

From: **Ana Juric** <odvjetnica.juric.ana@gmail.com>  
To: **odvjetnik.puljic@gmail.com** <odvjetnik.puljic@gmail.com>  
Subject: NORDIC MARINE INTERIORS  
Date: 08.09.2025 10:08:15 (+02:00)  
Attachments: Transaction Document Nordic E.G (1).pdf (1 page), RAM 2021 (1).pdf (4 pages), Aquamare UK contract (2).pdf (3 pages)

Poštovani kolega,

sukladno ranijem e-mailu u privitku dostavljam potvrdu društva NORDIC ENGINEERING GROUP S.R.L. te Ugovore koje je Nordic Marine Interiors d.o.o. imao zaključene s RAM MULTI INVEST i AQUAMARINE Ltd.

Naime, kako je Nordic Marine Interiors d.o.o. imao poteškoće s rješavanjem radnih dozvola u Hrvatskoj radi ograničenih kvota to je društvo zaključivalo Ugovore s drugim stranim društvima koja su osigurala potrebnu radnu snagu.

Temeljem tih ugovora obveza Nordic Marine Interiors d.o.o. je bila snošenje troškova transporta, smještaja i etc.

Usluge je izvršio i troškove s svezi ranije navedenim po nalogu Nordic Marine Interiors d.o.o. snosio je obrt SOUTH TOURS (turistička agencija u vl. Sandre Samardžić). Svi troškovi uredno su provedeni i evidentirani u poslovnim knjigama obrta SOUTH TOURS.

Treći po redu dokaz o uplati ću dostaviti odmah po zaprimanju.

Lijep pozdrav iz Splita.

S kolegijalnim poštovanjem.

Ana Jurić

Odvjetnica / Attorney at law

Tolstojeva 47, 21000 Split

Mob: +385 (0)99 5080525

E-mail: [odvjetnica.juric.ana@gmail.com](mailto:odvjetnica.juric.ana@gmail.com)

ODVJETNIČKA TAJNA: Sadržaj ove e-poruke predstavlja odvjetničku tajnu. Poruka je namijenjena isključivo navedenom primatelju. Ukoliko niste navedeni primatelj, daljnja distribucija ove poruke je strogo zabranjena. Ukoliko ste greškom primili ovu e-poruku, molimo da o tome odmah obavijestite pošiljatelja te uništite sve eventualne primjerke ove e-poruke.

CONFIDENTIALITY: This message is intended only for the use of the individual or entity to which it is addressed to and may contain information that is privileged, confidential and exempt from disclosure. If you are not intended recipient you are notified that any dissemination, distribution or use of copy of this communication is strictly prohibited. If you receive this message by mistake, please immediately destroy this message.

VERTRAULICHKEIT: Diese Nachricht ist ausschließlich für denjenigen bestimmt, an den sie adressiert ist und kann vertrauliche Informationen enthalten. Falls Sie nicht der Adressat dieser Nachricht sind, weisen wir Ihnen darauf hin, dass die unberechtigte Weitergabe oder Verwendung sowie das unberechtigte Verteilen oder Kopieren dieser Nachricht strikt untersagt sind. Falls Sie diese Nachricht irrtümlich erhalten haben, vernichten Sie sie bitte sofort.

## **NORDIC ENGINEERING GROUP S.R.L.**

Registered Office: Murfatlar, Constanța, Romania

Address: Aleea Garofitei No.1 Bl.A9 Sc.2 Ap.30 Murfatlar

Company Number: 48876375

EUID: ROONRC. J 2023003282130

### **DECLARATION OF PROFIT DISTRIBUTION**

I, the undersigned, Marius Feraru, acting as Sole Owner and Director of Nordic Engineering Group S.R.L., hereby declare the following:

1. That the company has approved the distribution of profits to the shareholder/owner.
2. That the following payments, although transferred to a third-party account in Croatia as instructed by the owner, are considered official profit distributions to the owner:

- Amount: EUR 10,000

Date of Payment: 11.07.2025

- Amount: EUR 20,000

Date of Payment: 07.07.2025

3. The total distributed profit amounts to EUR 30,000, recognized in the company's financial records as profit paid out to Mr. Marius Feraru.

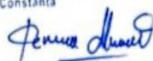
This declaration is issued to confirm the legal and accounting treatment of the above payments as shareholder profit.

Issued at: Constanța, Romania

On: 27.08.2025

For Nordic Engineering Group S.R.L.

NORDIC ENGINEERING GROUP S.R.L.  
J13/3762/2023  
C.U.I. RO48876375  
Loc. Murfatlar, Oraș Murfatlar, Aleea Garofitei  
Nr. 1, Bl. A9, Sc. 2, Et. 4, Ap. 30  
Jud. Constanța



---

Marius Feraru

Sole Owner & Director

# OUTSOURCING CONTRACT AGREEMENT

THIS AGREEMENT is dated the 10<sup>th</sup> of August 2021 and made

BETWEEN:

RAM MULTI INVEST, RADU OLTEANU , Address: Constanta, Petru Rares st, No. 4 registreted in Romania. Banc: BANCA INGB CENTRALA Registered number ID: 018309776 (RECRUITER )  
REPRESENTED BY ITS AUTHORISED REPRESENTATIVE / CEO: RADU OLTEANU

AND,

NORDIC MARINE INTERIORS d.o.o. registered in Croatia with company registration number  
ID: 29428922797 whose registered office Is Kneza Domagoja 73, 21218 Seget Donji - Trogir, Croatia

(Nordic Marine — Client)

REPRESENTED BY ITS AUTHORISED REPRESENTATIVE : SANDRA SAMARDIĆ

## 1. Subject

The purpose of the contract is for « Human Resource searching mission ».

The Recruiter shall execute the tasks in accordance with the Technical Specifications and agrees to provide manpower and choose work force in the name of Client for the vacancies listed by Client.

## 2. Responsibilities of Client

2.1. Client is responsible to send a statement to Recruiter with the data regarding the vacant jobs. These statements have to include details about the related payment, the length of the agreement, the due date of assignment, start, country of work and other important data.

2.2. Client sends every month (last day of the month) table that includes the worked hours of the workforce. Based on this table Recruiter must send an invoice to Client as agreed.

Payment will be as follow: –

Invoice from Recruiter to Client will be sent every 1st of the month and will be paid within 7days of receipt.

Invoice will be sent by E-mail.

2.3 Client or an affiliated company cannot approach directly employees recruited by Recruiter during the contract or 6 months after termination of the contract. These employees should be re-applied at Recruiter if needed for another project.

If this term is violated, a 200 Euro fine per person per day must be paid by Client to Recruiter.

### **3. Responsibilities of Recruiter.**

**3.1** Recruiter provides and chooses personnel/manpower in the name of **Client**, based on the work description provided by **Client**.

**3.2** Recruiter has the responsibility to carefully choose and recruit the workers to test and make sure workers are trained and performing well the job as well to educate the workers about the good behaviour and responsibilities at work.

**3.3** Recruiter guarantees for the chosen workers educates the workers not to damage or steal or any bad behaviour if so, workers are going to be sent home immediately, in case of damage they will cover all the expenses.

### **4 - Exclusivity, secrecy and disclosure of competitiveness**

**4.1** Parties cannot disclose to third parties any facts and/or circumstances which are originated from this agreement or its execution and the disclosure of which can be harmful to the other party. Every time one party discloses any of this data, an itemized fine of 10,000 Euros has to be paid immediately to the other party. Parties have the right to reinforce the payment of the fine.

**4.2** Recruiter cannot offer, during the length of present agreement, to contract any of the **Client** workers provided by Recruiter to any third party or contract the workers or any affiliated company directly. Present statement is related to the candidates of **Recruiter** working at or for **Client**.

If this term is violated, a 2,000 Euro fine per person will have to be paid. This does not apply to the candidates recruited and offered by **Client**, however not selected, not hired or unemployed by **Recruiter**.

**4.3.** Recruiter will make sure that from every person they send to **Client** they provide to **Client** an identity card (scan) and required documents. Also, **Recruiter** will make sure that the identity card has been checked and proven authentic.

### **5. Duration and cancellation of the agreement**

**5.1** This agreement has a duration of 12 months, starting at the mentioned date above, and will be extended implicitly if needed and agreed. This agreement can be terminated, considering a notice of 15 calendar days. This must be done in writing.

### **6. Legal terms and related legal systems.**

**6.1.** Present document is valid based on the **Croatian and Romanian** laws. Every legal dispute connected to this agreement has to be tried to be solved through mediation. If not solved, the legal dispute has to be taken to the **Court of Justice in Split- Croatia** which is the assigned venue.

**6.2** The Service Provider is obliged to protect all personal data of workers provided by the Service Provider according to GDPR EU standards.

## 7. Final provisions

7.1 This agreement shall come into effect on 10. 08.2022. and ends on 10. 08. 2023. Recruiter provides manpower as agreed with the Client and in case of extra manpower workers Client will send request in written per email.

7.2 Automatic prolonging by each one calendar day applies, if is agreed by one of the parts by latest 01.08. 2023.

7.3 The parties may terminate this agreement with 15 days' notice before contract ends. The agreement must be terminated in writing.

7.4 All modifications of this agreement must be made in writing, otherwise being null and void.

7.5 The parties declare that they have acknowledged and fully accept the provisions of this

## 8. Deliveries

Client shall provide necessary documents and valid registration of the company. Recruiter must provide and present "Thermal qualified workers."

Selected workers will be employed directly by Recruiter from agreed date for agrees length. Recruiter will pay all the necessary cost regarding the TAX and fees for workers and their employment. Client will pay all the necessary cost regarding the transportation, accommodation, Visa if necessary and all cost related to the travel and PPI tools cost.

## 9. Payment

9.1 Recruiter operates on hourly base (EUR 1,00). Hourly rate for qualified function profile is calculated based on the hours worked by recruited people and is calculated as following:

9.1.1 Qualified function profile:

Qualified Skilled Workers:

Brutto 13,00 to 18,00 Euro per working hour, regular and/or overtime and EUR 1,00 recruiter fee.

This fee will be paid by Client to Recruiter for all the period when the Client will use workers provided by Recruiter. The contract will be stopped in that point of contract when the work is done, and Client will not use any more workers provided by Recruiter or when the Client will not follow the conditions of agreed contract.

9.2 Some of recruited workforce must speak an adequate level of English, unless agreed upon differently.

#### 10. Performance of the Contract

The Recruiter and Client shall perform the Contract according to the highest professional standards. shall have sole responsibility for complying with all legal obligation's incumbent on him, notably those arising from employment law, tax law and social legislation.

The Client and Recruiter shall index and register all documents and information in his possession relating to the execution of the tasks.

**Signed on behalf of RAM MULTI INVEST**

Name: RADU OLTEANU

Signed:



Date: 10.08.2021

**Signed on behalf of NORDIC MARINE INTERIORS d.o.o.**

Name: SANDRA SAMARDŽIĆ

Signed:



Date: 10.08.2021

---

---

---

**NORDIC MARINE INTERIORS**

---



## Subcontract Agreement

This subcontract agreement is made and effective on 2021-07-20

BETWEEN: Aquamare Marine Ltd, the *contractor*, a company organized and existing under The laws of United Kingdom, registered id 07062123 with the head office located at:

Address: Turnchapel Wharf, Barton Road, Plymouth PL9 9RQ, United Kingdom  
Tel.: +44 (0)1752 604603  
E-mail: [jason@aquamaremarine.com](mailto:jason@aquamaremarine.com)

AND: Nordic Marine Interiors d.o.o. the *sub-contractor*, a company organized and existing under the laws of Republic of Croatia, registered id 5188091 with the head office located at:

**NORDIC MARINE INTERIORS d.o.o.**

Address: Kneza Domagoja 73,  
21218, Seget Donji, Seget, Croatia  
Tax no: 29428922797

Official e-mail address: [nordic.marineinteriors@gmail.com](mailto:nordic.marineinteriors@gmail.com)

Contractor requires Subcontractor to provide:

- 1) Carpenters.
- 2) GRP

to perform works for at least 50 hours per week, in accordance with main contractor's requirements.

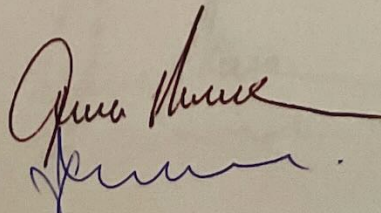
Contractor and Subcontractor agree as follows:

### 1. SUBCONTRACT WORK

- 1.1 Subcontractor shall provide services, transportation, accommodation, clothes, supervision and administration necessary for the proper and complete performance of the services, directed by contractor in Plymouth UK at various sites in Plymouth.
- 1.2 Subcontractor shall be responsible for the payment of wages and all related dues under Croatian law.
- 1.3 Subcontractor shall only provide posted workers who are insured when performing their work for the Contractor and of the appropriate skills level to complete the work.
- 1.4 Subcontractor shall be responsible for quality of the work carried out by their employees and be responsible to correct any damage under their own costs, the contractor is responsible to supervise all works.

### 2. PRICE

- 2.1 Price in this contract is an amount of money to be paid by contractor to subcontractor's account.





- 2.2 Works would be calculated by £24.50 (twenty-four pounds and fifty pence) per one working hour per person.
- 2.3 Every working week, Monday morning, workers of subcontractor, shall deliver contractor timesheets, for last week, which must be checked out by contractor, signed and delivered to subcontractor administration office by email: \_\_\_\_\_
- 2.4 Payment term for subcontractor's offered services – 30 days, based on invoices submitted every week and payment will be made once time sheets and work quality has been verified.

### 3. SPECIAL CONDITIONS

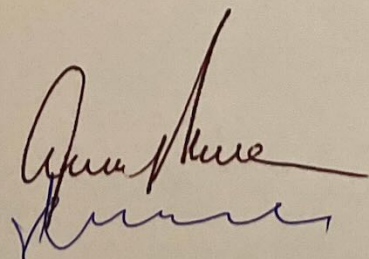
- 3.1 Contractor will order services in writing from subcontractor by e-mail. When ordering, contractor will indicate number of people needed, place of work, service start day.
- 3.2 Order of services should be sent not less than 15 calendar days before service start day, indicated in order.
- 3.3 Sub-contractor must be informed about unsatisfactory work not later than 5 days after the work done. After these 5 days the complaints will be discussed to see whose responsibility, it will be to put the work right and if the work will be paid for.
- 3.4 Contractor can reject any sub-contractor's employees by default and order a replacement. Aquamare Marine will not pay for unsatisfactory workmanship.

### 4. COMMUNICATION AND NOTICE

- 4.1 All communication between Subcontractor and contractor, will be by phone or e-mail.
- 4.2 Subcontractor shall communicate in English languages and shall regularly consult with Contractor.

### 5. GOVERNING LAW AND RULES OF CONSTRUCTION

- 5.1 The validity, interpretation, and performance of this Subcontract shall be governed by the laws of the jurisdiction where the Project is located.
- 5.2 Titles, caption, or headings to any provision, article, etc. shall not limit the full contents of the same. These articles have the full force and effects as if no titles existed.
- 5.3 If any term or provision of this Subcontract is determined to be invalid, it shall not affect the validity and enforcement of the remaining terms and provisions of this Subcontract.
- 5.4 This Subcontract shall only be amended or modified by written document executed by authorized representatives of Contractor and Subcontractor. This Subcontract supersedes all prior representations made by Contractor.

A handwritten signature in dark ink, appearing to read 'Aquamare Marine', is written over a horizontal line. Below the line, there are several horizontal strokes, possibly representing a date or additional text that is mostly illegible.



## 6 ARBITRATION

- 6.1 Any and all disputes or claims between the Contractor and Subcontractor arising out of this Subcontract shall be brought before the \_\_\_\_\_
- 6.2 Contractor will not make a contract with any workers, that Croatian Maritime has provide us with under this agreement for a period of 6 (six) month, after the worker last working day (under this agreement) at the Contractors facilities.
- 6.3 The subcontractor will not solicit any of the contractors' clients while the agreement is in effect and will agree not to contact the subcontractors' customers while the contract is in effect and a period of two years after the contract has terminated. If the agreement is breached on this term the Contractor will have to pay losses on the potential contract and future losses if not will have to attend the **Main court in the City of Plymouth UK** where the agreement will be enforced.

### SUBCONTRACTOR:

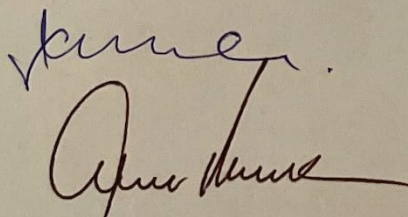
Marius Feraru  
General Manager  
Nordic Marine Interiors  
Reg. Nr. 5188091  
Kneza Domagoja 73,  
21218, Seget Donji, Seget, Croatia

[nordic.marineinteriors@gmail.com](mailto:nordic.marineinteriors@gmail.com)

Tel: +385 97739 8528

**Bank:** IBAN: HR8624070001100099852  
OTP BANKA d.d.

**SWIFT:** OTPVHR2X



Authorized Signature

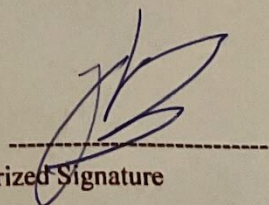
### CONTRACTOR:

Jason Burdett  
Managing Director  
**Aquamare Marine Ltd**  
VAT code:  
Legal: Turnchapel Wharf, Barton Road, Plymouth  
PL9 9RQ, United Kingdom.

Tel.: +44(0)1752 604603  
e-mail: [jason@aquamaremarine.com](mailto:jason@aquamaremarine.com)

Bank:

SWIFT:



Authorized Signature