

From 2 May: Recover €800 in employer contributions and transfer your unused leave!

2 May 2025

As you do every year in May, check that **you've paid off your vacation entitlements** and **optimized your savings** by claiming the maximum contribution of **€2,600** from the various savings plans. After investing in the **PEG** to recover the **€1,800** employer's contribution (before May 12), you can recover the **€800** employer's contribution through the **PERECO**.

How to claim back your €800 PERECO employer's contribution ?

The PERECO allows you to build up retirement savings. These savings are **unavailable** until retirement, **except in exceptional cases** (purchase of principal residence, death of spouse, disability, over-indebtedness, end of unemployment benefits, etc.).

It can be funded by transferring days from the CET, by voluntary monthly payments, by a single payment at the end of the year, or by a combination of these options..

The PERECO employer 's contribution is up to €800 , favoring the first €200 paid in.

Net Payments (€)	Gross Contribution
The first €200	€300 (150%)
The next €200	€200 (100%)
The next €909,1	€300 (33%)
Total €1309,1	Max contribution €800

Since 2022, voluntary payments can be deducted from your taxable income, but in this case the capital will be taxed when released.
To opt for tax deductibility, you need to tick a box when making your choice on Paylink.

The PERECO offers 2 management options: **free management** with funds freely chosen by the employee or **piloted management**, in which case BNP Paribas invests your payments according to your age and secures your assets annually by switching to increasingly less risky funds as you approach retirement.

The PERECO can be withdrawn either as a lump sum or in the form of a life annuity, with the option of combining the two. (Current social security contributions: 17.2% on capital gains, or 10.1% on the annuity).

Transfer vacation days (CP) to your time savings account (CET) to take them later or to fund your PERECO

From 2 May to 26 May 2025, you can place up to 5 days of CP in the CET. If you are a full-time employee with at least 3 months' seniority, you can transfer them each year, **in May only, via PayLink by clicking on "CET"**.

From 2025 onwards, CP days placed in the CET can be used in subsequent years **without justification**.

Keep an eye on the dates, after that it'll be too late!

From **May 2 to June 3, 2025, you can transfer days from your CET to your PERECO**.

As soon as you have stored vacation days in your Compte Epargne Temps (CET), you can consider transferring them to your PERECO. You can transfer up to 10 days, by making the entry in PayLink, by clicking on **"CET"**. These monetized days will be placed in a managed account.

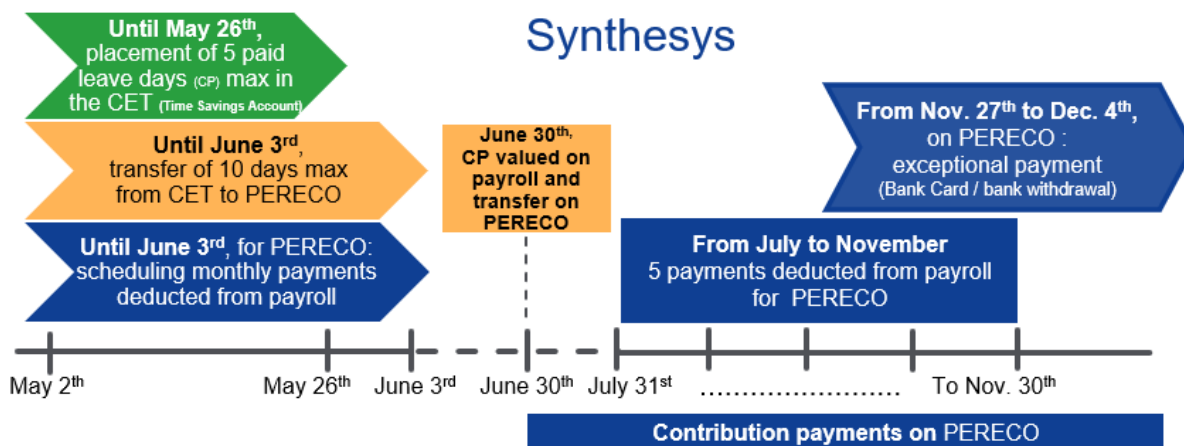
The net value of a day of paid leave is equal to 1/22nd of your net monthly salary.

From **May 2 to June 3, 2025, you can schedule a monthly payment into the PERECO**

This monthly payment will be deducted from paychecks from July to November 2025 (5 deductions). This choice is entered in PayLink by clicking on **"Versements Volontaires PEE & PERECO"**, then the **"PERECO" tab**. With 5 monthly payments of €262 (meaning €1,310), you'll get the €800 employer's contribution.

There will still be a one-off payment option between November 27 and December 4, via the BNP website. This payment will be made by credit card or direct debit.

Please note: on Paylink, after clicking on **"PEE & PERECO voluntary payments"**, you are automatically taken to the **"PEG" tab**. **You must change tabs and go to "PERECO"** before entering an amount, otherwise you will have entered a voluntary payment for the PEG. **You will receive a summary e-mail from Paylink.**



Direct your PERECO investments according to your objectives and projected retirement date

If you do not specify, the sums are automatically invested in managed accounts.

You can **change the management mode at any time** (via Mon Epargne Entreprises from BNP Paribas or via the Personeo website). **You can also switch all or part of your assets to other funds.**

After voluntary arbitration, the funds are placed in the 'PERECO gestion libre' sub-fund.

On the PERECO, it is possible to invest in 6 funds, the same as on the PEG (except for the Schneider Actionnariat fund) plus 2 other funds: "Schneider obligataire", invested in bonds, and a new fund invested in small company shares called "CM-AM Stratégie PME-ETI".

Reminder :

In 2024, money market funds continued to grow, although the recent fall in interest rates should reduce their returns. Global equity markets rose strongly, with the exception of the CAC 40 in France, which was hit by political instability. Bond markets continue to grow

Share prices fell following the increase in customs duties, then recovered slightly following their temporary reduction. A further increase in customs duties would trigger a further fall in stock prices. All these movements are creating uncertainty about global growth, which could again affect the outlook for companies. Despite everything, equity investments, which are more volatile, are often attractive over the long term.

As you approach retirement or purchase your principal residence, it may be a good idea to secure your assets by channelling them into less risky funds.

Fund	Composition	Risk	Performance to end-April	
			Since 2025/1/1	over 5 year
Schneider Monétaire	Debt securities	very low	+0,9%	+7,7%
Schneider Energie solidaire	Bonds and debt securities	low	+1,1%	+6,4%
Schneider Obligataire	Bonds	moderate	+0,4%	+6,9%
Schneider Dynamique	Equities and bonds	fairly high	+2,4%	+34,7%
BC EE ISR Action Monde E	Equities	high	-6%	+66%
CM-AM Stratégie PME-ETI	Equities	high	-16,5%	+68%
ETI	Equities	high	+0,5%	-23% / 4 years

Table showing performance and risk levels of PERECO funds over the last 5 years

You can find comments on investments in the [CFTC communication of 16 April 2025](#), which gives advice on how to invest your profit-sharing.

For more information, please contact your CFTC representatives.

