

Dear all,

There is no need to emphasize that we are going through some difficult moments and that this crisis will definitely mark a before and after.

Today, the president of the Spanish government, Pedro Sanchez, has declared a state of alarm throughout the country.

This has a series of consequences in our day to day, which are the following:

During the validity of the state of alarm, citizens will only be able to circulate along the public roads to carry out the following activities:

- a) Acquisition of food, pharmaceuticals and basic needs.
- b) Attendance to health centers.
- c) Travel to the workplace to carry out their work or business.
- d) Return to the place of usual residence.
- e) Assistance and care for the elderly, minors, dependents, people with disabilities or especially vulnerable people.
- f) Going to financial entities.
- g) Due to force majeure or necessity.
- h) Any other activity of an analogous nature, duly justified.

These measures will be effective from 8:00 a.m. on March 16, 2020 (Spanish Local time).

As you know, Norwegian management informed us about the start of a force majeure ERTE (Temporary Labour Force Adjustment). This measure will be in effect for the duration of the US travel ban. In principle, the US travel ban will last 30 days. However, it is clear that there is a possibility of the US travel ban being extended, in which case the force majeure ERTE would be also extended.

We will provide more information within the next few days.

Those who have to operate flights in the next few days surely will have many questions and doubts. The Norwegian management has reassured us and promised that we will all be able to return home even if flights are cancelled due to restrictions that may arise.

In summary, it is time to assume that we must stay at home, we must follow the guidelines of the relevant authorities and, above all, we must support each other in these difficult times.

As always, we are here to assist and listen to you.

Do not hesitate to contact us.

Best regards,

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