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# The science behind your finances

Savings and  
Investments

Your  
Finances



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# about us.

We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

Established in 2005, we work with hundreds of organisations across both the private and public sector.

Our financial education services are delivered on a bespoke basis.

# agenda.

- Setting savings goals
- Savings and investments
  - Creating an emergency fund
  - Risk and return
  - Understanding your options
- The GSK share plans
- Tax allowances
- Next steps

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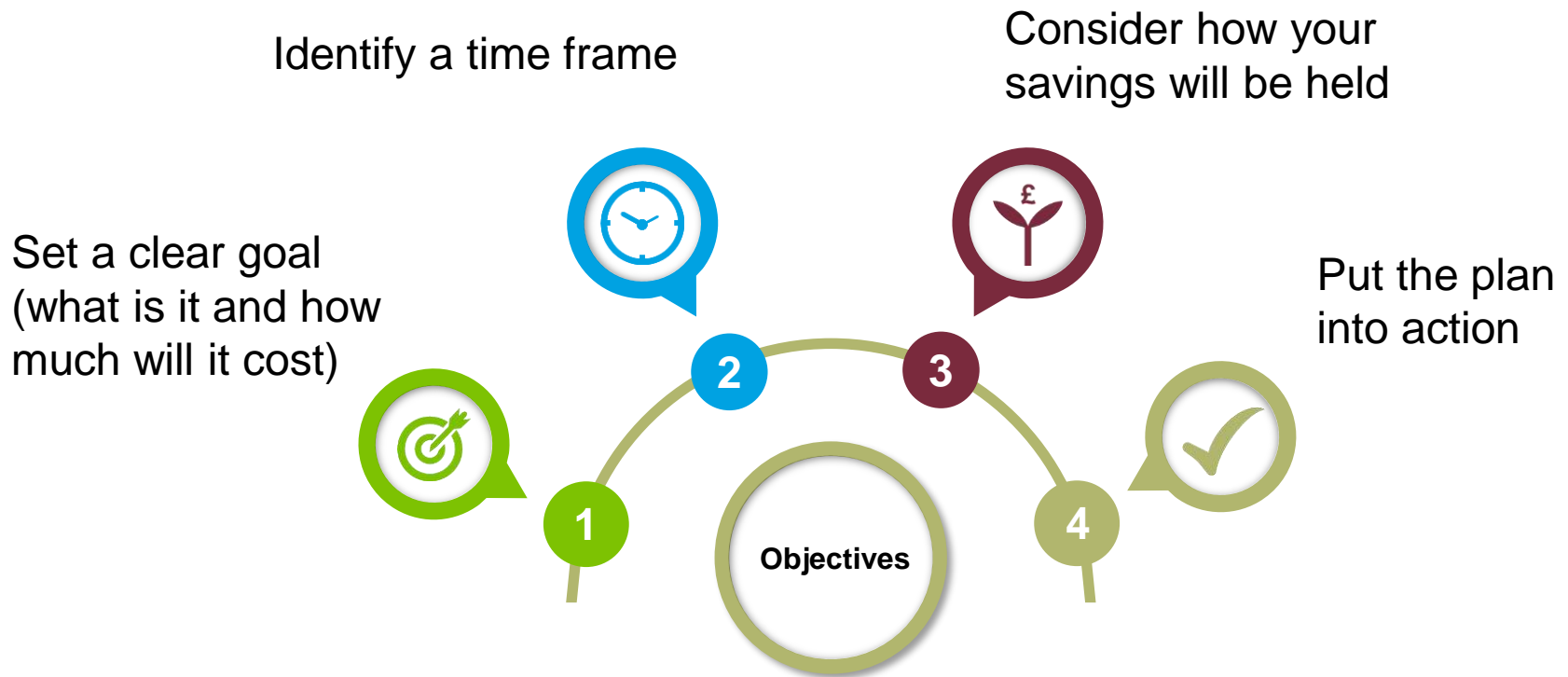
setting savings goals.

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# creating a savings plan.

In order to meet your financial goals it is important to set up a savings plan.



# your objectives.



## Short Term

- 0 to 5 years
- Typically cash holdings



## Medium Term

- 5 to 15 years
- Consider your risk / return approach



## Long Term

- More than 15 years
- Consider your retirement approach

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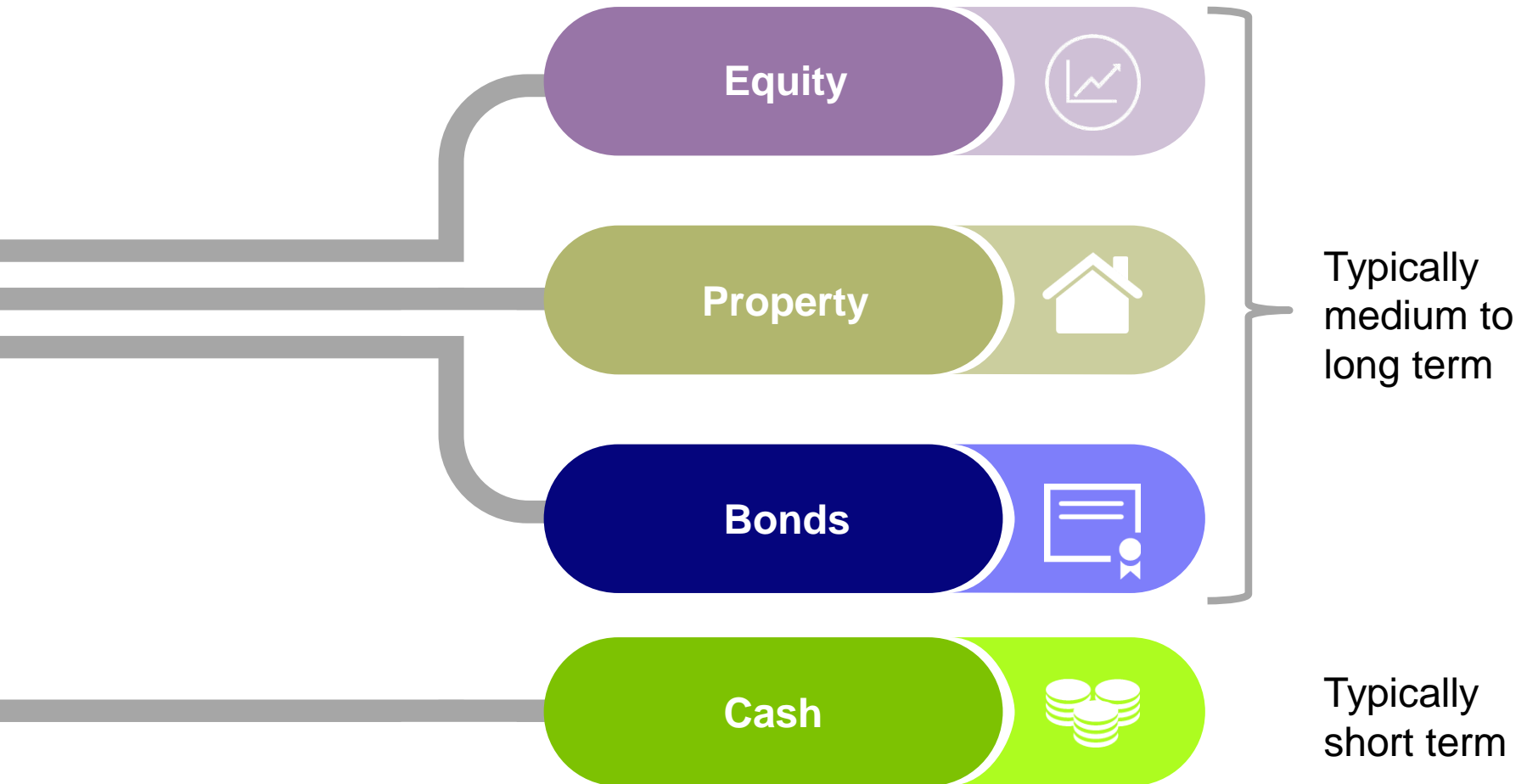
savings and investments.

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# creating a plan.



# creating an emergency fund.

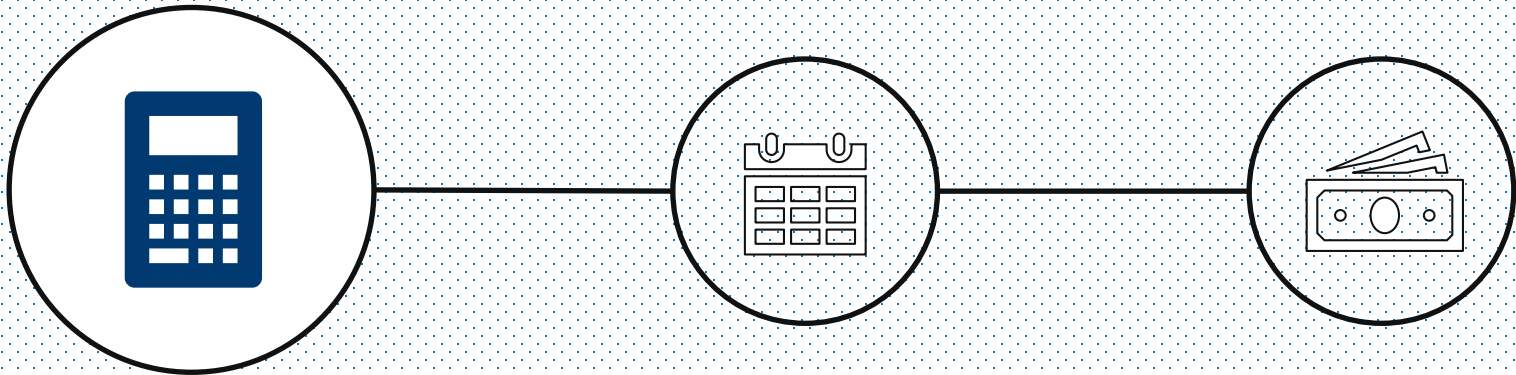
If you are in a position to put money aside, take these steps to create an emergency fund:



# creating an emergency fund.

If you are in a position to put money aside, take these steps to create an emergency fund:

Add up your essential monthly expenditure



# creating an emergency fund.

If you are in a position to put money aside, take these steps to create an emergency fund:

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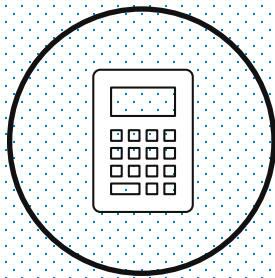


Aim to save 3-6 months worth of this calculation

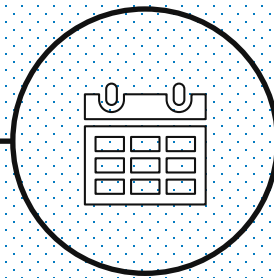
# creating an emergency fund.

If you are in a position to put money aside, take these steps to create an emergency fund:

Add up your essential monthly expenditure



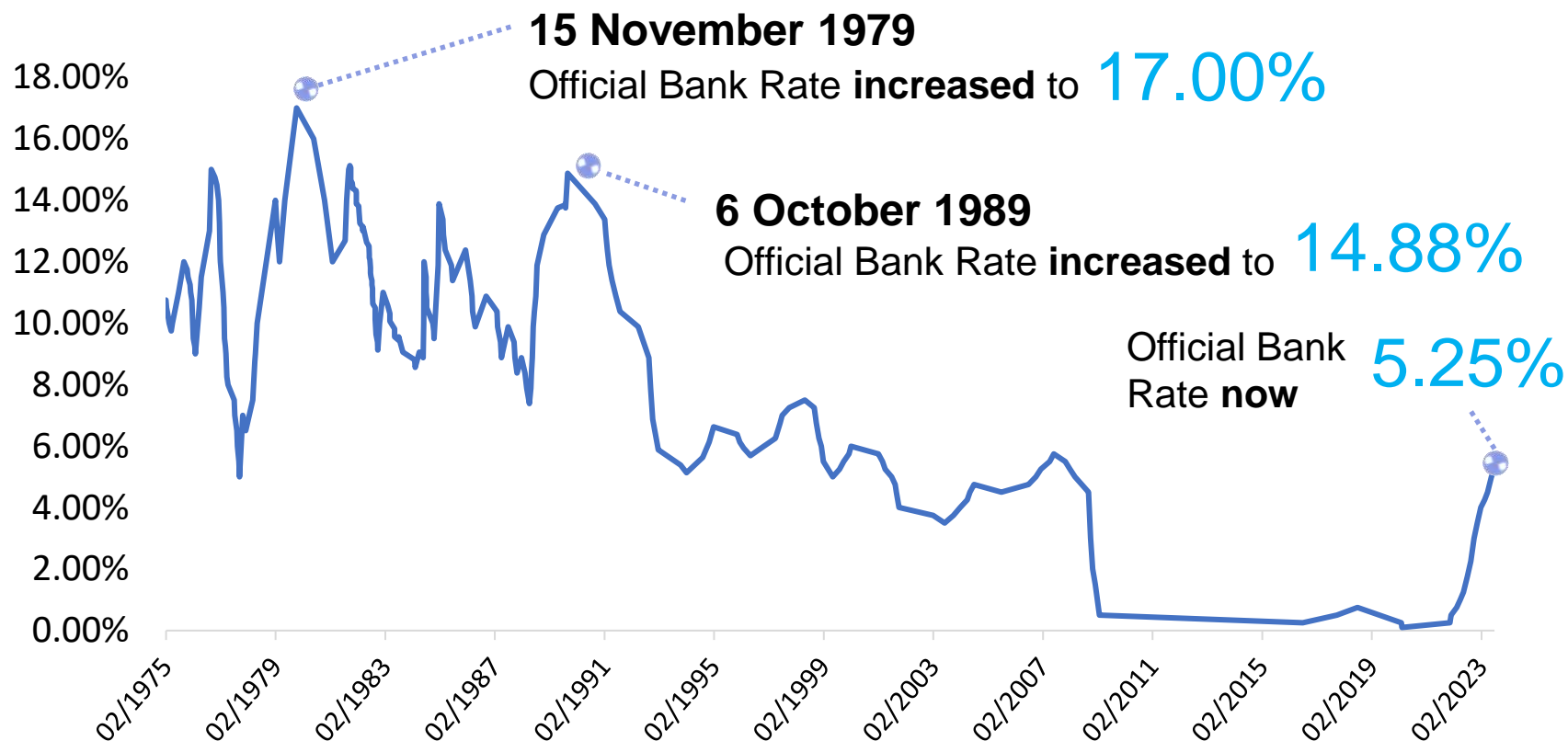
Hold this money in an instant access account



Aim to save 3-6 months worth of this calculation

# changing interest rates.

If you have longer term savings you may consider investments rather than cash.

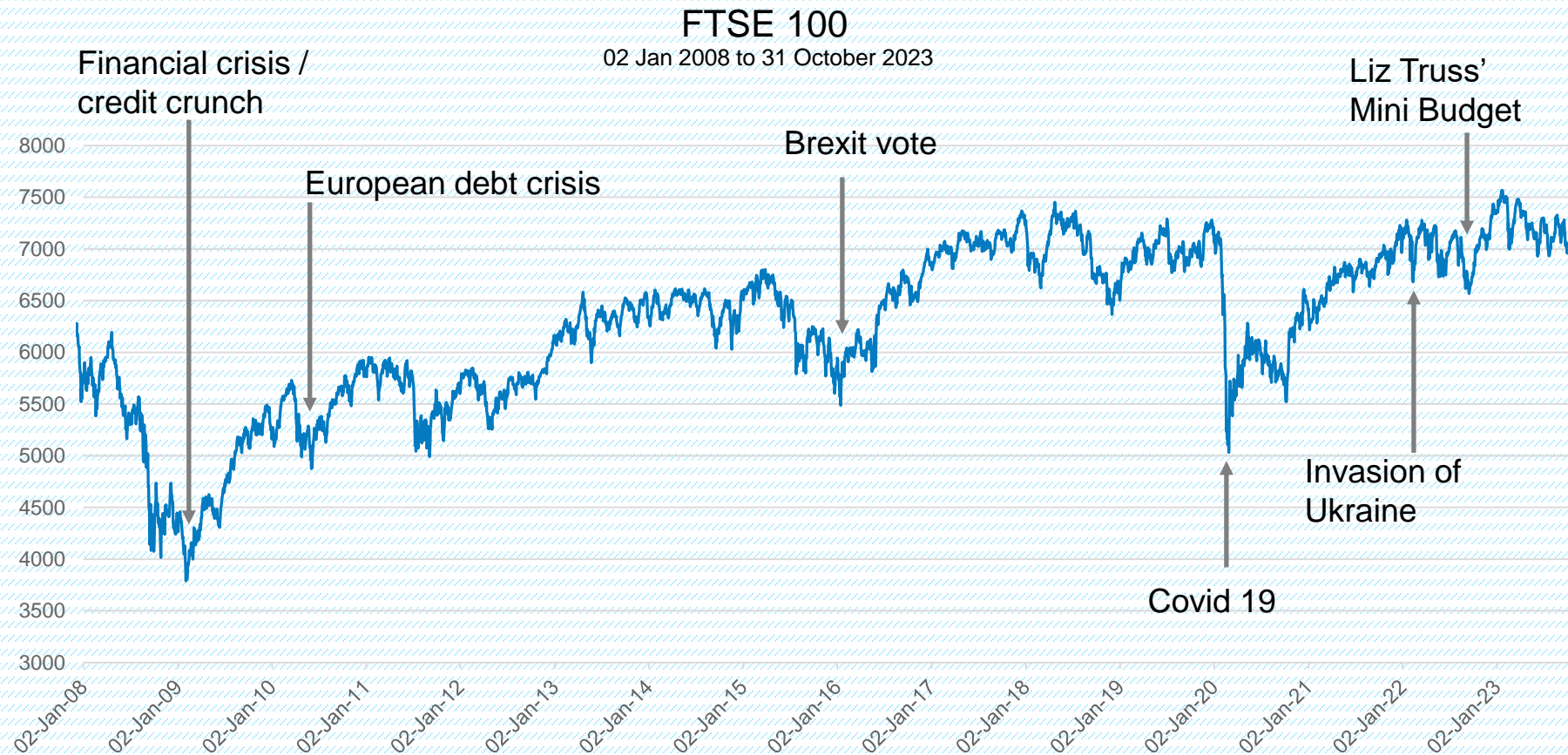


[www.bankofengland.co.uk/boeapps/database/Bank-Rate.asp](http://www.bankofengland.co.uk/boeapps/database/Bank-Rate.asp)

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# volatile markets.

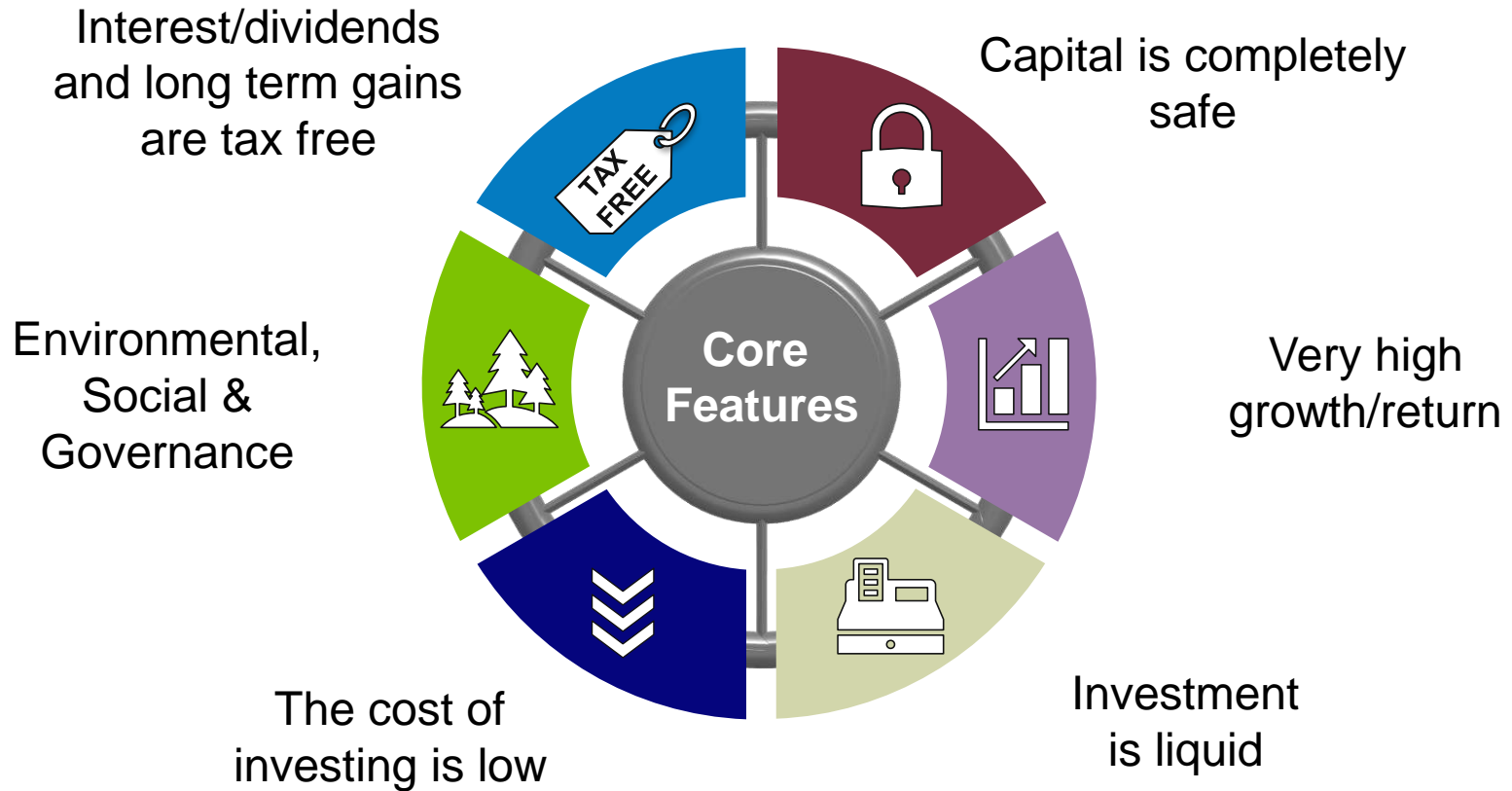


Data source: Google Finance. For illustrative purposes only. Investment returns are not guaranteed

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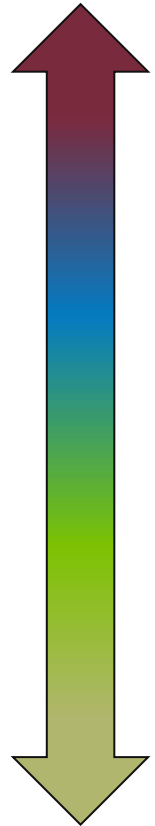
# investment principles.





# investment risk and returns.

High



Low



## Equities

Volatility, Timing,  
Concentration



## Property

Liquidity, Negative equity,  
Taxation, Tenants



## Bonds

Default, Credit,  
Inflation

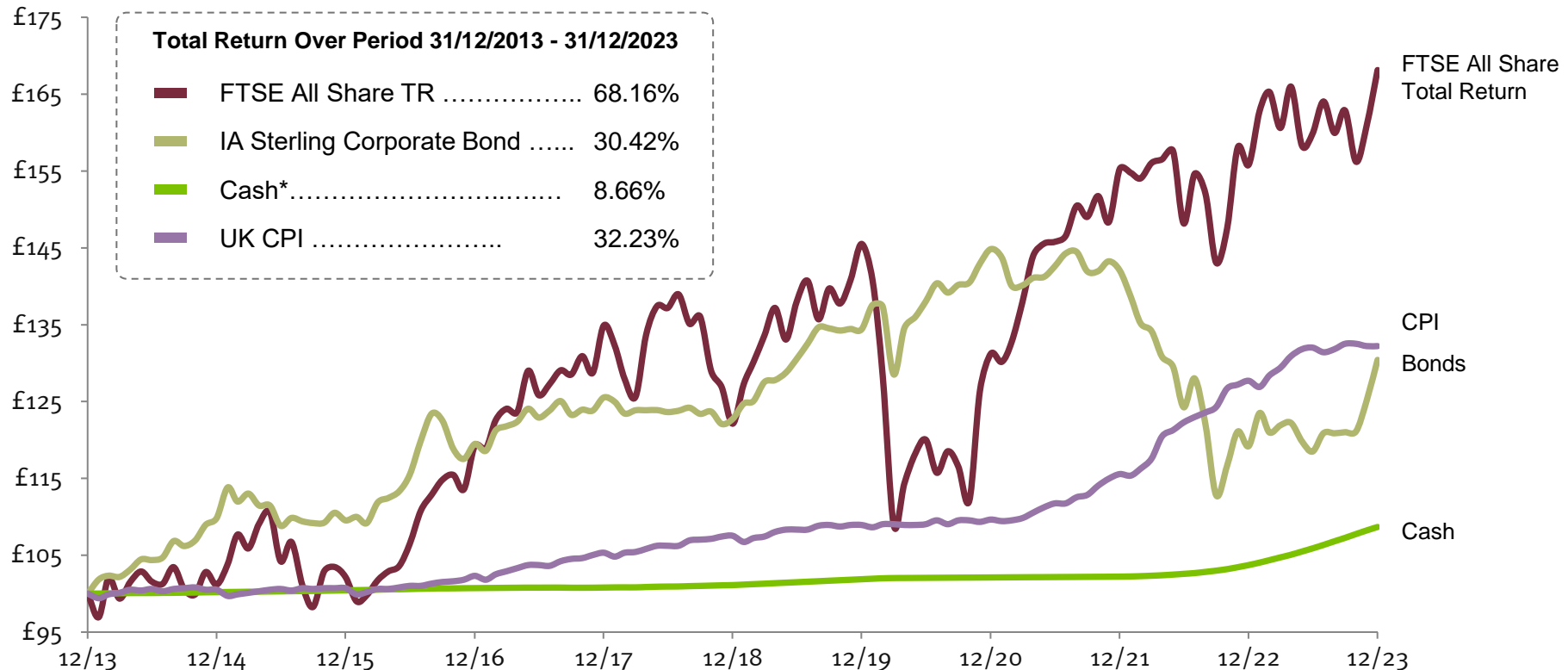


## Cash

Inflation, Interest Rates,  
Currency Exposure

# risk and returns: the real world.

The value of £100 originally invested 31/12/2013 by 31/12/2023



**This chart shows past performance which is not a reliable guide to the future**

Source: Financial Express & Bloomberg

\*Cash is calculated using: FE FER Cash Proxy from 31/12/2013 to 31/12/2018 and the UK Bank of England Base rate from 31/12/2018 to 31/12/2023.

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# types of investments.

Whichever assets you choose to invest into (e.g. equities, property or bonds) you can either invest directly or via a 'fund'.

For example, if you were considering an equity investment:

Invest directly into shares  
in one or more company



OR



Invest into a fund that  
tracks an index  
(e.g. FTSE 100)

OR



Invest into a fund  
that tracks a  
number of indices  
(e.g. FTSE 100, S&P 500  
and EURO Stoxx 50)

OR



Invest into a fund  
where active  
decisions are made  
on which companies  
to buy and sell

# GSK share plans.

# share reward.

Contribute 10%  
of salary up to  
£125 pm

Dividends can  
buy dividend  
shares or can  
be paid as cash

Shares can be  
sold tax free  
after 5 yrs  
(dividend shares  
3 yrs)

Savings on  
Income Tax and  
National  
Insurance

1 free share  
added per share  
you buy

Shares can be  
transferred to  
an ISA, or sold  
and the  
proceeds  
transferred to a  
SIPP\*

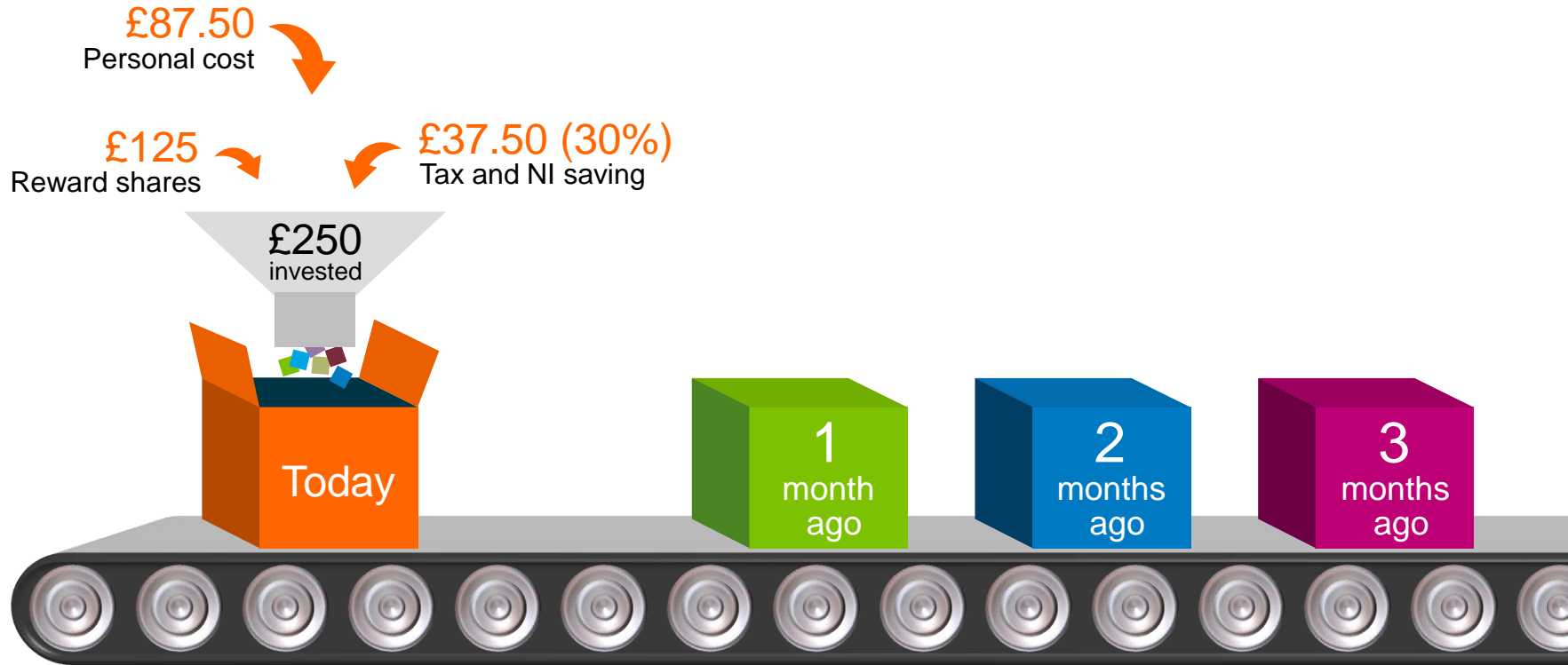
\*Subject to HMRC limits

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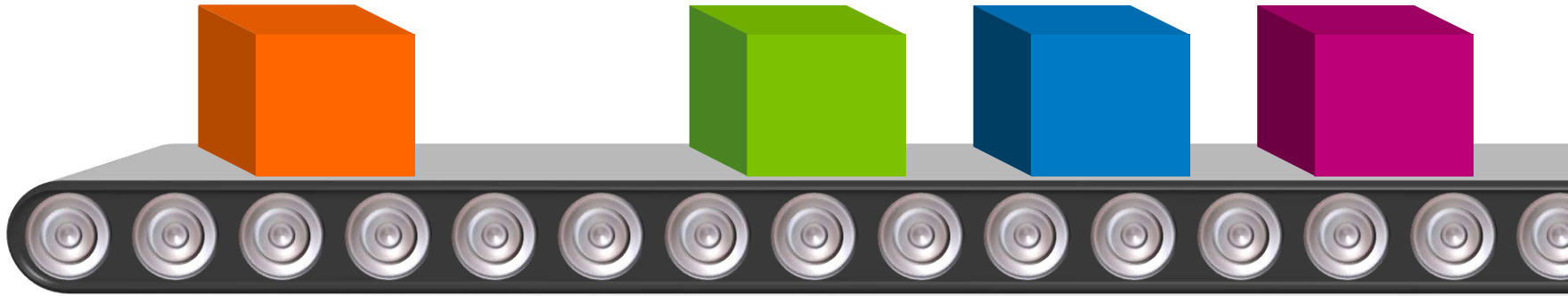
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# share reward.

A basic rate tax payer making the maximum monthly investment into Share Reward.



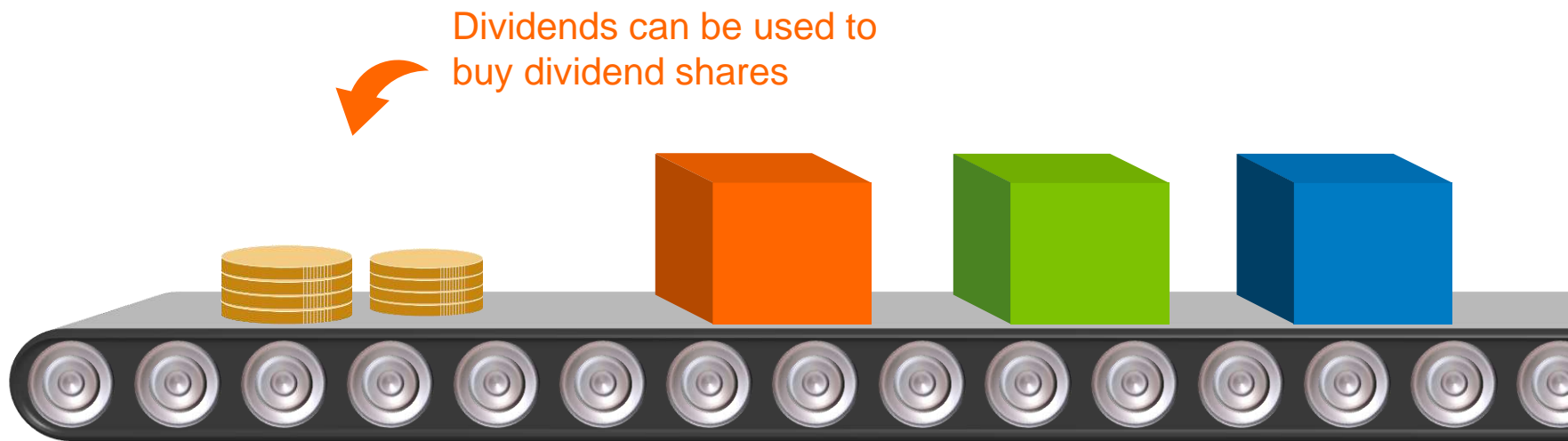
share reward.



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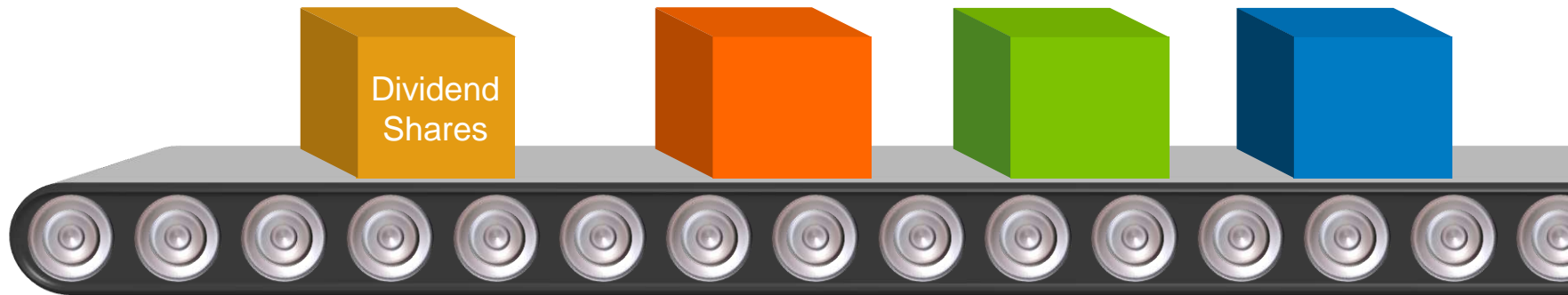
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# share reward.





# share reward.



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# share reward.

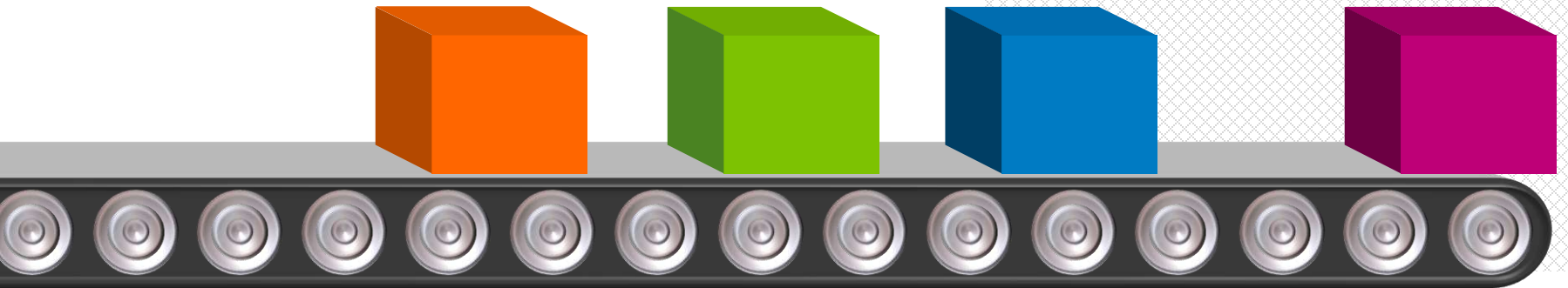
After 3 years...  
access dividend shares  
tax free or leave them in  
the Scheme



# share reward.

After 5 years...

Access investment and  
reward shares tax free or  
leave them in the  
Scheme



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# share save.

Save between  
£5 and £250 per  
month

Option price is  
set at the start of  
the term and will  
be 20% below  
the share price at  
that time

At the end of the  
term, buy shares  
or take savings  
tax free\*

Save for a 3 year  
period

Possible tax free  
bonus at the end  
of the contract

Shares can be  
transferred to an  
ISA\*\*

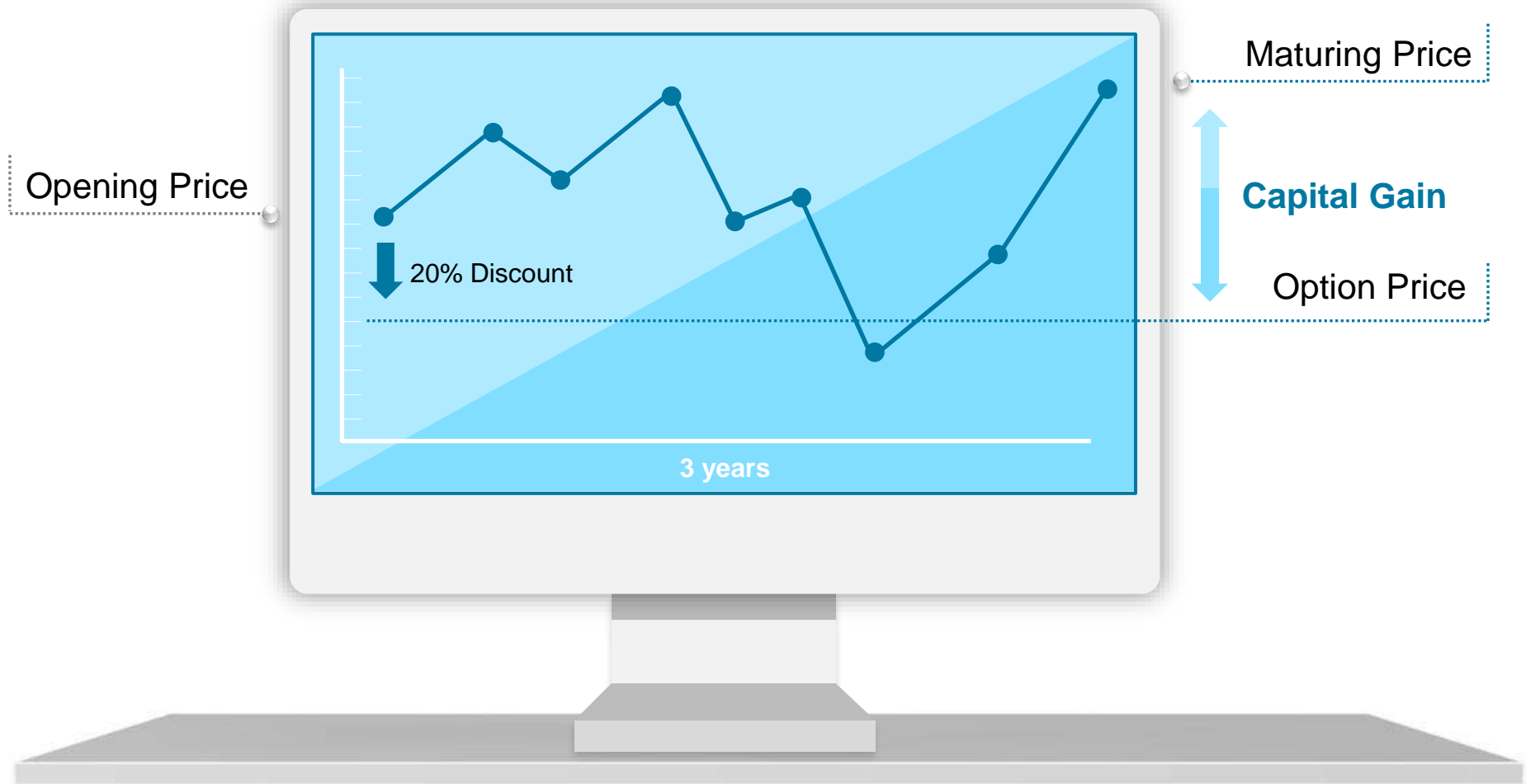
\*your option can be exercised anytime within 6 months from the end of the term

\*\*subject to HMRC limits

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# share save.



For illustrative purposes only


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# share save options.




Exercise Option  
and receive  
shares  
immediately



Exercise Option  
and sell shares  
immediately



Exercise Option  
and transfer  
shares into an  
ISA or SIPP\*



Close Share  
Save account  
and obtain  
repayment of  
savings plus  
bonus (if  
applicable)

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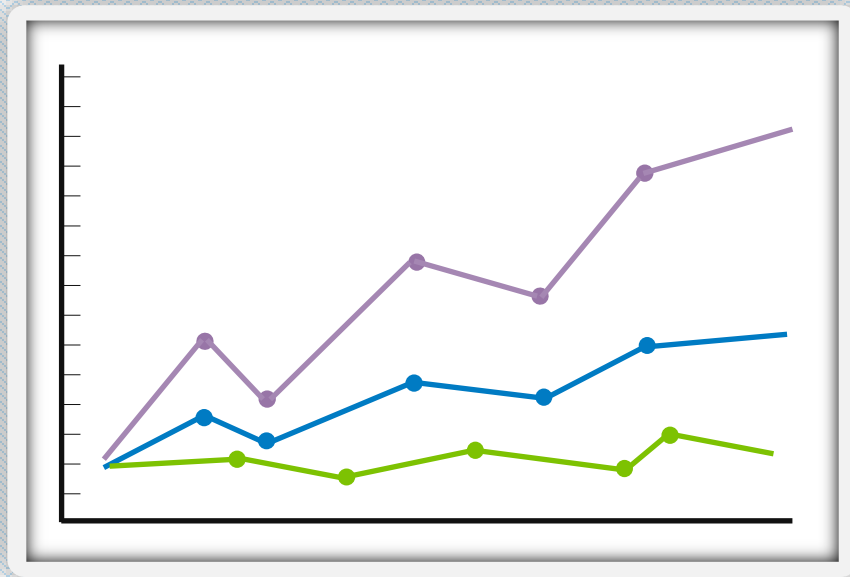
\*Subject to HMRC limits

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# diversifying your investments.

Exposed to the fortunes of one company

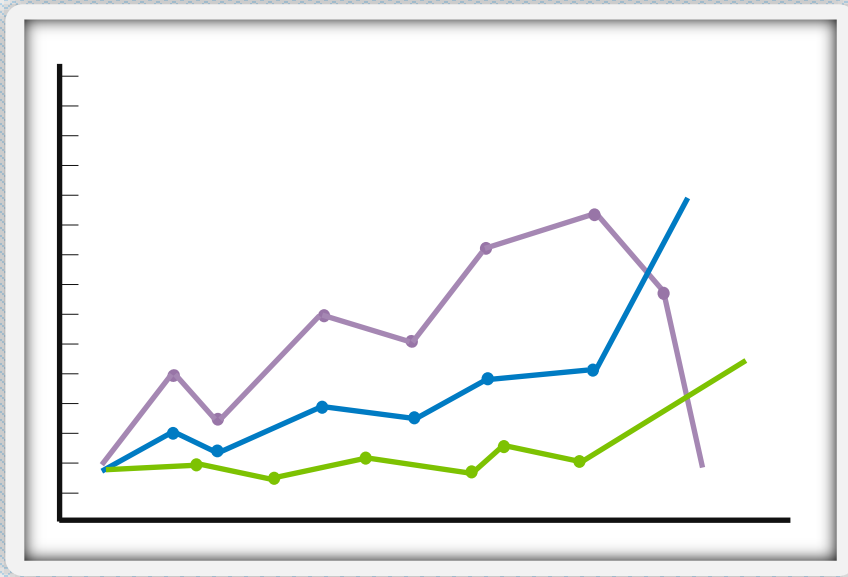


It's possible your investment could outperform others



# diversifying your investments.

Exposed to the fortunes of one company



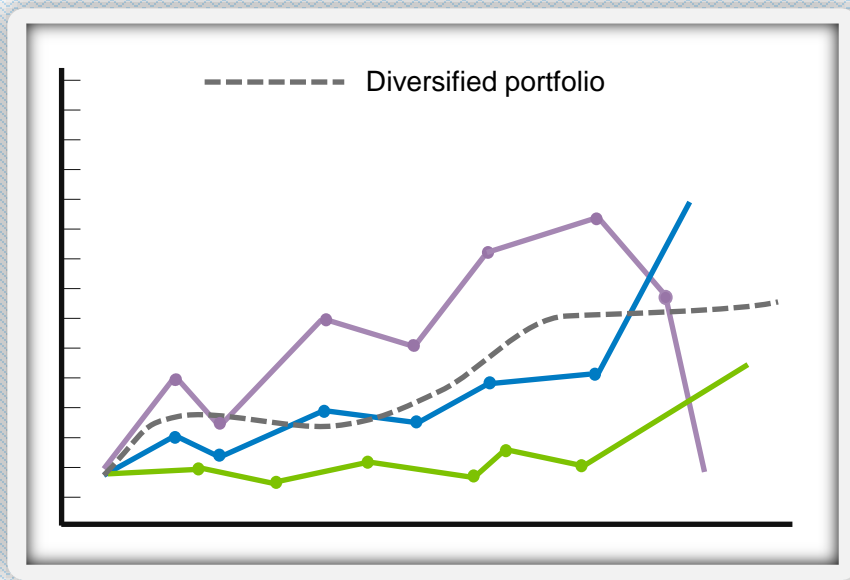
However there is no guarantee against a sudden loss



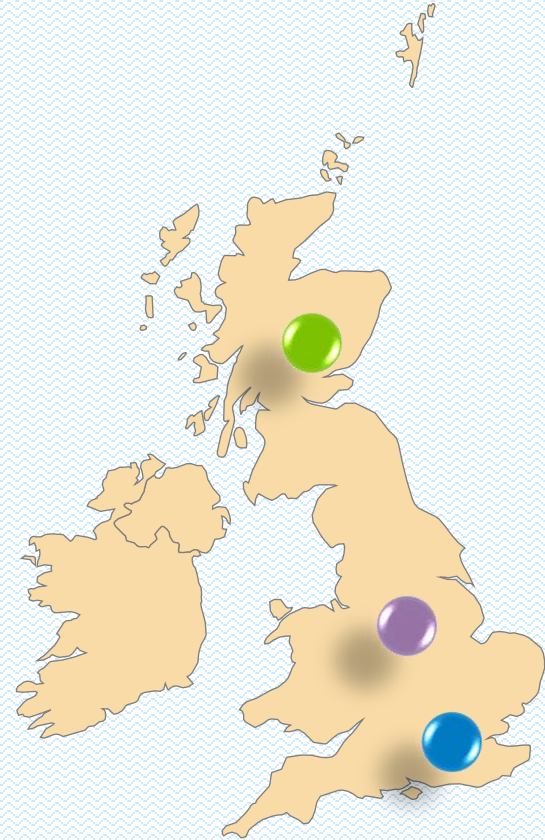


# diversifying your investments.

Investing in several UK based Companies

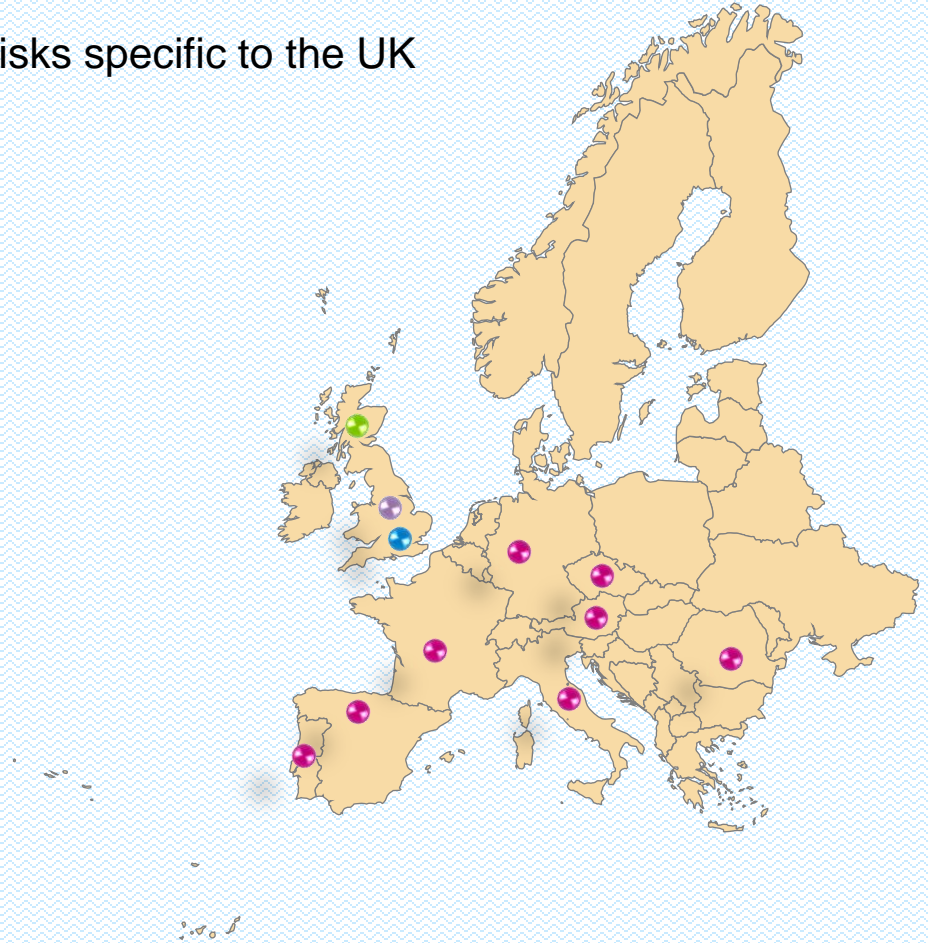


You could consider spreading your investment across several UK businesses.



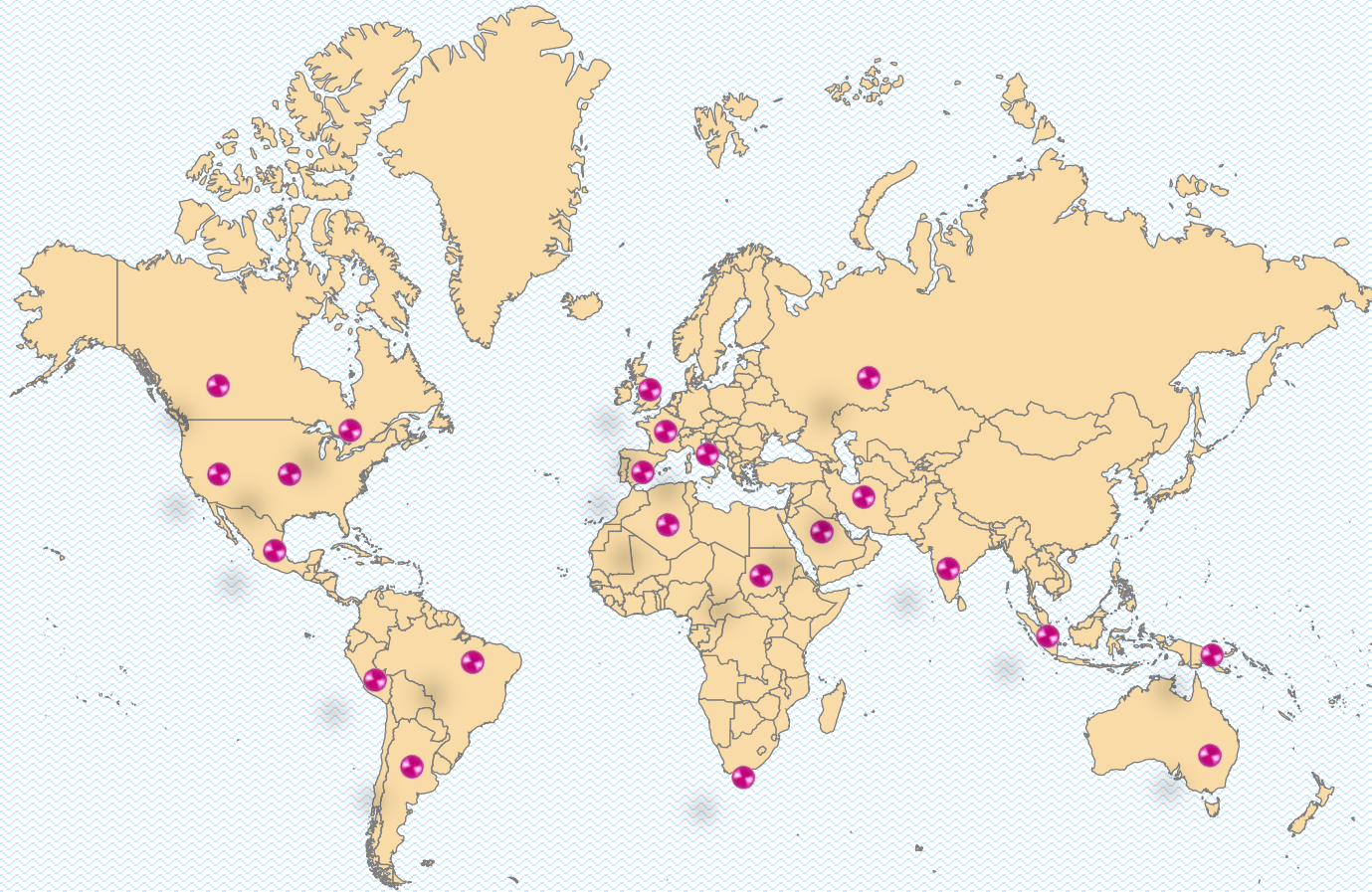
# diversifying your investments.

Diversifying across Europe could reduce risks specific to the UK



# diversifying your investments.

Diversifying globally could reduce risk presented by a geographical area



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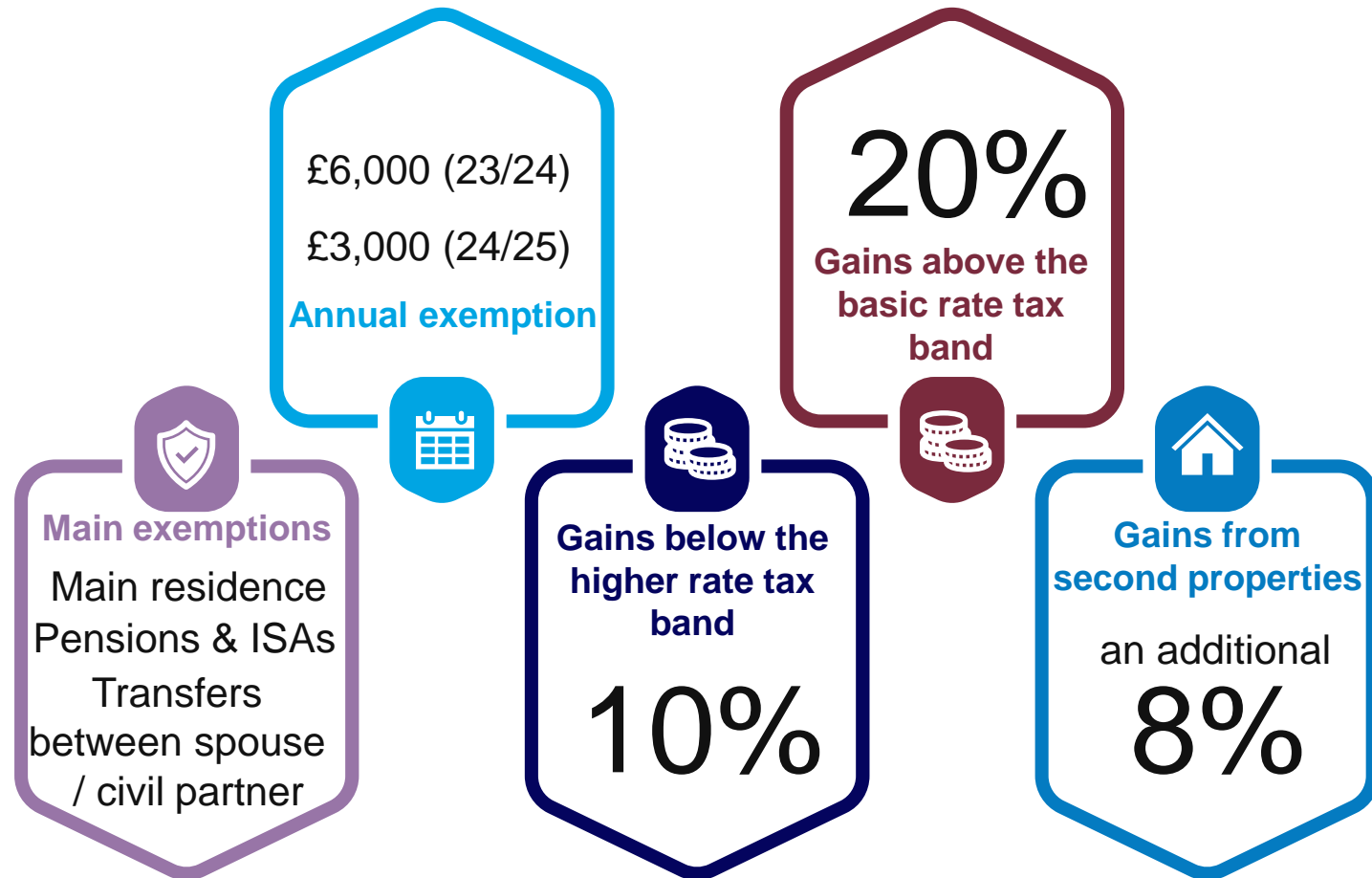
tax allowances.

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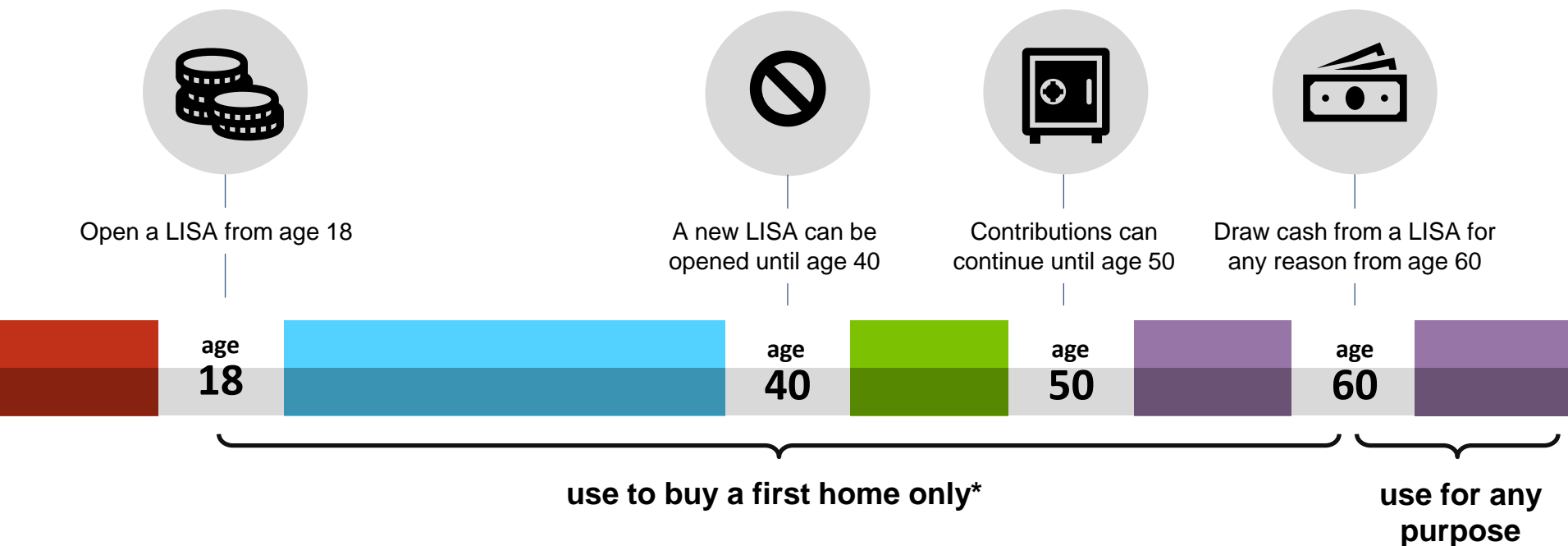
# capital gains tax (CGT).

CGT is a tax on gains when certain investments are disposed of.



# lifetime ISAs.

- Contribute up to £4,000 per annum
- Receive a 25% bonus on all contributions



\*Withdrawals for any other reasons incur a 25% penalty charge except in the case of terminal illness.

# personal savings allowance.



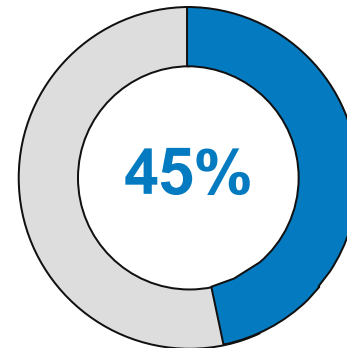
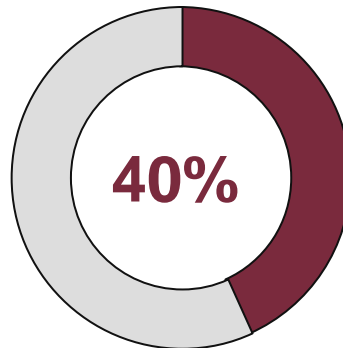
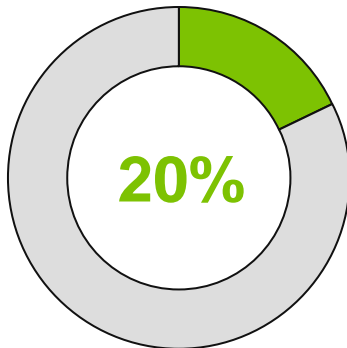
Basic Rate



Higher Rate

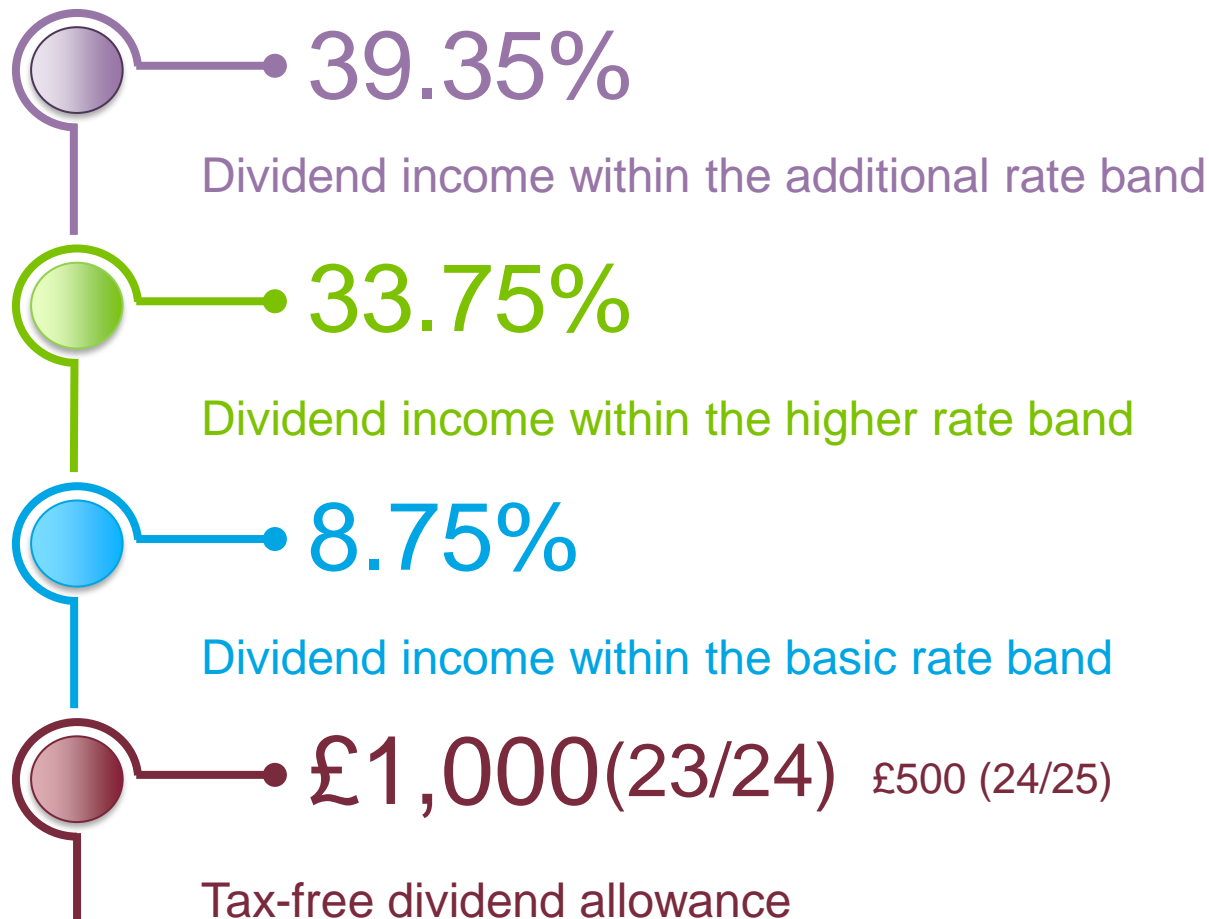


Additional Rate



The Personal Savings Allowance is based on UK income tax rates and not Scottish income tax rates

# dividend tax.

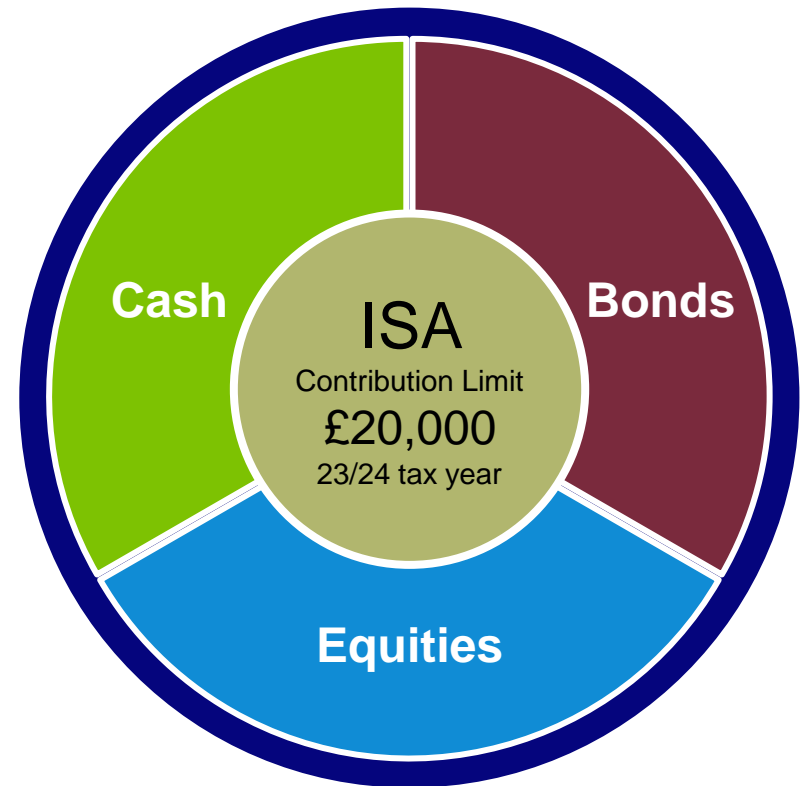


The Dividend Allowance is based on UK income tax rates and not Scottish income tax rates



# individual savings accounts (ISAs).

- An ISA protects your savings from taxation
- Interest and dividends are tax free
- Growth is free of Capital Gains Tax



# taking action.

- ✓ Check that your existing savings and investments are aligned with your goals
- ✓ Ensure you have an emergency savings pot
- ✓ If you intend to take some investment risk, consider what approach may be right for you
- ✓ Make the most of the GSK share plans
- ✓ Create a plan for how you may invest the proceeds from any maturing GSK share plan
- ✓ Make the most of your ISA allowance & consider if you could benefit from diversification
- ✓ Get further help from the guidance call available to you

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next steps.

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# further information and guidance.

The screenshot displays the GSK Total Reward portal. At the top, the GSK logo is on the left, and the title "Total Reward" is centered. To the right of the title is a "VALUES" toggle switch and several utility icons (help, shopping cart, notifications, user profile). Below this is a navigation bar with links for "Home", "Benefits", "Total Reward Statement", "Financial Fitness", and a "Quick Links" dropdown. The main content area features a large banner image of three smiling employees with the text "Welcome Paul" overlaid. A vertical sidebar on the right contains a list of links: "Share Reward/Share Save: Equiniti", "Share Save 2020 Maturity Guide", "Long Term Incentives: Computershare", "AXA Health Wellbeing Hub/Member Login", "Advice and assistance: Optum", "Total Reward Discounts", "Financial Education: Wealth at Work", and "Work + Family Space: My Family Care". Below the banner, there is a section titled "Total Reward Statement" with a brief description: "The chart breaks down the full remuneration package you receive from the company,". A "Navigation tips" section is partially visible at the bottom.

**GSK** **Total Reward** VALUES

Home Benefits Total Reward Statement Financial Fitness Quick Links

Welcome Paul

- Share Reward/Share Save: Equiniti
- Share Save 2020 Maturity Guide
- Long Term Incentives: Computershare
- AXA Health Wellbeing Hub/Member Login
- Advice and assistance: Optum
- Total Reward Discounts
- Financial Education: Wealth at Work
- Work + Family Space: My Family Care

**Total Reward Statement**

The chart breaks down the full remuneration package you receive from the company,

Navigation tips

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# your webcasts.

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your webcasts.



We recognise that for some of you, being able to access financial education material in your own time is important.

The webcasts support the learning from online seminars and webinars, and provide information about your GSK benefits and other key subjects which may help with your financial planning.

There are 3 webcasts for you to choose from.

**Please click on the links below to learn more:**

- [An Introduction to Total Reward](#)
- [Pension tax allowances](#)
- [Pension flexibilities](#)

**Please click to access tax fact sheets with 2023/24 tax year figures.**

Go to [www.totalrewardonline.co.uk](http://www.totalrewardonline.co.uk) from work or home using your MUD ID and password

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# further information and guidance.

The screenshot displays the GSK Total Reward online portal. The top navigation bar is orange and contains the GSK logo, the title 'Total Reward', and links for 'Home', 'Benefits', 'Total Reward Statement', and 'Quick Links'. A user-specific banner below the navigation shows a man's face and the text 'Welcome Mark'. The main content area is divided into three sections: 1. 'Total Reward Statement' featuring a donut chart and the value '£\*\*\*\*', with a 'Find out more' link. 2. 'What you need to know' containing a news update about the new look Home and Total Reward Statement pages, also with a 'Find out more' link. 3. 'Financial Fitness' featuring an icon of four people and a link to access all information related to the GSK financial offering. A green bar at the bottom right is labeled 'Your Annual Total Reward Statement' with a link to view the statement.

The Financial Fitness Hub is also available from Total Reward online. Clicking on the “Financial Fitness” tile will take you through to the Financial Fitness Hub.

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# further information.

## **Total Reward information on Connect GSK**

Provides general information about how the Total Reward plans work.

Go to the UK HR page on Connect GSK.

## **Total Reward Online**

The home of your personalised Total Reward information, where you enrol or make any changes to your Total Reward and can link to benefit administrator websites including WEALTH at work for financial education.

Go to [www.totalrewardonline.co.uk](http://www.totalrewardonline.co.uk) from work or home using your MUD ID and password.

## **Questions About Your Total Reward Benefits**

For any questions about your Total Reward, please contact ServiceNow

Join the UK Benefits Workplace group to keep up to date with news and information.

# further information and advice.

## **Personal budgeting and setting goals**

[www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

## **State Pensions, Income Tax and ISAs**

[www.gov.uk](http://www.gov.uk)

[www.hmrc.gov.uk](http://www.hmrc.gov.uk)

## **Financial Advice**

Your existing adviser, Origen, Chase de Vere, my wealth



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# thank you.

0800 028 3200.

[www.wealthatwork.co.uk/mywealth](http://www.wealthatwork.co.uk/mywealth).

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