

# FRENCH PENSION GUIDELINES

With the multi-national structure of our company, we are conscious of the difficulties for our employees to assemble the different pension plans of their career. These guidelines have been created to help our mobile employees understand better the French pension scheme and to support them with the claim procedure.

## THE FRENCH PENSION SCHEME

### Am I entitled to French pension?

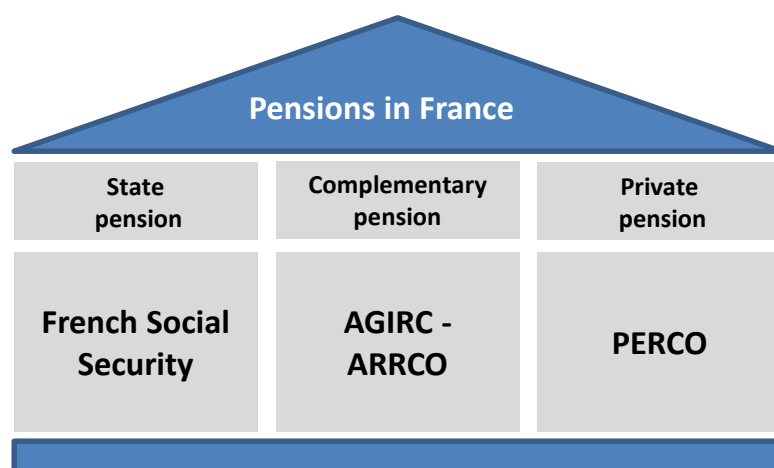
All employees with a French contract are contributing, via payroll to the French Pension Scheme (except seconded employees). It is a "pay as you go" scheme, with **defined contributions**. With the minimum contribution of **1 calendar quarter** you will be entitled to collect a pension from France at French retirement age.




### When can I claim my French pension?

The normal retirement age is **67**, but you may elect to retire with permanent reductions from the age of 62. The pension will be reduced if you have contributed less than the duration required by the French Social Security system. In addition, you need to have ceased all professional activities.

### How does the French Pension Scheme work?

The French pension system is a three-pillar system:



	Value	Character	Administrating Institution	Link
Social Security Pension	quarters	mandatory	Assurance Retraite (CNAV)	 <a href="http://www.lassuranceetraite.fr">www.lassuranceetraite.fr</a>
Complementary Pension	points	mandatory	AGIRC-ARRCO	 <a href="http://www.agirc-arrco.fr">www.agirc-arrco.fr</a>
Collective Retirement Savings Plan (PERCO)	Euros	voluntary	NATIXIS	 <a href="http://www.interepargne.natixis.com">www.interepargne.natixis.com</a>

## French Social Security Pension

The Social Security pension is managed by « L'assurance retraite - CNAV ». The enrolment to this pension is mandatory and has defined contributions, which are deducted via payroll. Contributions are transformed into « quarters », which will determine the payment rate.

Regarding the rate, quarters worked abroad may be taken into account if you have worked in the European Economic Area (or in Switzerland) or in a country having signed a social security agreement with France.



Pension Calculation Principle:

Annual income average x payment rate x period of coverage (quarters) = Annual Pension amount

## Complementary Pension

Like the Social Security pension, the complementary pension is mandatory and is automatically deducted from your gross income. The contributions are converted into points, by the administrating institution AGIRC-ARRCO. Periods worked abroad are not considered for the calculation of the points.



Pension Calculation Principle:

Number of accrued points x Value of one point = Annual Pension amount

## Collective Retirement Savings Plan (PERCO)

In addition to the mandatory French pension system, Schlumberger offers the opportunity to accumulate additional pension benefits with an optional savings plan, called "PERCO". Schlumberger encourages the employees to invest regularly, and during the whole calendar year, through payroll deductions that will be matched as follows:

Your annual contributions	Company matching
up to €1,000	150%
From €1,000 to €2,600	75%
From €2,600 to €7,200	50%

Your savings are managed by an external account manager, Natixis Interepargne, and they remain invested in the funds until you retire under the French system. You can then opt for either a lump-sum payment or a life annuity.



Lump-Sum = Your Total Contributions + Company Matching + Capital Gain

Life Annuity = Lump-Sum / Mathematically Number of Years of Life



More info : [France Schlumberger Savings Plan Guide](#)  
(France HR Site > My Benefits > Savings)

# YOUR CAREER STATEMENT (RSI)

## How can I request my career statement?

The **Relevé de Situation Individuelle (RSI)** or « Relevé de carrière tous régimes » summarizes your career and your rights you acquired for your French Social Security and Complementary pension. It gives you an overview of your old-age pension rights, but also allows you to check on the working periods stated and make sure your entire career in France is taken into account. Periods worked abroad are not stated in the RSI.



Before claiming your pension, you should first request your career statement and verify that all considered working periods are stated. Corrections can be requested from the age of 57, when you approach retirement.



For the creation of your online account you need to provide your permanent French Social Security number. You can find it on your payslip or "carte vitale".

- 1 Create your online account on [www.lassurance retraite.fr](http://www.lassurance retraite.fr) (« **Créer mon espace** »)
- 2 Download your RSI directly from the « l'Assurance Retraite » portal (« **Votre espace personnel** » > « **Mon relevé de carrière tous régimes** »).

RETRAITE DE BASE	
Régimes - dernière année retenue*	Nombre de trimestres
	36

RETRAITE COMPLÉMENTAIRE	
Régimes - dernière année retenue*	Nombre de points
	1 085

## How do I read my career statement?

- Page 1 Overview with the total of your acquired quarters and points**  
« Retraite de base » > French Social Security pension  
« Retraite complémentaire » > Complementary pension
- Page 2 Career details and validated quarters for Social Security pension**  
⚠ Salary statement may differ from your gross income, as pension contributions are capped at 1 PASS\* (the PASS is pro-rated, if you contributed less than 12 months)
- Page 3 Career details and validated points for the Complementary pension (Agirc-Arrco)**  
You can find the current value of the points in Euros on the bottom line

\* **PASS (Plafond Annuel de la Sécurité Sociale): 40,524 € in 2019**



You should claim your mandatory pension **4-6 months** before you go on retirement, provided that you reached French legal retirement age. Should you claim your pension after leaving on retirement, payments won't be back-dated.

## How can I claim my pension?


In France, your pension rights are considered as « personal » and so the employer is not allowed to access this information or act on your behalf.

An old-age pension is never granted automatically. All three components of the pension need to be claimed separately at the administrating institution, following its defined procedures.

## French Social Security Pension

Periods worked abroad in a state with which France has a social security agreement may in certain conditions be taken into account for the purpose of determining the pension payment rate. Therefore it is important to contact the competent institution.

Your place of residence determines the institution of affiliation:

- If you live in a country that belongs to the [European Economic Area](#) (EEA), you should return your claim form to:
  - the old-age insurance fund of your residence country (international department)
  - or
  - the old-age insurance fund of your latest work place (international department)
- If you live in [a country having signed a social security agreement with France](#), you should return your claim form to:
  - the pension fund of your residence country (international department)
- If you live in a country that has not signed a social security agreement with France, you should return your claim form to:
  - The French pension fund where you were last insured 
- If you live in France, you should contact :
  - The French pension fund of your place of residence



More info on other countries' pension schemes and social security agreements with France:

- [www.cleiss.fr](http://www.cleiss.fr)
- <https://www.lassuranceretraite.fr/portail-info/en/home/english-version.html>



If you have worked in more than one country having signed a social security agreement with France, no single global calculation will be carried out. Instead, your pension is calculated according to each agreement. The most advantageous calculation will be applied. You will still receive a pension from each country scheme you contributed to.



*How can I find the international department of the insurance fund ?*

[www.cleiss.fr](http://www.cleiss.fr)

*Click on « Documentation »  
> « Accords bilatéraux de sécurité sociale signés par la France »  
> your residence country  
> « autorités compétentes et organismes de liaison »*

## Complementary Pension (Agirc-Arrco)

In France, private-sector employees' basic pensions are topped up by the complementary pensions Agirc-Arrco, which are also financed on a pay-as-you go scheme. You should first contact your old-age insurance fund for the French Social Security pension, before claiming the complementary pension.

As for the Social security pension, your place of residence determines the institution of affiliation:



*I create my online account*

[www.agirc-arrco.fr](http://www.agirc-arrco.fr)

> « Mon espace personnel »

> « Première visite »

- If you live in a country that belongs to the [European Economic Area](#) (EEA),
  - you should claim your pension via the Agirc-Arrco portal (« Ma demande de retraite »).
  - should you have difficulties to process your claim online, kindly note that French Social Security sends copy of your claim form to the European Coordination Service of Agirc-Arrco. They will then send you a file to complete.

Should you have any questions, you can contact:

- the **Service Coordination Européenne** ([ccordination-europeenne@agirc-arrco.fr](mailto:ccordination-europeenne@agirc-arrco.fr))

- If you live in a country **out** of the European Economic Area,
  - you should claim your pension via the Agirc-Arrco portal (« Ma demande de retraite »).
  - should you have difficulties to process your claim online, you can send an email with your request to the CICAS for residents out of France (see below). Please provide: last name, first name, permanent Social Security number, birth date and residential mailing address.

Should you have any questions, you can contact:

- the **Centre de Gestion CICAS** ([centregestionRHF@agirc-arrco.fr](mailto:centregestionRHF@agirc-arrco.fr))

- If you live in France,
  - you should claim your complementary pension via the Agirc-Arrco portal (« Ma demande de retraite »).

Should you have any questions, you can contact :

- your **CICAS of your place of residence** (Centre d'Information Conseil et Accueil des Salariés)



Please note that the complementary pension scheme doesn't take into account your periods worked outside France.

## Collective Retirement Savings Plan (PERCO)

At retirement age, you can withdraw your savings from the PERCO. But you first need to request your French Social Security pension.

When you retire you can choose to access your retirement savings as lump sum and/or life annuity.

### Lump Sum :

Withdrawing a lump sum means that you get all or some of your savings immediately. This will be totally tax-free (excluding social deductions currently applied to capital gains).

If you withdraw some of your assets as a lump sum, you will be able to make further partial withdrawals from your assets until they are depleted, without losing the benefits of favorable tax treatment



#### Try out !

the Annuity simulator on  
[www.interepargne.natixis.com](http://www.interepargne.natixis.com)

« Vos services » > « outils et simulateurs » > « simple comme la rente »

### Life Annuity :

The conversion of all or part of your capital into a life annuity means that you have the benefit of your savings in the form of regular payments for life. The annuity is partially taxable and the taxation amount depends on the age of the person upon taking possession of the annuity.

### Lump Sum & Life Annuity :

You can also choose to convert only partially your savings into life annuity and take the remaining assets as capital. Kindly note that you need a defined minimum of savings that you can convert into life annuity.

## How can I claim my savings ?

In order to withdraw your savings from the PERCO, you need to provide the retirement certificate of Social Security pension (« Notification de retraite »). Therefore you need to wait until you are effectively on retirement. However there is no deadline to claim your savings after your effective retirement date.

### Lump Sum :

- Online, by logging in to your personal site, on the page « Vos opérations > Demande de remboursement »
- By mail, by completing the redemption form and sending it to Natixis Interépargne

### Life Annuity :

- By mail, by sending a letter requesting your life annuity to Natixis Interépargne. A proposal will then be sent to you by Natixis insurance (ABP Vie). Please note that you are free to choose another insurance provider.



Keep your contact details updated on your Natixis online account !



[www.interepargne.natixis.com](http://www.interepargne.natixis.com)



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**Natixis Interépargne**  
Service 8101  
14029 CAEN CEDEX 09



Prepare your permanent Social Security Number.

## Prepare your documents !

### French Social Security pension

- Passport**
- Bank details** (official document with SWIFT and IBAN; not necessarily French bank account)
- Tax return** (*only* for French residents, French tax return N-1)
- Payslips** (*only* in case of missing data)
- Other documents depending on individual situation** (family civil statement book ...)

### Complementary pension (Agirc-Arrco)

- Retirement certificate of Social Security pension (« Notification de retraite »)**
- Passport**
- Bank details** (official document with SWIFT and IBAN; not necessarily French bank account)
- Tax return** (*only* for French residents, French tax return N-1)
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- Other documents depending on individual situation** (family civil statement book ...)

### Collective Retirement Savings Plan (PERCO)

- Retirement certificate of Social Security pension (« Notification de retraite »)**



How does the retirement certificate look like ?



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A rappeler dans tous vos courriers  
N° de sécurité sociale :

Téléphone : 3960 (service 0,06 €/min + prix appel)  
www.lassuranceretraite.fr

**Notification de retraite**

*"Extrait d'inscription au registre des retraités"*

