Do not confuse the PEG matching contribution with the PERECO matching contribution, both are separate



	PERECO Collective Retirement Savings Plan	PERO Mandatory Company Retirement Savings Plan
Objectives	Build up abundant savings for retirement, with possibility of early release	Build up savings for retirement, with the possibility of early release
Funding	**Monetised CET Days** **Monthly Voluntary Payments:** • July to November • or one-time in December	**Mandatory Contributions** • Paid by Schneider Electric : 1.67% on Tranche A and 2.21% on Tranche B • Paid by the employee: 0.50% **Monetised CET days** • max 10 days/year **Voluntary Payments** • at any time
Contribution	Maximum contribution of €800/year for a payment of €1,310	No matching contribution
Management	No entry fees. Managed Portfolio (default) or Self-Managed Portfolio	
In case of early release	Savings are blocked until retirement, except: • Purchase of the main residence or rehabilitation after natural disaster (Voluntary contribution and employer top-up only), • Disability (including children) or death of the employee or spouse/pacs, • Over-indebtedness, termination of rights to the ARE (allowance for unemployment), Absence of employment contract for more than 2 years.	
Exit & taxation	**Exit** • in capital • life annuity possible **Inheritance** if the employee dies before the age of 70 and before the liquidation of the scheme, the capital accumulated in the PERECO will be paid to designated beneficiaries.	**Voluntary Payments** Option to withdraw the savings as a lump sum **Compulsory contributions** if annuity > €110/month, compulsory exit in life annuity, otherwise compulsory exit in capital **Inheritance** in the event of the employee's death before the age of 70 and before liquidation of the scheme, the capital built up in the PERO will be paid to designated beneficiaries
Voluntary payment (VV) (1)	**Choice of:** • deducted from taxable income (within your tax retirement savings limit) and taxed on exit (capital gains taxed at 12.8 % • or on the progressive scale and subject to social security contributions 18.6 %) or not deducted from taxable income	
In case of departure	**In case of departure** (resignation...) the account is either kept but no longer funded by Schneider or transferred to a similar contract.	

(1) Voluntary PEG + PERECO payments: you can contribute up to 25 % of your gross remuneration into your employee savings scheme across all savings plans