

# TOTAL REWARDS AT MARS

When you experience Mars, you experience a proud history and a passion for our products. As a privately-held company, we believe in a mutually beneficial relationship with our Associates and have the freedom to make the right decisions on our terms for our business. Here, you can express your ideas and be a part of a culture that recognizes and rewards your initiative and innovation. For you, it's a world of possibilities — possibilities to Achieve, Grow, Connect and Prosper with us.



## Prosper With Us

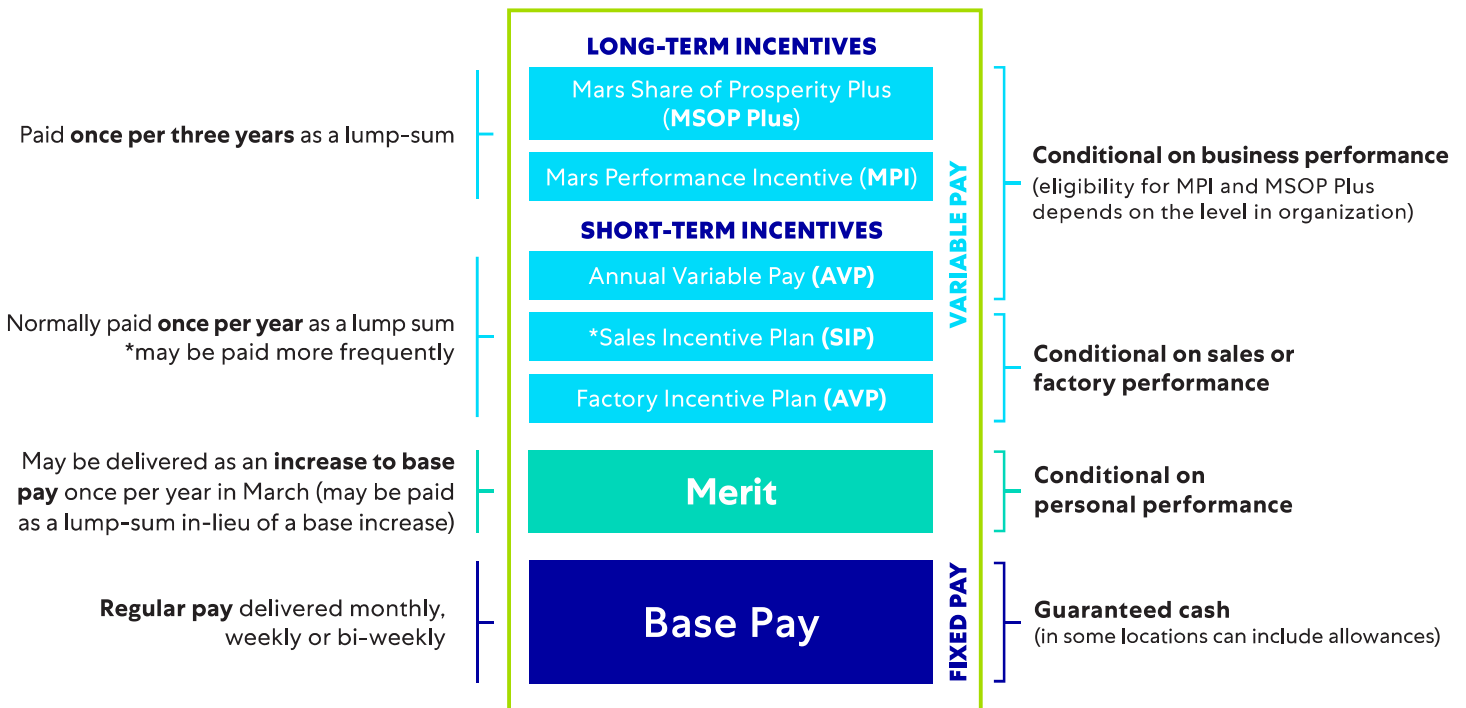
### PAY & BENEFITS

As a family owned and privately held company, we have more flexibility in how we pay our Associates. For example, most companies target the 50th percentile in setting pay, but Mars applies a pay philosophy to ensure we target Associates' Total Target Compensation (TTC) above the market.

We review competitive market survey data to determine what companies similar to Mars are paying people with jobs like yours and to establish pay ranges that are appropriate for our various business operations. Below are the elements that make up your TTC.

### THE ELEMENTS OF PAY AT MARS

#### TOTAL TARGET COMPENSATION



## MEDICAL AND DENTAL CARE AT LOW COST

The company provides comprehensive coverage that promotes good health and provides financial protection for you and your eligible dependents effective from your first day of employment. Services provided in-network and coded as preventive care are generally covered at 100% under the Aetna medical and dental plans. You pay your share of medical and dental plan premium contributions pre-tax through payroll deductions. **The company pays the majority of the cost for medical and dental coverage for Associates scheduled to work 30 or more hours per week.**

You can choose from the Aetna High Deductible Health Plan (HDHP) with access to a Health Savings Account, Aetna Core, Choice or Select medical option. If you live in Puerto Rico, Hawaii or the Chicago area, you may have access to a non-Aetna medical option. For dental coverage, you can choose either the Aetna Dental Preferred Provider Organization (PPO) or the Aetna Dental Preventive Only plan. You have 30 days from your hire date to enroll, and the coverage will be effective as of your hire date.

## VALUABLE LIFE INSURANCE

The company provides you with life insurance equivalent to three times annual eligible earnings. You may purchase additional life insurance for yourself, your spouse/eligible partner or child(ren) through a payroll deduction at the group rate premiums.

## FLEXIBLE SPENDING ACCOUNT (FSA)

The company offers two Flexible Spending Accounts - Health Care and Dependent Care. These provide you with tax advantages by allowing you to pay for eligible expenses with pre-tax dollars. These are voluntary benefits. Eligible reimbursements are subject to IRS guidelines. In 2022, you can contribute up to \$2,750 for health care expenses and \$5,000 for dependent care expenses. (FSAs are not available in Puerto Rico or to Mars Retail Store Division Associates.)



## VISION CARE

The company also offers you vision coverage through Aetna Vision Preferred to provide a benefit toward the cost of frames, lenses or contact lenses. You may elect vision coverage without electing medical coverage.

The Aetna Vision Preferred coverage option doesn't cover eye exams, since the Mars medical options include coverage for eye exams.

You pay the full premium cost of your vision plan as a pre-tax payroll deduction. You have 30 days from your hire date to enroll in your benefits, and the coverage will be effective on your hire date.

## TIME OFF FROM WORK

All full-time Associates will receive up to 11 paid holidays (maximum 88 hours) that include both fixed and flexible holidays (actual number will depend on start date). Part-time Associates will receive holiday pay whenever a holiday falls on a day they are normally scheduled to work. Contact MyP&O at 877-662-7562 about the vacation and flexible holiday accrual schedule for your site.

## DISABILITY COVERAGE

The company also provides, at no cost to you, sick pay/short-term disability and long-term disability coverage. Sick pay/short-term disability is effective the first day of employment, while long-term disability eligibility begins on the first of the month following 30 days of employment.

## HEALTH AND WELLBEING

**MARS** In the world we want tomorrow, everyone  
**Be Well** is thriving. Our vision is to foster a healthy, energized workforce, helping Associates to bring their best energy to what matters most to them – at work and at home.

To make the healthy, energizing choice the easiest choice for Associates, we provide onsite amenities and ask all our Managers and leaders to adopt healthy leadership practices.

We help Associates to grow and better manage their physical, emotional, mental and spiritual energy so they can be fully engaged in what matters most every day. We offer energy management and resilience training courses and health and wellbeing programs to support Associates on their wellbeing journey.

To help Associates reduce their risk of chronic disease, sickness and disability to promote a long, high quality life and career, we offer:

- Online and onsite education
- Onsite screenings and vaccines
- Be Well Incentive for Mars medical plan enrollees, including enrolled spouses/eligible partners
- Personal Wellbeing Consultations
- Disability and Absence Management
- Aetna Associate Assistance Program



Our local Health and Wellbeing Committees are always looking for Associates with a passion for health and wellbeing to help support these initiatives.

To learn more, view the Health and Wellbeing orientation at <https://team.effem.com/sites/ushealthandwellbeing/SitePages/Home.aspx> or contact your Human Performance Specialist, nurse or Site Health and Wellbeing Champion.

## PARENTAL LEAVE

In an effort to ease the stress on families, allow for family bonding and improve work/life balance for new parents, Mars grants paid Parental Leave for birth and non-birth parents who welcome a new child into their family. This benefit provides for up to eighteen (18) weeks of fully paid parental leave within one year of the birth or placement date of their child. This time can be used either consecutively or intermittently within the first year. This benefit is separate and in addition to short-term disability for personal recovery from pregnancy/childbirth. To learn more, contact the Leave Service Center at 1-877-662-7562, option 6.

## BACK-UP CARE

We also offer family back-up care and education programs from Bright Horizons®. All U.S. Associates, whether you are on a Mars medical program or not, get 12 days of discounted back-up child and/or adult/elder care per year, as well as additional family support programs including membership to a database of sitters, nannies, pet sitters, housekeepers, and more. To register, visit <https://BrightHorizons.Mars.com>.

## ASSOCIATE SAVINGS PLAN (ASP)

The ASP is a retirement plan that can help you save for the future. **Your entire ASP account balance, including any Matching Contributions, Company Contributions and earnings, is always 100% vested.** The ASP allows for many different types of contributions, which are described below. For more information regarding your ASP account, contact Fidelity at 800-835-5095 or log on to [netbenefits.com](https://netbenefits.com).

### Pre-Tax, Roth 401(k) and After-Tax Contributions

You can elect to contribute up to 75% of your eligible earnings (subject to IRS limits\*) in any combination of Pre-Tax, Roth 401(k) and/or After-Tax Contributions. Associates eligible for the Non-Qualified Savings Plan (NQSP) are not eligible to make After-Tax Contributions to the ASP.

- Your Pre-Tax Contribution rate is automatically set at 6% of your eligible earnings and begins approximately 30 days following your eligibility date, unless you elect to stop or change your contribution rate.
- Your Pre-Tax or Roth 401(k) Contribution rate is automatically increased by 1 percentage point each January (up to 20% of your eligible earnings) under the Annual Increase Program.\*\*
- Unless you are a NQSP participant, you may stop, start or change these elections at any time by contacting Fidelity at 800-835-5095 or logging on to [netbenefits.com](https://netbenefits.com).



### Matching Contributions

The company will provide a **Matching Contribution equal to \$1 for every \$1 you save** in Pre-Tax and/or Roth 401(k) Contributions, up to 6% of your eligible earnings. For example, if your eligible earnings are \$50,000 for the calendar year and your Pre-Tax Contribution rate is 6% or \$3,000, you will receive a Matching Contribution of \$3,000 for a total calendar year contribution of \$6,000, plus or minus any investment gains or losses.

### Company Contributions

If you are hired, rehired or transferred to a participating employer under the ASP on or after January 1, 2021, the company will make a contribution -- known as a Company Contribution -- to your ASP account each year that equals 2% of your eligible earnings. If you become eligible for ASP after the first day of the plan year, your Company Contribution for that year will be based on the earnings you receive after your eligibility date. The Company Contribution will be credited to your ASP account as soon as administratively possible following the plan year in which the Company Contribution is earned.

### Rollover Contributions

If you are entitled to a benefit from a previous employer's qualified plan or from another eligible retirement plan such as an Individual Retirement Account (IRA), you may be able to roll that benefit over into the ASP. For more information, contact Fidelity.

### Investment Funds

All of your contributions and the contributions the company makes to the ASP on your behalf are automatically invested in the date-specific Vanguard Target Retirement Trust Select fund that is closest to the year in which you will reach (or have reached) age 65, unless you elect otherwise. However, you can invest your money in any of the available investment funds, each of which offers varying degrees of risk and return.

### Additional Information

You will receive enrollment instructions on how to increase/decrease/stop your Pre-Tax and/or Roth 401(k) Contributions and your Annual Increase rate, select investments, make After-Tax Contributions, if eligible, and other plan details that may be of interest once you become eligible to participate in the ASP. The ASP also offers financial advice services to help you with your investments.

\* If you made 401(k) contributions in the current year at your prior employer, please provide documentation to payroll to ensure you do not exceed annual IRS limits.

\*\* Non-Qualified Savings Plan participants are not eligible to participate in the Annual Increase Program.

If you become a Plan participant in the last six months of a year, the automatic annual increase will not apply until the second January 1 following your participation date.

If you elect to make both Pre-Tax and Roth 401(k) Contributions, then the automatic annual increase applies only to your Pre-Tax Contribution rate.



## Connect With Us

### OUR CULTURE

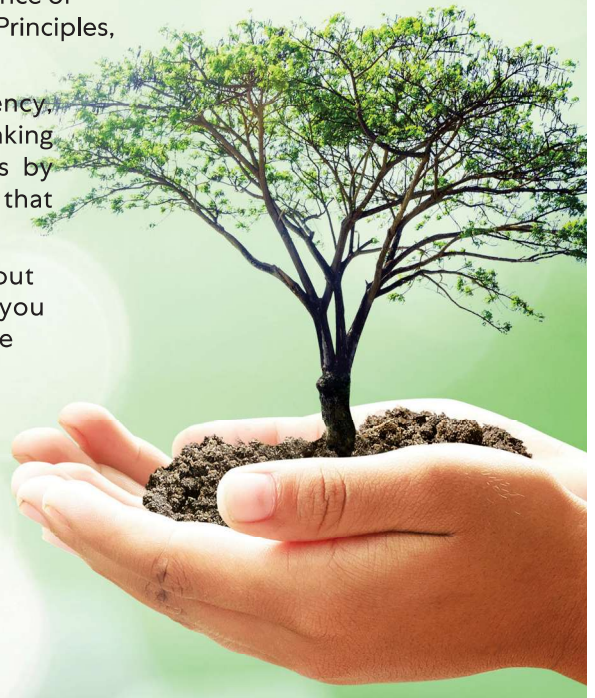
We have a special culture, which we call the Essence of Mars, made up of three core elements: The Five Principles, The Associate Concept and People Leadership.

The Five Principles (Quality, Responsibility, Mutuality, Efficiency, Freedom) are our values and the cornerstone of decision-making at Mars. We make the most of being a Family-owned business by making value-based decisions in the way we do business today that will shape the world we want tomorrow.

An Associate is more than an employee at Mars. Our culture is about give and take – you give your best to the business every day, and you should expect the best in return. We also expect you to lead in the Mars way – which means role-modeling The Five Principles and delivering on the Associate Concept as you influence others to achieve a shared objective.

At Mars, our culture is inclusive and dynamic - this is a place where people from all backgrounds and with all kinds of strengths have the opportunity to reach their full potential, as recognized by:

- Fortune magazine's '100 Best Companies to Work For'
- World's Best Multinational Workplaces List
- 10 Gallup Great Workplace Awards



**MARS**  
University

## Grow With Us

### EVERYDAY LEARNING, EVERYDAY GROWTH

At Mars, we believe learning and development is an integral part of how we perform every day. In fact, it's part of our culture. Our Managers take their responsibility to support Associate development very seriously - we even measure how effectively we're taking this via the annual engagement survey. Associates also have a responsibility for their own development. We now make that easier than ever before by giving access to a wide range of training programs through our digital learning offerings in My Mars U. Working closely with their Manager, Associates are able to build the skills and competencies they need to succeed in whichever career path they choose. Eligible Associates can also take advantage of our competitive tuition reimbursement program for college, trade or technical programs. Power your potential with Mars University.



## Achieve With Us

### RECOGNITION & ENGAGEMENT

We like to celebrate the difference our Associates make to the business and our communities each and every day. Make the Difference (MTD) Awards is one of five programs in the Essence of Mars framework. It's a global program that recognizes individuals and teams who deliver extraordinary impact. The focus is on what value Associates bring (using one or more of the three core elements of the Essence of Mars - The Five Principles, Associate Concept and People Leadership), and how it helps bring us closer to the world we want tomorrow. MTD culminates in a celebratory event, attended by the Awards' finalists, Mars Family members and the Mars Leadership Team.

*This communication is intended to provide general information about employee benefits and compensation programs available to eligible Mars Associates. There may be changes to these programs in the future. Mars, Incorporated reserves the right to amend, modify or terminate any benefit plan or compensation program, in whole or in part, at any time for any reason. Mars, Incorporated, its affiliates, and the benefit plan fiduciaries (and their representatives) do not guarantee, and do not have any responsibility for, the tax, legal or other implications of an Associate's participation in these programs. Nothing in this document constitutes a contract for, or guarantee of, any level of compensation or benefits or future employment with Mars, Incorporated or any affiliate.*

*The Mars retirement and health and welfare plans described in this communication are governed by formal plan documents. Plan benefits are paid only if provided for in the applicable plan documents. Every effort has been made to ensure the accuracy of this information. However, if there is any inconsistency between this communication and the plan documents, the terms of the plan documents will control.*