

Sulinermik Inuussutissarsiuqartut Kattuffiat  
Issortarfimmut 11  
Postboks 9  
3900 Nuuk

Att.: Bjarne Petersen

Ref. 250840/HK  
Nuuk, Wednesday, December 3,  
2025

### **Exemption working and rest times**

ALS Greenland ApS, CVR no 43273663 ("ALS") and SIK agree that TCS' employees performing work at the Nalunaq mine in Greenland from 2025 forward on, may derogate from section 4 of the Executive Order on rest periods and days off with regard to the weekly day off.

Employees may work 28 days followed by at least 14 days off as they work on a rotation schedule. Both the employees and the employer are interested in postponing the weekly day off.

The employees would rather accumulate the days off to take after returning home to spend with family and friends, and a major part of the employees are foreign workers.

SIK and ALS agree that the weekly day off can be postponed for up to 28 days, provided that the employee then gets at least 14 days off. Postponement of the weekly day off requires that the individual employee agrees to this, and provided that financial compensation is granted for the lost days off, which are paid to the individual employee. The compensation will be DKK 400 per lost day off.

This protocol will be submitted for approval by the Working Environment Authority, cf. section 20 of Executive Order no.32 of January 23, 2006.

Yours sincerely

ALS Greenland ApS  
Camilla Højsted

SIK  
  
Bjarne Petersen  
Allattoqarfimmi pisortaq / Sekretariatschef  
SIK