

A young couple is sitting on a couch in a modern living room. The woman is in the foreground, smiling broadly and looking at a laptop screen. The man is behind her, also smiling and looking at the screen. His hands are resting on her shoulders. The room is brightly lit with natural light from windows in the background. There is a potted plant on a table in the foreground.

# Saving for future plans and retirement

Supplementary pension plan (PERO)



# Content

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# Editorial

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## Save through your company today to make the most of your future plans and retirement.

**Your company has chosen to provide you with an additional pension scheme to help you with your plans and retirement. You can take advantage of the benefits introduced under the PACTE law and the new retirement savings plan: Plan d'Épargne Retraite Obligatoire - PERO.**

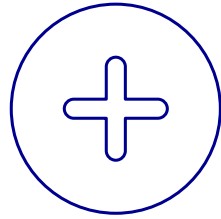
**These provisions give you a great flexibility in how you use your savings: when you retire, you can have your voluntary contributions, your unused annual leave days and your employee savings paid back as a lump sum, a life annuity or a combination of the two.**

**You can also take out your voluntary savings in a lump sum to purchase your primary residence.**

**In addition, the PERO offers you the possibility of combining your savings across schemes throughout your career, including if you switch employer or profession. Lastly, a new portal, [easyprojets.com](https://easyprojets.com), gives you a comprehensive view of your savings at a glance.**

**This booklet is designed to help you understand this supplementary pension scheme so that you can take full advantage of it.**

**Marie-Pierre Ravoteur**  
Head of AXA Company and Retirement Savings



# The benefits of your device

The PERO allows you to finance your projects and to prepare your retirement under advantageous tax and social conditions. You benefit from fees negotiated by your company and many advantages:



**An employer's contribution with the mandatory payments**



**Tax-deductible payments**



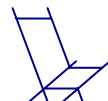
**Ability to transfer your savings throughout your career path**



**Optimized financial management adapted to your investment horizon**



**Early release cases including the acquisition of the main residence**



**Savings available at retirement in the form of annuity or capital**



# How it works

When you retire, the savings you have built up during your working life entitle you to a lump sum payment and/or a lifetime guaranteed income supplement.

## Good to know!

You can release your voluntary savings to buy your main residence.



You choose the best combination for your situation:



(1) Payment by transfer from another employee savings plan (and by direct payment from your profit-share and performance related scheme if your company has made provision for this).

(2) For voluntary contributions, unused annual leave days and employee savings.

(3) Payment of lump sum possible (taxable) if your accumulated savings give rise to an annual annuity of less than €1320, i.e. savings of approximately €33,000.



# How it works

## Voluntary contributions at your own pace

### AT YOUR OWN PACE



Scheduled contributions



One-off contributions

### AT YOUR CONVINIENCE

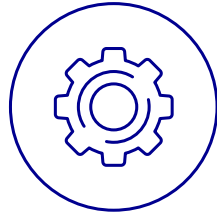


Direct debit



Credit card

**Make your voluntary  
payment on your  
customer space  
[ere.axa.fr](http://ere.axa.fr)**



# How it works

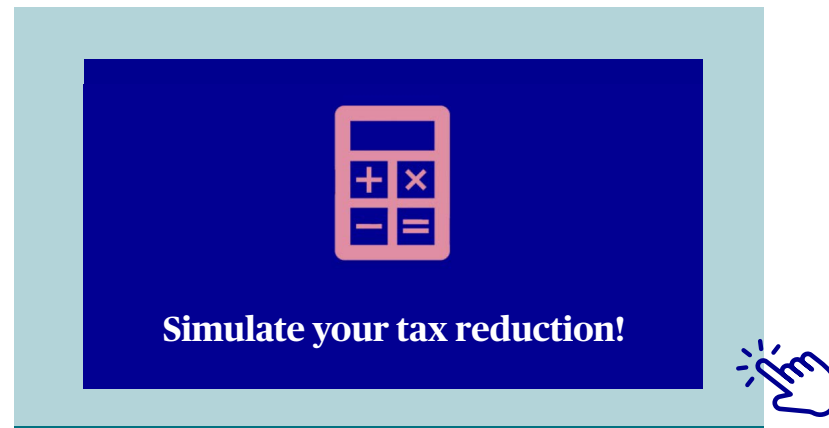
## Reduce your taxes today and boost your pension for tomorrow

Voluntary contributions are deductible from your taxable income up to the retirement savings cap<sup>1)</sup>.

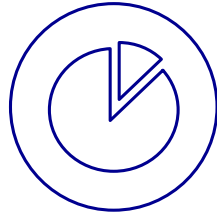
### Simulate easily your tax reduction and income supplement:

Go to the AXA simulator at [ere.axa.fr](http://ere.axa.fr) and in just a few clicks, for a given contribution amount work out:

- your tax reduction
- your pension supplement.



1) You can also make a non-tax-deductible contribution that will be less taxed if you opt for payment by annuity and exempt from income tax if you opt for lump-sum payment. For information on the tax rules applicable to the various pension payment scenarios; go to [easyprojets.com](http://easyprojets.com).



# Financial management

## Some useful notions for all!

Before deciding on how your savings will be managed, you need to familiarise yourself with certain investment concepts.

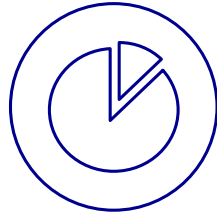
### What do you need to know before choosing?

Your investment's risk level	Your investment's duration	How to diversify your portfolio
The risk indicator is measured on a scale of 1 to 7, where 1 represents the potentially lowest risk indicator and 7 the potentially highest.	An investment horizon is recommended for each investment vehicle. The longer the investment horizon, the greater the performance potential and the higher the potential risk.	Diversification between categories, whether equities, real estate investments, bonds or money market products, evens out the impact of market fluctuations.

### What do you need to know about investment types?

Equities	Bonds	Monetary products
Equities are deeds of ownership of a portion of a company's capital. They are the type of investment that corresponds best to long-term plans.	Unlike equities, bonds do not confer ownership of a company's capital. They are securities representing part of the debt that the company has issued. This type of asset can be used to diversify a portfolio for medium-term investment horizons of between 3 and 5 years.	Monetary investments are invested in short or very short-term loans. It is the investment to be favored when planning a need for short-term money of less than 1 year.





# Financial management

## Some useful notions for all!

### What do you need to know about the types of investments?

Solidarity	Real Estate
<p>An investment is said to be “solidarity” when all or part of the money invested by the saver is invested in projects with strong social and/or environmental utility. A fund is said to be a «Solidarity Fund» when the fund’s assets are invested between 5 and 10% in securities issued by approved solidarity companies.</p>	<p>There are several ways to invest in real estate. Either directly (purchase of physical real estate) or via the “stone-paper” i.e. all forms of financial investments based on real estate (SCPI, OPCI, etc.).</p>

### Unit-linked funds

These are investment titles other than the general account. They contain units of account indexed mostly to equities, bonds and real estate, which rise and fall as the markets fluctuate.

**The subscriber bears the associated investment risk and, unlike that of the euro funds, capital invested in these funds is not guaranteed.**

### What are my options with the financial offer?



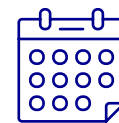
#### Short-term

Protect assets through short-term investments of 1 to 3 years.



#### Medium-term

Generate a competitive return over a period of 3 years or more.



#### Long-term

Invest for the long term in companies including French SMEs and mid-caps.

### What’s a general account?

The general account is an investment 100% guaranteed by the insurer. It offers investors a minimum guaranteed rate of return each year as well as a guarantee that they will never lose any capital or earned interest.



# Financial management

You have the choice!

**Default option**

**LIFECYCLE**  
(Gestion par Horizon)

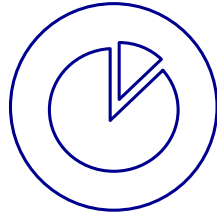
A combination of searching for return and progressively securing your savings as you approach retirement.

**SELF-MANAGEMENT**  
(Gestion Libre)

You manage your savings based on the allocation you make with the various types of securities we offer, according to your objectives and risk appetite.

## **Good to know!**

You can change your financial management preferences by going to your customer space on [ere.axa.fr](https://ere.axa.fr)



# Financial management

Default option

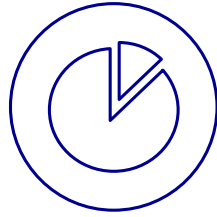
## Lifecycle

Lifecycle is a key solution that automatically secures your savings as retirement approaches. The closer you are to retirement, the more your investments will gradually be automatically allocated to defensive assets.



### Good to know!

This allocation is based on a projected retirement age indicated in your Information Notice. You can change this age at any time.



# Financial management

## Self management

With the self management, **the savings are managed according to your own allocation** between the various securities offered according to your objectives and risk appetite.



**Invest in themes of the future: health, new technologies, energy transition...**



**Give meaning to your savings with responsible investment**



**Access to funds whose main objective is to protect your savings**



# The availability of your savings



Which taxation for your projects?

## When my savings can be release?

### At retirement

We assist you in the application for the establishment of your supplementary pension plan in capital and/or in annuity.

To help you plan for retirement



### Can I release my savings earlier?

The law provides for cases of early release that allow you to dispose of your savings before retirement.

### Do you want to buy your main residence?

You can release your savings (except for mandatory payments) for the acquisition or construction of your primary residence.

### If I pass away before I retire, who benefits from my savings?

Your retirement savings are paid out as a lump sum in accordance with the relevant clause in your contract. You can also designate as beneficiary the person(s) of your choice using the "Designation of beneficiaries" form in the customer space.



# The availability of your savings

## Your retirement

Depending on the source of your savings, you can choose to receive a lump sum, an annuity or a combination of the two:

### For your voluntary savings

Resulting from voluntary contributions, unused annual leave days and transferred employee savings.



**Lump sum**  
(in one or more instalments)



**Annuity**



**Lump sum and Annuity**



**Annuity**

### For your mandatory savings

Resulting from mandatory contributions.

#### Good to know

The savings resulting from your mandatory contributions are paid out as a lump sum if the amount of the gross annual annuity is less than **€1320**.

### Advantages of lump sum payment

- Capital available to fund your immediate plans
- Capital that you can reinvest
- Capital that can be passed on to your heirs if you pass away.

### Advantages of annuity payment

- Regular and secure income
- Protection of your partner or other family members if you opt for a reversionary annuity



# The availability of your savings

## Your retirement

### The 4 steps



+ AXA

You are informed by e-mail or SMS at each stage of the processing until your pension is in place.

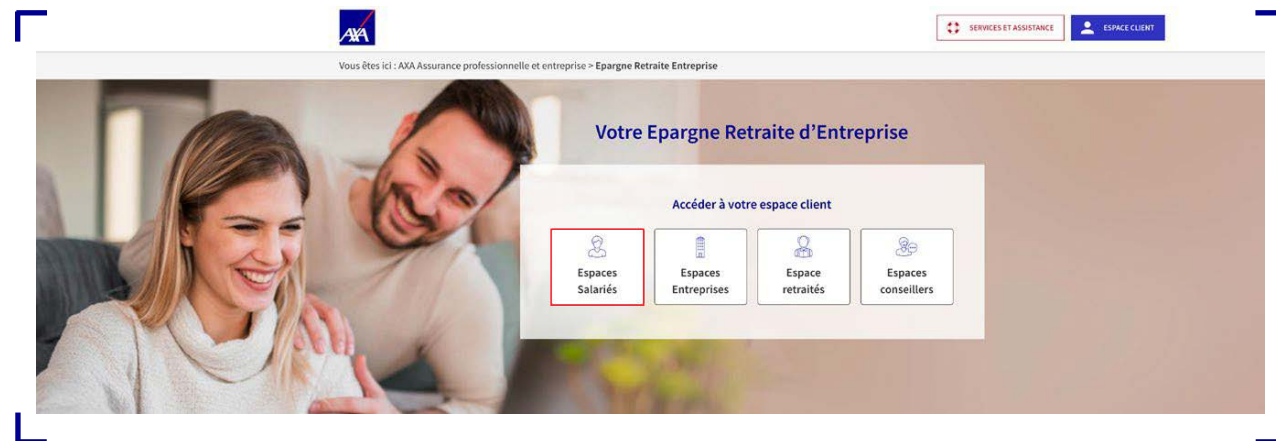


# Your customer space ere.axa.fr

**On the website ere.axa.fr > Espace salariés > Epargne retraite, you can:**

- **Make a payment by credit card or direct debit**
- **Access your transactions history**
- **Change the financial management of your savings**
- **Access to a documentary space**

Find your ID on your Individual Membership Certificate sent by AXA.







# And if your company helped you to realize your projects?

**Julie has some projects and wonders how to make them happen with her company savings plan!**



**Julie,  
43 years and  
two children**

### Julie has many projects:

- Buy her new primary residence
- Prepare her retirement

## Primary residence purchase

Julie's savings can be used for the purchase or construction of primary residence (except for mandatory payments).

## Retirement prepare

To boost her retirement savings, Julie supplements her employer's mandatory payments with voluntary contributions that are deductible from her taxable income.

**And with [easyprojets.com](https://www.easyprojets.com), Julie has an overview of her savings!**



# easyprojets.com : all your savings at a glance

easyprojets.com brings together all your savings:

Basic pension +  
AGIRC ARRCO



Employee  
savings



Retirement  
savings



Life insurance



## To access the customer space:

Go to [easyprojets.com](http://easyprojets.com) > Customer space > Create a customer space



■ **A comprehensive view of your compagny savings**  
(AXA and non-AXA savings)



■ **An estimation of your future pension**  
(state pension, AGIRC ARRCO and supplementary pension)



■ **Account management** (make voluntary contributions by bank card or direct debit and switch between financial management options) with the direct access on [ere.axa.fr](http://ere.axa.fr)



■ **Videos, news, simulators and an information game**



# Financial teleconsultation

## Make an appointment with a savings coach !

Learn about financial teleconsultation, a service included in your pension plan.



### The financial teleconsultation is:

- ✓ **An exchange with an independent coach** from Filib, a company specialized in financial advice.
- ✓ An **educational approach** with simulation tools to make the right savings choices.
- ✓ **Clear answers to your personal questions** recorded in a report.

[Read more about it](#)



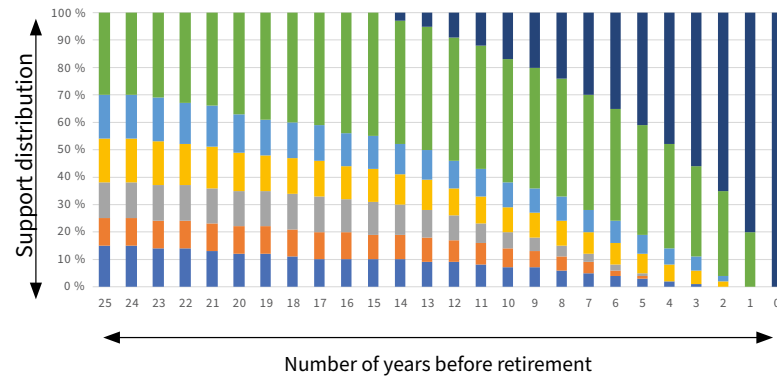
[Make an appointment  
online now !](#)



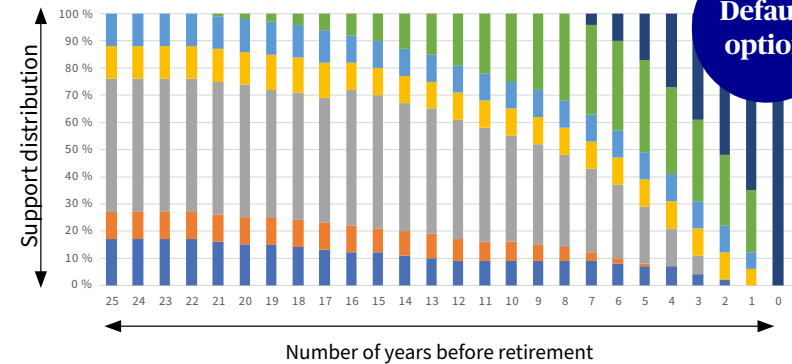


# More details... about Lifecycle (Gestion par Horizon)

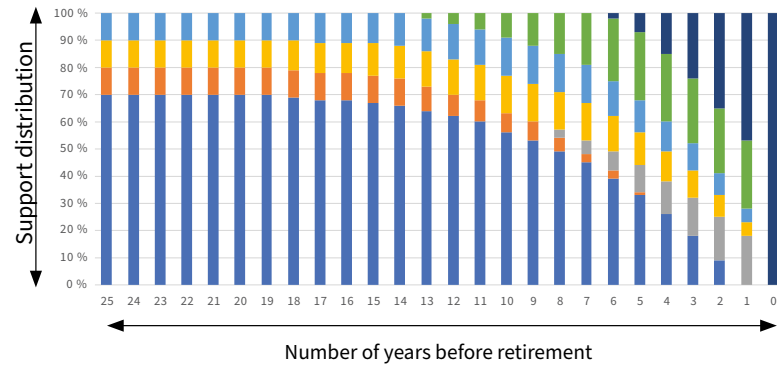
**Prudent Lifecycle**



**Balanced Lifecycle (by default)**



**Dynamic Lifecycle**



**Fund names**

- AXA WF Evolving Trends
- AXA WF Europe ex-UK MicroCap
- AXA ES Long Terme
- MF Diversifié Equilibre
- MF Diversifié Dynamique
- AXA WF Euro Credit Plus
- Fonds Euro



# More details... about the self management (Gestion Libre)

## Vehicles offered 01/01/2024

Equities Bonds Monetary Others

Investment Type	Fund name	Asset allocation	Label	SFDR <sup>(2)</sup>	Investment objective and strategy
	Investment Horizon	Risk Indicator <sup>(1)</sup>			
	AXA WF Evolving Trends > 5 years	International Equities 1 2 3 4 5 6 7		Article 8	This fund offers investors looking to participate in the dynamism of global growth, access to companies that are taking advantage of new trends in economic development.
	AXA WF Europe Ex-UK Microcap A Capitalisation EUR > 5 years	Small & Medium Cap Europe Equities 1 2 3 4 5 6 7	-	Article 8	The objective of the Sub-Fund is to generate long-term capital growth measured in euros by investing in micro and small capitalization companies domiciled or listed in Europe.
	AXA ES Long Terme 2M > 8 years	Flexible Diversified 1 2 3 4 5 6 7		Article 8	The management objective of the FCPE is, through the intermediary of UCIs, to participate in the development of the international equity markets (including European markets) and emerging bonds and/or speculative-type high-yield bonds by placing implementation of dynamic and discretionary management, while being permanently exposed to market assets in the real estate sector.
	MF Diversifié Dynamique > 5 years	Flexible Diversified 1 2 3 4 5 6 7	-	Article 6	The fund seeks to achieve a performance close to that of its composite indicator, dividend and/or reinvested coupon, net of management fees, over a 5-year investment horizon. At least 60% of the FCPE's assets will be invested in units and shares of UCITS managed by Mercer Global Investments Management Limited. MERCER - "The fund seeks to achieve a performance close to its composite indicator dividend and/or coupon reinvested net of management fees, represented by 35% Barclays Bloomberg Euro Aggregate Total Return EUR, 30% MSCI World Net Total Return EUR, 30% MSCI World Net Total Return EUR hedged and 5% EONIA.

Beneficiaries' attention is drawn to the risks that may be incurred as a result of their investment. As the investment vehicles offered do not benefit from any capital guarantee beneficiaries may not recover their initial investment. Before making any payment, beneficiaries are invited to refer to the latest current version of the Key Information Document (DIC) for each of the funds available in their Customer Area.

(1) Risk indicator (SRI - Synthetic Risk Indicator): on a scale of 1 to 7, indicator of the level of risk from the lowest to the highest. Find out more about the d'Informations Clés (DIC) with the l'AMF.

(2) Article SFDR (Durabilité - Sustainable Finance Disclosure Regulation): this EU regulation obliges financial market professionals to be more transparent about their environmental and social responsibility (ESG) through the publication of extra-financial information and the classification of the various funds on offer into 3 categories: so-called «Article 9» investments, which present a sustainable investment objective; so-called «Article 8» investments, which declare that they take social and/or environmental criteria into account; other «Article 6» investments, which are neither «Article 8» nor «Article 9», have no sustainable investment objective and do not declare that they take ESG criteria into account. ESG criteria. Find out more from the AMF.



# More details... about the self management (Gestion Libre)

## Vehicles offered 01/01/2024

Equities Bonds Monetary Others

Investment Type	Fund name	Asset allocation	Label	SFDR <sup>(2)</sup>	Investment objective and strategy
	Investment Horizon	Risk Indicator <sup>(1)</sup>			
	AXA Génération Tempéré Solidaire 2R <b>&gt; 4 years</b>	Prudent Diversified 1 2 3 4 5 6 7	Label ISR CIES	Article 8	AXA Génération Tempéré Solidaire is a diversified, conservative SRI fund that invests between 5% and 10% in securities issued by government-approved companies, associations or specialized solidarity organizations.
	MF Diversifié Equilibre A <b>&gt; 3 years</b>	Flexible Diversified 1 2 3 4 5 6 7	-	Article 6	The fund seeks to achieve a performance close to that of its composite indicator, dividend and/or coupon reinvested net of management fees, represented by 50% Barclays Bloomberg Euro Aggregate Total Return EUR, 20% MSCI World Net Total Return EUR, 20% MSCI World Net Total Return EUR hedged and 10% EONIA.
	AXA WF Euro Credit Plus <b>&gt; 4 years</b>	Europe Bonds 1 2 3 4 5 6 7	-	Article 8	This fund aims to generate income and capital growth by investing primarily in euro-denominated investment-grade and high-yield debt securities over a medium-term horizon.
	Fonds Euro Retraite Collective	General Account	-	Article 8	Specifically dedicated to corporate pensions, this fund offers a guarantee of the invested capital and a permanently earned annual return (ratchet mechanism).

Beneficiaries' attention is drawn to the risks that may be incurred as a result of their investment. As the investment vehicles offered do not benefit from any capital guarantee beneficiaries may not recover their initial investment. Before making any payment, beneficiaries are invited to refer to the latest current version of the Key Information Document (DIC) for each of the funds available in their Customer Area.

(1) Risk indicator (SRI - Synthetic Risk Indicator): on a scale of 1 to 7, indicator of the level of risk from the lowest to the highest. Find out more about the d'Informations Clés (DIC) with the l'**AMF**.

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# More details... about the circumstances of early release

## In what circumstances can I withdraw my savings before retirement?

- Acquisition of your **main residence**, for the **voluntary savings part**.
- **Expiry of unemployment benefit rights** following dismissal or involuntary termination of employment (or expiry of corporate office appointment more than 2 years ago).
- **2<sup>nd</sup> or 3<sup>rd</sup> level disability affecting** you, your children, your spouse or your civil union partner.
- **Termination of self-employment** following a court-ordered liquidation or any situation justifying a transfer of my business according to the commercial court judge ruling on the related conciliation procedure.
- **Death of your spouse** or civil union partner.
- Situation of **over-indebtedness**.



# More details... about annuities

## Which option is best for you?

You can tailor your annuity to suit your situation and objectives by subscribing to one of the following options. They are mutually exclusive: you choose a single type of annuity that will apply for the duration of your retirement.

**The amount of the annuity will depend on the option you choose.**

### PROTECT MYSELF

**When:** when I retire.  
**Who for:** me.  
**What:** an income supplement for life.

### PROTECT MY PARTNER

**When:** when I pass away.  
**Who for:** my spouse or civil union partner.  
**What:** payment of 50%, 60% or 100% of the amount of the retirement annuity (according to my choice).

**Other annuity options are also available for your retirement.**

**Find all details on your contract.**

### TO PROTECT YOURSELF IN THE EVENT OF DEPENDENCY<sup>(1)</sup>

An additional guarantee that doubles your annuity in the event of dependency. You can subscribe to it in addition to any of the options listed opposite, except for the increasing annuity.

(1) Subscription to the “dependency double annuity” guarantee is subject to specific terms and conditions.





# More details... on transfer of external accounts to AXA

## Consolidate your accounts for more simplicity!

**With your device, you can group on your AXA PERO the other retirement accounts which you hold with other establishments:**

- company savings held in a previous scheme: PER, Article 83, PERCO, PERECO;
- individual retirement savings held in a: PER, PERP, Madelin contract.

### Benefits::

- a single global scheme with a single account situation to simplify your life;
- optimised financial management;
- conditions negotiated by your company.

## How to do it?

1

**Log on to  
easyprojets.com<sup>(1)</sup>**

> My needs  
> Transfer my accounts >  
then click on "AXA  
supplementary pension".

2

**AXA will handle  
the transfer**

with your former  
insurer

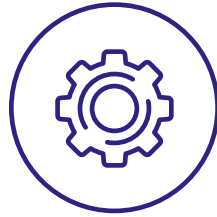
3

**AXA will confirm**

your transfer once  
completed

Before requesting a transfer, it is essential to check technical and pricing conditions, and any guarantees under your initial contracts.

(1) You can also download an individual transfer form from [ere.axa.fr](http://ere.axa.fr) > Employee Space > Retirement savings > My documents.



# More details... on fees



## What charges applies to my plan?



### Working life

- Mandatory payments: 0.64% of amounts paid
- Voluntary payments: 0.64% of amounts paid
- Annual fund management fees:
  - Euros: 0.45%
  - Units of account: 0.35%

- Financial management change fees:
  - No fee for any number of changes

### Retirement period

- Annuity management fees: 1.20%
- Euro-fund management fees: 0.45%

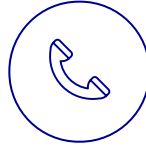


## What are the fees if I transfer savings from another contract of the same nature to my individual account?



0.18% will be deducted from the amount transferred at no extra charge. These correspond to regulatory taxes on insurance company sales. You will no longer pay management fees on your old contract.

NB. Contracts of the same nature may be a PERO, a PERECO, a PERCO, an Article 83, a PERP or a Madelin.



**09 70 80 80 57**

Monday to Friday from 8:30 to 18:00



Your customer space

Find all your services online on  
**ere.axa.fr**

**AXA France Vie.** S.A. with a capital of 487 725 073,50 € - 310 499 959 R.C.S. Nanterre. **AXA Assurances Vie Mutuelle.** Mutual Insurance Company on life and capitalization with fixed contributions - Siren 353 457 245 **AXA Retraite Entreprise.** S.A. with a capital of 292 828 027,65 € - 534 107 255 R.C.S. Nanterre. Head office : 313, Terrasses de l'Arche - 92727 Nanterre Cedex. **Companies governed by the Insurance Code.**

