

1. Remuneration overview:

Flight Attendant					
Pay grade	Basic pay	Hazard bonus	Night work bonus	Sunday/national holiday	Basic salary
1	12.805 SEK	1.023 SEK	640 SEK	1.280 SEK	15.748 SEK
2	12.805 SEK	1.023 SEK	640 SEK	1.280 SEK	15.748 SEK
3	12.805 SEK	1.023 SEK	640 SEK	1.280 SEK	15.748 SEK
4	13.018 SEK	1.040 SEK	651 SEK	1.302 SEK	16.011 SEK
5	13.018 SEK	1.040 SEK	651 SEK	1.302 SEK	16.011 SEK
6	13.018 SEK	1.040 SEK	651 SEK	1.302 SEK	16.011 SEK
7	13.659 SEK	1.091 SEK	683 SEK	1.366 SEK	16.799 SEK

2. Time Relevant for payment

Classification	Remuneration per hour flight duty period (month)		
	Level 1 Up to 70 hours	Level 2 Over 70 hours, up to 110 Hours	Level 3 Over 110 Hours
Purser	74 SEK	147 SEK	221 SEK
Flight Attendant	53 SEK	105 SEK	158 SEK

Classification	Remuneration per hour additional duty time (month)		
	Level 1 Up to 70 hours	Level 2 Over 70 hours, up to 110 Hours	Level 3 Over 110 Hours
Purser	23 SEK	46 SEK	69 SEK
Flight Attendant	19 SEK	38 SEK	57 SEK

3. Service obligation:

	JAN	FEB	MAR	APR		MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Service obligation:	80 %	80 %	80 %	100 %		100 %	100 %	100 %	100 %	100 %	100 %	80 %	80 %
Remuneration*	92 %	92 %	92 %	92 %		92 %	92 %	92 %	92 %	92 %	92 %	92 %	92 %

+ Additional **expenditure on the cost of meals**

2,75 € for every hour of absence from your homebase

+ Additional **variable pay** per duty hour

+ commission of 12% of the gross sales revenues achieved on the respective flight for sales made on board