

This Seafarer's Employment Agreement (also known as 'SEA') is made between:

Name	Address	Date of Birth	Place of Birth	Place for Repatriation
Vladimir Todorov, VELIKOV	67, CHAYKA ENT E, APT 106 VARNA 9000 Bulgaria	19.02.1978	POPOVO	67, CHAYKA, ENT E, APT 106, VARNA, Bulgaria, 9000

('The Employee') TOUCH Employee ID number: 021571, Seamans Book number 500837666, Passport number 385763037, Manning Agency CMA SHIPS ROMANIA S.R.L and

CMA SHIPS SINGAPORE PTE LTD  
('The Employer')

of 9 NORTH BUONA VISTA DRIVE #14-01 THE METROPOLIS  
TOWER 1 138588 Singapore

**Background:**

- A. The Employer is responsible for crewing various vessels owned, chartered or managed by companies within the CMA Ships group of companies. The Employer operates independently and autonomously in the crew management of the Vessels and to that end it employs seafarers as it considers appropriate.
- B. The Employee wishes to serve in the employment of the Employer on the Vessels.
- C. The Employee has been engaged by the Employer on a Definite Period Contract basis, not to exceed a maximum allowable time on board as per paragraph 4 below.

**It is agreed as follows:****1. Appointment:**

The Employee is employed by the Employer as a seafarer in the rank of **Chief Engineer** to serve on the Vessels as directed.

**2. Effective date of this SEA**

This SEA was entered into and became effective and legally-binding as between its parties only as from the date and time of the signature for the Employer as below.

**3. Previous service**

There is no previous service that counts towards any service-based entitlements, to the extent that the Employee is afforded benefits based on any prior service s/he might have had, these are entirely discretionary.

**4. Commencement and duration of employment**

Employment will commence from the date of travel from the Place for Repatriation to join M/V **CMA CGM LYRA** Registered Owner, **ALIZE 1999 4 Quai D'Arenc, Marseilles,, France, 13002** which is anticipated to be the **25-Oct-2021** irrespective of the date that this SEA was signed and will cease on the day the Employee arrives at the Place of Repatriation.

The duration of the Definite Period Contract is for **3 Months (+/- 1 Month(s))** for operational reasons). Employment can however be terminated at any time by written notice as specified in the Terms and Conditions or as required by flag state law (if higher).

**5. Pay, Hours of Work and Annual Leave**

The contract of employment is based on a 'consolidated' monthly rate of pay (i.e. inclusive of all overtime, public holidays, any time off and is equal to or greater than the minimum paid annual leave provided for by flag state).

(a) Basic Salary	4879.00	EUR	
(b) Leave Pay	4066.00	EUR	(25 days pro rata per month served)
(c) Seniority Bonus	626.00	EUR	Seniority Date: 23-Sep-2014 (payment of seniority is effective from the 1st of the following month when discretionary seniority increase becomes due)
(d) Monthly Consolidated Wage (a+b+c)	9571.00	EUR	
(e) NHIF contribution (8%) - Employee part	47.67 BGN=	24.37 EUR	
(f) SCPI contribution (5%) - Employee part	59.58 BGN=	30.46 EUR	
(g) SSI contribution (14.8%) - Employee part	176.37 BGN=	90.18 EUR	
(h) Total Monthly Payment (d-e-f-g)		9425.99 EUR	

Salary and/or any other payments from time to time due to the Employee may be made by the Employer's appointed payroll provider, using Company monthly exchange rates when required.



**6. Terms and Conditions of Employment:**

The terms and conditions of employment which apply to this SEA are the Employer's Terms and Conditions of Employment for Seafarers as in force from time to time ('the Terms and Conditions').

It is agreed that any variations to the Terms and Conditions or INTERNATIONAL TRANSPORT WORKERS FEDERATION negotiated Collective Bargaining Agreement (cadets not included), as adopted by the Employer, will apply and be incorporated into this SEA.

The Employee was given a copy of the Terms and Conditions as then in force with this SEA. An up to date copy of the Terms and Conditions will be available on board for inspection.

On application to the Master of the vessel on which he s/he is for the time being serving, or on written application to the Employer, the Employee can obtain a personal up to date copy of the Terms and Conditions.

**7. International Labour Organization Maritime Labour Convention 2006 (MLC 2006)**

In addition to the Terms and Conditions, the provisions set out in the Schedule to this SEA will apply in order to ensure compliance with the laws of relevant flag states for Vessels as promulgated by those flag states to give effect to MLC 2006.

The Employer will keep the provisions in the Schedule under review and may vary or add to those provisions as considered necessary to ensure compliance. When any changes are made the Employee will be issued with a substitute Schedule.

**8. Repatriation**

The Employee shall be repatriated to the place named above as the 'Place for Repatriation'.

**9. Review and advice**

The Employee warrants that, before signing this SEA, s/he has had an opportunity to review and seek advice on its provisions, including the Terms and Conditions, and freely accepts them before signing.

**10. New contract**

This SEA is a new contract, not a variation of an existing contract. It replaces all previous contractual arrangements (if any) between the Employee and the Employer.

**11. Governing law and disputes**

This SEA is governed by the law of Singapore. Disputes under this SEA fall exclusively within the jurisdiction of the courts or tribunals of Singapore.

**12. Place where SEA entered into**

This SEA is entered into in Singapore.

Signed by the Employee	Place of Employee's signature (Full address/location including country)
<i>Vladimir Todorov Velinov</i> (Full Names)	<i>67 Chay Ka Eut E 106 Varna, Bulgaria</i>
	Date of signature <i>12 / 10 / 2021</i>
Signed For and behalf of CMA SHIPS SINGAPORE PTE LTD Anna Kossak Managing Director	Place of signature: 9 NORTH BUONA VISTA DRIVE #14-01 THE METROPOLIS TOWER 1 138588 Singapore
<i>A Kossak</i>	Date of signature <i>12 / 10 / 2021</i>



TOUCH Employee ID number: 021571  
Seafarer: Vladimir Todorov, VELIKOV

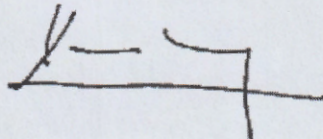
**SCHEDULE****International Labour Organization Maritime Labour Convention 2006 (MLC 2006)**

The Employee will be serving on vessels crewed by the Employer owned, chartered or managed by CMA SHIPS('CS') of Boulevard Jacques Saadé 4 Quai d'Arenc CEDEX 02,,Marseille,France,13235 ('the Shipowners').

The Shipowners have signed this Schedule and become party to the Seafarer's Employment Agreement solely to comply with the requirements of the International Labour Organization Maritime Labour Convention 2006, in order to confirm their commitment to seafarers to ensure that the provisions of their Seafarer's Employment Agreements are duly honoured by the Employer whilst they are serving on board vessels owned, chartered or managed by them. In so doing a Shipowner does not become the employer of a seafarer nor does it assume any of the responsibilities and/or liabilities of an employer to a seafarer. The responsibilities and/or liabilities of an employer all remain with Employer alone.

It is the Shipowner alone who is responsible to the Employee for ensuring that the Employer honours the provisions of his/her Seafarer's Employment Agreement whilst serving on that Vessel.

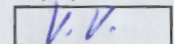
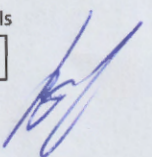
Signed for CMA SHIPS('CS') by Xavier Leclercq



Date of signature: 01<sup>st</sup> August 2020

NOTE: Where the Employee's SEA, Terms and Conditions or any national CBA that may be in force provide for an entitlement superior to those provided for through the provisions of this Schedule the superior entitlement shall apply.

Employee's initials

DEFGEN20A 



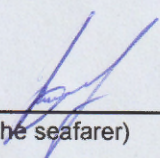
TOUCH Employee ID number: 021571  
Seafarer: Vladimir Todorov, VELIKOV

**BANK DETAILS**

Name: Vladimir Todorov VELIKOV  
Rank: Chief Engineer  
Vessel: M/V CMA CGM LYRA  
Bank Name: DSK Bank (Bulgaria)  
Bank Address: 92 VLADISLAV VARNENCHIK BLVD VARNA Bulgaria  
Account in the name of: VELIKOV Vladimir Todorov  
IBAN number: BG78STSA93001522934091  
Account number:  
SWIFT Code: STSABGSF  
Currency: EUR

I confirm that the bank details given above are correct and apply for all payments for this contract duration.

Signature

  
(the seafarer)

Date of signing by the seafarer	Place of signing by the seafarer
12 - OCT - 2021	Varna, Bulgaria



TOUCH Employee ID number: 021571  
Seafarer: Vladimir Todorov, VELIKOV

**COMPLEMENTARY INFORMATION**

Please provide the following information.

The Employer is aware that some seafarers may wish to nominate different people in each section.

Name of Seafarer Vladimir Todorov, VELIKOV  
Address of Seafarer 67, CHAYKA ENT E, APT 106 VARNA 9000 Bulgaria  
Rank Chief Engineer  
Vessel joining M/V CMA CGM LYRA

**EMERGENCY CONTACT**

Name PLAMENA STEFANOVA TODOROVA  
Relationship WIFE  
Address 67, CHAYKA ENT E, apt 106 VARNA 9000, Bulgaria  
Contact tel no +359 885 432 902

**NEXT OF KIN**

Name PLAMENA STEFANOVA TODOROVA  
Relationship WIFE  
Address 67, CHAYKA ENT E, apt 106 VARNA 9000, Bulgaria  
Contact tel no +359 885 432 902

**CHOSEN BENEFICIARY (e.g. Receiver of Death Benefits)**

Name SAME AS NEXT OF KIN-  
Relationship  
Address  
Contact tel no

Signature

(the seafarer)

Date of signing by the seafarer	Place of signing by the seafarer
12-Oct-2021	VARNA, BULGARIA