



# Revaluation of the seniority bonus

Commercial Aircraft

7 January 2024

The **2025 seniority bonus** has been **revalued** following negotiations conducted at Group level, in which **FO** Airbus played a leading role.

The 1.33% increase in the value of the seniority point, from €7.50 to €7.60, allows for an **increase in the seniority bonus**, the **gross monthly amounts of which for 2025** are as follows:

Job classes B3 to E10 (Non cadres):

Number of years of seniority	3	4	5	6	7	8	9	10	11
Monthly seniority bonus (€)	65.32	87.1	108.87	130.64	152.42	174.19	195.97	217.74	239.51

Number of years of seniority	12	13	14	15	16	17	18	19	20 et +
Monthly seniority bonus (€)	261.29	283.06	304.84	326.61	348.38	370.16	391.93	413.71	435.48

Job classes F11 to H16 (Cadres):

Number of years of seniority	3	4	5	6	7	8	9	10	11
Monthly seniority bonus (€)	32.38	43.17	53.96	64.75	75.54	86.34	97.13	107.92	118.71

Number of years of seniority	12	13	14	15	16	17	18	19	20 et +
Monthly seniority bonus (€)	129.5	140.3	151.09	161.88	172.67	183.46	194.26	205.05	215.84

As a reminder, the gross monthly amount of the seniority bonus is determined as follows:

*Value of seniority point x Specific rate (in %) x Number of years of seniority*

With :

- A specific rate set at 2.865% for classes B3 to E10,
- A specific rate set at 1.42% for classes F11 to H16,
- A minimum seniority set at 3 years and capped at 20 years.

