall be allowed an allotment note, payable at monthly intervals, up to the maximum of basic pay and overtime after allowing for any deductions as mentioned in article 3.
2. EU seafarers with daily wages:
 - a. The daily wages of each EU seafarer will be determined according to background and experience and will follow the attached wage scale (Appendix 1). For calculation of the day rate the formula indicated at the Appendix I will be used.
 - b. The daily wages are based on 10 working hours per day including fixed overtime.
 - c. The holiday allowance will be 8% of the gross wages per day. The holiday allowance will be paid at the same time that the wages are paid.
 - d. For each working day, the EU seafarer accrues 0.12 leave days. The daily wages of the EU seafarer include the payment of 30 leave days per year and will be paid at the same time that the wages are paid.
 - e. Public holidays are included in the daily wages.
 - f. Social security, pension and health insurance premiums and/or income tax will be deducted from the wages in accordance with the applicable legislation.
 - g. Travel days to and from the vessel are considered a 10-hour working day.
 - k. The EU seafarer is entitled to receive on-board cash advances of max. € 200.00 per month.
 - h. The EU seafarer's wages will be payable by bank transfer at monthly intervals around the 15th day of each month.
 - i. The EU seafarer is entitled to payment in euros.
 - j. Any EU seafarer shall be allowed an allotment note, payable at monthly intervals, of up to the maximum of basic pay and overtime after allowing for any deductions as mentioned in article 3.
3. Wage increases:
 - a. Every EU seafarer will receive an annual wage indexation, which will follow the adjustments of the wages in the Association of Employers in Merchant Shipping (VWH) CBA.
 - b. After 1 year of service, every EU seafarer will be entitled to a seniority increase as per 1 July of every year, following the steps of the wage scale, Appendix 1. In case of

promotion, a seniority increase is only granted if the promotion took place before 1 January of the relevant year.

- c. If an EU seafarer is entitled to higher wages due to promotion, the EU seafarer will start at the minimum of the salary range. If the minimum wage is lower than the wage earned before the promotion, the new wage will be increased to ensure that the wage after promotion is higher than the wage before promotion.

Article 4: Leave arrangement for EU seafarers with monthly wages

1. The on/off duty schedule for EU seafarers with monthly wages is based on a 1 period on / 1 period off schedule. The period may vary from 2.5 months on/off to a maximum of 4 months on/off, the EU seafarer has 6 voyage months (182,5 days) per year on average. The compensatory leave for each Saturday, each Sunday and public holiday is included in the leave period.
2. The EU seafarer is entitled to 30 leave days per year; the EU seafarer accrues 0.12 leave days for each day worked. These leave days are considered to be included in the leave period when working in a 1 period on / 1 period off schedule.
3. Upon disembarkation, the EU seafarer's leave balance shall be assessed. The EU seafarer must have sufficient accrued leave to cover the upcoming period at home. A maximum of 42 leave days may be retained. Any leave days exceeding this maximum shall first be compensated in time. If the EU seafarer does not wish to take time compensation, the Company has the right to pay out the excess leave days. Different arrangements may be made with the approval of the Company. In the event of a promotion, excess leave days will be paid out, and the EU seafarer has the right to keep up to 42 leave days.

For seafarers with excess leave days exceeding the maximum of 42 days, a phasing out arrangement will be agreed upon in mutual consultation, based on the assumption that the leave balance will be reduced to 42 days within three years.

Example: A seafarer with a leave balance of 84 days (i.e. 42 excess leave days) will reduce this excess evenly over a period of three years. This results in a leave balance of: – a maximum of 70 days after one year, – a maximum of 56 days after two years, and – a maximum of 42 days after three years.

4. If, the number of voyage days of an EU seafarer is less than the EU seafarer's number of annual voyage days (6 months on average), this will be compensated during the following voyages. This regulation does not apply if the EU seafarer has not fulfilled or has refused a voyage.
5. EU seafarers who are on own request or due to personal circumstances (except due to sickness) not available for service on board at the end of their leave arrangement will be subject to a negative compensation of the leave days.
6. Wage payments for EU seafarers with a permanent employment agreement shall continue during their leave.
7. The Company will inform the EU seafarer about the remaining leave days.
8. Leave days used by the EU seafarer for mandatory training courses to serve in rank, or mandatory office meetings shall be converted into neutral days, without reducing the regular leave balance.
9. Should any EU seafarer be in his native country then at their request they have the right to paid leave of absence in the cases named below, over and above any possible rights to annual and compensatory leave:
 - a. 4 days for the death of their registered partner/spouse or any children still living at home;
 - b. 4 days for the death of their registered partner/spouse or any children still living at home;

- c. 2 days for the death of one of their parents, parents-in-law, or children no longer living at home;
 - d. 2 days for their wedding;
 - e. 1 day for the death of a brother, sister, brother-in-law or sister-in-law;
10. During the entire period of medical leave annual leave shall be accumulated should seafarers resume their work within two years of starting medical leave. Should any employment contract be terminated as a consequence of any medical leave lasting for more than two years, the accumulation of leave shall be limited to the statutory minimum.
11. During periods of illness, all days of absence shall be considered neutral days, meaning no leave days shall be accrued or deducted for the duration of the illness, up to a maximum of two years.

Article 5: Pension fund

1. EU seafarers will be registered to join the pension fund BPFK (Merchant Navy Workers Pension Fund), if and as soon as the EU seafarer meets the requirements for registration. Both the Company and EU seafarer will contribute 50% of the monthly pension premiums due.

Article 6: Working hours and rest periods

1. The normal working hours are 8 hours and a maximum of 2 hours fixed overtime per day, from Monday until Sunday. All excess overtime hours are included in the wages.
2. The EU seafarer shall work on the basis of a duty schedule to be agreed upon with the Master on board and/or the Company.
3. Each EU seafarer shall have at least 10 off-duty hours in each 24-hour period, provided that the minimum number of hours of rest in any seven-day period is no less than 77. The period of 24 hours shall begin at the time that the EU seafarer starts work.
4. When it is not possible for an EU seafarer to have at least one period of at least 10 consecutive hours off duty in any 24-hour period, the rest period may be divided into a maximum of two periods, of which one must be at least 6 consecutive hours.
5. A short break of less than 30 minutes will not be considered as a period of rest.

Article 7: Overtime

1. Overtime means activities that are performed outside of the normal working hours of 56 hours per week. The fixed overtime allowance for the first 14 overtime hours per week is included in the monthly wages and daily wages. EU seafarers are not entitled to extra overtime compensation.
2. Anyone who is instructed by the Master to make overtime must do so.
3. The following is not considered as overtime:
 - a. activities relating to the prevention of immediate danger for persons on board, for the vessel and/or the cargo, which, in the opinion of the Master, cannot be postponed until the following day;
 - b. the usual (incidental) watch keeping, which is necessary during the normal course of affairs on board, that EU seafarers are required to perform by virtue of their duties;

Article 8: Public holidays

1. For the purpose of this agreement, the days listed below are considered to be public holidays, whether at sea or in port:

New Year's Day (January 1st)
Easter Monday
King's Day (April 27th)
Ascension Day
Whit Monday
Christmas Day (December 25th)
Boxing Day (December 26th)

2. Compensation for work done on public holidays is included in the monthly wages and daily wages. EU seafarers are not entitled to extra overtime compensation.

Article 9: Probationary period

1. For EU seafarers who have a temporary employment agreement of more than six months or a permanent employment agreement, the legal probationary period may be laid down in the employment agreement. As long as the probationary period has not expired, each of the parties is authorized to terminate the agreement with immediate effect (7:676 BW). This regulation may only be invoked if the service on board has ended (7:721 BW).
2. The probationary period shall not apply to EU seafarers previously engaged by the Company within a 1-year period prior to being re-hired.
3. If the employment agreement is terminated within the probationary period by the EU seafarer, the repatriation costs shall be paid by the EU seafarer.

Article 10: Termination of employment

1. Temporary and permanent employment agreements may be terminated by either party before the last day of any calendar month by means of a written notice addressed to the other party, with due observance of the notice period laid down in article 7:672 of the Dutch Civil Code (BW), such in deviation from article 7:724 (BW). For the EU seafarer, this notice period is 1 month.
2. The temporary employment agreement shall end by operation of law at the date agreed-upon, unless the temporary employment agreement is terminated for justified reasons in advance of this date or the ship is at sea at that date in which event the employment agreement will terminate at the first port of arrival after the date agreed-upon.
3. The permanent employment agreement is entered into for a permanent period of time. However, the employment agreement shall terminate without notice when the EU seafarer has reached the retirement age (AOW).
4. EU seafarers with monthly wages will receive a final wage settlement incl. holiday allowance and leave days after termination of the employment agreement.
5. The EU seafarer can request a service testimonial.

Article 11: Employment for third parties

1. The EU seafarer will not enter into employment agreements with third parties without the express written permission of the Company. In order to make the decision on whether or not to allow such employment for third parties, the Company will consider the extent to which this will have a material impact on the EU seafarer's total rest period before being signed up for duty on the Company's vessel again. In the event that the EU seafarer becomes incapacitated for work due to an accident caused by or during his employment for a third party, the EU seafarer will fully cooperate with the Company in recovering the damage caused by the third party. In the event of a loss of income directly related to the disability resulting from the accident caused by or during the EU seafarer's employment for a third party, the EU seafarer will transfer the right to compensation for that loss to the Company.

Article 12: Repatriation

1. The Company shall pay the seafarer's travel to the vessel from the designated airport by scheduled air services closest to the seafarer's residence, and repatriation to the same airport after completion of the service period.
2. EU seafarers holding the ranks of Captain, Staff Captain, Chief Officer, and Chief Engineer are entitled to a seat with extra legroom on intercontinental flights, subject to availability. The Company will make reasonable efforts to book such seats in advance.
3. Repatriation shall take place in such a manner that it meets all reasonable requirements with regard to comfort. The Company shall be liable for the travel, accommodation and food costs for maintaining the EU seafarer ashore until repatriation takes place.
4. An EU seafarer is entitled to a meal allowance for each travel movement to and from the vessel. The allowance amounts to EUR 40 for a full travel day and EUR 20 for a half travel day (less than 10 hours), calculated based on the flight times.
5. An EU seafarer shall also be entitled to repatriation at the Company's expense:
 - a. When the employment agreement is terminated by the Company prior to the termination date of the employment agreement;
 - b. Upon the loss, laying-up or sale of the vessel;
 - c. If the vessel has been arrested (whether by an EU seafarer or not), provided the vessel has remained under arrest for more than 14 days;
 - d. When the EU seafarer is signed off owing to medical reasons or pregnancy;
 - e. In case of the unexpected recall of the EU seafarer to his homeland in connection with a serious accident or illness, insofar as a relation of the EU seafarer by blood or affinity in the first or second degree, or the life partner of the EU seafarer is or may be in immediate peril of death.
6. The Company's obligation to repatriate ceases if an EU seafarer has been lawfully dismissed.
7. If the EU seafarer requests early termination of his employment agreement, the repatriation costs shall be borne by the EU seafarer. Under no circumstance shall EU seafarers be required to bear the costs of replacing seafarers.

Article 13: Medical care

1. An EU seafarer is responsible for an adequate and continued coverage of his personal health insurance on the basis of the Dutch Zorgverzekeringswet at their own expense. The Company advises the EU seafarer to take out insurance with the insurer AZVZ and provides relevant information and contact details to facilitate this. The choice of insurer remains with the EU seafarer.
2. An EU seafarer who becomes incapacitated for work due to sickness or injury, shall (in conformity with article 734a, title 10, section 12 of the Dutch Civil Code) be entitled to medical attention (including hospitalization) at the Company's expense for as long as such attention is required and for as long as he stays outside his country of residence. The Company shall be liable for the costs of medical care until the sick or injured EU seafarer has been cured or repatriated to his country of residence. The company shall arrange insurance cover for medical expenses onboard and repatriation.
3. The Company is covered for costs involved during incidents or accidents which results into disability and death in service. Information about this insurance policy will be provided by the Company upon request.

Article 14: Sickness

1. In case of sickness or temporary disability, the EU seafarer must notify the Master and the Company as soon as possible on the first day of sickness.

2. When an EU seafarer is incapacitated for work due to sickness or temporary disability, he shall receive full wages as long as he remains on board and full wages shall continue until he has been repatriated to his country of residence.
3. During sickness or temporary disability, the EU seafarer will receive 70% of the last-earned wages, including fixed overtime, according to the Dutch Sickness Benefits Act (Ziektewet) for a maximum period of 104 weeks, in accordance with the applicable Dutch laws and regulations.

Article 15: Long-term disability

1. The appropriate Dutch Social Security institution (UWV) will determine whether and to what extent crewmembers insured under Dutch Social Security regulations are entitled to Disability Benefits after 104 weeks of disability, in accordance with all applicable Dutch laws and regulations.
2. The benefits and duties as described in this article shall not in any way influence or affect the duration or ending of the employment agreement and the Dutch Civil Code (BW).
3. EU seafarers employed on the basis of a monthly wage shall be insured under a WGA Hiaat Arrangement, which provides a supplementary income benefit in the event of partial long-term disability. The terms and conditions of this arrangement are included in Annex 3.

Article 16: Service in warlike operations areas

1. As the Company's vessels do not enter areas of war or comparable circumstances (or do so only in exceptional situations and only with the full and voluntary consent of any EU seafarer so concerned) an EU seafarer serving on a vessel in a designated war zone area (according to the vessel's insurer or information of the Dutch Ministry of Foreign Affairs or the local Dutch Embassy) or in an area where acts of war take place, is not entitled to a supplement on the monthly wages or daily wages. Full and voluntary sailing in dangerous areas is defined between the Royal Association of Netherlands Shipowners (KVNR) and Nautilus International. In this text, next to voluntary, timely communication in advance from both sides and travel costs involved for account of the Company are emphasized.
2. The Company shall undertake to insure EU seafarers sufficiently against the risk of accident in a war zone or caused by a war situation. The premium for this insurance shall be borne by the Company. The Company shall provide any EU seafarer with a copy of the regulations upon request.
3. The Company ensures that where a seafarer is held captive on or off the ship as a result of acts of piracy or armed robbery against ships, wages and other entitlements under the seafarers' employment agreement shall continue to be paid during the entire period of captivity and until the seafarer is released and duly repatriated.

Article 17: Seafarer's effects

1. If any EU seafarer suffers total or partial loss of or damage to his personal effects due to marine peril or a shipping disaster, he shall be entitled to receive from the Company compensation up to a maximum specified in 7:719 paragraph 2, title 10, section 12 of the Dutch Civil Code (BW).

Article 18: Working clothes and safety equipment

1. The Company shall provide working clothes, uniforms and personal protective equipment to the EU seafarer. The working clothes and safety equipment are the property of the Company and shall be returned when signing off. Specific arrangements are as follows:
 - a. Uniforms and working clothes may be exchanged for new ones when worn or damaged.

- b. Safety shoes are provided on board or may be purchased privately, the Company will reimburse a maximum of EUR 85 every two years. Choosing the reimbursement replaces the provision of shoes on board.
- c. Hearing protection is provided on board or personal custom earplugs may be purchased, with the Company reimbursing up to EUR 200 every three years, provided the EU seafarer contributes EUR 75.

Article 19: Food and accommodation

- 1. The Company shall provide sufficient food of good quality, accommodation of adequate size and standard, bedding amenities and recreational facilities for the use of each EU seafarer whilst serving on board, in accordance with ILO standards.
- 2. When food and/or accommodation are not provided on board, the Company shall be responsible for providing food and/ or accommodation of good quality ashore.
- 3. The accommodation standards shall at least meet those criteria contained in relevant ILO instruments relating to EU seafarer's accommodation.

Article 20: Mentor on board

- 1. An EU seafarer may be appointed to be a mentor, guiding the trainee(s) assigned to him to the best of his abilities. A mentor shall be paid a fee by the Company in compensation for the time spent on said supervision. The total of this fee amounts to € 40.00 per month. Parts of a month shall be paid pro rata. No overtime shall be awarded for this supervision.

Article 21: Courses and Training

- 1. The EU seafarer will participate in refresher courses, training courses or company courses. The costs of such courses shall be borne by the Company.

Article 22: Certification

- 1. Any expense incurred in the issue of Certificate of Competence shall be paid by the Company.
- 2. The application costs for new seaman's books shall be paid by the Company.
- 3. Expenses related to the medical examination (including that of eyes and ears) are to be paid by the Company for EU seafarers already employed.

Article 23: Contributions and representation of seafarers

- 1. The Company recommends the EU seafarers to become a member of the maritime union Nautilus International. The Company acknowledges the right of EU seafarers to be protected against acts of anti-union discrimination as per MLC. Nautilus International, the EU seafarers and the Company who are covered by this agreement shall refrain from strikes, lockouts and similar action at sea or in ports during the duration of this agreement insofar they are aimed at making changes to this agreement. Nautilus will represent EU seafaring members on their request in case of disputes concerning this agreement.
- 2. The Union contribution can be fiscally facilitated by the Company via the so-called working cost scheme (WKR). Nautilus will provide an overview of paid union dues to its members in the month of October of each year. The EU seafarer must then submit the overview to the Company before 1 December. The Company then takes charge of tax processing on the wage slip.

Article 24: Confidentiality

- 1. The EU seafarer may not provide information to third parties about the activities, the Company, the vessel and the internal and external contacts of the Company without prior

permission from the Company during the term and after termination of the employment agreement. EU seafarer returns all materials and confidential information to the Company upon termination of the employment agreement.

Article 25: Court's competency

1. In case of grievances, the Court of Justice in Rotterdam, the Netherlands is competent to settle any claim.

Article 26: Validity of the agreement

1. This agreement shall be effective from 01 January 2026 up to and including 31 December 2028.
2. In case of termination of this agreement, as long as this agreement has not yet been replaced by another, the conditions laid down in this agreement shall remain in force for current individual employment agreements, until the employment agreement is terminated.

Rotterdam, 27 February 2026

Appendix 1 - Wage scale - Oceanwide Nautilus EU CBA

Marine crew - monthly wages - as per 01-01-2026: index 3,95%
(EURO)

Consolidated wages (including overtime, excluding holiday allowance)

Officers	3O	4E	ETO	3E	2O	2E	CO	CE	Staff Cap	Master
0	3466	3466	4337	4337	4515	5761	6273	6634	6812	8962
1	3530	3530	4406	4406	4609	5851	6389	6762	6938	9128
2	3594	3594	4474	4474	4703	5940	6504	6890	7064	9294
3	3658	3658	4543	4543	4797	6030	6620	7018	7190	9460
4	3723	3723	4611	4611	4891	6119	6736	7146	7316	9626
5	3787	3787	4680	4680	4985	6209	6852	7274	7442	9792
6	3851	3851	4748	4748	5079	6298	6967	7402	7568	9958
7	3915	3915	4817	4817	5173	6388	7083	7530	7694	10124
8	3979	3979	4885	4885	5267	6477	7199	7658	7820	10290
9	4043	4043	4954	4954	5361	6567	7314	7786	7947	10456
10	4107	4107	5022	5022	5455	6657	7430	7914	8073	10622
11	4172	4172	5091	5091	5549	6746	7546	8042	8199	10788
12	4236	4236	5159	5159	5643	6836	7661	8170	8325	10954

Ratings	Wiper	OS	Motorman	AB	Fitter	Bosun	Ass Elec	Elec
0	3228	3228	3347	3347	3466	3466	3585	3704
1	3279	3279	3400	3400	3521	3521	3642	3763
2	3330	3330	3453	3453	3575	3575	3698	3821
3	3381	3381	3505	3505	3630	3630	3755	3880
4	3431	3431	3558	3558	3685	3685	3812	3938
5	3482	3482	3611	3611	3740	3740	3868	3997
6	3533	3533	3664	3664	3794	3794	3925	4055
7	3584	3584	3717	3717	3849	3849	3981	4114
8	3635	3635	3769	3769	3904	3904	4038	4172
9	3686	3686	3822	3822	3958	3958	4095	4231
10	3737	3737	3875	3875	4013	4013	4151	4289
11	3788	3788	3928	3928	4068	4068	4208	4348
12	3839	3839	3981	3981	4123	4123	4264	4406

Calculation of dayrate: monthly wages * 12 + 8% holiday allowance / 182,5 days

Appendix 1 - Wage scale - Oceanwide Nautilus EU CBA

Hotel staff - monthly wages - as per 01-01-2026: index 3,95%
(EURO)

Consolidated monthly wages (including overtime, excluding holiday allowance)

		Hotel	A	B	C	D
A	Steward					
	Bartender	0	3228	3347	3466	4117
B	Receptionist	1	3279	3400	3521	4179
	Baker	2	3330	3453	3575	4241
	Cook	3	3381	3505	3630	4303
	Bar Manager	4	3431	3558	3685	4366
	Housekeeping Manager	5	3482	3611	3740	4428
	Housekeeping Supervisor	6	3533	3664	3794	4490
	Restaurant Manager	7	3584	3717	3849	4552
	Restaurant Supervisor	8	3635	3769	3904	4615
C	Pastry Chef	9	3686	3822	3958	4677
	Sous Chef	10	3737	3875	4013	4739
	Assistant Hotel Manager	11	3788	3928	4068	4801
D	Head Chef	12	3839	3981	4123	4864
	Hotel Manager					

Calculation of dayrate: monthly wages * 12 + 8% holiday allowance / 182,5 days

Appendix 1 - Wage scale - Oceanwide Nautilus EU CBA

Salary scale for Dutch residents working on the Rembrandt van Rijn (Vanuatu flag)
as per 01-01-2026 index: 3,95%
(EURO)

Consolidated monthly wages (including overtime, excluding holiday allowance)

Officers	S-ENG	2-OFF	CH-OFF	Master
0	3837	3837	4337	5672
1	3909	3909	4419	5779
2	3982	3982	4501	5886
3	4055	4055	4583	5994
4	4127	4127	4666	6101
5	4200	4200	4748	6209
6	4273	4273	4830	6316
7	4345	4345	4912	6424
8	4418	4418	4995	6531
9	4491	4491	5077	6639
10	4563	4563	5159	6746

Ratings	Motorman	AB
0	3246	3246
1	3306	3306
2	3365	3365
3	3424	3424
4	3483	3483
5	3543	3543
6	3602	3602
7	3661	3661
8	3720	3720
9	3780	3780
10	3839	3839

Hotel staff	Hotel Manager	Head Chef	Cook	Steward
0	3466	3466	3347	3246
1	3531	3531	3410	3306
2	3597	3597	3474	3365
3	3663	3663	3537	3424
4	3728	3728	3600	3483
5	3794	3794	3664	3543
6	3860	3860	3727	3602
7	3926	3926	3790	3661
8	3991	3991	3854	3720
9	4057	4057	3917	3780
10	4123	4123	3980	3839

Calculation of dayrate: monthly wages * 12 + 8% holiday allowance / 182,5 days

Appendix 2 - Vessel list

Vessel list:

M/V Plancius

M/V Ortelius

M/V Hondius

M/V Janssonius

Appendix 3 - WGA Hiatus Arrangement

Article 1 Scope

This arrangement applies to EU seafarers employed on the basis of a monthly wage employed by the Company, and who are obliged to be affiliated with Stichting Bedrijfspensioen voor de Koopvaardij (BpfK) and insured under the WIA.

Article 2 Obligations of the Company

1. The parties shall incorporate the agreements from this CBA unchanged into their individual CBAs.
2. The Company is obliged to take out a WGA gap insurance with De Goudse Verzekeringen for the EU seafarers employed by them who fall within the scope.
3. The Company shall inform EU seafarers in writing about the content and premium of the WGA gap insurance.

Article 3 Premium

1. The premium for the WGA gap insurance is payable by the EU seafarer.
2. The Company shall deduct the insurance premium from the EU seafarer's wages, unless the premium is collected in another manner.
3. The Company shall ensure correct and timely payment of the premium owed by the EU seafarer to De Goudse Verzekeringen.
4. The premium owed by the EU seafarer shall, to the extent and as long as sufficient funds are available, be partially paid from the WGA gap insurance reserve managed by the BpfK, as long as this reserve has not been transferred to a third party to be designated.
5. The amount of the premium (calculated premium) shall be determined annually by De Goudse.
6. For the year 2026, the calculated premium amounts to 0.325% of the SV salary for social insurance purposes, capped at the WIA salary ceiling.
7. From this calculated premium, 0.1% shall be charged directly to the EU seafarer through deduction from the payroll by the Company.

Article 4 Term of the CBA

This CBA shall take effect on 1 January 2026 and shall expire by operation of law on 31 December 2028. The agreement shall be deemed to be extended annually unless terminated in writing by either party no later than two months before the end of the term.

Appendix 4 - Protocol Agreements

Early Retirement Scheme (RVU) scheme

At the moment, parties in the merchant shipping sector are working on the development of a sector scheme "Early Retirement Scheme" (RVU). After validation of this scheme by TNO, Nautilus and Oceanwide will investigate the possibility of participating in this sector scheme.

Meal Allowance

During the duration of this CBA, the increase of the meal allowances will be evaluated whether this compensation is sufficient in relation to the costs incurred.

Monthly leave balance

The Company aims to provide the EU seafarer with access to an online crew portal, through which the EU seafarer can view their leave balance. Until such access is available, the Company will strive to inform the EU seafarer monthly of the remaining leave days.

WGA HIAAT ARRANGEMENT

In accordance with the agreements reached by CBA parties (Nautilus International, VWH and SMW) in the merchant navy, EU seafarers employed on the basis of a monthly wage shall be issued with an Insurance for partially incapacitated seafarers (WGA) Hiatus policy. The WGA hiatus arrangement will be executed by De Goudse Verzekeringen in accordance with the relevant CBA agreements. The seafarers' contributions to the Insurance for partially incapacitated employees (WGA) Hiatus Arrangement shall to be charged to the EU seafarer. The insurance scheme is administered by De Goudse Verzekeringen. The agreements will be laid down in the Collective Labor Agreement regulations.

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