A DISCUSSION GUIDE FOR EMPLOYERS

PERA as a Smarter Compensation Tool

How companies can deliver more long-term employee value from the same compensation budget

Zalamea Actuarial Services · Licensed PERA Administrator · powered by ezPERA

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What is PERA?

The Personal Equity and Retirement Account (PERA) is a government-mandated voluntary retirement savings program under Republic Act 9505, signed into law in 2008.

It allows any working Filipino to open a personal retirement account, completely separate from SSS, GSIS, or a company retirement plan, and grow their savings in a tax-privileged environment.

With the passage of CMEPA in 2025, PERA has become more than a retirement program. It is now a structured tool for optimizing how compensation is delivered, for both the employee and the company.

₱200,000

Maximum annual contribution for local employees

₱400,000

Higher limit for OFWs (Overseas Filipino Workers)

5%

Tax credit on every peso the contributor puts in

0%

Tax on investment earnings while inside the PERA account

PERA is governed by RA 9505 and its Implementing Rules and Regulations, most recently revised in 2023 and further enhanced by CMEPA (RA 12214) effective July 2025.

A law that took time to come of age

PERA has been the law since 2008. It took years of groundwork and one landmark tax reform to become the opportunity it is today.

2008

RA 9505 signed

PERA Act passed into law. Defined the framework for voluntary personal retirement accounts.

2011

First IRR issued

BIR and BSP released implementing rules. The program officially became operational.

2023

Revised IRR

Contribution limit raised to ₱200,000/year. Rules simplified to encourage broader adoption.

2025

CMEPA enacted

RA 12214 added 150% employer deduction and withholding tax exemption under RR 22-2025.

Who makes PERA work — and why it matters

PERA is backed by four government regulators. Each participant in the PERA ecosystem is subject to oversight by at least one of them.

PARTICIPANTS

Contributor
The employee — opens and funds the PERA account voluntarily through salary deduction.

Administrator
An SEC or BSP accredited independent party that manages contributor accounts, compliance, BIR certificates, and reporting.

Custodian
An accredited bank that safekeeps the funds on behalf of the contributor.

Product Provider
Fund managers offering PERA-approved investment products such as UITFs and mutual funds.

GOVERNMENT REGULATORS

BSP — Bangko Sentral ng Pilipinas
Primary PERA regulator. Approves administrators, custodians, and the PERAsys platform.

BIR — Bureau of Internal Revenue
Issues tax rules and certificates. Administers the 5% tax credit and employer deductions.

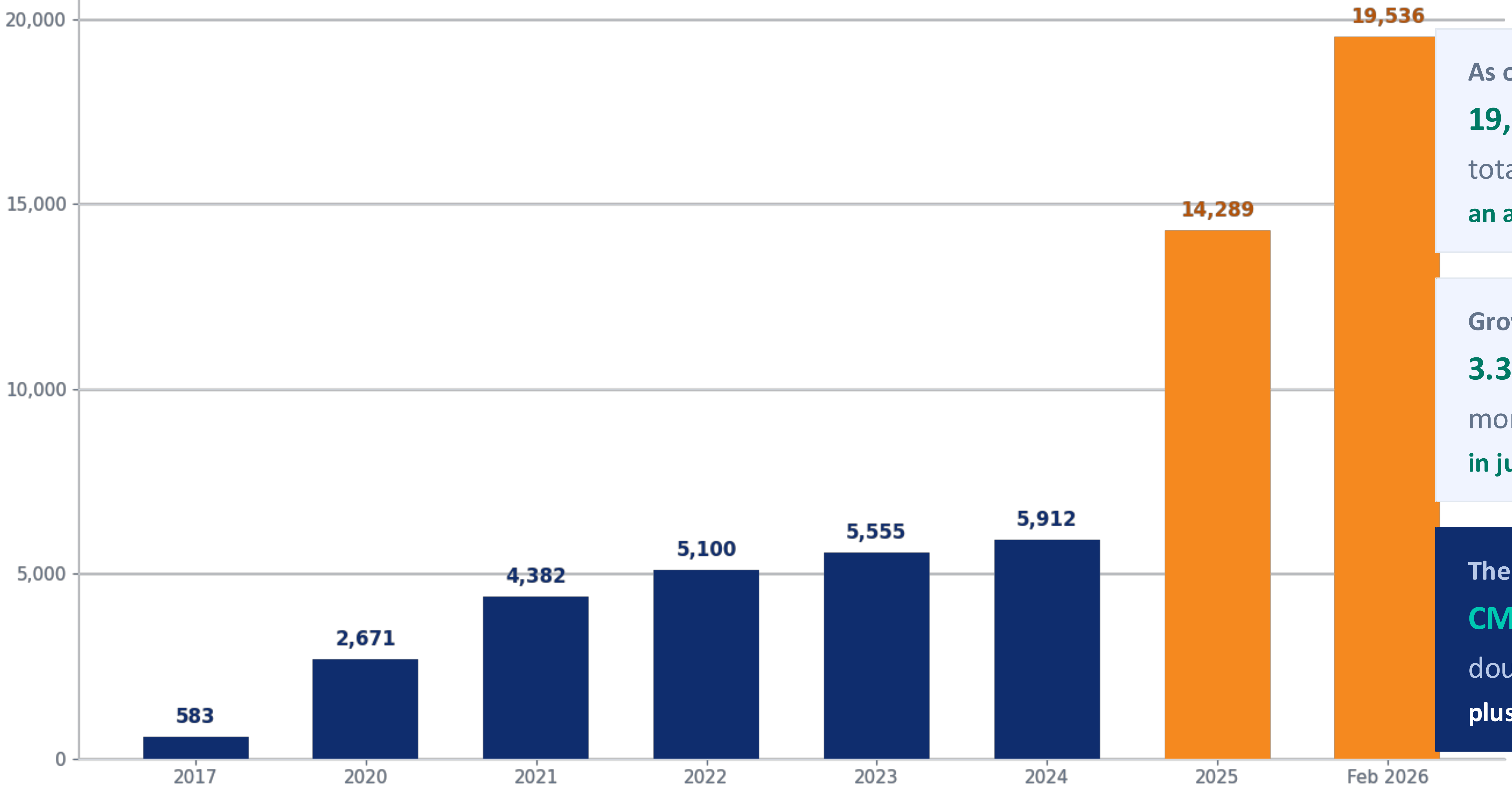
SEC — Securities & Exchange Commission
Accredits PERA administrators and investment product providers.

IC — Insurance Commission
Supervises PERA accounts held under insurance-linked products.

Zalamea Actuarial Services obtained its accreditation as a PERA Administrator in March 2026, following regulatory review by BSP, SEC, and BIR.

PERA is finally taking off.

Number of PERA contributors, 2017 to February 2026. Source: BSP.



As of February 2026
19,536
total contributors
an all-time high

Growth since 2024
3.3×
more savers
in just two years

The catalyst
CMEPA
doubled the caps
plus new incentives

Source: Bangko Sentral ng Pilipinas (BSP), as of February 2026. Zalamea Actuarial Services · Licensed PERA Administrator

Meet Sarah.

Sarah

35 years old · Senior Manager

Monthly salary	₱80,000
PERA limit	₱200,000/yr
Tax bracket	~25%

Scenario A: ₱8,000/month salary increase (₱96,000/year)

What Sarah actually keeps, structured two different ways.

	Cash via payslip	Into PERA
Gross amount	₱8,000/mo	₱8,000/mo
Tax withheld	–₱2,000/mo	₱0
Sarah receives	₱6,000/mo	₱8,000/mo
5% tax credit	—	+₱400/mo
Annual value	₱72,000	₱100,800

Sarah keeps ₱28,800 more per year.
That is ₱2,400 more every month, from the exact same company decision.

All figures are illustrative. Based on an ₱8,000/month increment, ~25% income tax bracket. Actual outcomes depend on individual circumstances and applicable PERA rules.

Same Sarah. Now it's bonus season.

Sarah

35 years old · Senior Manager

Monthly salary	₱80,000
Performance bonus	₱100,000
Tax bracket	~25%

Scenario B: ₱100,000 performance bonus

What Sarah actually keeps, structured two different ways.

	Cash via payslip	Into PERA
Gross bonus	₱100,000	₱100,000
Tax withheld	−₱25,000 (25%)	₱0
Sarah receives	₱75,000	₱100,000
5% tax credit	—	+₱5,000
Total value	₱75,000	₱105,000

Sarah keeps ₱30,000 more from the same ₱100,000 bonus.
That is 40% more in her pocket, before the company contributes a single peso.

All figures are illustrative. Based on a ₱100,000 bonus, ~25% effective rate on bonus income. Employee election must be confirmed before the bonus amount is declared as a fixed entitlement.

The company spends the same peso. But the tax treatment is different.

150%

total deductibility on employer PERA contributions

vs. 100% for cash compensation

Salary increase: ₱8,000/mo (₱96,000/yr)

	Cash	PERA
Cash outlay	₱96,000	₱96,000
Deductible amount	₱96,000	₱144,000
Additional deduction	—	**₱48,000**

Performance bonus: ₱100,000

	Cash	PERA
Cash outlay	₱100,000	₱100,000
Deductible amount	₱100,000	₱150,000
Additional deduction	—	**₱50,000**

Every peso of employer PERA contribution is deductible at 150%, not 100% like ordinary compensation. That extra 50% deduction is money your finance team would otherwise leave on the table. Scale that across your workforce and it becomes a significant line item.

Actual tax benefit depends on the company's tax position and should be reviewed with finance and tax advisers.
Conditions apply: employer must contribute to all employees' PERA and match each contributing employee.

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The math per employee is simple.
Multiply it by your headcount.

₱200,000 employer contribution per employee → deductible at 150% → **₱100,000 extra deduction per employee**

50 employees enrolled	200 employees enrolled	500 employees enrolled
₱5M	**₱20M**	**₱50M**
extra deduction per year	extra deduction per year	extra deduction per year

The actual number for your organization depends on your headcount, contribution design, and tax position.
We can run that simulation for you.

Figures are illustrative. Based on ₱200,000 employer PERA contribution per participating employee at 150% deductibility under CMEPA. Actual benefit depends on company tax position and program design.

Start simple. Go deeper when ready.

Every company can find its entry point. Some start at the baseline. Some go straight to Level 3 or 4.
All of them get the foundation right first.

1 BASELINE

Voluntary savings + payroll automation

Promote PERA as a financial wellness benefit. Employees enroll through ezPERA and authorize automatic salary deductions. HR makes saving effortless without managing any funds.

Walking the talk on financial wellness

2 LEVEL 2

Performance bonus into PERA

A portion of a bonus is directed into PERA. Employee elects this before the incentive amount is fixed and receives the full gross amount, tax-free, into their retirement account.

Election must be built into plan design upfront

3 LEVEL 3

Salary increase as PERA contribution

Part of a salary increment is structured as an employer PERA contribution rather than a cash raise. Same total package, but a larger portion reaches the employee tax-free.

Requires upfront payroll and legal coordination

4 LEVEL 4

Employer matching

Company contributes alongside each participating employee, matching up to a defined amount. Qualifies for the additional 50% deduction under CMEPA if conditions are met.

Most visible commitment to employees

All structures should be reviewed with your payroll, tax, and legal teams before implementation. Designs must be finalized before compensation is communicated to employees.

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Withdrawals Under PERA

Republic Act 9505 | Personal Equity and Retirement Account Act of 2008

QUALIFIED WITHDRAWAL

100% Tax-Exempt

Trigger 1 —BOTH conditions must be met:

Age 55 or older at time of distribution

AND

At least 5 years of PERA contributions

OR

Death of the contributor
Estate tax-exempt for heirs

EARLY WITHDRAWAL

PENALTY -FREE EXCEPTIONS

No early withdrawal penalty for any of these circumstances :

1. **Hospitalization >30 days**
   Due to accident or illness. Requires notarized doctor's certificate.
2. **Permanent Total Disability**
   As certified under SSS, GSIS, or Employees' Compensation Law.
3. **Fund Switch / Transfer**
   Reinvesting into another PERA product or administrator within 15 calendar days.

UNAUTHORIZED EARLY

PENALTY -FREE EXCEPTIONS

Tax incentives forfeited
All 5% tax credits previously claimed must be returned to the BIR. Penalty shall not be less than the total incentives enjoyed.

20% flat penalty on all earnings
A flat 20% penalty is imposed on total income earned from account opening up to the withdrawal date.

ALL OR NOTHING
The full account and all sub-accounts are automatically terminated upon early withdrawal. No partial withdrawals permitted.

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Early withdrawal: still better than cash.

One-time ₱100,000 contribution. 5% annual return. 25% income tax bracket. No additional contributions made.

Cash via payslip (no PERA)	
Gross amount	₱100,000
Tax withheld (25%)	-₱25,000
20% on income	N/A
Tax credit clawback	N/A
Tax credit enjoyed	None
Net received	**₱75,000**

Withdrawn after 3 months	
Principal returned	₱100,000
Investment income (5%)	+₱1,250
Early withdrawal penalty	**-₱5,250**
20% on income	-₱250
Tax credit clawback	-₱5,000
Tax credit enjoyed	₱5,000
Net received	**₱96,000**
₱21,000 more than cash	

Withdrawn after 1 year	
Principal returned	₱100,000
Investment income (5%)	+₱5,000
Early withdrawal penalty	**-₱6,000**
20% on income	-₱1,000
Tax credit clawback	-₱5,000
Tax credit enjoyed	₱5,000
Net received	**₱99,000**
₱24,000 more than cash	

Withdrawn after 3 years	
Principal returned	₱100,000
Investment income (5%)	+₱15,763
Early withdrawal penalty	**-₱8,153**
20% on income	-₱3,153
Tax credit clawback	-₱5,000
Tax credit enjoyed	₱5,000
Net received	**₱107,610**
₱32,610 more than cash	

Principal is always returned in full. The penalty only applies to investment income earned and the tax credit previously enjoyed. Even at immediate withdrawal the employee is better off than taking cash.

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PERA Nomination on the Payslip

Carlo Santos · May 2025 · Monthly Payslip

WITHOUT PERA	Cash bonus
EARNING	
Basic monthly salary	₱ 35,000.00
Performance bonus	₱ 100,000.00
Gross earnings	**₱ 135,000.00**
DEDUCTIONS	
SSS contribution	₱ 1,125.00
PhilHealth	₱ 875.00
Pag-IBIG	₱ 200.00
Withholding tax (basic + bonus, 20% bracket)	₱ 22,000.00
Total deductions	**₱ 24,200.00**
Net take-home pay	**₱ 110,800.00**
Total employee value	**₱ 110,800.00**

VS

WITH PERA NOMINATION	Tax-smart
EARNING	
Basic monthly salary	₱ 35,000.00
Performance bonus Non-Taxable	₱ 100,000.00
Gross earnings	**₱ 135,000.00**
DEDUCTIONS	
SSS contribution	₱ 1,125.00
PhilHealth	₱ 875.00
Pag-IBIG	₱ 200.00
EE PERA Contribution (nominal, from base pay)	₱ 5.00
Withholding tax (basic salary only, 20% bracket)	₱ 2,400.00
Total deductions	**₱ 4,605.00**
Net take-home pay	**₱ 30,395.00**
PERA account credited (ER + EE)	₱ 100,005.00
5% tax credit certificate (offset vs. income tax)	₱ 5,000.00
Total employee value (cash + PERA + tax credit)	**₱ 135,400.00**

How rollout works

Six steps from kickoff to live contributions. Zalamea leads the first four. Your team handles the last two.

Program setup: Zalamea leads steps 1 to 4

01

Assess objectives

Understand goals and workforce profile

02

Model scenarios

Run simulations based on your numbers

03

Finalize design

Align with payroll, legal, HR policy

04

Communicate

Prepare employee messaging and materials

05

Employee election

Employees enroll via ezPERA app

06

Account opening

PERA accounts opened through ezPERA

Ongoing contribution flow: runs automatically after setup

Employer approves payroll deduction → Zalamea posts and records contribution → ezPERA shows employee balance → Employee manages fund allocation

ezPERA
by Zalamea Actuarial

From launch to first contribution

One link goes out to your team. Each person picks how much of their pay to save, you match it peso for peso, and we handle everything behind the scenes.

1. **Employer launches**

   Your ezPERA benefits portal goes live. One link reaches your whole team.

2. **Employee sets the amount**

   They slide to choose what part of their salary goes in, kept within the ₱200,000 limit.

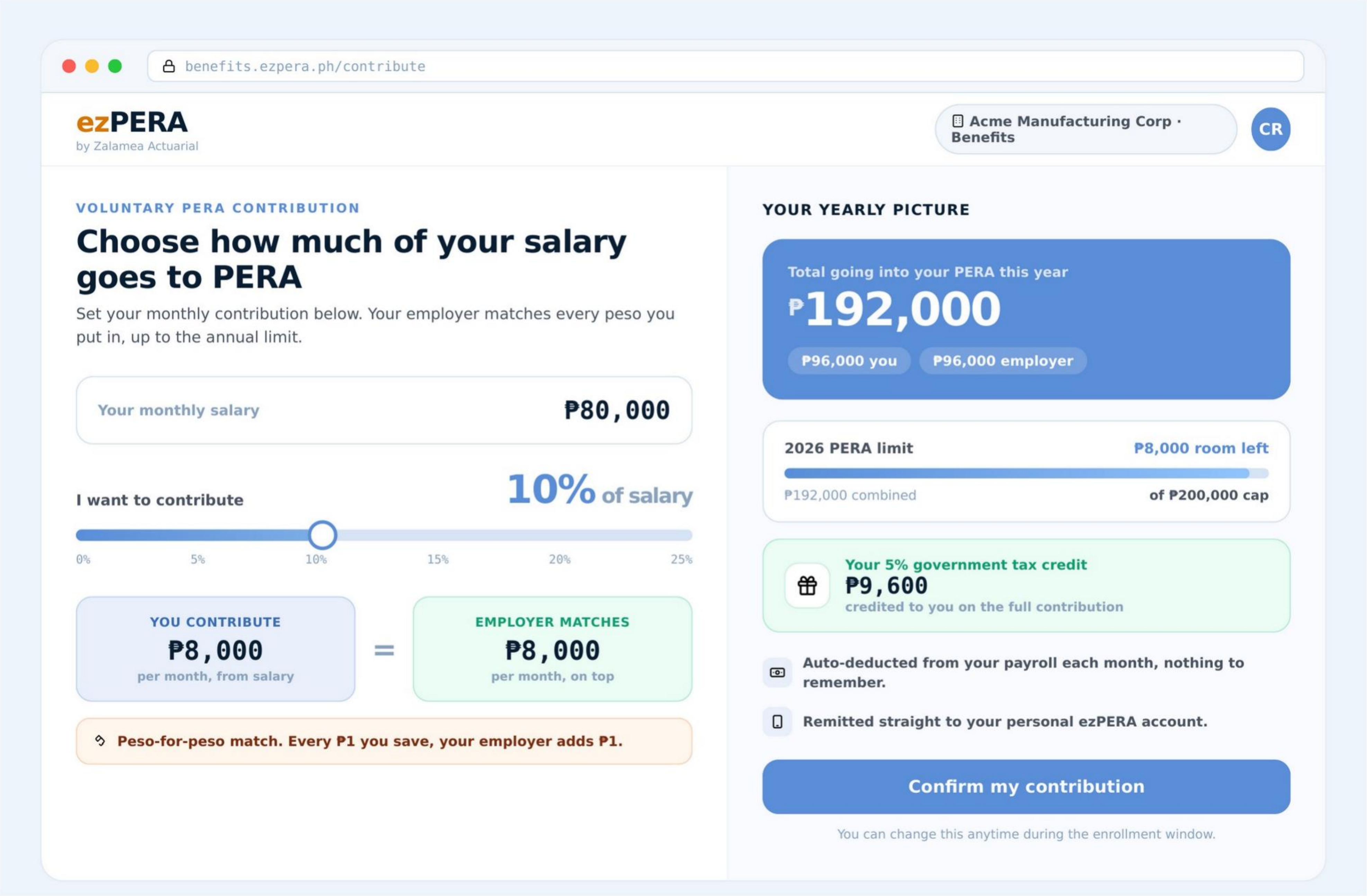
3. **Payroll deducts, you match**

   Auto-deducted every payday and matched peso for peso. No manual work for HR.

4. **Funded to their PERA**

   The money lands in their own ezPERA account, ready to invest.

WHAT YOUR EMPLOYEE SEES IN THE PORTAL



Employee and employer amounts shown side by side, matched and tracked against the ₱200K annual cap.

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The last step belongs to the employee.

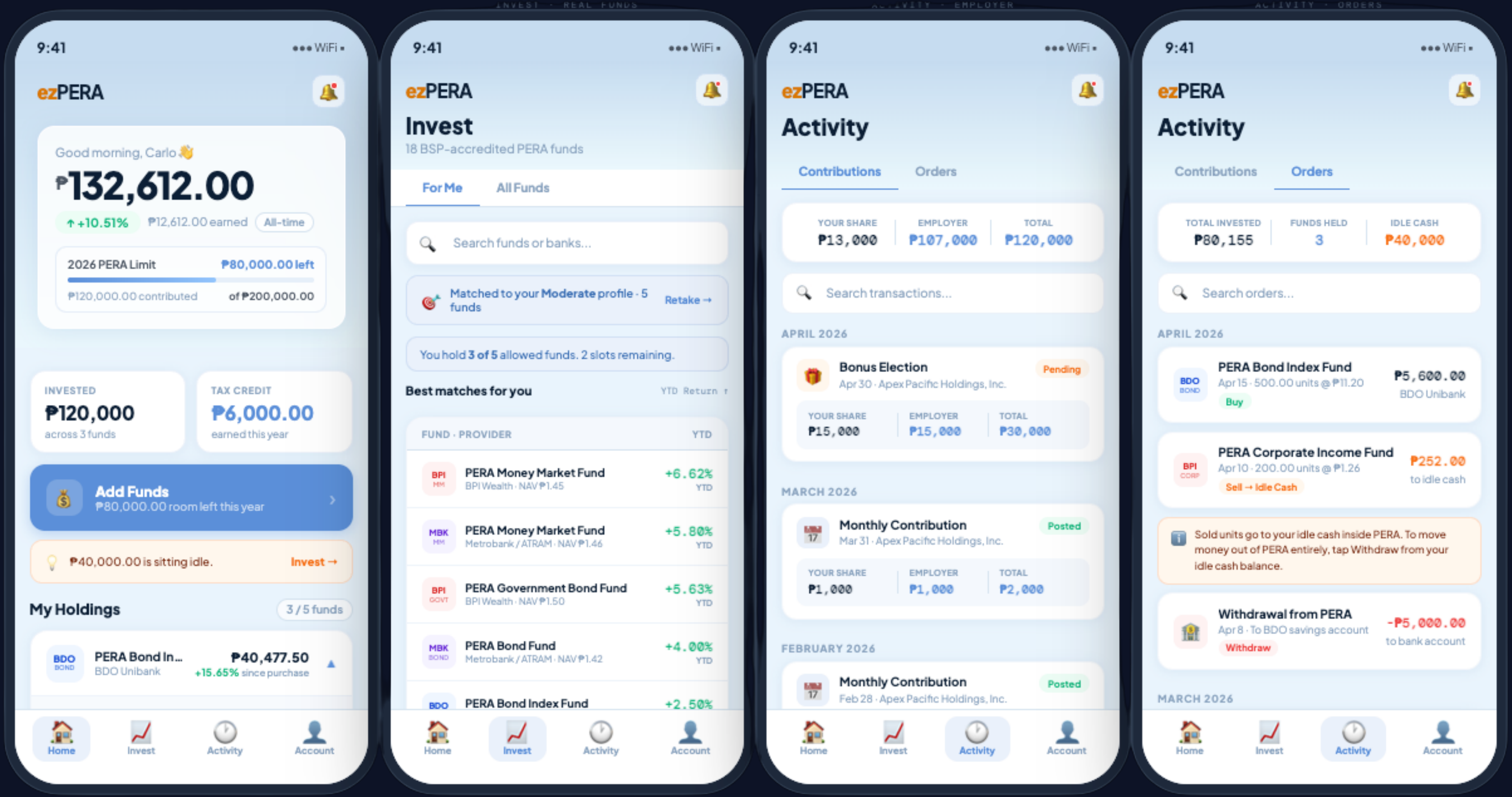
Once HR nominates them, they download ezPERA, open their PERA account, and they're in. No paperwork. No branch visit.

Home - Balance, tax credit earned, and fund performance at a glance

Invest - Choose from BSP-accredited funds, matched to their risk profile

Activity · Contributions - Every contribution posted, employer and employee side by side

Activity · Orders - Full transparency on how their money is moving



A PERA fund for every goal

18 BSP-accredited PERA UITFs across 6 trustee-banks. Pick by how much risk fits you.

Conservative

Money Market / Short-Term

- **BDO** Short Term Fund
- **BPI** Money Market Fund
- **Metrobank** Money Market Fund
- **LANDBANK** Money Market Fund
- **EastWest** Peso Money Market Fund

Moderate

Bond Funds

- **BPI** Corporate Income Fund
- **BPI** Government Fund
- **Metrobank** Bond Fund
- **BDO** Bond Index Fund
- **PNB** Bond Fund
- **LANDBANK** Bond Fund
- **EastWest** Peso Intermediate Term Bond
- **EastWest** Peso Long-Term Bond

Aggressive

Equity / Index Funds

- **BDO** Equity Index Fund
- **BPI** Equity Fund
- **Metrobank** Equity Fund
- **EastWest** PSEi Tracker Fund
- **EastWest** S&P 500 Index Feeder

All funds shown are PERA UITFs and are BSP-accredited PERA investment products. Availability is through each fund's PERA administrator.

Steady returns over time

1-year and 3-year cumulative returns for PERA UITFs with an established track record.

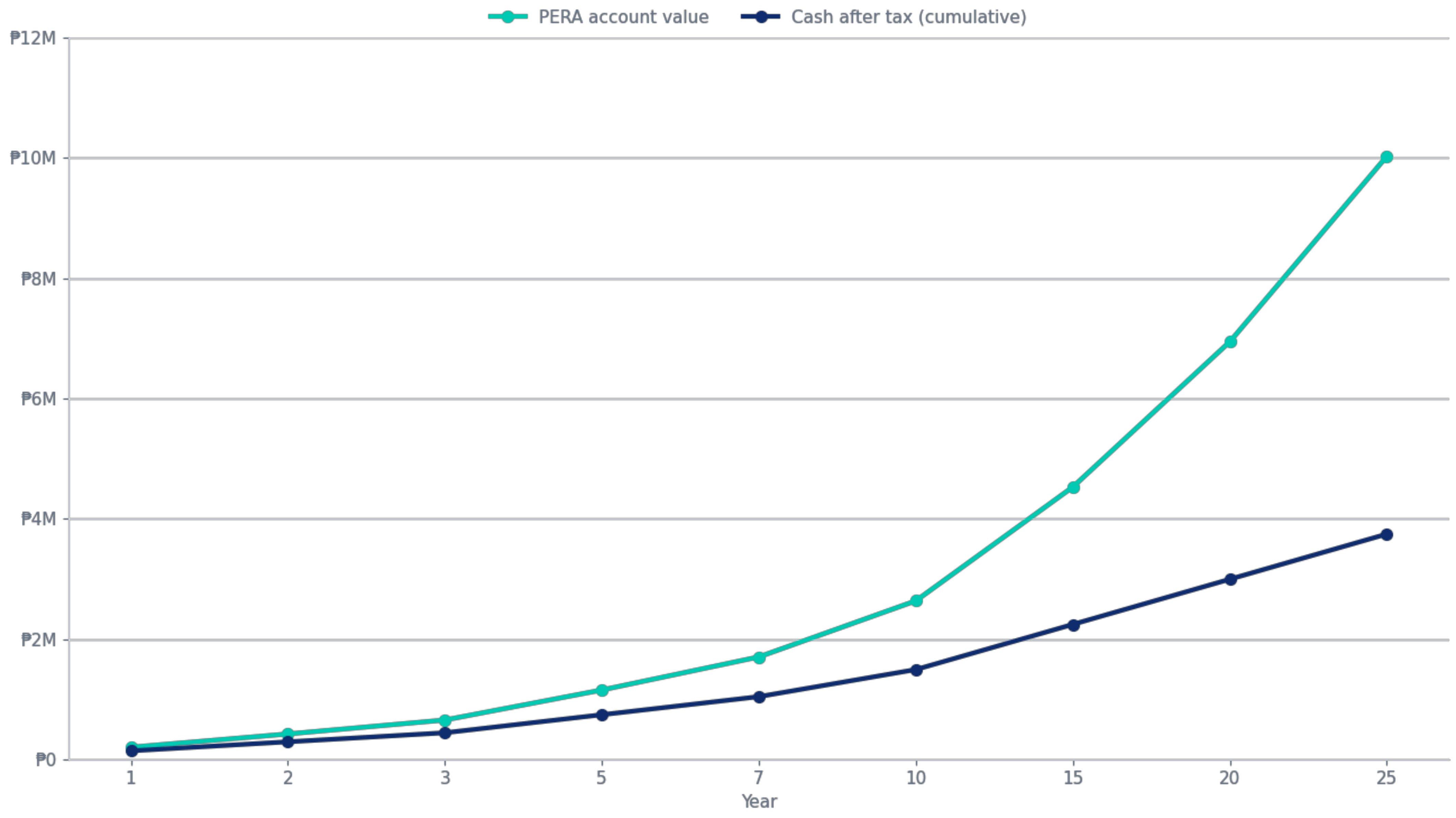
Over 3 years, every PERA bond fund returned **11% to 15%** and money market funds up to **+20.8%** through a choppy market.

Fund	1-Year Return	3-Year Return (cumulative)
Money Market / Short-Term Funds		
BPI PERA Money Market Fund	+5.84%	+20.83%
BDO PERA Short Term Fund	+5.43%	+17.39%
Metrobank PERA Money Market Fund	+4.55%	+14.84%
LANDBANK PERA Money Market Fund	+2.87%	+4.78%
Bond Funds		
Metrobank PERA Bond Fund	+3.57%	+15.05%
BDO PERA Bond Index Fund	+3.08%	+14.97%
BPI PERA Corporate Income Fund	+4.10%	+14.41%
BPI PERA Government Fund	+0.70%	+11.72%
PNB PERA Bond Fund	+1.89%	+10.94%
Equity / Index Funds		
BDO PERA Equity Index Fund	+1.00%	+2.76%
Metrobank PERA Equity Fund	-0.85%	+0.29%
BPI PERA Equity Fund	-2.15%	-3.19%

As of: June 23, 2026 for BDO, Metrobank and PNB funds (TOAP industry portal, uitf.com.ph; 3-year is cumulative Jun 2023 to Jun 2026); March 24, 2026 for BPI funds (BPI Wealth Investment Funds Monitor); September 30, 2025 for LANDBANK (KIIDS). Returns are net of fees, not guaranteed, and not PDIC-insured. EastWest PERA funds and the LANDBANK PERA Bond Fund are newly accredited and shown in the lineup; published track records to follow.

What PERA builds over time.

₱200,000 annual contribution. 5% annual return. Employee tax bracket ~25%. Assumes consistent contribution each year.



After 10 years
PERA: ₱2.6M
Cash: ₱1.5M
+₱1.1M more

After 20 years
PERA: ₱6.9M
Cash: ₱3.0M
+₱3.9M more

After 25 years
PERA: ₱10.0M
Cash: ₱3.8M
+₱6.3M more

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Questions that come up most.

Compiled from common employer and employee inquiries.

Can the employee continue contributing after they resign?

Yes. The PERA account is the employee's own account. After leaving an employer they can continue contributing directly via the ezPERA app. Employer facilitation simply stops.

Can PERA replace the company's private retirement fund obligation?

No. The retirement pay obligation under the Labor Code is separate and cannot be offset by PERA contributions. PERA is an additional benefit layered on top of existing obligations.

Is employer matching required to participate?

No. Employees can open and fund their own PERA without any employer contribution. Employer matching is optional, but it is what triggers the 150% deductibility under CMEPA.

Does the employer need to contribute to all employees to claim the 150%?

Yes. Under RR 22-2025, the employer must contribute to all qualified employees' PERA accounts, not just those who elect to contribute themselves. A minimal ₱1 contribution satisfies this requirement for non-participating employees.

Does the employer's 150% deductibility get reversed if the employee withdraws early?

No. The employer's deductibility is claimed at the point of contribution and is not affected by the employee's subsequent decisions on their account.

What is the maximum contribution per employee per year?

₱200,000 for local employees. Contributions above this limit do not qualify for PERA tax incentives, though they may still be treated as ordinary compensation for tax purposes.

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PERA compared to MP2.

An objective look at how the two programs differ. They serve different purposes and can be used together.

	PERA	MP2 (Pag-IBIG)
Who can open it	Any employed Filipino, OFW, or self-employed with a TIN	Any active Pag-IBIG member
Annual limit	₱200,000 (local), ₱400,000 (OFW)	No fixed cap
Tax on contributions	No withholding tax if structured correctly	After-tax contributions
Tax on earnings	100% tax-free while in the account	Dividends are tax-free
Investment control	Employee chooses fund and risk profile	Pooled fund, no individual choice
Maturity / lock-in	Age 55 with at least 5 years of contributions	Fixed 5-year maturity period
Early withdrawal	Allowed with penalty (20% of income + credit clawback)	Allowed with reduced dividend
Employer deductibility	**150% under CMEPA if matched (100% if unmatched)**	No special employer deduction
Tax credit for employee	**5% of contribution per year**	None
Portability	Fully portable, not tied to any employer	Tied to Pag-IBIG membership

This comparison is for educational purposes. PERA and MP2 can complement each other depending on the employee's financial goals and timeline.

Why it works, for them and for you

Same peso, two payoffs. What your people gain, and what you and the system gain.

What your people get

the employee side

- **Discipline early,** saving becomes a habit at the start of a career
- **Real ownership,** they choose where it goes, the account is theirs
- **Built-in literacy,** they learn the instruments as they invest
- **Time on their side,** compounding rewards every year they start sooner

What you and the system get

the employer and national side

- **Layers, never replaces,** tops up the registered plan, SSS and GSIS
- **Optimized to the goal,** the right fund and contribution, with guidance
- **Funds the country,** long-term savings deepen our capital markets
- **Lighter to run,** clean administration, an outcome not paperwork

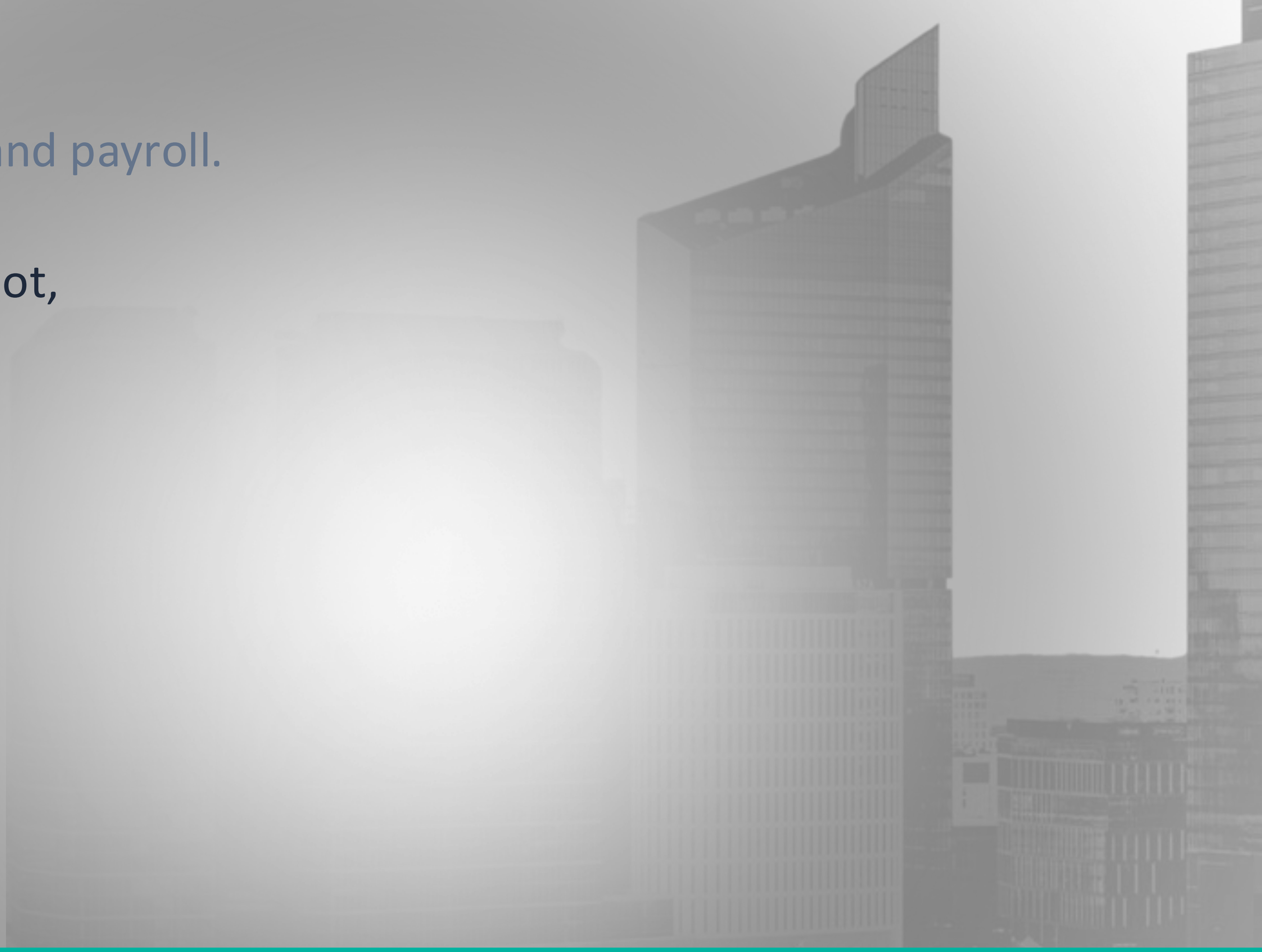
The benefit is only as good as the administration behind it. *That is the part we run.*

Your first move

Pick one team, one cycle, and we'll do the math.

You don't need a finished program to begin, just a direction.
Answer these three and we turn them into a simulation on your real headcount and payroll.

1. **Who first?** You don't have to cover everyone on day one. Pick one group to pilot, a level, a salary band, or a single department.
2. **When?** Name the next moment it fits, a salary review, the next bonus cycle, or open enrollment.
3. **How far?** Pick a rung. Facilitate only, automatic payroll deduction at zero company cost. Reclassify an existing increase or bonus into PERA, the same spend with a better tax position. Or add a company match on top.



Give us a direction on these three and we'll have your numbers ready before the next meeting. Your workforce, your design.

Thank you.