



# PERECO & CET

## How to get a €800 employer matching & stop losing your remaining vacation days ?

2026 May 4

The PERECO plan allows you to freely increase your retirement savings\* and receive a matching contribution of up to €800, with the first €200 you contribute earning an additional €300.

PERECO matching contribution rules			Monthly payments to enter in PayLink (for 5 months)	Total payment	Cumulative employer contribution		Save on your PERECO (BNP)
payment	gross employer contribution				gross	net	
200 €	150%	300 €	40 €	200 €	300 €	271 €	471 €
additional 200 €	100%	200 €	80 €	400 €	500 €	452 €	852 €
additional 909,1 €	33%	300 €	262 €	1 310 €	800 €	722 €	2 032 €

Voluntary contributions can be deducted from your taxable income by selecting the “deductible” option on the PayLink form when you apply. You will then need to report the amount on your 2027 tax return. In this case, the principal will be subject to income tax when the funds are released.

### From May 4 to June 3, 2026, you can schedule a monthly contribution to PERECO.

You can set this up on PayLink, under “PEE & PERECO Voluntary Contributions,” in the “PERECO” tab. The deductions will be made from your payslips from July through November.

#### The PERECO can be top up by :

- by making voluntary monthly instalments (PayLink)
- transferring days from your CET (PayLink)
- with a single year-end payment (BNP)
- a combination of the three.

\*Savings are **unavailable** until retirement, **except in cases of exceptional withdrawal** for purchase of the principal residence, death of spouse, invalidity, over-indebtedness, end of unemployment benefits, etc.

#### There are 2 options for plan management:

- **self-directed** with funds freely chosen by the employee
- **managed plans** in which case BNP Paribas places your funds according to your age. In this case your assets are secured annually by a selection of lower-risk funds as you approach retirement age.

It is then possible to **withdraw the capital net of tax or take a taxable annuity**. A combination is possible. Current social security levies: 18.6% on capital gains or 10.1% on annuities.

### From 2026 May 4 to May 27: deposit up to 5 days of annual leave in your time-savings account (CET).

Once a year, in May only, for a full-time employee with at least three months of service it's possible to transfer up to five days of paid leave (CP) to their Time Savings Account (CET). This transfer is made via PayLink by clicking on “CET”.

### From 2026 May 4 to June 3: transfer days deposited in the CET to the PERECO.

As soon as you have transferred annual leave to your time-savings account (CET), you can transfer them to your PERECO. You can transfer up to 10 days. Just log in to PayLink and click on **CET**. The net value of one day of paid annual leave is equal to 1/22 of your net monthly salary. dans PayLink. These monetized days are placed in the managed plan.

**Please note:** on Paylink, after clicking “PEE & PERECO voluntary contributions,” you will be automatically redirected to the ‘PEG’ tab. You must switch tabs and go to “PERECO” before entering an amount; otherwise, you will have entered a voluntary contribution for the PEE. You will receive a summary email from Paylink.

The **€800** employer matching to the PERECO is provided in addition to the **€1,800** employer matching to the PEE. There is no employer contribution to the PERECO.

Examples of net valuation of charges and social security deductions from paid leave placed in the CET then transferred subsequently to the PERECO with matching:

Net salary per month	€1 900€ net / month	€2 700€ net / month	€4 300 net / month (w/o STIP)
<b>Info valuation of 1 day of paid leave</b>	<b>86€ net</b>	<b>123€ net</b>	<b>195 net</b>
Transfer of 1 day of paid leave in the PERECO	Net matching contribution: 117€	Net matching contribution: 166€	Net matching contribution: 265€
<b>Info valuation of 5 days of paid leave</b>	<b>432€ net</b>	<b>614€ net</b>	<b>977€ net</b>
Transfer of 5 days of paid leave in the PERECO	Net matching contribution: 461€	Net matching contribution: 515€	Net matching contribution: 624€

## Choose your PERECO investments depending on your objectives and your planned retirement date.

The funds are invested in either a managed or self-directed account, but only in a single fund (mixing funds is not possible).

You can change the investment strategy at any time (via BNP Paribas' Mon Epargne Entreprises). You can also transfer all or part of your assets to other funds. After a voluntary transfer, the funds are then held in the "PERECO self-managed" sub-fund.

With PERECO, you can invest in 7 funds—the same as those in PEG (except for the Schneider Actionnariat fund)—plus 2 additional funds: "Schneider Obligataire," which invests in bonds, and a fund investing in small-cap stocks called "CM-AM Stratégie PME-ETI."

### Reminder:

Money market funds rose by 2.5%, less than in 2024. Global equity markets saw significant gains, including the CAC 40 in France. Bond markets continued to rise. International tensions (particularly in Iran) are making markets volatile.

Rising oil prices risk impacting global growth, with Asia being particularly affected by oil shortages. Despite these significant uncertainties, equity investments, while more volatile, are often attractive in the long term.

As you approach retirement age or acquisition of your primary residence, it may be wise to secure your assets by allocating them to less volatile funds.

The table below shows PERECO fund performance and risk levels for 5 years

Fund	Composition	Risk	Performance to end-April	
			Since 2026/1/1	over 5 years
Schneider Monétaire	Debt securities	very low	+0,7%	+10%
Schneider Energie solidaire	Bonds and debt securities	low	+0,2%	+3,8%
Schneider Obligataire	Bonds	moderate	-0,2%	+2,6%
Schneider Diversifié	Equities and bonds	fairly high	+3,0%	+24%
Schneider Dynamique	Equities	high	+3,0%	+58%
HSBC EE ISR Action Monde E	Equities	high	+2,0%	+56%
CM-AM Stratégie PME-ETI	Equities	high	+2,6%	-31%

For more information about investing, see the CFTC [memo dated 2026 April 21](#) about investing bonuses.

For more information, contact your local or national CFTC representatives. .

Any questions? Contact your CFTC representatives:  
Sylvie RESTANI—François SOENEN—Xavier MERLINI—Ludovic LAMBERT

