

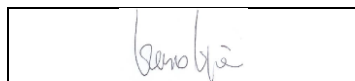
# APPENDIX 1

## AMSTERDAM CABIN CREW PAY AND BENEFITS

V2.0 Version Date 1<sup>st</sup> April 2018 valid until 31/3/2020

**easyJet**

Authorised Contract  
Signatory:

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The Employee  
Signature:

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## easyJet Cabin Crew Pay and Benefits, Amsterdam base

Effective 01/04/2018 and valid until 31/03/2020

### Annual basic pay

The annual basic pay is paid in 12 monthly instalments, as per the below table.

Rank	From 01/04/2018 to 31/03/2019	From 01/04/2019 To 31/03/2020
Flight Attendant (under 22)	€17,500 gross	€17,780 gross
Flight Attendant (Year One) <i>(Initial 12 months from start date)</i>	€ 18,500	€ 18,795 gross
Flight Attendant <i>(After 12 months from start date)</i>	€ 19,500 gross	€ 19,812 gross
Cabin Manager (Year One) <i>(Initial 12 months from start date / promotion)</i>	€ 20,880 gross	€ 21,214 gross
Cabin Manager <i>(after 12 months from start date / promotion)</i>	€ 22,156 gross	€ 22,510 gross

### Sector pay


Sector payments are made for the sectors flown as a crew member. Sector pay factoring is based on the sector length, as follows.

- Short Sector ( up to 400 nm or less) = 0.8 x Nominal Sector
- Medium Sector (401 nm – 1000 nm) = 1.2 x Nominal Sector
- Long Sector (1001 nm or more) = 1.5 x Nominal Sector
- Extra Long Sector ( $\geq 1501$ nm ) = 2.5 x Nominal Sector

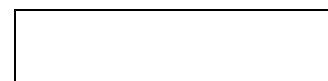
Nominal sector rates are set as per the below table.

Rank	Gross amount Year 1 01/04/2018 to 31/03/2019	Gross Amount Year 2 01/04/2019 to 31/03/2020
First Year Cabin Crew <i>(Initial 12 months from start date)</i>	€ 12,50 gross	€12.70
Cabin Crew <i>(After 12 months from start date)</i>	€ 12,50 gross	€12.70

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First Year Cabin Manager ( <i>Initial 12 months from start date / promotion</i> )	€ 18,75 gross	€19.05
Cabin Manager ( <i>after 12 months from start date / promotion</i> )	€ 18,75 gross	€19.05

### Positioning

Sector pay is also paid for positioning, but not for positioning related with initial training and it is calculated upon the total length of the journey.

### Airport stand-by

When on airport stand-by, the Cabin Crew must be available in the Airport and ensure that they are reachable at all times, by landline or by mobile phone. When on Airport stand-by duties, the following payments apply:

All ranks	Duration	Payment
If called to fly	00:00-3:59 hrs	only sectors flown
	4:00+ hrs	1 nominal sector + sectors flown
If not called to fly	00:00-06:59 hrs	1 nominal sector
	07:00+ hrs	2 nominal sectors

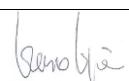
### Home stand-by

When called from home stand-by duty, the cabin crew is required to report to work as soon as possible, no later than ninety minutes after being contacted. The cabin crew will not be entitled to any variable payment when on home stand-by, apart from the sectors actually flown.

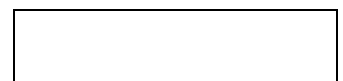
### Ground training duties

Cabin crew will not receive any variable pay for ground training duties (e.g. initial training, recurrent training, etc.)

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## Night-stop Allowance

Cabin Crew will receive an allowance per night of € 35.00 gross, in case of overnight rest away from base between all types of duties (included training, apart from initial training).

From 1<sup>st</sup> April 2019 – 31 March 2020 the allowance will rise to € 35.56.

## Work into Day-Off payment

If disruption occurs on the day of operation and a cabin crew member is required to work past midnight into a planned day off, the day-off will not be paid back, but the cabin crew will be compensated with a payment in accordance with the table below.

Cabin crew will nevertheless still only be expected to work beyond midnight up to 01.30 local time, including debrief allowance, and only in order to complete the rostered duty should disruption or delay occur on the day of operation.

A cabin crew member is not obliged to work beyond 01:30 local time, including debriefing allowance, but is expected to agree if reasonably practicable.

Rank	Gross amount
First Year Cabin Crew <i>(Initial 12 months from start date)</i>	€ 100,00 gross
Cabin Crew <i>(After 12 months from start date)</i>	€ 100,00 gross
First Year Cabin Manager <i>(Initial 12 months from start date / promotion)</i>	€ 110,00 gross
Cabin Manager <i>(after 12 months from start date / promotion)</i>	€ 110,00 gross


## In-flight commissions

Cabin crew are eligible for commissions' payments arising from the on-board sales.

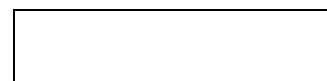
These payments are not guaranteed and will depend on the contract in force between easyJet and the external catering company. The rate at which commission will be paid may vary according to type of product, promotions and base sales targets and levels achieved. Easyjet Kiosk sales commissions are currently paid at a rate of 10% of on-board sales divided amongst the operating crew.

The company will make deductions from the commissions where discrepancies in the cash balance or stock level occurs

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## Language payment

The language payment is an annual amount paid in 12 monthly instalments to fluent speakers of one or more of easyJet recognised languages (a language of a country to which easyJet operates, plus Dutch sign language). It is subject to a Language Test if the cabin crew is not mother tongue.

The payment is dependent on the number of recognized languages fluently spoken in addition to English and Dutch, as follows:

1 additional language	€ 350 gross per year
2 additional languages	€ 400 gross per year
3 or more additional languages	€ 450 gross per year

## Annual leave

The leave year runs from the 1st of April to the 31st of March of the following year, as per easyJet network rules. The annual leave entitlement for a full-time cabin crew is 28 days per year.

For each day of annual leave, the cabin crew is entitled to a pay supplement which covers the loss of variable pay. This is calculated based on Dutch statutory requirements


## Holiday Allowance

This is a statutory payment based on the actual salary received in the previously 12 months. It is calculated and paid exclusively with exclusive reference with Dutch legal requirements.

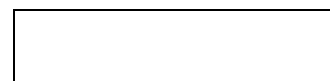
The following variable components will be included in the calculation of the holiday allowance:

- Annual basic pay
- Nominal sector pay
- Positioning pay
- Airport stand by
- Office duty
- In flight commission
- Language payment

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## Bonus

easyJet operates non-contractual discretionary bonus schemes for its people. The bonus scheme is subject to the easyJet Bonus Scheme Rules published for each financial year.

The bonus is paid in December, based on company financial performance and base KPI's. The on-target value of the bonus is equal to two weeks of basic pay – based on actual basic pay earned in the easyJet financial year (1st October to 30th September)

To be eligible, Cabin crew must have completed 3 months of service between the 1st of October and the 30th of September the following year.

In the event of poor individual performance the bonus will not be paid.

## Up-ranking

Only during the period of up-ranking, the cabin crew (FA) who are qualified to operate as "Cabin manager Up-Rankers" will receive a payment of € 15 gross for every sector operated as up-ranker.

## Car parking

Access to staff car parks at base will be provided free of charge. All car parking is provided on a "privilege and not a right" basis and may be removed at any time.

## Uniform

The cabin crew uniform is provided solely for the period of employment and remains the property of easyJet. The Cabin crew is required to maintain the uniform in good conditions and to comply with easyJet uniform standards.

## Pension

easyJet and VNC will be working together in the next months (April – June) to set up a suitable pension scheme. The budget for the employer contribution is 5% (above Government offset and up to basic salary contribution.)


The details of the pension scheme will be established in joint collaboration and agreement between easyJet and will be made part of the CLA

## Sickness Benefits

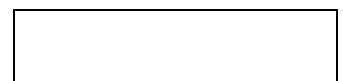
Cabin crew paid 100% up to one month, with 70% for subsequent months, up to a total of 24 months (based on last 3 months average salary).

## Office Duties, Works Council Duties, UNN Duties

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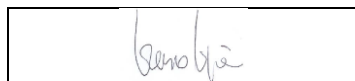


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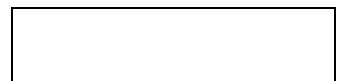


Employees will receive a payment of 3.5 nominal sectors per day for any of the above assigned duties or the pro rata amount, i.e. OFC4, UNN4, PICO4

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