

Free credits and buybacks allow you to lengthen your career (excluding buybacks of salary top-ups). Contribution payments and buybacks are the only way to increase your pension entitlements.

- ◆
- ◆ [What periods are eligible?](#)
- ◆ [What will I gain from having additional periods credited to my account?](#)
- ◆ [What are the deadlines?](#)
- ◆ [How do I get these periods credited to my account?](#)
- ◆ [The buyback, at what cost?](#)

### WHAT PERIODS ARE ELIGIBLE?

Eligible periods, whether through free credit, contribution payments, or buyback, are determined under article R6527-28 of the French transport code.

They are listed in the summary table of this notice. Only maternity leave, paternity leave, unpaid periods of work on an alternating basis, periods of parental leave taken through the alternating work-leave program, 2020 periods of partial employment and periods of military and combat service can be credited to your account free of charge, as well as periods starting from 16 December 2021 : adoption leave, reclassification leave and mobility leave.

### WHAT WILL I GAIN FROM HAVING ADDITIONAL PERIODS CREDITED TO MY ACCOUNT?

#### Free of charge

To lengthen your career and reduce or cancel out any rate reduction that may apply to your pension entitlements. However, having periods credited to your account free of charge has no effect on the amount of your pension entitlements

There is no reason to apply for free credits if you already qualify for a pension with no rate reduction.

#### By the payment of contributions

To raise the amount of your pension entitlements.

#### By buyback

To lengthen your career (meaning reducing or even cancelling out any rate reduction that applies to your pension entitlements, excluding buybacks of salary top-ups or additional buybacks of periods of unemployment) and raise the amount of your pension entitlements.

## WHAT ARE THE DEADLINES?

### To have periods credited free of charge

Free credits can be awarded at the latest prior to claiming all pension entitlements.

### For contribution payments

Only the following types of periods can be credited to your account in this manner:

- ◆ Periods of temporary medical leave from 01/01/2012 during which you were paid all or part of your salary
- ◆ Periods of prescribed temporary medical leave from 01/01/2012 with compensation from a compulsory providence scheme

The member must pay contributions, which are calculated without any weighting factor, within the calendar year following the period being applied for.

### To buy back periods

Buybacks of periods not worked can be carried out:

- ◆ For quarters in education, buyback can occur at any age prior to the member's 60th birthday and prior to claiming all pension entitlements
- ◆ For all other periods eligible for buyback:
  - ◆ Either during the member's career, before their 50<sup>th</sup> birthday. Payment for a buyback simulation drawn up during the year of the member's 50<sup>th</sup> birthday must reach CRPN by the day before their 50<sup>th</sup> birthday.
  - ◆ Or during the period preceding submission of a claim for all entitlements. In this case, buyback must be carried out no more than 6 months prior to the effective date for the member's claim of all entitlements. The buyback payment must be submitted prior to the claim, meaning before the member's claim reaches the pension board for approval. In the special case where a claim for all entitlements follows a previous partial claim of entitlements through the alternating work-leave program, CRPN must have received the buyback payment by the day before the effective date of the claim for the remainder of the member's entitlements, which had not been claimed through the alternating work-leave program.
  - ◆ Or during the period preceding submission of a claim in the special case where entitlements were claimed prior to the member's 50<sup>th</sup> birthday on the basis of permanent unfitness for work. In this case, the payment deadline is the same as in the point above.

CRPN must have received any request for a contribution payment simulation or a buyback simulation before November 15. Otherwise, we cannot guarantee that your request will be granted for the current financial year.

The amount of your contribution payment or buyback must be paid by bank transfer or by cheque from your personal account made payable to the CRPN.

All contribution and buyback payments are **final**.

## HOW DO I GET THESE PERIODS CREDITED TO MY ACCOUNT?

### Free credit

For periods not worked **prior to 2020**, you should submit the required supporting documents (cf. Summary table hereinafter), according to the same terms as buybacks and contribution payments (section below).

Periods not worked **from 2020** are credited free of charge based on employer reports. You do not have to do anything or submit any supporting, excluding cases of early validation due to the payment of entitlements. This credit becomes final upon inspection of the air crew member's file at the time of the payment of his/her entitlements.

### Buybacks and contribution payments

#### You can:

- ◆ Either submit an application through your [personal account](#), in the “**Online requests/Crediting periods not worked to your account**” section on the website [www.crpm.fr](http://www.crpm.fr), to which you can attach the required scanned or photographed supporting documents.
- ◆ Or send to the CRPN a payment of contributions study request (in respect of the periods in the prior year concerned) or the buyback, accompanied by ad hoc supporting documents.

#### You must submit the required supporting documents:

- ◆ In the cases described in the summary table of page 4.

#### You have no supporting documentation to submit (unless you are applying for early crediting in connection with a claim for entitlements):

- ◆ For periods from 2020, credited based on employer reports, relating to:
  - ◆ Work on an alternating basis,
  - ◆ Maternity leave,
  - ◆ Parental leave taken through the alternating work-leave program,
  - ◆ Paternity leave,
  - ◆ 2020 partial employment.

- ◆ For periods starting from 16 December 2021, relating to:
  - ◆ Adoption leave,
  - ◆ Reclassification leave,
  - ◆ Mobility leave.

## THE BUYBACK, AT WHAT COST?

The methods of calculation of the buyback were established by the Board of Directors in accordance with the actuarial neutrality regulatory obligations (decisions attached to this memo). They depend on the situation of the person in question, his/her age and the nature of the buyback period. The tables of the applied weighting factors and percentages depending on the case to ensure the actuarial neutrality of the buybacks are presented in these decisions.

The methods of calculation of the cost of a buyback according to the age and situation of the person concerned are summarised in the diagram on page 8.

**PERIODS THAT CAN BE CREDITED FREE OF CHARGE OR BY BUYBACK**

Article R6527-28 of the French transport code	Type of period	Requirements for accrual	Documentation to be provided
5°	Combat services	- Free credit capped at half of the length of the member's career in civil aviation	- Military service record ("Etat signalétique et des services") or military identification and career booklet ("livret militaire") - Signed statement that these periods were not accrued under another supplementary retirement pension scheme
6°	Military services, mandatory statutory period, if 20 years in civil aviation	- Free credit or - Actuarially neutral buyback	- Military service record ("Etat signalétique et des services") or military identification and career booklet ("livret militaire") - Signed statement that these periods were not accrued under another supplementary retirement pension scheme
11°	Maternity leave, and starting from 16 December 2021 adoption leave	- Free credit or - Actuarially neutral buyback	- Full copy of the member's family record book ("livret de famille") - Certificate from the member's employer (1)
12°	Paternity leave	- Free credit or - Actuarially neutral buyback	- Full copy of the member's family record book ("livret de famille") - Certificate from the member's employer (1)
13°	Work on an alternating basis or parental leave taken through the alternating work-leave program	- Free credit or - Actuarially neutral buyback	- Amendments to the employment contract - Certificate from the member's employer showing the periods not worked for each calendar year (1) - Copy of the member's family record book ("livret de famille") (for parental leave) - Signed statement of non-payment of contributions to another scheme during the listed periods
16°	Periods of partial employment in 2020 during which the insured received the benefit indicated in II of art. L5122-1 of the French labour code	- Credited free of charge as time in 2020 - Credited through contributions as of 2021 without actually being assessed for contributions	- None: direct declaration from employers to the CRPN, without a claim from the member
17°	Starting from 16 December 2021 reclassification leave and mobility leave	- Free credit or - Actuarially neutral buyback	- Employer's certificate indicating the periods not worked by calendar year (1)

(1) For Air France air crew members, certificates of periods not worked are already in our possession

**Please note: periods off work from 2020** (11, 12, 13, 16 and 17) are credited free of charge based on employer reports. **You have no application or documentation to submit, unless you are applying for early crediting in connection with a claim for entitlements.** This credit becomes final upon inspection of the air crew member's file at the time of the payment of his/her entitlements.

PERIODS THAT CAN BE CREDITED FREE OF CHARGE OR BY BUYBACK

Article R6527-28	Type of period	Requirements for accrual	Documentation to be provided
3°	Periods of medically prescribed leave from work from 01/01/2012 during which the member continued to draw all or part of their salary (article L6526-1 and 2 of the French transport code)	<ul style="list-style-type: none"> <li>- During the calendar year following the period of leave: contributions must be paid (member's share + employer's share) on the basis of total gross yearly pay prior to this period after deduction of employer's contributions</li> <li>or</li> <li>- Once the calendar year following the period of leave has passed: actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Certificate from the member's employer specifying the start and end dates of the periods being applied for and the gross pay liable to contributions that was declared to CRPN, broken down by fiscal year.</li> </ul>
4°	Prescribed medical leave with compensation from a compulsory providence scheme (e.g. SIACI) from 01/01/2012, or prior to 2012 if no employer's CRPN contributions	<ul style="list-style-type: none"> <li>- During the calendar year following the period of leave if the period began no earlier than January 1, 2012: contributions must be paid (member's share + employer's share) on the basis of the gross benefits award, after deduction of employer's contribution</li> <li>or</li> <li>- Once the calendar year following the period of leave has passed: if the period began no earlier than January 1st, or the period occurred prior to 2012: actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Certificate from the providence scheme showing the gross amounts of benefits paid and the periods for which they were paid.</li> <li>- Certificate from the member's employer listing the providence scheme that awarded benefits, the periods of paid medical leave, the contributions paid by the employer on the basis of these periods and the salary declared for these periods (1)</li> </ul>
7°	Military services beyond the statutory period	<ul style="list-style-type: none"> <li>- Actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Military service record ("Etat signalétique et des services") or military identification and career booklet ("livret militaire")- Signed statement of non-entitlement to a pension</li> <li>- Copy of the military air crew member's certificate ("brevet de personnel Navigant militaire")</li> </ul>
8°	Periods with a suspended contract, listed by decree (attached):	<ul style="list-style-type: none"> <li>- Actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Certificate from the member's employer specifying the dates and type of suspension (1)</li> <li>- Copy of the member's family record book ("livret de famille") (if due to parental leave)</li> </ul>
9°	Acquisition of a qualification (subsequent to first membership)	<ul style="list-style-type: none"> <li>- Actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Certificate from the internship organization listing the dates and specifying that it was unpaid</li> </ul>
10°	Quarters in education eligible for buyback under the general scheme	<ul style="list-style-type: none"> <li>- 12 quarters maximum, without exceeding the required length for a pension with no rate reduction</li> <li>- Buyback is possible until the day before the member's 60<sup>th</sup> birthday (contributions can be purchased on the basis of the member's average salary over the 1080 days prior to the buyback, calculated using an age-based actuarial weighting factor).</li> </ul>	<ul style="list-style-type: none"> <li>- A purchase simulation drawn up by the general scheme</li> </ul>
14°	Pre-retirement with FNE payments	<ul style="list-style-type: none"> <li>- Actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- FNE certificate showing the member's last employer</li> <li>- Certificates of payment</li> </ul>
15°	Paid unemployment following termination of an air crew member's contract	<ul style="list-style-type: none"> <li>- Actuarially neutral buyback</li> <li>- If the periods of paid unemployment from 01/01/1997 have been credited in full with regard to time and in part with regard to salary, with Unedic contributions: additional actuarially neutral buyback</li> </ul>	<ul style="list-style-type: none"> <li>- Annual certificate from France Travail intended for the supplementary pension organisation indicating the last employer</li> <li>- Payment notice from France Travail indicating the amount of the gross benefits received</li> </ul>

(1) For Air France air crew members, certificates of periods not worked are already in our possession

**Periods with a suspended contract, listed by the decree of 19 November 2001 (set out in point 8) of article R6527-28 of the French transport code**

<ul style="list-style-type: none"> <li>1 Military activation or extension of active duty.</li> <li>2 Statutory maternity or adoption leave</li> <li>3 Parental child-rearing leave or half-time work following a birth or adoption</li> <li>4 Suspension of the employment contract throughout a period of medical leave prescribed due to an accident-at-work</li> <li>5 Leave to participate in training for youth leaders and facilitators</li> <li>6 Economic, social, or union training leave,</li> <li>7 Unpaid training leave</li> <li>8 Jury duty</li> <li>9 Teaching leave</li> </ul>	<ul style="list-style-type: none"> <li>10 Unpaid leave on medical grounds for workers who have exhausted their paid medical leave entitlements</li> <li>11 Unpaid leave for maternity or adoption.</li> <li>12 Parental leave</li> <li>13 Periods of unpaid leave of absence, with a cap of three years, as part of a layoff plan</li> <li>14 Periods not worked as an air crew member for air crew members with under 25 years credited to their account, following a layoff plan, generating no pay as an air crew member, with a cap of three years.</li> </ul>
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**DIFFERENT TYPES OF BUYBACKS**

Impact of the buyback  
(R6527-30 and 31 of the French transport code)

Periods eligible for buyback under article R6527-28 of the French transport code	Ref. article R6527-28	Free crediting possible	Acquisition of time for calculation	Acquisition of time for the pension eligibility requirements	Acquisition of salary
Periods of medically prescribed leave from work from 01/01/2012 during which the member continued to draw all or part of their salary, under the circumstances set forth by articles L. 6526-1 & 2 of the French transport code	3	no	no	no	yes
Periods of prescribed medical leave from work with compensation from a compulsory providence scheme from 01/01/2012	4	no	no	no	yes
Periods of prescribed medical leave from work with compensation from a compulsory providence scheme prior to 01/01/2012	4	no	yes	yes	yes
Statutory duration of military service	6	yes	yes	no	yes
Duration of military service beyond the statutory period	7	no	yes	yes	yes
Periods with a suspended contract	8	no	yes	yes	yes
Periods used to acquire a qualification	9	no	yes	yes	yes
Maternity leave	11	yes	yes	no	yes
Adoption leave starting from 16 December 2021	11	yes	yes	no	yes
Paternity leave	12	yes	yes	no	yes
Work on an alternating basis or parental leave taken through the alternating work-leave program	13	yes	yes	no	yes
FNE (national employment fund) periods	14	no	yes	yes	yes
Periods of paid unemployment with no contributions from Unedic	15	no	yes	yes	yes
Periods of paid unemployment with contributions from Unedic	15	no	no	no	yes
Quarters in education	10	no	yes	yes	yes
Reclassification leave, mobility leave starting from 16 December 2021	17	yes	yes	no	yes

Buyback type 1 Buyback type 3

Buyback type 2 Buyback type 4

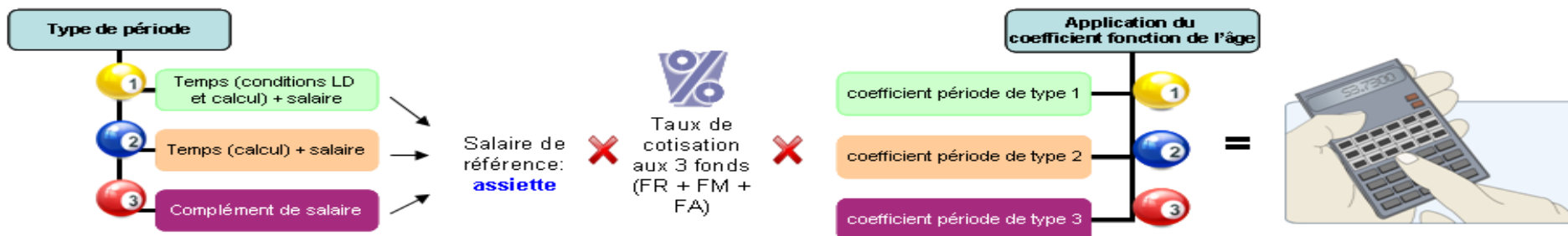


To ensure that buybacks are actuarially neutral, the board of directors has set forth the following rules for calculation:

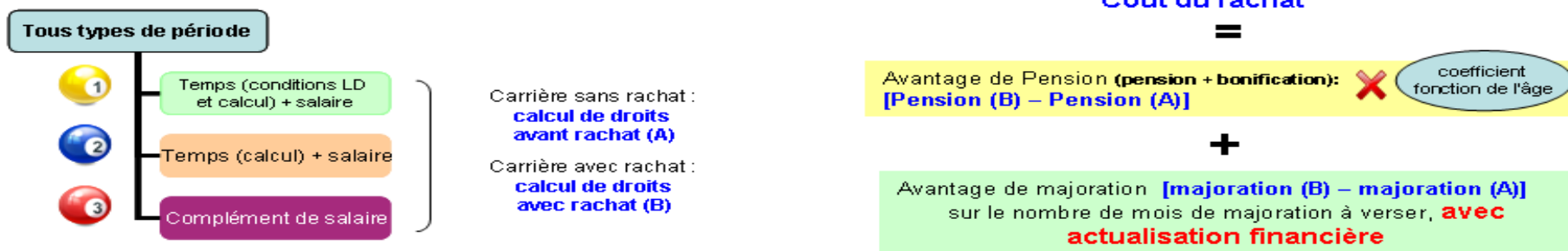
- ◆ buybacks carried out before the member's 50<sup>th</sup> birthday: contributions are purchased using a reference basis pursuant to articles R6527-29 to R6527-33 of the French transport code that is determined by type of period, and calculated using an actuarial weighting factor based on age and type of period being purchased;
- ◆ buybacks carried out shortly prior to claiming all pension entitlements: the buyback is calculated on the basis of the pension increase that will result from the buyback, using an age-based actuarial weighting factor (pension and child related supplement) and financial updating (top-up)).

## Calcul du coût d'un rachat

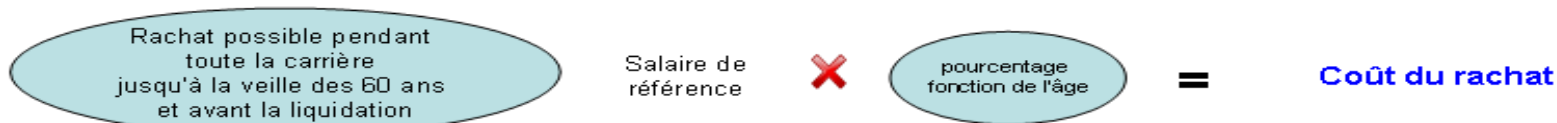
### Avant 50 ans



### A l'approche de la liquidation des droits



### Trimestres d'études



**DOCUMENT TO BE COMPLETED AND TO BE RETURNED TO THE CRPN - CAREERS AND BENEFITS DEPARTMENT**

Article R6527-28	Periods	Possible types of accrual as determined by type of period (Check the box or boxes next to the desired type of accrual)	
3°	◆ Temporary paid medical leave	Buyback <input type="checkbox"/>	payment of contributions <input type="checkbox"/>
4°	◆ Prescribed medical leave with compensation from a compulsory providence scheme (e.g. SIACI)	Buyback <input type="checkbox"/>	payment of contributions <input type="checkbox"/>
5°	◆ Combat services		Free credit <input type="checkbox"/>
6°	◆ Military services, compulsory statutory period, if 20 years in civil aviation	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>
7°	◆ Military services beyond the statutory period	Buyback <input type="checkbox"/>	
8°	◆ Parental leave	Buyback <input type="checkbox"/>	
	◆ Unpaid training leave	Buyback <input type="checkbox"/>	
	◆ Unpaid medical leave	Buyback <input type="checkbox"/>	
9°	◆ Unpaid, uncompensated internship	Buyback <input type="checkbox"/>	
10°	◆ Quarters in education eligible for buyback under the general scheme	Buyback <input type="checkbox"/>	
11°	◆ Maternity leave, starting from 16 December 2021 : adoption leave	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>
12°	◆ Paternity leave	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>
13°	◆ Work on an alternating basis	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>
	◆ Parental leave taken through the alternating work-leave program	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>
14°	◆ Pre-retirement with FNE payments	Buyback <input type="checkbox"/>	
15°	◆ Paid unemployment following termination of an air crew member's contract	Buyback <input type="checkbox"/>	
16°			
17°	◆ The periods of partial employment are credited automatically		
	◆ Mobility leave, reclassification leave (starting from 16 December 2021)	Buyback <input type="checkbox"/>	free credit <input type="checkbox"/>

**Make sure to attach the required documents for the desired period to be credited to your account.**

Social security no.: | | | | | | | | | | | | | | | | | | | | Key | | | | |

SURNAME, first name: .....

Address: .....

E-mail address \* : .....

**(Please provide only one address and write legibly)**

Mobile phone \* : + \_ \_ \_ \_ | | | | | | | | | | | | |  
Country code)

The personal data saved from your responses will undergo computer processing by the CRPNPAC, as data controller, with a view to the settlement of your CRPN pension. In compliance with the European General Data Protection Regulation no. 2016/679/EU of 27 April 2016, and the French Data Protection Act no. 78-17 of 6 January 1978 amended, you have a right to obtain information, to access, rectification and erasure of your personal data, and a right to restrict the processing of your data. Furthermore, you have the right to define what happens to your data after you die. You can exercise these rights with the Data Protection Officer of the CRPNPAC at: [protection.donnees@crpn.fr](mailto:protection.donnees@crpn.fr). If, after having contacted the Data Protection Officer, you feel that your data protection rights have not been respected, you can send a complaint to the CNIL. Anyone found guilty of fraud or false declarations with a view to obtaining or attempting to obtain undue advantages is punishable by a fine and/or imprisonment (Articles 313-1, 441-1 and 441-7 of the French Criminal Code).

Issued in.....  
On | | | | | | | |

For further information: <https://www.crpn.fr/informatique-et-libertes/>

Signature

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Comments: .....

\* Your contact information will be used to expedite the processing of your application if we need to communicate with you as part of our legal public service role The information we collect will be sent to the CRPNPAC to which you are applying The data collected is stored only as long as is necessary for your benefits to be paid.

**Periods of military and combat service  
(article R6527-28 5°,6°,7°)**

**SIGNED STATEMENT**

I, the undersigned .....

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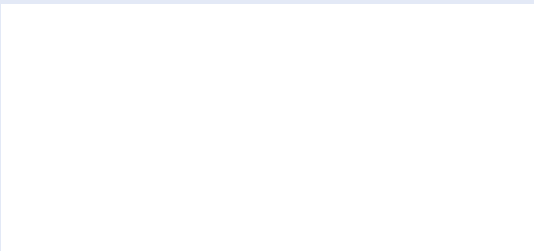
Social security no.      | | | | | | | | | | | | | | | | | | | | | | Key | | | |

A CRPN member,  
hereby declare that my periods of military or combat service have not been credited to my account under another retirement pension scheme appearing in articles L711-1 and L921-1 of the French Social Security code and have not resulted in a pension entitlement.

In witness whereof, this statement has been drawn up for all legal intents and purposes.

The personal data saved from your responses will undergo computer processing by the CRPNPAC, as data controller, with a view to the settlement of your CRPN pension. In compliance with the European General Data Protection Regulation no. 2016/679/EU of 27 April 2016, and the French Data Protection Act no. 78-17 of 6 January 1978 amended, you have a right to obtain information, to access, rectification and erasure of your personal data, and a right to restrict the processing of your data. Furthermore, you have the right to define what happens to your data after you die. You can exercise these rights with the Data Protection Officer of the CRPNPAC at: [protection.donnees@crpn.fr](mailto:protection.donnees@crpn.fr). If, after having contacted the Data Protection Officer, you feel that your data protection rights have not been respected, you can send a complaint to the CNIL. Anyone found guilty of fraud or false declarations with a view to obtaining or attempting to obtain undue advantages is punishable by a fine and/or imprisonment (Articles 313-1, 441-1 and 441-7 of the French Criminal Code).

Signature



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On | | | | | | | | | | | | | | |

For further information: <https://www.crpn.fr/informatique-et-libertes/>

**Periods of work on an alternating basis and/or parental leave taken through  
the alternating work-leave program (article R6527-28 13°)**

**SIGNED STATEMENT**

I, the undersigned .....  
.....

Social security no. 

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 Key 

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A CRPN member,

Hereby declare that my periods not worked and not paid due to work on an alternating basis and/or parental leave taken through the alternating work-leave program did not result in the payment of contributions to a supplementary retirement pension scheme other than CRPN.

In witness whereof, this statement has been drawn up for all legal intents and purposes.

The personal data saved from your responses will undergo computer processing by the CRPNPAC, as data controller, with a view to the settlement of your CRPN pension. In compliance with the European General Data Protection Regulation no. 2016/679/EU of 27 April 2016, and the French Data Protection Act no. 78-17 of 6 January 1978 amended, you have a right to obtain information, to access, rectification and erasure of your personal data, and a right to restrict the processing of your data. Furthermore, you have the right to define what happens to your data after you die. You can exercise these rights with the Data Protection Officer of the CRPNPAC at: [protection.donnees@crpn.fr](mailto:protection.donnees@crpn.fr). If, after having contacted the Data Protection Officer, you feel that your data protection rights have not been respected, you can send a complaint to the CNIL. Anyone found guilty of fraud or false declarations with a view to obtaining or attempting to obtain undue advantages is punishable by a fine and/or imprisonment (Articles 313-1, 441-1 and 441-7 of the French Criminal Code).

Signature

Issued in .....

On 

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For further information: <https://www.crpn.fr/informatique-et-libertes/>

## Decisions of the board of directors

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### **PAYMENT OF CONTRIBUTIONS IN THE FOLLOWING YEAR (periods 3 & 4 of article R6527-28 (former article R426-13 of the civil aviation code))**

#### **no. 2011-30-04**

Regarding the application of article R6527-29 of the French transport code (former article R426-14 I of the French Civil Aviation Code) concerning the periods referred to in article R6527-28 3° and 4° of the French transport code (former article R426-13 c and d of the French Civil Aviation Code), the board decided that the following measures must be taken if these periods date to after 31/12/2011:

- 1° the contributions payable by the member during the calendar year following the period shall be calculated at the rates and using the bases applicable at the time of payment, updated by the difference between the corrected wage variation index for the year of payment and the index for the year in which the salary or benefits used as the contribution calculation basis were generated;
- 2° The calculation shall be based on the member's salary for the previous 360 days (for 3° periods) or based on the gross benefits paid by the providence fund for the period (for 4° periods), minus the salary accrued to the member's account for that period as a result of employer's contributions;
- 3° All contribution payments are final.

## BUYBACK RULES

#### **no. 2012-12**

Regarding the application of articles R6527-28 and R6527-29 to R6527-33 of the French transport code (former articles R426-13 and 14 of the French Civil Aviation Code), the board unanimously decided that, in order to adhere to the principle of actuarial neutrality as provided under article R6527-33 (former article R426-14 IV of the French Civil Aviation Code), buybacks will only be possible if one of the following circumstances applies:

- ◆ For quarters in education referred to under article R6527-28 10° (former article R426-13 j of the French Civil Aviation Code), at any age prior to the member's 60<sup>th</sup> birthday and prior to claiming all entitlements;
- ◆ for all other periods listed under article R6527-28 (former article R426-13 of the French Civil Aviation Code) which are eligible for buyback under article R6527-30 and R6527-31 (former article R426-14 II of the French Civil Aviation Code) :
  - ◆ before the member's 50<sup>th</sup> birthday. The buyback will be calculated based on the number of full years on January 1<sup>st</sup> of the year of the simulation and/or of the year of payment of the buyback. All payments under this circumstance must have been made in full by the day before the member's 50th birthday;
  - ◆ During the period preceding submission of a claim for all entitlements, after the member's 50th birthday. The buyback will be calculated on the basis of the number of full years on the scheduled effective date of the member's claim for all entitlements. CRPN must receive a written request for a buyback simulation no more than 6 months before the effective date of the member's claim for all entitlements, and no later than the day before the effective date. Actual buyback payments must be made before the pension board approves the claim at its bi-monthly meeting or, at the latest, by the day before the effective date of the claim for the second portion of the member's entitlements, if a portion of the entitlements had previously been claimed through the alternating work-leave program;
  - ◆ During the period preceding a claim for entitlements, under the special circumstance in which entitlements are claimed prior to the member's 50th birthday due to permanent unfitness for work. The calculation rules are identical to those appearing in the previous section which apply to the period preceding submission of a claim after the member's 50th birthday. The age which is used to calculate the weighting factor is 50, and actual buyback payments must be made before the member's claim has been approved by the pension boards pensions.

Any payment received outside these deadlines will be returned to the member. Likewise, any buyback payment made by a member who is planning to claim their pension within the following 6 months but eventually postpones the claim to a later date will be refunded.

#### **no. 2012-14**

Regarding the application of article R6527-30 of the French transport code (former article R426-14 II of the French Civil Aviation Code) which allows for the buyback of certain periods referred to under article R6527-28 (7°, 8°, 9°, 14°, and 15° (former article R426-13 g, h, i, n and o periods or which no UNEDIC contributions were made), the board unanimously decided to take the following measures with regard to buybacks carried out before the member's 50<sup>th</sup> birthday:

- 1° The contributions payable by the member shall be calculated at the rates and using the bases applicable at the time of payment, updated by the difference between the corrected wage variation index for the year of payment and the index for the year in which the salary or benefits used as the contribution calculation basis were generated. The result is taken in relation to the number of days in the period being bought back and multiplied against an actuarial factor that is based on the member's age, as stipulated by decision No. 2012-18. The member's age which is used to calculate the cost is determined by decision No. 2012-12;
- 2° All buyback simulations are valid for the remainder of the calendar year, or up to the day before the member's 50th birthday for the calendar year of their 50th birthday, and all buybacks are final.

#### **no. 2012-15**

Regarding the application of article R6527-30 of the French transport code (former article R426-14 II of the French Civil Aviation Code) which allows for the buyback of certain periods referred to under article R6527-28 (6°, 11°, 12°, 13°) (former article R426-13 of the French Civil Aviation Code (f, k, l, m)) the board unanimously decided to take the following measures with regard to buybacks carried out before the member's 50th birthday:

- 1° The contributions payable by the member shall be calculated at the rates and using the bases applicable at the time of payment, updated by the difference between the corrected wage variation index for the year of payment and the index for the year in which the salary or benefits used as the contribution calculation basis were generated. The result is taken in relation to the number of days in the period being bought back and multiplied against an actuarial factor that is based on the member's age, as stipulated by decision No. 2012-18. The member's age which is used to calculate the cost is determined by decision No. 2012-12;
- 2° All buyback simulations are valid for the remainder of the calendar year, or up to the day before the member's 50th birthday for the calendar year of their 50th birthday, and all buybacks are final.

#### **no. 2012-16**

Regarding the application of article R6527-30 of the French transport code (former article R426-14 II of the French Civil Aviation Code) which allows for the buyback of certain periods referred to under article R6527-28 (3°, 4° and 15° (former article R426-13 c, d and o periods) for which UNEDIC contributions were made), the board unanimously decided to take the following measures with regard to buybacks carried out before the member's 50th birthday:

- 1° The contributions payable by the member shall be calculated at the rates and using the bases applicable at the time of payment, updated by the difference between the corrected wage variation index for the year of payment and the index for the year in which the salary or benefits used as the contribution calculation basis were generated. The result is taken in relation to the number of days in the period being bought back and multiplied against an actuarial factor that is based on the member's age, as stipulated by decision No. 2012-18. The member's age which is used to calculate the cost is determined by decision No. 2012-12;
- 2° All buyback simulations are valid for the remainder of the calendar year, or up to the day before the member's 50th birthday for the calendar year of their 50th birthday, and all buybacks are final.

**no. 2012-17**

Regarding the application of article R6527-30 of the French transport code (former article R426-14 II of the French Civil Aviation Code) which allows for the buyback of the periods referred to under article R6527-28 3°, 4°, 6°, 7°, 8°, 9°, 11°, 12°, 13°, 14°, 15° (former article R426-13 c, d, f, g, h, i, k, l, m, n, o of the French Civil Aviation Code) the board unanimously decided to take the following measures with regard to buybacks carried out during the period prior to a claim for all entitlements:

- 1° All durations and/or salaries to be credited to the member's account following buyback shall be determined using the basis appearing in decisions No. 2012-14, 2012-15, and 2012-16, according to the type of period, taken in relation to the number of days in the period being bought back; the career taken into account prior to the theoretical crediting of these durations and salaries to the member's account is the career accrued on the date of the simulation;
- 2° On top of the member's lifelong pension, a yearly supplement and a temporary monthly top-up supplement are calculated as of the effective date that is set for each benefit, using the value of the year of the buyback, based on a career up to the last year credited to the member's account, as determined by pension type (with or without a rate reduction);
- 3° Each supplement is respectively equal to the difference between the pension amounts resulting from articles R6527-34, R6527-43 and R6527-45 (paragraph one, two, and three of the former article R 426-16-1 of the French Civil Aviation Code) and to the difference between the pension amounts resulting from article R6527-46 (fourth and following paragraphs of former article R426-16-1 of the French Civil Aviation Code), calculated on the basis of a pre-buyback and a post-buyback career (and in both cases, before any buyback of quarters in education). The pension and top-up supplements which have been calculated in accordance with these rules will take account of any rate reduction and/or minimum pension. If part of the member's entitlements have previously been claimed through the alternating work and retirement program, in order to determine the pension supplements resulting from the buyback, the member's pre- and post-buyback pensions will be calculated by applying the highest "not-worked" percentage/ the lowest "worked" percentage reported by the member's employer during the period of alternating work and retirement;
- 4° The cost of the buyback payable by the member is equal to the sum
  - ◆ of the product of the annual pension supplement times the age-based weighting factor which appears in decision 2012-19, plus
  - ◆ the amount of the top-up supplement calculated on the (rounded down) number of full months of top-up payment pursuant to article R6527-46 (paragraph 4 et seq of former article R426-16-1 of the French Civil Aviation Code), updated at a rate set forth by decision No. 2012-19;
- 5° All buyback simulations are valid for payment until the last business day of the calendar year or, if part of the member's entitlements have previously been claimed through the alternating work and retirement program, they are valid for payment up to the day before the effective date for the second portion of the member's entitlements;
- 6° The final payment must be made before the pension board approves the claim at its bi-monthly meeting or, at the latest, by the day before the effective date of the claim for the second portion of the member's entitlements, if a portion of the entitlements had previously been claimed through the alternating work and retirement program;
- 7° All buybacks are final.



**no. 2012-20**

Regarding buybacks of periods in education, the board unanimously set forth the following rules for the application of articles R6527-28 10° (former article R426-13 j of the French Civil Aviation Code) and R6527-30 4° of the French transport code (former article R426-14 II d of the French Civil Aviation Code) :

- 1° Buybacks must be for a multiple of (90-day) quarters in education;
- 2° The basis used to calculate the price of the buyback shall be the member's average yearly salary for the three years (1080 days) of employment prior to the buyback and credited to the member's career account, updated by the difference between the corrected wage variation index for the year of payment and the index for the year in which the salary used as the contribution calculation basis was generated;
- 3° The contributions payable by the member shall be calculated by applying an age-based actuarial weighting factor to the basis;
- 4° Given that the number of quarters in education which can be eligible for buyback has been limited by law to what is necessary in order to qualify for a pension with no rate reduction, if, on the effective date for the member's pension claim, the number of days credited to the member's career against payment is higher than the number of days required for a pension with no rate reduction, either all or part of the member's days in education will not be taken into account, either in terms of duration or in terms of salary, toward the calculation of their pension;
- 5° The member's age which goes in to the weighting factor is calculated as the number of full years on January 1<sup>st</sup> of the fiscal year in which the member's simulation and/or payment is made, except if the buyback is carried out after age 50 for the purpose of a claim of all entitlements. In that case, the member's age is calculated as the number of full years on the scheduled effective date for the entitlement;
- 6° All buyback simulations are valid for payment until the last business day of the calendar year;
- 7° Buybacks can be carried out at any point in the member's career and all buybacks are final;
- 8° The final payment must have been made before the pension board approves the claim at its bi-monthly meeting.



**no. 2023-128**

Pursuant to decision 2012-13, for the application of article R6527-30, concerning the buyback of periods listed under article R6527-28, excluding quarters in education appearing under article R6527-28 10°, before a member's 50th birthday, the Board of Directors' members either present or represented unanimously adopted the table of weighting factors which will apply, as determined by the type of period being bought back, for the year 2024, to the calculation of contributions under decisions 2012-14 to 2012-16.

**Cost of a buyback of time and salary, stated as a multiple of the revalued contributions that would have been paid on the basis of the period being bought back**

Age at buyback	Weighting factors		
	Periods 1	Periods 2	Periods 3
	7, 8, 9, 14 and 15 (if no Unedic contributions were paid on the 15 periods) (formerly g, h, i, n and o of article R426-14 of the French Civil Aviation Code)	6, 11, 12, 13 and 17 (formerly f, k, l, m and q of article R426-13 of the French Civil Aviation Code)	3, 4 and 15 (if no Unedic contributions were paid on the 15 periods) (formerly c, d and o of article R426-13 of the French Civil Aviation Code)
20	2.13	1.01	1.00
21	2.16	1.02	1.00
22	2.18	1.03	1.00
23	2.20	1.04	1.00
24	2.22	1.06	1.00
25	2.24	1.07	1.00
26	2.33	1.11	1.00
27	2.41	1.15	1.00
28	2.49	1.19	1.00
29	2.57	1.24	1.00
30	2.66	1.28	1.00
31	2.74	1.33	1.00
32	2.83	1.38	1.00
33	2.92	1.43	1.00
34	3.01	1.48	1.00
35	3.11	1.53	1.00
36	3.20	1.58	1.00
37	3.29	1.63	1.00
38	3.39	1.69	1.00
39	3.48	1.74	1.00
40	3.58	1.80	1.00
41	3.68	1.85	1.04
42	3.78	1.91	1.08
43	3.88	1.96	1.13
44	3.97	2.02	1.18
45	4.07	2.08	1.23
46	4.17	2.14	1.28
47	4.27	2.20	1.33
48	4.37	2.25	1.39
49	4.46	2.31	1.44

**no. 2023-129**

Pursuant to decision 2012-13, for the application of article R6527-30, concerning the buyback of periods listed under article R6527-28, excluding quarters in education appearing under article R6527-28 10°, during the period immediately prior to the member's pension claim, the Board of Directors' members either present or represented unanimously adopted:

- ◆ The table of weighting factors which will apply, for the year 2024, as determined by the member's age, to their yearly pension benefit under decision 2012-17:

Age at buyback	Weighting factor
50	25.62
51	25.50
52	25.37
53	25.21
54	25.03
55	24.83
56	24.41
57	23.98
58	23.54
59	23.09
60	22.63

Age at buyback	Weighting factor
61	22.16
62	21.67
63	21.17
64	20.67
65	20.15
66	19.62
67	19.08
68	18.54
69	17.98
70	17.42

- ◆ The yearly discount rate which applies to the top-up entitlement set forth by decision 2012-17: 2.80 %.

**no. 2023-130**

Pursuant to decision 2012-13, for the buyback of periods in education, the Board of Directors' members either present or represented unanimously adopted the table of weighting factors which will apply, for the year 2024, to the average earnings used as the calculation basis as provided by decision No. 2012-20:

**The cost of a buyback of time and salary, stated as a percentage of revalued wages for the period, for buybacks of quarters in education**

Age at buyback	Weighting factor
20	54.24%
21	54.79%
22	55.35%
23	55.92%
24	56.49%
25	57.06%
26	59.13%
27	61.15%
28	63.20%
29	65.35%
30	67.52%
31	69.74%
32	71.99%
33	74.28%
34	76.60%
35	78.95%
36	81.33%
37	83.73%
38	86.15%
39	88.60%

Age at buyback	Weighting factor
40	91.06%
41	93.54%
42	96.03%
43	98.52%
44	101.05%
45	103.58%
46	106.07%
47	108.53%
48	110.97%
49	113.40%
50	115.80%
51	118.11%
52	120.36%
53	122.57%
54	124.71%
55	126.88%
56	125.76%
57	124.63%
58	123.48%
59	122.31%