

Update to the support system following the Covid-19 epidemic

EXCEPTIONAL DECISION OF THE BOARD OF DIRECTORS

In consideration of the continued financial difficulties encountered by Air Transport, Aviation Work and Testing/Acceptance following the Covid-19 Coronavirus epidemic, and taking account of the publication of Decree no. 2021-570 of 10 May 2021 allowing the full validation of entitlements in the absence of payment of all contributions due for periods of employment from 1st January 2021, **the Board of Directors of the CRPN has decided to extend until the end of 2023 the support system put in place in 2020 and early 2021**, in order to support companies which, in this exceptional context, may not be able to pay all contributions on their due dates.

For employer contributions from February 2020 (or 1st quarter 2020) to December 2023, **subject to payment of the employee contributions on their due dates**, and save for the exceptions set out hereunder, companies thus benefit from an automatic deferral of the late supplements applied to the employer share which may not have been paid on time.

Employer contributions which have not been paid for the aforementioned period **must be settled no later than 25 January 2024**.

Exceptions:

- all employer contributions which have not been paid for the period of employment from 1st January to 31 December 2020 must be settled immediately **if the air crew member leaves the company before 31 December 2023** (inclusion of 2020 entitlements conditional on payment in full of the contributions due for that period);
- the employer contributions for the supplementary fund are due on their usual due dates for periods of employment from 1st January 2023 firstly, and companies are asked to pay all employer contributions not yet paid to the supplementary fund for the period 2020-2022 secondly.

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SYSTEM APPLICABLE UNTIL DECEMBER 2023

Periods of employment	Applicable support system
<p>February 2020 (or 1st quarter 2020) to December 2023</p>	<p>In case of payment difficulty:</p> <ul style="list-style-type: none"> • Employee contributions <u>due on the usual due dates</u> • Authorised payment period for employer contributions by 25 January 2024, save for the exceptions set out hereunder • Automatic deferral of late supplements subject to payment of employee contributions on the correct dates and payment of the employer share no later than 25 January 2024, save for the exceptions set out hereunder • Exceptions: <ul style="list-style-type: none"> - immediate payment of employer contributions 2020 for air crew members leaving the company before 31 December 2023 - usual payability for 2023 employer contributions for the supplementary fund firstly, and request to pay all employer contributions not yet paid to the supplementary fund for the period 2020-2022 secondly

Your representatives on the Board of Directors and the CRPN teams are available to support you as much as possible.

Employers/recovery department