



A retirement savings plan is a **private savings instrument** tied to a life insurance product aimed at saving money for retirement but **with withdrawal options before retirement age**.

## WHAT TYPES OF PLAN ARE AVAILABLE?



### Guaranteed plans

Mora Assegurances guarantees the capital paid in plus a yield at retirement age.



### Plans tied to investment funds

The capital paid in to the retirement plan is not guaranteed at retirement age.

## FOR THE COMPANY



### They are a way to encourage loyalty.

Retirement plans can become a future bonus for employees: a loyalty reward offered to key employees.

## FOR THE EMPLOYEE



- They can be used to guarantee a loan.
- They can be recovered before retirement age. Partial withdrawals are allowed up to a maximum of 80% of the balance, with decreasing penalties<sup>1</sup>.
- They are not tax-deductible.