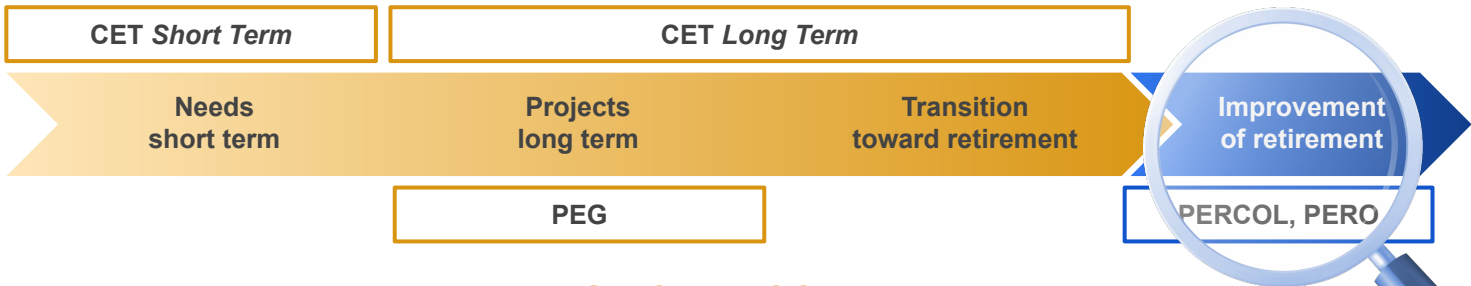


RELOAD

Creation of PERO

In the frame of the RELOAD project, negotiations on **the Time Saving Account & End-of-Career arrangements** have defined various provisions, some of which extend **beyond the employee's retirement date**:



At Airbus, there already was **an AGIRC ARRCO additional contribution** (= higher than the statutory contribution) **on the part of bracket 1 income** (= below the monthly Social Security ceiling or "PMMS").

This additional contribution **improves the replacement rate**, which is the ratio between the income received on retirement and the last salary received while working.

From now on, an **additional pension contribution (1%) on bracket 2 of the PMSS** (paid 100% by the employer) will be paid into a **compulsory retirement savings plan (PERO)**, which will offer Airbus retirees* additional income via a **life annuity**** received after retirement.

The PERO is automatically opened **as soon as gross monthly pay exceeds the PMSS** (€3864 in 2024), even on a one-off basis (e.g. month including the annual bonus).

The amount paid into the PERO is shown on the payslip (heading 8S19 "supplementary" for the gross amount, the net value of the investment after CSG/CRDS 9.7% is shown below).

In addition, the PERO :

- Will soon be **visible on Amundi**. By default, **the funds are managed** in the same way as the PERCOL (according to 3 profiles: cautious, balanced, dynamic).
- Features **guaranteed-capital** euro funds.
- **Is funded for employees on international mobility** who have their contract suspended, as long as they contribute to the Caisse des Français de l'Étranger.
- Can receive funds from the PERO of a company in which an employee has previously worked.

* In companies within the scope of the Agreement.

** Possibility of lump-sum payment if the annuity is < €100/month.
On the death of the employee, reversion of the pension to the person designated in the beneficiary clause.