

education caveat.

- The following content has been designed and relies upon the detailed explanation provided by the presenter at the time of the seminar and should be considered in conjunction with this and not in isolation.
- All copyright or other intellectual property rights in the material constituting this presentation which has been provided by Wealth at Work Limited remains the property of the Wealth at Work group of companies.
- The content of this presentation is provided for illustrative purposes only and is not intended to be used for individual investment or financial planning and does not constitute financial advice.
- Whilst every effort is made to ensure the accuracy of information contained in the presentation it cannot be guaranteed. In particular the rules relating to tax can frequently change. Wealth at Work Limited will not be held liable for any inaccuracies in this presentation due to a change in law after the date of delivery of this presentation.
- Any references to tax or the operation of tax or tax reliefs are illustrative only and the tax treatment in respect of any individual depends upon the circumstances of each individual.
- It is important to recognise that the value of investments related to the stock market (and any resulting benefits such as interest or dividends), can rise or fall and an investor may not get back the amount invested. Past performance data used is for illustrative purposes only and is not necessarily a guide to future performance.

WEALTH at work and my wealth are trading names of Wealth at Work Limited which is authorised and regulated by the Financial Conduct Authority and part of the Wealth at Work group. Registered in England and Wales No. 05225819. Registered Office: Third floor, 5 St Paul's Square, Liverpool L3 9SJ. Telephone calls may be recorded and monitored for training and record-keeping purposes.



The science behind your finances

Maximising your Share
Reward knowledge



Your
Benefits

WEALTH at work

part of the Wealth at Work group

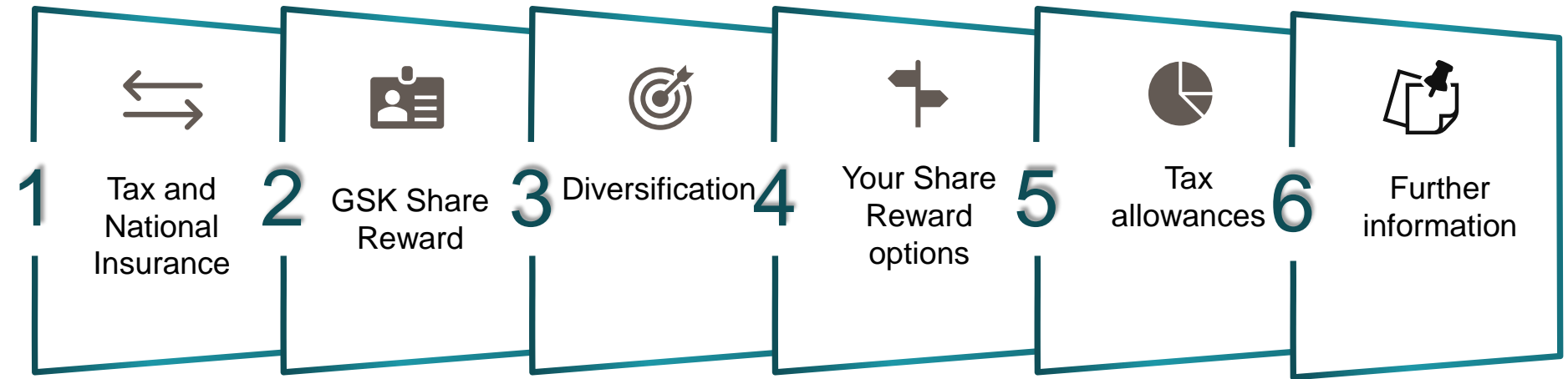
about us.

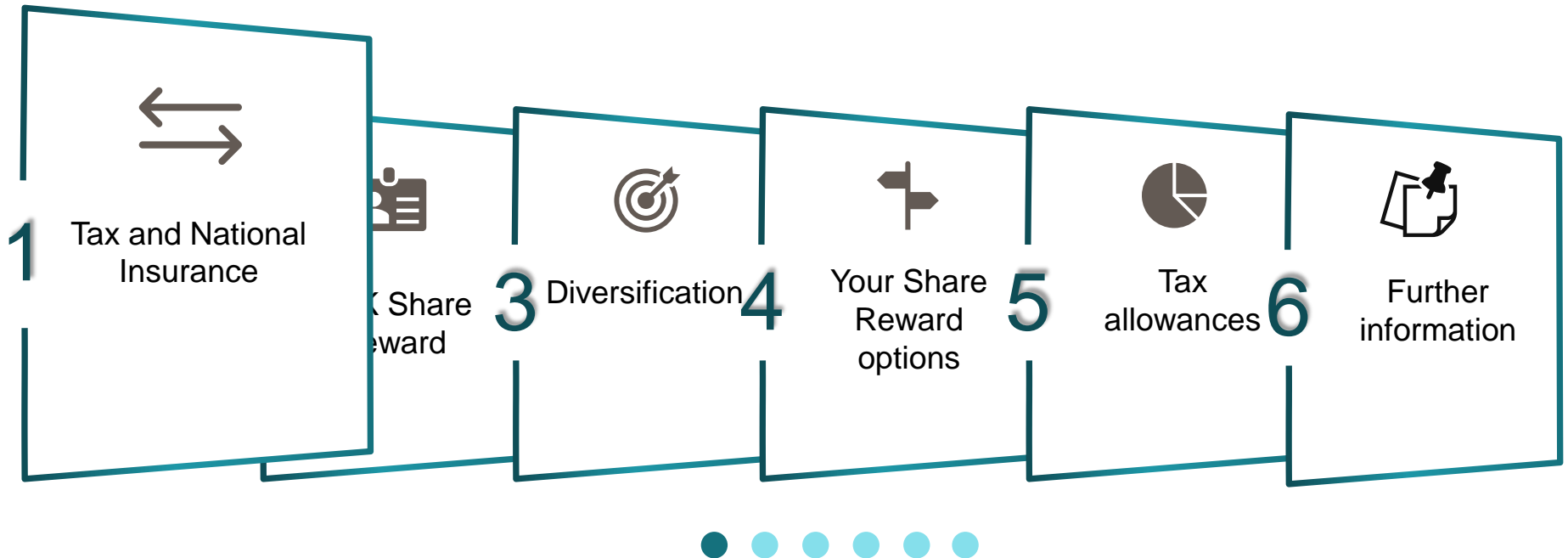
We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

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.

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

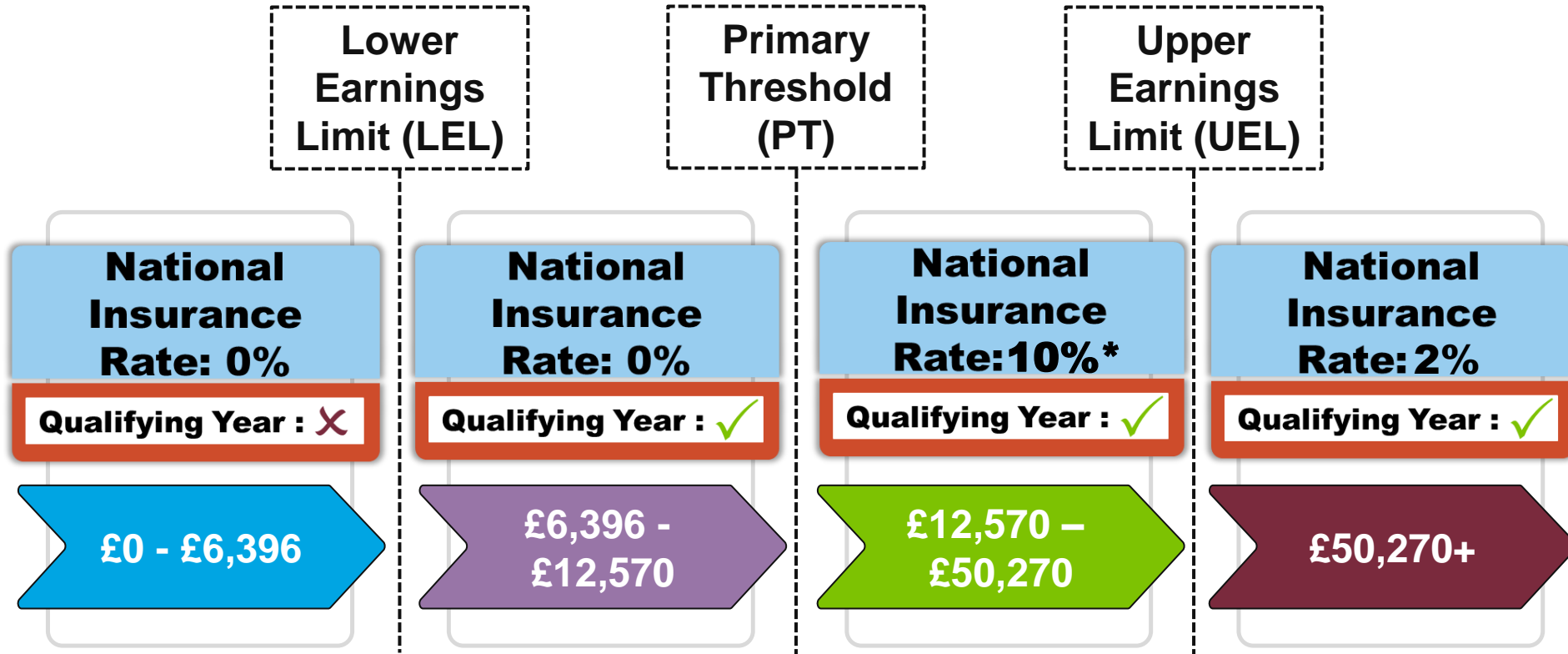
Additional Rate Tax

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.

salary sacrifice.



You save:

Basic-rate Taxpayers 30%

- 20% Income Tax, &
- 10% National Insurance

Higher-rate Taxpayers 42%

- 40% Income Tax, &
- 2% National Insurance

Additional- rate Taxpayers 47%

- 45% Income Tax, &
- 2% National Insurance

salary sacrifice.

Basic-rate Taxpayers 30%

- 20% Income Tax, &
- 10% National Insurance

£125 shares

£37.50 saving

£87.50 personal cost

Higher-rate Taxpayers 42%

- 40% Income Tax, &
- 2% National Insurance

£125 shares

£52.50 saving

£72.50 personal cost

Additional- rate Taxpayers 47%

- 45% Income Tax, &
- 2% National Insurance

£125 shares

£58.75 saving

£66.25 personal cost

salary sacrifice.

Basic-rate Taxpayers 30%

- 20% Income Tax, &
- 10% National Insurance

Higher-rate Taxpayers 42%

- 40% Income Tax, &
- 2% National Insurance

Additional- rate Taxpayers 47%

- 45% Income Tax, &
- 2% National Insurance

+ receive £125 of matching shares

£125 shares

£37.50 saving

£87.50 personal cost

£125 shares

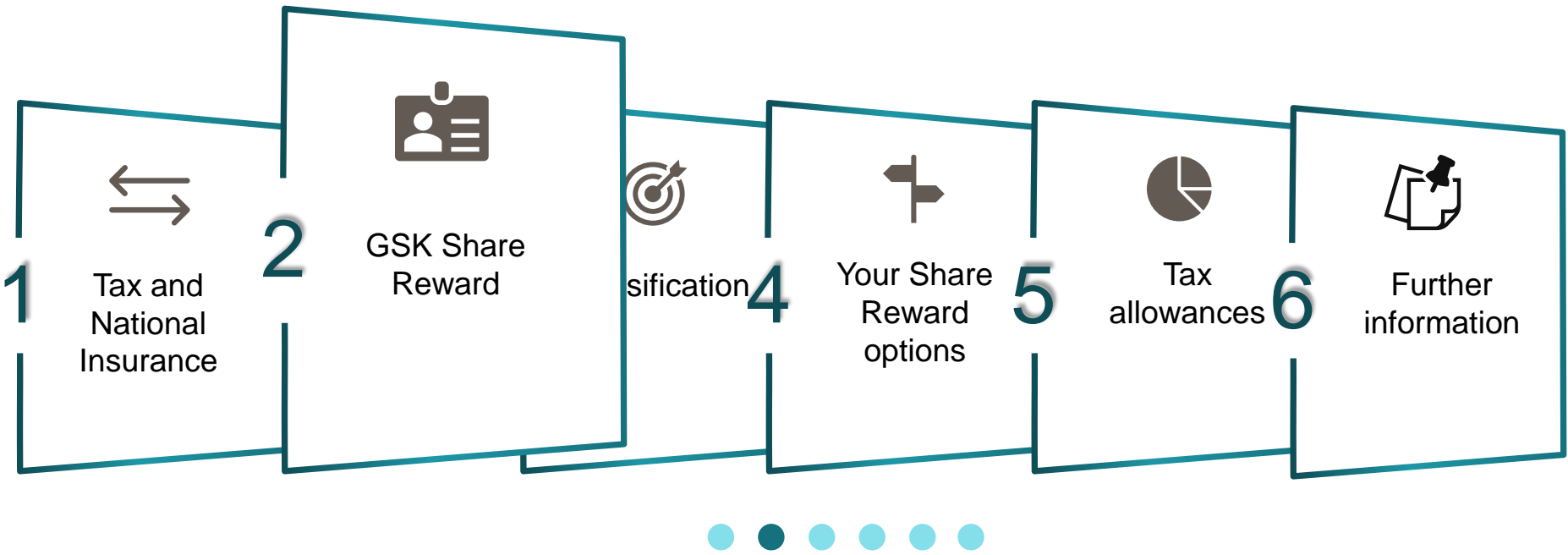
£52.50 saving

£72.50 personal cost

£125 shares

£58.75 saving

£66.25 personal cost



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*

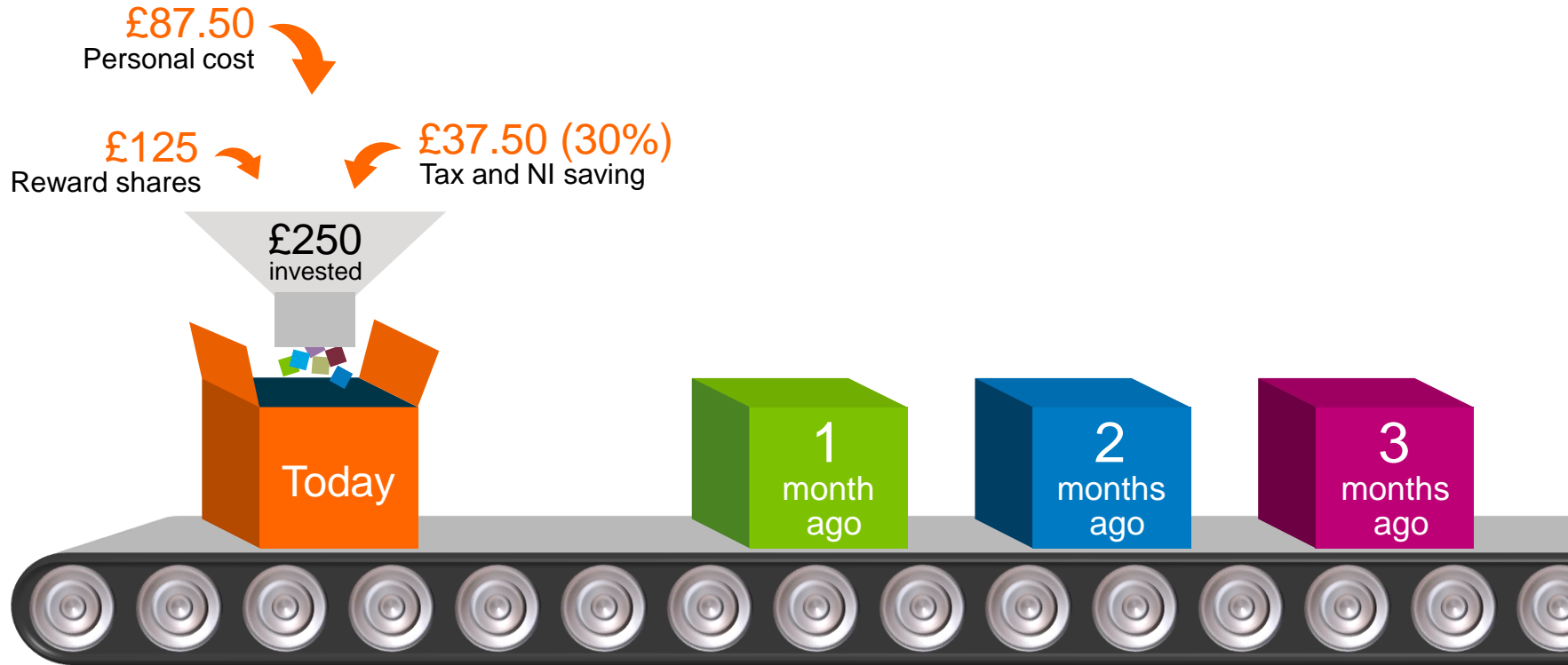
*Subject to HMRC limits

WEALTH at work

part of the Wealth at Work group

share reward.

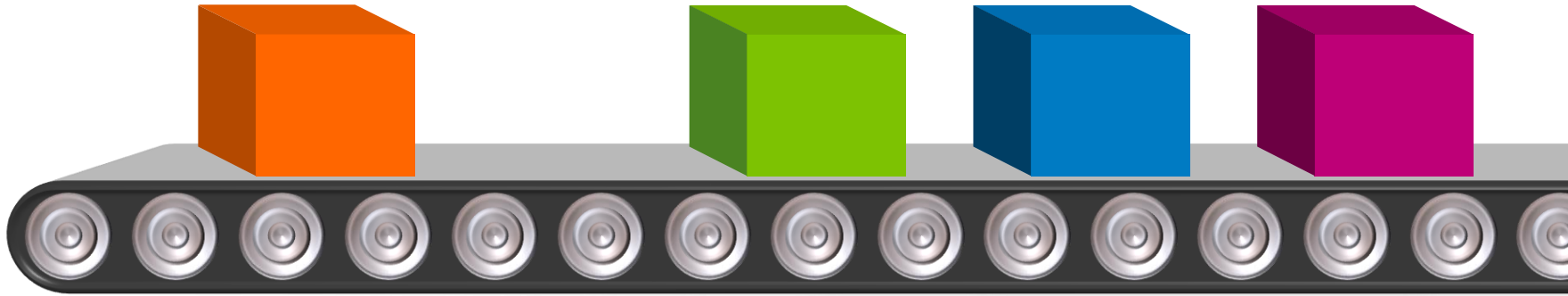
A basic rate tax payer making the maximum monthly investment into Share Reward.



WEALTH at work

part of the Wealth at Work group

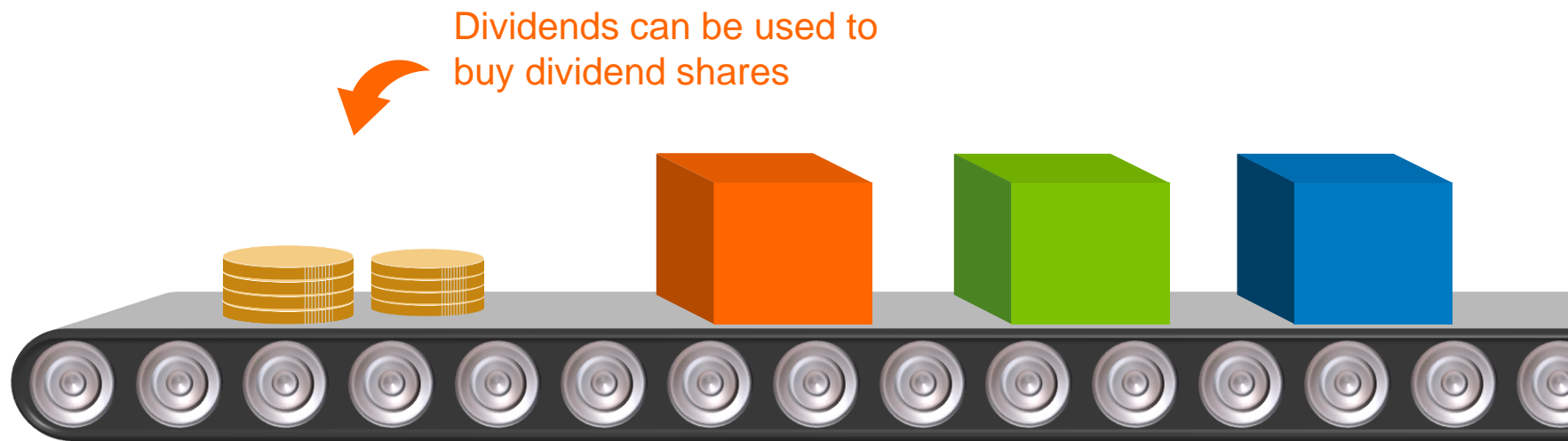
share reward.



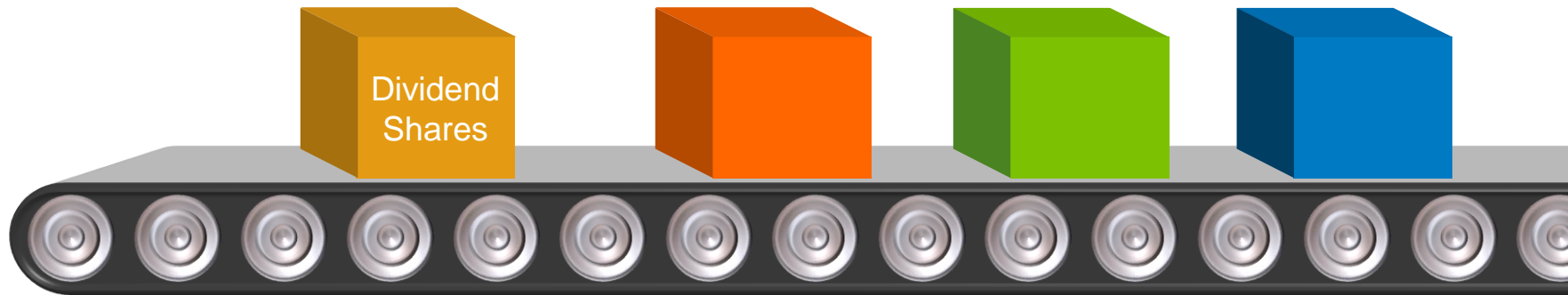
WEALTH at work

part of the Wealth at Work group

share reward.



share reward.



WEALTH at work

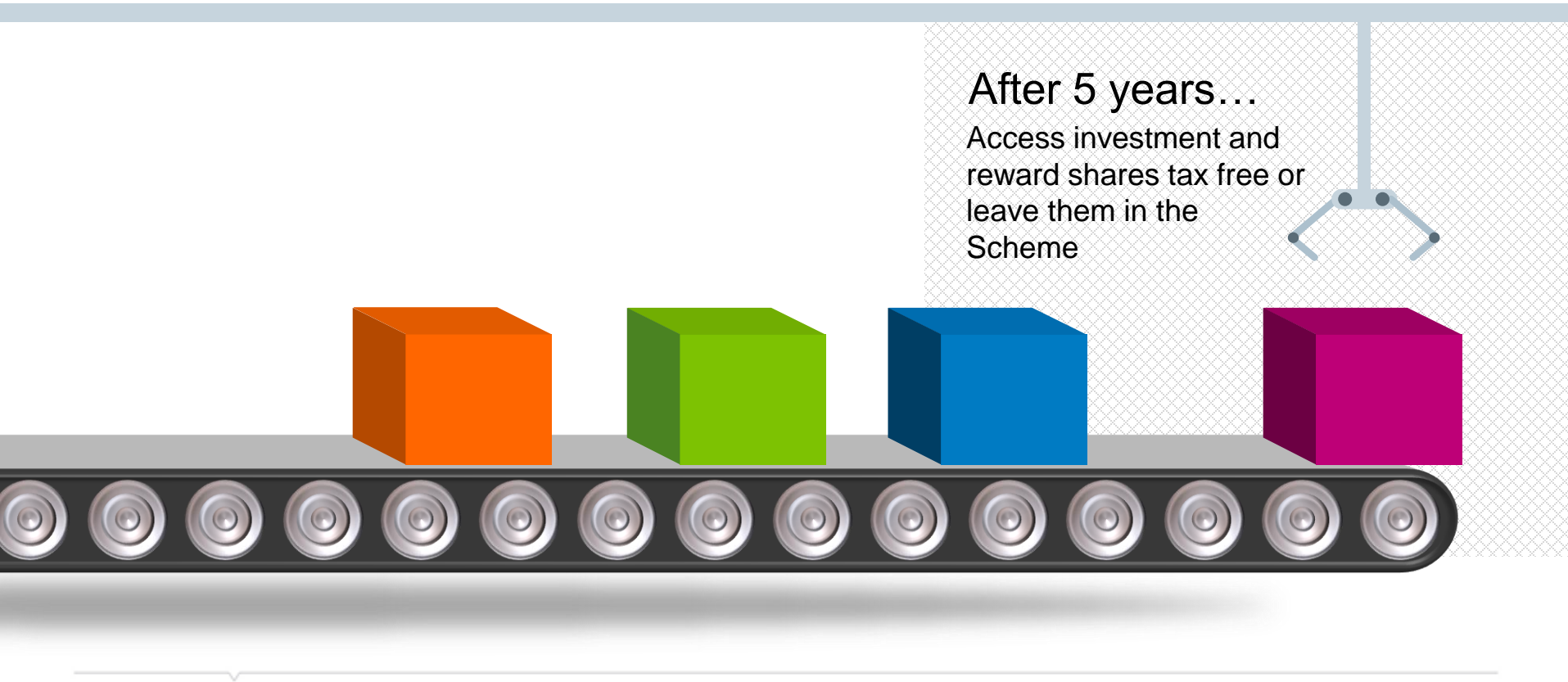
part of the Wealth at Work group

share reward.

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

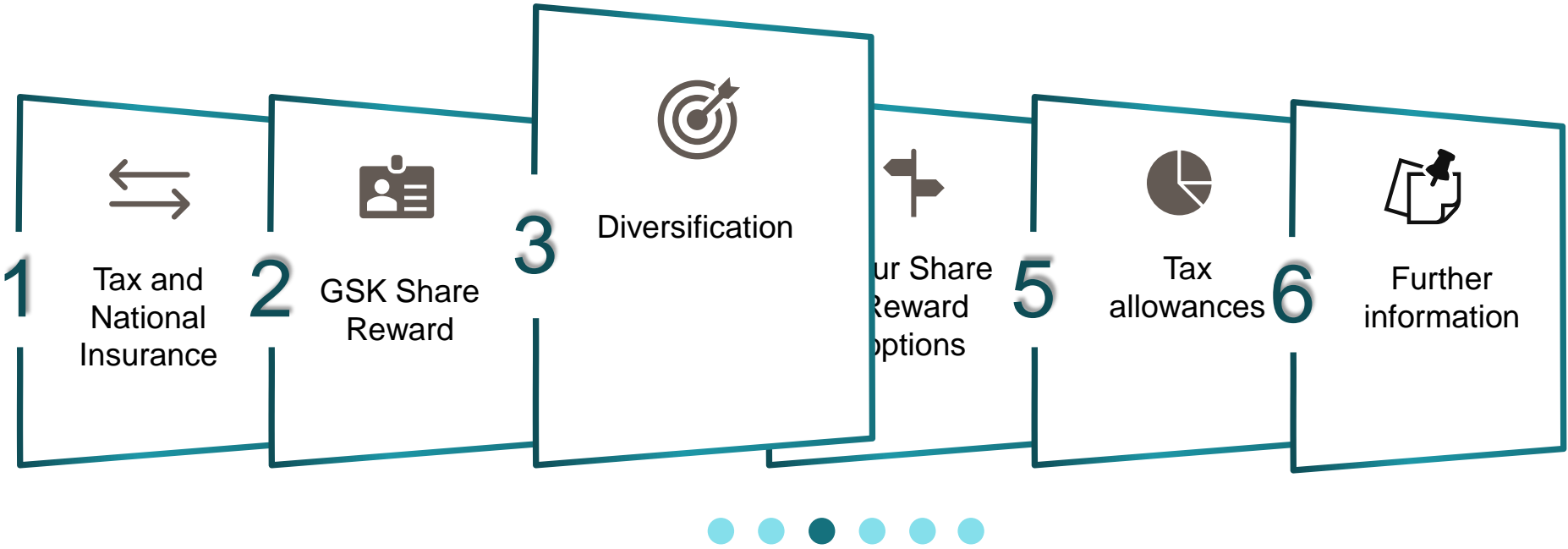


share reward.

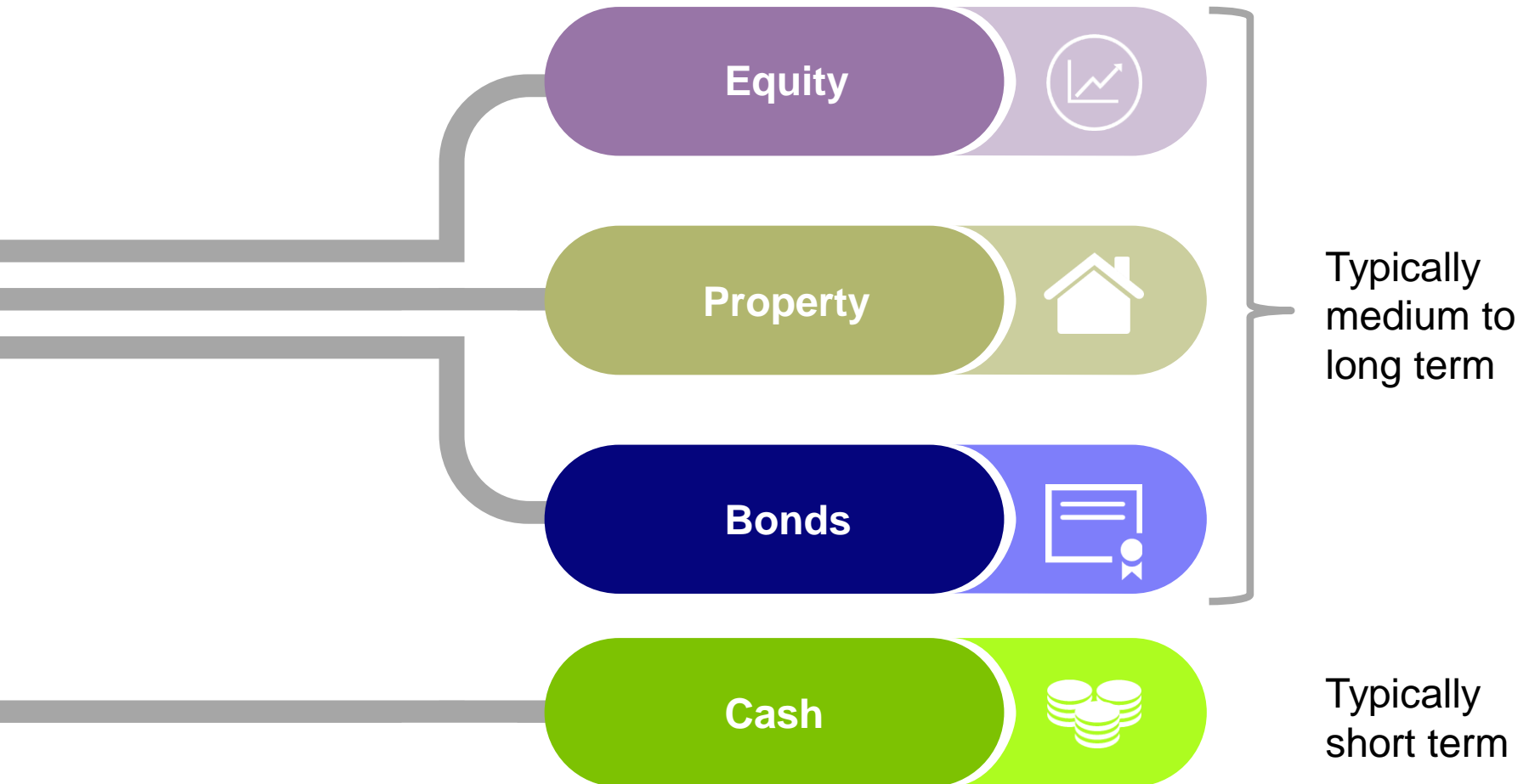


WEALTH at work

part of the Wealth at Work group

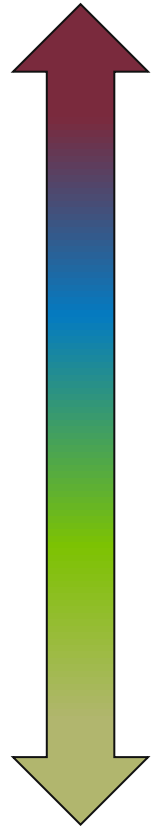


creating a plan.



investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

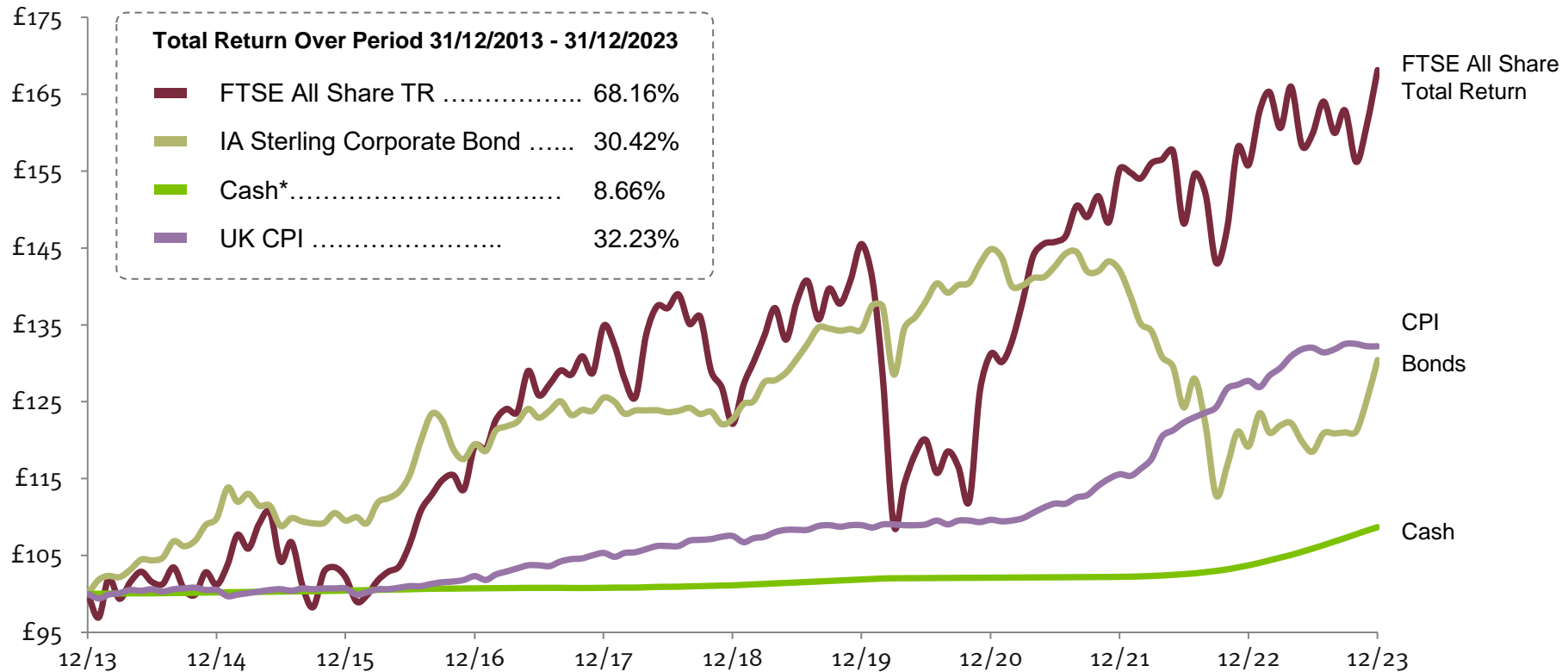


Cash

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.

WEALTH at work

part of the Wealth at Work group

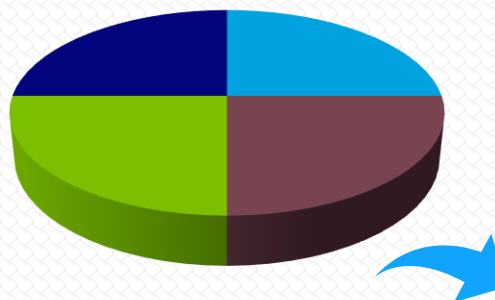
single share.

Holding shares in a single company exposes you to concentration risk.

% share price changes from 1 January 2022 to 31 December 2022

| | |
|--------------|-------------|
| Nike | -48% |
| Tesco | -24% |
| BAE | +38% |
| Shell | +54% |

25% held in each stock



+5%

Portfolio change

from 1 January 2022 to 31 December 2022

source: Yahoo! Finance

Figures shown for illustrative purposes only. Past performance is not a guide to the future.

WEALTH at work

part of the Wealth at Work group

diversification.

01

Single
Company



Exposure to the
fortunes of a
single company

Future wealth aligned to the
success of a single company

02

Many
Companies



Invest in a
number of
companies

Limits exposure to a
single company

03

Many
Sectors



Diversify further
by ensuring
investments are
in different
sectors

Limits exposure to a
single sector (e.g. retail)

04

Geographical
Areas



Finally, spread
investments
across
economies
throughout the
world

Limits exposure to a
single country or region

WEALTH at work

part of the Wealth at Work group

passive funds.

Passive funds (often called index trackers) aim to track a particular market by selecting shares from a number of companies and grouping them together to create a “basket”.



Purchase a share of a basket



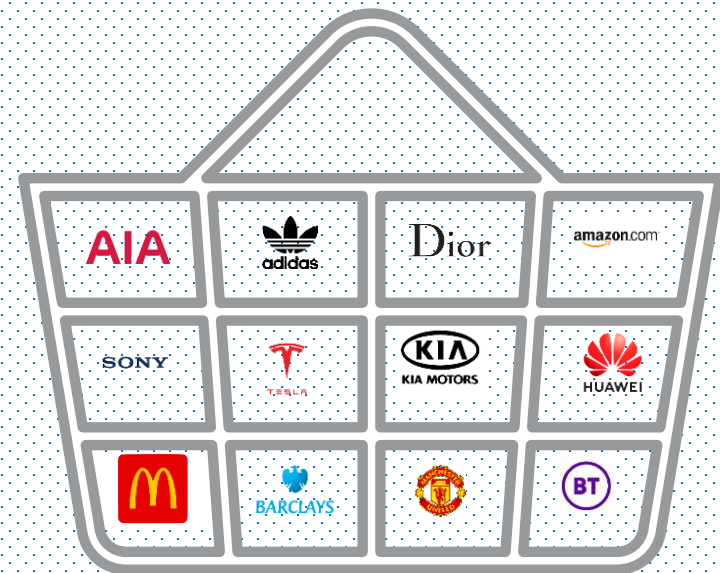
Could represent an industry, geographical area or a blend



Aims to replicate the market regardless of performance



Usually have relatively low fees



passive funds.

Passive funds (often called index trackers) aim to track a particular market by selecting shares from a number of companies and grouping them together to create a “basket”.



Index World



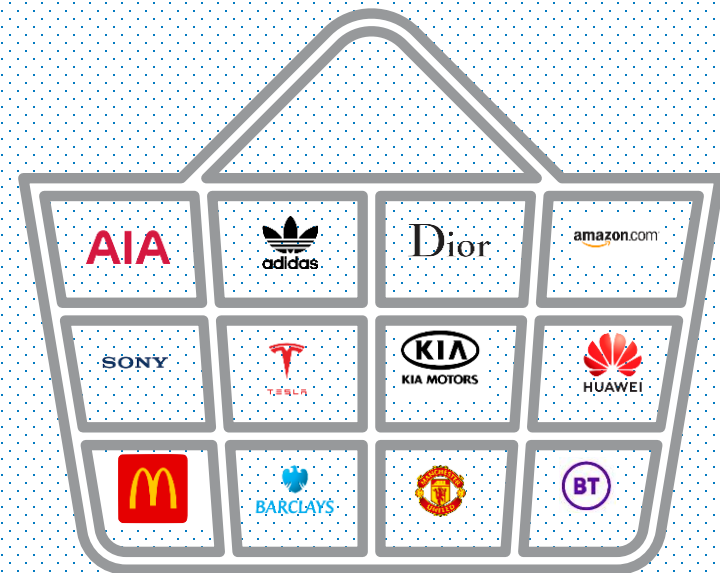
FTSE 250 Index

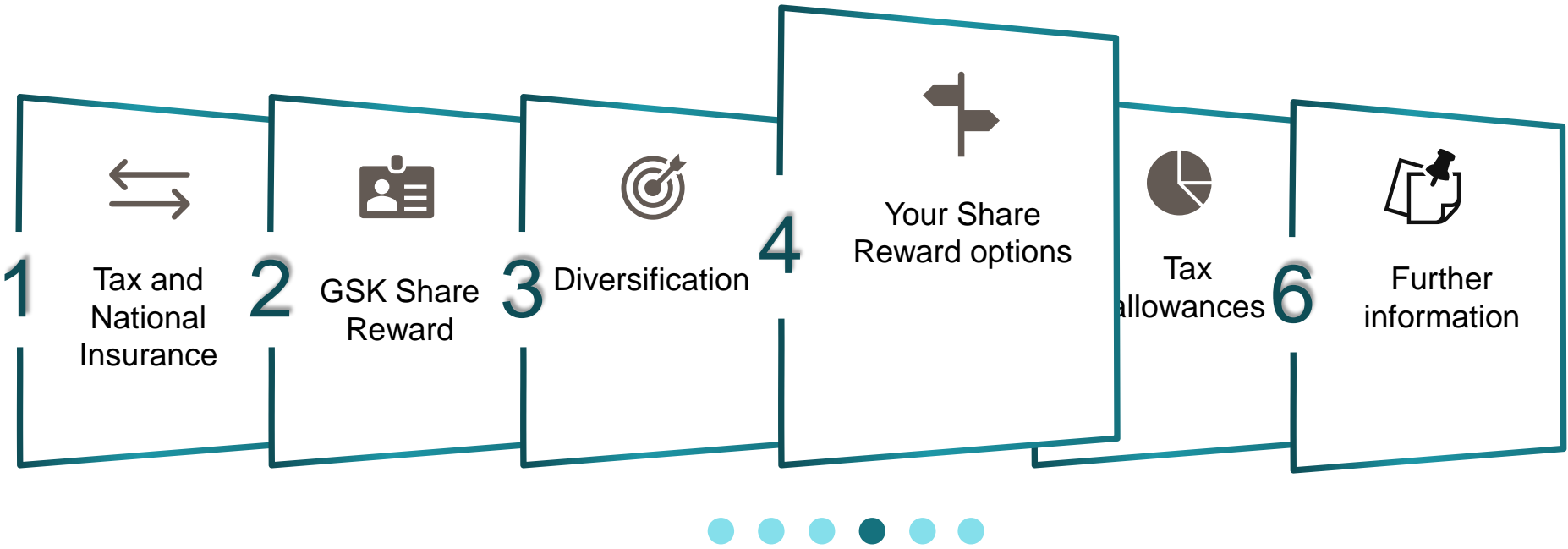


Corporate Bond Index

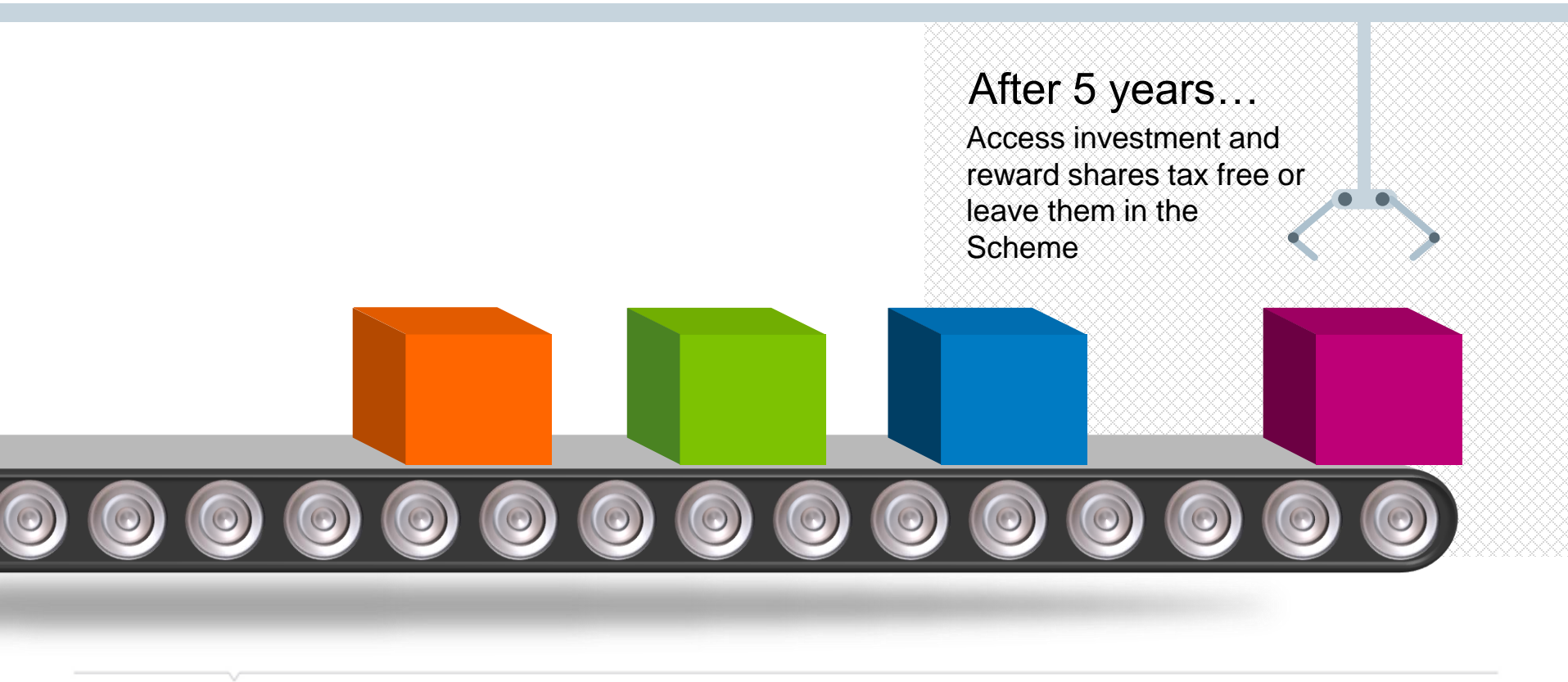


Global Technology Index





share reward.



WEALTH at work

part of the Wealth at Work group

continuing to hold gsk shares.

You may chose to continue to hold your GSK shares after 5 years.

3

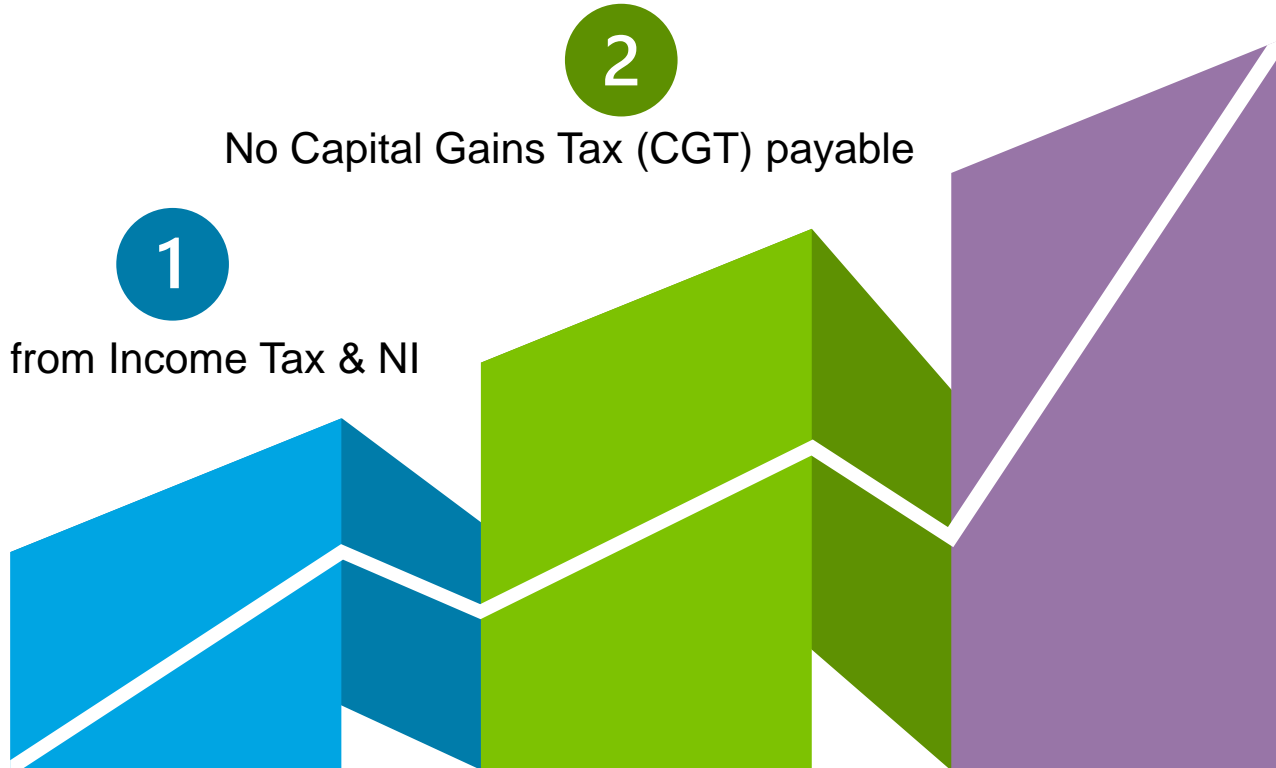
Continues to be invested

2

No Capital Gains Tax (CGT) payable

1

Sheltered from Income Tax & NI



WEALTH at work

part of the Wealth at Work group

holding your investment in an isa.

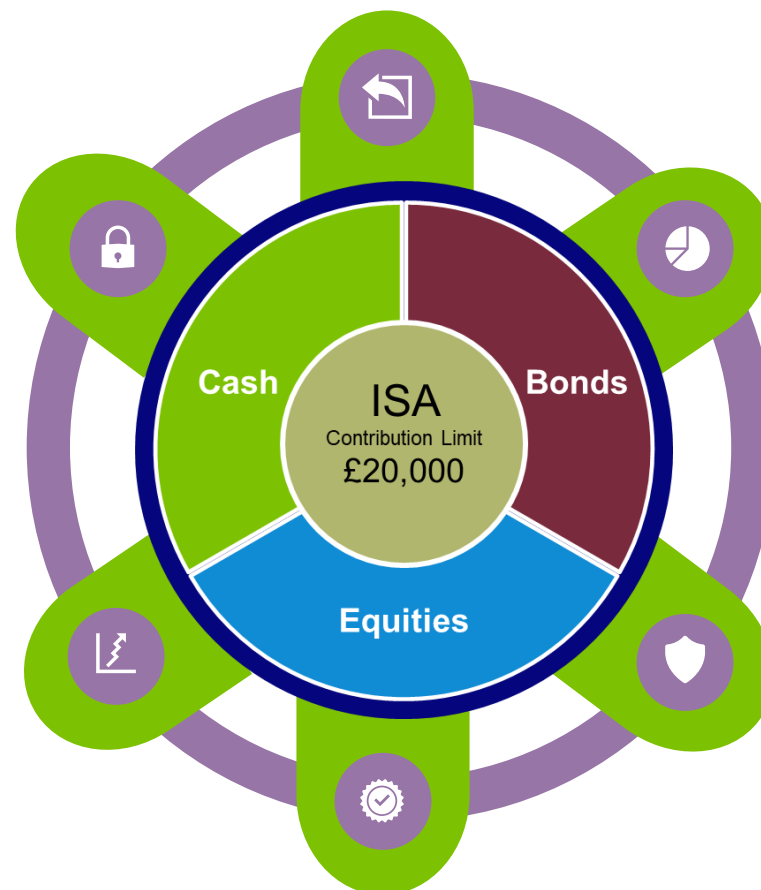
Continue to invest in GSK shares

Investments can stay in an ISA when you leave GSK

Manage risk by diversifying your investment

Interest received is tax free

Growth and dividends are tax free



Option to move into cash in the future

WEALTH at work

part of the Wealth at Work group

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**



Receive up to 25% tax
free



Receive a taxable lump sum or generate a
taxable income with remaining pot



*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.

WEALTH at work

part of the Wealth at Work group

how share reward could add up.



Basic rate taxpayer



Age 40



Contribute for 5 years



Invest for 10 – 20 years

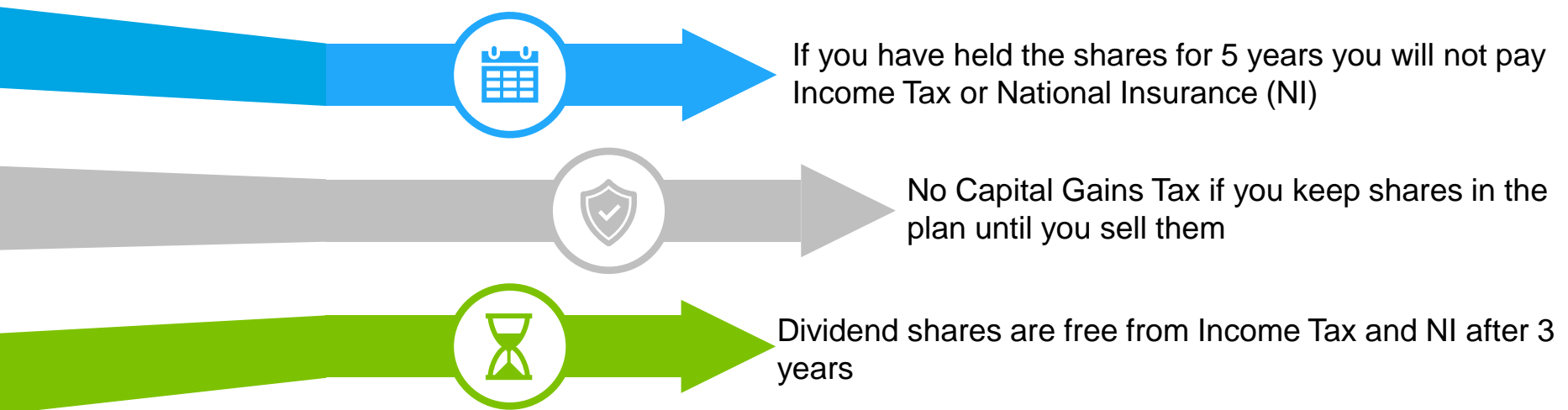
2023

£250
net cost of £87.50 per month

2028

£15,000
worth of shares

selling your shares.



choices upon leaving gsk.

When you leave GSK, your shares must be removed from Share Reward. Your options are:

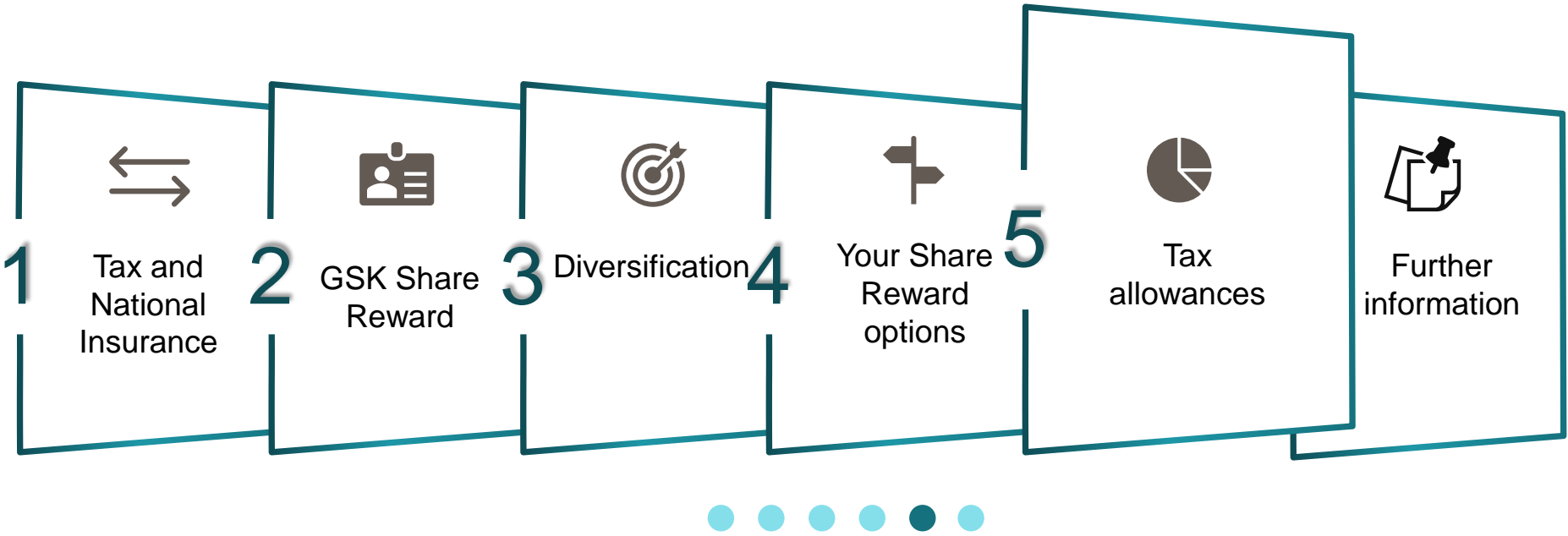


Tax and National Insurance may be due on shares held for less than 5 years when you leave GSK.

*Transfers to an ISA or SIPP are subject to HMRC limits.

WEALTH at work

part of the Wealth at Work group



limits on tax efficiency.

Annual Allowance (AA)

- The annual allowance is £60,000*
- This may be reduced if your total taxable income exceeds £200,000 or you flexibly withdraw taxable income from a DC scheme
- Carry forward may be available from up to the 3 previous tax years

Lifetime allowance (LTA)

- From April 2023, the lifetime allowance charge will no longer apply

The limit on tax-free cash


- The maximum tax-free cash is limited to 25% of the pension value, subject to a total cap of £268,275 (which is set to be frozen)
- Those individuals who already have a protected right to take higher tax-free cash will continue to be able to do so



If you think you may be affected, ask about this on your follow up call

*Tax relief is only available on contributions up to the greater of 100% of relevant earnings or £3,600


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



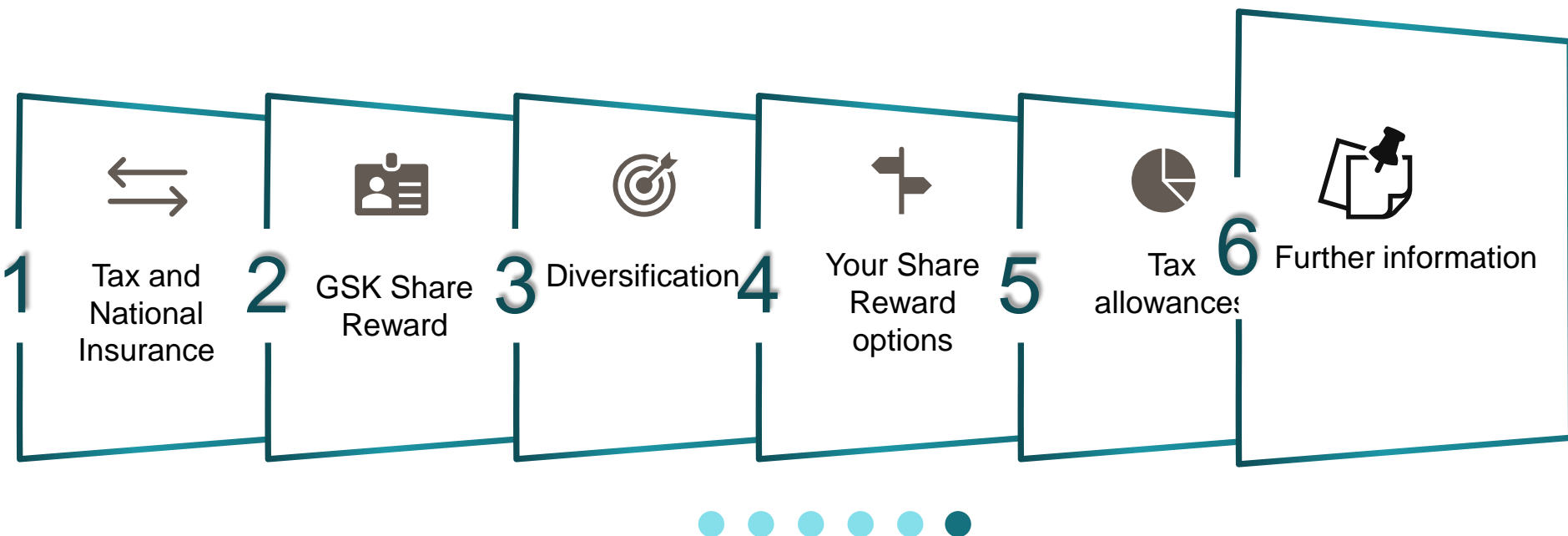
Review whether you have unused tax allowances that could allow you to hold diversified investments in an ISA or SIPP



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. 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, search, shopping cart, notifications, and user profile). Below this is a 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 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,". To the right of this section, the text "Navigation tips" is partially visible.

WEALTH at work

part of the Wealth at Work group

your webcasts.

WEALTH at work
part of the Wealth at Work group

GSK

w w W Call us: 0800 028 3200

HOME YOUR SEMINARS & WEBINARS **YOUR WEBCASTS** FURTHER INFORMATION NEWS CONTACT

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

further information and guidance.

The screenshot shows the GSK Total Reward online portal. At the top is an orange header with the GSK logo and 'Total Reward' text. On the right of the header are icons for 'VALUES', a search icon, and notification icons. Below the header is a navigation bar with links for 'Home', 'Benefits', 'Total Reward Statement', and 'Quick Links'. The main content area features a large banner with a photo of a man and the text 'Welcome Mark'. Below the banner are three main sections: 1. 'Total Reward Statement' which includes a donut chart and the text '£****' with a 'Find out more' link. 2. 'What you need to know' which contains a paragraph of text and a 'Find out more' link. 3. 'Your Annual Total Reward Statement' which is a green box with a 'To view your Annual Total Reward Statement link here' text. At the bottom left is a 'Financial Fitness' section with icons of four people and a link to access financial information.

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.

WEALTH at work

part of the Wealth at Work group

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.

WEALTH at work

part of the Wealth at Work group