Agreement

between

Súlan

and

Føroya Arbeiðsgevarafelag

applicable to flight attendants working for P/F Atlantic Airways

November 2024

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SECTION 1: GENERAL PROVISIONS

ART. 1 SCOPE

1.1 This Agreement applies to cabin crew (hereinafter 'the employees') working for P/F Atlantic Airways (hereinafter 'the company'). With the exception of flight attendants entrusted with management or administration duties.

1.2 If this Agreement is terminated and the parties fail to reach a new agreement, or one of the parties refuses to negotiate, the parties shall proceed according to the legislation in force on conciliation.

1.3 Any disputes regarding the interpretation of this Agreement shall be submitted to the Permanent Arbitral Tribunal (Fasti Gerðarrætturin).

1.4 Notwithstanding the stipulations in 1.1, this Agreement shall not apply to flight attendants with permanent domicile in Denmark who are employed at bases in Denmark, if FPU has offered to make an adoption agreement of the Agreement between Súlan and Føroya Arbeiðsgevarafelag in force at any given time. Under such circumstances Atlantic Airways has a duty to make an adoption agreement with FPU. Should the adoption agreement be terminated, then the stipulations in 1.1. will again be applicable in full.

1.4.b Any adoption agreement pursuant to 1.4 between FPU and Atlantic Airways may be terminated with this Agreement between Súlan and Føroya Arbeiðsgevarafelag.

ART. 2 EMPLOYMENT CONTRACT

2.1 Employment contracts are issued pursuant to Faroese parliamentary legislation on employment contracts.

ART. 3 TERMS AND CONDITIONS OF EMPLOYMENT

3.1 Employees 'place of work (homebase) will be stipulated in their employment contract and may be changed in compliance with the terms of notice stipulated in Art. 6.1.

3.2 The work consists in participating in all flights carried out at the company's expense with aircrafts that the company owns, leases or has continuous access to use. Work must be carried out in accordance with the rules and regulations in the company's operations manual and operating regulations, aircraft flight manuals and all statutory requirements.

3.3 Any flights for other companies on the company's orders shall be carried out pursuant to this Agreement. The company may, however, stipulate a different place of work to the one defined in 3.1.

3.4 In the case of posting and temporary base for employees with homebase in Vágar or Denmark, Annex C applies.

In case of permanent employment with a homebase other than Vágar or Denmark, the parties agree that company management and employees shall enter separate agreements on the terms and conditions of employment, salary and working hours.

3.5 If the company enters charter or wet lease agreements on flying, which necessitate the posting of aircraft/aircrafts and crew to other countries for a week or longer, the parties may depart from this Agreement, provided that both parties agree to this.

3.6 On grounds of working time restrictions defined in the company's operations manual, on grounds of any reduction in demand for flight attendants, or if employees for health reasons cannot work on board an aircraft, the company may, in agreement with the employee in question, assign an employee to administrative duties or other tasks. Employees transferred to administrative duties or other tasks will receive a salary pursuant to the same agreement as those who regularly carry out that work.

3.7 Employees must have any formal certificates required by the relevant authorities to carry out the tasks they are assigned by the company. The company shall carry the cost of obtaining, expanding or keeping up to date the practical portion of such certificates or diplomas.

3.8 Any medical examination, which must be carried out by an aeromedical examiner in conjunction with the renewal/extension of an ordinary certificate, must be notified to Flight Ops at least 1 month before the examination, and will be scheduled as a regular working day. However, employees will be allowed the necessary rest before any examination. The costs of travelling to and from the aeromedical examiner and any required stays will be paid by the company.

3.9 Employees must obtain a passport at their own expense. The company will pay the cost of any visas, vaccinations and similar items required in the course of work.

3.10 Members of Súlan will receive an annual supplement of up to DKK 6000 for shoes, gloves, boots, stockings, make-up, cream, nail varnish, nail treatments, hair ties, hair spray, hair wax, perfume, hairpins and shorts. Proof of purchase must be submitted to bookkeeping. For employees working part-time this supplement will be calculated pro-rata, provided that their working time is less than 50%.

3.11 Employees have a duty to wear uniform at work as required by the company. The company will issue the garments, while employees are responsible for keeping their uniform in good condition.

3.12 Employees must not pass on to any third-party any information they have received from the company about its circumstances, or any information that could be considered confidential. This includes, but is not limited to, the company's employees and the company's financial or organisational affairs or its particular operational affairs.

3.13 During periods when the company has ordered employees to be on standby, employees must be reachable by telephone/internet. The company will pay the first DKK 400 in total of each monthly telephone and internet bill. It is a condition for

obtaining this communication supplement that the employee has full control over the telephone. The communication supplement is DKK 400, regardless of the employment fraction. If it is not possible to reach an employee who is on standby, the employee in question will be docked one-day's salary.

3.14 Employee must be able to reach their place of work within 1 hour of notification.

3.15 Standby periods are determined by 'OPS/Scheduling'.

ART. 4 UNION STEWARD AND BOARD MEMBERS

4.1 Any flight attendant elected to the board of Súlan is entitled to time off to carry out union work on specific occasions in conjunction with collective bargaining or labour disputes. Súlan will at all times keep the company informed of who is a member of its board, up to a maximum of 3 people.

4.2 The board will elect one board member as union steward and notify the company of its decision. The other two board members are substitute union steward. The union steward has the following tasks:

a) The union steward shall receive any necessary information about any planned measures, which may have an impact on working conditions.

b) The employer shall receive written notification about who has been elected union steward.

c) The union steward represents and negotiates on behalf of their colleagues with the employer or the employer's representative to ensure that work is carried out in a well-mannered atmosphere at the workplace. The employer and union steward will work together to promote sound collaboration at the workplace.

d) The union steward shall submit any complaints or recommendations from their colleague to the employer or, if the employer is unavailable, then to the employer's representative.

e) The union steward is entitled to time off to carry out their steward duties. Stewards shall carry out their duties in a manner that minimises the impact on production. Management must be informed of any absences as early as possible. In such cases, as when management summons the steward to discuss matters relating to employees or working conditions, the steward will receive their usual salary for the time they have spent away from work.

f) Stewards will be given time off without pay to take part in courses and other meetings in conjunction with their work as steward. The employer must receive notice of any such absence as early as possible.

g) Union steward substitutes who take the place of union stewards when they are unavailable, will work on the same terms and conditions as the union steward.

h) This union steward scheme may only be amended during collective bargaining.

4.3 The term of notice for board members, including the union steward, is as stipulated in this Agreement. However, board members shall also receive one month's additional salary. Grounds for dismissal must accompany any notice of dismissal, which shall only be carried out for a specified necessary reason. In the case of lack of work, the general conditions of notice applicable to ordinary flight attendants shall also apply to board members.

4.4 Should any dispute regarding dismissal of board members arise, it shall be submitted to a committee with one member from each party to this Agreement along with another member appointed jointly by the parties to this Agreement.

If the employer upholds the dismissal, in spite of the committee deciding against said employer, then the committee shall determine a compensation to be paid to the board member.

The amount of such compensation shall be determined based on the circumstances of the dismissal, but may, however, not exceed an amount equivalent to three months 'salary at grade 1 in the pay scale.

ART. 5 TEMPORARY WORKERS AND SUBSTITUTES

5.1 Anyone hired to carry out temporary work or to substitute an employee will be paid the same way as permanent employees at the salary grade they would have been allocated had they been hired for a permanent position.

5.2 Temporary employment is defined as work lasting no more than 6 months, except for time spent on training. If work carries on beyond this period it is to be considered ordinary employment with seniority and ordinary period of notice from the first day of work.

5.3 A substitute is defined as an employee covering for another named employee, who, owing to illness, childbirth or leave, is not at work. If the employment contract issued to the substitute does not specify whom the person is substituting, then the employment is to be considered ordinary employment with the ordinary period of notice from the first day of work.

ART. 6 TERMINATION OF EMPLOYMENT

6.1 The following periods of notice apply:

Duration of employment	**Employer's period of notice**
0 – 6 months	1 month

6 months – 3 years	3 months
3 – 6 years	4 months
6 – 9 years	5 months
Longer than 9 years	6 months

Any notice of termination of employment must be given early enough to ensure that the employee can leave the company within the period of notice determined by the duration of employment. The period of notice for employees shall always be at least one month. Employees and employer may agree on a period of probation lasting no longer than three months.

6.2 If an employee should fail to pass the tests, examinations or retraining necessary for their employment, then the employee may be laid off or choose to leave employment immediately.

6.3 If, on account of major changes to the company's production patterns, it becomes necessary to dismiss several employees who are members of Súlan, then the company has a duty to notify Súlan and must allow Súlan a period of at least two weeks to submit any observations regarding the intended dismissals before they are executed.

ART. 7 ILLNESS

7 The procedures in case of illness are governed by the provisions in the Faroese Salaried Employees Act.

During illness flight attendants shall receive the supplements they would have been entitled to had they been at work. The foregoing provision shall, however, not apply to Annex B.

ART. 8 CHILDBIRTH

8.1 Maternity and paternity leave are governed by the statutory provisions in force. If an employee with homebase in Denmark receives lower payments from the Danish maternity and paternity leave scheme, than they would have received from the equivalent Faroese scheme, then the company will pay the difference to the employee.

8.2 No supplements are paid during the period employees are on maternity or paternity leave.

8.3 Flight attendants returning from maternity or paternity leave will have the option to reduce their working hours to 50% for one year following their return to work from leave. During this period they shall work no more than twelve weekends.

8.4 When flight attendants are grounded in conjunction with childbirth and are placed in other roles, they will work according to the working time regulations governing that role. In addition to their usual basic wages, they shall they receive the supplements, which they would be entitled to if they were working as flight attendants. This provision does not apply to Annex B.

ART. 9 BEREAVEMENT ALLOWANCE

9.1 If employees, who are paid according to this Agreement, die while at work, their spouse or children under 18 for whose maintenance they were responsible, are entitled to salary according to the applicable period of notice, but minimum 3 months and maximum 6 months.

9.2 Bereavement allowance is determined as the average of the full salary paid over the last 12 months that the deceased worked full-time. Wages for the month when the employee passed away are not considered part of the bereavement allowance.

ART. 10 LEAVE OF ABSENCE

10.1 Employees may apply for unpaid leave, however, it is the company that will decide whether the applicant can be granted. During the leave of absence, which can be granted for up to one year, the employee's pay grade will be frozen.

10.2 If an application for leave of absence is granted, then the company and employee in question shall enter a separate agreement to be signed by both parties, which shall document the conditions and particulars agreed in conjunction with the leave.

ART. 11 HOLIDAYS

11.1 Employees with homebase in the Faroe Islands shall accrue and take their holidays pursuant to the provisions in the Faroese Parliamentary Act on Paid Holidays in force. Employees with homebase in Denmark shall accrue and take their holidays pursuant to the provisions in the Danish Holiday Act in force.

11.2 Flight attendants are entitled to purchase 5 days off per year. These days off must be in the period between 1st November and 1st March. The cost of each day off is 0.52% (1:194) of the flight attendant's annual salary (basic salary as per the pay schedule x 12). The employer stipulates in consultation with the flight attendant when these days off are to be taken.

11.3 Bidding for holidays during the period of 1st May to 30th September begins on 1st January and must end by 15th March. The allocation of holidays will be announced on 15th April.

11.4 Before the start of a holiday period of at least 7 days, employees will be scheduled to check out at their homebase by 18:00 at the latest, and after the holidays employees are scheduled to check in no earlier than 12:00.

ART. 12 PENSION AND LIFE INSURANCE

12.1 Flight attendants will receive a 15% pension from Atlantic Airways on permanent employment. Pension also accrues on block hour supplements .

12.2 Employees may also choose between taking out a life insurance of their choice (insurance and savings segment) or taking out capital savings in a bank (where it is also possible to take out insurances).

ART. 13 RULES ON TRAVEL AND DAILY ALLOWANCES

13.1 Employees will receive compensation for the additional expenditures that arise from being elsewhere than at their place of work, in accordance with Annex B. Daily and hourly allowances are calculated from when working time starts until it ends. If there is a break in working time at the place of work, the daily and hourly allowance calculation will stop, provided that there are over 3 hours between on-block and off-block. In addition, the company pays supplements for work-related driving and telephone expenses, as well as the cost of accommodation away from the workplace.

13.2 When overnight stays away from homebase are required, then the company shall pay for accommodation in a single rom with shower, toilet and telephone at a hotel or other type of guesthouse of a generally acceptable standard or in a suitable apartment (crew base).

SECTION 2: WORKING TIME

ART. 14 WORKING TIME ARRANGEMENTS

14.1 Employees are required to follow any guidelines issued by the aviation authorities to which the company refers on working time with any annexes, amendments or other additions that may arise owing to this Agreement.

14.2 As of 1st November 2020, the annual number of working days for each full-time flight attendant is: 365 days – 136 non-working days – 35 days holiday = 194 working days/standby days.

As of 1st November 2020, the annual number of working days for each full-time flight attendant is: 365 days – 136 days off – 35 days holiday = 194 working days/standby days.

Days off shall be spread evenly throughout the year, however, there shall be at least 10 non-working days in each calendar month. The company allocates non-working days with due consideration for production.

At least two non-working days must be consecutive, however, individual non-working days may be allocated in the schedule with the agreement of the flight attendant.

14.3 Full-time employees are entitled to 16 non-working weekends per year, including the weekends that fall during holiday periods, however, at least one weekend per month must be a non-working weekend.

A non-working weekend is defined as consecutive non-working days on either Friday-Saturday-Sunday or Saturday-Sunday-Monday.

Employees may submit requests for specific days off and specific flights. Such requests must be submitted at least 2 weeks before the schedule is circulated. The company decides how such requests are granted, but must take into account the employees ' wishes and aim for equal distribution amongst employees.

On the 15th of every month the company draws up a schedule detailing each employee's service for the duration of one month from the 15th of the following calendar month. The schedule shall also specify any courses, doctor's appointments, and similar engagements required for the employment.

Any changes to a working day shall be notified at least 48 hours before the employee is scheduled to work. Any changes after this shall be made in agreement with the employee. This, however, does not apply in case of force majeure.

Flight attendants can be scheduled to work for a maximum of 54 hours per 7 consecutive days (FTL). If employees wish to fly more, their wish may be granted.

14.4 For any day off lost, employees are paid compensation of DKK 1,800 or a compensation of DKK 900 plus a new day off, or two days, assigned by the company in agreement with the employee. In conjunction with exercises, courses, fog, force majeure or similar circumstances such days are compensated on the basis of the ratio 1:1 or payment of DKK 900.

14.5 Flight attendants who carry out line training will receive 1st supplement for that flight. Flight attendants who carry out line check will receive a supplement of DKK 300 for each leg. A supplement of DKK 300 is paid for leading UMs on land.

14.6 In case of air traffic disruptions caused by force majeure (such as weather) lost days off, which are lost up to 2 days after traffic resumes, are compensated with a ratio of 1:1.

14.7 Employees may apply for reduced working time. If a request for reduced working time is granted, then working time, salary and other benefits will be adjusted according to the employment fraction. The company must notify Súlan of any employee working reduced time and of their employment fraction.

SECTION 3: SALARY

ART. 15 SALARY

15.1 Employees receive a monthly salary pursuant to Annex A.

15.2 Monthly salary pursuant to Annex A shall be paid into employees 'accounts on the penultimate business day of each month. Daily and hourly allowances and other allowances and supplements will be paid at the same time, calculated from the 20th of the previous month up to the 19th of the month when salaries are paid.

15.3 Any pay rises accruing from an increase in seniority will be calculated from the 1st of the following month.

15.4 Based on the company's needs management may, in consultation with the employee, decide that an employee who has turned 60 years old may continue, pursuant to special agreement and special terms and conditions, including continuing to fly full time until that employee turns 65 years old.

SECTION 4: FREELANCE FLIGHT ATTENDANTS

ART. 16 FREELANCE AGREEMENTS

16.1 Agreements are entered with freelance flight attendants so that the flight attendant in question is ready to fly for the airline as per agreement, particularly during peak seasons, weekends, bank holidays and vacation periods.

16.2 Such agreements may be terminated by either of the parties with 1 month's notice by the last day of a calendar month. Such agreements are terminated if the freelance flight attendant's certificates are not valid. If a flight attendant has not flown for 6 months, then the agreement will lapse without notice, unless expressly agreed otherwise in writing.

ART. 17 GENERAL WORKING TIME PROVISIONS

17.1 Year-round freelance flight attendants must, by the 8th of each month, notify OPS/scheduling of which days/weekends they are available to work in the following calendar month.

17.2 Year-round freelance flight attendants must notify the company by the 1st May of each year of which 8 weeks they are available to fly during the summer season from 15th June to 15th August.

During the above-mentioned 8-week summer period year-round freelance flight attendants must fly according to the schedule allocated without the option to request any changes.

17.3 Should a year-round freelance flight attendant under special circumstances and for a special reason request minor changes during the 8-week summer period mentioned above, such a request will only be granted if this does not hinder operations. Any requests for such changes must, under all circumstances, be granted and agreed well in advance and always before the schedule is published.

ART. 18 PLACE OF WORK

When a freelance agreement is entered it shall stipulate the freelance flight attendant's place of work. A change in place of work (homebase) may be stipulated with 30 day's notice to meet the company's needs. Any postings are agreed if and when the need arises. Should a freelance flight attendant wish to request a change of place of work, such request may only be submitted in writing and requires the approval of the Cabin Crew Manager or HR department.

ART. 19 COURSES AND MAINTENANCE OF CERTIFICATES

19.1 Freelance flight attendants are required to take part in all mandatory and necessary courses in order to keep their certificates up to date. The company shall give notice of when these necessary courses are scheduled to take place.

19.2 The company shall pay for the cost of the course, stay and travel both ways between the place of work and course location. While the course is being taught, freelance flight attendants are entitled to DKK 120 per hour, in addition to the company paying for accommodation.

ART. 20 WORKING TIME

Freelance flight attendant have no guarantee of working days and are not in permanent (full-time or part-time) employment, and they are only covered by the provisions in Section 4 of this Agreement.

Work is carried out according to the working time rules and regulations stipulated by the aviation authorities at any given time.

ART. 21 WAGES AND SUPPLEMENTS

21.1 As of 1st November 2024 freelance flight attendants are paid a fixed daily sum of DKK 345.42 for each day of work and from **1st November 2025** DKK 358.79. In addition, from 1st November 2024**,** DKK 189.86 for each hour from off-block to on-block, and from **1st November 2025** DKK 197.21, turnaround is not included. The total amount for one day may, however, not fall below DKK 1000. Wages are not paid during illness or other absence.

21.2 In cases when flight attendants in service/flight experience especially long waits linked to disruptions to air traffic owing to weather or technical issues, DKK 120 per hour are paid.

21.3 If freelance flight attendants are assigned to standby duty away from their homebase, the fixed daily sum will not be paid, but rather DKK 120 for each hour of assigned standby duty. Under such circumstances away from homebase daily allowances will be paid according to the tariffs in force.

21.4 If flight attendants come in to work, but there is no flying, they will receive DKK 300 as well as DKK 120 for each hour of waiting. Before such payments are disbursed, they must in each individual case be explained in detail.

21.5 Year-round flight attendants who on a concrete flight act as CC, shall from 1st November 2024 receive a CC supplement of DKK 44.57 for each block hour and from 1st November 2025 DKK 46.29.

21.6 Salaries, supplements and allowances are paid monthly in arrears. Daily allowances and holiday pay are paid pursuant to the rules and regulations in force.

21.7 Members of Súlan will receive an annual supplement of up to DKK 6000 for shoes, gloves, boots, stockings, make-up, cream, nail varnish, nail treatments, hairbands, hair spray, hair wax, perfume, hair grips and shorts. Proof of purchase shall be submitted to bookkeeping. For members who are not year-round freelance flight attendants this supplement is DKK 3000.

21.8 The telephone supplement is DKK 200 per month. If there are special reasons for unusually high telephone expenses, a detailed and reasoned request for reimbursement may be submitted.

21.9 Freelance flight attendants are insured pursuant to statutory insurance requirements and full-time accident insurance.

21.10 For freelance flight attendants the company pays a 7% pension contribution.

SECTION 5: ORGANISATION

ART. 22 COOPERATION MEETINGS

22.1 Cooperation meetings will take place every quarter between aviation management and representatives of Súlan. During these meetings relevant matters will be discussed, such as scheduling, including for those working reduced hours.

22.2 Súlan's representative will be scheduled to attend cooperation meetings and will therefore not lose any salary.

ART. 23 WORK STOPPAGE

23.1 The parties acknowledge each other's right to declare and implement work stoppages according to the provisions in Art. 23.2 to 23.6.

23.2 Any notification of work stoppage, including solidarity work stoppage, must be sent in writing and submitted to the counterpart at least 14 days before work is due to stop.

23.3 Any notification pursuant to the provisions in Art. 23.2 must detail the type of work stoppage and its scope.

23.4 Work stoppage cannot be notified or implement while this Agreement is in force or – if the Agreement is no longer in force – as long as the negotiations for a new Agreement have not ended. Negotiations have not ended until the Conciliation Board has processed the matter pursuant to the rules and regulations stipulated in Parliamentary Act No. 39, dated 13th May 2013, on the Conciliation Board with subsequent amendments, and the conciliation board process has ended.

23.5 Once the work stoppage has been called off, each flight attendant shall resume work where they were working immediately before the dispute, and both parties have a duty to contribute to a return to ordinary and harmonious working relations.

23.6 Work stoppages do not apply to:

- flight attendants who are not covered by this Agreement,
- flight attendants who are covered by this Agreement, but whose labour is needed in relation to patient transport,
- flight attendants who pursuant to agreement between Súlan and Føroya Arbeiðsgevarafelag are not to take part in a work stoppage.

ART. 24 CONCILIATION BOARD

24.1 If the parties fail to reach a new Agreement, the parties agree that the Conciliation Board, as established in Parliamentary Act No. 39 dated 13th May 2013, on the Conciliation Board with subsequent amendments, shall be competent to handle the matter.

24.2 The parties undertake to abide by the rules and regulations stipulated in the Act mentioned in 24.1.

ART. 25 VALIDITY AND ENTRY INTO FORCE

25.1 This Agreement is valid from 1st November 2024, and may be terminated by either party with 3 months ʾnotice by a 1st of November, but not before 1st November 2026.

25.2 Event though this Agreement has been terminated and the deadline for renewal has lapsed, this Agreement shall remain in force until a new agreement is approved or work stoppage called pursuant to the provisions in Art. 23.

Tórshavn 4th November 2024.

On behalf of Føroya Arbeiðsgevarafelag	**On behalf of Súlan**
	Sára Eysturoy, Chair
Kristoffur Laksá, Lead Negotiator	Jónas Mikkelsen, Vice chair
	Dís í Dali Jespersen, Board Member/Secretary

ANNEX A - SALARY SCHEME

PAY SCALE APPLICABLE FROM 1ST NOVEMBER 2024

Grade	Monthly salary from 1st Nov. 2024
1	22,419.90
2	23,209.20
3	24,000.78
4	24,475.96
5	24,951.15
6	25,425.18
7	25,901.51
8	26,374.39
9	26,848.42
10	27,322.45
11	27,797.65
12	28,273.97
13	28,589.23
14	28,906.78
15	29,222.03
16	29,538.44
17	29,856.01

18	30,172.41
19	30,489.04
20	30,812.17
21	31,122.17
The cabin crew manager supplement is DKK 2086.40 per month	
Supplement per block hour DKK 40.28 **Additional supplement for cabin crew managers per block hour DKK 11.53** **The cabin crew manager on the flight will in addition receive DKK 29.88 per block hour**	

PAY SCALE APPLICABLE FROM 1ST NOVEMBER 2025

Grade	Monthly salary from 1st Nov. 2025
1	23,287.55
2	24,107,39
3	24,929.61
4	25,423.18
5	25,916.76
6	26,409.13

7	26,903.90
8	27,395.08
9	27,887.46
10	28,379.83
11	28,873.42
12	29,368.18
13	29,695.63
14	30,025.47
15	30,352.93
16	30,681.58
17	31,011.44
18	31,340.08
19	31,668.96
20	32,004.60
21	32,326.60

The cabin crew manager supplement is DKK 2167.14 per month

Supplement per block hour DKK 41.84

Additional supplement for cabin crew managers per block hour DKK 11.98

The cabin crew manager on the flight will in addition receive DKK 31.04 per block hour

ANNEX B

DAILY AND HOURLY ALLOWANCES

Days	Hours		DKK
	0	3	0
	3	9	277
1	9	24	530
	24	33	783
2	33	48	1.036
	48	57	1.289
3	57	72	1.542
	72	81	1.795
4	81	96	2.048
	96	105	2.301
5	105	120	2.554
	120	129	2.807
6	129	144	3.060
	144	153	3.313
7	153	168	3.566
	168	177	3.819
8	177	192	4.072
	192	201	4.325
9	201	216	4.578
	216	225	4.831
10	225	240	5.084
	240	249	5.337
11	249	264	5.590
	264	273	5.843
12	273	288	6.096

ANNEX C

POSTING AND TEMPORARY BASE

Posting and temporary base

Art. 1 **Posting** is a work-related absence from homebase lasting longer than 5 days and nights. During posting work is carried out according to Sub.Part. Q.

Employees 'ordinary non-working days, which are part of the posting period will, unless they were taken during the posting, be taken when employees return home after posting.

The terms and conditions of each posting, including financial terms (accommodation, communication, etc.) and any potential special qualifications required, and from which homebases/temporary bases the posting will be from, will, in general, be stipulated and notified with 14 days ' notice (this is generally applicable in case of postings lasting longer than 10 days).

The base salary during posting will be determined by Annex B to this Agreement. Any voluntary posting will be offered according to a bidding list approved by Atlantic Airways. When a posting has ended, the posted employee will be placed at the bottom of the bidding list.

Art.2 **Temporary base** is defined as a base other than the one stipulated in the employment contract.

Any work at a temporary base is carried out according to Sub.Part. Q. Work at a temporary base cannot exceed 2 months (60 days), unless otherwise agreed.

Any ordinary non-working days that come around during the posting period will, unless they were taken during the posting, be taken when employees return home after the base change.

The terms and conditions for each temporary base, including financial terms (accommodation, communication, etc.), any potential special qualifications required, and from which homebases there is a wish to or possibility to apply for a temporary base change from will, in general, be stipulated and notified with 14 days 'notice.

The base salary at a temporary base is determined by Annex B to this Agreement. In addition to a pay of DKK 3,000 per month calculated pro rata per number of days at the temporary base.

Any voluntary temporary base change will be offered according to a bidding list approved by Atlantic Airways. Employees who are already posted or are temporarily based at the base in question will be prioritised. Once a temporary base change period has ended, the employee will be placed at the bottom of the bidding list.

If nobody volunteers to change base according to the stipulated terms and conditions, it will be offered to free-lancers. Fixed-term recruitment can be agreed with a temporary base.

ANNEX D

OVERVIEW OF INSURANCES COVERING PERMANENT EMPLOYEES OF ATLANTIC AIRWAYS:

1. Statutory Industrial Injury Insurance.

2. Full-time Industrial Accident Insurance up to DKK 1.5 million.

3. Group Life Insurance with Lív:

Lump sum on death:	Under 51 years:	DKK 400,000
	51-60 years:	DKK 250,000
	61-67 year:	DKK 100,000

4. Group Life Insurance with Betri Pensjón

Lump sum on death: DKK 250,000

This insurance is valid up to the age of 67

5. This Insurance is linked to a Critical Illness Insurance

Lump sum if critical illness is confirmed:

This insurance is valid up to the age of 60: DKK 100,000

Lump sum for children aged 6 months to 18 years: DKK 60,000

Atlantic Airways will keep Súlan informed of the at any time applicable terms and conditions of the critical illness insurance.

From 1st March 2011, the contributions to Betri Pensjón and Lív will be added to the salary of all employees, who are included in these insurances. These payments will subsequently be taken off salaries in the form of deductions. This procedure ensures that employees pay tax on the contributions, so as to prevent the taxation of any payments received.

Current contributions:

Betri Pensjón for persons under 60 years of age, monthly:	DKK, 116.37
Betri Pensjón for persons aged 60 or older, monthly:	DKK 46.00
Lív monthly	DKK 22.00

6. Health insurance

The company shall take out, pay and maintain a health insurance (Mølholm Forsikring) applicable from 15th January 2020 (currently Mølholm Forsikring).