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| SEA MOA AMOSUP | WAGE SCALES - FILIPINO OFFICERS AS PER: JANUARY 1ST 2017 - TO DECEMBER 31ST 2017 | Appendix No 1 |
|----------------------|---|------------------|

| | Basic wage per month | Monthly overtime fixed | Fixed O/T per month | Leave 11 days per month; subsist allow included | Company Specific Allowance article 5c | Total monthly consolidated wage in USD | Amount for provident fund in USD | Medical treatm article 21 per month | Total monthly cost in USD |
|-----------------------------|----------------------|------------------------|---------------------|---|---------------------------------------|--|----------------------------------|-------------------------------------|---------------------------|
| Rank | | | | | | | | | |
| Chief Officer / | | | | | | | | | |
| First Engineer Officer | 1563 | yes | 1131 | 782 | 165 | 3 641 | 150 | 25 | 3 816 |
| after 12 months serv *) | 1576 | "- | 1140 | 787 | 165 | 3 668 | 150 | 25 | 3 843 |
| after 24 months serv *) | 1590 | "- | 1150 | 792 | 165 | 3 697 | 150 | 25 | 3 872 |
| after 36 months serv *) | 1604 | "- | 1160 | 797 | 165 | 3 726 | 150 | 25 | 3 901 |
| after 48 months serv *) | 1618 | "- | 1170 | 802 | 165 | 3 755 | 150 | 25 | 3 930 |
| after 60 months serv *) | 1629 | "- | 1178 | 806 | 165 | 3 779 | 150 | 25 | 3 954 |
| 2nd Officer / | | | | | | | | | |
| 2nd Engineer Officer | | | | | | | | | |
| Elect. Engineer Officer | 1240 | yes | 823 | 664 | 165 | 2 892 | 150 | 25 | 3 067 |
| after 12 months serv *) | 1250 | "- | 829 | 667 | 165 | 2 911 | 150 | 25 | 3 086 |
| after 24 months serv *) | 1262 | "- | 837 | 672 | 165 | 2 936 | 150 | 25 | 3 111 |
| after 36 months serv *) | 1270 | "- | 842 | 675 | 165 | 2 952 | 150 | 25 | 3 127 |
| after 48 months serv *) | 1280 | "- | 849 | 678 | 165 | 2 972 | 150 | 25 | 3 147 |
| after 60 months serv *) | 1288 | "- | 855 | 681 | 165 | 2 989 | 150 | 25 | 3 164 |
| 3rd Officer / | | | | | | | | | |
| 3rd Engineer Officer | | | | | | | | | |
| 3rd Engineer Officer | 1140 | yes | 754 | 627 | 165 | 2 686 | 150 | 25 | 2 861 |
| after 12 months serv *) | 1149 | "- | 759 | 630 | 165 | 2 704 | 150 | 25 | 2 879 |
| after 24 months serv *) | 1160 | "- | 768 | 634 | 165 | 2 727 | 150 | 25 | 2 902 |
| after 36 months serv *) | 1168 | "- | 773 | 637 | 165 | 2 744 | 150 | 25 | 2 919 |
| after 48 months serv *) | 1178 | "- | 778 | 641 | 165 | 2 762 | 150 | 25 | 2 937 |
| after 60 months serv *) | 1187 | "- | 785 | 644 | 165 | 2 782 | 150 | 25 | 2 957 |
| Officer Cadet | 300 | yes | 192 | 215 | | 707 | 150 | 25 | 882 |

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| compensations **): | Compensation for loss of pers. effects; article 24 in SEK | 35 000 |
| | Compensation - shipwreck indemnity; article 25 in SEK | 20 000 |
| | Maximum compensation for theft; article 26 in SEK | 35 000 |
| | Oil tankers - insurance vocational inj.; article 27 in SEK | 100 000 |
| | Subsistence allowance included in leave-days above USD | 209 (19 USD/day) |
| | Tanker allowance; article 5 b | 8% of basic wage |

*) = after number of months' service in the same or higher position on Swedish flagged vessels according to article 5.

**)= to be adjusted at the same time and with the same amounts as in other agreements between SEA and MOA.