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# Savings and investments



# About us

WEALTH at work is a leading financial wellbeing, retirement and workplace savings specialist.

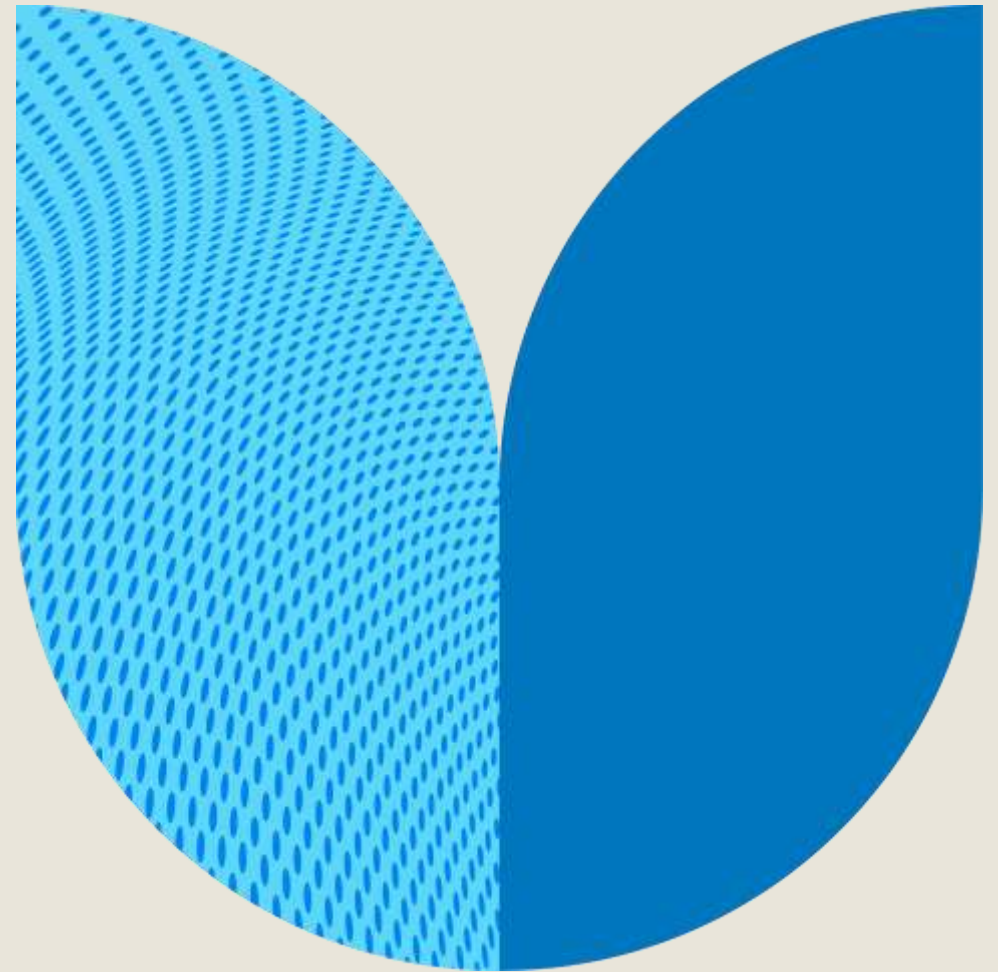
Established in 2005, we work with hundreds of organisations across both the private and public sector.

Our financial education services are delivered on a bespoke basis.

# Agenda

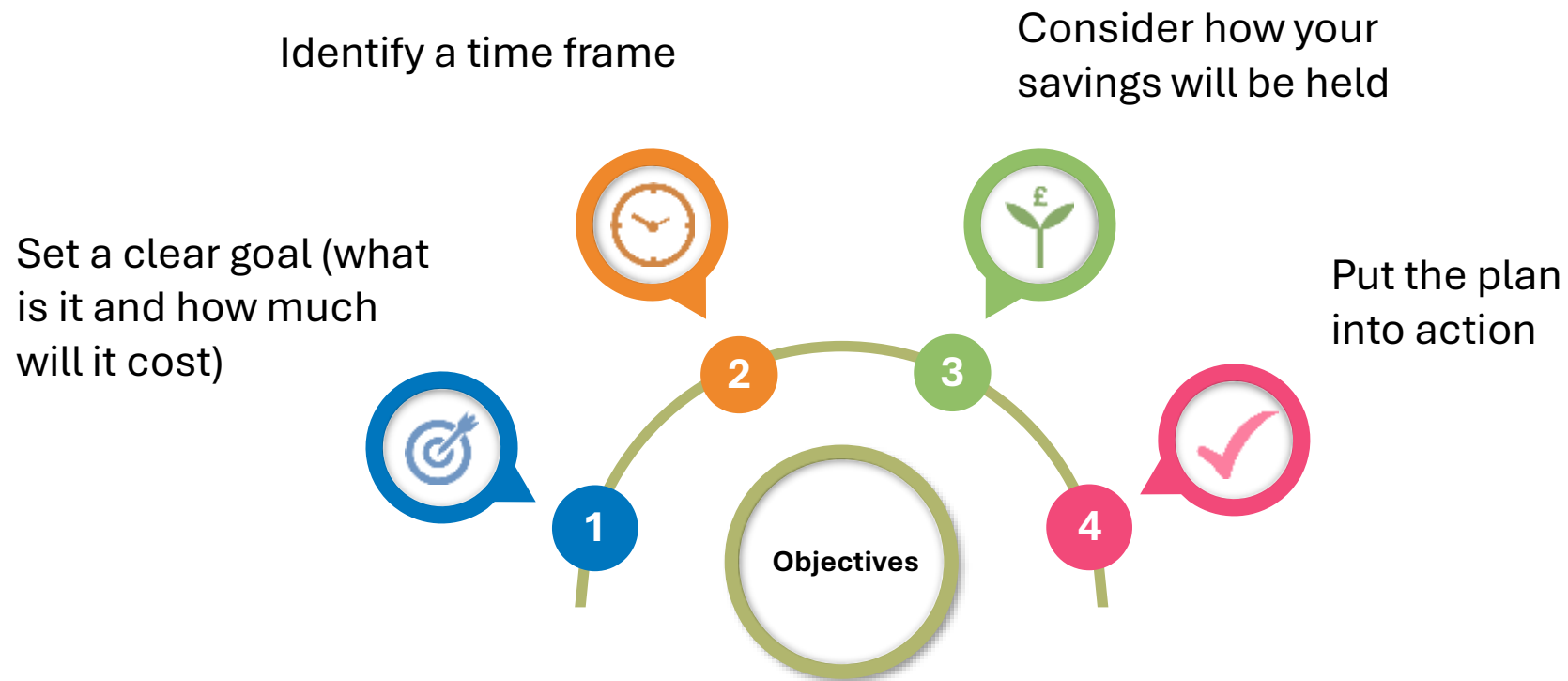
- Setting savings goals
- Savings and investments
  - Creating an emergency fund
  - Risk and return
  - Understanding your options
- The GSK share plans
- Tax allowances
- Next steps

# Setting savings goals



# 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

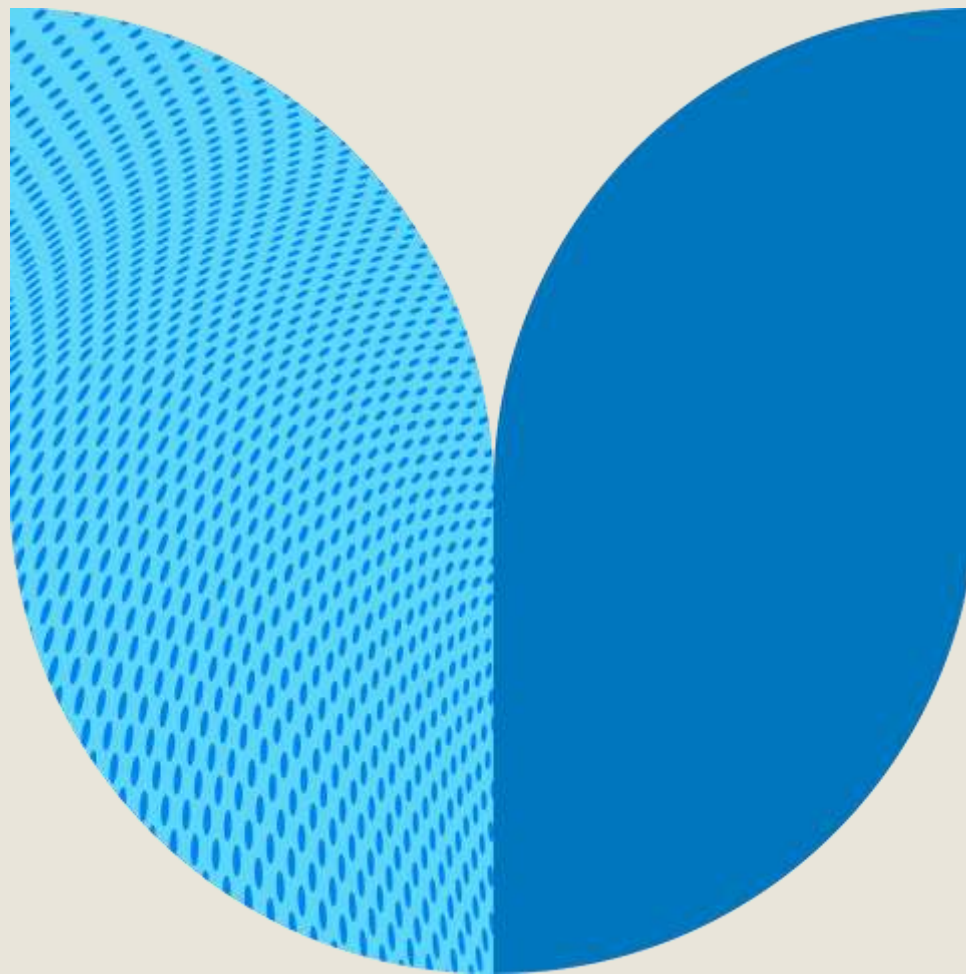
- 5 to 15 years
- Consider your risk / return approach



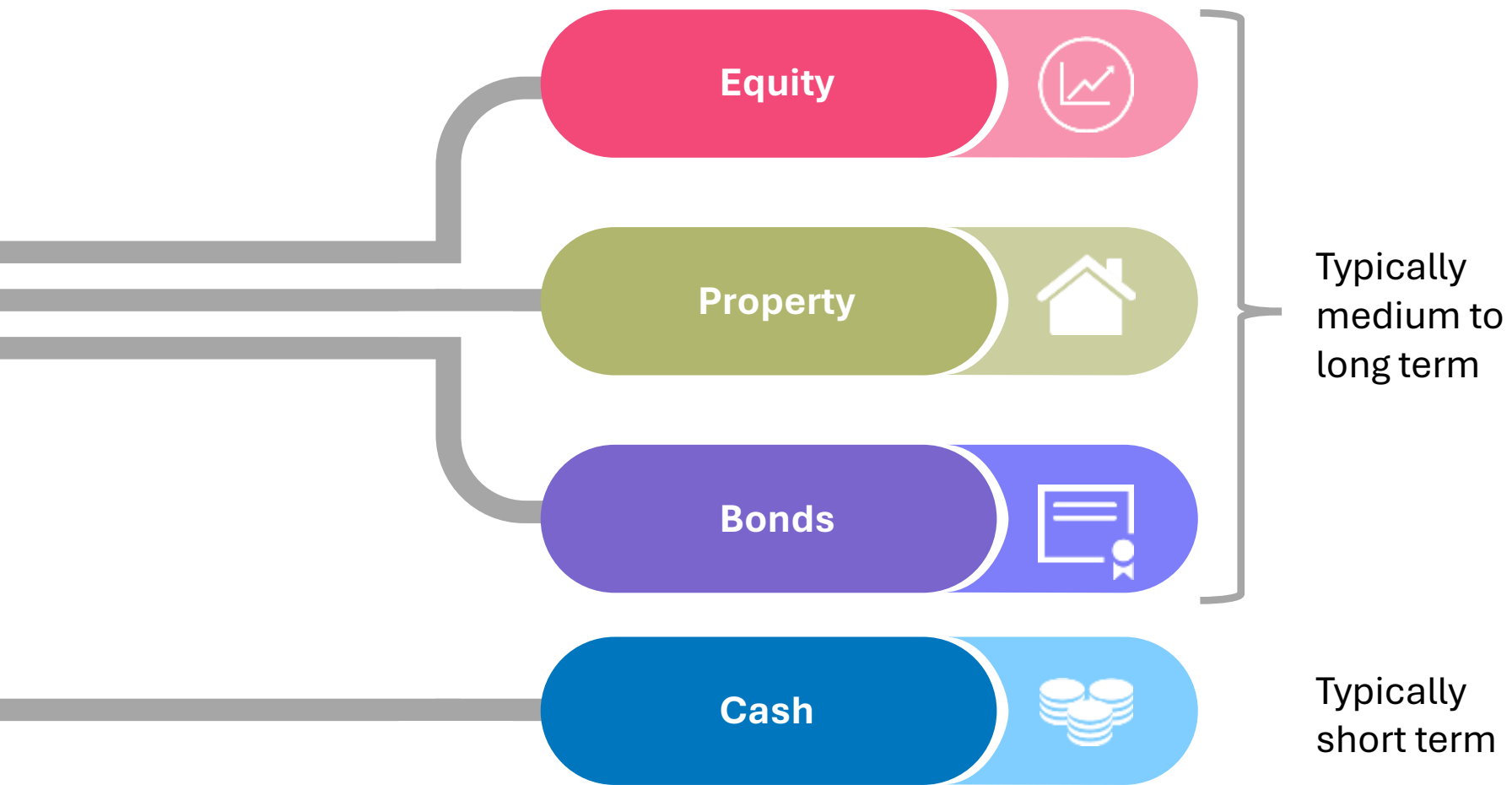
## Long Term

- More than 15 years
- Consider your retirement approach

# Savings and investments



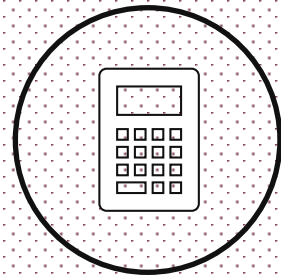
# Creating a plan



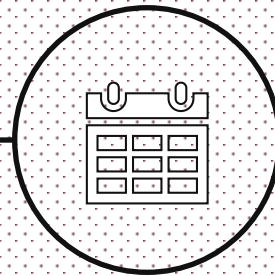
# Creating an emergency fund

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

Add up your essential monthly expenditure



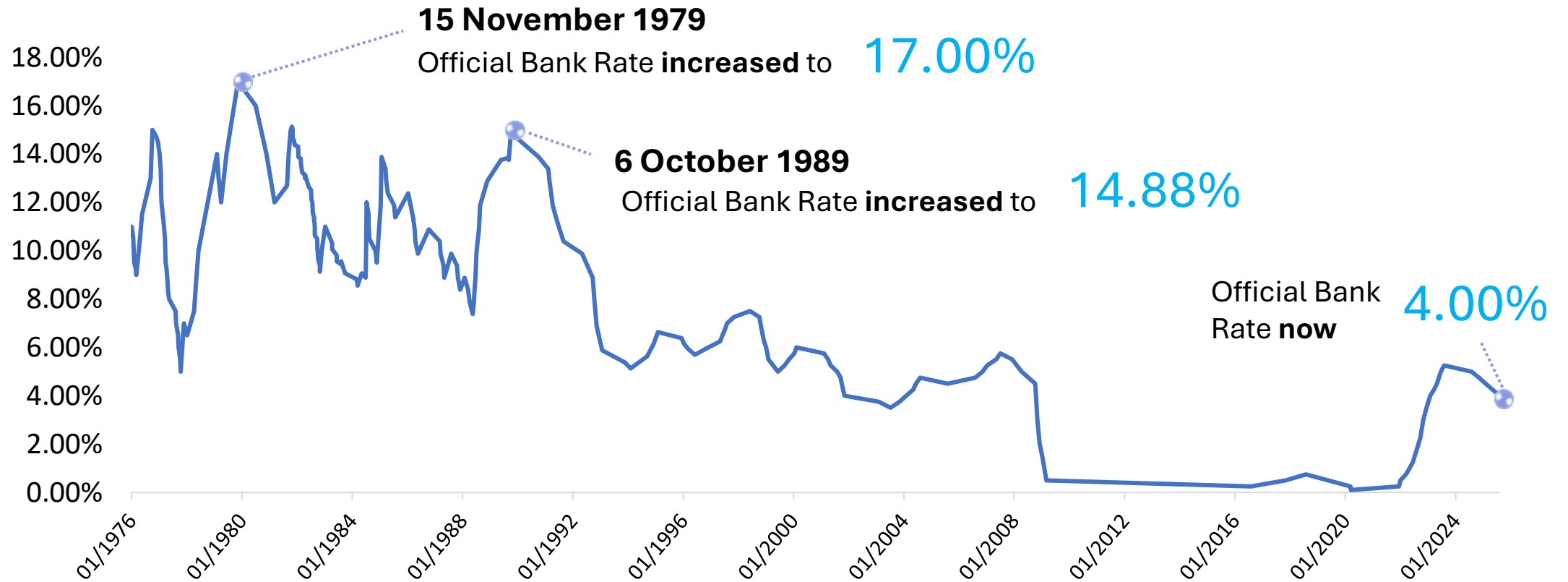
Hold this money in an instant access account



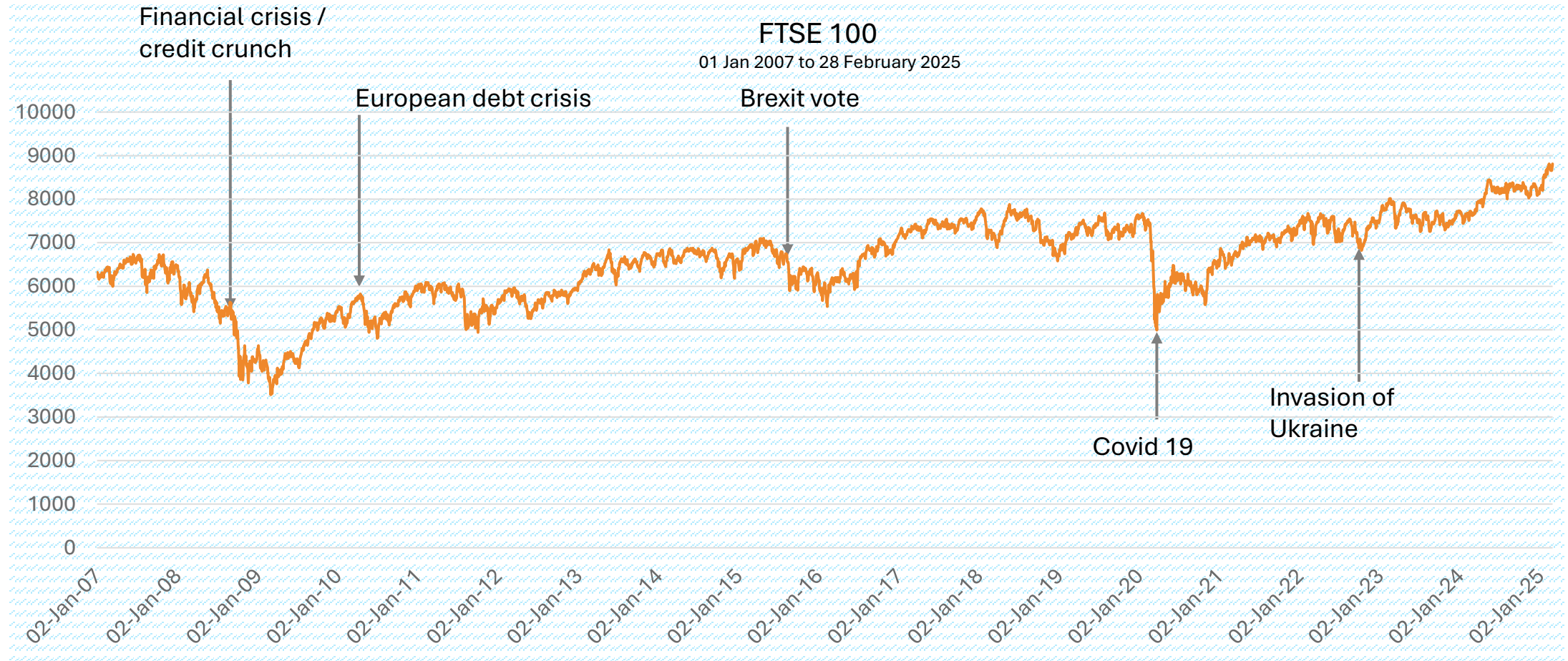
Aim to save 3-6 months worth of this calculation

# Changing interest rates

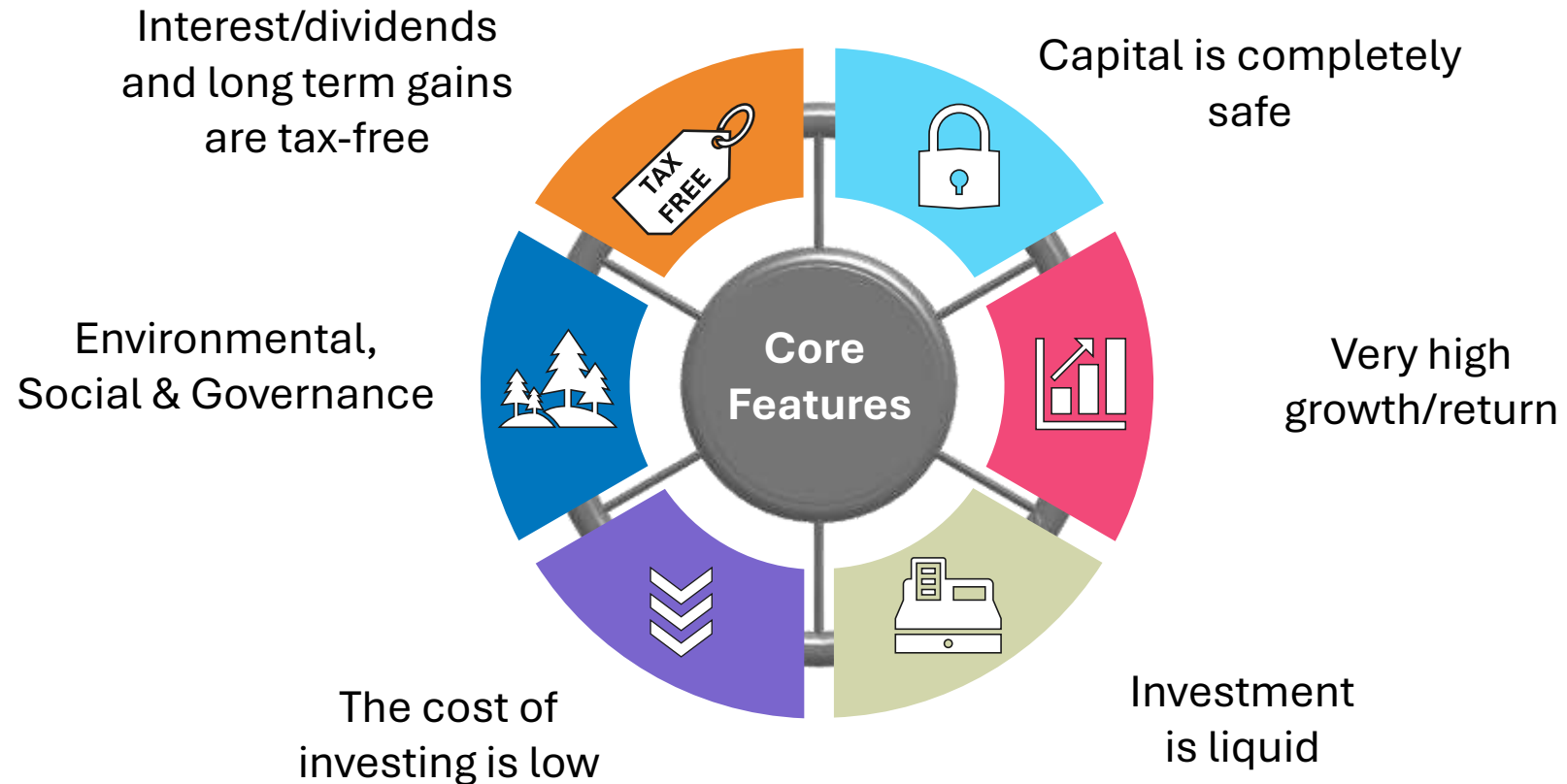
If you have longer term savings you may consider investments rather than cash.



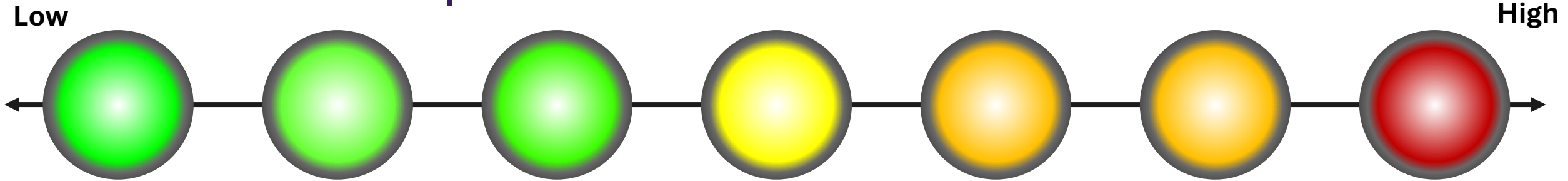
# Volatile markets



# Investment principles



# The relationship between risk and return



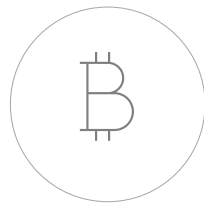
**Bonds**



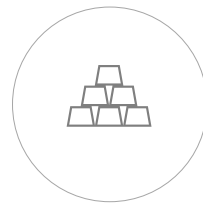
**Gilts**



**Shares**



**Cryptocurrency**



**Commodities**

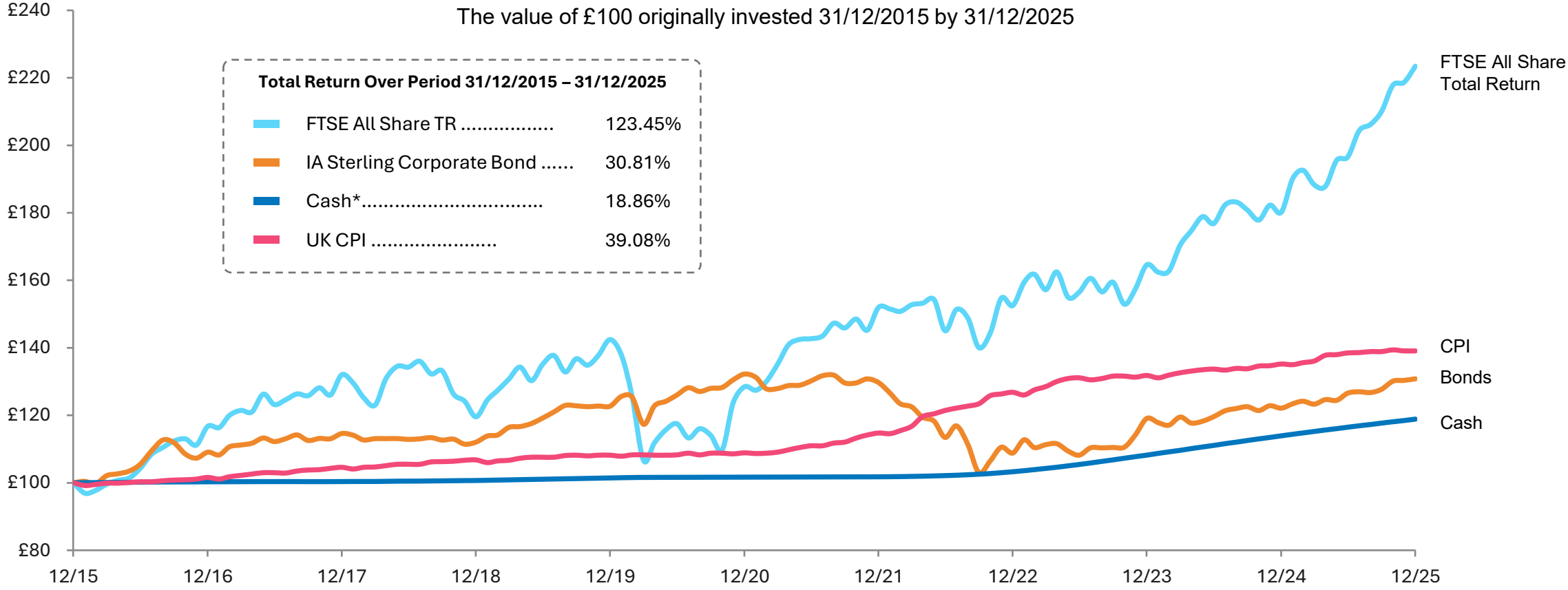


**Property**



**Cash**

# Risk and returns: the real world



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

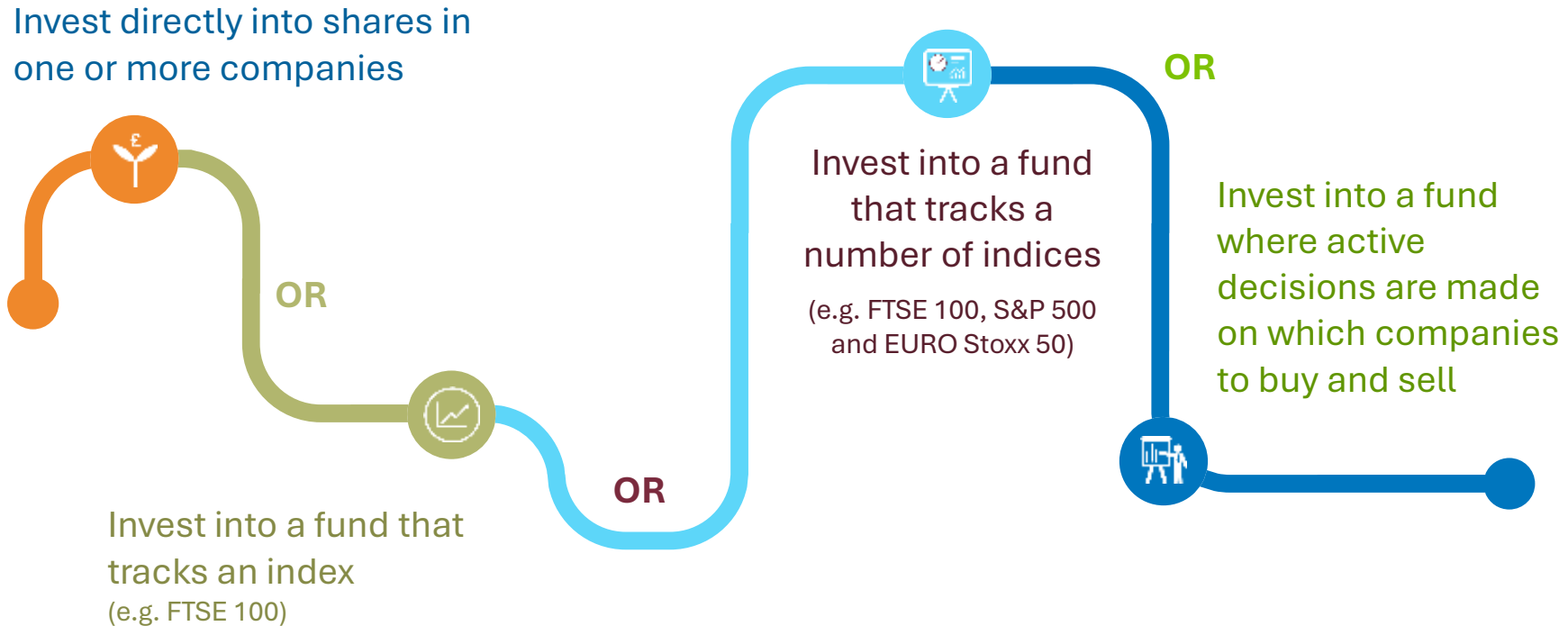
Source: Financial Express & Bloomberg

\*Cash is calculated using: FE FER Cash Proxy from 31/12/2015 to 31/12/2018 and the UK Bank of England Base rate from 31/12/2018 to 31/12/2025.

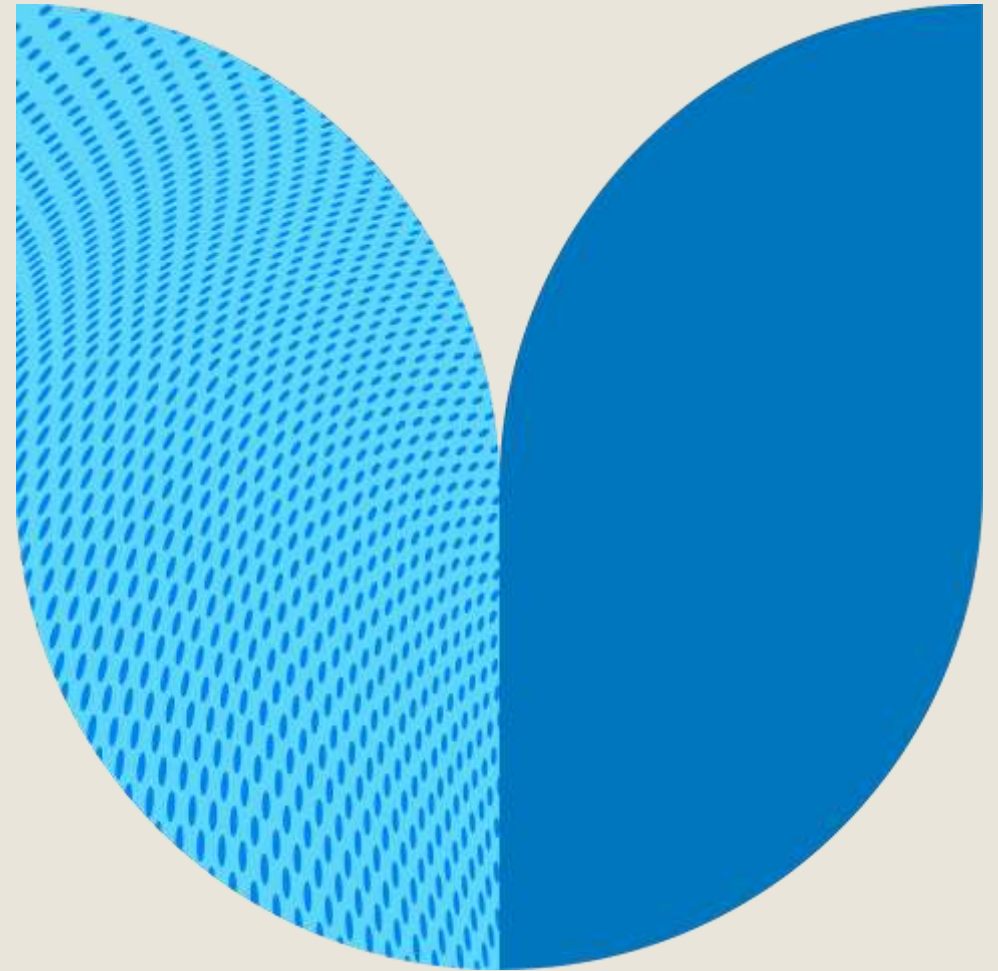
# Types of investments

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:

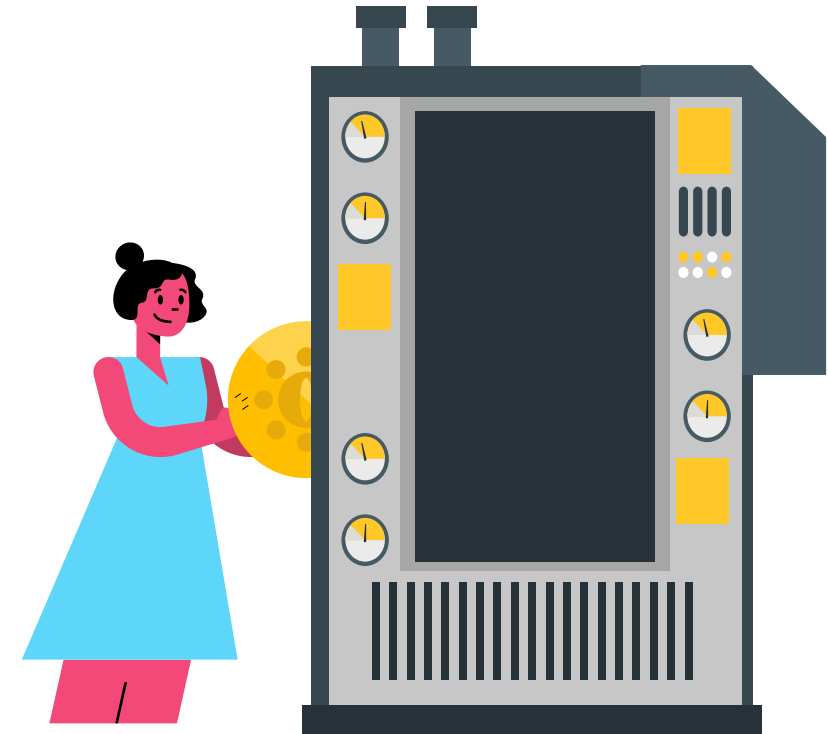


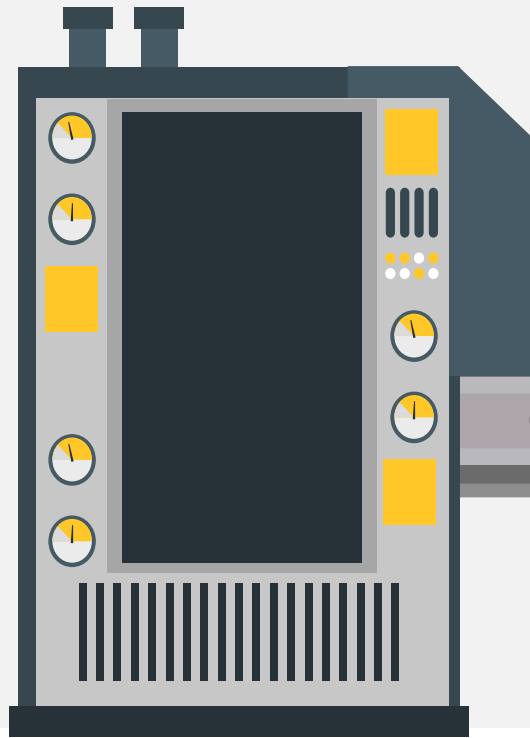
# GSK share plans



# Share reward

-  Contribute 10% of salary up to £125 pm
-  1 free share for every share you buy
-  Savings on Income Tax and National Insurance
-  Dividends can buy dividend shares or can be paid as cash
-  Shares can be sold tax free after 5 yrs (dividend shares 3 yrs)
-  Shares can be transferred to an ISA, or sold and the proceeds transferred to a SIPP subject to HMRC limits





£125

Invested

£125

Reward shares

£35

Tax and NI saving (28%)

£90

Personal cost



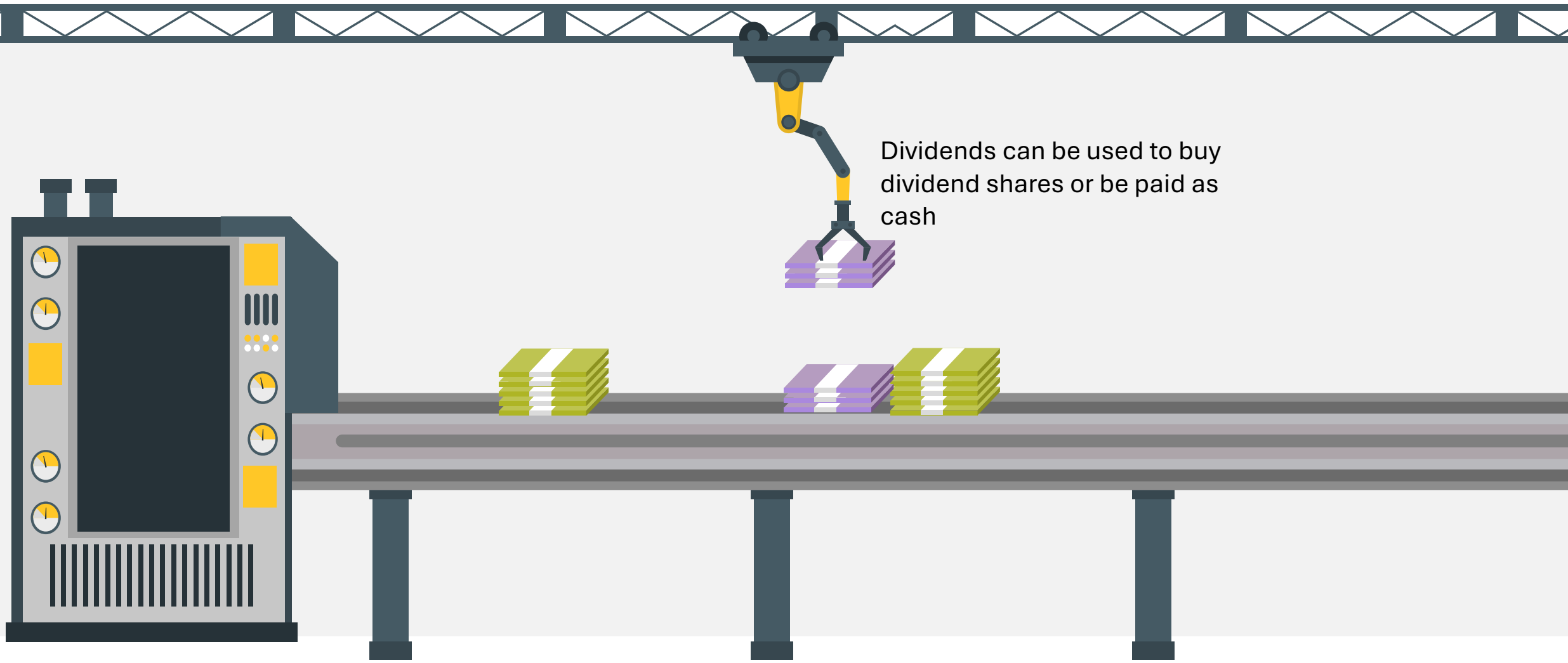
£250

Total Invested



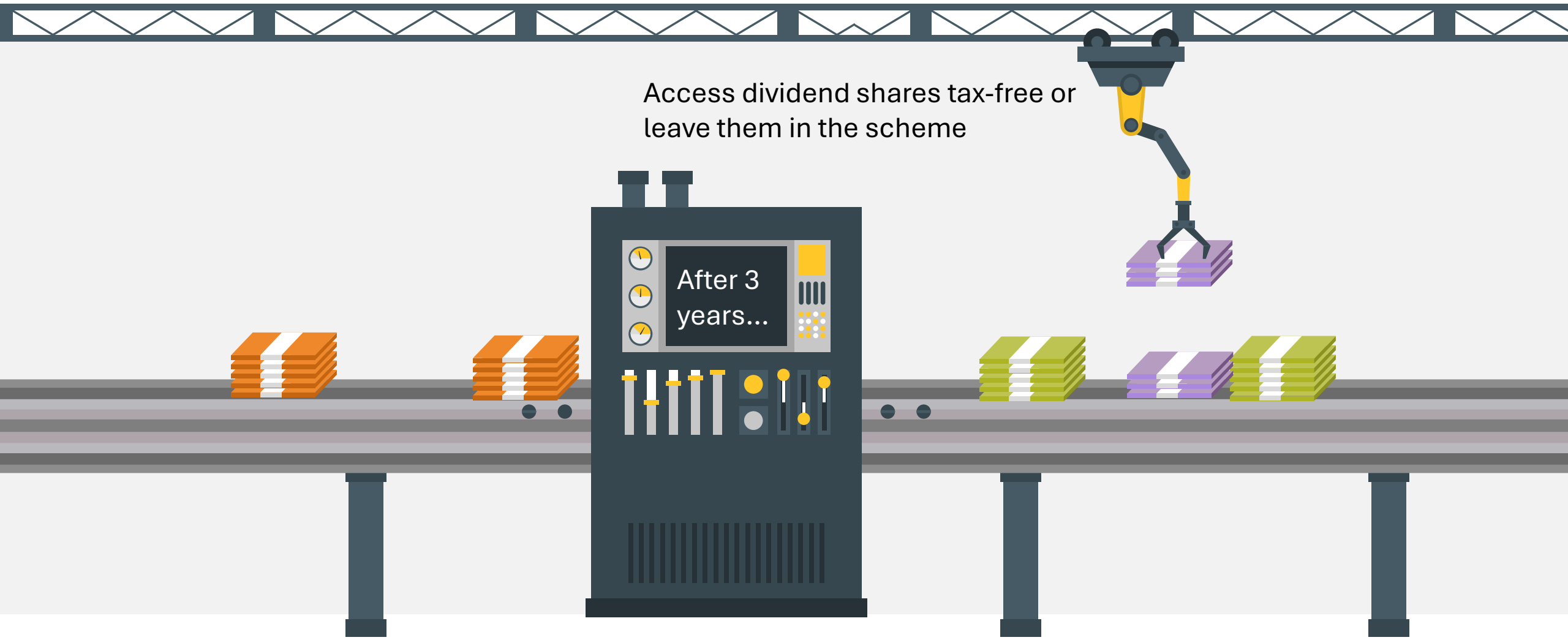
# WEALTH at work

part of the Wealth at Work group



Dividends can be used to buy dividend shares or be paid as cash

Access dividend shares tax-free or  
leave them in the scheme



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



# 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

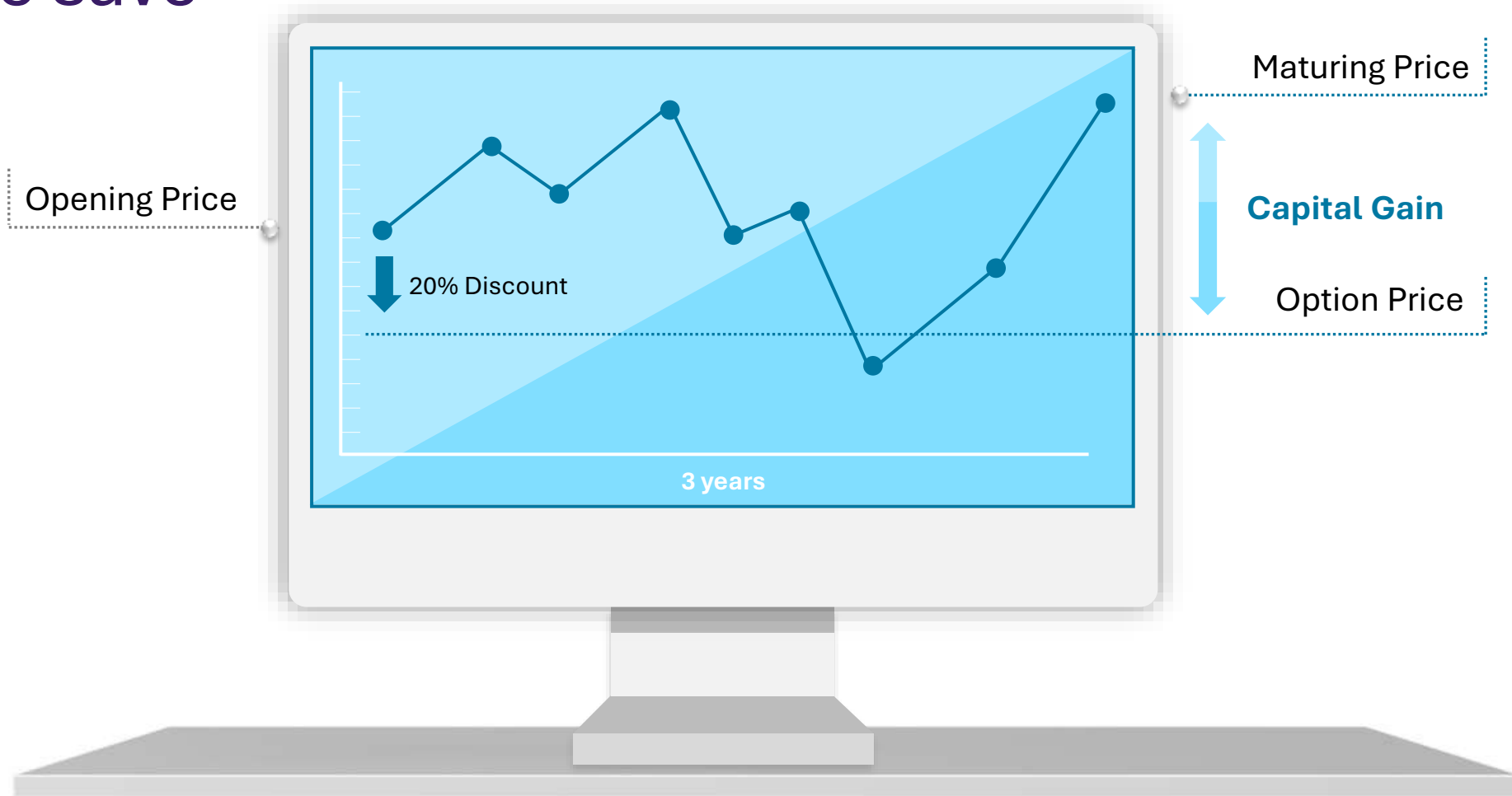
Possible tax free  
bonus at the end  
of the contract

Shares can be  
transferred to an  
ISA or SIPP\*\*

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

\*\*Subject to HMRC limits. The L&G SIPP and Equiniti ISA are provided for this purpose.

# Share save



For illustrative purposes only

# Share save options

Exercise Option  
and receive  
shares  
immediately

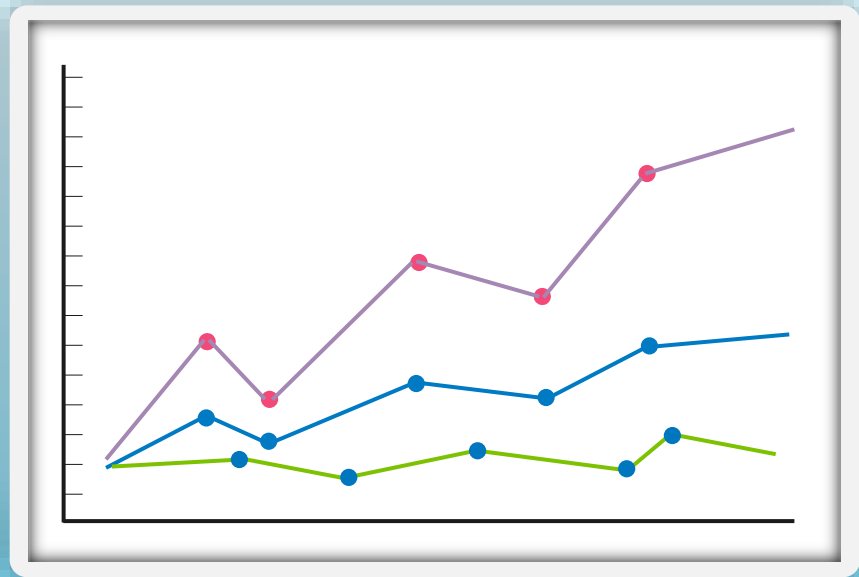
Exercise Option  
and sell shares  
immediately

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

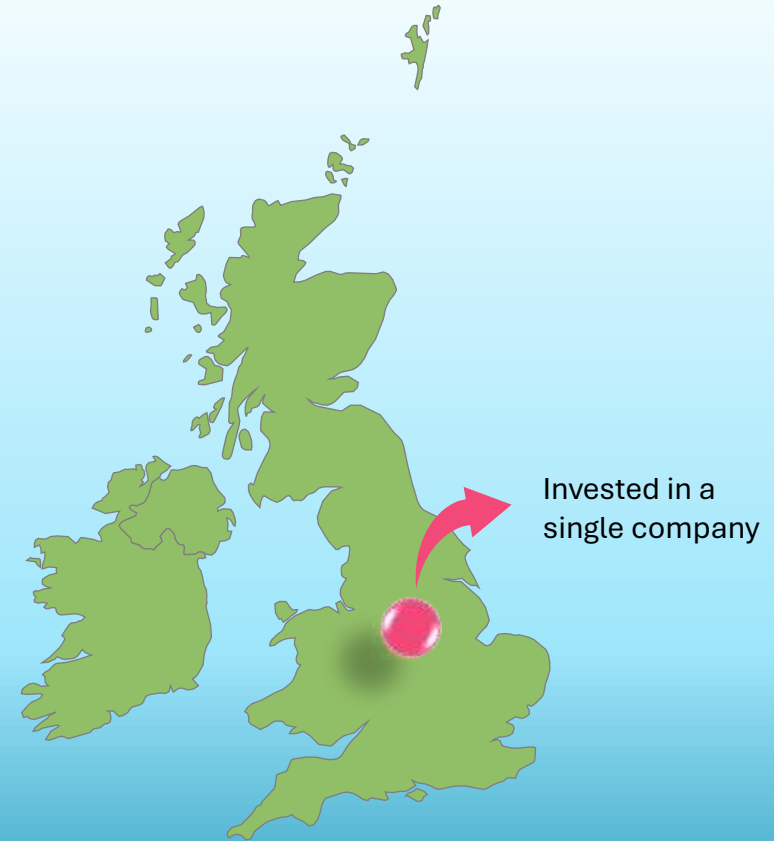
Close Share  
Save account  
and obtain  
repayment of  
savings plus  
bonus (if  
applicable)

# Diversifying your investments

Exposed to the fortunes of one company

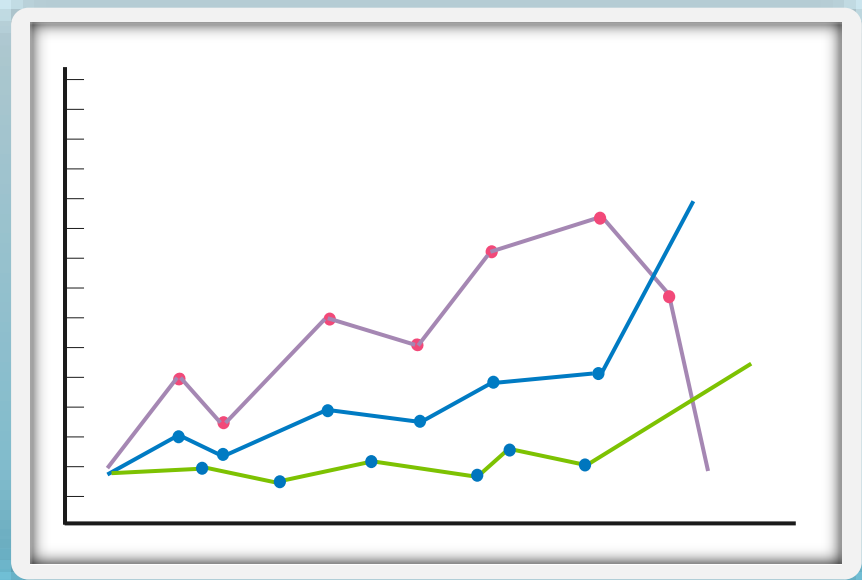


It's possible your investment could outperform others

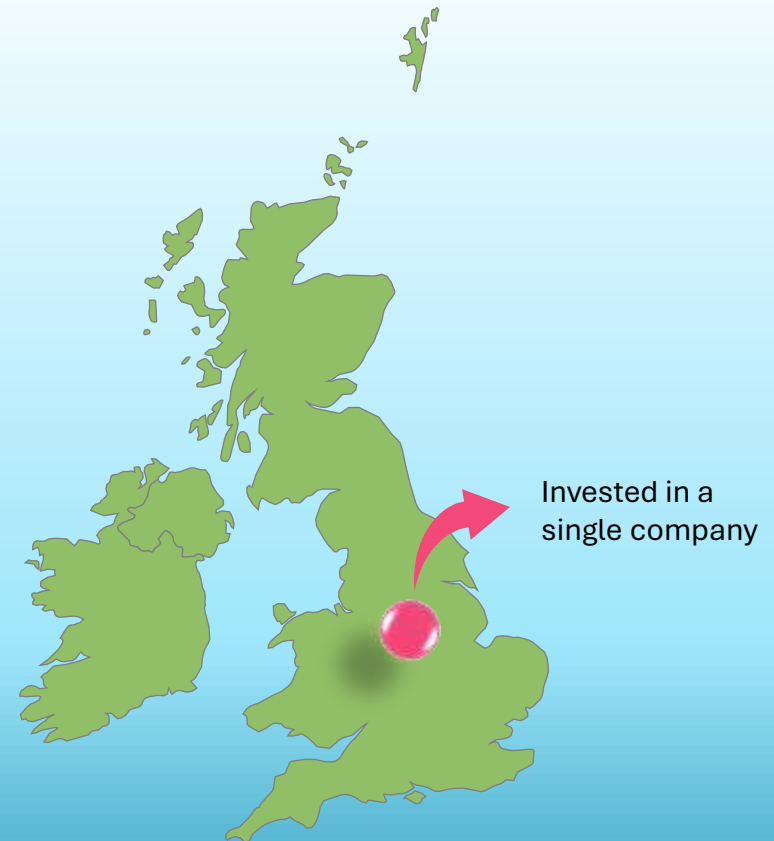


# Diversifying your investments

Exposed to the fortunes of one company

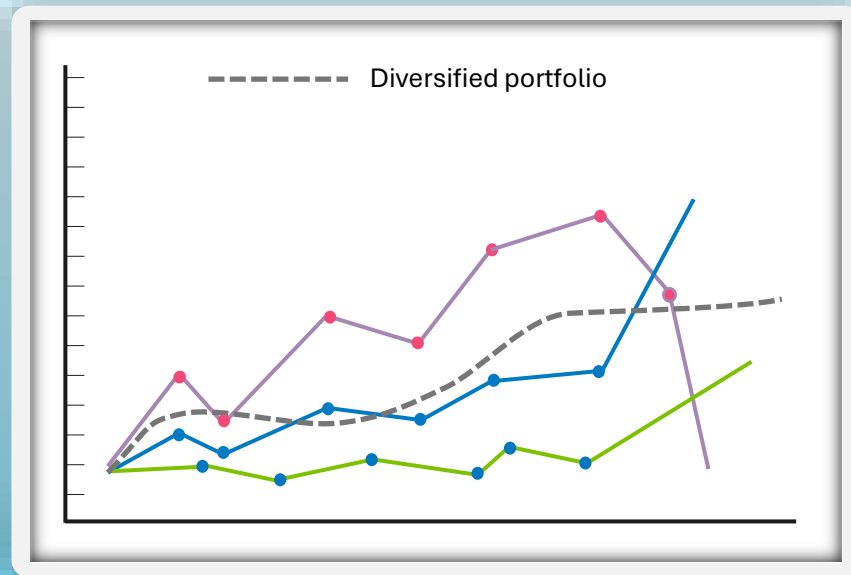


However there is no guarantee against a sudden loss

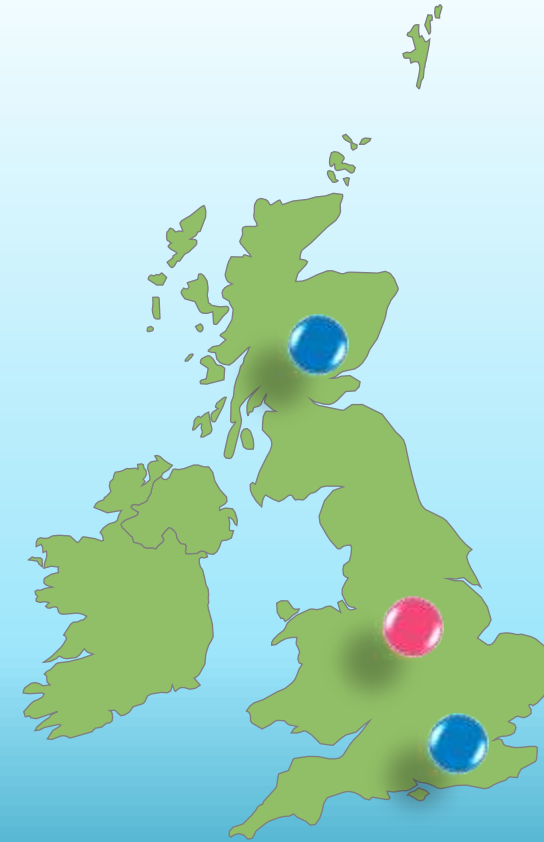


# Diversifying your investments

Investing in several UK based Companies



You could consider spreading your investment across several UK businesses.



# Diversifying your investments

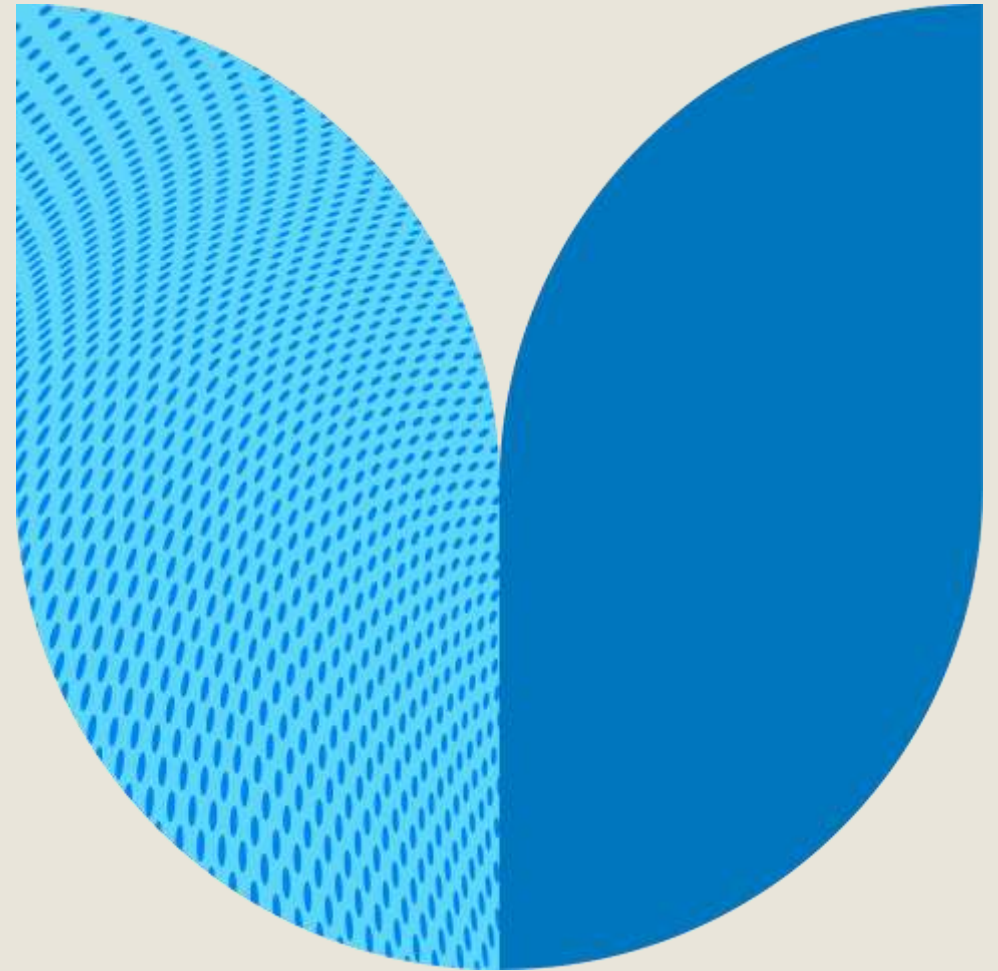
Diversifying globally could reduce risk presented by a geographical area





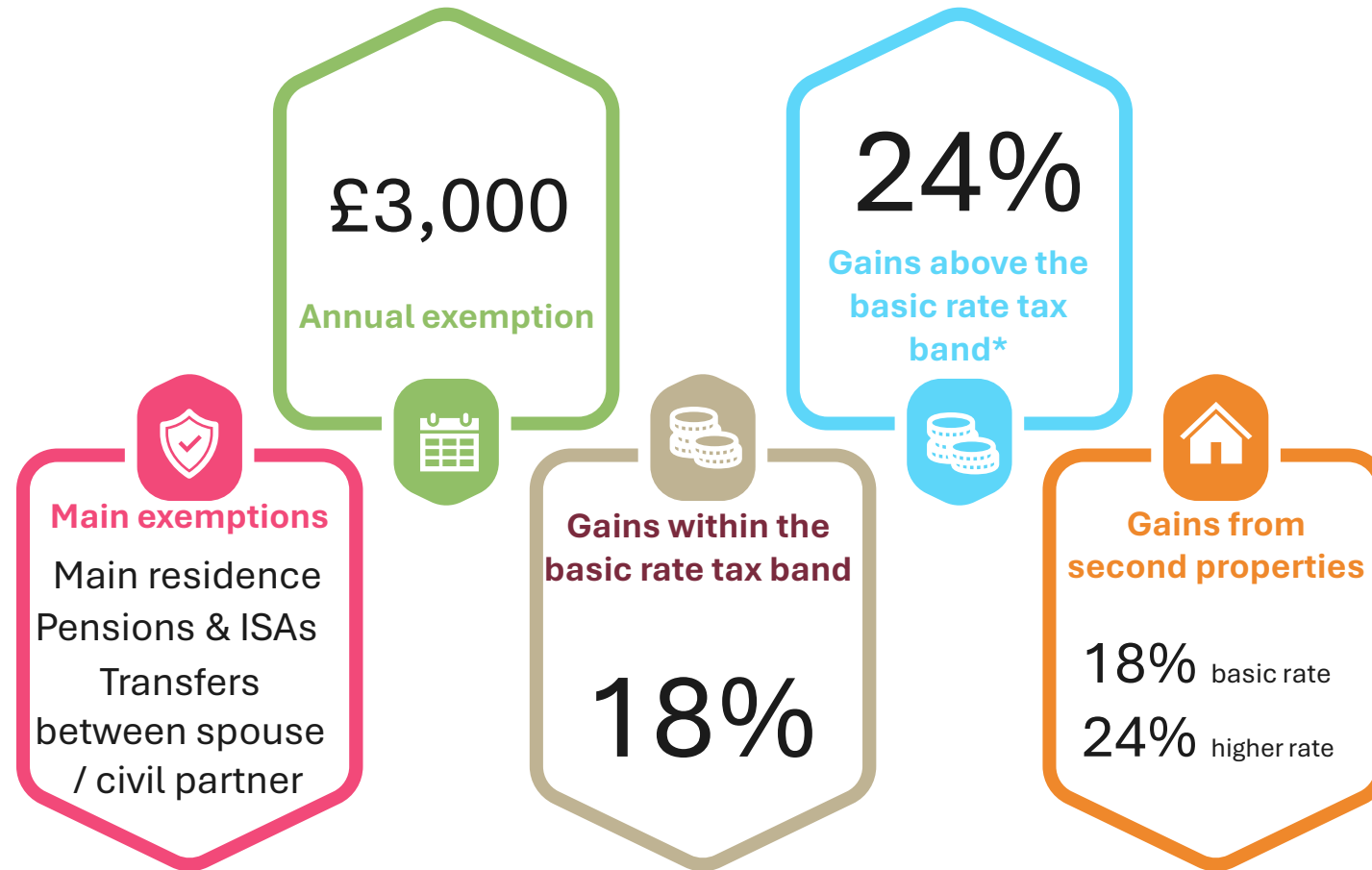


# Tax allowances



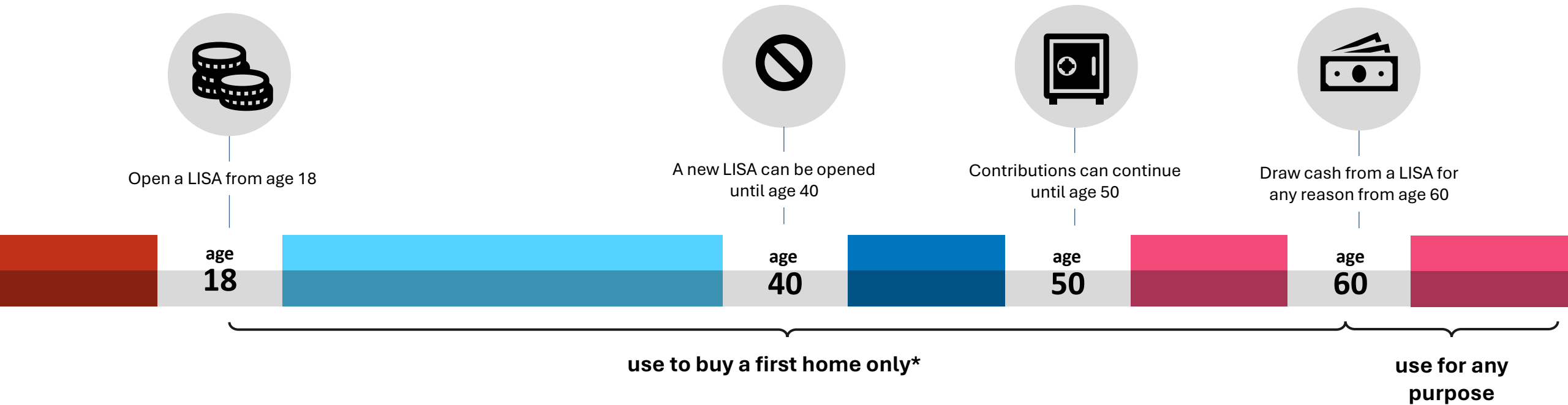
# Capital gains tax (CGT)

A tax on the profit when you sell (or 'dispose of') an asset that's increased in value.



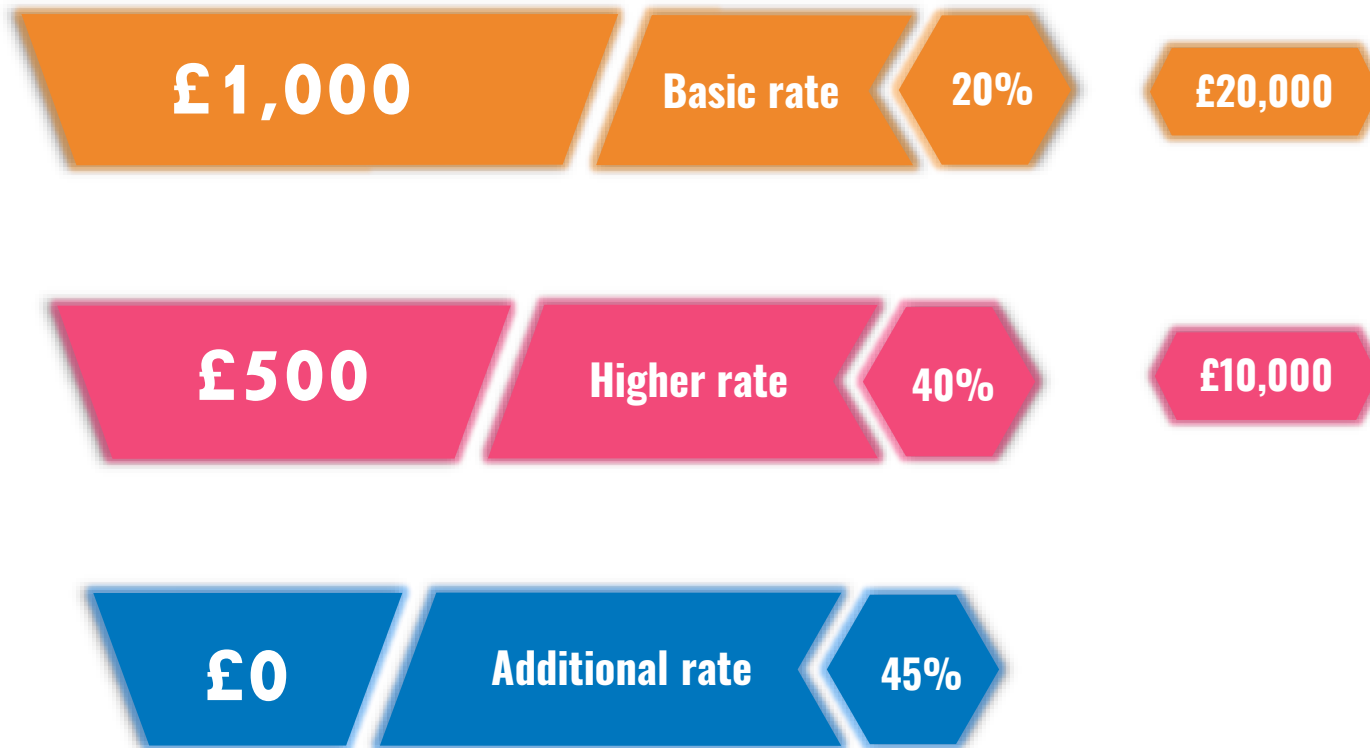
# Lifetime ISAs

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



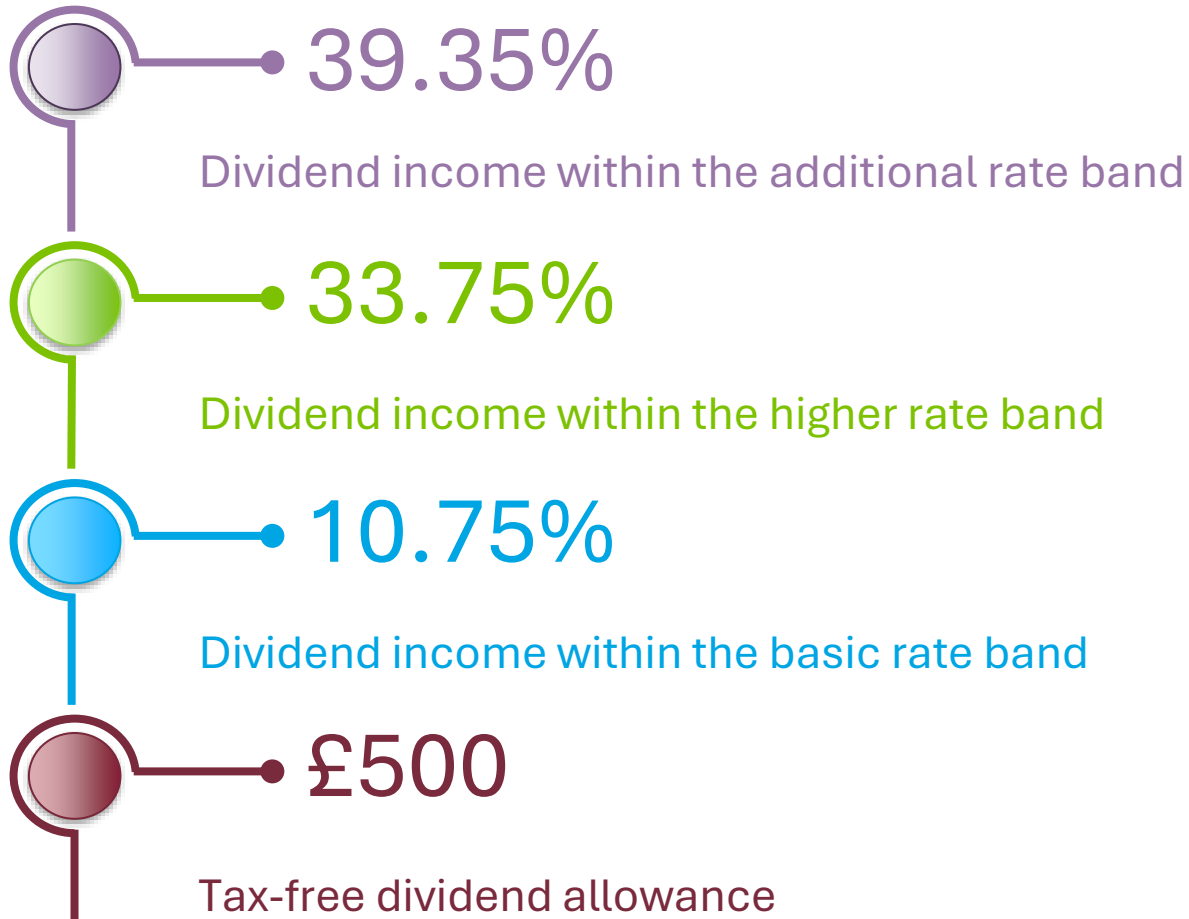
\*Withdrawals for any other reasons incur a 25% penalty charge except in the case of terminal illness.

# Personal savings allowance



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

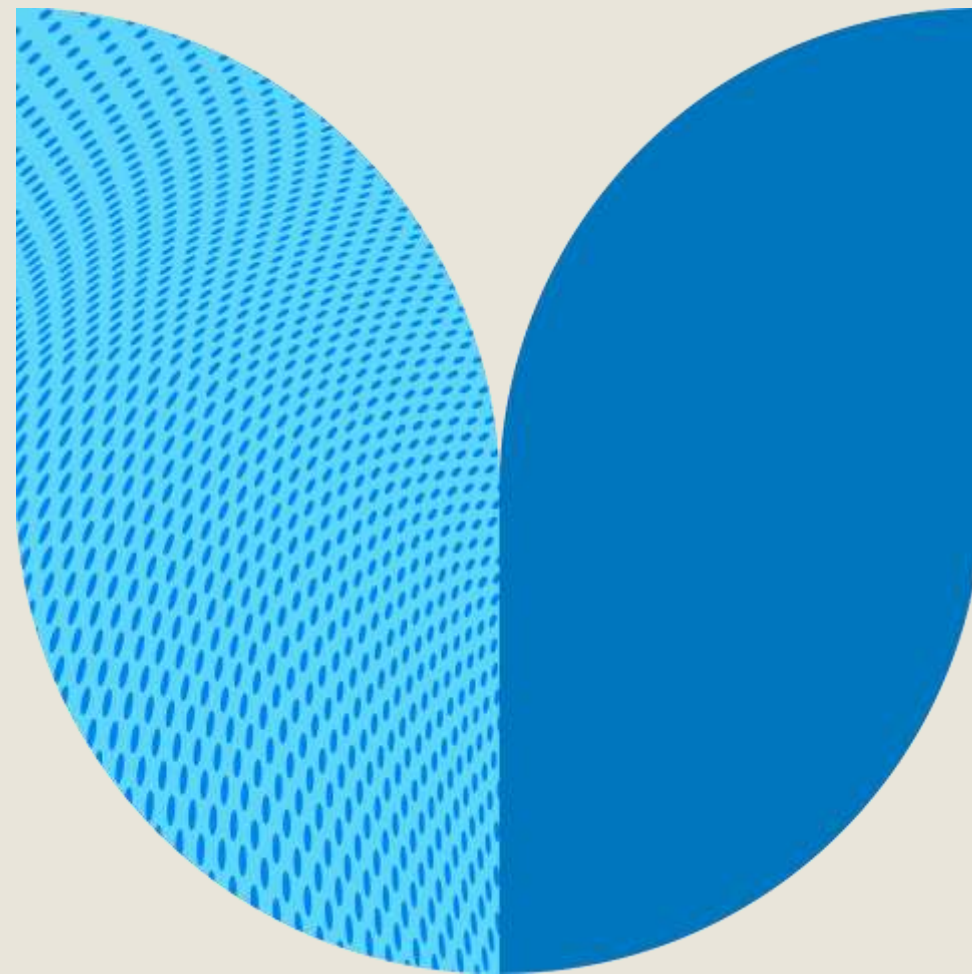
# Individual savings accounts (ISAs)

- An ISA protects your savings and investments from taxation
- Interest and dividends are tax-free
- Growth is free of Capital Gains Tax
- Lifetime ISA's offer bonuses
- Standard ISA's offer more flexibility
- 2 most used types of ISA:
  - ✓ Cash ISA
  - ✓ Stocks & Shares ISA



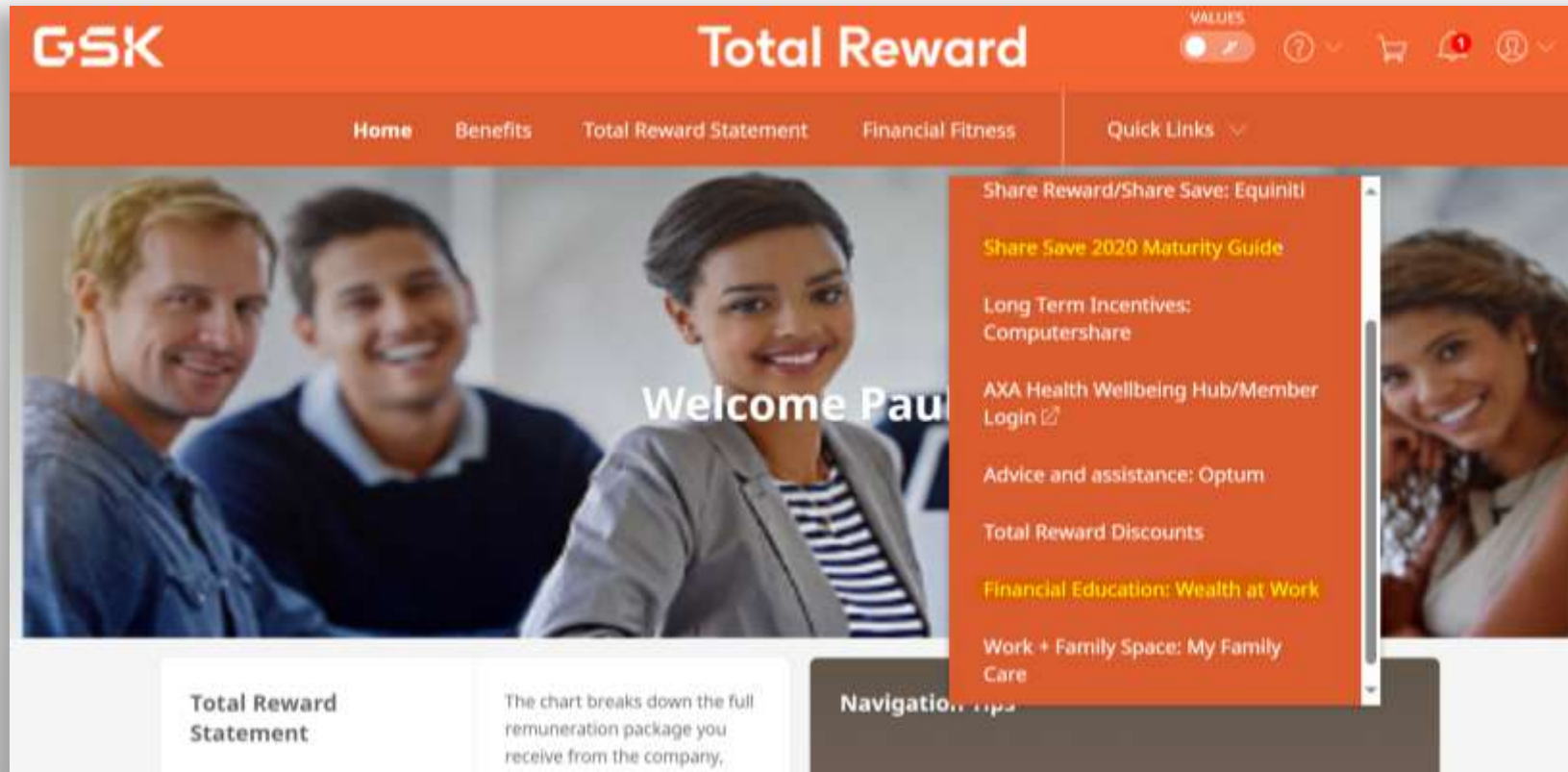
# Taking action

- ✓ 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



# Next steps

# Further information and guidance



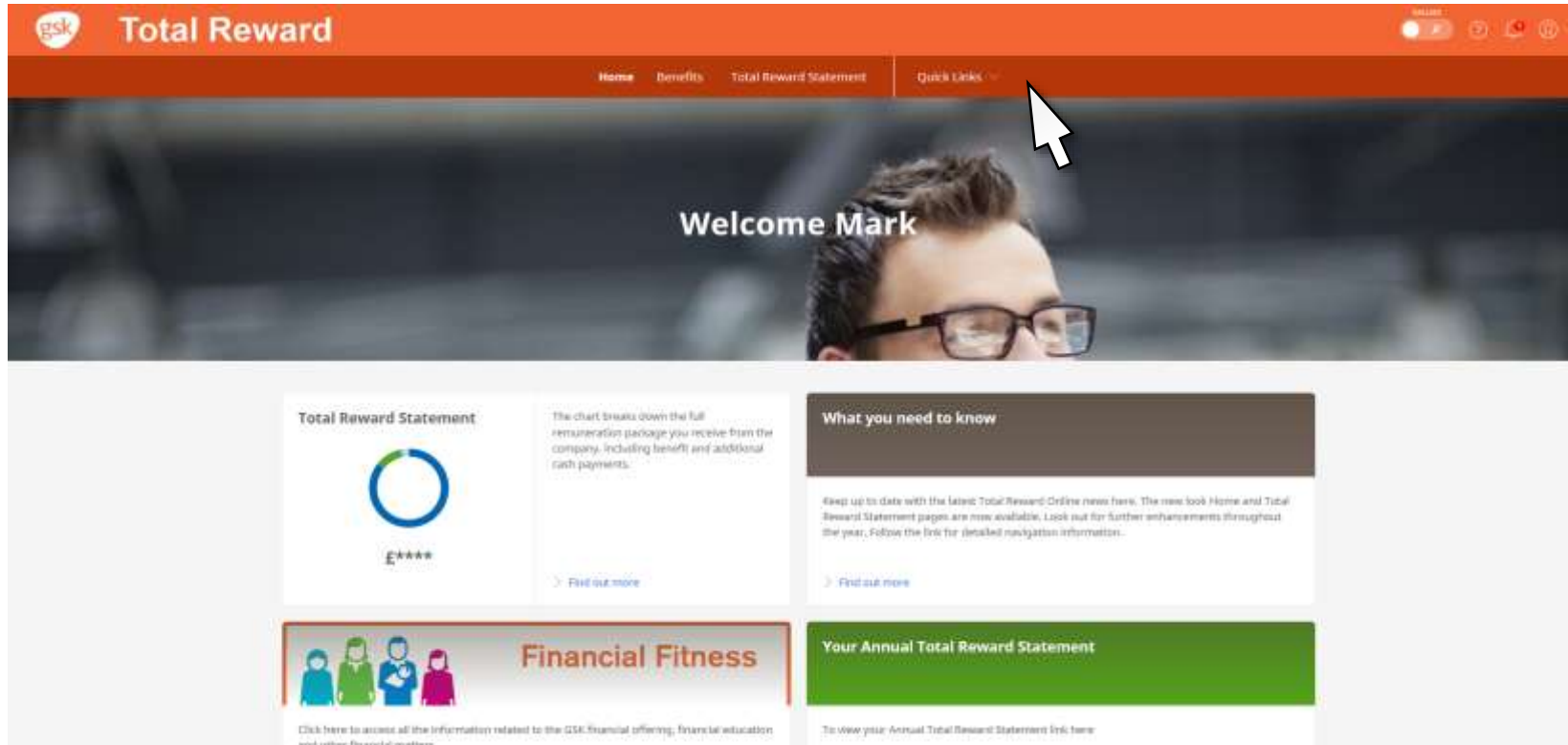
# Your webcasts



The screenshot shows the top of the WEALTH at work GSK website. The header includes the WEALTH at work logo (part of the Wealth at Work group) and the GSK logo. On the right, it says 'www.W | Call us: 0800 028 3200'. Below the header is a navigation menu with links: HOME, YOUR SEMINARS & WEBINARS, YOUR WEBCASTS (highlighted), FURTHER INFORMATION, NEWS, and CONTACT. A search icon is on the right. Below the navigation is a dark blue banner with the text 'your webcasts.' in white. The main content area features an image of a person in a white shirt working at a desk with a laptop, a smartphone, and a cup of coffee. To the right of the image, the text reads: '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:' followed by a bulleted list: '• An Introduction to Total Reward', '• Pension tax allowances', and '• Pension flexibilities'. At the bottom, it says '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

# Further information and guidance



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.

# 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

# 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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- Wealth at Work Limited trades as both 'my wealth' (when providing guidance and investment advice) and 'WEALTH at work' (when providing education).

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# Thank you

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