PROTOCOL

The 25 November 2026 a negotiation meeting took place the Norwegian Shipowners' Association's office in Raadhusgaten no.25 between Norwegian Shipowners Association and the Norwegian Maritime Unions regarding risk zones in the southern part of the Red Sea and Gulf of Aden.

Present at the meeting were:

NSA represented by:	Paal Tangen
NMOA represented by:	Hans Sande
NUME represented by:	Helene Brandal
NSU represented by:	Line Heimstad

Based on the latest developments and changes of risk in the area, and the latest developments regarding definition of risk zones by major stakeholders within the international maritime industry, the parties have agreed to establish a "High Risk Area" in the southern part of the Red Sea and Gulf of Aden.

The amendments will apply with effect from 25th of November 2026, 24:00 Norwegian time:

1. The seafarers will be entitled to a high risk bonus equal to one (1) day basic wage for each day the ship is transiting/operating in the Southern section of the Red Sea - commencing from the Saudi Arabia Border at 16°24.12 N and running West until Eritrea and further southward encompassing the Bab el Mandeb Strait and continues into the Gulf of Aden.

   The Eastern boundary line of the area commences from the Yemen-Oman border South to co-ordinates 13° 25.0" N, 053° 00.0' E, the boundary line continues SW from this point to intersect with the Gees Gwardafuy beacon.

   The High Risk Area includes the Maritime Security Transit Corridor (MSTC) and the coast of Djibouti and Somalia

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

3. Onboard vessels 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.

4. In case of vessels transiting to 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" may 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 above.

5. 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).

6. This protocol is in addition to the protocol between the same parties dated 18 December 2020 regarding "warlike area" 12 nm of the Yemenite coastline, which is still applicable.

7. This protocol **replaces** the protocol of 5th January 2024 regulating the same area (warlike and high-risk)

8. This protocol is in force until it is terminated by one of the parties to the protocol given one (1) week written notice.

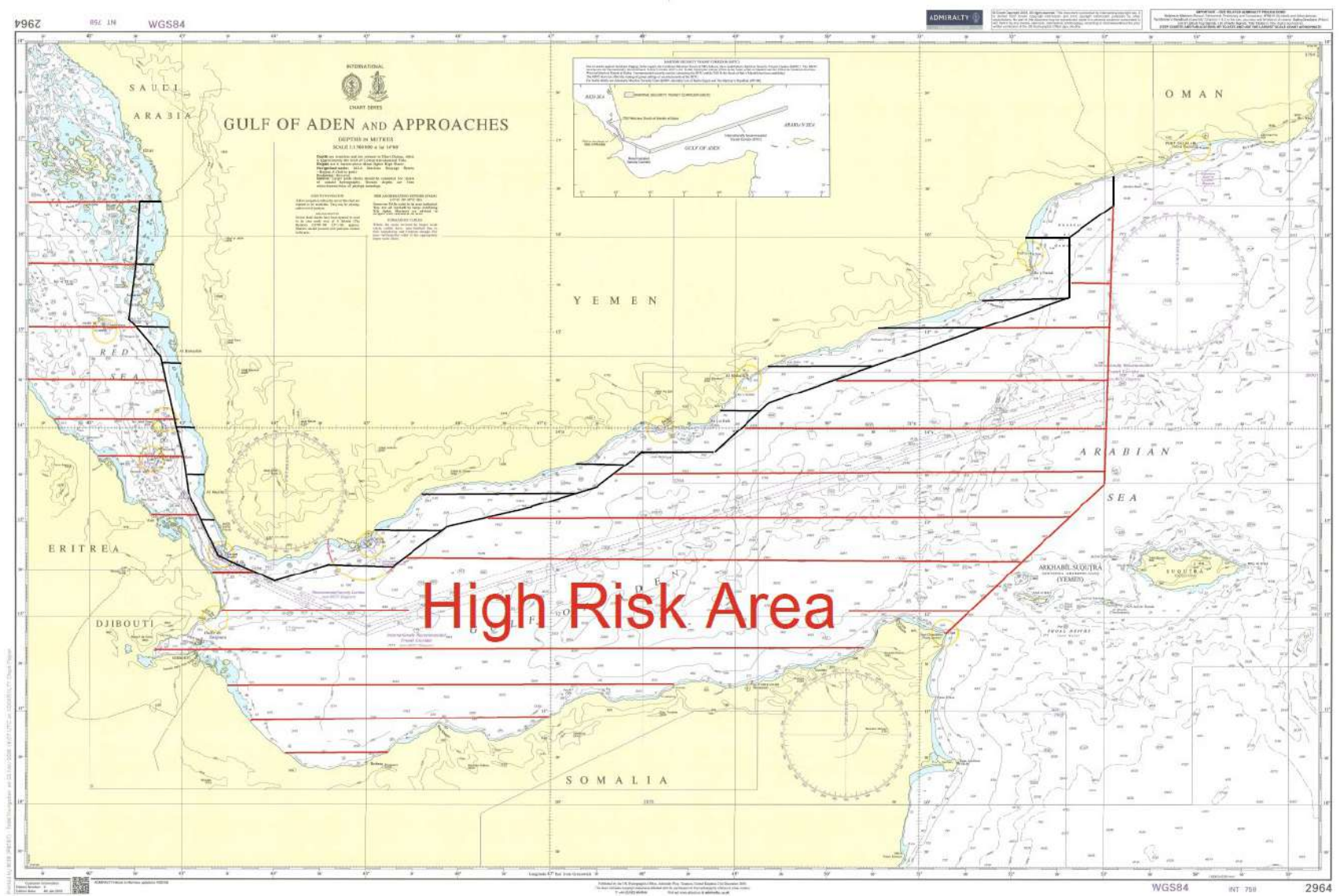
Oslo 25 November 2026

Norwegian Shipowners' Association

Norwegian Union of Marine Engineers

Norwegian Maritime Officers' Association

Norwegian Seafarers' Union


INTERNATIONAL CHART SERIES
GULF OF ADEN AND APPROACHES
DEPTHS IN METRES
SCALE 1:1 500 000 at lat 14°00'
SAUDI ARABIA
YEMEN
OMAN
ERITREA
DJIBOUTI
SOMALIA
RED SEA
ARABIAN SEA
GULF OF ADEN
ARCHIPEL SUQUTRA (YEMEN)
High Risk Area