

## Welcome to the Mars Pension Fund

You are accruing pension with us in the ARP/ASP pension plan. The plan consists of the Associate Retirement Plan (ARP) and the Associate Selection Plan (ASP). This Pension 1-2-3 explains what you receive, and also what you do not. This is important to know, for example if you change your job.

The Pension 1-2-3 does not contain any personal information about your pension. This is available on your personal page on [www.marspensioen.nl/en](http://www.marspensioen.nl/en). There you will find your personal details and documents. Please also post your e-mail address here. You can log in easily with your DigiD.

### WHAT IS IN LAYERS 1, 2 AND 3?

Pension 1-2-3 consists of 3 layers. The first layer gives you a summary of the most important information on your pension scheme. If you click on an icon, you enter layer 2, which gives further information on all the subjects in layer 1. Layer 3 gives more detailed information, such as the pension scheme rules and the annual report of the Mars Pension Fund. You can also ask for copies of layers 1, 2 and 3 from our Pension Services department at [pensioenservice@marspensioenfonds.nl](mailto:pensioenservice@marspensioenfonds.nl).

### WHAT DOES OUR PENSION PLAN GIVE YOU?



When you retire, you will receive a retirement pension for as long as you live.



If you die while in employment, your partner will receive a partner's pension and your children will receive an orphan's pension.



#### Continuation of pension accrual in case of disability

If you become disabled, you will continue to accrue pension. You will pay either no or part of your contribution, depending on the degree of your disability. You are also entitled to a disability pension. The conditions are listed in layer 2.



If you want to know more about your pension plan go to [www.marspensioen.nl/en](http://www.marspensioen.nl/en)

### WHAT DOES OUR PENSION SCHEME NOT PROVIDE?



You accrue capital for your retirement pension, partner's pension and orphan's pension.

If you earn more than € 128,810 (in 2023), you do not accrue capital on your salary in excess of this amount.

**Please note:** there is also no insurance of partner's and orphan's pension arranged for this part of your salary.

### HOW YOU ACCRUE PENSION?



#### You accrue pension in three ways:

**A.** AOW: this is the pension you receive from the government. Further information on the AOW is available at [www.svb.nl](http://www.svb.nl).

**B.** Pension in the ARP/ASP plan of Mars Pension Fund. You accrue this pension through Mars. This is the pension we discuss in this Pension 1-2-3.

**C.** Pension that you arrange personally, such as an annuity or bank savings.



#### Defined Contribution

Contribution is paid into your ARP and ASP account each year. The contributions are invested for you and form a capital sum. You use this capital to purchase a retirement pension and possibly a partner's pension on your retirement date. This is known as a defined contribution scheme.

## WHAT CHOICES DO YOU HAVE?



### Value transfer

If you change your employer, in most cases you can take the pension you have accrued with you to your new pension administrator. If you are employed by Mars, then you can request a value transfer at Mars pension fund. You can request a value transfer via [www.marspensioen.nl/en](http://www.marspensioen.nl/en) or with the form 'waardeoverdracht aanvragen'.



If you want to compare your pension plan, then use the pension comparison tool to compare both pension plans.



### Voluntary employee contribution

Mars pays the contribution for the ARP plan. You decide the amount of your voluntary employee contribution to the ASP plan. Mars will then double your voluntary employee contribution.



### Investments

The contributions for the ARP/ASP plan are invested. Mars Pension Fund invests the contributions in the ARP plan for you. You can choose how the contributions in the ASP plan are invested, either using a Life Cycle or your own personal investment mix. So you can make choices that suit your personal pension goals.

From your 58th birthday, you can decide whether the capital in the ARP plan should be used later on for a fixed or a variable pension. This is a provisional choice, and you can change this on your retirement date. But your decision will affect how you will invest from that point going forward.



### Purchasing pension

When you retire, you use the capital accrued in the ARP/ASP plan to purchase a retirement pension and possibly a partner's pension. You make the final decision for a fixed or a variable pension on your retirement date.



### Retiring earlier

The standard retirement age at our pension fund is 68 years. If you wish to retire earlier or later, you must apply for this to us no less than six months before your desired retirement date. Discuss this with your employer.



### Higher or lower pension

If you wish to take a higher pension initially and a lower one later, or the other way around, you can make this decision when you retire.



If you wish to view all the options, go to Layer 2 of your Pension 1-2-3.

## HOW CERTAIN IS YOUR PENSION?



The amount of your pension is not fixed, also not if you choose for a fixed pension during the accrual of your pension capital.

If you choose a fixed pension on your retirement date, you know where you stand. You know how much you will receive each month for the rest of your life. A variable pension can be higher or lower each year. Your pension capital continues to be invested after your retirement date.



Your pension scheme at Mars Pension Fund is a defined contribution plan. The pension contribution is invested. This way, you build up a pension capital. We do not increase this capital. Nor will the capital be reduced if the fund has a shortfall.

## WHAT ARE OUR COSTS?



Mars Pension Fund incurs the following costs for the administration of the pension scheme:

- The costs of communication.
- The costs of administering the pension scheme.
- The costs of managing the fund assets.

## WHEN DO YOU HAVE TO TAKE ACTION?



You use the pension capital you have accrued to purchase a pension on your retirement date. At that time, you choose either a fixed or a variable pension. You can already make a provisional choice for the capital in the MSP scheme when you reach 55 years of age. We recommend you do this not later than on your 58th birthday.



If you become unemployed, you will cease to accrue capital. The capital you have accrued will remain with the Mars Pension Fund. Consider carefully the consequences for your pension.



If you change your job, you can take your capital with you to your new pension fund or insurer.



If you become disabled while employed at Mars, you need to let us know. You should also carefully consider the consequences for your pension. If your degree of disability changes, you need to let us know.



If you get a partner, you do not need to notify us. You need to notify us without delay only if you start a cohabitation relationship.



### If you and your partner separate

If you and your partner separate, you do not have to notify us if you were married or in a registered partnership. If you are living together under another arrangement and you separate, you should notify us that the relationship has ended without delay.



### If you move abroad

You should notify the municipality if you move abroad. If you have notified your new address, we will be informed of your address abroad automatically via the Register of Non-Residents (RNI). You should also carefully consider the consequences for your AOW (at [www.svb.nl](http://www.svb.nl))



### Pension Statement

You can check how much pension you have accrued each year at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl)



### Questions?

We will be happy to help. Contact our Pension Service.