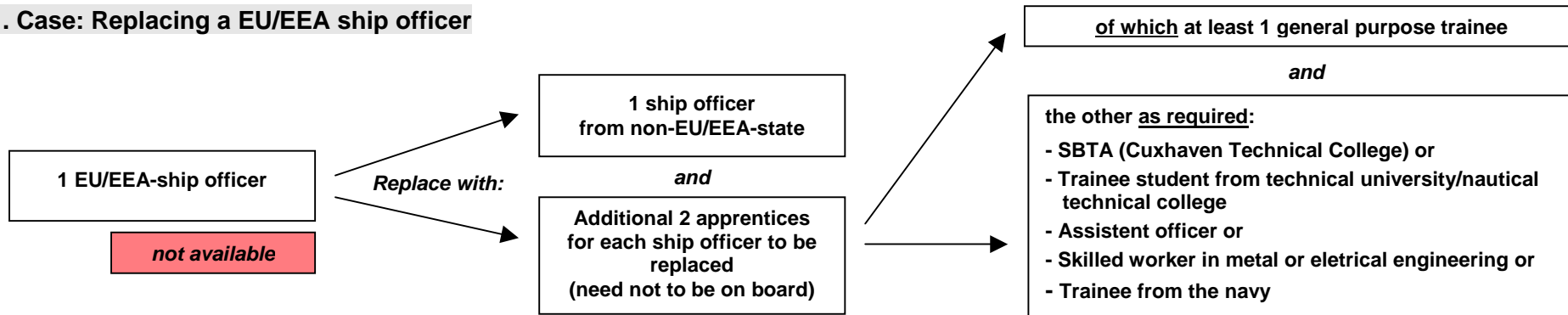


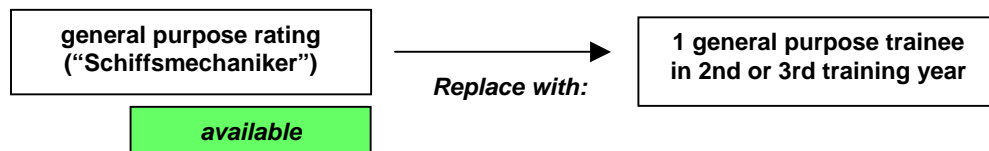
Options for replacing EU/EEA ship officers and general purpose ratings (German safe manning regulation)

The availability of ship officers and general purpose ratings ("Schiffsmechaniker") on the German labour market is orientated on the bi-monthly updated statistics of nautical placement agency Hamburg („Zentrale Heuerstelle Hamburg“).

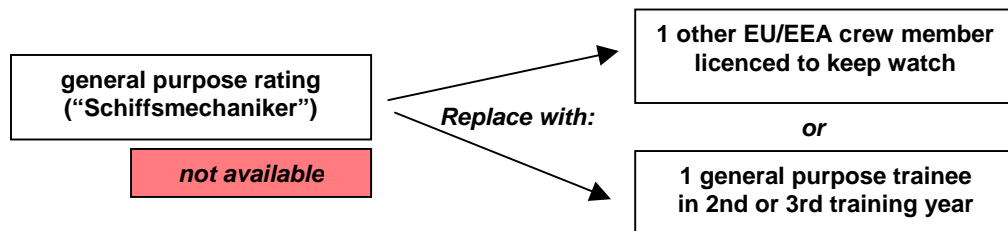
1. Case: Replacing a EU/EEA ship officer



2. Case: Replacing a general purpose rating, if in supply on the German labour market



3. Case: Replacing a general purpose rating, if no longer in supply on the German labour market



Ship Safety Division
BG Verkehr