



July 2022

Your supplementary pension plan

In French : « Plan d'Épargne Retraite Obligatoire (PERO) »



Summary

AXA Groups Savings and Retirement Department

Summary

1.

How does your supplementary pension plan work?



4.

For all inquiries, what are our contact details?



2.

What are your financial management choices available?



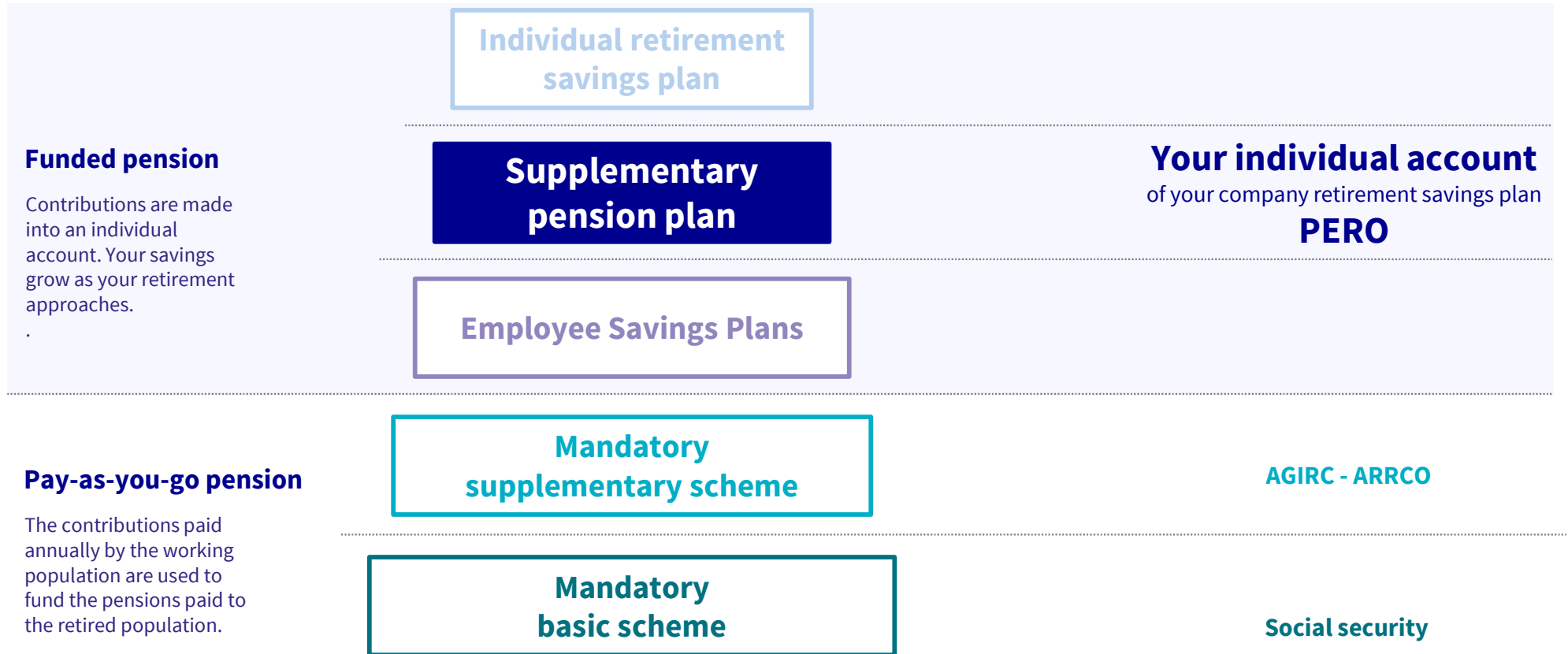
3.

What are the next steps and our support?



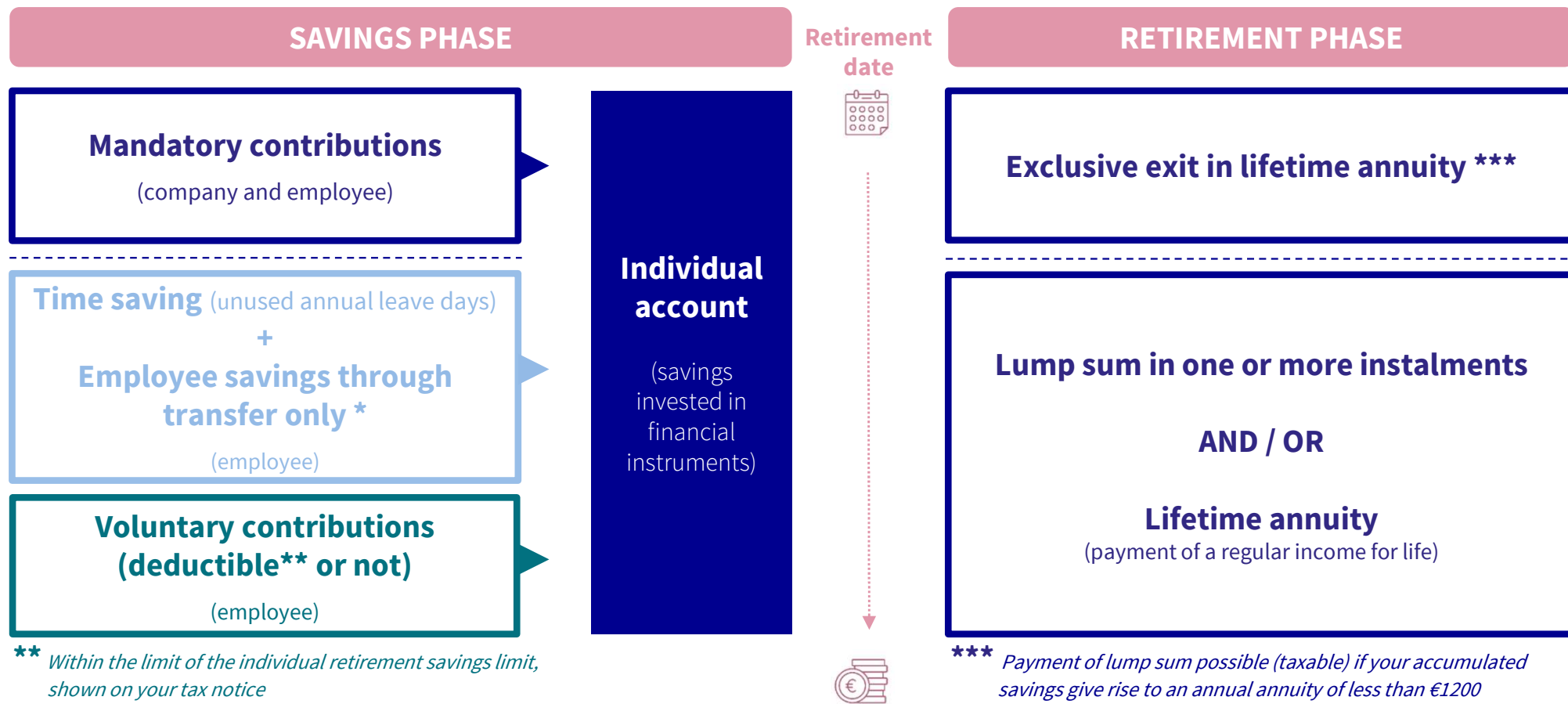
How does your **1** pension plan work?

The pension system in France today



Your company retirement savings plan (PERO)

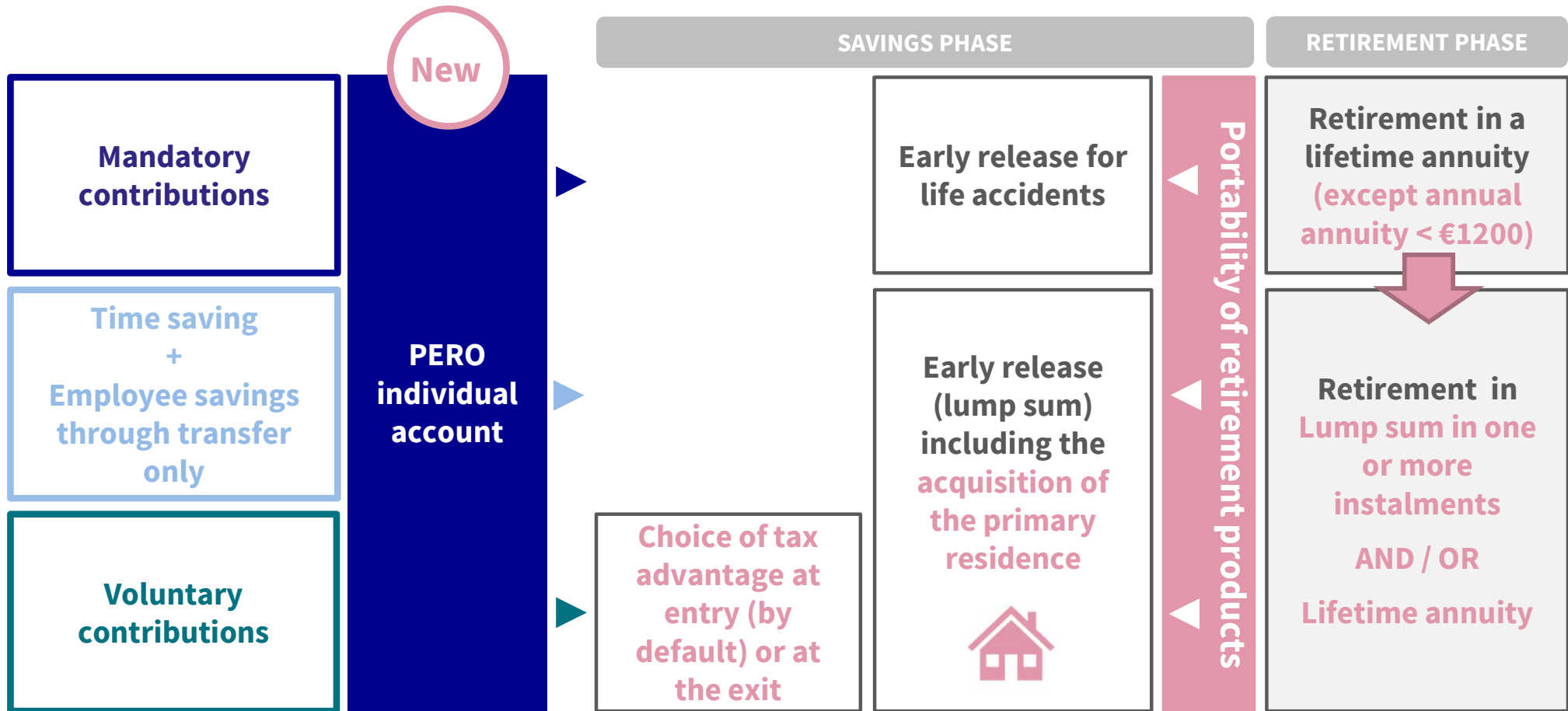
How does it work ?



* Employee savings compartment only through individual transfers of PERCO and Per Collectives (PERECO) from former employers

Your company retirement savings plan (PERO)

Its benefits and new flexibilities



Focus on mandatory contributions

A helping hand to prepare for your retirement

A mandatory payment funded by your employer

PERO Mandatory contributions

Contribution bases and rates :

5 % paid 100% by your employer

PERO voluntary contributions

You fund your account on a totally voluntary basis,

Recommended : an scheduled monthly debit of

Max 5 % of your revenues

To maximize french tax incentiviv of 10% of net revenues

PASS (in French: « Plafond Annuel de la Sécurité sociale ») : annual social security ceiling PASS 2022 = € 41,136

Why make voluntary contributions?

3 real reasons



To plan for your projects and your retirement

- Benefit from **higher income in retirement**
- Acquire or build your **primary residence**



To pay less taxes

Your payment is **deductible from your taxable income.**

The sums paid during a year are deductible from your taxable income within the limit of an individual ceiling.



To benefit from advantageous conditions

Conditions (fees, financial management, guarantees, etc.) **negotiated by your company**, more advantageous than in an individual context



How to make Voluntary contributions?

Practical details



By default, a voluntary payment is **deductible**.

At your own pace



Scheduled voluntary Contributions
Monthly, quarterly, semi-annually or yearly



One-off voluntary Contributions

At your convenience



Direct debit



Credit card

And pay less taxes

Calculate in a few clicks your tax advantage and your additional retirement income (lifetime annuity) or lump sum thanks to the AXA simulator on **easyprojets.com**.



Simulate
your income tax benefit



Go directly to your Customer Area to make your voluntary contributions!

Focus on deductible voluntary Contributions

Where can you find the ceiling for tax deductions?



A deductible voluntary payment is **subject to tax** when taking the capital out.

Your **available ceiling** ⁽¹⁾ for deductible voluntary Contributions made in 2022 is calculated automatically by the tax authorities and appears, for information, on the 2021 income tax notice.

AVIS D'IMPÔT 2020	Impôt sur les revenus de l'année 2019	
>>> Suite de votre avis		
PLAFOND EPARGNE RETRAITE Le plafond disponible pour la déduction des cotisations d'épargne retraite versées en 2020, pour la déclaration des revenus à souscrire en 2021 est de :		
	Déclar.1	Déclar.2
Plafond total de 2018.....	XXXXX	XXXXX
Plafond non utilisé pour les revenus de 2017.....	XXXXX	XXXXX
Plafond non utilisé pour les revenus de 2018.....	+ XXXXX	+ XXXXX
Plafond non utilisé pour les revenus de 2019.....	+ XXXXX	+ XXXXX
Plafond calculé sur les revenus de 2019.....	+ XXXXX	+ XXXXX
Plafond pour les cotisations versées en 2020	= XXXXX	= XXXXX

(1) This ceiling is currently set at 10% of your annual professional activity income for the previous year (capped at 8 PASS (N-1), i.e. € 32,908.8 for the year 2021) or at 10 % of the PASS for the previous year (N-1), i.e. € 4,113.6 if this ceiling is more advantageous.

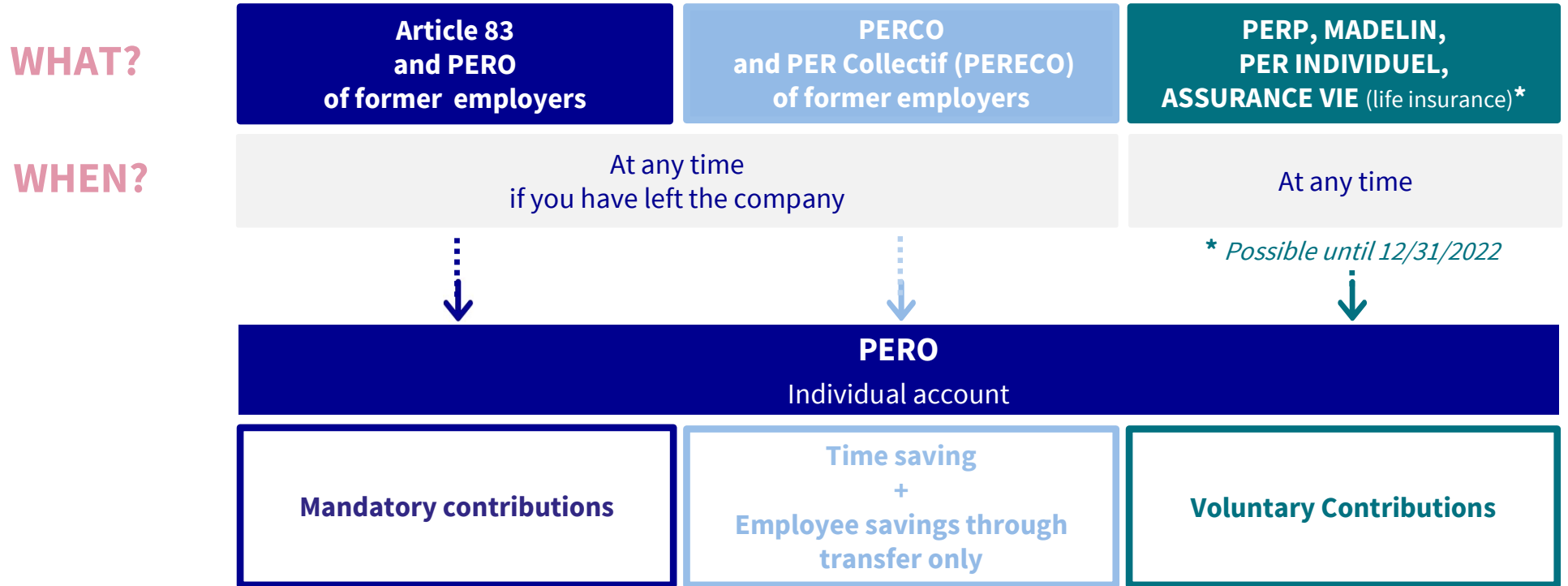
From this ceiling is deducted your employer's matching contribution to PERCO-PERECO, the annual mandatory contributions (employer and employee part) made on your "Article 83" - PERO or PERECO, the days of leave or Time Savings Account that have been monetized on your PERCO-PERECO or Article 83-PERO (within the limit of 10 days) and Contributions made on a PERP, PERIN, a PREFON or Madelin contract.

Individual retirement savings ceiling



Don't forget to **declare your deductible voluntary Contributions** the following year (a Tax Form will be sent to you at the beginning of year N + 1)!

What can you transfer by individual to your plan (PERO)?



PLEASE NOTE

- Before requesting the individual transfer, **check that the technical and price conditions as well as any guarantees of your initial contract are less favorable or equivalent to those of your PERO.**
- **Fees of 0.1833%** apply to the amount transferred as an individual.

Frequently asked questions



“In the event of death before retirement, who benefits from my savings? ”

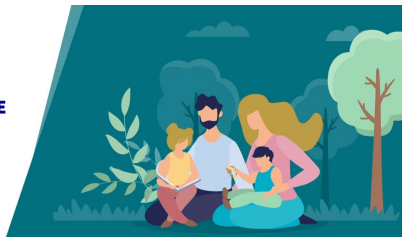
Your retirement savings are paid out as the form of a lump sum to the person (s) you have designated.

Without any action on your part (in the absence of designation of beneficiaries), the death benefit is paid:

- To the spouse not legally separated on the day of death,
- Otherwise, to the PACS partner (*civil solidarity pact – pact union*) on the day of death,
- Failing that, by equal shares, to his living or represented children,
- Otherwise, the legal heirs.

To designate the person(s) of your choice, we invite you to **duly complete the “Designation of beneficiaries” form** available in your customer area.

EN CAS DE DÉCÈS
**LA TOTALITÉ DE
VOTRE ÉPARGNE
EST VERSÉE À
VOS PROCHES**



“What happens if I leave my company? ”

Your individual account (PERO) is no longer supplied from mandatory contributions.

You have 2 options :

- **You keep your savings until you retire.**
Your customer area remains open.
You can still make voluntary Contributions, if your new employer does not offer you a PER (company retirement savings plan)..
- **You can request the transfer of your savings** to a similar insurance contract.

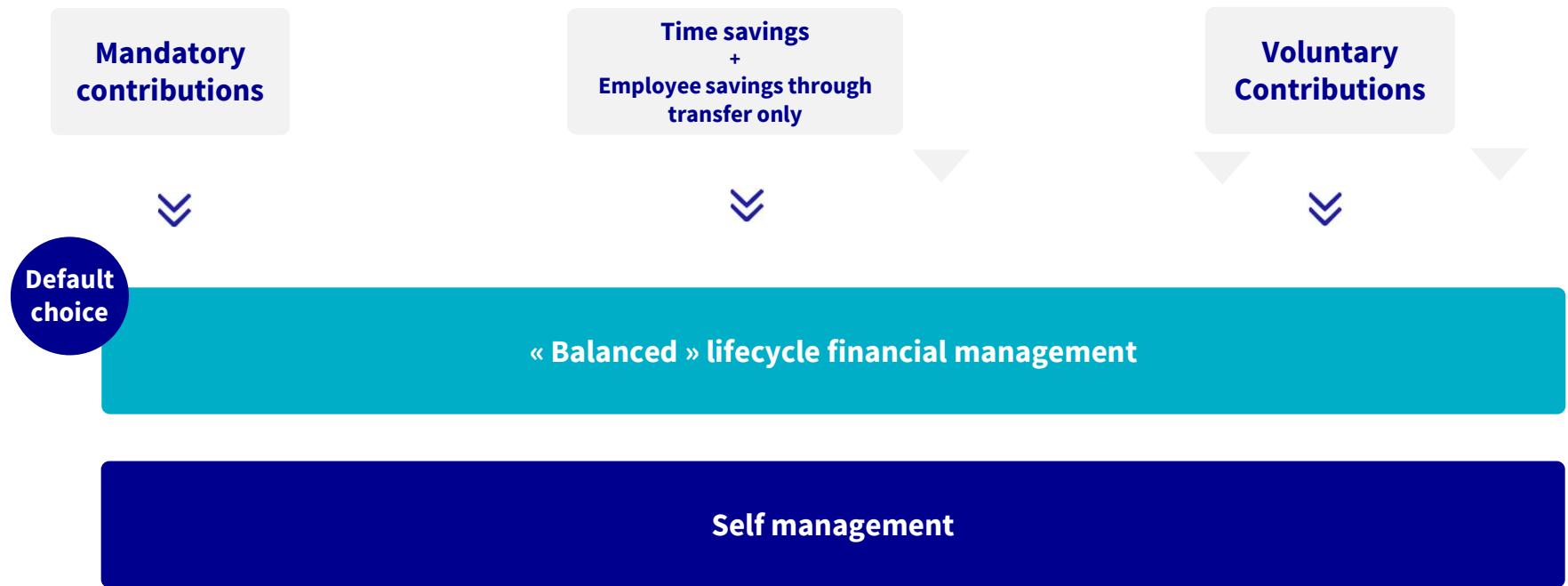


**Stay in touch with us.
Please advise us of address
or e-mail changes.**



What financial management choices are available?

Financial management choices



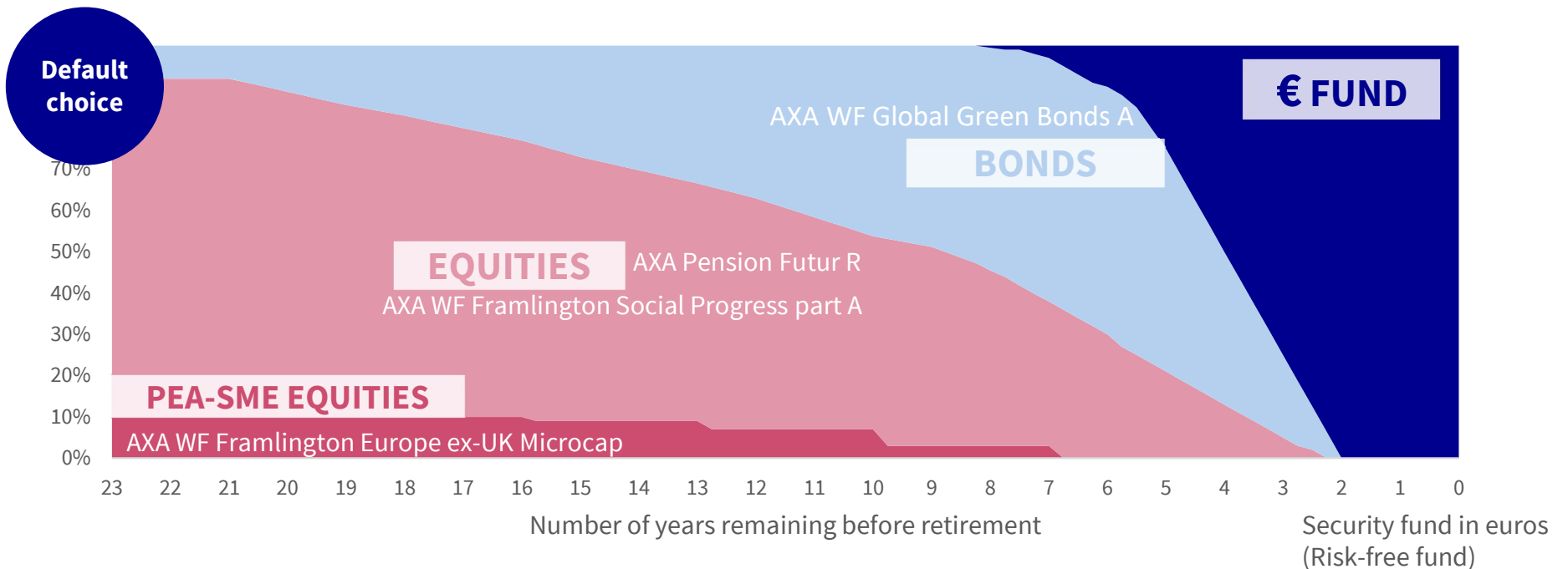
PLEASE NOTE!

- A **great choice of financial management** adapted to different investor profiles
- Possibility of choosing a **different financial management by type of contributions**
- Possibility to **modify your financial management choices at any time** by going to your customer area on ere.axa.fr

" Balanced " lifecycle financial management

A diversified turnkey financial solution

An **automatic, progressive and scalable distribution of your savings** between different financial vehicles according to a predetermined allocation grid and the remaining period before your retirement.



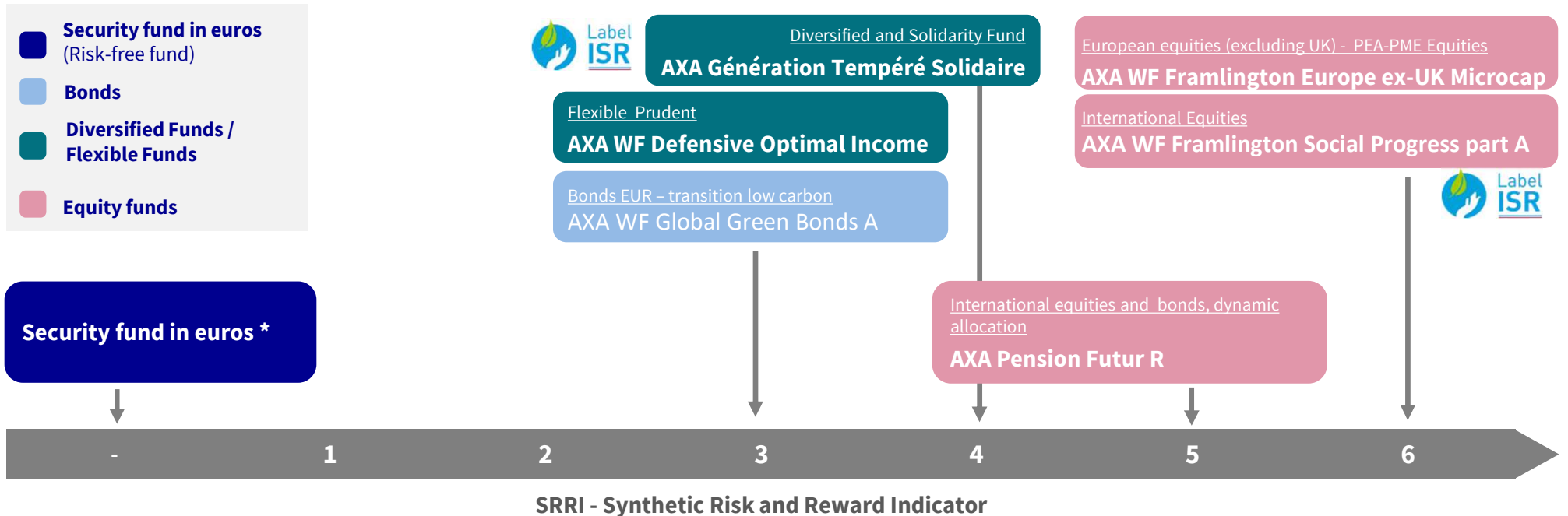
A suitable solution if you are unfamiliar with financial investments and have little time to devote to them.

Classification : Confidentiel

Self management

Complementarity and diversification of the financial vehicles offered

You **make your own allocation among the 7 vehicles** offered according to the level of risk you are willing to accept.



A suitable solution if you are familiar with financial investments and have time to devote to them.

* Voluntary savings accumulated over a year (voluntary Contributions and days of leave not taken by direct payment or individual transfer, and employee savings by individual transfer) can only be invested in the Euro fund up to a maximum of 40%

Financial Performance of life cycle management investment

Growth of fees simulation 2021 / 12 / 31

IRP Simulation (Internal rate of Profitability)

Theoretical retirement age	65 ans				
Theoretical age (2022 / 12 / 31)	45 ans	50 ans	55 ans	60 ans	
Duration of investment (in years)	Simulation				
	Life cycle management			100% security fund in euros	
5 ans	12,86 %	12,86 %	11,16 %	8,78 %	3,04 %
10 ans	9,97 %	9,97 %	9,02 %	7,48 %	3,26 %
15 ans	8,45 %	8,45 %	7,82 %	6,70 %	3,46 %
20 ans	7,43 %	7,43 %	6,97 %	6,11 %	3,68 %

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**What are the next steps
and our support ?**

Next steps

25 July 2022

Welcome email sent by AXA

15 sept / 15 oct 2022

Investment of the 1st mandatory contribution

20 sept/20 Oct 2022

Mailing by AXA of **Individual Membership Certificates** with reminder of the login ID to access the Customer Area

Octobre 2022

Information meeting by teams

Welcome pack



Welcome e-mail



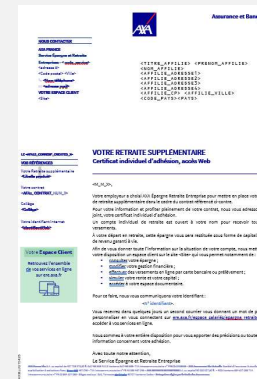
Employee booklet

Sommaire

- Et si votre entreprise vous aidait à réaliser vos projets?
- Épargnez.com : toute votre épargne en un coup d'œil
- Le fonctionnement de votre dispositif
- La gestion financière
- La disponibilité de votre épargne
- Plus de détails...



Educational video



Individual membership certificate



In summary, what should I do about my PERO?

No action is required, options are available to you

1.

Creation of your retirement savings account

We create it automatically from the moment you are eligible.

You'll receive your **information note (on the customer space)** and must return the AR form to your employer

2.

Financial management

Your savings are invested directly in the balanced lifecycle financial management.

You can change this choice for Self Management directly on easyprojets.com.

3.

Your savings in the event of death before retirement

Without action on your part, your savings will be transferred to your spouse or "PACS" partner, failing that, your children, failing that, your legal heirs.

You can also designate another beneficiary (ies) by completing the "Désignation de bénéficiaires" form available on your customer space.





4
For all inquiries,
what are our contact details?

Your contacts & addresses

Customer service & customer areas



Based in
Val de
Fontenay



Phone

09 70 80 80 57

Monday to Friday from
8.30am to 6pm



E-mail

service.clientsERE@axa.fr



Address

**AXA Direction Épargne et Retraite
Entreprise**

TSA 86302 95901

CERGY PONTOISE CEDEX 9



Find all
of your services online at
ere.axa.fr