

WHICH TAX REGIME⁽¹⁾ APPLIES TO MY COMPANY RETIREMENT SAVINGS SCHEME?

Thanks to your employer, you can benefit from a Company Retirement Savings Plan (PER Entreprise), which allows you to receive a retirement supplement with favourable tax conditions⁽¹⁾.
Explanatory notes.

TAX PRINCIPLES THAT APPLY WHEN TRANSFERRING FUNDS TO YOUR SAVINGS SCHEME

Your plan may include multiple sources of funding. Please refer to your information booklet to learn about the possible contribution options.

- If your scheme is funded by **individual voluntary contributions**, they may be deductible from the overall net income for each member of the tax household. If the individual budget has not been fully utilised in a given year, the balance may be carried over to one of the three subsequent years. Additionally, you can increase your deduction limit by using the unused individual allowance of your spouse or PACS partner from the past three years.
- If your scheme is funded by **contributions from a time savings account or unused holiday days**, they are not included in your taxable income⁽²⁾ up to a limit of 10 days per year. Beyond that, the amount monetised from time savings will be subject to income tax.
- If your scheme is funded by **profit-sharing, shares, value-sharing bonus and/or matching contributions**, the payments are exempt from tax⁽³⁾.
- If your scheme is funded by **mandatory contributions**, they are not included in your taxable income within the limit of deductibility of mandatory supplementary pension contributions⁽⁴⁾.
- **Contributions from transfers** are not included in the tax base calculation base.



N.B:

DEDUCTIBILITY OF PAYMENTS

When you make a payment to your savings scheme, you choose whether your payments are deductible or not. Thus, in order for your contributions to be deductible, you must send them to the fund and check whether or not your annual deductibility limit has been reached.



(1) Based on the applicable tax regime on 01/01/2026. The insurance company is not liable for future changes to taxation. Any tax changes will be charged to the policyholder.

(2) If you have allocated all or part of your time savings account or your unused rest days to your PER, you must still state the corresponding amount on your income tax return in boxes 6QS, 6QT, 6QU “Other deducted contributions...”.

(3) These sums remain subject to the CSG/CRDS. Exemption from the CSG/CRDS, for the value-sharing bonus, if your employer has fewer than 50 employees and your gross remuneration is less than three times the amount of the minimum wage.

(4) You must still indicate, in your tax return, the amount corresponding to the mandatory contributions in boxes 6QS, 6QT, 6QU “Other contributions deducted...”. This will involve the employer's share, for its non-taxable amount, and the employee's share, for its amount deductible from the salary.



UNDERSTAND

ANNUAL LIMIT ON INDIVIDUAL RETIREMENT TAX BUDGET DEDUCTIBILITY FOR VOLUNTARY CONTRIBUTIONS

Voluntary contributions are deductible from overall net income up to whichever amount is greater between 10% of the Annual Social Security Limit (PASS year N-1) and 10% of the employee's professional income capped at 8 times the PASS (year N-1). This budget is credited through:

- The employer's contribution to the Collective Retirement Savings Plan (PERCO, Plan d'épargne pour la retraite collectif);
- Employee payments from the time-savings account to a PERCO, Article 83 or company retirement savings PER (Plan d'Épargne Retraite) scheme, up to a limit of 10 days/year;
- Employee transfers into a PERCO, Article 83 or PER scheme, corresponding to 10 days/year of rest not taken where there is no time-savings account;
- The amount corresponding to mandatory contributions, and more specifically the employer and employee share up to a limit of 8% of the gross annual remuneration retained up to 8 PASS;
- Deductible contributions or premiums relating to "Madelin" or "Prefon" type retirement contracts;
- Payments made into a Popular Retirement Savings Plan (PERP, Plan d'Épargne Retraite Populaire (Plan d'Épargne Retraite Populaire)).

For ease of reference, the amount of the individual tax budget is available on the latest tax notice.



UNDERSTAND

ANNUAL DEDUCTIBILITY LIMIT FOR MANDATORY SUPPLEMENTARY PENSION CONTRIBUTIONS

If your scheme is funded by mandatory contributions, the contributions are not subject to income tax within the limit of 8% of the gross annual remuneration limited to 8 times the PASS⁽¹⁾.

This limit is reduced by:

- Employer contributions to PERCO (Collective Retirement Savings Plan), PERECO (Collective Company Retirement Savings Plan), and PERU (Single Company Retirement Savings Plan);
- Employee payments from the time-savings account to a PERCO, Article 83 or company retirement savings PER (Plan d'Épargne Retraite) scheme, up to a limit of 10 days/year;
- Employee payments into a PERCO, Article 83 contract or PER scheme, corresponding to 10 days/year of rest not taken where there is no time-savings account.

If there is a surplus, the excess is added to the employee's net taxable compensation.

(1) You must still indicate, in your tax return, the amount corresponding to the mandatory contributions in boxes 6QS, 6QT, 6QU "Other contributions deducted...". This will involve the employer's share, for its non-taxable amount, and the employee's share, for its amount deductible from the salary.

WHICH TAX REGIME APPLIES TO MY COMPANY RETIREMENT SAVINGS SCHEME?

TAX REGIME AT EVERY STAGE OF YOUR LIFE

	VOLUNTARY RETIREMENT SAVINGS		TIME & EMPLOYEE RETIREMENT SAVINGS ⁽¹⁾	MANDATORY RETIREMENT SAVINGS
	Payments deductibles	Non-deductible payments		
Taxation upon entry	Deductible from income subject to income tax ⁽²⁾	Not deductible from income subject to income tax	Exemption from income tax	Exemption from income tax ⁽³⁾
Early Release	Purchasing your primary residence	Portion of contributions: Progressive income tax brackets (without 10% allowance) Portion of capital gains: PFU or income tax brackets ⁽⁴⁾ option. Subject social security contributions of 18.6%	Portion of contributions: Exempt from income tax Portion of capital gains: PFU or income tax brackets ⁽⁴⁾ option Subject social security contributions of 18.6%	Portion of contributions: Exempt from income tax Subject social security contributions of 18.6% Not applicable
	Other release cases	Portion of contributions: Exempt from income tax Portion of capital gains: Exemption from income tax Subject social security contributions of 18.6%		Portion of contributions : Exempt from income tax Portion of capital gains: Exempt from income tax Subject social security contributions of 18.6%
Legal age of retirement or liquidation of the pension	Cash settlement	Portion of contributions: Progressive income tax brackets (without 10% allowance) Portion of capital gains: PFU or income tax brackets ⁽⁴⁾ option Subject social security contributions of 18.6%	Portion of contributions: Exempt from income tax Portion of capital gains: PFU or income tax brackets ⁽⁴⁾ option Subject social security contributions of 18.6%	Portion of contributions: Exempt from income tax Subject social security contributions of 18.6% Only if the annuity is less than €110 per month : Portion of contributions: Progressive income tax brackets (without 10% allowance) Subject to the replacement PS of 10.1% ⁽⁵⁾ Portion of capital gains: PFU or income tax brackets option ⁽⁴⁾ Subject social security contributions of 18.6%
	Lifetime annuity	Taxed in the "pensions and annuities" category after a 10% allowance ⁽⁶⁾ Subject to social security charges of 18.6% on a fraction of the annuity ⁽⁷⁾	Subject to income tax at the progressive rate according to the saver's age at the time of the first annuity payment. Subject to social security contributions of 18.6% on a portion of the annuity ⁽⁷⁾	Subject to income tax at the progressive rate according to the saver's age at the time of the first annuity payment. Subject to social security contributions of 18.6% on a portion of the annuity ⁽⁷⁾

IR : Income tax (Impôt sur le revenu) / PFU : Flat tax on capital gains (Prélèvement forfaitaire unitaire) / PS : Social security contributions (Prélèvements sociaux)

(1) Amounts paid into employee savings plans are subject to CSG and CRDS contributions (totaling 9.70%). Amounts from profit-sharing bonuses are exempt from CSG/CRDS if the employer has fewer than 50 employees and the employee's gross salary is less than three times the minimum wage (SMIC). (2) For an employee, payments are deductible from overall net income up to the higher of the following two amounts: a) 10% of the annual income N-1 of the tax household, retained within the limit of 8 PASS (Annual Social Security Upper Limit), b) 10% of the PASS N-1. The difference for one year between the total deduction limit for retirement savings and the payments actually made can be carried forward to the following 3 years. For a self-employed worker, payments are deductible from category income up to the limit to the higher of 10% of professional income, retained within the limit of 8 PASS N plus 15% of income between 1 and 8 PASS N or 10% of PASS N. These limits must be reduced by sums paid in respect of other pension products. (3) Employer and/or employee contributions are deductible from the employee's income tax base up to a limit of 8% of the gross annual remuneration retained up to 8 PASS and subject to tax beyond that. (4) Realised income is subject, by way of assessment, to income tax at the flat rate of 12.8% or, on the overall option of the tax household, to the progressive income tax scale for all income from securities and capital gains from the sale of securities for the maturity of the PER or for early release due to acquisition of the main residence. All capital gains, regardless of the reason, are subject to social security charges of 18.6%. (5) Depending on the reference tax income, CSG at the rate of 8.3%, CRDS at the rate of 0.5%, health insurance contribution at the rate of 1%, additional solidarity contribution for autonomy (CASA) of 0.3%. (6) 10% allowance specific to this income category, giving rise to income tax deduction at source. (7) Subject to progressive income tax brackets without a 10% allowance and according to age (taxable portion equal to 70% before age 50, 50% between 50 and 59, 40% between 60 and 69 and 30% after age 69). (8) Amounts paid in respect of retirement and employee savings are subject to the CSG and the CRDS (i.e. a total of 10.1%) and are not subject to income tax.

TAX REGIME APPLIED IN THE EVENT OF DEATH

			Surviving spouse, PACS partner or, under certain conditions, brothers and sisters cohabiting	Relative in direct family line	Other beneficiaries	
PER INSURANCE SCHEMES	DURING THE SAVINGS STAGE	DEATH BEFORE 70 YEARS OLD	Exemption		<ul style="list-style-type: none"> Below €152,500: Allowance no taxation From €152,500 to €852,500: Flat-rate deduction of 20% Above €852,500 :Flat-rate deduction of 31,25% 	
		DEATH AFTER 70 YEARS OLD			<ul style="list-style-type: none"> From €0 to €30,500: Overall allowance no taxation⁽¹⁾ Above €30,500: Amounts subject to inheritance tax according to extent of kinship. 	
	DURING THE ANNUITY STAGE WITH PAYMENT TRANSFER ⁽²⁾	DEATH BEFORE 70 YEARS OLD	Exemption			<ul style="list-style-type: none"> Below €152,500: Allowance no taxation From €152,500 to €852,500: Flat-rate deduction of 20% Above €852,500 :Flat-rate deduction of 31,25%⁽³⁾.
		DEATH AFTER 70 YEARS OLD				<ul style="list-style-type: none"> From €0 to €30,500: Overall allowance no taxation Above €30,500: Amounts subject to inheritance tax according to extent of kinship.
PER SECURITIES ACCOUNT SCHEMES	REGARDLESS OF THE PHASE	DEATH BEFORE /AFTER 70 YEARS OLD	Exemption from inheritance tax (for the surviving spouse and civil partner)	Sums included in the estate assets and taxed according to inheritance law		

Focus on insurance schemes

The beneficiary clause allows you to designate the person(s) who will receive the savings accrued.

(1) Since this allowance is global, it must, where applicable, be distributed among each of the beneficiaries of all death insurance contracts concluded on the life of the deceased insured.

(2) Annuities are subject to withholding tax.

(3) Exception: exemption from deduction provided that the member pays premiums regularly staggered in amount and frequency for a period of at least fifteen years.

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