

Letter of Agreement between:

Norwegian Air Resources Ltd ("NAR")

And

Association of Flight Attendants ("AFA")

Dated: August 14th, 2020

Preamble

1. This agreement is an in-principle position by the parties with a view to preserving the roles and skills of the Employees as far as possible despite significant economic challenges, and to minimise the need for permanent layoff.

Agreement

1. **Medical Insurance Benefits** - Norwegian will provide medical insurance benefits to the crew who elect to receive Company medical insurance by payment of 70% of the cost of medical insurance, and the employee shall pay the remaining cost of the plans.
2. **Furlough Period** - The furlough period originally ending on March 22nd, 2022 may be extended until March 22nd, 2023. This will be discussed between NAR & AFA no later than Q4 2021 and may be further extended with mutual agreement.
3. **Access to Company systems** - Crew will regain access to their Norwegian e-mail, Workplace, Red Nose, and other internal Norwegian resources expected by September 1st, 2020.
4. **Travel Benefits** – Company Policy states, *"If the leave of absence is instigated at the request of Norwegian in connection with temporary production reductions – e.g. when crew are requested to take leave due to a temporary surplus of crew during winter production – employees will retain access to ID standby limited to a maximum of 6 months. After 6 months the access to ID standby will be removed."* Considering the suspension of US flights, the company agrees that the 6-month period will commence once US operations resume.
5. **Accrued and Unused Vacation Payout** – The company agrees to pay out accrued and unused vacation for all crew members paid at the rate indicated in the CBA effective April 1st, 2020. The payout will be made by December 31, 2020 unless required earlier by state law.



Valentin Lorien

Signed on behalf of AFA

Fort Lauderdale, August 17th, 2020



Frode Berg

Signed on behalf of NAR

Oslo, August 17th 2020