

PROTOCOL

The 23 March 2026 a negotiation meeting took place at the Norwegian Shipowners' Association's office in Raadhusgaten 25 between Norwegian Shipowners Association and the Norwegian Maritime Unions regarding the Norwegian Maritime Authorities (NMA) establishment of Marsec 3 level in the Persian Gulf, Straits of Hormuz and Gulf of Oman

Present at the meeting were:

NSA represented by: Paal Tangen and Hege Ajer Petterson

NMOA represented by: Hans Sande

NUME represented by: Hege-Merethe Bengtsson

NSU represented by: Kurt Inge Angel

Based on the NMA MARSEC/ISPS-level 3 as a result of military actions across the waters of the Middle East peninsula and the latest development regarding definition of risk zones by major stakeholders within the international maritime industries, the parties have established areas of Warlike Operation area and Extended Risk Zone in the Persian Gulf, Strait of Hormuz and Gulf of Oman.

The agreed terms and conditions will apply with effect from 23rd of March 2026, 00:01 Norwegian time:

1. Warlike Operation Area

A seafarer will be entitled to an extra payment equal to one (1) day basic wage, minimum five (5) days, when onboard a ship navigating West of the line defined from 24° 0'N 060° 38'E westerly along the 24° 0'N latitude line and from Ra's al Hadd light on a bearing of 035 degrees from 24° 0'N 060° 38'E to 24° 52'30"N 061° 39'.0"E then North to meet the Pakistan boarder at 25°10'30"N 061°37'2"E.

Persian Gulf and the Gulf of Oman include all ports, terminals, road anchorages and inland waterways along the Iranian Coast

The extra risk payment shall not be included in the basis of calculation for holidays. The extra risk payment does not include any other payments which according to law or collective agreements are based on basic wage.

In case of vessels entering into this defined area, the Norwegian Ship Labour Act § 9-5 (1) litra d), "The right to leave service" will apply. For those temporary employed on NIS or MOD agreements the article 5, "Termination of Service in Exceptional Circumstances" will apply if the seafarer is not informed about this risk before signing the SAE or later in written has accepted the risk before entering the area defined. A seafarer who use the

right to refuse sailing into the area is entitled to repatriation at company's cost, and compensation equal to 2 months basic wage but maximum until the contract originally expires.

For those seafarers on board ships already inside the Warlike Operation Area "the right to leave the ship" is extended until the ship is outside the area in order to secure the ship and the rest of the crew.

During the vessel's transit of this Area, the protection of seafarers through the ISPS Level 3 measure should be adopted, which may include the provision of personnel or systems which appropriately reduce the vulnerability of a vessel.

2. Extended Risk Zone – Gulf of Oman

The area is defined from Ra's al Hadd light on a bearing of 035 degrees to reach the limiting latitude of 24° 00'N. From land point 24° 00'N 057° 06'E to 24° 00'N 060° 58'E to Ra's al Hadd Light 23° 32'N 059° 47'E

During the period of transit of the Extended Risk Zone, each seafarer shall be entitled to an extra payment equal to 100% of the basic wage and a compensation in case of injury or death as agreed in the Agreement About Compensation in case of disability or death caused by War or Piracy Attack dated 18 February 2025 on any day during which the vessel they are serving on is attacked. The proof of these entitlements shall be subject to a confirmed entry into the ship's logbook and a report of attack being lodged with recognized international reporting authorities. The maximum period when these entitlements may apply shall not exceed the number of days of the vessel's transit of the IBF Extended Risk Zone.

For the purpose of this article an attack means any unauthorized and obvious action taken by a third party in a willful attempt to board or damage the vessel or to harm the crew which leads to the activation of the relevant vessel contingency plans including the alerting of the whole crew.

Individual random attempts (whether successful or not) of unarmed boarding for the purpose of unauthorized sale, begging, minor stealth and etc. leading to no harm/damage to the crew and posing no threat to seafarers' lives, health and safety shall not count as 'attacks' for the purpose of this article.

On a vessel sailing in these areas there shall be implemented special security measures in accordance with the last issued Best Management Practice (BMP) in relation to vessel category, the size of the ship, height of the freeboard and vessel speed.

3. This protocol covers NOR and Nordic NIS agreements between the Parties. The agreement also covers the agreements for NIS ships and Model Agreements for foreign flagged vessels for non-Norwegian seafarers. This includes the special compensation for death and disability in the collective agreements for seafarers on NOR, Nordic NIS (protocol dated 18 February

2025) and the international agreements (attachment in the NIS and Model Agreements).

4. This protocol replace the protocol dated 3rd March 2026 between the same parties which is no longer in force from the date agreed in point 5 below.
5. This Agreement is valid until 15 April 2026 with further extensions being subject to mutual consent between the parties. The parties have agreed to meet again on short notice if the situation should change.

Oslo 23 March 2026

Norwegian Shipowners' Association

Norwegian Union of Marine Engineers

Norwegian Maritime Officers' Association

Norwegian Seafarers' Union



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