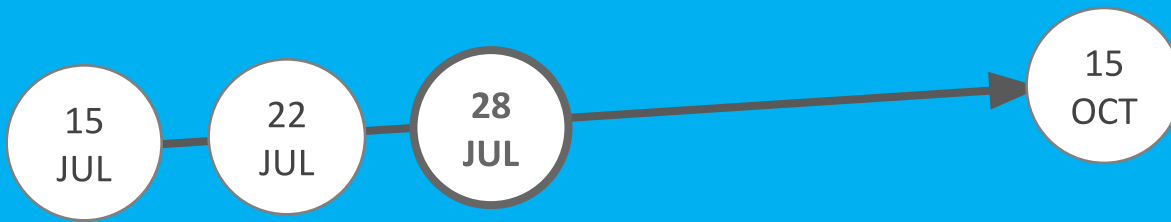


ODYSSEY



On July 28th, the second negotiation meeting on the social measures accompanying the Odyssey adaptation plan was held.

■ Measures from the meeting held on July 22nd ■ Evolutions validated by the Management

VOLUNTARY INTERNAL MOBILITY WITHIN THE GROUP

- [Mobility package Airbus in France](#) (special cases NT < > NZ analysed in Site Committees).
- "Local Plus" package abroad (please contact us for more information)
- Adaptation training = 3 000€ (educational costs + travel).
- Reconversion training : 7 000 € (educational costs + travel - mandatory use of CPF if training eligible), priority given to critical and emerging professions.
- Bonus "Child Higher Education" (support to finance accommodation costs in the original location: 500 € / months / family for a 10 months duration).

VOLUNTARY EXTERNAL MOBILITY

Employee's eligibility :

- Promise of employment on a permanent or fixed-term contract for a minimum of 6 months,
- Creation / take over of a company,
- Follow-up of a qualifying / graduating course.

Associated measures :

- Severance package = severance pay with a minimum of 5 months if departure before December 31st.
- Promptness bonus = 2 months salary (application before the end of October, departure before December 31st).
- Business creation:
 - 7 000 € Training fees.
 - Bonus of 6 000 € for the recruitment of an Airbus employee concerned by the plan.
 - Bonus for Business creation : 5 000 €.
- Coverage of 7 000 € for the follow-up of a qualifying training course.
- Coverage of relocation costs to move closer to the place of work (located more than 70 km away).

EACS (Early Activity Cessation Scheme)

- Eligibility of the employee: to be able to liquidate his/her Social Security pension at full rate between June 30th 2021 and June 30th 2023 with the obligation to take all of his/her TSA rights at the end of his/her career (**Full TSA, maximum 24 months**).
- Severance package = dismissal compensation
- Possibility to buy back a maximum of 2 quarters within the limit of 10k€ (If not necessary, this amount can compensate an eventual discount AGIRC-ARRCO).

Compensation during the EACS period

Gross Annual Reference Compensation	Gross Allocation
Gross Annual Salary (S) < 36 302€	65% of the annual reference salary
36 302€ ≤ S ≤ 57 044€	60% (floor at 65% of 36 302€)
57 044€ ≤ S ≤ 82 976€	55% (floor at 60% of 57 044€)
82 976€ ≤ S ≤ 114 090€	50% (floor at 55% of 82 976€)
S ≥ 114 090€	57 044€

Severance package

- The amount of the dismissal compensation is determined according to the most advantageous method of calculation between the statutory indemnity and the contractual termination indemnity.
- Tax advantage: the severance pay is exempt from income tax and exempt from social security contributions up to a limit of 82 272€.

ASSISTED RETIREMENT

- Eligibility of the employee: to be able to liquidate his/her Social Security pension at full rate before June 30th 2021
- Severance package = dismissal compensation
- Possibility to buy back a maximum of 2 quarters within the limit of 10k€ (If not necessary, this amount can compensate an eventual discount AGIRC-ARRCO).

LIQUIDATION OF PENSION WITHOUT FULL RATE

- **Eligibility of the employee: to be able to liquidate his/her Social Security pension after 62 years of age without general full rate before June 30th 2021.**
- **Severance package = dismissal compensation.**
- **Commitment by the employee to liquidate his/her pension upon termination of his/her contract (no unemployment).**

LEAVING ON PERSONAL GROUNDS

- Eligibility of the employee: 2 years of seniority (**or less if agreement of the hierarchy**).
- Unpaid leave from 24 to 36 months
- Bonus of 1 month's salary.
- Severance pay if no return to Airbus at the end of the leave.
- Date of departure on leave no later than **December 31st 2020**.

The CFE-CGC will continue the negotiations in order to obtain the best possible incentives, the objective being to encourage volunteering to avoid any forced departure.