

Implementation provisions for the salary models for CLA ground personnel with technical functions

between
**KFMV Schweiz,
VPOD and
SEV-GATA**
(hereinafter 'the Associations')

and

Swiss International Air Lines Ltd.
P.O. Box, CH-8058 Zurich Airport
(hereinafter 'SWISS')

*This document is a translation of the original German text.
In all matters of interpretation, the original German shall prevail.*

1. Introductory remarks

To ensure that due and full regard is paid to changed and changing employment market conditions, salary models have been developed at SWISS for certain functions and function groups. These salary models have now been reviewed and revised as and where appropriate.

These salary models present the theoretical development of the basic monthly salary of the employees concerned using statistical bands and based on their years of experience. The models also consider and accommodate the levels of basic and further training required for the function(s) concerned.

Training: The training requirements specified in the relevant function description upon assumption of the function concerned determine the corresponding salary model path:

- PC: professional training completed
- BC: basic/further training up to the level of Bachelor's degree (or equivalent) completed
- MC: basic/further training up to the level of Master's degree (or equivalent) completed.

Years of experience: The employee's years of experience are determined by their years of service to date in the function concerned, plus (if applicable) the number of further years of relevant prior professional experience credited to them on assumption of their present function.

For functions that are subject to this agreement, each year of relevant prior professional experience (be it in a licensed or an unlicensed capacity) will be credited using a factor of 0.5. Should a lower factor than this be used for plausible and technically substantiated reasons for such crediting purposes, this shall be communicated to all further contractual parties in an appropriate manner and in full compliance with all data protection law provisions.

Sample calculations:

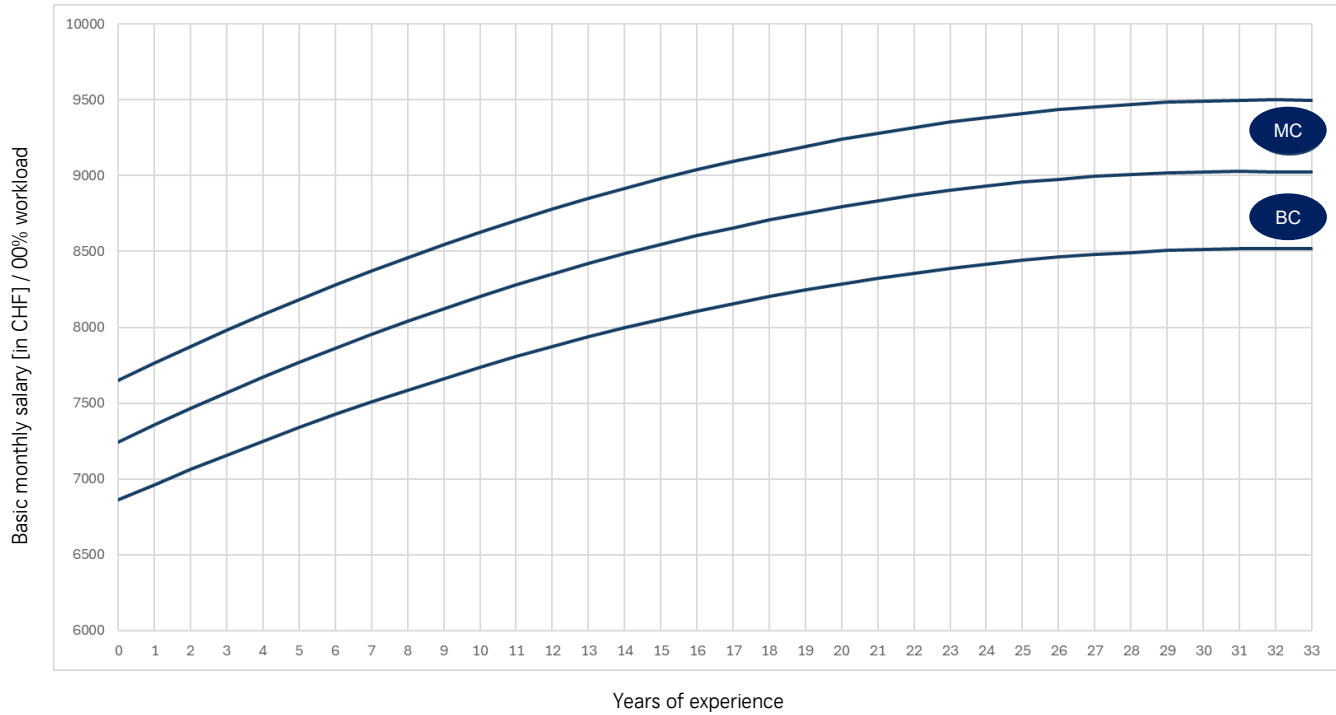
- If an employee assumes their function immediately after completing the corresponding training, no years of prior professional experience will be credited for their salary classification.
- If an employee assumes their function after accumulating 10 years of experience in the same or a related professional field (or fields), 10 years of prior professional experience will be credited for their salary classification.

Any functions not explicitly listed below are not subject to the salary model presented in this document.

2. Business administration functions

The following business administration functions within Swiss Technics are subject to the salary model:

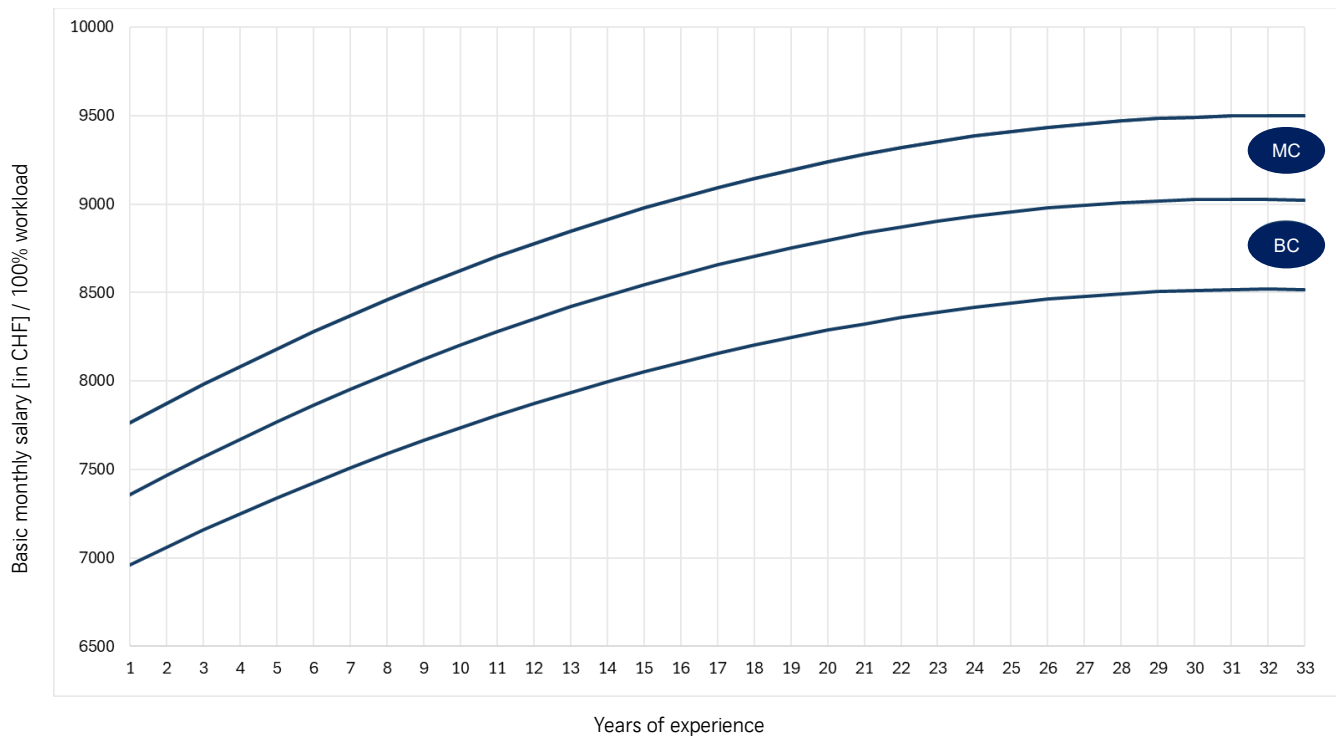
- Business Analyst



3. Engineering functions

The following engineering functions within Swiss Technics are subject to the salary model:

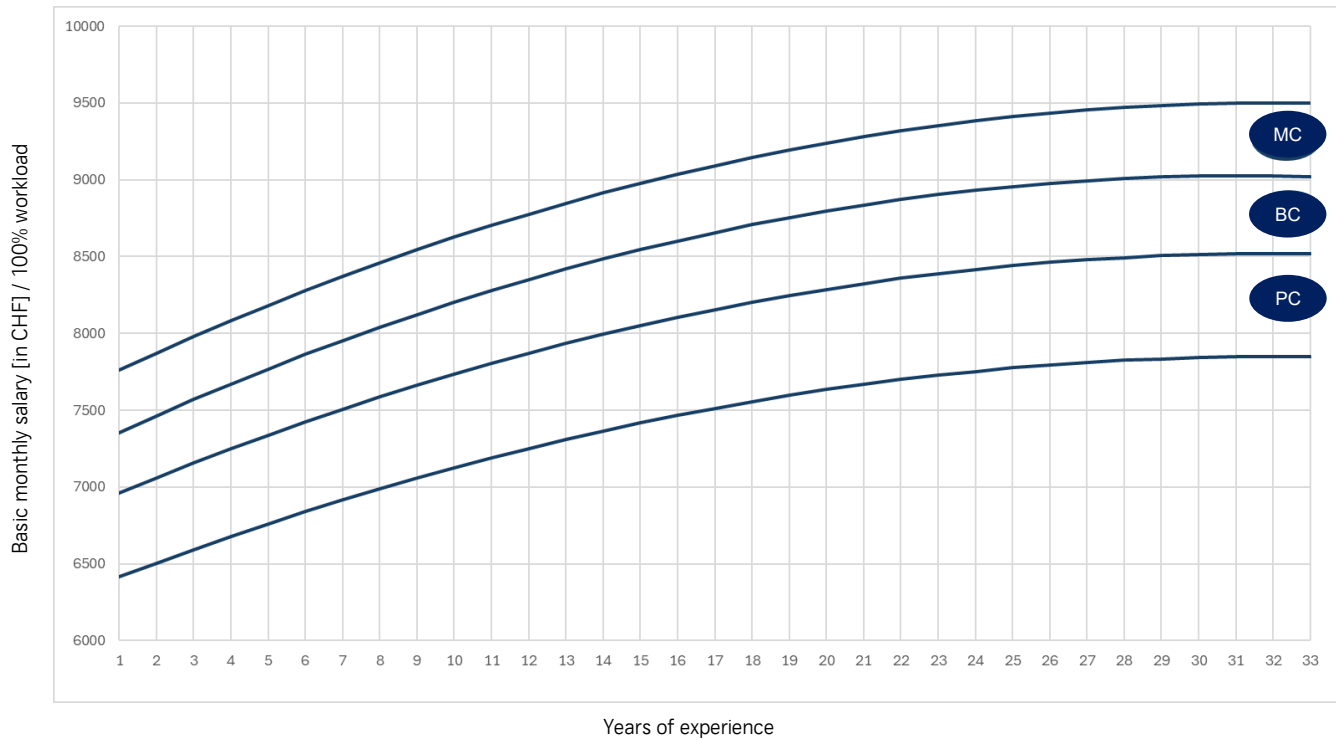
- Aircraft Systems Engineer
- Aircraft Transition Engineer
- AMOS Process Analyst
- Continuing Airworthiness Engineer
- Data Analytics Engineer
- Engine Type Engineer
- Fleet Engineer



4. Planning functions

The following planning functions within Swiss Technics are subject to the salary model:

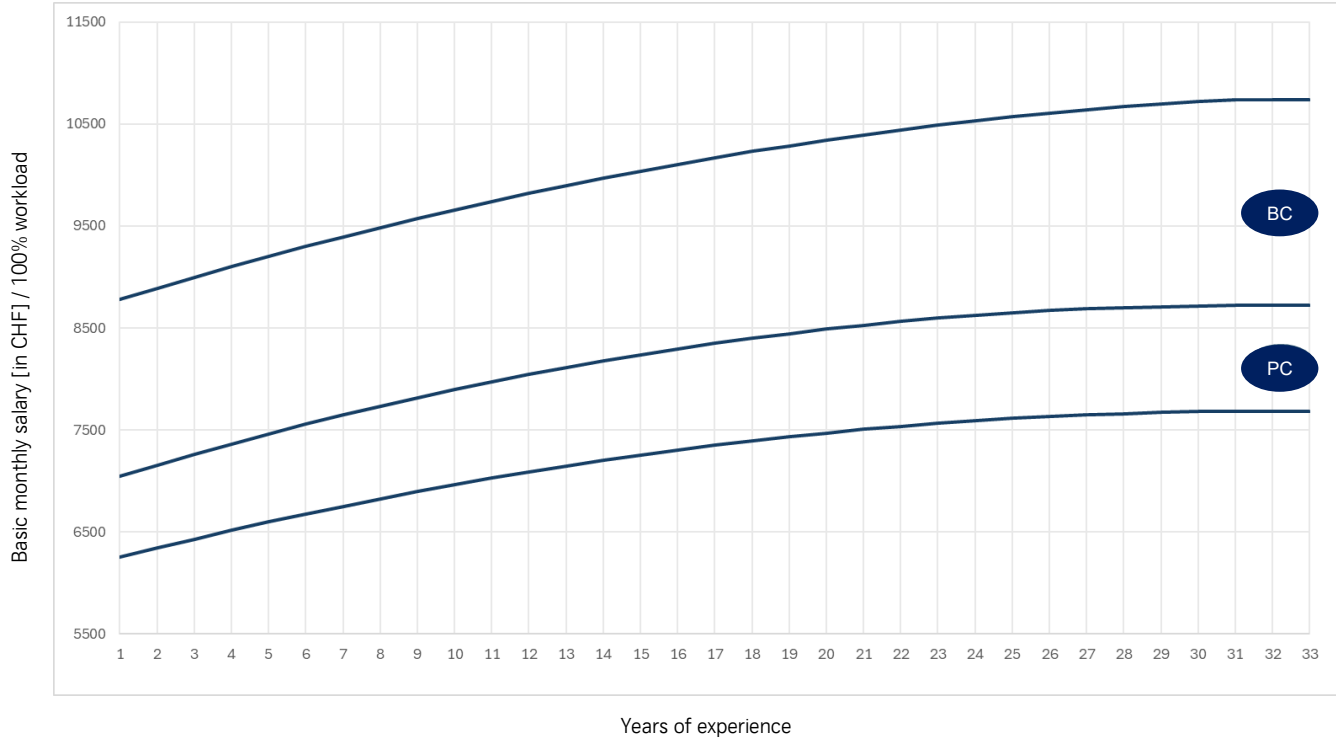
- Longterm Planing Engineer
- Midterm Planing Engineer
- Shortterm Planing Engineer
- Technical Operation Coordinator
- Maintenance Concept Engineer



5. Technic IT functions

The following technic IT functions within Swiss Technics are subject to the salary model:

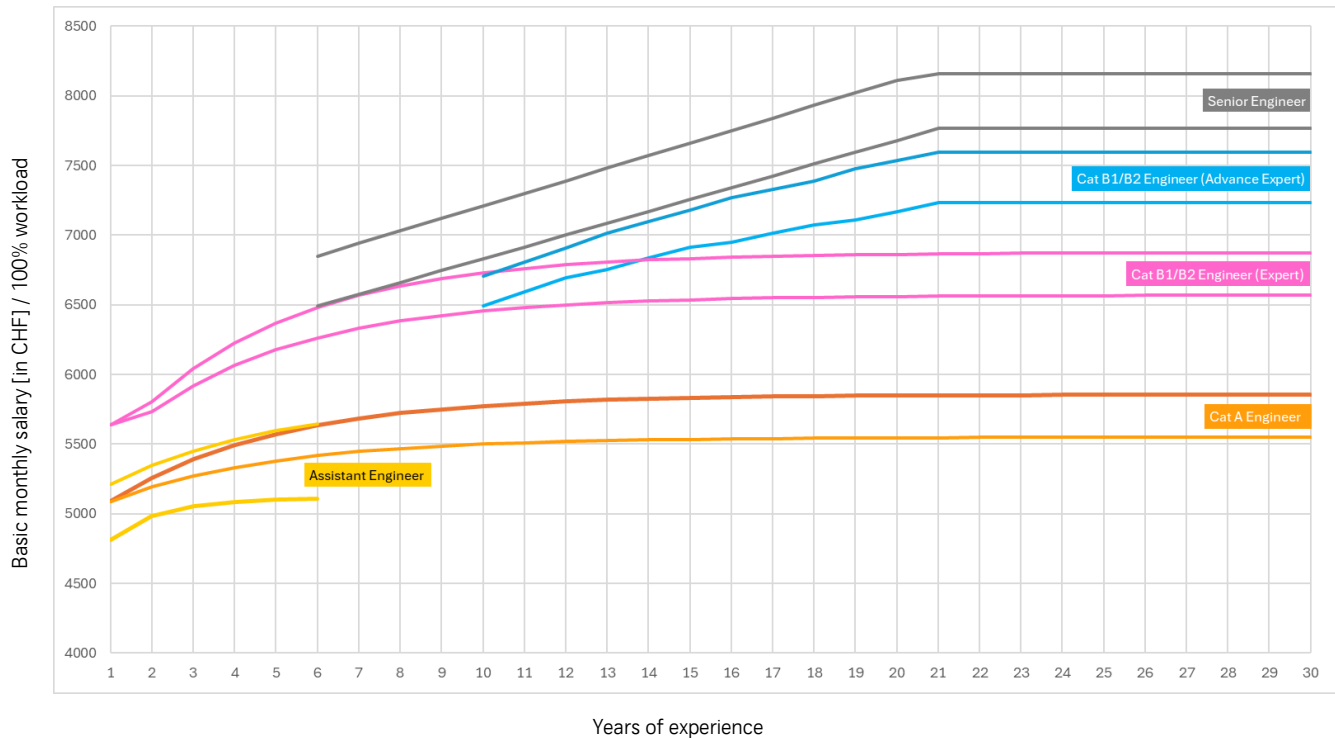
- Application Administrator & Supporter
- Application and Hardware Administrator
- Application Business Analyst



6. Production functions

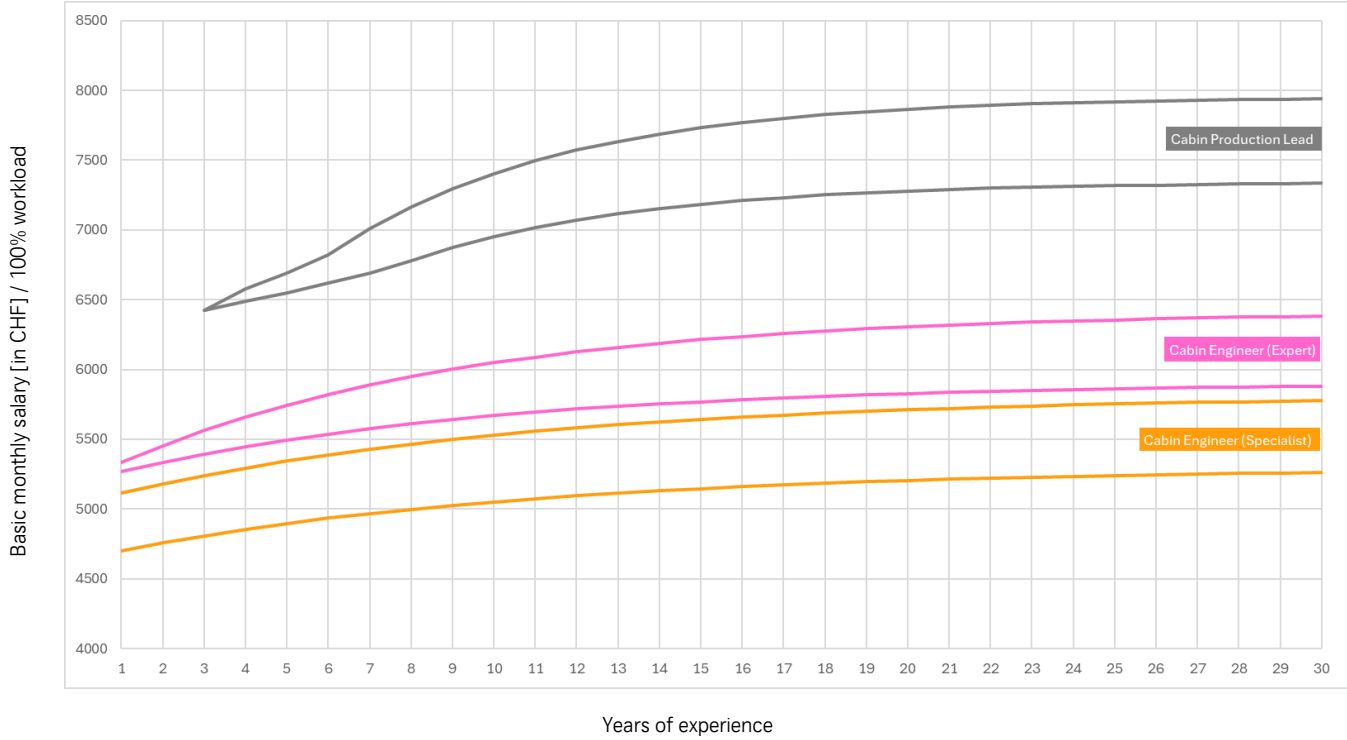
The following production functions within Swiss Technics are subject to the salary model:

- Assistant Engineer
- Licensed Aircraft Engineer Cat A
- Licensed Aircraft Engineer Cat B1
- Licensed Aircraft Engineer Cat B2
- Senior Engineer



* For licensed engineer functions, the years of experience are the same as the years of license tenure.

- Cabin Engineer
- Cabin Production Lead Engineer



7. Review

These implementation provisions enter into effect on 1 January 2023. The corresponding salary model paths will be shared by SWISS with its social partners at their first regular meeting after the completion of each round of annual salary adjustments. In doing so, SWISS will present overviews for each function field, and will explain to its social partners the reasons for any deviations with individual employees from the salary curves defined.

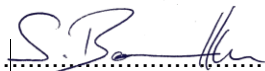
The pages of this document containing the salary curves may also be updated accordingly without the need for the full document to be re-signed by all contractual parties. In such an event, the revised document with the updated salary curves will be promptly distributed by SWISS to its social partners.

Zurich Airport, January 2023

Swiss International Air Lines Ltd.



Claus Bauer



Sinan Barmettler

Kaufmännischer Verband Schweiz

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Michel Lang

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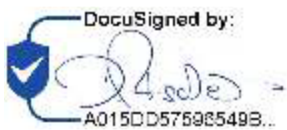
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Hannes Elmer

SEV-GATA

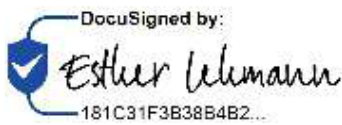
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Philipp Hadorn

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Dominik Fischer

VPOD Luftverkehr

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Esther Lehmann

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Stefan Brülisauer