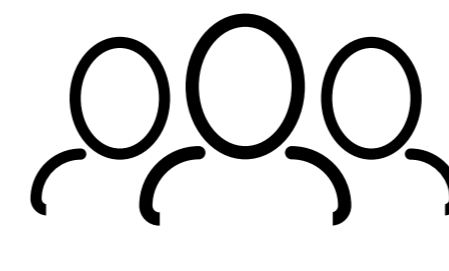


Initial proposal

Final proposal

Number of employees



**6,452**  
employees

708 are relocations with the option of returning in 5 years

Number of employees

Compensation Aged 58-63

Split payment:  
**50%**  
of the annual fixed salary



**Social Security**  
Agreement payment  
until 63 years old



Split payment:  
**57%**  
of the annual  
fixed salary



**Health insurance**

Payment:  
**100%**  
Savings contributions  
to pension plan



Premium of up to  
**€28,000**

**Social Security**  
Agreement payment  
until 63 years old

Compensation Aged 54-63

Compensation Aged 55-58

One-off payment:  
**50%**  
of the annual  
fixed salary

Multiplied  
**x4**  
15 years  
of service



Split payment:  
**57%**  
of the annual fixed salary  
Multiplied  
**x7**  
with monthly payments  
until 63 years old

Premium of up to  
**€38,000**



**Social Security**  
Agreement payment  
until 63 years old

Compensation Aged 52-53

Compensation Other

**25 days**  
Per year worked  
with a limit of  
**18 months**



**40 days**  
Per year worked with  
a limit of 36 months



Premiums per length  
of service of up to  
**€23,000**

Compensation Other