Collective Local Agreement for ARN SWEDEN

English translation from the original Swedish text, includes company attachments A, B, C, D and “Huvudregel”. This CLA applies for bookings for the client:

Norwegian Air Resources (NAR) Norwegian Short Haul

● The agreement is signed and approved by the central parties concerned:
Unionen, OSM Aviation Sweden and Bemanningsföretagen & Tjänsteföretagen
22 June 2017

● This is only a translation of the local agreement at ARN, which means that the interpretation is always owned by the Swedish agreement.

● What is not regulated in this CLA are regulated by Almega Tjänsteföretagen, Social legislation, Sweden CAA (Transportstyrelsen) and EASA Basic Regulations 216 / 2008
Annex A

Provisions regarding time off, rest periods, flights & performing duty programs

Section 1 Slinga committee (pairings)
The customer (Norwegian in this instance) decides the scheduling and the flight duty program (pairings) after consultation with a so called slinga (pairing) committee. The committee shall consist of two representatives from the company and one representative from the local union organization for each base. (At least two). The chairman for this committee will be represented by the company. A balanced and fair schedule shall be intended. This Annex (CLA) shall be used as a basis for the work of the committee.

Section 2 Duty Program (Roster)

a) The Duty Program (Roster) shall cover at least 4 weeks and be available via email and roster portal at the latest 14 days before the new roster shall commence.

Prior to the planning of rest periods and work duty during the Christmas - New Year - Easter and Midsummers weekend period, shall a review of the distribution take place with the local union organization (Unionen). CC shall have the opportunity of submitting a request.

b) Changes to a published Duty Program (roster) shall be notified to the employee no later than 36 hours before the duty commences. Amendment refers to changes in off-duty at home base of more than two hours. (During active duty due to unforeseen circumstances changes can occur within shorter notice).

c) Changes to published Days off can only be made with the acceptance & approval of the CC concerned.

d) To accommodate eight hours bed rest at home base the time between check out and check in shall be 12 hours.

e) The scheduled Duty Time for cabin crew shall not exceed 50 hours within a seven-day period. When planning, 50% of the standby time shall be calculated.

Call outs during standby for duty and replanning are not included within the planned duty time.

In case the duty time exceeds 47,5 hours within a seven-day period overtime payment is paid as compensation according to Section 5a. This does not apply if you have swapped a shift with a colleague or worked on a day off.

f) Double check-in on the same day shall not be scheduled or planned.
Section 3 Calculation of Duty Time

Duty time can be scheduled up to maximum 14 hours including passive duty. This means that the company may plan up to 14 hours on a roster. If delays occur, CC are obliged to continue and complete their scheduled flight up to maximum 15 hours duty including passive duty. With the commander’s discretion, according to and within the regulations by the authorities, CC are obliged to continue and complete their rostered flight in excess of 15 hours due to acute events which could not have been foreseen when the duty had commenced.

Duty time is counted as:

a) Check-in established by the company after consultation with the pairing committee. Time from the established check-in at home base 60 min (At other stations we follow the respective base check-in times) to 20 minutes after “on block”. This is on the condition that the company doesn’t provide special duty after the flight.

In the case of deviation from the timetable real time is counted.

b) If a stop (break) on the ground between landing and next take off (block to block) exceeds more than 5 hours a day room will be provided. If stop (break) block-to-block is less than five hours as well as for longer breaks where bedrest is not available; duty time calculates according to regulations by the authority.

c) Duty time or passive flights to and from home base in connection with ordered duty is to be calculated, unless otherwise agreed with the local union organization, as follows:

* 60 min check-in at home base
* 20 min check-out from international
* 20 min check-out from domestic

With passive transfer with other modes of transport than flight, the duty time is calculated from the reported check-in time for duty.

d) For ground duty and training courses the time from start to finish is calculated as duty time if nothing else is agreed upon by the local union organization.

e) With standby at home or at a hotel 1/2 of the time of standby calculates as duty time. For APS, all standby time is calculated as duty time.

f) Vacation-, care for children-, illness-, leave of absence- and compensation days calculated as 7,6 hours duty time. For standby duty- 1/4 of 7,6 hours are deducted.
Notes

For work time where a work shift extends over two days, the sick pay period always commences on the first calendar day when a CC is absent from work duty. Qualifying sick days as well as replacement days are calculated based on work even if a work shift consists of a part/portion of two days.

g) Disposable duty time (DT) equates with duty time applicable at this section.

Section 4 Rest periods (free time; days free from work)

a) Duty shall not be planned before 05:00 after a day off or later than 23:59 before a day off, if nothing else is agreed upon with the individual CC.

(The restriction also applies for other types of days off such as absence of leave), vacation and compensation days.

Check-out before weekend days off (WDO) shall not be planned after 18.00.
Check-in after weekend days off (WDO) shall not be planned before 05.00.

The local parties involved may after negotiations with each other to reach an agreement; which means that if the CC accepts to check-in or check-out one hour earlier/later, overtime compensation payment shall be given for the actual performed duty time according to Section 5a. If such an agreement is made, one shall also regulate the terms for this.

b) With at least one occasion per month the CC shall be rostered a weekend day off period (WDO) which shall consist of three days off, (Friday-Sunday, Saturday-Monday). WDO scheduled at the turn of the month is to be counted for the month in which it starts. A balanced (equal) and fair planning of WDO’s shall be intended.

During a calendar month CC shall receive a minimum 9 days off.
For active duty on 100% at least 12 days, for 75% at least 17 days and for 50% at least 21 days off.
These days off shall consist of minimum two consecutive days off, if nothing else is agreed upon with the local union organization.

Notes: The employee is not entitled to go down any more in work time (percentage) in addition to the rights for leave according to Swedish Work Law.

Trettondagen, 1st of May, Kristi Himmelsfärd dag, 2nd day of Easter (Easter Monday) and National day are not classified as holidays. If other major holidays take place during weekdays, these may be counted as a WDO.

c) All time off (rest periods) shall be rostered at home base if no other agreement has been made with the local union organization. Employed CC shall not be rostered more than five consecutive calendar days if no other agreement has been made with the local union organization.

After five (5) days of duty at least three (3) days off shall be intended.
d) Unless otherwise agreed locally or with the individual CC the following shall apply:
If two consecutive duty days (48h period), for example without a day off in between, exceed more than 24 hours duty time in completion, these shall be followed by a rest day. Rest day shall be at least 24 hours at home base.
If this occurs during a pairing, the CC shall complete the pairing and the first work day for the upcoming work period will be rostered as a day off for recovery.
(The rest day starts at 00:00 and ends at 23:59)

Section 5 Overtime compensation etc.

a) Duty in excess of 38 hours in average per four-week period/calendar month (i.e. 28 days = 152 h, 29 days = 159.6 h, 30 days = 167.2 h, 31 days = 174.8 h) is compensated per commencement of started duty hours by monthly salary (divided) 75

After an agreement compensation can also be given in the form of time off with two hours per overtime hour.

b) If CC accepts to perform duty on a rostered day off, compensation will be obtained as point A above. However, at such duty shall be compensation shall for at least three hours of duty. This does not however apply if agreement has been reached in accordance with Section 4A, second paragraph.

Note: Compensation according to part (a) and (b) are not valid at the same time.

c) The maximum amount of compensation hours that may be held in a compensation bank is 50 hours at the end of the year. The employee has the right to take out their compensation time either as payment compensation or, after an agreement with the company, as leave (DO6). If a compensation day is given it is calculated as 7.6 hours compensation time.

d) National holiday supplement payment
For duty on New Year’s Eve, New Year’s Day, Christmas Eve, Christmas Day, Boxing Day, Day Easter Saturday, Easter Sunday, Midsummers Eve, Midsummers day, CC shall be compensated for duty during these days with: 1262 SEK from 1st of May 2017, 1285 SEK from 1st of May 2018 and 1314 SEK from 1st of May 2019.

For standby at home base with 630 SEK from 1st of May 2017, 641 SEK from 1st of May 2018 and 656 SEK from 1st of May 2019.

For standby as well as blank day (Non-rostered work days) away from home base: 1262 SEK from 1st of May 2017, 1285 SEK from 1st of May 2018 and 1314 SEK from 1st of May 2019.

e) CC whom performs duty after 23:59 before a day off, shall be compensated according to Section 5 b as well as a replacement day off (SEO -> DOS), which shall be rostered no later than the following roster period.
Section 6 Temporary relocation

a) Relocation duration, if nothing else is agreed upon with each special occasion temporary relocation shall be restricted to 60 days.

b) Time off, rest, accommodation and travel according to a local agreement.

c) Provisions regarding time off: Unregistered time off according to Section 5 above, must be taken consecutively directly after the relocation assignments completion back at the original place of normal home base, if nothing else is agreed upon with the local union organization.

Section 7 Reserve duty (Standby)

a) Employees that are scheduled on a standby shall be contactable and prepared to undertake/perform duty after being called-out within 90 minutes if nothing else is agreed upon with the local union.

b) Standby is rostered consecutively and maximum 10 hours per day. A maximum of five x 10-hour standby´s reserve duty shifts to be rostered consecutively.

Section 8 Disposable duty time (DT)

With disposable duty (DT) its referring to unused duty time during the work period as marked in the rostering program system with the rostering code DT. With the scheduling/rostering of DT shall the restrictions as given in Section 3 to be observed.

DT shall be used according to the following conditions, however only in the case of scheduling amendments due to a delay or other unforeseen circumstances. DT can then only be extended as long as the regular (deleted original) scheduled check-out time.

1. If DT has been entered to the duty roster immediately before the start of duty, CC cannot be ordered to start duty any earlier than the start of DT. If DT has been entered on the duty roster immediately after performed duty, CC may not be ordered to be on duty no longer than the end of DT.

2. For DT to be used for duty that involves an overnight stay (layover) at another location other than home-base, it is required that this must be marked in the rostering system with a special code – DTÖ.

3. Notification of Duty shall be given no later than check-out or the reserve times completion before the beginning of DT.

4. If the entire work day is specified as DT the same rules apply as for reserve duty according to Section 7, but with the restriction that the duty shall not be planned any later then the end of DT scheduled time.

5. If both duty and Disposable duty time DT is programmed for a specific day, it shall be scheduled as a consecutive period.
Section 9 Hotel
With night stops or stops where bed rest is required, the company will provide a hotel room, equivalent to a good Scandinavian standard, where such is available. The choice or change of hotel shall be made after consultation with the local union organization. All crew members within the same crew shall be scheduled at the same hotel. (The company in this section refers to Norwegian)

Section 10 Meals
After five hours of duty the CC is entitled to a meal break. Meal breaks may be allocated in the air or on the ground onboard the aircraft. SCCM or CC1 ensures that all CCM onboard shall have the opportunity to eat. For flight duty where the time exceeds five hours from check-in to the last block-on time a hot meal is provided for the CC.

Section 11 Airport standby APS (counted as airport duty for ARN)
a) APS can be planned or used maximum twice per roster period and CC.

b) APS may be planned up to maximum 4 hours per occasion.

c) If call out does not take place during APS, CC is entitled to compensation. (see annex B salary)

d) If a CC is called out, CC can be scheduled to perform duty for a maximum of one layover; only if the following day is standby.

Section 12 Charter and AD-hoc
If CC is scheduled to fly charter flights; check-in time should be extended by at least 15 minutes. Cleaning before, during turn-around and return to base is organized by the company. A supplement payment for the handling of “pre-pack” is paid out to CC for flights where this is handled onboard.

Section 12 Cleaning of the cabin (cabin maintenance)
CC shall perform cleaning onboard all flights under 4 hours, except for charter flights. This includes removing visible rubbish from seats, seat pockets and the floor as well as emptying all wastes onboard. CC is entitled to a supplement payment when undertaking this task.

Section 13 Other
Cabin crew (CC) are required to follow the clients (Norwegian) instructions regarding uniform regulations, manuals, policies and work routines.
### Annex B  Salary and supplement pay (in SEK)

<table>
<thead>
<tr>
<th>Step no</th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Initial salary</td>
<td>19 148</td>
<td>19 493</td>
<td>19 941</td>
</tr>
<tr>
<td>2) 1 year experience</td>
<td>20 271</td>
<td>20 636</td>
<td>21 111</td>
</tr>
<tr>
<td>3) 2 years experience</td>
<td>21 812</td>
<td>22 205</td>
<td>22 715</td>
</tr>
<tr>
<td>4) 3 years experience</td>
<td>24 134</td>
<td>24 568</td>
<td>25 133</td>
</tr>
<tr>
<td>5) 4 years experience</td>
<td>24 374</td>
<td>24 813</td>
<td>25 383</td>
</tr>
<tr>
<td>6) 5 years experience</td>
<td>24 662</td>
<td>25 106</td>
<td>25 683</td>
</tr>
<tr>
<td>7) 6 years experience</td>
<td>24 921</td>
<td>25 370</td>
<td>25 953</td>
</tr>
</tbody>
</table>

Seasonal employees will move up one step after three (3) seasons IF each season adds up to at least 4 months.

**Note:** For new employees a maximum of one year’s professional experience is counted. For special reasons and after consultation, the company has the right to grant further professional experience to newly employed CC.

#### Hourly pay excluding vacation supplement payment

Salary is paid according to the above salary scale divided by 150.

### Duty Supplement (Tjänstetillägg)

<table>
<thead>
<tr>
<th></th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCCM supplement per month</td>
<td>4 418</td>
<td>4 498</td>
<td>4 601</td>
</tr>
<tr>
<td>CC1 supplement per hour + 1,5 hours</td>
<td>108</td>
<td>110</td>
<td>112</td>
</tr>
<tr>
<td>Instructors supplement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed per month</td>
<td>1 262</td>
<td>1 285</td>
<td>1 314</td>
</tr>
<tr>
<td>Daily instructor supplement</td>
<td>630</td>
<td>641</td>
<td>656</td>
</tr>
<tr>
<td>Supervisor supplement, fixed per month</td>
<td>1 262</td>
<td>1 285</td>
<td>1 314</td>
</tr>
<tr>
<td>Base supervisor (BCCC) supplement, fixed per month</td>
<td>5 048</td>
<td>5139</td>
<td>5 257</td>
</tr>
</tbody>
</table>
Duty Supplement “Attendance” Payment (Inställesetillägg)
This only applies to CC who hasn’t sign the “November-agreement” (conciliation / dispute: flygtillägg)
For CC that signed the agreement see last page: “HUVUDREGEL: Production supplement payment

<table>
<thead>
<tr>
<th></th>
<th>1st Oct 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performed duty, per day</td>
<td>330</td>
<td>336</td>
<td>344</td>
</tr>
</tbody>
</table>

Newly employed CC without previous experience will receive 130 SEK in Duty Supplement Attendance payment during the first six months of their employment, unless otherwise agreed by the parties.

Production supplement payment (Produktionstillägg)
This only applies to CC who hasn’t sign the “November-agreement” (conciliation / dispute: flygtillägg)
For CC that signed the agreement see last page: “HUVUDREGEL: Production supplement payment

<table>
<thead>
<tr>
<th></th>
<th>1 Oct 2017</th>
<th>1 May 2018</th>
<th>1 May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>If performed duty is longer than 9:59 hours</td>
<td>275</td>
<td>280</td>
<td>286</td>
</tr>
<tr>
<td>If performed duty is longer than 11:59 hours</td>
<td>510</td>
<td>519</td>
<td>531</td>
</tr>
<tr>
<td>If performed duty is longer than 13:59 hours</td>
<td>950</td>
<td>967</td>
<td>989</td>
</tr>
</tbody>
</table>

Under staffing “Less crew than normal crew onboard” (Underbemannningstillägg)

<table>
<thead>
<tr>
<th></th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flights with less CC onboard then the company’s set crew numbers; CC shall be compensated by a supplement payment per sector and per CC, if the checked-in number of pax onboard are more than 120 pax</td>
<td>138</td>
<td>140</td>
<td>144</td>
</tr>
</tbody>
</table>

(The company has the right to decide regarding crew resources after negotiations according to Swedish law MBL 11§)
Charter supplement payment (Chartertillägg)
CC is entitled to the following supplement payment only if CC has performed duty onboard a charter flight with “pre-pack” onboard. (As compensation for the handling of “pre-pack” and a higher workload)

<table>
<thead>
<tr>
<th>Allowance per CC on flights with “prepack”</th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>479</td>
<td>488</td>
<td>499</td>
</tr>
</tbody>
</table>

Night supplement payment (Nattillägg)

<table>
<thead>
<tr>
<th>Duty during all or a part of the period 01:00 – 05:00</th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>479</td>
<td>488</td>
<td>499</td>
</tr>
</tbody>
</table>

Cleaning of the cabin supplement payment (cabin maintenance) According to Norwegians manuals
Applies for CC on active duty whom have cleaned onboard for flights under 4 hours, excluding charter flights.

<table>
<thead>
<tr>
<th>Supplement payment per active sector</th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>81</td>
<td>82</td>
<td>84</td>
</tr>
</tbody>
</table>

Spew/Vomit supplement payment (Spytillägg)
Valid for cleaning up, handling & dealing with “spew/vomit” or other kinds of bodily fluids onboard, or if the cleaning company is absent on flights longer than 4 hours or if night cleaning has not been carried out.
SCCM writes a report to the base manager (BCCC) who notifies the payroll office regarding payment.
Spew/vomit supplement payment is 400 SEK per affected CC. Only one spew supplement payment per “spew”.
Annex C  Per diem (Traktamenten)

Section 1 APS Supplement payment
The following supplement payment is only paid out if the CC ISN’T called out during his/her APS, this is taxable per diem.

<table>
<thead>
<tr>
<th>Daily payment if CC is not called out during APS</th>
<th>1st May 2017</th>
<th>1st May 2018</th>
<th>1st May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>255</td>
<td>260</td>
<td>266</td>
<td></td>
</tr>
</tbody>
</table>

(As compensation for breakfast, lunch and dinner expenses at the airport)

Section 2 Business travel
During absence from your usual place of residence due to duty travel and on duty where you are required to be at another location than the place of origin, CC receive compensation for the following additional costs in accordance with the following criteria.

Tax free per diem on overnight stays (layover)
Tax-free per diem supplement is paid for domestic night stops within Sweden as well as per diem for International night stops outside of Sweden according to the Swedish Tax Authorities.

Per diem eligible time
Per diem eligible time is calculated from specified check-in time before leaving from home base, to 30 minutes after landing back at home base.

Annex D

Vacation
Section 1
The vacation (VAC) period stretches from the 1st of June until the 30th of September.
The choice of the amount of vacation weeks can be made by 0, 2, 3 or 4 weeks.
HUVDREGEL: Production Supplement Payment (Produktionstillägg)

- This only applies to CC who signed the conciliation “November-agreement” (flygtillägg).

According to the approval procedure of the conciliation a new Production supplement payment (produktionstillägg) is carried out as follows:

<table>
<thead>
<tr>
<th>Check in – to check out</th>
<th>1 Nov 2017</th>
<th>1 May 2018</th>
<th>1 May 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>If performed duty is longer than 1:59 hours</td>
<td>128</td>
<td>130</td>
<td>133</td>
</tr>
<tr>
<td>If performed duty is longer than 3:59 hours</td>
<td>256</td>
<td>261</td>
<td>267</td>
</tr>
<tr>
<td>If performed duty is longer than 5:59 hours</td>
<td>384</td>
<td>391</td>
<td>400</td>
</tr>
<tr>
<td>If performed duty is longer than 7:59 hours</td>
<td>512</td>
<td>521</td>
<td>533</td>
</tr>
<tr>
<td>If performed duty is longer than 9:59 hours</td>
<td>911</td>
<td>927</td>
<td>949</td>
</tr>
<tr>
<td>If performed duty is longer than 11:59 hours</td>
<td>1 273</td>
<td>1 296</td>
<td>1 326</td>
</tr>
<tr>
<td>If performed duty is longer than 13:59 hours</td>
<td>1 846</td>
<td>1 879</td>
<td>1 923</td>
</tr>
</tbody>
</table>

*Note: New employed CC with no experience the above supplement payment will be paid in half (50%) during the first 6 months of employment, unless otherwise is agreed by involved parties.*

This new Production supplement payment (produktionstillägg) is “hard rule” in our agreement (CLA), as a result from the dispute regarding “flygtillägg” for CC who signed the conciliation, and CC will be paid according to above.

Above Production supplement payment includes vacation salary but are entitled to pension.

Employed CC who signed the conciliation, according to the approval procedure, this also applies:

CC are entitled to 12 DO on 100%, 17 DO on 75% and 21 DO on 50% when leave from work is less than 5 days.

Production Supplement Payment will be paid out for rosterd time, check in – check out.

*Ex: If you land 09:35 instead of scheduled time 10:10, you will get the 10 hour payment.*