

## Section I - Key Information for the Registered Party - COURTESY TRANSLATION<sup>1</sup>

(in force since 7th April 2020)

This document aims to present the main characteristics of Fondaereo and to facilitate the comparison between Fondaereo and the other supplementary pension schemes.

### A. FUND PRESENTATION

The Supplementary Pension Fund for the Air Transport Sector, Pilots and Flight Assistants (hereinafter referred to as the Fund) is a pension fund negotiable on the basis of the collective bargaining agreements indicated in the Annex to this Key Information for the subscriber, which forms an integral part thereof.

Fondaereo aims to provide supplementary pension benefits to the compulsory social security system, in accordance with Legislative Decree No. 252 of 5 December 2005, and operates under a defined-contribution system: the amount of the retirement benefit is determined on the basis of the contribution paid and the management returns. The management of the resources is carried out in the exclusive interest of the beneficiaries and in accordance with the investment indications provided by them, choosing between the proposals presented.

Workers belonging to the categories of pilots and flight attendants referred to in Article 1 of Law 480/88, employees of the companies listed in the Annex to this Key Information for the beneficiary, including the main information and the conditions of participation, may subscribe to Fondaereo.

Workers belonging to the categories of flight crew, as indicated in Article 1 of Law 480/88, who work for the companies referred to in the same Article, may be eligible for the benefits of the Fund. The accession of these workers will be conditioned to the association to Fondaereo of the membership companies. Company membership must be authorised by the Board of Directors. In order to be able to associate companies, they must submit an express request to the Board of Directors of the Fund, sign, with at least one founding source of the Fund, an agreement concerning its staff and accept in full the statutory provisions of the Fund, with the exception of specific prerogatives (duration of membership, contribution, etc.). In accordance with art. 12 of the TUIR, subjects who are fiscally responsible for the workers registered in the Fund may also join the Fund.

Subjects receiving benefits directly paid by the Fund are defined as "benefit recipients".

The participation in Fondaereo allows the enrollees to benefit from a favourable tax treatment on the contributions paid, on the yield obtained and on the benefits received.

#### A.1. Practical information

##### Registered and administrative address

Via degli Scialoja, 6

00196 Rome

Tel. 06.36.08.361

Fax. 06.36.08.36.28

E-mail: [info@fondaereo.it](mailto:info@fondaereo.it)

Certified e-mail: [fondaereo@pec.it](mailto:fondaereo@pec.it)

Website: [www.fondaereo.it](http://www.fondaereo.it)

The **Articles of Association** and the **Information Note**, documents containing the most detailed information on the characteristics of the fund, are available on the Fund's website. Also available are the **Document on the tax system**, the **Document on advances**, the **Document on income** and any other document and/or information of a general nature useful for the registrant.

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<sup>1</sup> **In any case the Italian version will prevail for interpretation.**

## B. CONTRIBUTION

The measure, the evolution and the periodicity of the contribution are fixed on the basis of the collective agreements that provide for membership of Fondaereo and are indicated in the Annex to this Key Information for the Registrant, which forms an integral part of it.

Joining a Fondaereo may entitle the employer to a contribution to the pension fund, which, however, is due only when the worker pays at least the minimum contribution on his/her own account. The registrant can establish that the contribution he/she will pay himself/herself will be even more than the minimum foreseen by the founding sources. The measure of the contribution chosen at the time of accession may be modified at a later stage.

At the time of accession, it is obligatory to pay an initial contribution of not less than 100 (one hundred) euros; the registered party will freely establish the amount of the following contributions. Payment can only be made by bank transfer.

## C. THE SUPPLEMENTARY RETIREMENT BENEFIT

From the moment of retirement and for the entire duration of his/her life, the member may request payment of an **annuity**, calculated on the basis of the accumulated capital and age at the time of the request.

At the time of accession, the document "My supplementary pension" is delivered, a standardised version, which gives an idea of how the income can vary by varying, for example, the contribution, investment options and costs.

The types of income and the corresponding conditions proposed by Fondaereo are presented in the **Income Document** available on the fund's website.

At the time of retirement, you can choose to receive a **capital** of up to 50% of the accumulated position. However, if you subscribed to a supplementary pension fund before 29 April 1993, or if the calculation of the annuity is very low, the full amount of the benefit may be claimed in the form of a lump sum.

The enrollee may dispose of his or her individual position prior to retirement by means of **anticipation** or **redemption**.

**Advanced Payment** may be obtained:

- at any time, up to an amount not exceeding 75 %, for health costs resulting from very serious situations involving oneself, one's spouse or children, for extraordinary therapies and interventions recognised by the competent public structures;
- after 8 years of registration, for an amount not exceeding 75 %, for the purchase of the first dwelling for oneself or for children, or for the costs of restructuring the first dwelling;
- after 8 years of registration, for an amount not exceeding 30 %, for other personal needs.

For more information on advanced payments for individual items refer to the **Document on Advanced payments** available on the fund website.

Two years after joining the Fondaereo, the enrollee may apply to **transfer** his or her own individual position to another form of supplementary pension. Before this deadline, the transfer will only be possible in case of loss of the fund's participation requirements. In the latter case, it shall be permissible to **redeem**, in whole or in part, the position accrued at that time, irrespective of the number of years remaining before retirement.

In the event of cessation of employment and the accumulation of at least 20 years of contributions to compulsory membership schemes and 5 years of participation in supplementary pension schemes, the insured party shall be entitled to request payment of the benefits, in full or in part, in the form of "**Anticipated Temporary Supplementary Income**" (**RITA**) with a maximum advance of five years with respect to the date of expiry of the age for retirement under the compulsory membership scheme.

In the event of cessation of employment and subsequent inactivity for a period of more than 24 months, the enrollee, who has accumulated 5 years of participation in supplementary pension schemes, is entitled to request

payment of the benefits, in full or in part, in the form of " Anticipated Temporary Supplementary Income" (RITA) with a maximum advance of 10 years with respect to the date of expiry of the retirement age in the compulsory scheme of membership.

For more information on the Participation Conditions, Contribution and Benefits, please refer to the Information Note and Articles of Association, available on the fund's website.

## **D. INVESTMENT PROPOSALS**

The segments in which the net contributions paid can be invested are:

1. Guaranteed: line of investment with a guarantee of repayment of the capital paid in the segment by each member. The Guaranteed segment, in accordance with the regulations in force, is intended to receive the tacit contribution from the TFR and the amount intended for RITA in the event that the registrant has not chosen at the time of the application.
2. Debenture/Protection
3. Balanced/Equilibrium
4. Mainly Stockholder/Growth

The choice of the segment should be made following the appropriate evaluations on the employment situation itself, personal assets, the participation time horizon and pension expectations; to this end, some questions will be asked during the membership phase of Fondaereo.

It is important to know the characteristics of the investment option and that specific time horizons and risk/return combinations are associated with it.

Yields are subject to fluctuations and past yields are not necessarily indicative of futures; therefore, it is necessary to evaluate results from a long-term perspective.

If you choose a stock investment option, you can expect potentially high returns in the long term, but also large fluctuations in the value of the investment each year, whereas if you choose a bond investing option, you can expect lower fluctuations in the value of the investment in individual years. but also, more limited returns in the long term.

Finally, it must be borne in mind that even the most prudent segments do not guarantee a risk-free investment.

For more information on the investment policy of each segment please refer to the Information Note published on the fund's website.

## GUARANTEED<sup>2</sup>

Segment category	Time horizon	Purpose	Warranty
Guaranteed	Short (up to 5 years)	The management responds to the requirements of an anti-risk subject and favours investments aimed at obtaining rates of return at least in line with the rates of return of the TFR or of a subject close to retirement.	yes

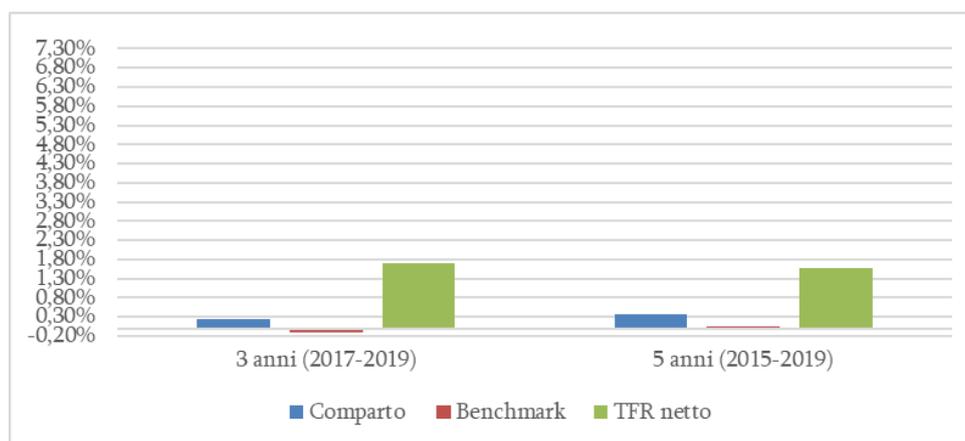
**Characteristics of the guarantee:** repayment of the capital paid in the segment in the following cases: retirement; death; permanent incapacity leading to a reduction in working capacity of at least one third (including the invalidity involved in the loss of the card); unemployment of more than 48 months; advances for health expenses.

**Start date of segment operations<sup>3</sup>:** September 19, 2007

**Net assets at 31/12/2019:** € 37.072.785

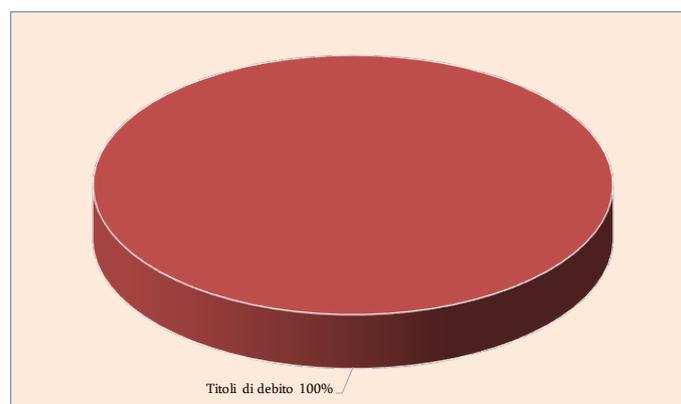
**2019 net yield:** 1,55%

Compound annual average yield



The segment's performance is affected by the expenses charged to its equity, which are not included in the evolution of the benchmark index.

Composition of the portfolio at 31/12/2019



<sup>2</sup> Segment resulting from the merger of the Garantito of Fondav and Line 1 segments – Garantito of Previvolo

<sup>3</sup> Segment start date means the date of the first transfer of resources from the segment to the financial manager.

## DEBENTURE/PROTECTION

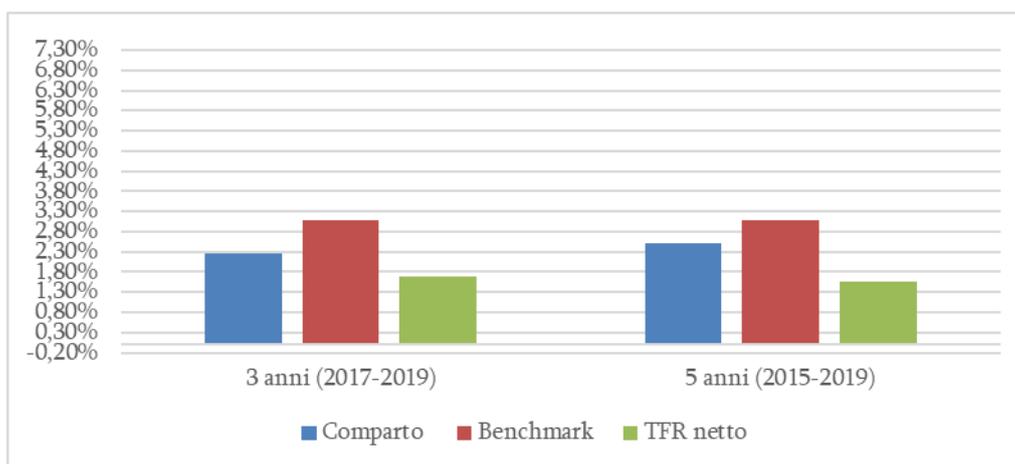
Segment category	Time horizon	Purpose	Warranty
Mixed Debenture	Short (up to 5 years)	The management responds to the demands of a subject that privileges the protection of the value of the invested capitals and the obtaining of indexes of yield superior to the index of inflation.	no

**Beginning date of segment operations:** January 1, 2014

**Net assets at 31/12/2019:** € 77.377.666

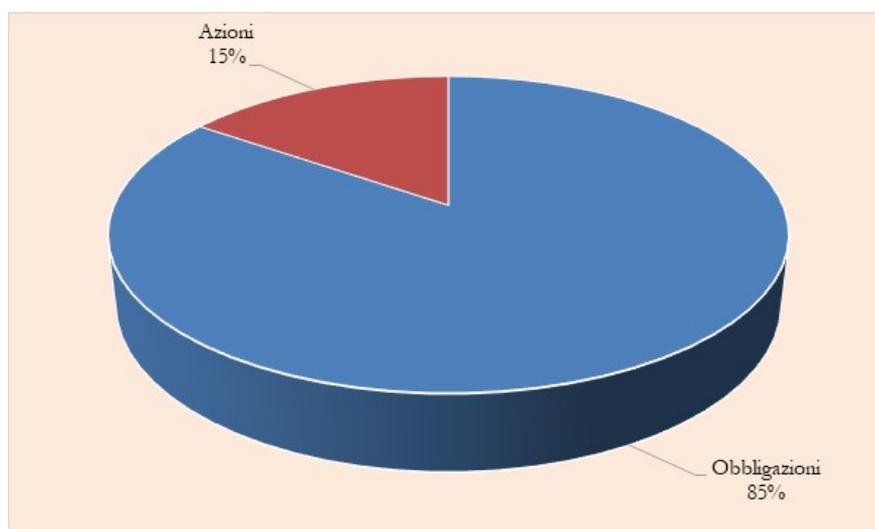
**2019 net yield:** 6,71%

Compound annual average yield



The segment's performance is affected by the expenses charged to its equity, which are not included in the evolution of the benchmark index.

Composition of the portfolio at 31/12/2019



## BALANCED/EQUILIBRIUM

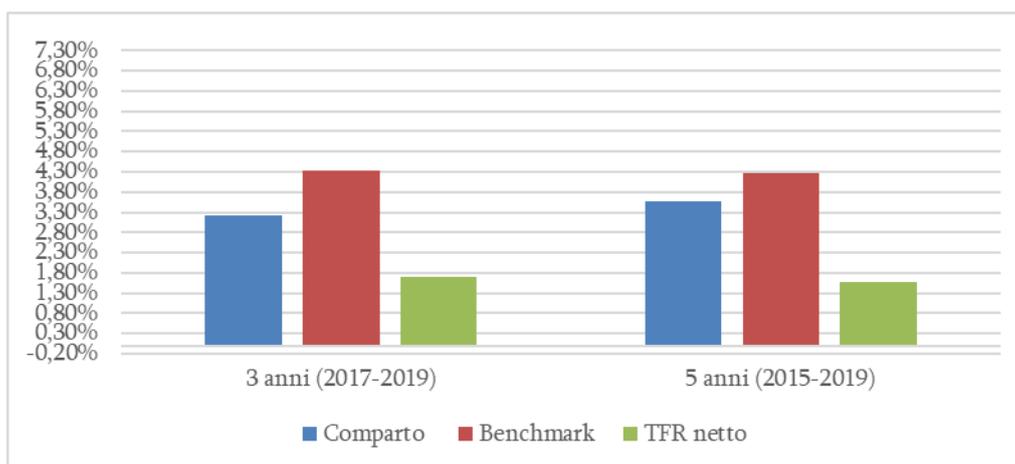
Segment category	Time horizon	Purpose	Warranty
Balance	Medium (between 5 and 10 years old)	The management responds to the requirements of a subject who seeks to increase the value of the capital invested and is willing to accept greater exposure to risk with a certain discontinuity of results in the various financial years.	no

**Beginning date of segment operations:** January 1, 2014

**Net assets at 31/12/2019:** € 204.615.608

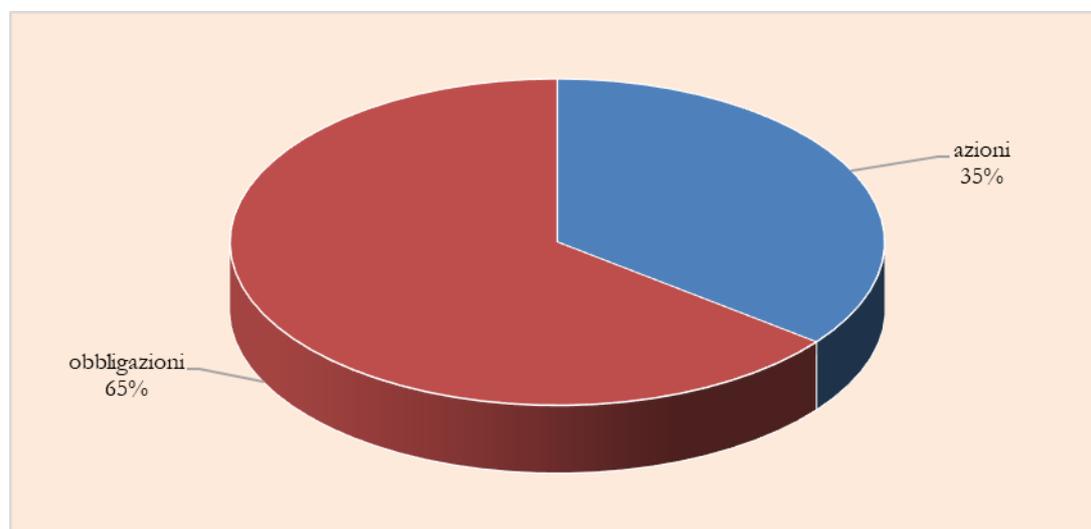
**2019 net yield:** 9,98%

Compound annual average yield



The segment's performance is affected by the expenses charged to its equity, which are not included in the evolution of the benchmark index.

Composition of the portfolio at 31/12/2019



## MAINLY STOCK/GROWTH

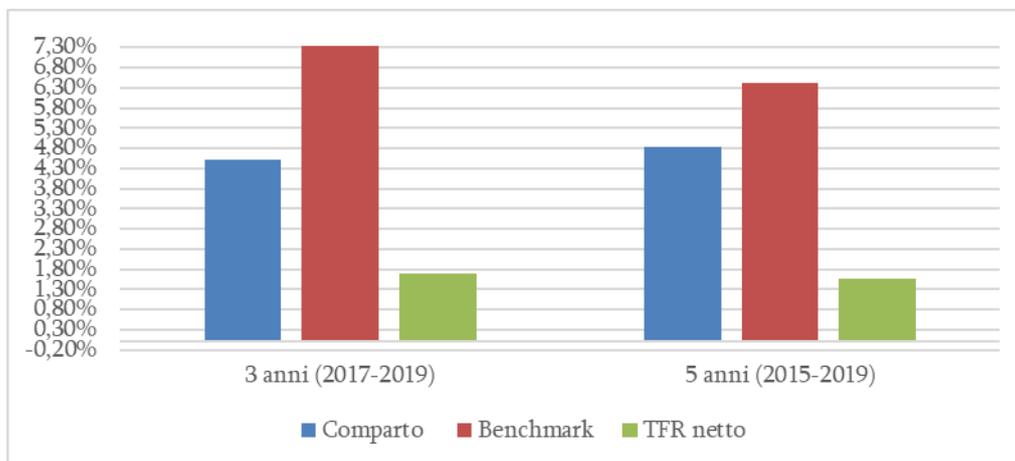
Segment category	Time horizon	Purpose	Warranty
Shareholder	Long (more than 15 years)	Management responds to the requirements of a subject who seeks dynamic growth in the capital invested in him and is willing to accept greater exposure to risk with a certain discontinuity of results in the various financial years.	no

**Beginning date of segment operations:** January 1, 2014

**Net assets at 31/12/2019:** € 103.056.860

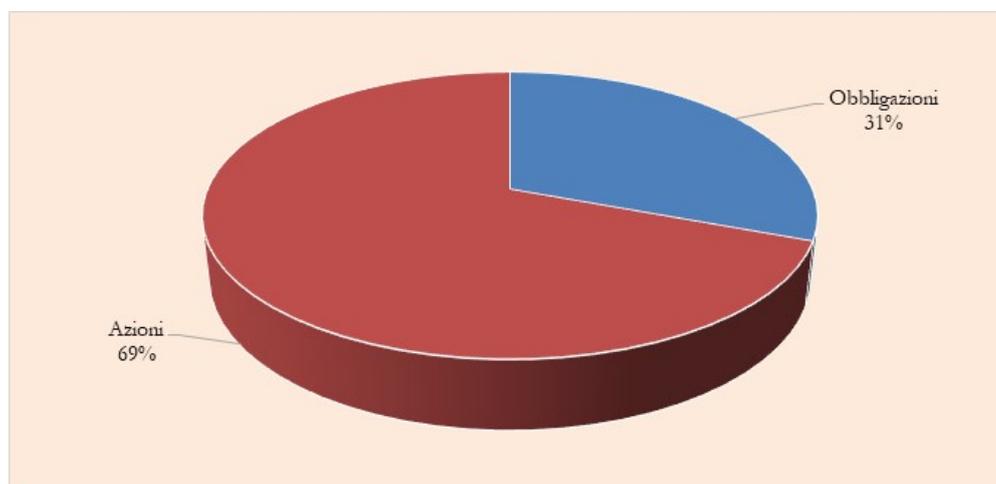
**2019 yield:** 14,31%

Compound annual average yield



The segment's performance is affected by the expenses charged to its equity, which are not included in the evolution of the benchmark index.

Composition of the portfolio at 31/12/2019



## COST SHEET

(in force since 31 March 2020)

This sheet contains information on the costs directly or indirectly borne by the insured party during the accumulation phase of the social security benefit.

The presence of costs implies a **decrease of the individual position and, therefore, of the retirement benefit, so the attention of the insured is focused on the importance of comparing the costs with those foreseen by the other forms of pensions.**

Costs in the Accumulation Phase	
Cost type	Amount and characteristics
Subscription costs	5,16 € payable by the employee and 5,16 € payable by the company at the time of subscription. Tax-dependent subjects are exempt.
<b>Expenses to be incurred during the Accumulation phase.</b>	
Directly payable by the insured party.	For the year <u>2020</u> : <b>95 €</b> for pilots and <b>53 €</b> for flight attendants taken from the first useful contribution. In the absence of contribution, the subscription fee will be charged directly from the individual position with the first useful valuation. The underwriting fee also applies to policyholders who have converted the entire position to RITA and who will not make contributions during the year. For tax-dependent subjects, the subscription fee for the year 2020 will be equal to 30 € and will be taken from the first useful contribution. In the absence of contribution, the subscription fee will be charged directly from the individual position with the first useful valuation.
Indirectly payable by the insured party. (Charges related to financial management and custodian bank services calculated and charged monthly on the equity of each segment)	
Bank charges for deposits	0.03 <sup>4</sup> % of assets on an annual basis
<i>- Segment</i>	
Guaranteed	0.20% of assets on an annual basis
Debenture/Protection	0.14% of equity on an annual basis
Balance/Equilibrium	0.14% of equity on an annual basis
Mainly Stockholder/Growth	0.14% of equity on an annual basis
<b>Expenses to be paid for the exercise of individual prerogatives</b>	
Advanced Payments	unplanned
Transfers	unplanned
Redeem	unplanned
Reassigning the individual item	unplanned
Reassigning the taxable flow	unplanned
<b>Expenses relating to early retirement benefits in the form of temporary income (RITA)</b>	
Expenses of file, administrative costs and of sending.	Zero for the year 2020

The annual charges to policyholders during the accumulation phase can only be determined in relation to the total costs actually incurred by the fund. The quantities indicated in the table are therefore the result of an estimate, intended to provide the policyholder with an indication of the cost of participation.

<sup>4</sup>The percentage includes VAT due under current legislation.

## SYNTHETIC COST INDICATOR

In order to provide a synthetic indication of the costs of Fondaereo, the ISC (Synthetic Cost Indicator) is indicated for each segment, which expresses the annual cost, as a percentage of the individual accrued position, estimated by referring to a typical taker who pays an annual contribution of 2,500 euros, with a hypothetical annual rate of return of 4%. It should be noted that where conditions differ from those under consideration or where the hypotheses are not met, the summary indicator will have a purely indicative value.

The ISC is calculated through all pension funds using the same methodology established by COVIP.

SYNTHETIC COST INDICATOR PILOT	Years of permanence			
	2 years	5 years	10 years	35 years
Guaranteed	2,94%	1,55%	0,93%	0,42%
Debenture/Protection	2,88%	1,49%	0,86%	0,35%
Balance/Equilibrium	2,88%	1,49%	0,86%	0,35%
Mainly Stockholder/Growth	2,88%	1,49%	0,86%	0,35%

SYNTHETIC INDICATOR OF FLIGHT COSTS	Years of permanence			
	2 years	5 years	10 years	35 years
Guaranteed	1,77%	0,97%	0,62%	0,34%
Debenture/Protection	1,71%	0,90%	0,55%	0,27%
Balance/Equilibrium	1,71%	0,90%	0,55%	0,27%
Mainly Stockholder/Growth	1,71%	0,90%	0,55%	0,27%

The importance of the ISC is observed in the evaluation of the incidence of the costs applied to Fondaereo in the amount of the final position after 35 years of participation in the pension plan.

To better understand the cost of funds, the following table compares the CSI of each segment of Fondaereo with the average CSI of the sectors in the same category as the other supplementary pension plans. COVIP records the values of the sector's average CSI with reference to the end of each calendar year.

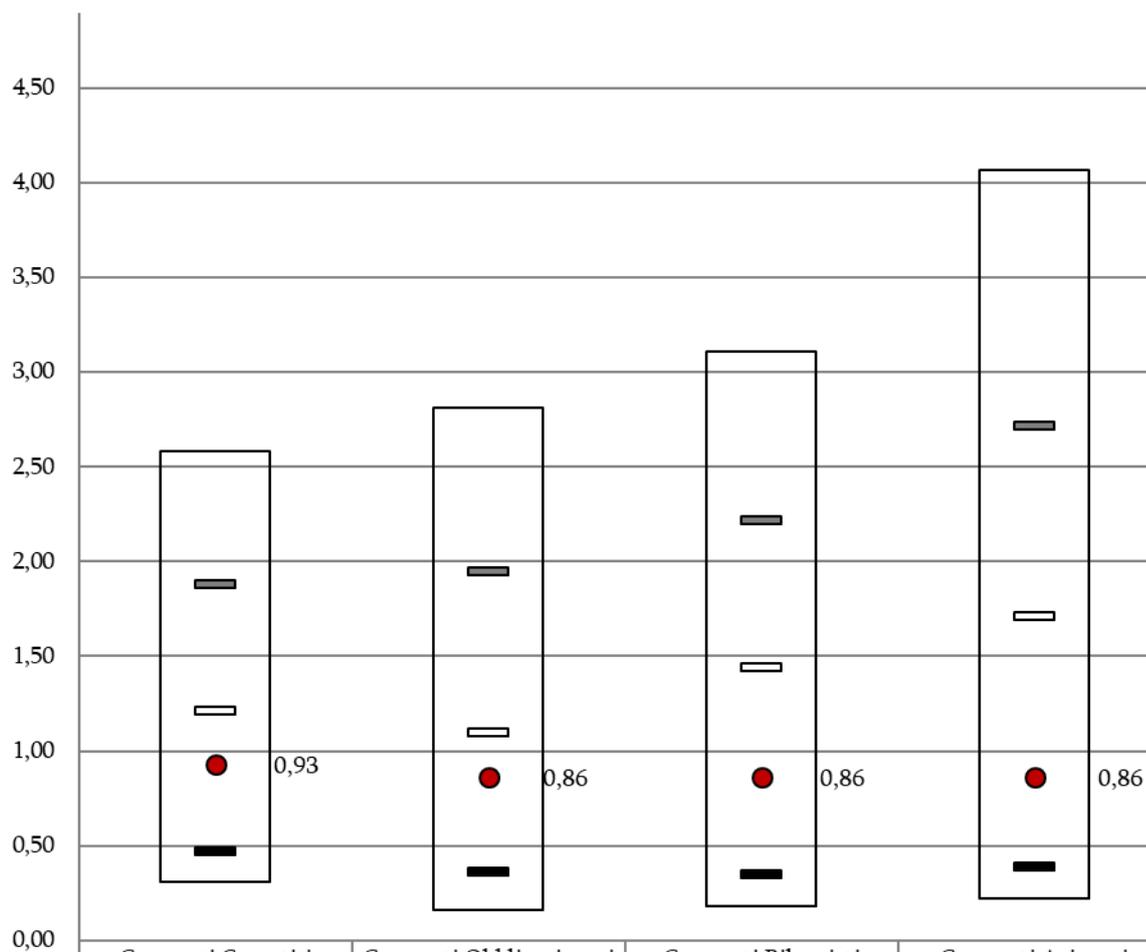
The graph shows the minimum and maximum CSI of the FPN, FPA and PIP segments considered as a whole and belonging to the same investment category.

The comparison takes as a reference the ISC values corresponding to a period of permanence in the 10-year retirement plan.

The onerosity of Fondaereo is highlighted with a red dot; the dashes indicate the average values, respectively, of negotiable pension funds (FPN), open pension funds (FPA) and insurance-type pension plans (PIP).

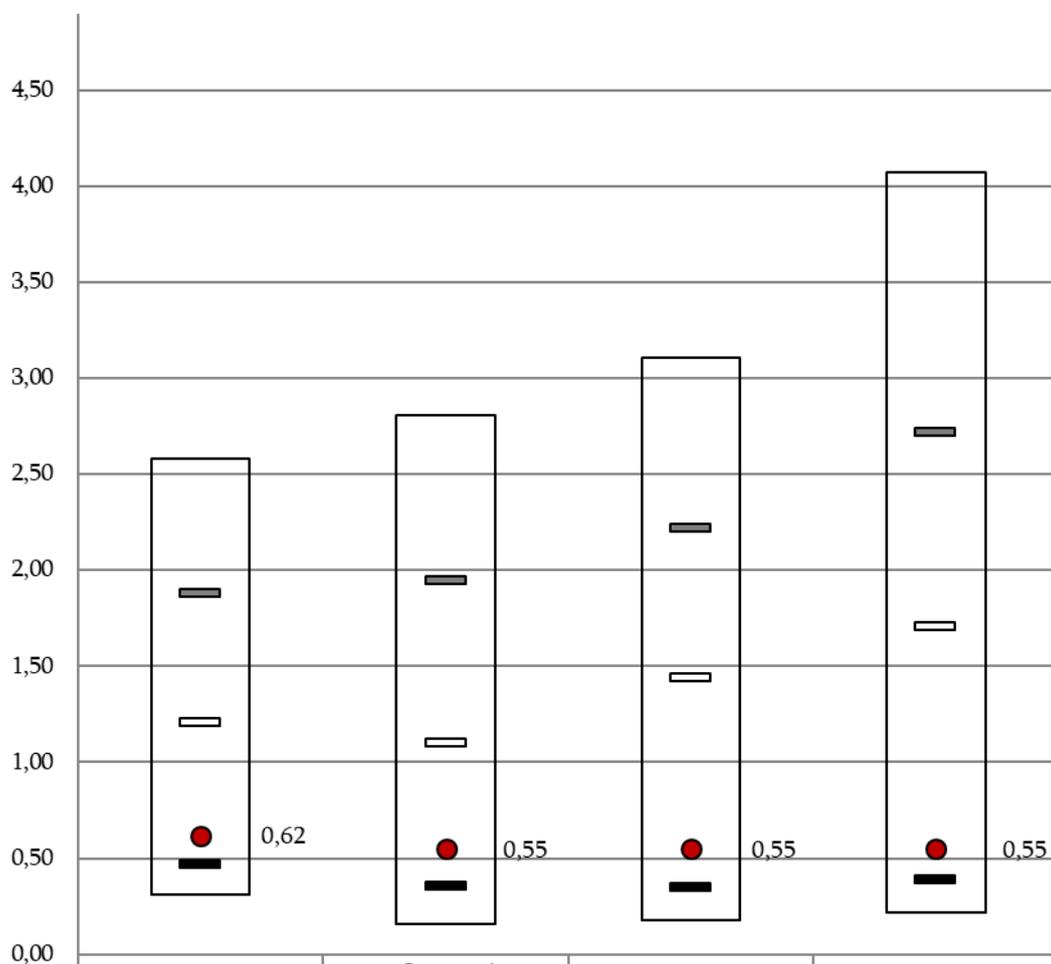
The CSIs of negotiable pension funds, open-ended pension funds and PIPs and the average, minimum and maximum values of CSIs are published on the COVIP website ([www.covip.it](http://www.covip.it)).

## Onerosità di Fondaereo rispetto alle altre forme pensionistiche - PILOTI (periodo di permanenza 10 anni)



	Comparti Garantiti	Comparti Obbligazionari	Comparti Bilanciati	Comparti Azionari
ISC min	0,31	0,16	0,18	0,22
● ISC Fondaereo Piloti	0,93	0,86	0,86	0,86
— ISC medio FPN	0,47	0,36	0,35	0,39
— ISC medio FPA	1,21	1,10	1,44	1,71
— ISC medio PIP	1,88	1,95	2,22	2,72
ISC max	2,58	2,81	3,11	4,07

## Onerosità di Fondaereo rispetto alle altre forme pensionistiche - ASSISTENTI DI VOLO (periodo di permanenza 10 anni)



	Comparti Garantiti	Comparti Obbligazionari	Comparti Bilanciati	Comparti Azionari
ISC min	0,31	0,16	0,18	0,22
● ISC Fondaereo Assistenti volo	0,62	0,55	0,55	0,55
— ISC medio FPN	0,47	0,36	0,35	0,39
— ISC medio FPA	1,21	1,10	1,44	1,71
— ISC medio PIP	1,88	1,95	2,22	2,72
ISC max	2,58	2,81	3,11	4,07

## ANNEX TO THE 'KEY INFORMATION FOR THE HOLDER'

This Annex is an integral part of the 'Key Information for the Foundation Hoder' and indicates the source of the fund, the recipients, the levels and modalities of contribution.

### The Founding Source

The fund was created in application of the merger decisions adopted by the Assemblies of Fondav and Previvolo, respectively, on 31/05/2012 and 31/05/2012. The trade unions and professional associations Filt Cgil, Fit Cisl, Uil Transport, Ugl Transport, Ipa, Unione Piloti, Avia, Anpav and the companies Alitalia Group - CAI, Meridiana Group Fly/Air Italy, EasyJet, Air Dolomiti, as well as the employers' organisations ASSAEREO, A.E.I. and AISE constitute the "founding sources" of Fondaereo. The Fund has legal personality, recognized under the procedure established by Legislative Decree No. 252 of 5 December 2005 and subsequent amendments and additions.

### Addressees

Workers belonging to the categories of pilots and flight attendants referred to in Article 1 of Law 480/88 and employed by the companies listed in the table below may subscribe to Fondaereo.

Workers belonging to the categories of flight crew, as indicated in Article 1 of Law 480/88, who work for the companies referred to in the same Article, may be eligible for the benefits of the Fund. The accession of these workers will be conditioned to the association to Fondaereo of the membership companies.

In accordance with art. 12 of the TUIR, subjects who are fiscally responsible for the workers registered in the Fund may also join the Fund.

### Contribution

Without prejudice to Article 1(3) and (4) of Legislative Decree No 164 of 24 April 1997, in accordance with the agreement of 12 September 1997 and subsequent amendments resulting from negotiations between the parties, the contribution to Fondaereo is constituted as follows:

FLIGHT ATTENDANTS CATEGORY			
The Company	In charge of employer <sup>5</sup>	At the expense of the worker <sup>4</sup>	TFR
Air Dolomiti Spa	2%	2%	100%
Air Italy Fleet Management Company SpA (antes Air Italy Spa)	2%	2%	100%
Air Italy SpA (già Meridiana Fly Spa)	2%	2%	100%
Albinati Aviation Ltd. Secondary Headquarters	2%	2%	100%
Alitalia CityLiner SpA in a.s.	2%	2%	100%
Alitalia Società Aerea Italiana SpA in a.s.	2%	2%	100%
Blue Air – Airplane Management Solutions	2%	2%	100%
Compagnia Aerea Italiana Spa	2%	2%	100%
Crewlink Ireland Ltd	-	-	100%
EasyJet Airline Company Limited	-	-	100%
Ernest Spa	2%	2%	100%
Malta Air Ltd	-	-	100%
Norwegian Air Resources Ltd	-	-	100%
Poste Air Cargo (già Mistral Air Srl)	2%	2%	100%
Ryanair DAC	-	-	100%
Servizi Aerei Spa	2%	2%	100%
UAB DAT LT			
Vueling Airlines SA	-	-	100%
Workforce International Contractors Ltd	-	-	100%

<sup>5</sup> Percentage of remuneration for TFR

PILOT CATEGORY			
The Company	In charge of employer <sup>6</sup>	At the expense of the worker <sup>6</sup>	TFR
Air Corporate	2%	2%	100%
Air Dolomiti Spa	2%	2%	100%
Air Italy Fleet Management Company SpA (già Air Italy Spa)	2%	2%	100%
Air Italy SpA (già Meridiana Fly Spa)	2%	2%	100%
AirSp&a Srl	2%	2%	100%
Albinati Aviation Ltd. Secondary Headquarters	2%	2%	100%
Alitalia CityLiner SpA in a.s.	2%	2%	100%
Alitalia Società Aerea Italiana Spa in a.s.	2%	2%	100%
Babcock Mission Critical Services Italy Spa	2%	2%	100%
Blue Air – Airplane Management Solutions	2%	2%	100%
Compagnia Aerea Italiana Spa	2%	2%	100%
Compagnia Generale Ripreseeree Spa	2%	2%	100%
EasyJet Airline Company Limited	-	-	100%
Elilombarda Srl	2%	2%	100%
Elitaliana Spa	2%	2%	100%
Ernest Spa	2%	2%	100%
Eurofly Service Spa	2%	2%	100%
European Air-Crane Spa	2%	2%	100%
Hoverfly Divisione SAM Srl	2%	2%	100%
Hoverfly Srl	2%	2%	100%
Laboratory Tevere Srl	2%	2%	100%
Malta Air Ltd	-	-	100%
Nordend Srl	2%	2%	100%
Norwegian Air Resources Ltd	-	-	100%
Poste Air Cargo (già Mistral Air Srl)	5,28%	2%	100%
Ryanair DAC	-	-	100%
Servizi Aerei Spa	5,28%	1,5%	100%
UAB DAT LT	-	-	100%

Membership begins from the month following the month in which the complete application is sent to the Fund and payments have to be made on a monthly basis.

Registrants shall be entitled to pay contributions in excess of the amounts provided for in the agreements or contracts. The standards on contribution obligations and penalties do not apply to such contributions.

The measure of the contribution chosen at the time of accession may be modified at a later stage.

With reference to fiscally dependent subjects, the contribution to the Fund is established in a fixed amount by the worker of which the interested subject [sic]. At the time of accession an initial contribution of not less than 100 € (one hundred) is obligatory; the registrant is free to establish the amount of the following contributions.

<sup>6</sup> Percentage of remuneration for TFR