Swiss CLA27– Synopsis of Changes

It is additionally recorded in the minutes that:

- the reduction in weekly working hours should, wherever possible, be granted in the form of additional full days off; this is guaranteed for TMB and otherwise subject to agreement with the employees concerned;
- the notice date for terminating the current CLA is postponed by one month to 31 July 2026 (effective at the end of January 2027).

Current Article (CLA18)	New Article (CLA27)
Article 2 – Industrial peace Industrial peace shall be maintained throughout the duration of this CLA. Any form of industrial action such as strikes, lockouts or other breaches of contract is prohibited. Both parties undertake to maintain and cultivate the positive image of SWISS, both within and outside the company.	**Article 2 – Industrial Peace** Industrial peace shall be maintained throughout the duration of this CLA. Any form of industrial action such as strikes, lockouts or other breaches of contract is prohibited. ~~Both parties undertake to maintain and cultivate the positive image of SWISS, both within and outside the company.~~
Article 4 – Collaboration **4.1 Principle** The collaboration rights enjoyed by employees comprise a right of information and a right of consultation. The collaboration rights granted to employees are exercised via the PEKO Staff Commission. The election, organization and duties of the PEKO are laid down in separate regulations. **4.2 Information** The Employer shall inform the PEKO Staff Commission comprehensively and in good time of all matters of which the PEKO needs to have knowledge in order to safeguard the common interests of the employees. The Employer shall provide information at least once a year on the impact of current business trends and developments on employment levels and its employees. In addition to the PEKO Staff Commission, the unions and staff associations which are signatories to this CLA shall also be invited to the information events mentioned in the second paragraph above, as well as to any other information events relating to a transfer of business operations (as required under Article 333a of the Swiss Code of Obligations) or to mass redundancies (as required by Article 335f of the Swiss Code of Obligations).	**Article 4 – Collaboration** **4.1 Principle** The collaboration rights enjoyed by employees comprise a right of information and a right of consultation. The collaboration rights granted to employees are exercised via the PEKO Staff Commission. The election, organization and duties of the PEKO are laid down in separate regulations. **4.2 Information of the unions and staff associations** The Employer shall inform their social partners comprehensively and as promptly as possible about all matters the knowledge whereof is essential to the serving of the collective interests of the company's employees. Warranted secrecy interests of the Employer shall, however, be exempted from the above. The Employer shall provide information at least three times a year on the impact of current business trends and developments on its workforce and their employment. **4.3 Information of the PEKO Staff Committee** The Employer shall inform the PEKO Staff Commission comprehensively and in good time of all matters of which the PEKO needs to have knowledge in order to safeguard the common interests of the employees. Warranted secrecy interests of the Employer shall, however, be exempted from the above. The Employer shall provide information at least once a year on the impact of current business trends and developments on its workforce and their employment. In addition to the PEKO Staff Commission, the unions and staff associations which are signatories to this CLA shall also be invited to the information events mentioned in the second paragraph above, as well as to any other information events relating to a transfer of business operations (as required under Article 333a of the Swiss Code of Obligations) or to mass redundancies (as required by Article 335f of the Swiss Code of Obligations).

Article 8 – Collective dispute Should a collective dispute arise, the Employer and a delegation from the union or staff association directly involved shall first seek an amicable solution by means of direct negotiation. If no agreement can be reached in this way, the matter in dispute shall be referred for consideration to all the signatories to this CLA. If an amicable solution cannot be found after consulting all the signatories to this CLA, either party to the dispute may refer the matter to the contractually-stipulated court of arbitration. The contractually-stipulated court of arbitration shall comprise two members and a chairperson. The Employer and the unions/staff associations shall be entitled to each appoint one court member, and must do so within ten working days. The two members appointed shall then appoint the chairperson. Should either party fail to appoint their member of the court of arbitration within the ten-working-day period stipulated, or should the members so appointed fail to agree on a chairperson within 15 working days, the missing member or chairperson shall be appointed by the President of the Court of Appeal of Canton Basel-Stadt. The contractually-stipulated court of arbitration shall be domiciled in the city of Basel. The language of its deliberations and negotiations shall be German, its processes and procedures shall be based on the Swiss Code of Civil Procedure, and its rulings shall be final and binding.	**Article 8 – Collective dispute** Any disputes arising between parties who are signatory to this CLA in the course of its duration shall be resolved amicably wherever possible. Should no amicable agreement be reached, any differences of opinion among the contractual parties regarding the application or the interpretation of this CLA shall be referred to the relevant cantonal conciliation authority for mediation. Should no agreement be reached through such mediation, the cantonal conciliation authority shall definitively resolve the matter as a court of arbitration.
Article 9 – CLA conclusion costs The unions and staff associations which have concluded this CLA with the Employer shall receive a contribution from every employee who is subject to it towards the costs of its negotiation and implementation. This "contribution to CLA conclusion costs" shall amount to CHF 12 per month. It shall be deducted from the monthly salary of every employee who is subject to this CLA and transferred to the unions and staff associations concerned.	**Article 9 – CLA conclusion costs** The unions and staff associations which have concluded this CLA with the Employer shall receive a contribution from every employee who is subject to it towards the costs of its negotiation and implementation. This contribution to CLA conclusion costs shall amount to CHF 15 per month. It shall be deducted from the monthly salary of every employee who is subject to this CLA and transferred to the unions and staff associations concerned.

18.3 Non-discrimination The Employer undertakes to ensure that no employee is discriminated against because of their gender, race, origin, religion or sexual orientation.	**18.3 Non-discrimination** The Employer undertakes to ensure that no employee is discriminated against because of their gender, their ethnic or social origin, their religion or their sexual orientation.
18.6 Contact Any employee who is subjected to discrimination, mobbing or sexual harassment may contact their HR Consultant or Employee Counselling.	**18.6 Contact** Any employee who is subjected to discrimination, mobbing or sexual harassment may contact their HR Business Partner or Employee Counselling.
20.3 Further professional training The contractual parties support and promote the further personal and professional development of all employees. The annual Employee Appraisal Talks (EATs) offer an opportunity to agree and record concrete actions to this end. Employees attending external training courses may also have all or part of the costs involved reimbursed and/or working hours made available to attend the same, in accordance with the relevant internal guidelines.	**20.3 Further professional training** The contractual parties support and promote the further personal and professional development of all employees. The annual employee appraisal talks ~~(EATs)~~ offer an opportunity to agree and record concrete actions to these ends. Employees attending external training courses may also have all or part of the costs involved reimbursed and/or working hours made available to attend the same, in accordance with the relevant internal guidelines.
Article 25 – Working hours **25.1 Weekly working hours** The weekly working hours amount to 42 hours for full-time employees.	**Article 25 – Working hours** **25.1 Weekly working hours** The weekly working hours amount to 40 hours for full-time employees. * * For supplementary provisions please also see Article 47
Article 26 – Overtime Overtime is regarded as any additional work performed by the employee beyond their individual contractuallyagreed weekly working hours that has been ordered by their superior. Overtime will be ordered as and when necessary. Such overtime must be worked if it is ordered in good faith and can reasonably be expected of the employee. Overtime shall basically be compensated for by the same amount of time off *in lieu*. The timing of such time off will be determined by the employee's superior, in consultation with the employee. If such time off proves impossible to take, the overtime worked will be compensated in cash form at a rate of the overtime worked plus 25%. For part-time employees, all work performed beyond their individual contractually-agreed working hours shall be regarded as overtime with such bonus entitlement.	**Article 26 – Overtime** Overtime is regarded as any additional work performed by the employee beyond their individual contractually agreed weekly working hours that has been ordered by their superior. Overtime will be ordered as and when necessary. Such overtime must be worked if it is ordered in good faith and can reasonably be expected of the employee. Overtime shall basically be compensated for by the same amount of time off in lieu. The timing of such time off will be determined by the employee's superior, in consultation with the employee. If such time off proves impossible to take, the overtime worked will be compensated in cash form at a rate of the overtime worked plus 25%, with the corresponding calculations based on the employee's basic salary. For part-time employees, all work performed beyond their individual contractually-agreed working hours shall be regarded as overtime with such bonus entitlement.
27.1 Sundays and public holidays All employees shall have at least 20 free Sundays every calendar year. A maximum of eight public holidays shall be granted per year, with the precise number varying from canton to canton. Details will be found in a list	**27.1 Sundays and public holidays** All employees shall have at least 18 free Sundays every calendar year. A maximum of eight public holidays shall be granted per year, with the precise number varying from canton to canton. Details will be found in a list published on the Intranet. If such public holidays or 1 August (the Swiss

published on the Intranet. If such public holidays or 1 August (the Swiss National Day) fall on a work-free Saturday or Sunday, they will be considered granted. For part-time employees, public holidays and 1 August shall be regarded as granted if they fall on a free day in their duty roster. Each employee's public holiday entitlement shall be determined by the public holidays granted by law at their place of work.	National Day) fall on a work-free Saturday or Sunday, they will be considered granted. For part-time employees, public holidays and 1 August shall be regarded as granted if they fall on a free day in their duty roster. Each employee's public holiday entitlement shall be determined by the public holidays granted by law at their place of work.
27.3 Other free days Paid time off will be granted for the following family-related events, provided the absence concerned is communicated in advance: e) death of spouse, long-time partner, own child or parent **3 days**	**27.3 Other free days** Paid time off will be granted for the following family-related events, provided the absence concerned is communicated in advance: e) death of spouse, long-time partner, own child or parent **5 days**
27.5 Caring for a close relative Should a person for whose care an employee is responsible urgently require the employee's presence for health or similar reasons, SWISS will continue to pay the employee's salary during their absence from work until they have made suitable alternative arrangements. This should generally not take more than three days per instance. With regard to the submission of a corresponding medical certificate, the provisions of Article 35 below apply.	**27.5 Caring for a close relative** Should a member of an employee's family or their long-time partner require the employee's temporary care owing to a health impairment, the employee shall be entitled to paid leave for the time needed to provide the care required, up to a maximum of three days per instance and ten days per calendar year. For the requirements regarding the submission of a corresponding medical certificate, the provisions of Article 35 below apply. **27.6 Caring for own children** Should an employee's child require the employee's temporary care owing to a health impairment, the employee shall be entitled to paid leave for the time needed to provide the care required, up to a maximum of three days per instance. In such an event, the employee shall also make every reasonable effort to arrange alternative care. For the requirements regarding the submission of a corresponding medical certificate, the provisions of Article 35 below apply **27.7. Caring for own children with severe health issues** For the care of a child of an employee with severe health issues, the relevant legal provisions regarding care leave shall apply. SWISS will continue to pay the employee their full salary throughout such leave (with any compensation payments made by law duly incorporated into the corresponding calculations). For the requirements regarding the submission of a corresponding medical certificate, the provisions of Article 35 below apply.
30.3 Irregular workhours allowances Any employees who work between the hours of 20:00 and 06:00 during the week (i.e. from Monday up to and including Saturday), be it as part of	**30.3. Irregular workhours allowances** The following hourly allowances shall apply:

<table>
<tr>
<td>
regular work planning or as specifically ordered, will receive a “weekday nightshift allowance” of CHF 7.50 per hour.
Any employees performing such work between 00:00 and 06:00 and/or between 20:00 and 24:00 on a Sunday or public holiday will receive a “Sunday/public holiday nightshift allowance” of CHF 12.50 per hour. Any employees performing such work between 06:00 and 20:00 on a Sunday or public holiday will receive a “Sunday/public holiday shiftwork allowance” of CHF 10.00 per hour.
Provided they are of a permanent and regular nature, such allowances will also be paid as “vacation allowances”
during absences owing to vacation, at the following rates:
<table>
<tr><th></th><th>Hourly vacation allowance for employees with 25 days of annual vacation (+ 10.64%)</th><th>Hourly vacation allowance for employees with 30 days of annual vacation (+ 13.04%)</th></tr>
<tr><td>Weekday nightshift</td><td>CHF 0.80</td><td>CHF 1.00</td></tr>
<tr><td>Sunday/public holiday nightshift</td><td>CHF 1.35</td><td>CHF 1.65</td></tr>
<tr><td>Sunday/public holiday shiftwork</td><td>CHF 1.05</td><td>CHF 1.30</td></tr>
</table>
All such allowances will be paid together with the employee’s monthly salary.
</td>
<td>
a) Night shifts during the week
Any employee who works between 20:00 and 06:00 during the week (i.e. from Monday up to and including Saturday), be it as part of regular work planning or as specifically ordered, will receive an allowance of:
- CHF 7.50 per hour (in 2027)
- CHF 9.00 per hour (from 2028) *

b) Night shifts on Sundays and public holidays
Any employee who works between 00:00 and 06:00 and/or between 20:00 and 24:00 on a Sunday or a public holiday will receive an allowance of:
- CHF 12.50 per hour (in 2027)
- CHF 15.00 per hour (from 2028) *

c) Shiftwork on Sundays and public holidays
Any employee who works between 06:00 and 20:00 on a Sunday or a public holiday will receive an allowance of:
- CHF 12.00 per hour (from 2027)

d) Saturday allowance
Any employee who works on a Saturday as part of their regular work planning will receive an allowance of:
- CHF 7.50 per hour (from 2028) *

Insofar as their payment is of a regular and durable nature, the above allowances will also be awarded during any absence owing to vacation, at the following vacation allowance rates:
<table>
<tr><th></th><th>Vacation allowance per hour for 25 vacation days (+10.64%)</th><th>Vacation allowance per hour for 30 vacation days (+13.04%)</th></tr>
<tr><td>Night shift during the week</td><td>CHF 0.80 (in 2027)
CHF 0.95 (from 2028) *</td><td>CHF 1.00 (in 2027)
CHF 1.15 (from 2028) *</td></tr>
<tr><td>Night shift on Sundays or public holidays</td><td>CHF 1.35 (in 2027)
CHF 1.60 (from 2028) *</td><td>CHF 1.65 (in 2027)
CHF 1.95 (from 2028) *</td></tr>
<tr><td>Sunday or public holiday shift</td><td>CHF 1.30 (from 2027)</td><td>CHF 1.55 (from 2027)</td></tr>
<tr><td>Saturday shift</td><td>CHF 0.80 (from 2028) *</td><td>CHF 1.00 (from 2028) *</td></tr>
</table>
All such allowances will be paid together with the employee’s monthly salary.
</td>
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<td>
30.4 On-call allowance
On-call allowances shall be as follows:

Mondays to Fridays: CHF 50 per day

Saturdays, Sundays and public holidays: CHF 100 per day.
</td>
<td>
30.4 On-call allowance
On-call allowances shall be as follows:

Mondays to Fridays:
CHF 50 per day (in 2027)
CHF 65 per day (from 2028)*
</td>
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<td></td>
<td>Saturdays, Sundays and public holidays:
CHF 100 per day (in 2027)
CHF 130 per day (from 2028)*

* For supplementary provisions please also see Article 48.</td>
</tr>
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<td>Article 32 - The LH Success variable compensation programme
The LH Success variable compensation programme enters into effect on 1 January 2018, superseding the “EBM” success-sharing model that was incorporated into the SWISS Collective Labour Agreement for Ground Personnel effective 1 July 2014.

LH Success is composed of three parameters, targets for each of which are set for each year by the SWISS Board of Directors and the Lufthansa Group Executive Board. These targets shall be set by April of the year concerned, and shall subsequently be communicated to the staff associations. The parameters are:

Lufthansa Group earnings after cost of capital (EACC)* Weighting: 35%
Lufthansa Group Adjusted EBIT Weighting: 35%
SWISS earnings after cost of capital (EACC) Weighting: 30%

* three-year average

All three parameters are measured in million euros. The degree to which the individual parameter targets and the overall target have been met each year will be announced by the following April at the latest.

LH Success payments will then be made as follows:

<table>
<tr><th>Overall target achievement</th><th>Payment in CHF
(for a full-time employee employed all year; otherwise pro rata)</th></tr>
<tr><td><30%</td><td>0</td></tr>
<tr><td>30%</td><td>300</td></tr>
<tr><td>100%</td><td>1,000</td></tr>
<tr><td>>=200%</td><td>3,200</td></tr>
</table>

For overall target achievements lying between the values shown, the corresponding payment will be calculated proportionately on a straight-line basis. LH Success payments will be made at the earliest upon the availability of the financial results for the year concerned, and generally the</td>
<td>32. LH Success variable compensation programme
LH Success variable compensation programme entered into effect on 1 January 2018, superseding the EBM success-sharing model that was incorporated into the SWISS Collective Labour Agreement for Ground Personnel effective 1 July 2014.

LH Success is composed of one or more parameters, targets for each of which (and the weightings thereof) are set for each year by the SWISS Board of Directors and the Lufthansa Group Executive Board. These targets shall be communicated to the unions by April of the year concerned.

The degree to which the individual parameter targets and the overall target have been met each year will be announced by the following April at the latest. LH Success payments will then be made as follows:

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<tr><th>Overall target achievement</th><th>Payment in CHF
(for a full-time employee employed all year; otherwise pro rata)</th></tr>
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<tr><td>100%</td><td>1,000</td></tr>
<tr><td>200% or more</td><td>3,200</td></tr>
</table>

For overall target achievements lying between the values shown, the corresponding payment will be calculated proportionately on a straight-line basis. LH Success payments will be made at the earliest upon the availability of the financial results for the year concerned, and generally the following April. This also applies to any employees who left or retired from the company in the course of the year concerned. LH Success payments are not subject to company pension scheme contributions, but are subject to social security deductions.

Any employee joining or leaving the company in the course of a calendar year shall be entitled to variable compensation for the year concerned on a pro rata basis, either from their joining date or up to the cessation of their employment or the event
causing this.

Any employee who leaves or is served notice by SWISS during their probationary period and any employee subject to immediate dismissal shall not be entitled to any LH Success variable compensation payable for the year</td>
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</table>

following April. LH Success payments are not subject to company pension scheme contributions, but are subject to social security deductions. Any employee leaving the company in the course of a calendar year shall be entitled to variable compensation for the year concerned on a pro rata basis, for the period up to the cessation of their employment or the event causing this. The final payout here will be based on the latest applicable and published target achievement data.	concerned. Should an employee be released from their duties – regardless of which party has served notice to terminate their employment – they shall be entitled to LH Success payments for their release period. Any employee who is unable to work for an aggregate total of more than 90 days in a calendar year owing to illness, accident, pregnancy and/or military service and/or for comparable reasons shall have their LH Success entitlement for that year reduced proportionately for the aggregate total of such absence(s) exceeding 90 days.
Article 35 - Common provisions Any accidents, illnesses or pregnancy-related problems rendering an employee unable to work must be communicated to the Employer immediately. If the absence from work lasts longer than three working days, a medical certificate must be provided. The Employer is also entitled to demand a medical certificate for absences of fewer than three days if it wishes. If the medical certificate provided is not in one of Switzerland's four national languages or in English, the Employer may require the employee to take the necessary steps (translation, notarization, authentication) to ensure that it is recognized by the appropriate insurance companies. Should they fail to do so, the employee will not be deemed to have provided the medical certificate required. The Employer may also demand that the same actions be taken for its own requirements. The Employer may, in warranted cases, require the employee to undergo a medical examination by the company doctor or a medical referee, the fees of which will be paid by the Employer. The company doctor or medical referee shall also be authorized to inform the Employer of the anticipated duration of the employee's absence. Any insurance benefits paid shall accrue to the Employer to the extent that the Employer continues to pay the employee's salary for the period concerned. The conclusion of health insurance is the responsibility of the employee. The obligation to continue to pay the employee's salary shall cease in all cases upon termination of employment.	**35. Common provisions** Any accidents, illnesses or pregnancy-related problems rendering an employee unable to work must be communicated to the Employer immediately. If the absence from work lasts longer than three working days, a medical certificate must be provided. This requirement also applies to persons requiring the employee's care as specified in Articles 27.5 to 27.7 above. The Employer is also entitled to demand a medical certificate for absences of fewer than three days if it wishes. If the medical certificate provided is not in one of Switzerland's four national languages or in English, the Employer may require the employee to take the necessary steps (translation, notarization, authentication) to ensure that it is recognized by the appropriate insurance companies. Should they fail to do so, the employee will be deemed not to have provided the medical certificate required. The Employer may also demand that the same actions be taken for its own requirements. The Employer may, in warranted cases, require the employee to undergo a medical examination by the company doctor or a medical referee, the costs of which will be met by the Employer. The company doctor or medical referee shall also be authorized to inform the Employer of the anticipated duration of the employee's absence. Any insurance benefits paid shall accrue to the Employer to the extent that the Employer continues to pay the employee's salary for the period concerned. The conclusion of health insurance is the responsibility of the employee. The obligation to continue to pay the employee's salary shall cease in all cases upon termination of employment.

Article 36 - Maternity leave Entitlement to maternity leave is as follows: • in the first or second year of service: 16 weeks (with 80% of salary) • after two years of service: 18 weeks (with full salary). The employee's salary will continue to be paid during maternity leave irrespective of whether employment is to be terminated at the end of such leave. In accordance with Article 329b, Paragraph 3 of the Swiss Code of Obligations, maternity leave of up to 16 weeks shall not result in any reduction in vacation entitlement. The maternity leave payments specified by law will accrue to the Employer, and will be considered paid-on as part of the continued-salary amount. Upon cessation of such continued-salary payments, any such maternity leave payments will be passed on to the employee. The Employer will endeavour to reintegrate any female employee who leaves the company at the end of their maternity leave but subsequently seeks to rejoin the company within the following six months. The Employer will also strive to provide suitable opportunities for women who wish to return to the same or equivalent work at the company after their maternity leave but with a lower degree of employment.	**36. Parental Leave** **36.1. Maternity Leave** Entitlement to maternity leave amounts to 18 weeks for a full-time employee. The employee's salary will continue to be paid during maternity leave irrespective of whether employment is to be terminated at the end of such leave. The taking of maternity leave will not result in any reduction in vacation entitlement. The maternity leave payments specified by law will accrue to the Employer, and will be considered paid-on as part of the continued-salary amount. Upon cessation of such continued-salary payments, any such maternity leave payments will be passed on to the employee. The Employer will endeavour to reintegrate any female employee who leaves the company at the end of their maternity leave but subsequently seeks to rejoin the company within the following six months. The Employer will also strive to provide suitable opportunities for women who wish to return to the same or equivalent work at the company after their maternity leave but with a lower degree of employment. **36.2. Other parent's leave and adoption leave** Entitlement to the other parent's leave and to adoption leave amounts to 20 working days for a full-time employee. Such leave may be taken in a single block or in the form of individual days within the 12 months following the birth/adoption of the child. At least 10 working days of such leave must be taken within the first six months after the birth/adoption. The corresponding payments specified by law will accrue to the Employer, and will be considered paid-on as part of the continued-salary amount. **36.3. Special parental provisions** In the event of the death of one of the parents, the legal entitlements to parental leave shall pass to the surviving parent in line with the relevant legal provisions. The further benefits granted by the Employer beyond those specified by law which are described in this article shall also pass to the surviving parent. The corresponding payments specified by law will accrue to the Employer, and will be considered paid-on as part of the continued-salary amount. Upon cessation of such continued-salary payments, any such maternity leave payments will be passed on to the employee.

	Should the child remain in hospital for two weeks or more following the birth, the entitlement to maternity leave shall be extended in accordance with the relevant legal provisions. The Employer will provide all the benefits specified in this article through this extended leave period.
Article 41 - Company pension scheme All employees are insured against the economic consequences of old age, disability and death under the SWISS Company Pension Scheme for Ground Personnel, in accordance with the currently-valid scheme regulations. All contributions and benefits are as prescribed in the scheme's regulations. The scheme's retirement savings contributions are shared by the Employer and the employee, with the Employer paying 60% and the employee 40% thereof. The employee's insured salary shall be their contractually-agreed annual salary less the coordination deduction. This coordination deduction shall be adjusted pro rata for part-time employees.	**41. Company pension scheme** All employees are insured against the economic consequences of old age, disability and death under the SWISS Company Pension Scheme for Ground Personnel, in accordance with the currently valid scheme regulations. All contributions and benefits are as prescribed in the scheme's regulations on the pension plan for CLA personnel. In accordance with the scheme's regulations, at least 60% of the employee's total retirement savings contributions are borne by the Employer. The employee's insured salary shall be their contractually agreed annual salary less than the coordination deduction*. This coordination deduction amounts to: - the applicable BVG coordination deduction until 31 December 2027; - CHF 23,000 from 1 January 2028; - CHF 20,000 from 1 January 2029. This coordination deduction shall be adjusted pro rata for part-time employees. * Explanation of the coordination deduction and why it is being reduced: The coordination deduction is used to calculate the portion of the annual salary that Swiss pension funds are required to insure: annual salary subject to AHV contributions minus the coordination deduction = insured salary. The coordination deduction amounts to seven-eighths of the maximum annual AHV old-age pension, which currently stands at CHF 30,240; the coordination deduction therefore currently amounts to CHF 26,460. For example, if an employee earns a gross annual salary of CHF 70,000, the insured salary in the pension fund amounts to CHF 43,540. However, pension funds are not obliged to apply the statutory coordination deduction. Employers may provide more favourable pension coverage than required by law. If they reduce the coordination deduction or do not apply it at all, the insured salary and, consequently, the future pension increase – but so do the contributions. The reduction of the coordination deduction agreed in the SWISS CLA therefore provides employees with a higher future pension. SWISS pays 60% of the pension fund contributions, while employees pay 40%.
Article 42 - Bridging pensions For the period between their ordinary retirement from SWISS at age 64 and their reaching the age at which the AHV Swiss state old-age pension begins to be paid, retiring employees will receive an annual bridging pension amounting to one maximum full AHV old-age pension. (Since the Swiss	**42. Bridging pensions** For the period between their ordinary retirement from SWISS at age 64 and their reaching the age at which the AHV Swiss state old-age pension begins to be paid, retiring employees will receive an annual bridging pension amounting to one maximum full AHV old-age pension (including the 13th monthly AHV pension payment)* in accordance with the provisions referred to in the footnote. In the event of deferred or partial retirement, this bridging pension

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<td>state retirement age for women is 64, this provision only applies to male retirees.) In the event of deferred or partial retirement, this bridging pension entitlement will be reduced accordingly. The provisions of the currently-valid regulations of the SWISS Company Pension Scheme for Ground Personnel shall also apply.

This bridging pension will be financed by the Employer and, when due for payment, will be transferred to the SWISS Company Pension Scheme for Ground Personnel in favour of the individual retirement savings account of the employee concerned. Any social-security contributions due on this bridging pension will be paid equally by the Employer and the employee. Any tax obligations must be met solely by the employee.</td>
<td>entitlement will be reduced accordingly. The provisions of the currently-valid regulations of the SWISS Company Pension Scheme for Ground Personnel shall also apply.

This bridging pension will be financed by the Employer and, when due for payment, will be transferred to the SWISS Company Pension Scheme for Ground Personnel in favour of the individual retirement savings account of the employee concerned. Any social-security contributions due on this bridging pension will be paid equally by the Employer and the employee in accordance with the applicable provisions. Any tax obligations must be met solely by the employee. *

* The reform of the AHV21 entered into force on 1 January 2024 and gradually increases the AHV reference age for women to align it with that of men. While the reference age for women born between 1961 and 1964 is being gradually increased to 65, women in these birth cohorts are entitled to a bridging pension. From 1965 onwards, the reference age is harmonised at 65, and the bridging pension no longer applies:

<table>
<tr><th>Year of</th><th>AHV Reference Age</th><th>Brdiging pension</th></tr>
<tr><td>≤ 1960</td><td>64 years</td><td>–</td></tr>
<tr><td>1961</td><td>64 years and 3 months</td><td>3 months (1/12 of the maximum AHV pension)</td></tr>
<tr><td>1962</td><td>64 years and 6 months</td><td>6 months (1/12 of the maximum AHV pension)</td></tr>
<tr><td>1963</td><td>64 years and 9 months</td><td>9 months (1/12 of the maximum AHV pension)</td></tr>
<tr><td>≥ 1964</td><td>65 years</td><td>12 months (1 month of the maximum AHV pension)</td></tr>
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<td>Article 44 - Entry into effect and duration
Unless otherwise specified in the corresponding articles, this CLA shall enter into effect on 1 January 2018, and shall be of indefinite duration. It may be terminated by the Employer or jointly by all its signatory unions and staff associations at six months' notice, but not before 31 December 2020. This CLA shall thus remain in effect until at least 31 December 2020. After such time it may be terminated at six months' notice at the end of any calendar
year.</td>
<td>44. Entry into effect and duration
Unless otherwise specified in the corresponding articles, this CLA shall enter into effect on 1 January 2027, and shall be of indefinite duration. It may be terminated by the Employer or jointly by all its signatory unions and staff associations at six months' notice, but not before 31 December 2031. This CLA shall thus remain in effect until at least 31 December 2031. After such time it may be terminated at six months' notice at the end of any calendar year.</td>
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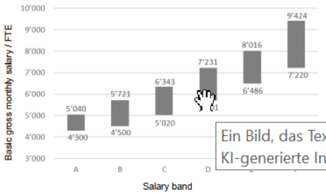
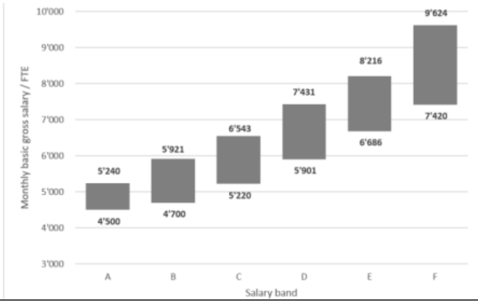
<td></td>
<td>47. Termination of the 'Arbeitsgruppe Schicht' agreement
The parties agree that the compensation days provided for in the agreement "Working Group 'Shift' at SWISS TechOps in Maintenance" shall be abolished upon the entry into force of the CLA27 on 1 January 2027. Employees whose employment percentage was reduced as a result of the compensation days provided for in the aforementioned agreement shall automatically be restored to an employment percentage of 100% upon the entry into force of the CLA27. The parties further acknowledge that, for the affected shift systems, the working time provided for in the agreement corresponds to full-time employment (100%).</td>
</tr>
</table>

	48. Advance implementation of individual measures If the LX subtargets in LH Success are at least 100% achieved, certain modifications under CLA27 which are planned to enter into effect on 1 January 2028 will be put into retroactive effect from 1 January 2027. These are: - the night shift allowance specified in Article 30.3 - the Sunday and public holiday night shift allowance specified in Article 30.3 - the Saturday allowance specified in Article 30.3 - the on-call allowances specified in Article 30.4 and - the licence allowances specified in Annex 3.
1 General 1.1 The salary model All the work functions at SWISS covered by this CLA have been assimilated into a salary model. This salary model contains the following features that have been agreed between SWISS and its staff associations: a) a competency grid including any further conditions and/or additional functions (see Parts 2 and 3) b) salary bands including the criteria for assigning a function to a salary band (see Parts 2 and 3) c) the principles for further development within a salary band d) the principles for a change of function. Every function is provided with an extensive job description (a form for which is available on the SWISS Intranet). This job description and the relevant competency grid are then used to assign the function concerned to its salary band. The components of the salary are: - the basic salary - the Zurich/Geneva local allowance as specified in the CLA - any function or qualification-based allowances (such as a licence allowance) - the variable compensation.	**1. General** 1.1. The salary model All the work functions at SWISS covered by this CLA have been assimilated into a salary model. This salary model contains the following features that have been agreed between SWISS and its staff associations: a) a competency grid including any further conditions and/or additional functions (see Parts 2 and 3) b) salary bands including the criteria for assigning a function to a salary band (see Parts 2 and 3) c) the principles for further development within a salary band d) the principles for a change of function. Every function is provided with an extensive job description (a form for which is available on the SWISS Intranet). This job description and the relevant competency grid are then used to assign the function concerned to its salary band. The components of the salary are: - the basic salary - the Zurich/Geneva local allowance as specified in the CLA - any function or qualification-based allowances (such as a licence allowance) - the variable compensation.

<table>
<tr>
<td>From 1 January 2026 the corresponding basic gross monthly salaries (in CHF) shall be:


<table>
<tr><th>Salary band</th><th>Minimum</th><th>Maximum</th></tr>
<tr><td>A</td><td>4'300</td><td>5'040</td></tr>
<tr><td>B</td><td>4'500</td><td>5'721</td></tr>
<tr><td>C</td><td>5'020</td><td>6'343</td></tr>
<tr><td>D</td><td>5'701</td><td>7'231</td></tr>
<tr><td>[illegible]</td><td>[illegible]</td><td>8'016</td></tr>
<tr><td>[illegible]</td><td>[illegible]</td><td>9'424</td></tr>
</table>
Ein Bild, das Text, Screenshot, Zahl, Diagramm enthält.
KI-generierte Inhalte können fehlerhaft sein.</td>
<td>From 1 January 2027 the corresponding basic gross monthly salaries (in CHF) shall be:


<table>
<tr><th>Salary band</th><th>Minimum</th><th>Maximum</th></tr>
<tr><td>A</td><td>4'500</td><td>5'240</td></tr>
<tr><td>B</td><td>4'700</td><td>5'921</td></tr>
<tr><td>C</td><td>5'220</td><td>6'543</td></tr>
<tr><td>D</td><td>5'901</td><td>7'431</td></tr>
<tr><td>E</td><td>6'686</td><td>8'216</td></tr>
<tr><td>F</td><td>7'420</td><td>9'624</td></tr>
</table></td>
</tr>
<tr>
<td>1.3 Salary development
Development within a salary band is basically possible as follows:

a) Through the annual salary negotiations (CLA Article 12)
The contractual parties to the CLA conduct annual negotiations on possible increases to existing salaries. These negotiations determine both the size of any such increases and the criteria for the distribution of any additional salary amount agreed. In these endeavours, the contractual parties strive to ensure that part of such an amount is devoted to across-the-board salary increases and part to individual upward adjustments.

b) Through exceptional salary increases
Exceptional salary increases for specific employees can be discussed at any time by the employee's immediate superior and their HR Consultant and duly requested if appropriate. The decision on whether to grant such an exceptional salary increase rests with the member of the Management Board responsible and the Head of Human Resources.
The criteria considered in cases of possible exceptional salary increases are:
o a SWISSwide comparison of the scope of responsibilities, the range of duties and any management/leadership responsibility:
▪ within the same function at the same function level and in the same salary band
▪ with similar functions at the same function level and in the same salary band
▪ within the team or unit</td>
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Development within a salary band is basically possible as follows:

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b) Through exceptional salary increases
Exceptional salary increases for specific employees can be discussed at any time by the employee's immediate superior and their HR Business Partner and duly requested if appropriate. The decision on whether to grant such an exceptional salary increase rests with the member of the Management Board responsible and the Head of Human Resources.
The criteria generally considered in cases of possible exceptional salary increases are:
o a companywide comparison of the scope of responsibilities, the range of duties and any management/leadership responsibility:
- within the same function at the same function level and in the same salary band
- with similar functions at the same function level and in the same salary band
- within the team or unit.
o any expansion of the job profile and/or change of function (of less than 30%).</td>
</tr>
</table>

o any expansion of the job profile and/or change of function (of less than 30%).	
5.9 Sunday work Work on Sundays is generally prohibited, unless the employee concerned may be classified as aviation ground personnel or appropriate approval for such work has been obtained. A minimum of 20 work-free Sundays must be granted in any calendar year, provided the weekly rest hours include at least 59 consecutive hours at least 12 times within the same calendar year. This 59-hour rest period shall comprise daily rest hours plus all Saturday and all Sunday. These work-free Sundays may be spread irregularly throughout the year (FEA Ordinance 2 Article 12, Paragraph 1bis)	**5.9. Sunday work** Work on Sundays is generally prohibited, unless the employee concerned may be classified as aviation ground personnel or appropriate approval for such work has been obtained. A minimum of 18 work-free Sundays must be granted in any calendar year, provided the weekly rest hours include at least 59 consecutive hours at least 12 times within the same calendar year. This 59- hour rest period shall comprise daily rest hours plus all Saturday and all Sunday. These work-free Sundays may be spread irregularly throughout the year (FEA Ordinance 2 Article 12, Paragraph 1bis).
10.6. Annual vacation entitlement calculation Any involuntary absences of the employee for reasons relating to their person (illness, accident, military service, legal obligations, holding public office – see Article 329b of the Swiss Code of Obligations) shall not affect the employee's annual vacation entitlement for the first 30 days thereof. The employee's annual vacation entitlement will only be reduced if the sum total of such absences exceeds 60 days in a calendar year (i.e. the entitlement will be reduced for one month of absence from the 61st day). In cases of pregnancy, the first 60 days of such absence will not affect the employee's annual vacation entitlement. This entitlement will only be reduced if the sum total of such absences exceeds 90 days in a calendar year (i.e. the entitlement will be reduced for one month of absence from the 91st day). For precise details here please see the "Information for mothers-to-be" factsheet. For every full month of absence resulting in a vacation entitlement reduction, the employee's annual vacation entitlement will be reduced by one-twelfth, with the revised amount rounded up or down to the nearest half-day. All such calculations and reductions will be based on the calendar year.	**10.6. Annual vacation entitlement calculation** Any involuntary absences of the employee for reasons relating to their person (illness, accident, military service, legal obligations, holding public office – see Article 329b of the Swiss Code of Obligations) shall not affect the employee's annual vacation entitlement for the first 30 days thereof. The employee's annual vacation entitlement will only be reduced if the sum total of such absences exceeds 60 days in a calendar year (i.e. the entitlement will be reduced for one month of absence from the 61st day). In cases of pregnancy, the first 60 days of such absence will not affect the employee's annual vacation entitlement. This entitlement will only be reduced if the sum total of such absences exceeds 90 days in a calendar year (i.e. the entitlement will be reduced for one month of absence from the 91st day). ~~For precise details here please see the "Information for mothers-to-be" factsheet.~~ For every full month of absence resulting in a vacation entitlement reduction, the employee's annual vacation entitlement will be reduced by one-twelfth, with the revised amount rounded up or down to the nearest half-day. All such calculations and reductions will be based on the calendar year. No gainful work may be engaged in during vacation which would adversely affect the purpose thereof. In the event of any non-observance of this provision, SWISS may reduce the employee's salary during such vacation in proportion to the time spent working for the third party or parties concerned.

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2. Entitlement A maximum of five (B1- and B2-licensed) type entries or a maximum of four (S Licence) methods entitle the holder of a licence to such allowances. • In accordance with Part-145 Certification Authorization, licence allowances will only be paid (in 13 monthly instalments per year) for EASA A, EASA B1, EASA B2 and EASA S licences and for NDT licences. • EASA B1: This licence is a requirement to be classified as a licensed aircraft engineer in Salary Band D. The type entries here will entitle the holder to the following monthly allowances: 1 type entry: licence allowance of CHF 250 2 type entries: licence allowance of CHF 350 3 type entries: licence allowance of CHF 450 4 type entries: licence allowance of CHF 550 5 type entries: licence allowance of CHF 650. • EASA B2: This licence is a requirement to be classified as a licensed aircraft engineer in Salary Band D. The type entries here will entitle the holder to the following monthly allowances: 1 type entry: licence allowance of CHF 250 2 type entries: licence allowance of CHF 350 3 type entries: licence allowance of CHF 450 4 type entries: licence allowance of CHF 550 5 type entries: licence allowance of CHF 650. • EASA A: This licence is a requirement to be classified as a task-related aircraft engineer in Salary Band C. The allowance payable for an EASA A licence will cease to be paid once an EASA B1 or B2 licence is earned. The type entries for an EASA A licence will entitle the holder to the following monthly allowances: 1 type entry (PTT): licence allowance of CHF 100	**2. Entitlement** A maximum of five (B1- and B2-licensed) type entries or a maximum of four (S Licence) methods entitle the holder of a licence to such allowances. - In accordance with Part-145 Certification Authorization, monthly licence allowances will only be paid (in 13 instalments per year) for EASA A, EASA B1, EASA B2 and EASA S licences and for NDT licences. - EASA B1: This licence is a requirement to be classified as a licensed aircraft engineer in Salary Band D. The type entries here will entitle the holder to the following monthly allowances: 1 type entry: licence allowance of CHF 250 (in 2027) / CHF 300 (from 2028) * 2 type entries: licence allowance of CHF 350 (in 2027) / CHF 420 (from 2028) * 3 type entries: licence allowance of CHF 450 (in 2027) / CHF 540 (from 2028) * 4 type entries: licence allowance of CHF 550 (in 2027) / CHF 660 (from 2028) * 5 type entries: licence allowance of CHF 650 (in 2027) / CHF 780 (from 2028) * - EASA B2: This licence is a requirement to be classified as a licensed aircraft engineer in Salary Band D. The type entries here will entitle the holder to the following monthly allowances: 1 type entry: licence allowance of CHF 250 (in 2027) / CHF 300 (from 2028) * 2 type entries: licence allowance of CHF 350 (in 2027) / CHF 420 (from 2028) * 3 type entries: licence allowance of CHF 450 (in 2027) / CHF 540 (from 2028) * 4 type entries: licence allowance of CHF 550 (in 2027) / CHF 660 (from 2028) * 6 type entries: licence allowance of CHF 650 (in 2027) / CHF 780 (from 2028) * - EASA A: This licence is a requirement to be classified as a task-related aircraft engineer in Salary Band C. The allowance payable for an EASA A licence will cease to be paid once an EASA B1 or B2 licence is obtained. The type entries for an EASA A licence will entitle the holder to the following monthly allowances: 1 type entry (PTT): licence allowance of CHF 100 (in 2027) / CHF 120 (from 2028) * 2 type entries (PTT): licence allowance of CHF 200 (in 2027) / CHF 240 (from 2028) * * Supplementary provisions will be found in Article 48. - FOCA S (plumbers, composites and engine shop only): This licence is a requirement to be classified as a specialist in Salary Band B. The task entries here will entitle the holder to the following monthly allowance: A licence allowance of CHF 250 (in 2027) / CHF 300 (from 2028) *

2 type entries (PTT): licence allowance of CHF 200. • FOCA S (plumbers, composites and engine shop only): This licence is a requirement to be classified as a specialist in Salary Band B. The task entries here will entitle the holder to the following monthly allowance: A licence allowance of CHF 250. • EASA C: This licence will entitle the holder to the following monthly allowance: A licence allowance of CHF 250. • NDT licence: Level 1 Inspector: The following licence allowances will be paid from the first Level 1 entry of a method used by SWISS (combinations with Level 2 allowances are also possible): 1 method: a licence allowance of CHF 50 2 methods: a licence allowance of CHF 100 3 methods: a licence allowance of CHF 150 4 methods: a licence allowance of CHF 200. Level 2 Inspector: The following licence allowances will be paid from the first Level 2 entry of a method used by SWISS (combinations with Level 1 allowances are also possible): 1 method: a licence allowance of CHF 100 2 methods: a licence allowance of CHF 200 3 methods: a licence allowance of CHF 300 4 methods: a licence allowance of CHF 400. Level 3 Inspector: From the first Level 3 entry of a method used by SWISS, the allowances previously paid for Levels 1 and 2 will be integrated into the employee’s basic salary, and the following new licence allowances will be paid (for Level 3 entries only): 1 method: a licence allowance of CHF 100 2 methods: a licence allowance of CHF 200 3 methods: a licence allowance of CHF 300 4 methods: a licence allowance of CHF 400.	- EASA C: This licence will entitle the holder to the following monthly allowance: A licence allowance of CHF 100 (in 2027) / CHF 120 (from 2028) * - NDT licence Level 1 Inspector: The following licence allowances will be paid from the first Level 1 entry of a method used by SWISS (combinations with Level 2 allowances are also possible): 1 method: a licence allowance of CHF 50 (in 2027) / CHF 60 (from 2028) * 2 methods: a licence allowance of CHF 100 (in 2027) / CHF 120 (from 2028) * 3 methods: a licence allowance of CHF 150 (in 2027) / CHF 180 (from 2028) * 4 methods: a licence allowance of CHF 200 (in 2027) / CHF 240 (from 2028) * Level 2 Inspector: The following licence allowances will be paid from the first Level 2 entry of a method used by SWISS (combinations with Level 1 allowances are also possible): 1 method: a licence allowance of CHF 100 (in 2027) / CHF 120 (from 2028) * 2 methods: a licence allowance of CHF 200 (in 2027) / CHF 240 (from 2028) * 3 methods: a licence allowance of CHF 300 (in 2027) / CHF 360 (from 2028) * 4 methods: a licence allowance of CHF 400 (in 2027) / CHF 480 (from 2028) * Level 3 Inspector: The following licence allowances will be paid from the first Level 3 entry of a method used, by SWISS, the licence allowances previously paid for Level 1 and Level 2 will be incorporated into the basixc salary, and the following licence allowances will be paid for Level 3 entries only: 1 method: a licence allowance of CHF 100 (in 2027) / CHF 120 (from 2028) * 2 methods: a licence allowance of CHF 200 (in 2027) / CHF 240 (from 2028) * 3 methods: a licence allowance of CHF 300 (in 2027) / CHF 360 (from 2028) * 4 methods: a licence allowance of CHF 400 (in 2027) / CHF 480 (from 2028) *