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Norwegian regrets to inform that the pilot strike continues

Norwegian has during mediation presented an offer that will give the Scandinavian pilots job security, a job guarantee for three years, keep their salaries and, not least, have a connection with the mother company. It is therefore extremely disappointing that it was not possible to reach an agreement with Norwegian Pilot Union and Parat at the state mediator's office. This means that sadly, the strike will continue.

Norwegian apologizes to everyone concerned that the pilot strike in Norwegian continues. The mediation at the national mediator's office was unsuccessful after many hours of negotiations on Friday and Saturday morning. Norwegian has a strong wish to end the strike; the company has therefore stretched as far as possible in order to end the strike and create amity within the company. Norwegian has presented assurances to NPU on key points, including a job guarantee and job security, as well as a connection to the company.

New meetings were not scheduled following the end of mediation on Saturday morning, but NPU did receive a final offer via email on Saturday morning. NPU has been urged to consider the offer and meet again for negotiations. This is what the pilots in Norwegian Air Norway (NAN) have been offered:

- A guarantee of employment for three years for all pilots in Scandinavia (i.e. a guarantee against downsizing in the pilot companies)
- Group seniority for all B737 pilots (shprt haul)
- Solid career opportunities, also on the long-haul flights (B787)

- Unchanged salaries (average salary for a captain, approx. 1.1 million NOK per year before insurance and pensions, first officers approx. 740,000 NOK per year before insurance and pensions)
- A minimum of 184 days off per year (almost the same as today)
- Pension: The highest rate on contributory pension (innskuddspensjon), including benefit pension scheme (ytelsespensjon) for those who have ten years or less left until retirement
- A Loss of License insurance of 40G; a tax-free payment of approximately 3.5 million NOK
- Joint negotiation for the Norwegian, Swedish and Danish pilots

Norwegian lost 1.6 billion NOK in 2014. The company has since October 2014 been in discussions with NPU and Parat to jointly identify cost savings and efficiency, without success.

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Norwegian Air Shuttle ASA, commercially branded “Norwegian”, is a low-cost airline listed on the Oslo Stock Exchange. Norwegian is the second largest airline in Scandinavia and third largest low cost carrier in Europe. The company reported its highest ever passenger figures in a single year with almost 24 million passengers in 2014. Norwegian has a route portfolio that stretches across Europe into North Africa and the Middle East, as well as long-haul flights to the US and Southeast Asia. The company has a total of 424 routes to 130 destinations and employs approximately 4,500 people in Norway, Sweden, Denmark, Finland, Estonia, UK, Spain and Thailand. The company has 258 undelivered aircraft on firm order. Norwegian was founded in 1993 and its headquarter is in Fornebu, Norway. Norwegian offers better leg room than most competitors, in-flight WiFi on short haul, world-class punctuality and a fleet of 96 aircraft with an average age of only four years. In 2013 and 2014, Norwegian was voted Europe’s best low-cost carrier of the year by the renowned SkyTrax World Airline Awards. In 2014, Norwegian also won three prizes at the prestigious Passenger Choice Awards for Best Airline

in Europe, Best Inflight Connectivity & Communications and Best Single Achievement in Passenger Experience for its moving map on the 787 Dreamliners. In addition, Norwegian was awarded Europe's best low-cost airline by AirlineRatings.com for the second year running.

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