



YOUR NEW WORKPLACE PENSION

Employer Brochure

STM MALTA OCCUPATIONAL RETIREMENT PENSION SCHEME

Added Value to Employers and Employees



by **STM MALTA**
PENSION SERVICES LIMITED

YOUR FIRST STEP TO SUPPORTING YOUR STAFF ON THEIR JOURNEY TO RETIREMENT

STM Malta Pension Services Limited is an award-winning pension provider in Malta. We put our customers at the heart of everything we do and strive to provide excellent customer outcomes.

We understand that attracting and retaining high calibre staff is a huge challenge for employers, particularly in Malta where there is a finite pool of employees. Providing access to an occupational pension arrangement for employees is a key tool in any employee benefit package, demonstrating your long-term commitment to your staff and their families. With state pension provision constantly evolving, many employees are recognising the value of an employer who helps them to plan and save for a sustainable income in their retirement.

STM Malta Pension Services Limited provides a retirement saving solution for employers that is simple to set up and use, great value for money and delivers excellent support to employers who want to invest in a long-term relationship with employees and benefit from the loyalty and commitment that this brings to your business.

REASONS WHY YOUR BUSINESS SHOULD PROVIDE AN OCCUPATIONAL PENSION

The advantages of providing a pension arrangement for your employees are far wider than simply helping them to achieve financial goals in retirement.

BENEFITS TO YOU

- A valuable recruitment tool to distinguish you from your competitors
- Improved employee engagement, motivation and productivity with a longer-term employer commitment that can reduce financial stress and wellbeing concerns
- Potential corporate tax incentives in the form of declaration for tax purposes of up to 3,000 Euro per employee per annum, plus a further tax credit of up to 750 Euro per employee per annum
- Greater retention and loyalty arising from a more paternalistic relationship
- Tax benign environment for contributions and growth
- Support and guidance from our specialist teams to make the most of the scheme

BENEFITS TO YOUR EMPLOYEES

- Additional deferred remuneration from employer contributions
- Value for money investment, with costs of administration supported by the employer
- Better quality of life at retirement
- Peace of mind from taking control of saving for the future and providing for family
- A personal tax credit of up to 750 Euro per annum on personal contributions. A compounding investment based in a jurisdiction with no tax on growth, helping pension savings grow faster
- Regular updates on how pension savings are performing to optimise financial planning
- Flexibility to have an early retirement lump sum equivalent to 30% of the total value (Pension Commencement Lump Sum)
- Potential to access funds in cases of ill health
- Variety of choices at retirement including frequency of income payments
- Easy maintenance with contributions paid automatically through payroll
- Support and guidance from our specialist teams



WHAT IS THE STM MALTA OCCUPATIONAL RETIREMENT PENSION SCHEME AND WHAT DOES IT OFFER?

The scheme is an occupational pension scheme established under a master trust for multiple employers and is licensed by the Malta Financial Services Authority (MFSA). The scheme is operated by STM Malta Pension Services Limited which acts as the scheme trustee and the Retirement Scheme Administrator.

The scheme supports you and your employees both during the saving phase and following the employee's retirement.

CONTROL

You have control to tailor the scheme to meet your specific requirements such as:

- Which employees the scheme is available to
- Employee contribution rate(s) depending on your chosen factors such as seniority or length of service
- Employer contribution rate(s)
- Additional support in meeting administration costs
- Branding of literature to reinforce employee engagement

TIME SAVING

Save time by leaving the administration of the pension to us. We provide a full-service administration of the scheme that will continue to evolve to ensure that regulatory standards and high levels of service are maintained throughout the life of the scheme.

Once contributions are processed and paid to the scheme from your payroll system, we manage the allocation of contributions to each employee's pension account and invest funds accordingly.

Our team is dedicated to maximise your engagement with your employees and will provide you with literature and communications to get the best from the scheme.





INVESTMENT EXPERTISE

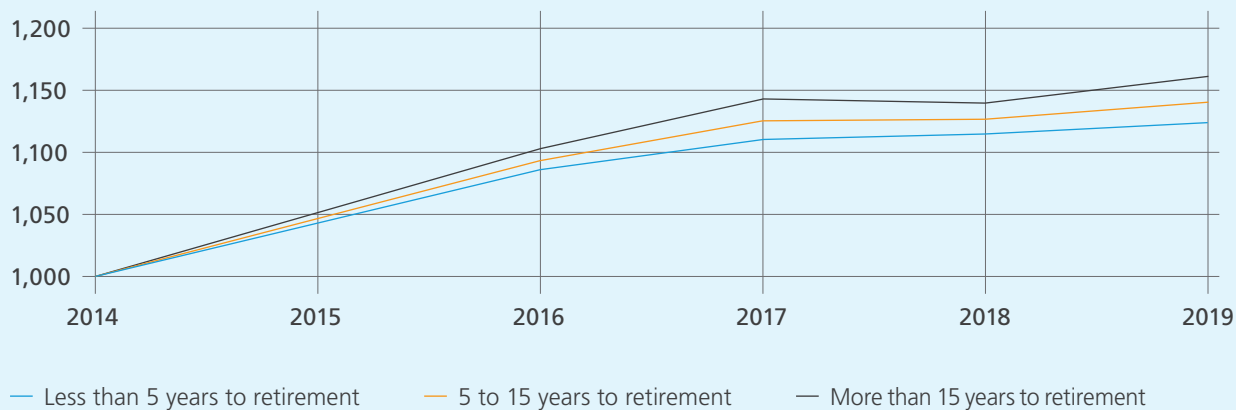
We have carefully selected professionals to work alongside us, to provide the best outcomes to your employees.

We have appointed Curmi and Partners as the scheme's investment manager. They are easily accessible to us in Malta and are regulated by the Malta Financial Services Authority. Curmi and Partners have developed an appropriate investment strategy for the scheme and will select investments that fall within our Statement of Investment Principles, monitor and change them as necessary to ensure that they reflect this strategy and deliver against our selected benchmark.

STM Malta Pension Services Limited and Curmi and Partners are independent of each other, minimising any risk of conflicts of interest arising.

Your contributions, together with those made by your employees, will be invested in a pool of a variety of assets that spread the risk of investing. We have taken professional advice from our appointed investment manager on the investment strategy which aims to balance growing your employee's pension and protecting their savings over time by the performance of the market. When a new employee joins the STM Malta Occupational Retirement Pension Scheme, we will invest their money in a strategy tailored to their target retirement date. When they are 15 years from retirement, their pension savings will move gradually into lower risk investments to reduce the risk of them experiencing sudden movements in the value of their pension as they approach retirement. This strategy is sometimes described as "lifestyling".

INVESTMENT BENCHMARK TO ASSESS PERFORMANCE



5 year Past Performance based on 1,000 Euro annual contribution (after annual fees)

INVESTMENT PROFILE

Less than 5 years to Retirement	20% EuroStoxx 600 Index: 80% EuroStoxx 50 Corporate Bond Index
5 to 15 years to Retirement	40% EuroStoxx 600 Index: 60% EuroStoxx 50 Corporate Bond Index
More than 15 years to Retirement	60% EuroStoxx 600 Index: 40% EuroStoxx 50 Corporate Bond Index

It is important that you inform us if your employee wishes to change the retirement date. Just call us on 00356 21 333 210 or email us at maltapensions@stmmalta.com.

We have appointed Deloitte, a major international audit firm, to complete an annual external audit of the scheme. The audited accounts are available to you and your employees.

RESPONSIBLE INVESTING

Environmental, Social and Governance investing is an evolving investment factor. You can be confident that the scheme will only invest in companies or funds which make their Environmental, Social and Governance strategy results transparent and available to key data providers such as Bloomberg or Morningstar.

WHY CHOOSE STM MALTA PENSION SERVICES LIMITED?

We are one of Malta's biggest pension trustees and administrators, administering approximately €1.8 billion of client assets and employing over 50 staff.

We have considerable experience and expertise in our industry and approximately eight thousand clients currently benefiting from our services.

Recognised as a local service provider of choice by the awards we have won in Malta, we continue to uphold the high level of service and expertise that is bestowed to all our clients both internationally and locally.

Our Board ensures high quality governance standards are met and is focussed on delivering excellent customer service and value for money.

STM Malta Pension Services Limited is part of the STM Group Plc, a multi-jurisdictional financial services group listed on AIM, a market operated by the London Stock Exchange. The group offers a range of pension products to international clients and has two life assurance companies which provide annuities and life assurance bonds, showing strength and depth of experience and stability.



We currently employ
50 PROFESSIONALS



administer approximately
€1.8 BILLION ASSETS



and are part of
STM GROUP PLC

CONTACT US

Our website contains more information about the scheme and STM Malta Pension Services Limited. Please feel free to take a look at <https://info.stmgroupplc.com/malta/>.

If you have any questions or would like to talk to us about the scheme generally, we would be delighted to hear from you.

Your dedicated Relationship Manager can be contacted by email at maltapensions@stmmalta.com, or by telephone on +356 21333 210 or mobile number +356 79433207.





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The STM Malta Occupational Retirement Pension Scheme is licenced by the MFSA. The licencing of any Scheme by the MFSA does not imply an opinion from the MFSA regarding the suitability of the scheme for any individual.

The STM Malta Occupational Retirement Pension Scheme does not offer guaranteed benefits and the level of pension available on retirement will depend on the level of contributions and the performance of the underlying investments.

STM Malta Pension Services Limited ('STM Malta') is registered as a Retirement Scheme Administrator with the Malta Financial Services Authority. It is also authorised to act as trustee or co-trustee to provide fiduciary services in terms of the Trusts and Trustees Act. STM Malta Pension Services Limited is part of STM Group Plc, a multi-jurisdictional financial services group listed on AIM, a market operated by the London Stock Exchange.

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