

education caveat.

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The science behind your finances

Understanding
Share Reward

Your
Benefits



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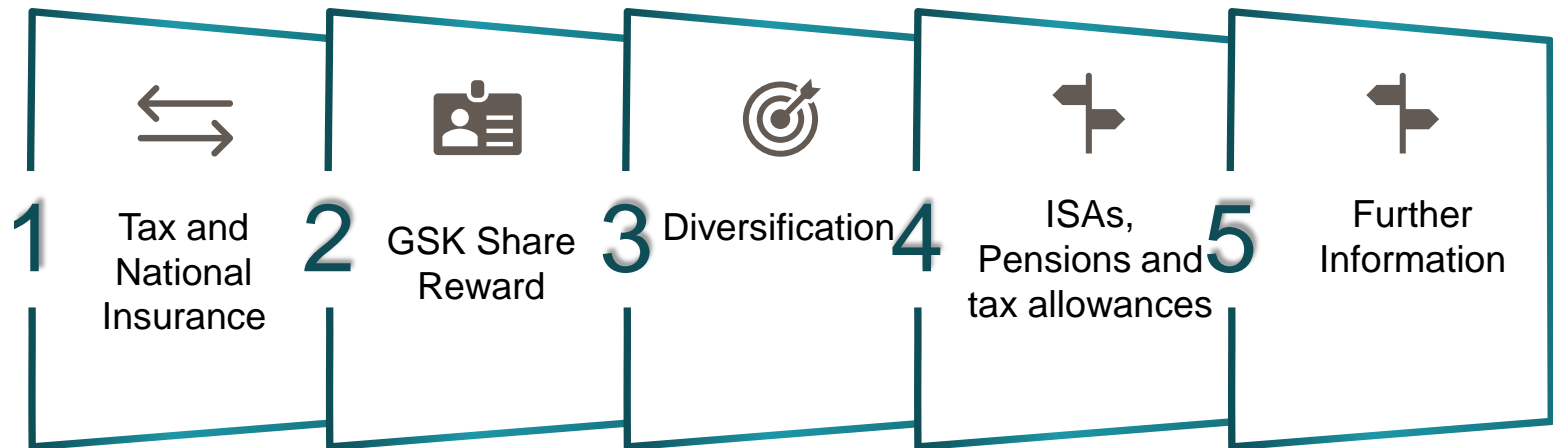
about us.

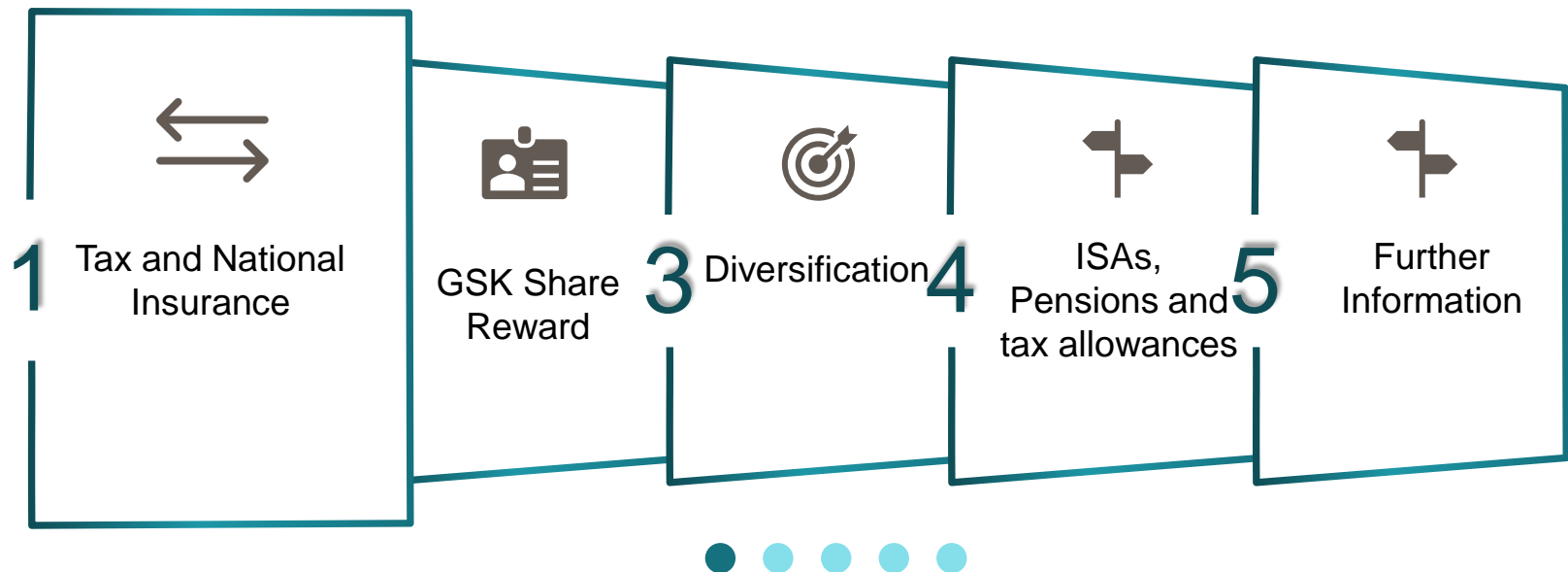
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Established in 2005, we work with hundreds of organisations across both the private and public sector.

Our financial education services are delivered on a bespoke basis.

what we'll cover today.





rates of income tax 2023/24.

Personal Allowance

on the first
£12,570*



£12,570*

Basic Rate Tax

on the next
£37,700



£50,270

Higher Rate Tax

on the next
£74,870



£125,140

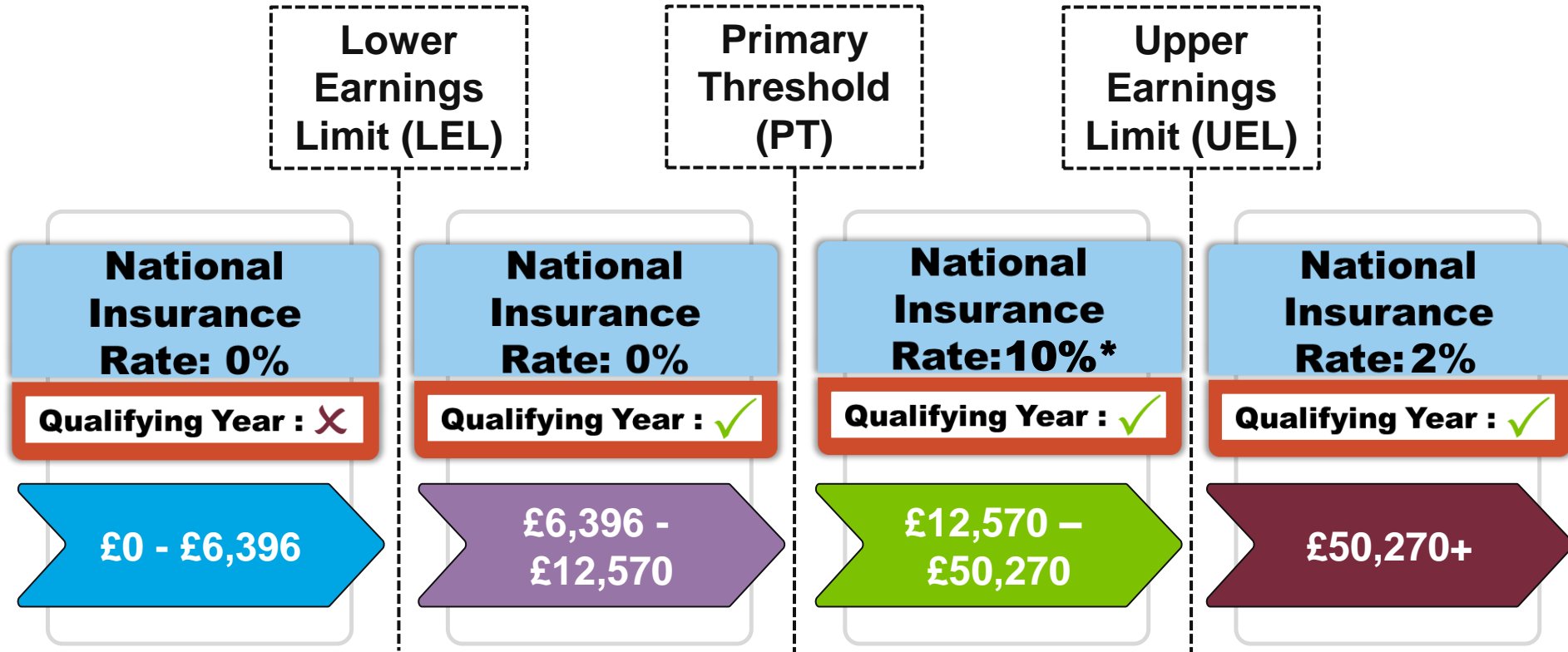
Additional Rate Tax

on earnings above
£125,140



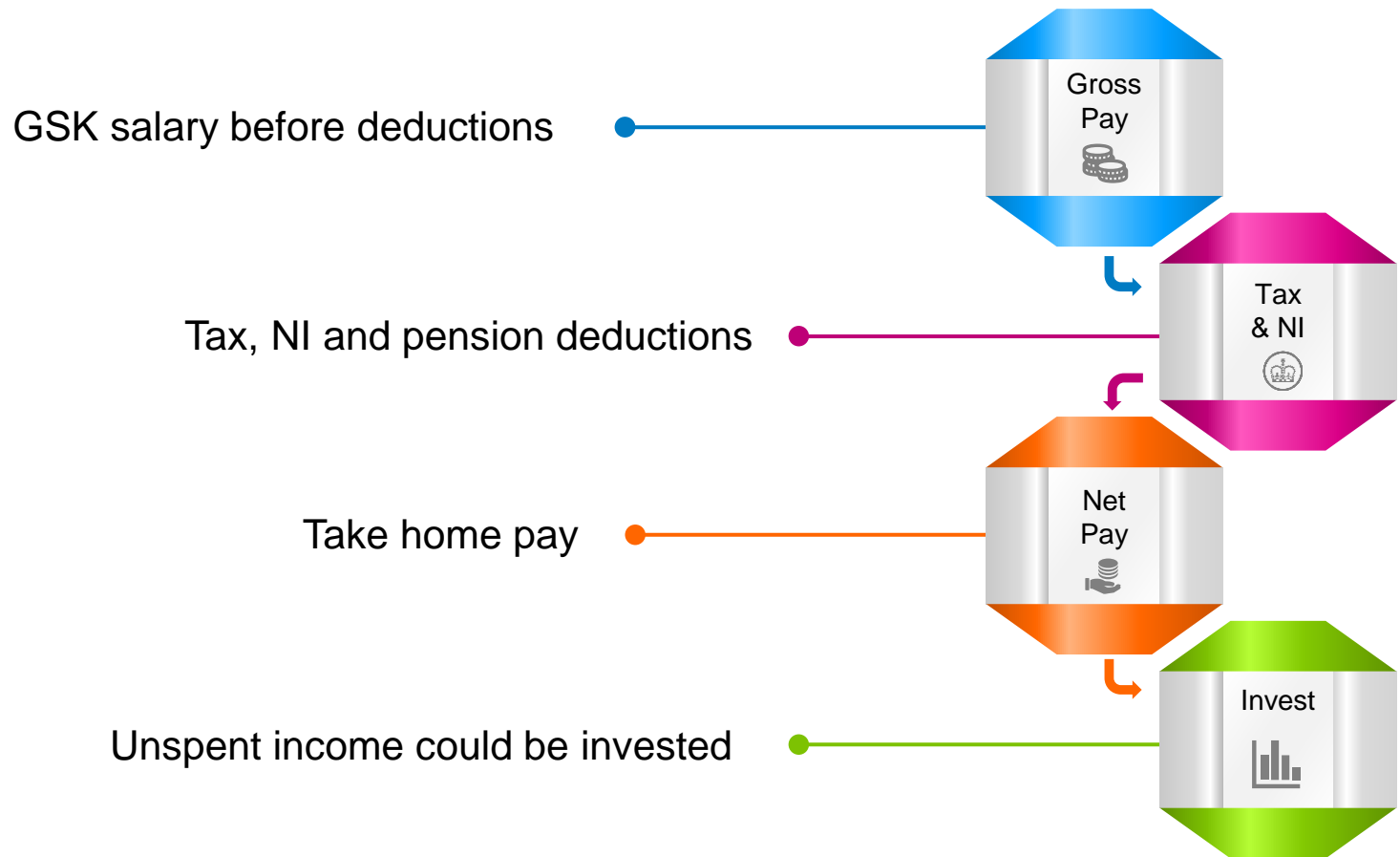
*The Personal Allowance reduces by £1 for every £2 of income above £100,000.

National Insurance 2023/24.



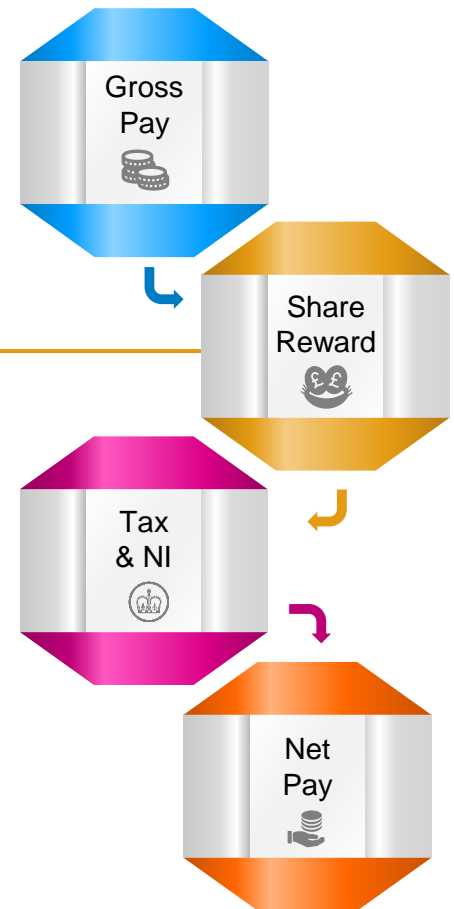
*The rate of the primary threshold was reduced from 12% on 6 January 2024.

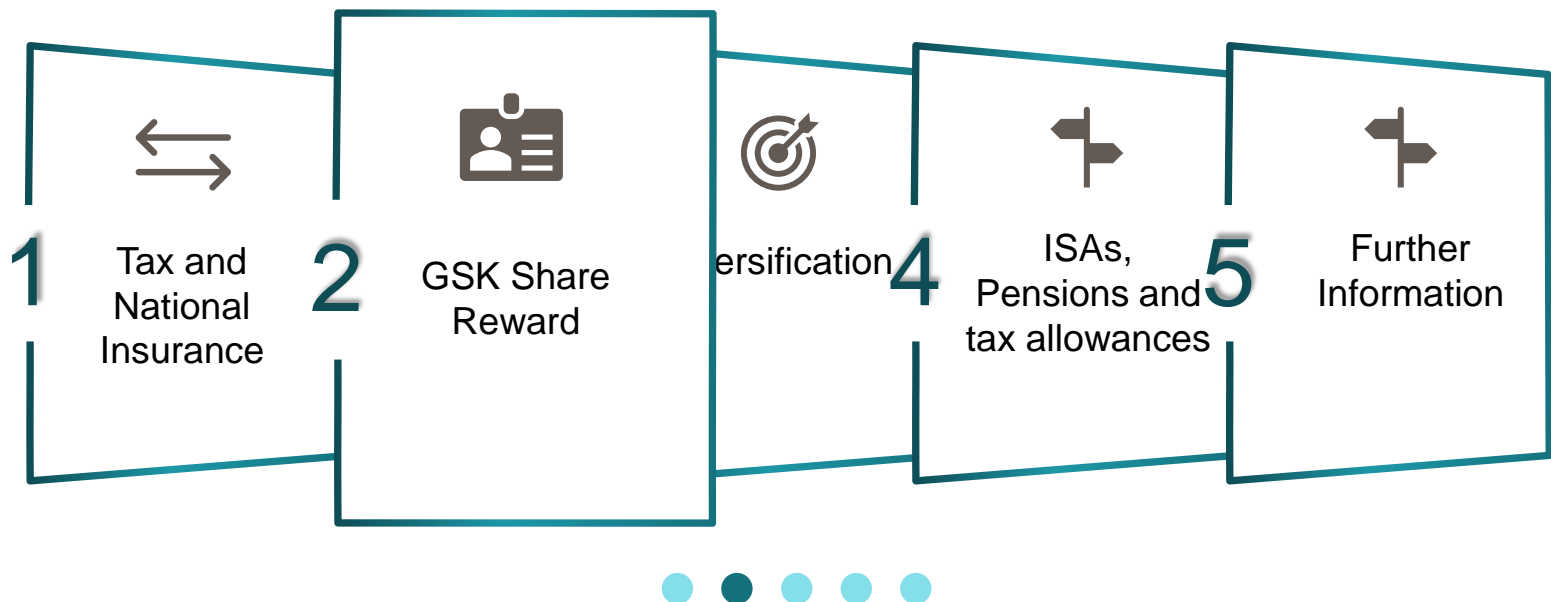
reducing tax and NI.



reducing tax and NI.

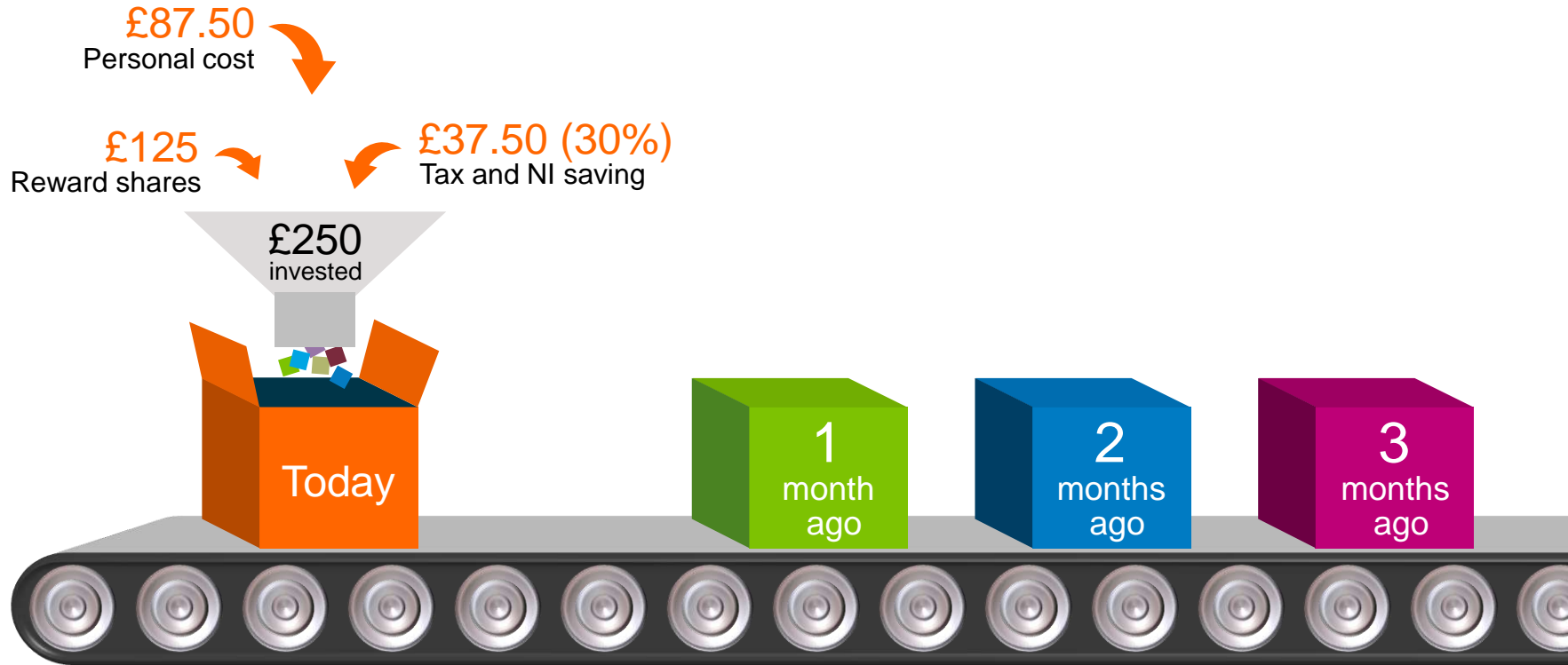
GSK Share Reward Investment





share reward.

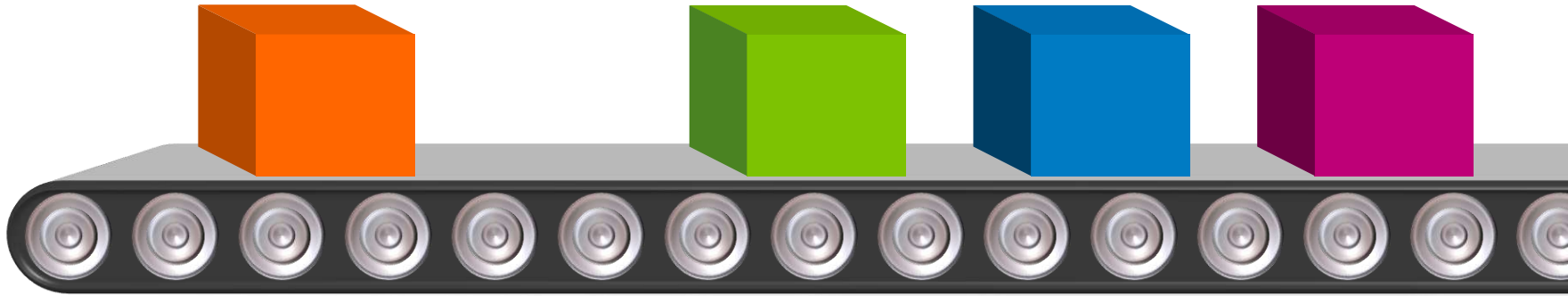
A basic rate tax payer making the maximum monthly investment into Share Reward.



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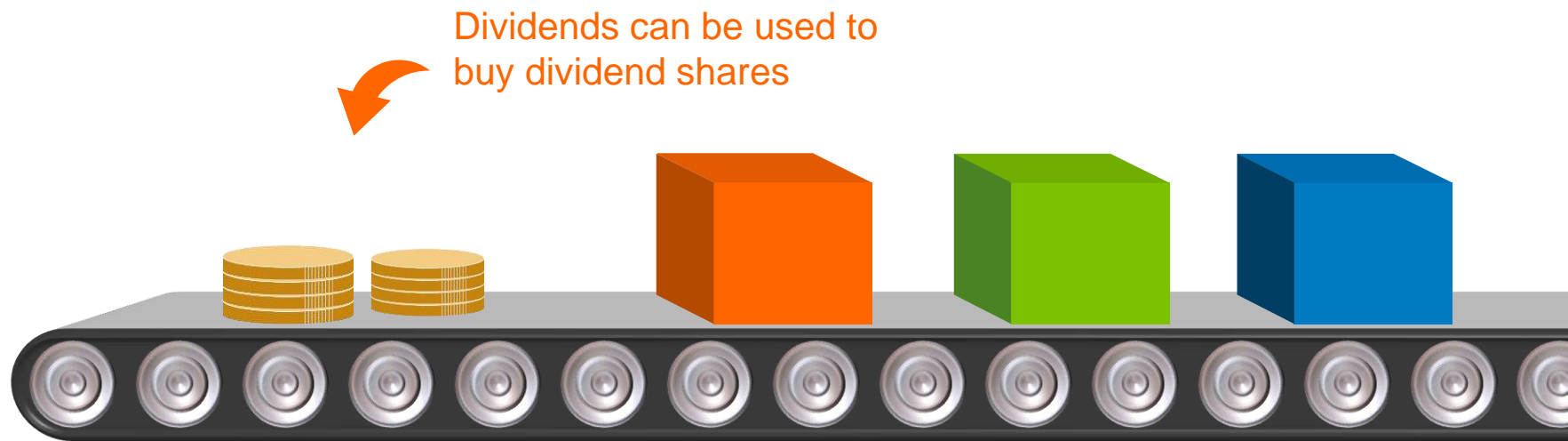
share reward.



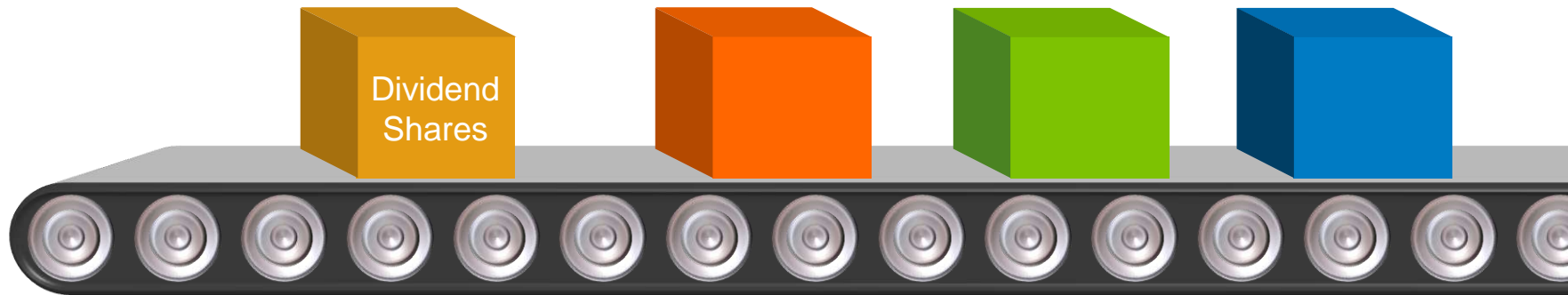
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share reward.



share reward.



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share reward.

After 3 years...

access dividend shares
tax free or leave them in
the Scheme



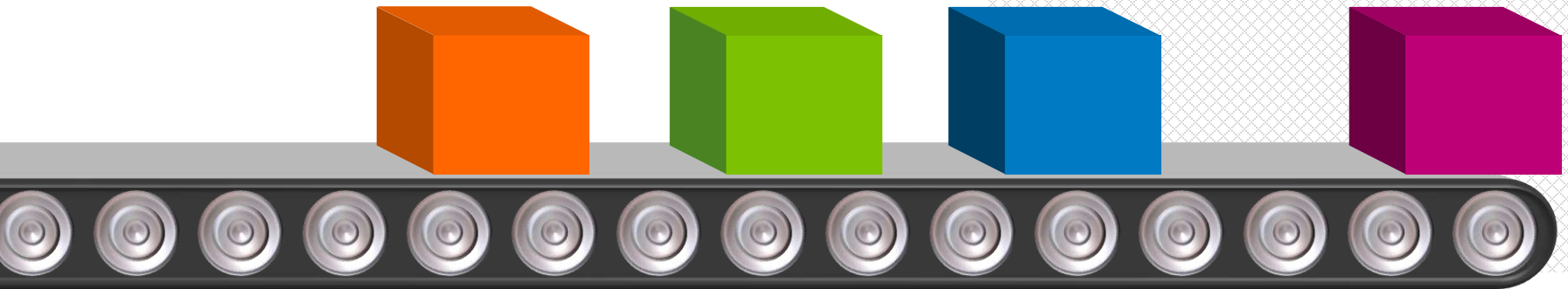
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share reward.

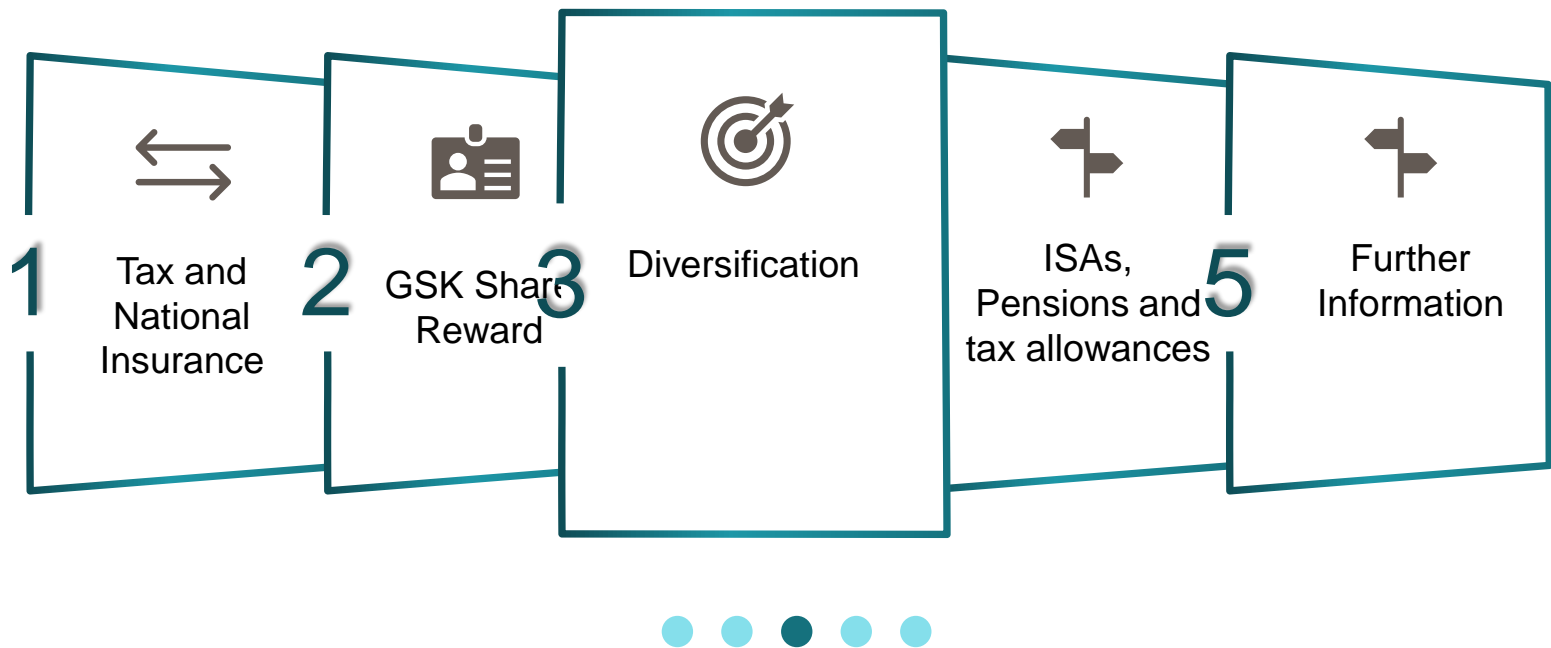
After 5 years...

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



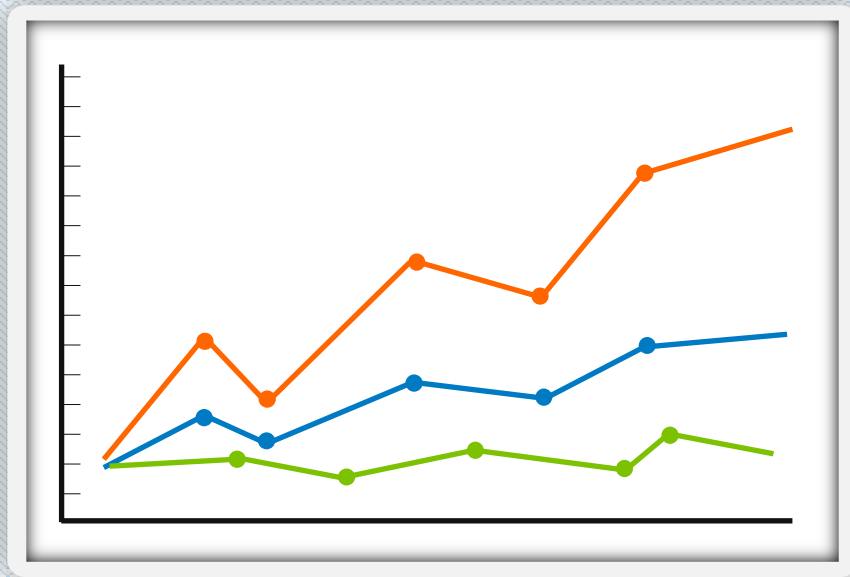
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diversifying your investments.

Exposed to the fortunes of one company

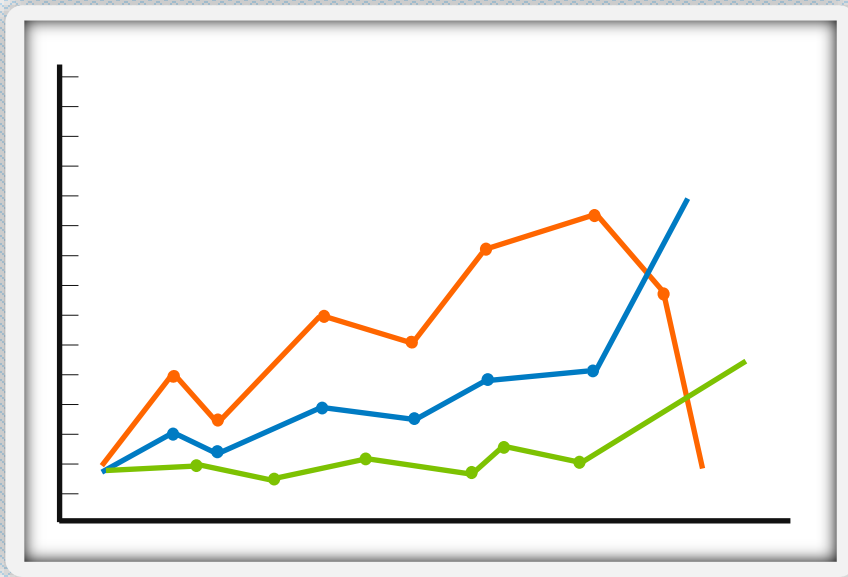


It's possible your investment could outperform others



diversifying your investments.

Exposed to the fortunes of one company

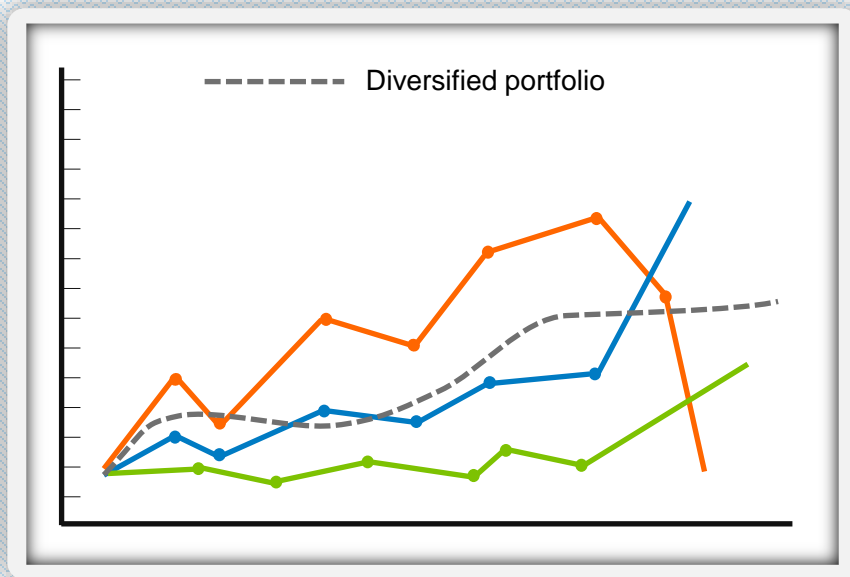


However there is no guarantee against a sudden loss

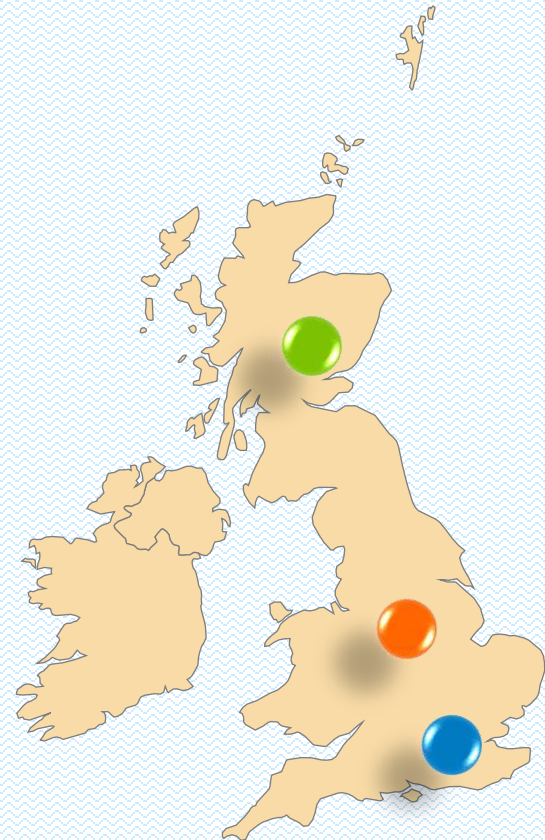


diversifying your investments.

Investing in several UK based Companies

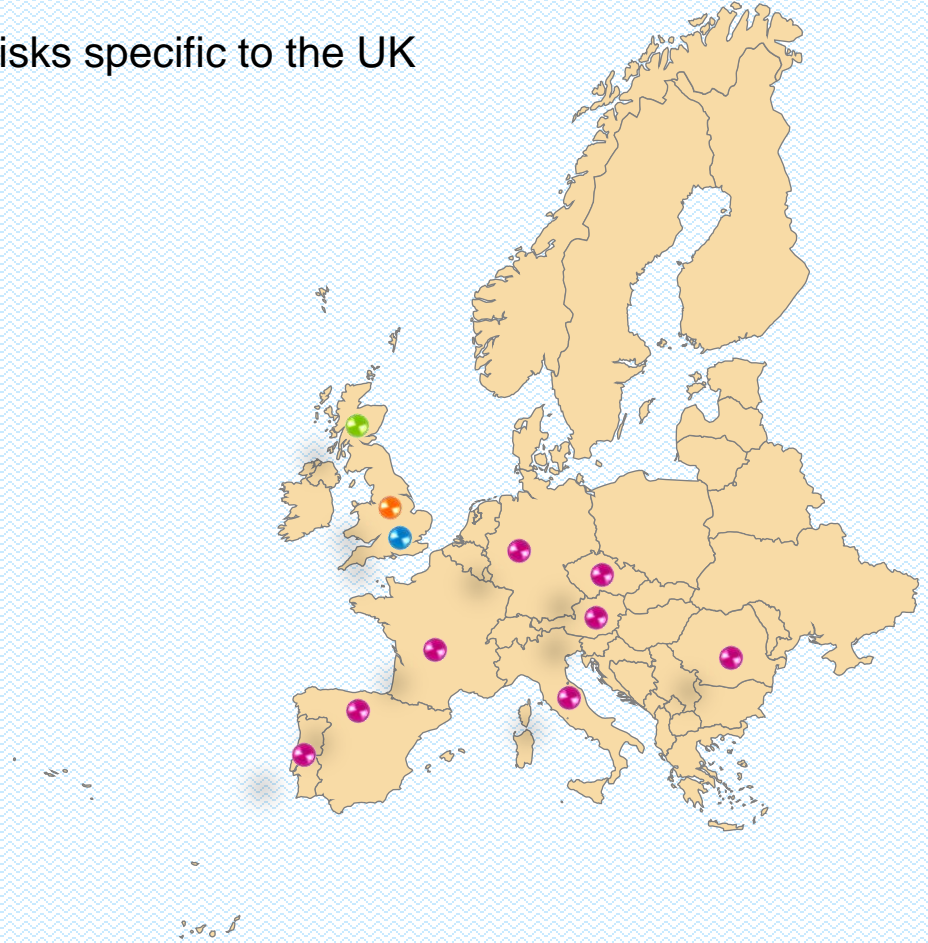


You could consider spreading your investment across several UK businesses.



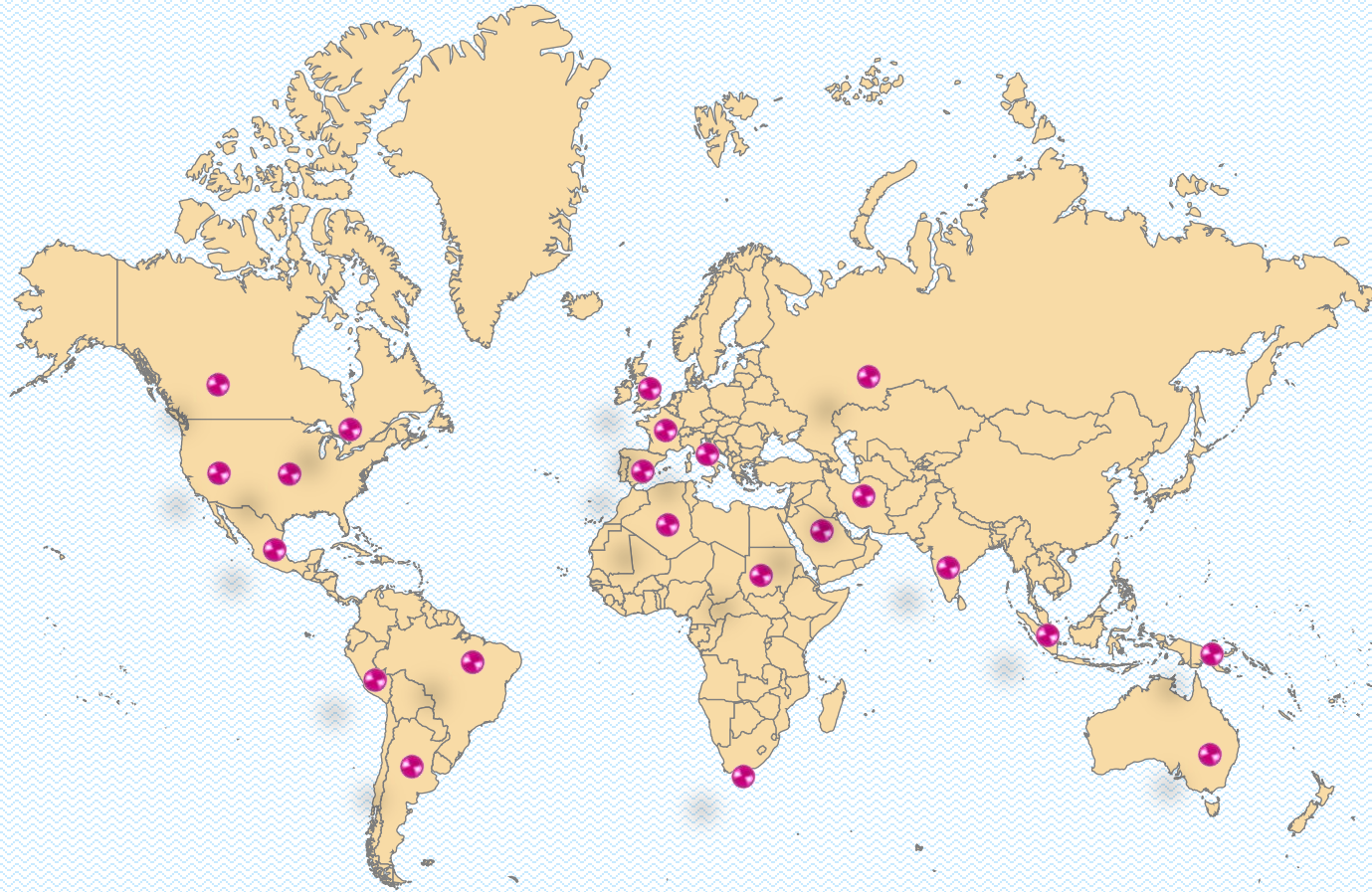
diversifying your investments.

Diversifying across Europe could reduce risks specific to the UK



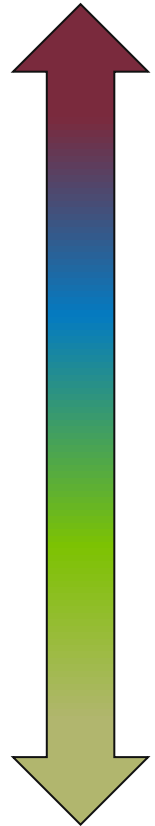
diversifying your investments.

Diversifying globally could reduce risk presented by a geographical area



investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

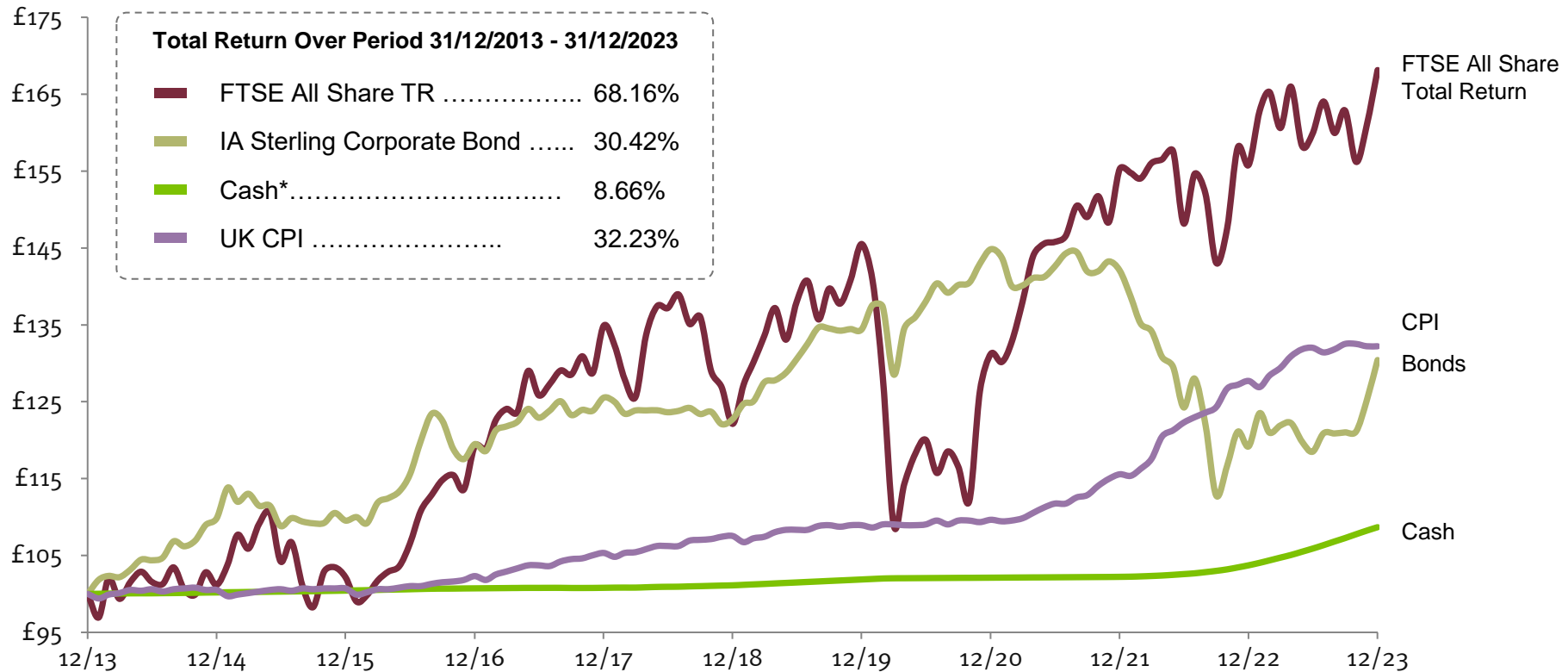


Cash

Inflation, Interest Rates,
Currency Exposure

risk and returns: the real world.

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



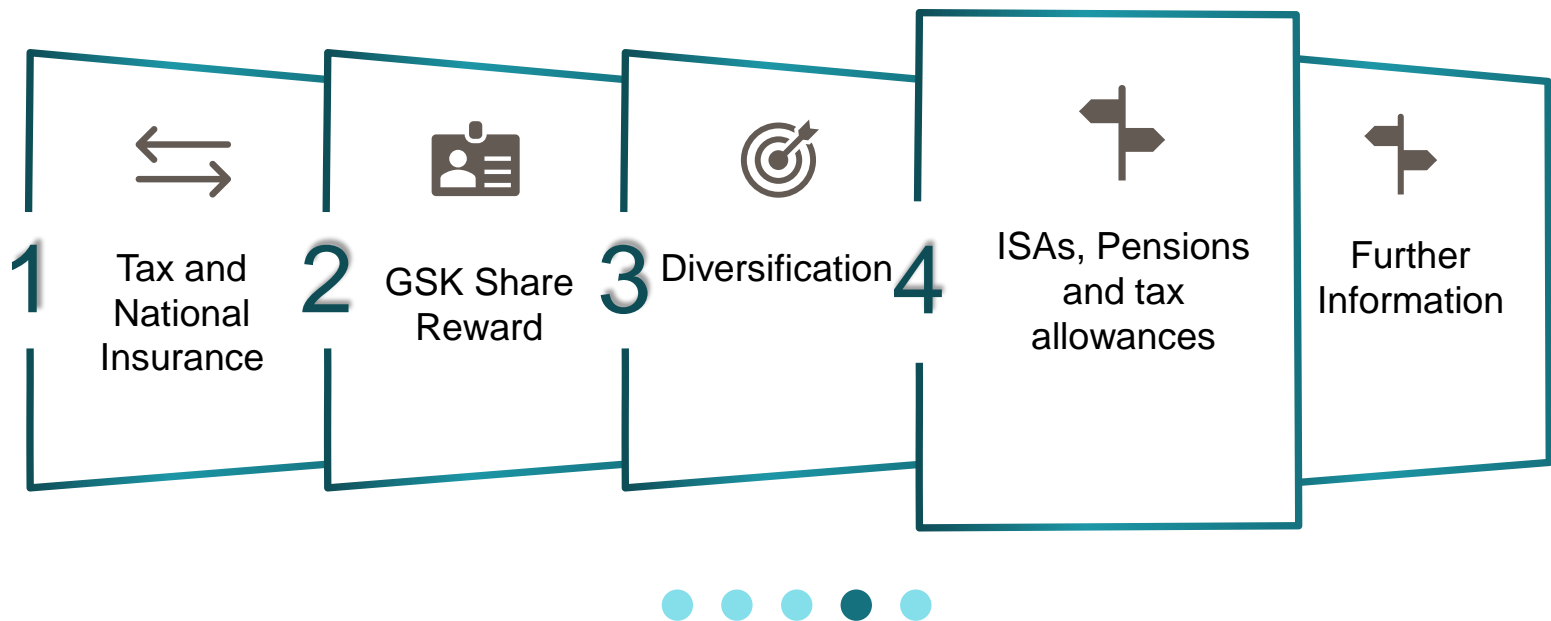
This chart shows past performance which is not a reliable guide to the future

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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personal savings allowance.



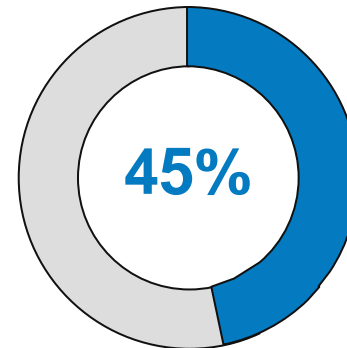
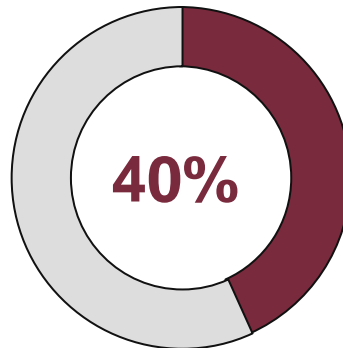
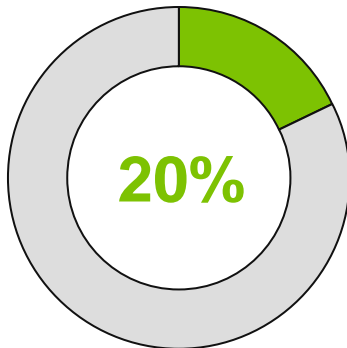
Basic Rate



Higher Rate

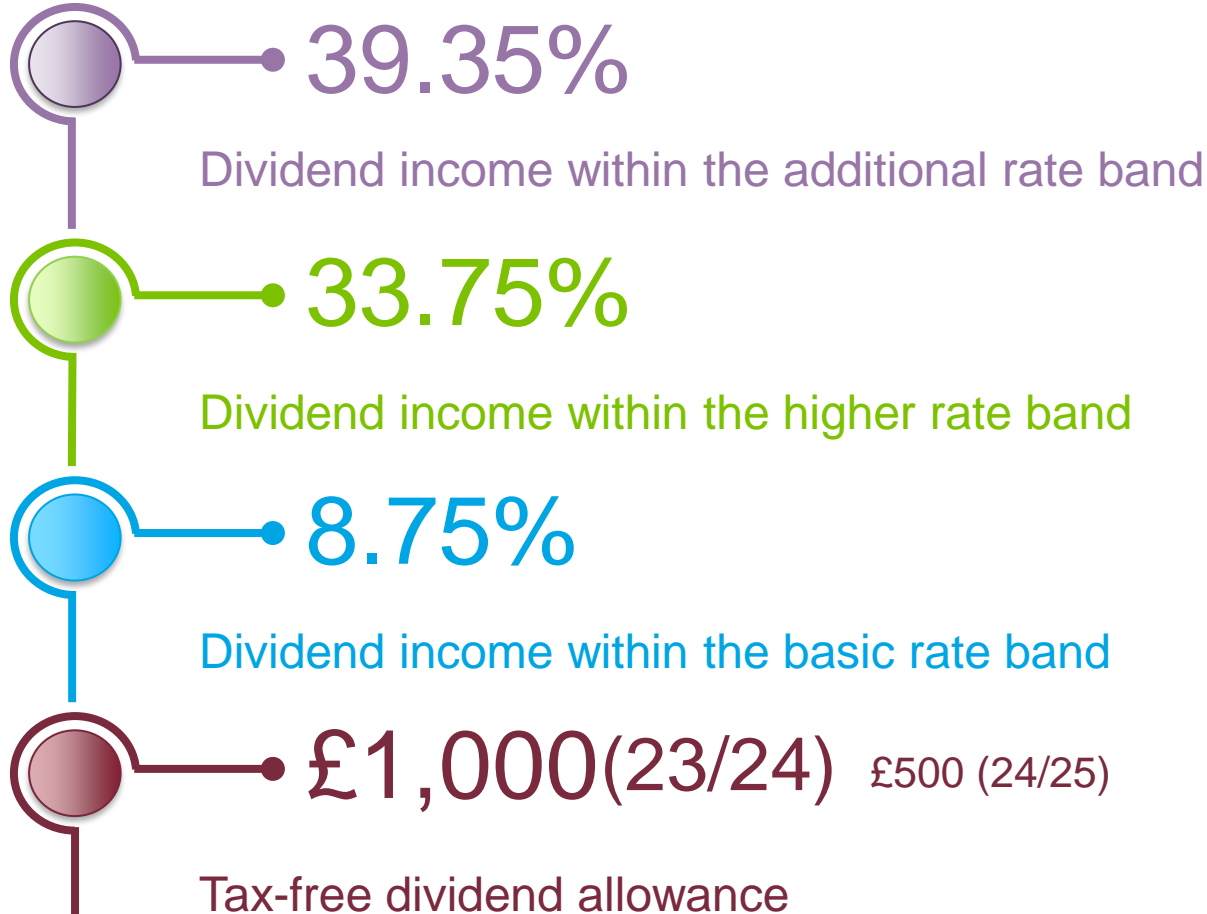


Additional Rate



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

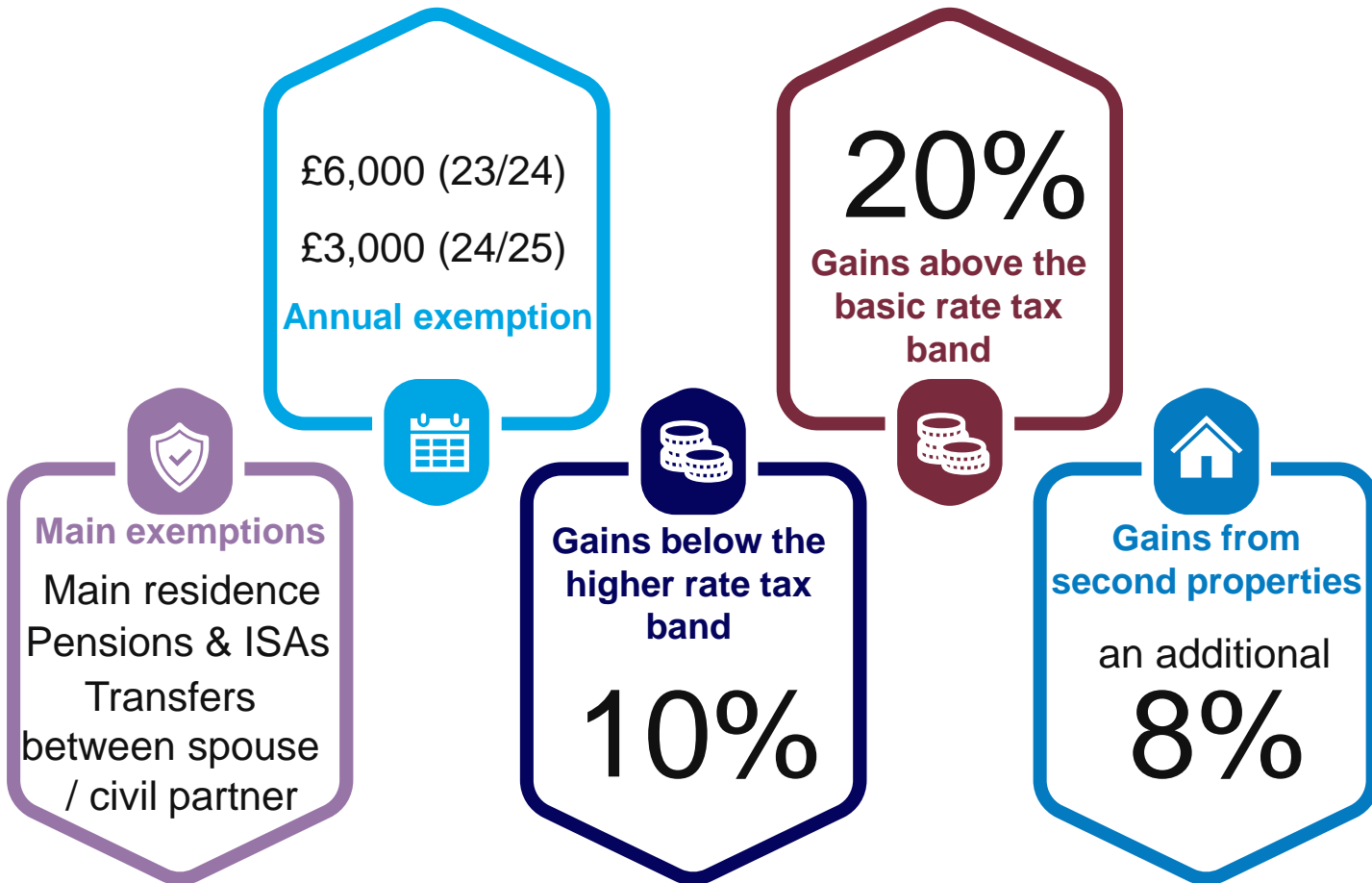
dividend tax.



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

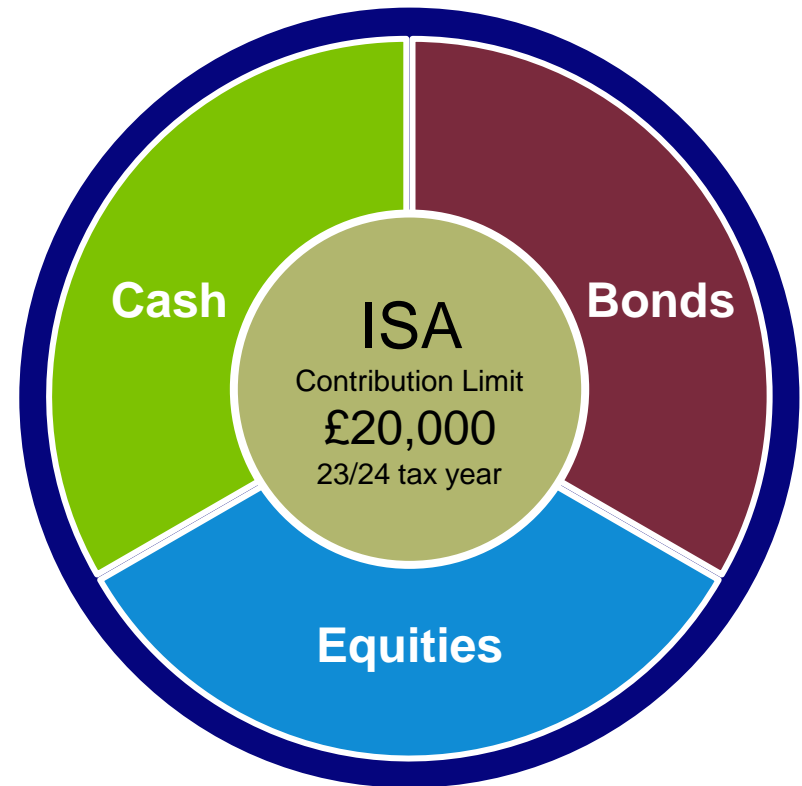
capital gains tax (CGT).

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



individual savings accounts (ISAs).

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



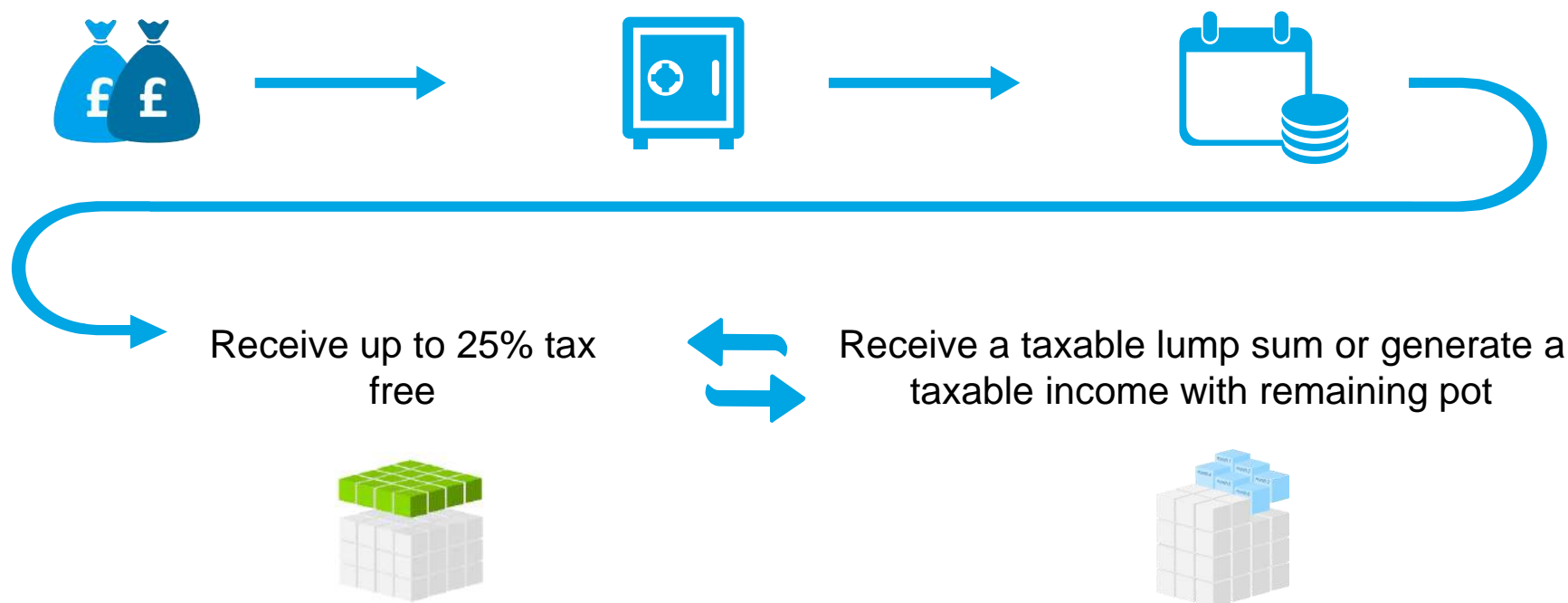
L&G SIPP.

You have the option to sell your GSK shares and transfer the proceeds into the L&G SIPP

Invest GSK share proceeds
and receive tax relief*

Any investment
growth is tax-free

Access your pension from age
55**




*subject to HMRC limits **The minimum age for accessing your pension is expected to increase to age 57 from 6 April 2028. Pension savings in certain schemes may be protected from this change.

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summary and actions.



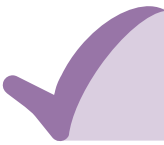
Review the potential tax and NI benefits of contributing to Share Reward if you are not already paying in the maximum



Remember that GSK match your contributions to Share Reward, subject to limits




If you have accrued a number of GSK shares that you can now access tax free, consider if you would benefit from diversifying



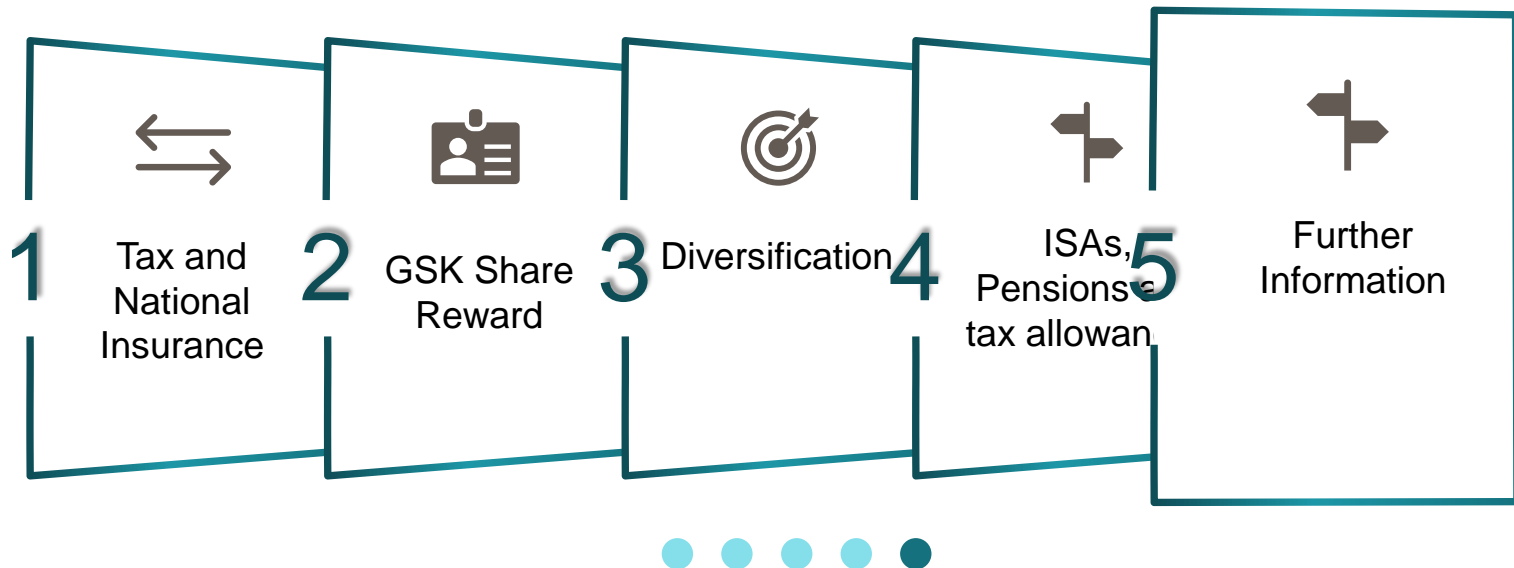
Review whether you have unused tax allowances that could allow you to hold diversified investments in an ISA or SIPP



Consider the time horizon of any investments you choose to hold



Seek further information and advice if you are unsure



further information and guidance.

The screenshot displays the GSK Total Reward portal. The top navigation bar is orange and contains the GSK logo, the title 'Total Reward', and a 'VALUES' toggle switch. To the right of the toggle are icons for help, a shopping cart, a notification bell with a red '1', and a user profile icon. Below this is a secondary navigation bar with links for 'Home', 'Benefits', 'Total Reward Statement', 'Financial Fitness', and a 'Quick Links' dropdown menu. The main content area features a large banner image of three smiling employees. Overlaid on the right side of the banner is a vertical orange sidebar with 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, the 'Total Reward Statement' section is visible, including a heading and a brief description of the remuneration package breakdown. A 'Navigation tips' section is partially visible at the bottom right of the main content area.

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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Q

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 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, featuring the GSK logo and the title 'Total Reward'. It includes links for 'Home', 'Benefits', 'Total Reward Statement', and 'Quick Links'. A large banner image shows a man's face with the text 'Welcome Mark'. Below the banner, there are three main content areas: 'Total Reward Statement' which includes a donut chart and a value of '£****'; 'What you need to know' which provides a news update; and 'Financial Fitness' which features an icon of four people. A green bar at the bottom right is labeled 'Your Annual Total Reward 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 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

State Pensions, Income Tax and ISAs

www.gov.uk

www.hmrc.gov.uk

Financial Advice

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

thank you.

0800 028 3200.

www.wealthatwork.co.uk/mywealth.



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