

Addendum to LOA # 23

BETWEEN: AIR TRANSAT A.T. Inc. (hereinafter "the Company")

AND: CUPE – AIRLINE DIVISION
AIR TRANSAT COMPONENT (hereinafter "the Union")

WHEREAS The Parties have signed on February 23, 2023, a letter of agreement regarding the operation of leased aircraft by SmartLynx Airlines Ltd. for Air Transat.

WHEREAS The situation has evolved since the signature of this agreement.

WHEREAS The parties wish to amend this agreement with the following changes.

THE PARTIES AGREE ON THE FOLLOWING:

1. Any language included in the letter of agreement no 23 remains unchanged unless it's specifically modified by this agreement.
2. From Sep 25 to Oct 31, 2023, two B737-800 aircraft will be based in Toronto Pearson International Airport (YYZ) and operated with current trained cabin attendants based in YYZ. The surplus of cabin attendants trained on SmartLynx may return to the mainline operations of Air Transat.
3. From Nov 1 to Dec 15, 2023, two B737-800 aircraft will be based in Montréal–Trudeau International Airport (YUL) and operated with YYZ based cabin attendants - operating the flights and an additional ambassador from the mainline for language qualification purposes. Provided that enough cabin attendants based in YUL are trained and certified to operate on SmartLynx aircraft, they will be rostered accordingly in order to remove the need for an ambassador per flight.
4. From Dec 16, 2023, to Apr 30, 2024, four B737-800 aircraft, two based in YUL operated with YUL-based trained cabin attendants and two based in Halifax Stanfield International Airport (YHZ) with YYZ-based trained cabin attendants. YUL-based trained cabin attendants will also be used as a backup for YHZ in case of any operational issues as well as YYZ-based trained crew can be used as backup for YUL.
5. From May 1 to May 31, 2024, two B737-800 aircraft will be based in Halifax Stanfield International Airport (YHZ) and operated by YYZ-based trained cabin attendants.

6. If the number of candidates is less than the number of employees required and or would there be a need for manpower during the contract at either YUL or YYZ SmartLynx crew bases, articles 2.2.1 and 2.2.2 of LOU #23 will apply.
7. This addendum is effective as of the date of signing by both parties.
8. According to the current schedule, the Company is planning the following:

YYZ:

A total of approximately 25 FD and 75 FA will be needed to operate from YHZ/YYZ.

Therefore, the following will be returning to the mainline:

Circa 2 FD – As of October 1, 2023
Circa 80 FA – As of October 1, 2023

YUL:

Circa 10 active FD and 25 active FA will be required to fulfill the operational needs of the Damp lease operation in YUL. They will be gradually integrating the damp lease operation starting in October 2023 up to January 2024

October – Circa 6 FD and Circa 17 FA
November / December Circa 4 FD and Circa 7 FA

9. This letter of agreement shall terminate at the end of this agreement with SmartLynx on May 31, 2024. After consultation with the Union, the cabin attendants assigned to the SmartLynx contract may decide to continue or leave the assignment in the event of an extension after May 31, 2024.

However, in the event that a significant issue arises, or major changes occur, the parties reserve the right to renegotiate this agreement.

10. It is understood that the Company will provide on a regular basis (once a month) the details of this operation, such as the number of aircraft involved, crew requirement and duration, and that these elements are subject to change.

In witness whereof, the parties have signed this September 5, 2023.

For Air Transat A.T. Inc.



Miguel Teixeira
Vice-President, In-Flight Services
and Customer Experience

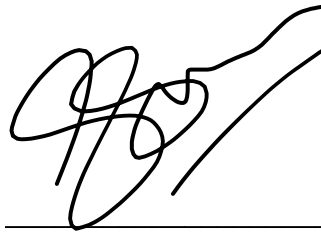
For Air Transat Component CUPE



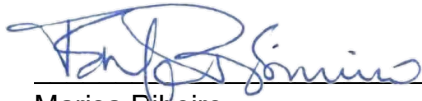
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