

# Extension to our Covid-19 company assistance program

## SPECIAL BOARD OF DIRECTORS DECISION

Due to the ongoing financial difficulties which the Covid-19 epidemic has caused to Air transportation, Aerial work, and Testing and Receipt, and in light of the publication of decree No. 2021-570 of May 10, 2021, which allows for periods of employment from January 1st, 2021, to be credited in full to members' accounts even if all contributions due on the basis of these periods have not been paid, CRPN's Board of Directors has decided to **extend the assistance program which was rolled out in 2020 and early 2021 through the end of 2023**, in support of companies which these exceptional circumstances have left unable to pay all of their contributions by their due dates.

This means that companies that **have paid their employee's contributions on time** get automatic forgiveness of the late penalties that would apply to any employer's contributions that have not been paid on time for the months of February 2020 (or 1<sup>st</sup> quarter 2020) through December 2023.

**Any employer's contributions that have not been paid** on the basis of the above-cited period **will need to have been paid by January 25, 2024**.

**Exception:** all employer's contributions that have not been paid for the period of employment running from January 1st through December 31st, 2020, will need to be paid **immediately if an air crew member leaves the company prior to December 31st, 2023** (for their 2020 entitlements to be taken into account, all contributions due on the basis of that period must have been paid in full).

## PROGRAM APPLICABLE THROUGH DECEMBER 2023

Periods of employment	Applicable assistance program
February 2020 (or 1 <sup>st</sup> quarter 2020) through December 2023	<p><b>If facing payment difficulties:</b></p> <ul style="list-style-type: none"> <li>• <b>Employee's contributions remain payable on the regular dates</b></li> <li>• <b>Payment of employer's contributions can be postponed to January 25, 2024</b></li> <li>• <b>Late payments are automatically forgiven</b> if employee's contributions are paid on time and employer's contributions are paid in full by January 25, 2024</li> <li>• <b>Exception:</b> employer's contributions for 2020 must be paid immediately for <b>air crew members who leave the company prior to December 31, 2023</b>.</li> </ul>

Your Board of Directors representatives, along with CRPN's teams, are here to help you deal with this situation.

The employers/ collections department