

Contribution rates **for 2025** are calculated as follows:

### STANDARD CONTRIBUTION RATES

Fund	Yearly ceiling	Total	Employer share	Employee share
Retirement pension (*)	<b>8 PASS<sup>1</sup> = 376 800 € or 31 400 € per month</b>	23,64 %	15,13 %	8,51 %
Insurance		0,10 %	0,05 %	0,05 %
Top-up (**)	<b>1 PASS<sup>1</sup> = 47 100 € or 3 925 € per month</b>	1,08 % 0,40 %	0,54 % 0,39 %	0,54 % 0,01 %

(\*) contribution rate = 21.30 % (7.668 % employee share and 13.632 % employer share) with an adjustment factor of 111 %

(\*\*) 2 contribution rates applicable from 2024 to finance new benefits of supplement Fund

### TOPPED-UP CONTRIBUTION RATES

(only possible for air crew members working in testing and receipt, professional parachutists,  
and contracted air crew members in civil defense)

Fund	Yearly ceiling	Total	Employer share	Employee share
Retirement pension (*)	<b>8 PASS<sup>1</sup> = 376 800 € or 31 400 € per month</b>	35,47 %	22,70 %	12,77 %
Insurance		0,10 %	0,05 %	0,05 %
Top-up (**)	<b>1 PASS<sup>1</sup> = 47 100 € or 3 925 € per month</b>	1,08 % 0,40 %	0,54 % 0,39 %	0,54 % 0,01 %

(\*) contribution rate = 21.30 % (7.668 % employee share and 13.632 % employer share) with an adjustment factor of 111 %

(\*\*) 2 contribution rates applicable from 2024 to finance new benefits of supplement Fund

<sup>(1)</sup>PASS = France's yearly Social Security ceiling