

# EMPLOYEE AND COLLECTIVE COMPANY RETIREMENT SAVINGS

## SURVEY DATA TO END 2023

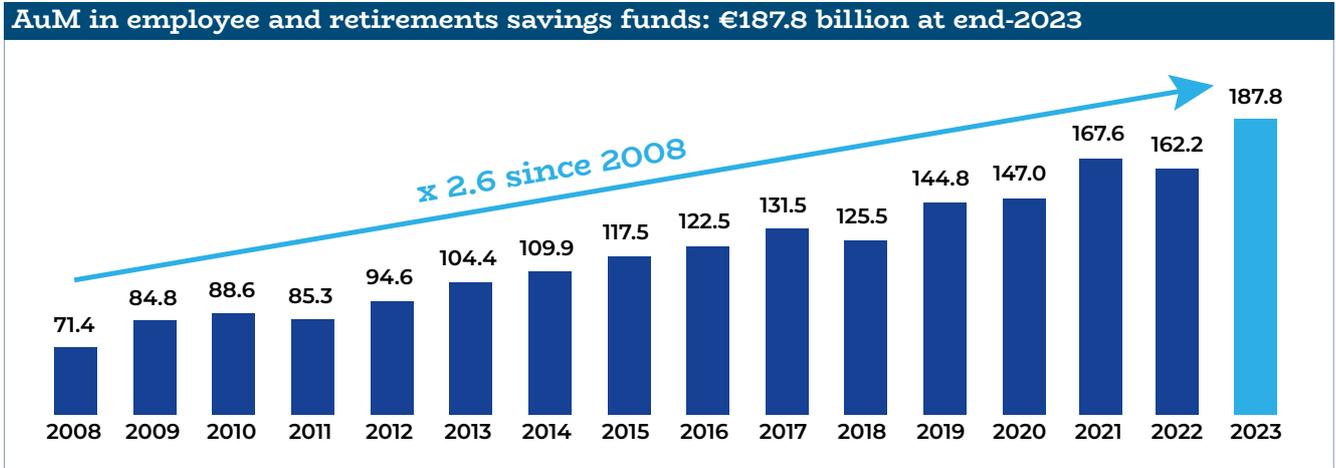
### Employee savings and retirement schemes reach historic levels. Key survey findings:

- AuM in employee savings and retirement savings schemes **up by +15.7% year-on-year**, amount to **€187,8 billion** (up +€25.5 billion year-on-year).
- AuM dedicated to **collective company retirement savings** (PERCO and collective company PER) equal **€29.7 billion**, up +16.9% year-on-year.
- AuM in company retirement savings schemes in share account format break down into **€23 billion for PER and €6.7 billion for PERCO / PERCOI**, benefiting 3.97 million employees in 222,232 companies.
- **66% of PERCO or collective company PER holders** opt for driven management for some or all of their assets, which reach **€11.2 billion**.
- **SRI funds** AuM reach **€79.5 billion**, with a significant increase in flows into these funds (**+€9.1 billion in gross inflows**).
- AuM in **solidarity funds** amount to **€18 billion** (+17.6% year-on-year) and the gross inflows reach +€1.9 billion.
- For the first time, information was gathered on **CIES, SRI, Finansol, Relance and Greenfin labeled funds** in employee savings and retirement plans. These funds total €31.8 billion, €17.2 billion, €6.1 billion, €1.6 billion and €80 million respectively.
- **Gross inflows** reach a high level of **+€20.2 billion** in 2023. Flows received by employees from investment of participation and/or profit-sharing amount to €12.3 billion in 2022, up +5.8% compared to 2022.
- In 2023, **net inflows** reach **+€2.4 billion** and are concentrated in equity and mixed funds (+€2.8 billion), while fixed income funds (bonds and money market) collect +€2.1 billion and employee share ownership funds record outflows of -€2.5 billion.
- **Net inflows into retirement savings schemes are +€2.5 billion** (vs. +€2.1 billion in 2022 and +€1.7 billion in 2021).
- Supported by measures related to the Pact Act, the **number of companies** with an employee savings or retirement savings scheme **stands at 397,200** (vs. +5% in 2022 and +47% in 2012), benefiting **12.5 million employees** (+4.5% year-on-year).

### An exceptional rise in outstandings on employee savings plans and company retirement savings plans

AuM in employee savings and retirement savings schemes are up sharply (+15,7% in 2023) and total €187.8 billion. Over the long run,

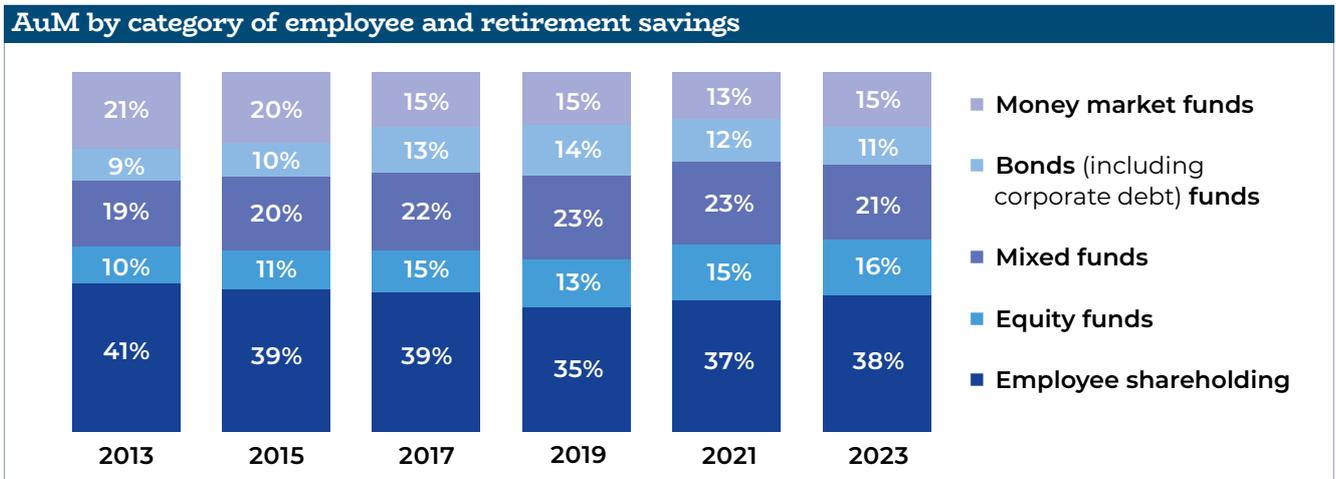
i.e. since 2008, the average annual growth rate of AuM is +6.7%.



In more detail, diversified fund<sup>1</sup> assets reach €116.3 billion, which is 62% of total assets.

Employee shareholding funds have €71.4 billion in AuM, a +16.5% rise compared to 2022.

### An increasingly equity-oriented allocation



The development of retirement savings schemes and driven management has led to a decline in the relative weight of money market funds within employee savings AuM

(15% of AuM in 2023 compared to 21% in 2013). The share of equity and mixed funds has risen sharply over the period, from 29% in 2013 to 36% in 2023.

### A constant employee interest in responsible investment

Among diversified funds, the increase in supply and the attraction of SRI funds for employees is still strong. SRI AuM reach €79.5 billion (€72.6 billion for «article 8» funds under the SFDR regulation, and €6.9 billion for “article 9”

funds) and now represent almost 70% of the AuM of diversified funds. Solidarity funds have AuM of €18 billion (+17.6% over one year), playing an active role in financing the social and solidarity economy.

1) Diversified funds in the sense of employee savings plans are to be distinguished from employee shareholding funds. Diversified funds are those that are invested in a minority of the employee's company shares. They can be equity, bond, money market funds, etc. and also mixed funds that combine these different asset classes.

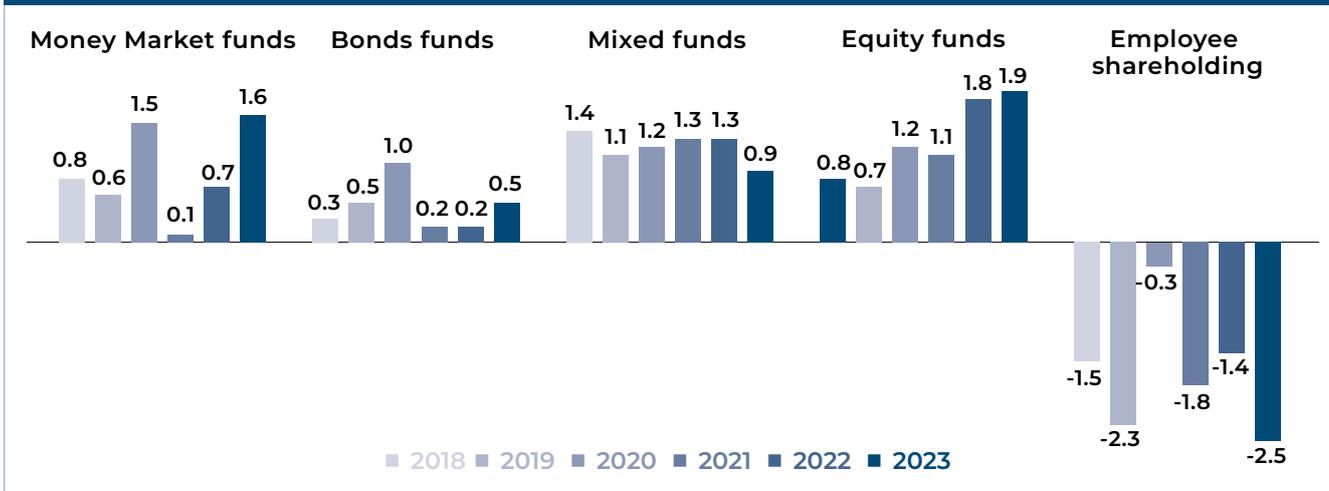
## An expanding dynamism in subscription inflows

Gross inflows reach a high level of +€20.2 billion in 2023 (+€19 billion compared to 2022 and +€16.3 billion compared to 2021). In 2022, the flows received by employees from participation and/or profit-sharing are up by +5.8% to €12.3 billion (compared with €11.6 billion in 2022 and +9 billion in 2021). Global net inflows reach +€2.4 billion, after +€2.5 billion in 2022. It is concentrated in equity and mixed funds (+€2.8 billion in 2023, +€3.1 billion in 2022 and +€2.4 billion in 2021).

The trend towards SRI funds is very clear. With +€9.1 billion in gross inflows (vs. +€6.9 billion in 2022), these flows account for 58% of the gross flows into diversified funds in 2023, versus 47% in 2022 and 37% in 2021). Their net inflows are +€3.1 billion.

Gross inflows of solidarity funds account for +€1,9 billion (i.e 12 % of gross inflows of diversified funds), while their net inflows are +€0.5 billion.

### Change in net inflows to employee savings and retirement schemes (in €bn)



The level of redemptions (-€17.8 billion) is up compared to 2022 (-€16.4 billion). This confirms the momentum that began in 2021, after a year 2020 in which redemptions were limited to a low level (-€11.4 billion) due to the lockdowns and the pandemic.

Early unlocking accounts for 35% of redemptions (constant compared to 2022), supported by the reasons of termination of the employment contract and acquisition or extension of the main residence. These two reasons account for 39% and 37% of early release amounts respectively.

## A wider diffusion of these schemes within all type of companies

The number of companies with employee or retirement savings schemes continues to rise (397,200 companies, up +5% year-on-year), thanks in part to the measures adopted in the Pacte Act, the suppression of the social security flat-rate tax and the mobilization of field players and public authorities.

More specifically, regarding retirement savings schemes:

- ▶ 63,500 companies are equipped with a PERCO scheme, benefiting 948,600 employees with €6.7 billion in AuM
- ▶ 158,700 companies have a PER scheme, benefiting 3 million employees with €23 billion in AuM.

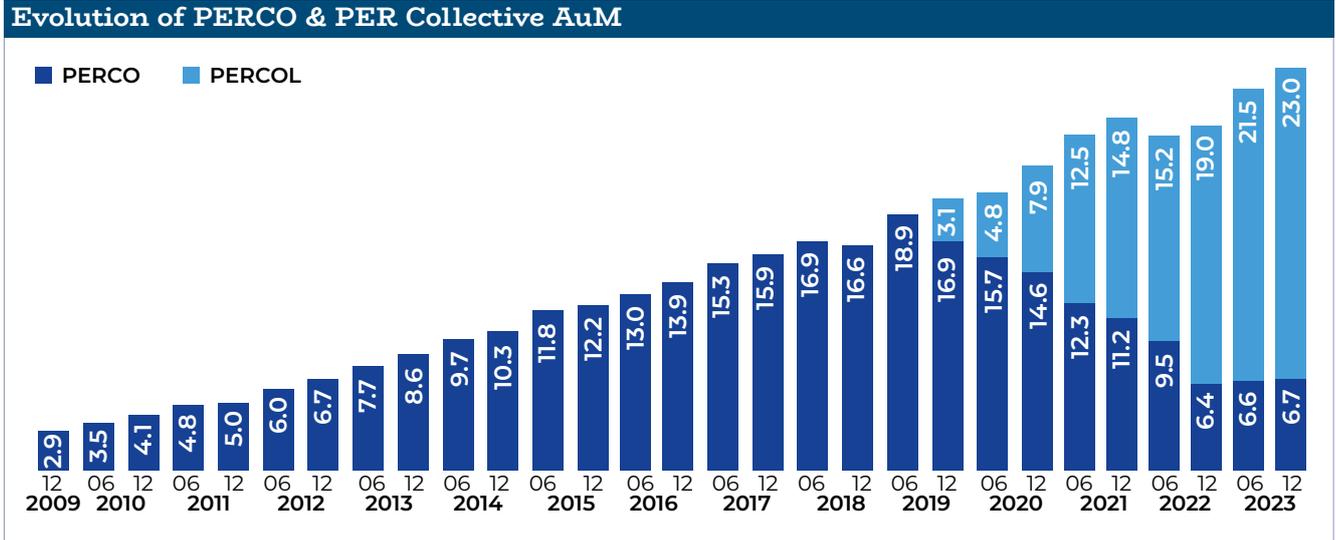
In 2023, the creation of new PERs and the conversion of old PERCOs/PERCOIs into new PERCOLs/PERCOLIs involved 38,100 companies (after 30,600 companies in 2022 and 45,700 companies in 2021).

The number of firms with at least one employee or retirement savings scheme rose from 269,600 in 2012 to 397,200 in 2023, a growth of +47%.

### Retirement savings (PERCO and Collective company PER)

AuM in PERCOs and collective PERs total €29.7 billion, up by +16.9% year-on-year. Gross inflows into company retirement savings schemes come to +€4 billion and net inflows to +€2.5 billion.

Collective PERs are gradually replacing former PERCOs, and account for 77% of collective retirement savings products on share accounts in December 2023, compared with 15% in June 2020.



### Driven management on the rise among younger generations

Two-thirds of PERCO or Collective company PER holders have opted to manage some or all of their assets through driven management, enabling them to gradually de-risk their financial exposure according to their age and profile. AuM driven managed rose by +20.9% in 2023 and represent 37.8% of retirement savings (vs. 29.3% in 2013).

More specifically, 51% of the retirement savings assets of holders under 30 years are driven managed in 2023, compared with 49% in 2022 and 28% in 2016. Among this same age group, exposure to equities is more pronounced in portfolios under driven management. 63% of assets of holders under 30 are invested in equities, versus 33% for all age groups under driven management.

