

## **Bonus scheme for passenger growth**

The aim of the bonus scheme is to reward airlines who are contributing to passenger growth for the Avinor group. The scheme is valid from January 1 2016.

### **Calculation**

A bonus is awarded for each additional departing passenger from one calendar year to the next, based on the number of passengers for which passenger charge is payable. The bonus is 54 NOK per departing intercontinental passenger, 25 NOK per departing international passenger and 12.50 NOK per departing domestic passenger. The scheme encompasses all of Avinor's airports, and the calculation of bonus is made on company level, in effect adding up the total amount of passengers for each airliner for all of Avinor's airports. For calculation of bonus payments, Avinor will use reported data as of the end of the year. Avinor reserves the right to make changes in bonus payments if considerable changes to reported data on passengers occur.

The bonus is calculated on an airline group level. This means that a shift in passengers from one airline to another within an airline group will not give rise to a bonus. An ownership threshold of 50 percent is applied to determine whether a particular airline belongs to a group. Avinor reserves the right not to pay bonus arising from passenger increase due to change of operating airline on an existing route or due to acquisitions or mergers.

Maximum total bonus payments on Avinor Group level for domestic passenger growth is defined as the bonus level (12,50) multiplied by the Avinor Group's total increase in departing domestic passengers for which a passenger charge is payable. If the sum of calculated bonus for domestic passenger growth for all companies exceeds the maximum total bonus payments on Avinor Group level, the bonus payment for domestic passenger growth for each company will be reduced proportionally until maximum total bonus payments on Avinor Group level has been reached.

Maximum total bonus payments on Avinor Group level for international passenger growth is defined as the bonus level (NOK 25) multiplied by Avinor Group's total increase in departing international passengers for which a passenger charge is payable. If the sum of calculated bonus for international passenger growth for all companies exceeds the maximum total bonus payments on Avinor Group level, the bonus payment for international passenger growth for each company will be reduced proportionally until maximum total bonus payments on Avinor Group level has been reached.

Maximum total bonus payments on Avinor Group level for intercontinental passenger growth is defined as the bonus level (NOK 54) multiplied by Avinor Group's total increase in departing intercontinental passengers for which a passenger charge is payable. If the sum of calculated bonus for intercontinental passenger growth for all companies exceeds the maximum total bonus payments on Avinor Group level, the bonus payment for intercontinental passenger growth for each company will be reduced proportionally until maximum total bonus payments on Avinor Group level has been reached.

Bonus for passenger growth for the year "n" will be credited during the first quarter of year "n+1".

### **Restrictions**

The incentive scheme is only applicable to schedule and charter traffic with a minimum of 5 serial departures in 2013 (i.e. five consecutive charter flights). Avinor reserves the right to change the incentive scheme for passenger growth in case of a decision or resolution of any Norwegian, or international, Authority or Tribunal changing the conditions and/or possibilities for Avinor to pay the above described bonus for passenger growth.

Passengers on routes receiving start-up aid for new routes to Europe (not intercontinental routes) will not be included in the basis for calculation of bonus. Bonus will not be paid for passenger growth below 500 passengers for which passenger charge is payable. Avinor reserves the right not to pay bonus to companies not fulfilling their financial obligations towards Avinor.



### **Signing up and documentation**

Airlines who wish to take part in the incentive scheme must send a written application to [billing@avinor.no](mailto:billing@avinor.no). In order to receive bonus payments, the airline has to provide information needed for crediting of bonus payments.

### **Contact**

Questions regarding the incentive scheme can be addressed to:

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