

STM MALTA

Information Booklet - Employee

STM GROUP

www.stmgroup.com

1. What is the Teachers' Benefit Plan?

This Plan is a **long-term savings and benefits arrangement** funded mainly by your employer, designed to help you build financial security during employment and beyond.

2. How the Plan Works?

- Your employer contributes monthly on your behalf
- You may also contribute voluntarily
- Contributions are held in your **personal sub-fund within the Trust**

Your savings are invested to grow over time.

3. Your Benefits

You may receive benefits:

- At a target age (e.g. 60)
- After a **vesting period**
- Upon meeting performance targets
- In specific situations (e.g. emergencies)

4. Access to Your Funds

- Your employer contributes monthly on your behalf
- You may also contribute voluntarily
- Contributions are held in your **personal sub-fund within the Trust**

Your savings are invested to grow over time.

5. Portability

If you move between participating schools:

- You may be able to **transfer and retain your accumulated fund**

This supports mobile, international careers.

6. Investment & Growth

- Funds are invested in financial markets
- Returns depend on market performance
- Your benefit value may **increase or decrease**

There are **no guaranteed returns.**

7. In the Event of Leaving Employment

Your benefits will depend on:

- Length of service
- Vesting status
- Reason for leaving (e.g. resignation vs termination)

8. In the Event of Death

Your fund may be paid to:

- Your nominated beneficiaries (e.g. spouse/children), or
- Your estate

9. Tax Considerations

- No tax is applied within Malta on the Trust or benefits

However:

- Your personal tax position depends on where you live and work

You should seek independent tax advice.

10. Important Points to Consider

- This is not a pension scheme
- It is a flexible benefit structure linked to your employer
- Outcomes depend on:
  - » Contributions
  - » Investment performance
  - » Scheme rules

Frequently Asked Questions (FAQ)

1. What is the purpose of this Plan?

The Plan helps you build **long-term savings and financial benefits**, largely funded by your employer.

2. Do I have to contribute?

No. Contributions from employees are voluntary and can be made at your discretion.

3. When can I access my funds?

This depends on:

- Your employer's rules
- Vesting period
- Type of contributions (employer vs personal)

4. Are returns guaranteed?

No. Your benefits depend entirely on i**nvestment performance**, and returns are not guaranteed.

5. What happens if I leave my job?

Your benefits will depend on:

- Length of participation
- Vesting status
- Reason for leaving (e.g. resignation, termination)

6. Can I transfer my benefits if I move schools?

Yes, in many cases your **member fund can move with you**, supporting an international career path.

7. What happens if I pass away?

Your fund will be paid to:

- Your nominated beneficiaries (e.g. spouse/children), or
- Your estate

8. Who manages my investments?

A professional **Investment Manager appointed by the Trustee** manages the investments on your behalf.

9. Will I pay tax on my benefits?

- No tax is applied within Malta
- Your personal tax position depends on your country of tax residence

You should seek independent tax advice.

10. Is this the same as a pension?

No. This is **not a pension scheme**, but a flexible benefit trust arrangement.

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Frequently Asked Questions (FAQ)

11. What are the main risks?

- Investment values can go up or down
- No guaranteed outcomes
- Access to funds may be restricted by scheme rules

12. How do I track my benefits?

You will typically have access to an **administration platform/app** providing updates and information on your investments and savings.

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