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Share Reward & How It Works



WEALTH at work

part of the Wealth at Work group

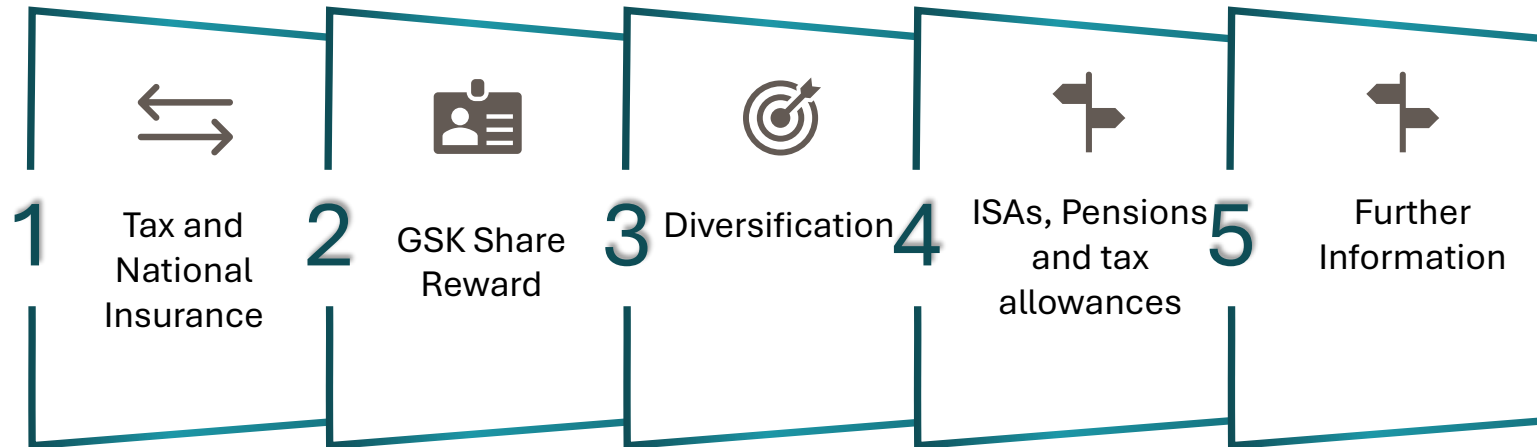
About us

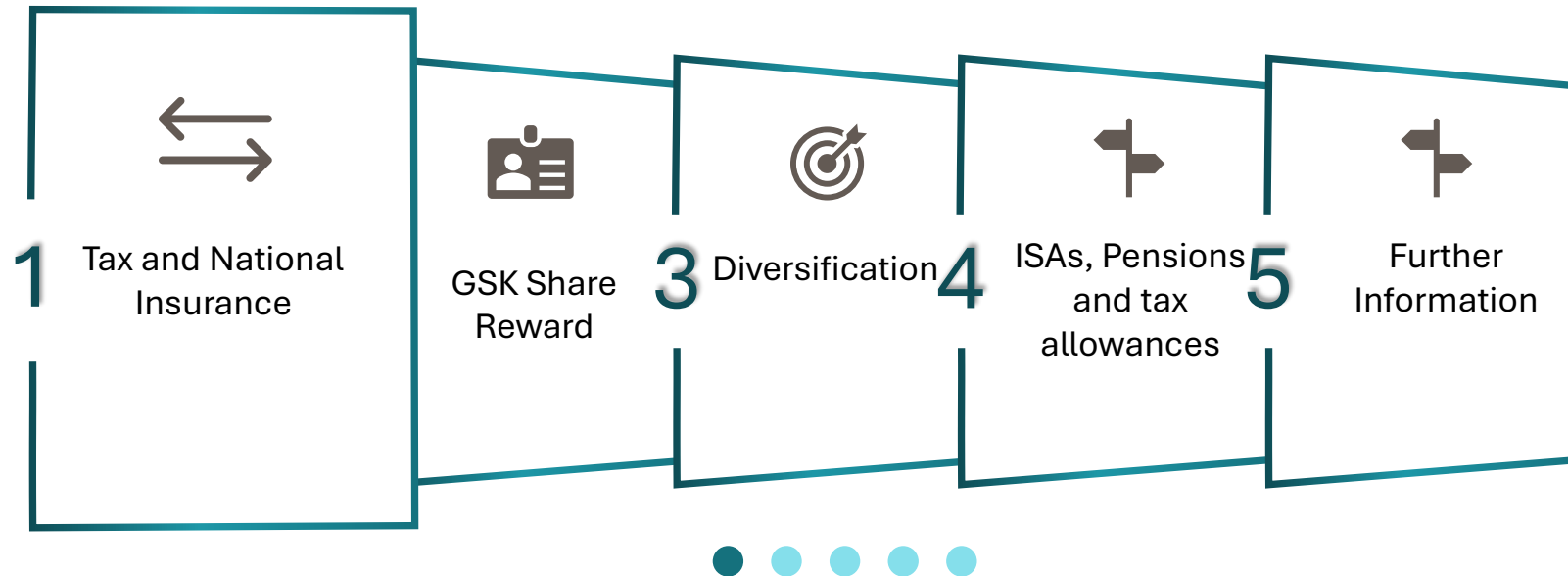
WEALTH at work is a leading financial wellbeing, retirement and workplace savings specialist.

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.

What we'll cover today





Rates of income tax

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



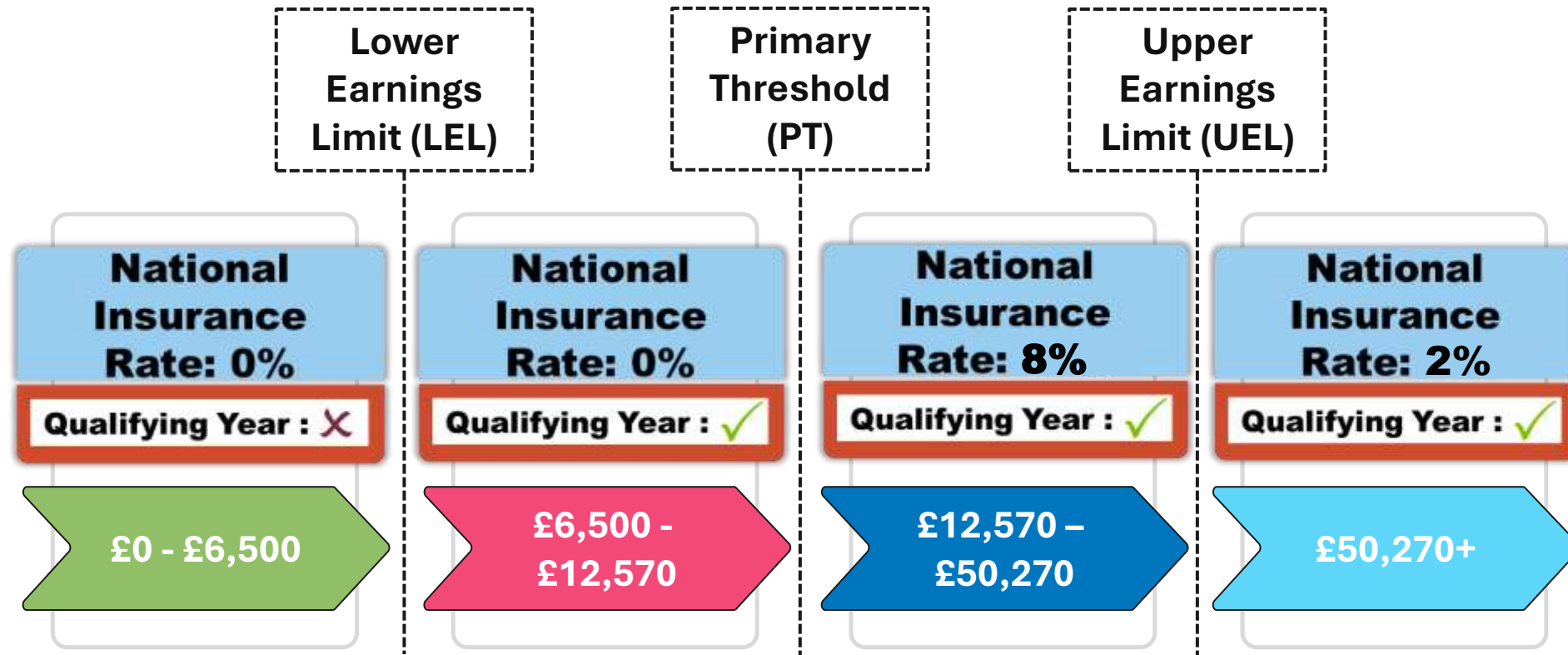
>£125,140

Additional Rate Tax
on earnings above
£125,140

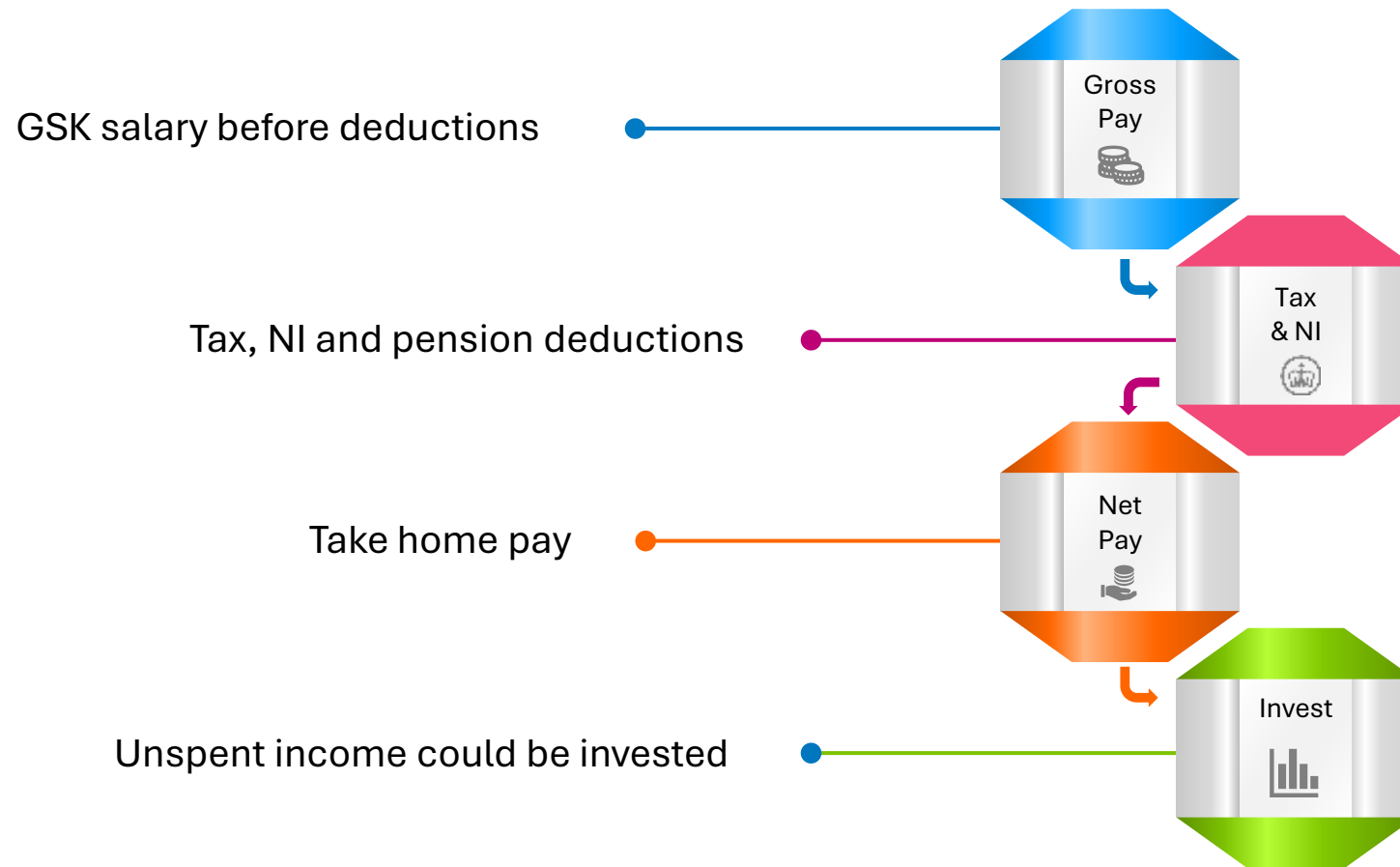


*The Personal Allowance reduces by £1 for every £2 of income above £100,000.

National Insurance

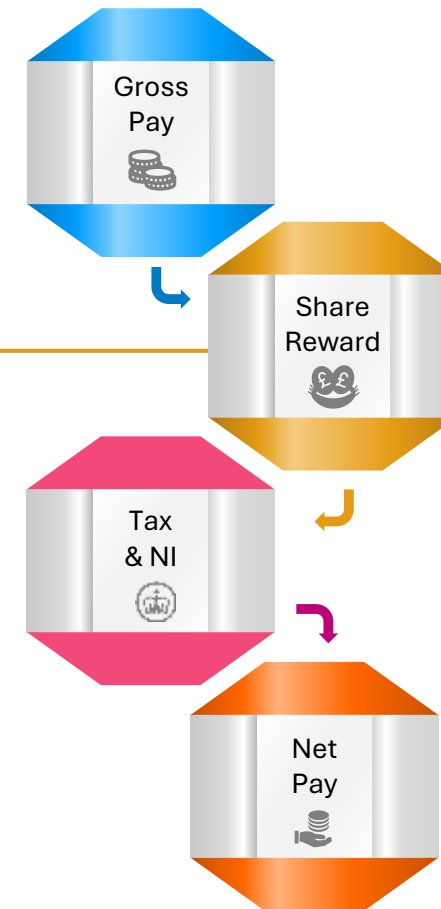


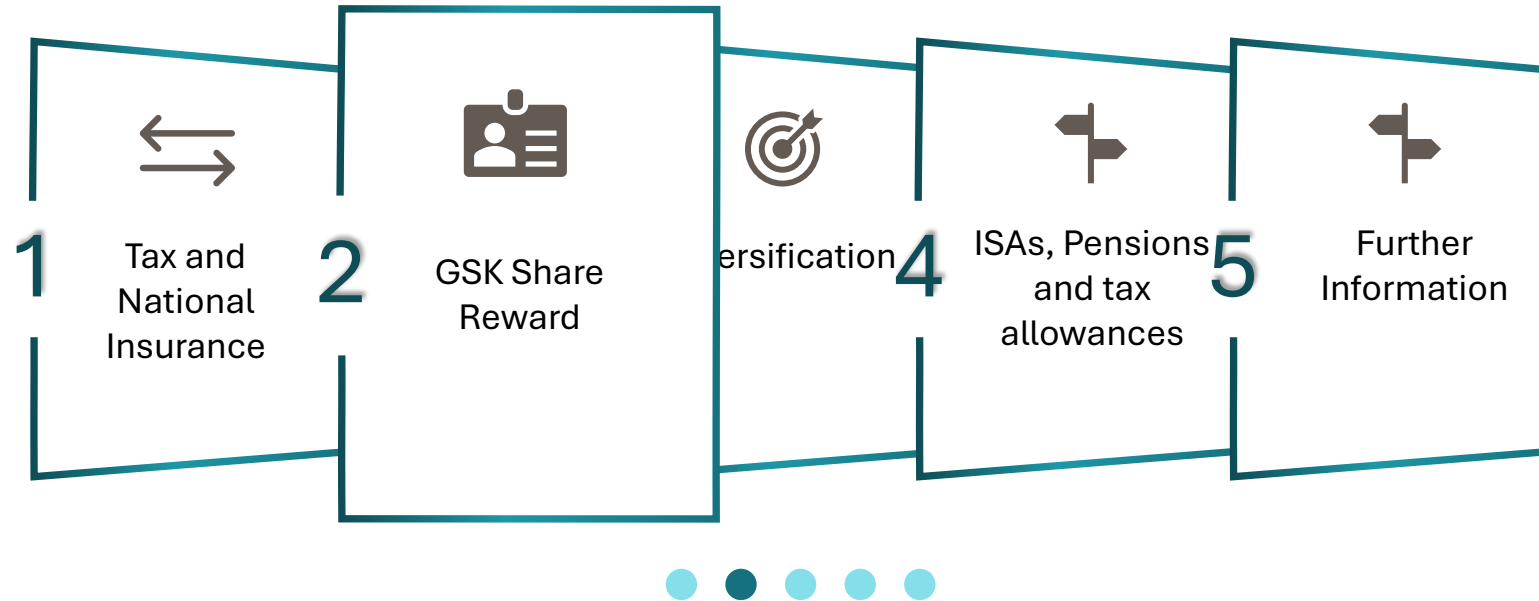
Reducing tax and NI









Reducing tax and NI

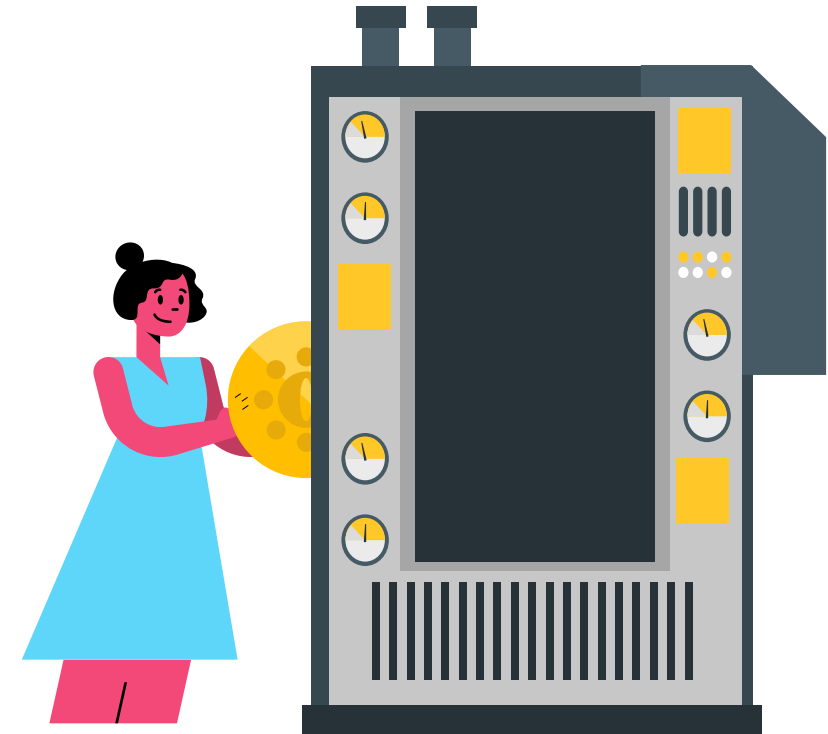
GSK Share Reward Investment

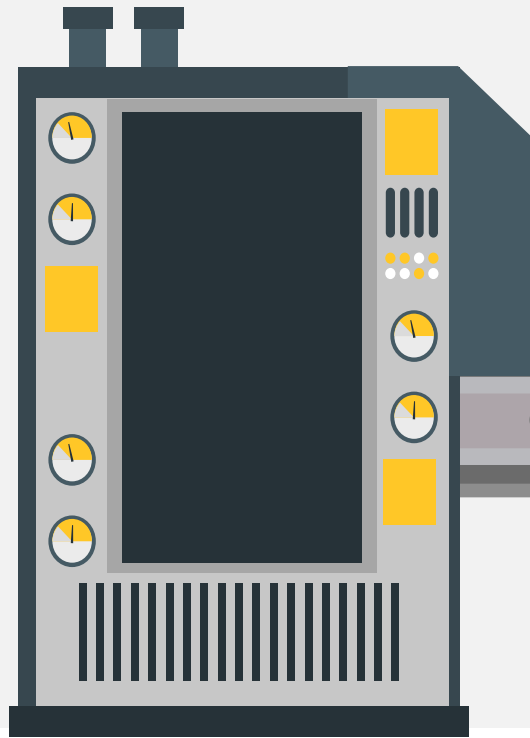




Share reward

-  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



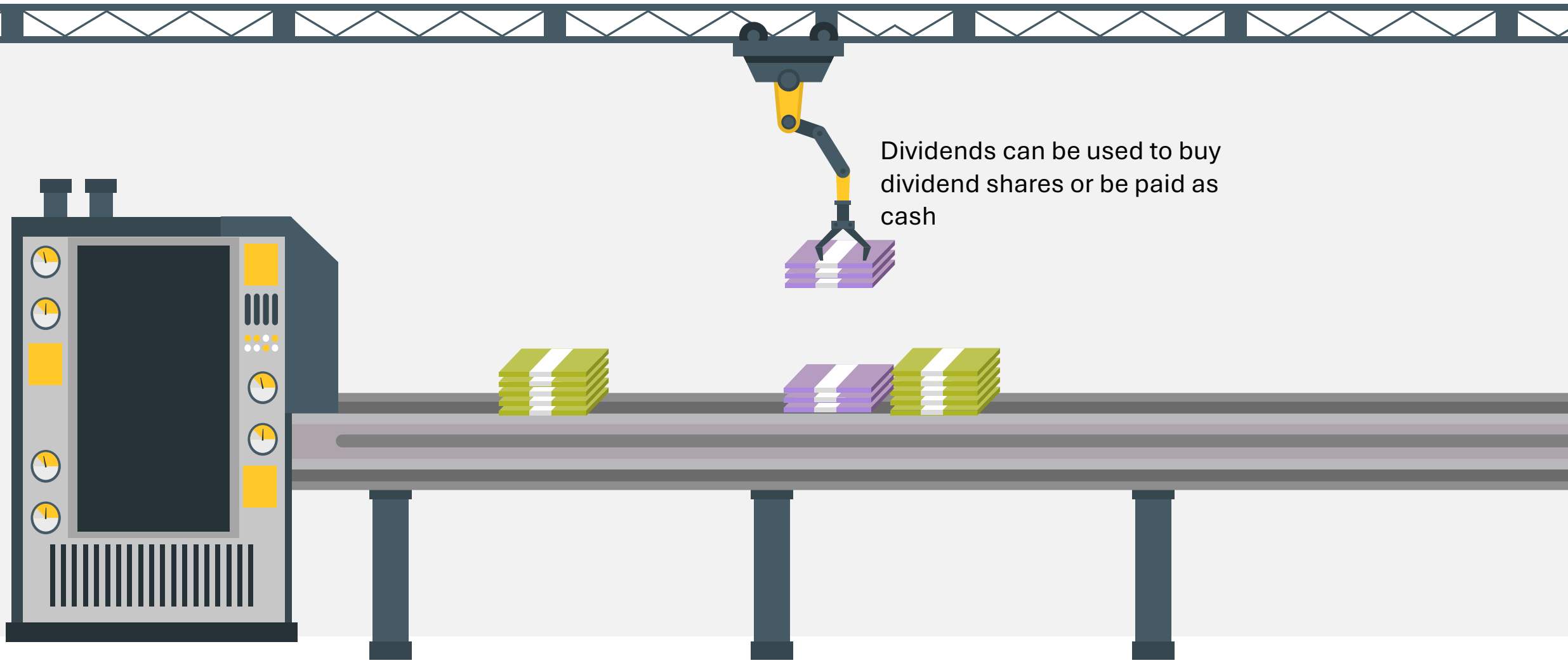
£250

Total Invested



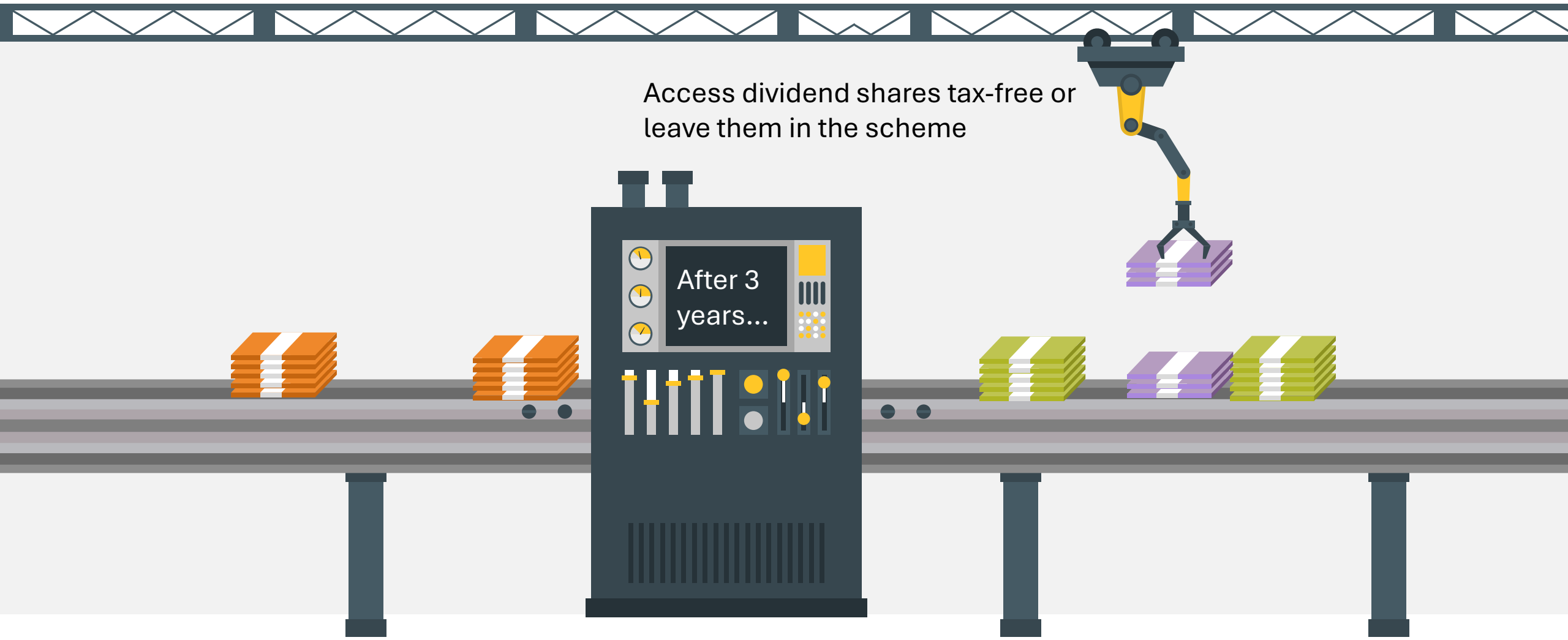
WEALTH at work

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



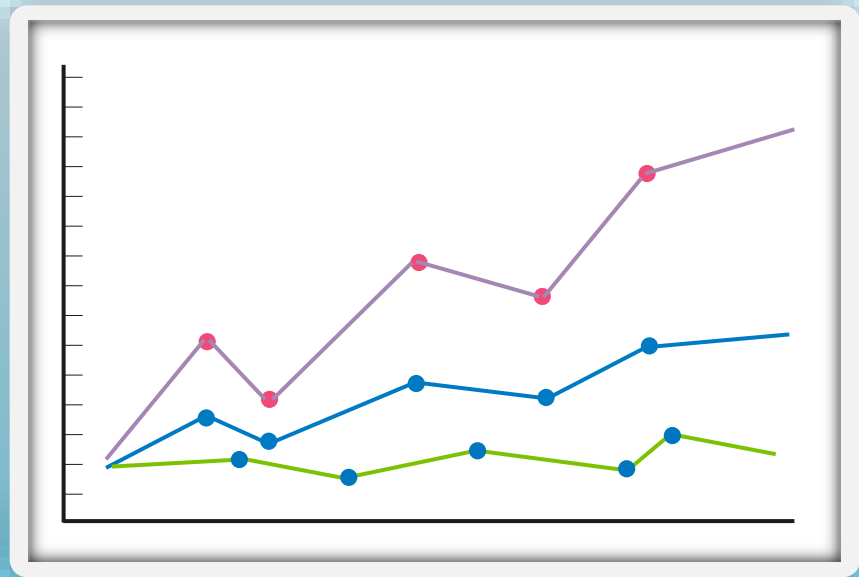
Access investment and reward shares
tax-free or leave them in the scheme



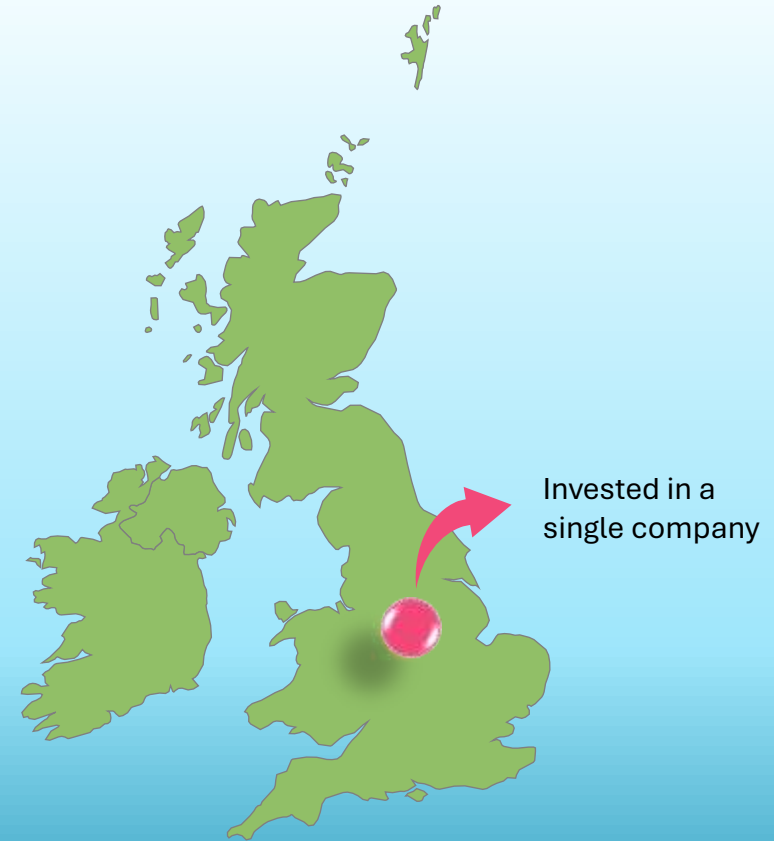


Diversifying your investments

Exposed to the fortunes of one company

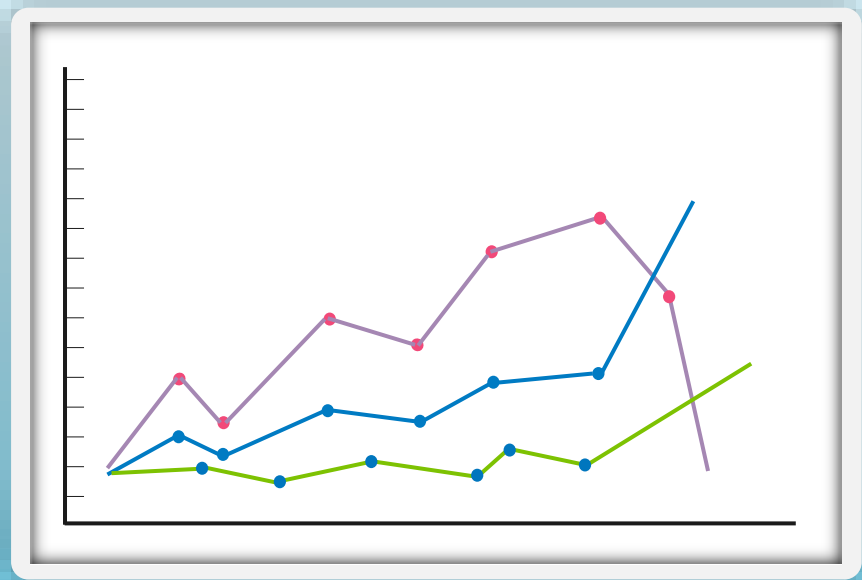


It's possible your investment could outperform others

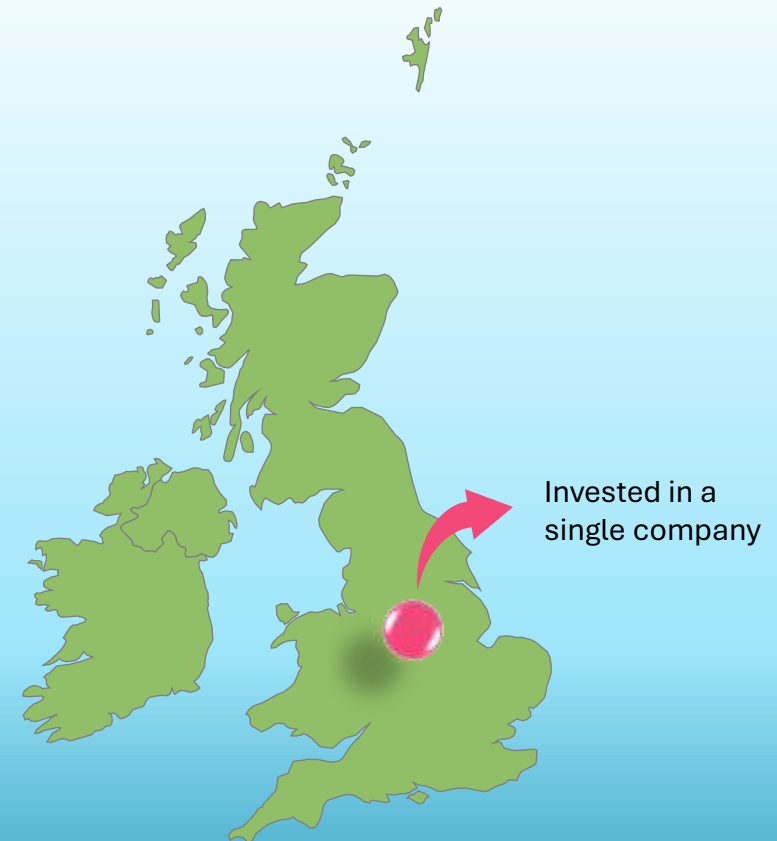


Diversifying your investments

Exposed to the fortunes of one company

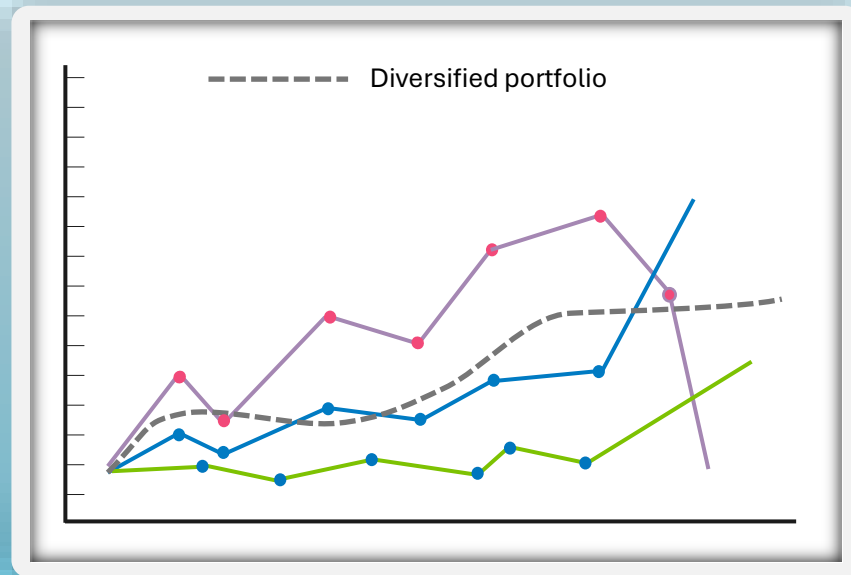


However there is no guarantee against a sudden loss

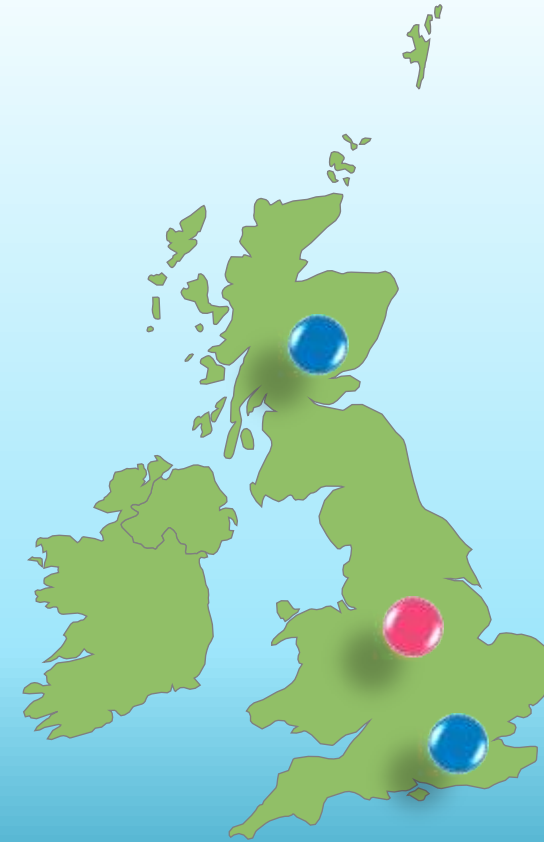


Diversifying your investments

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

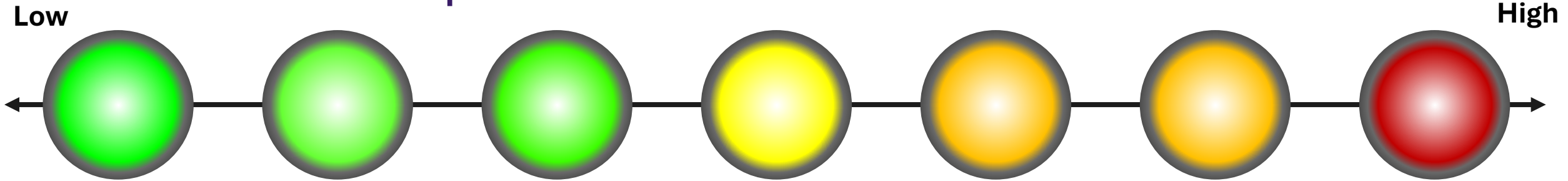


Diversifying your investments

Diversifying into different sectors and asset classes could reduce that risk further



The relationship between risk and return



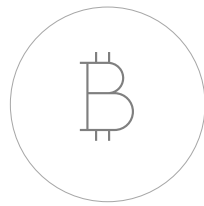
Bonds



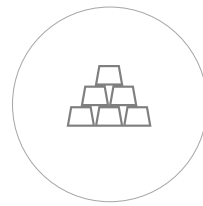
Gilts



Shares



Cryptocurrency



Commodities

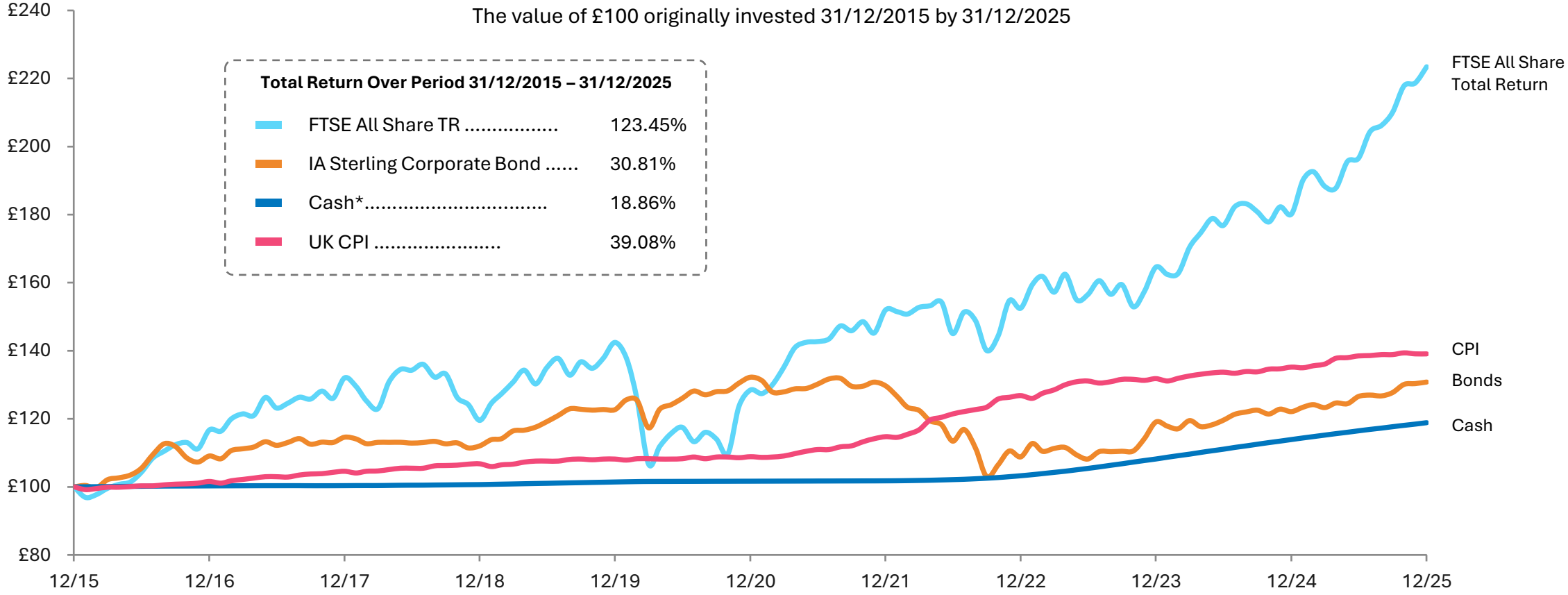


Property



Cash

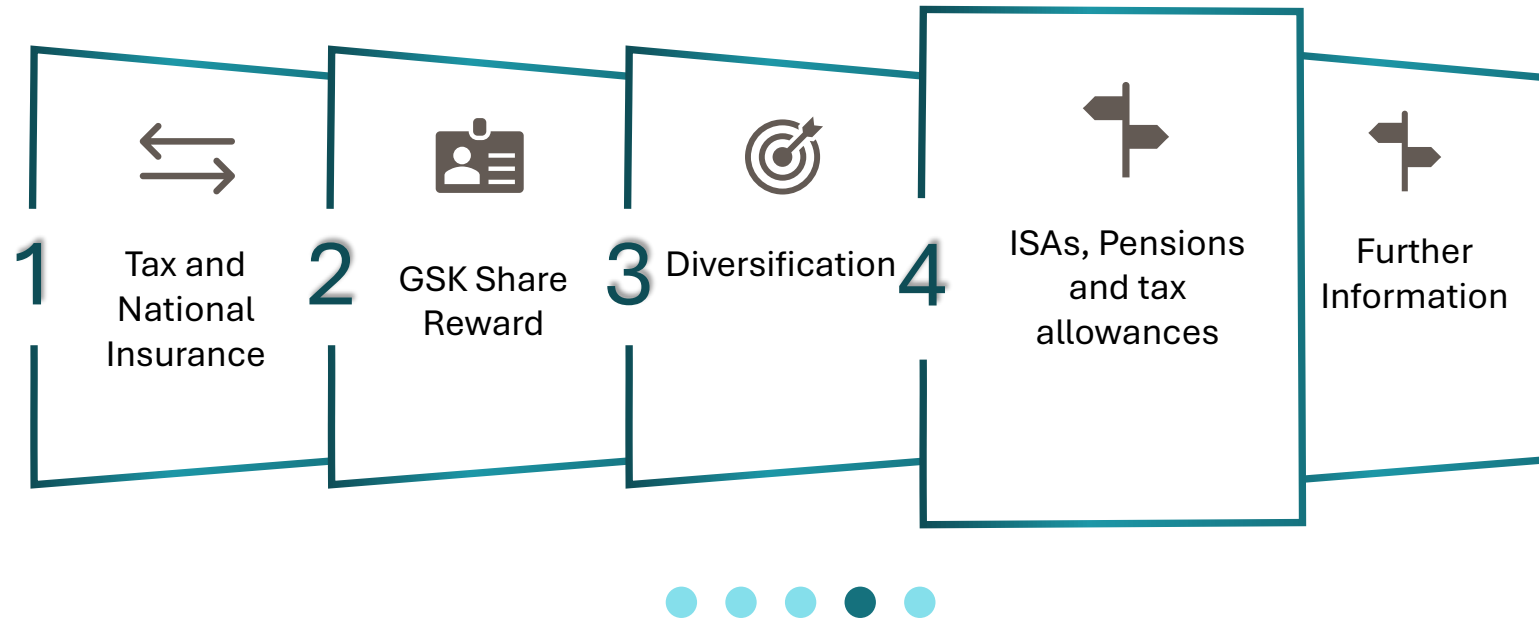
Risk and returns: the real world



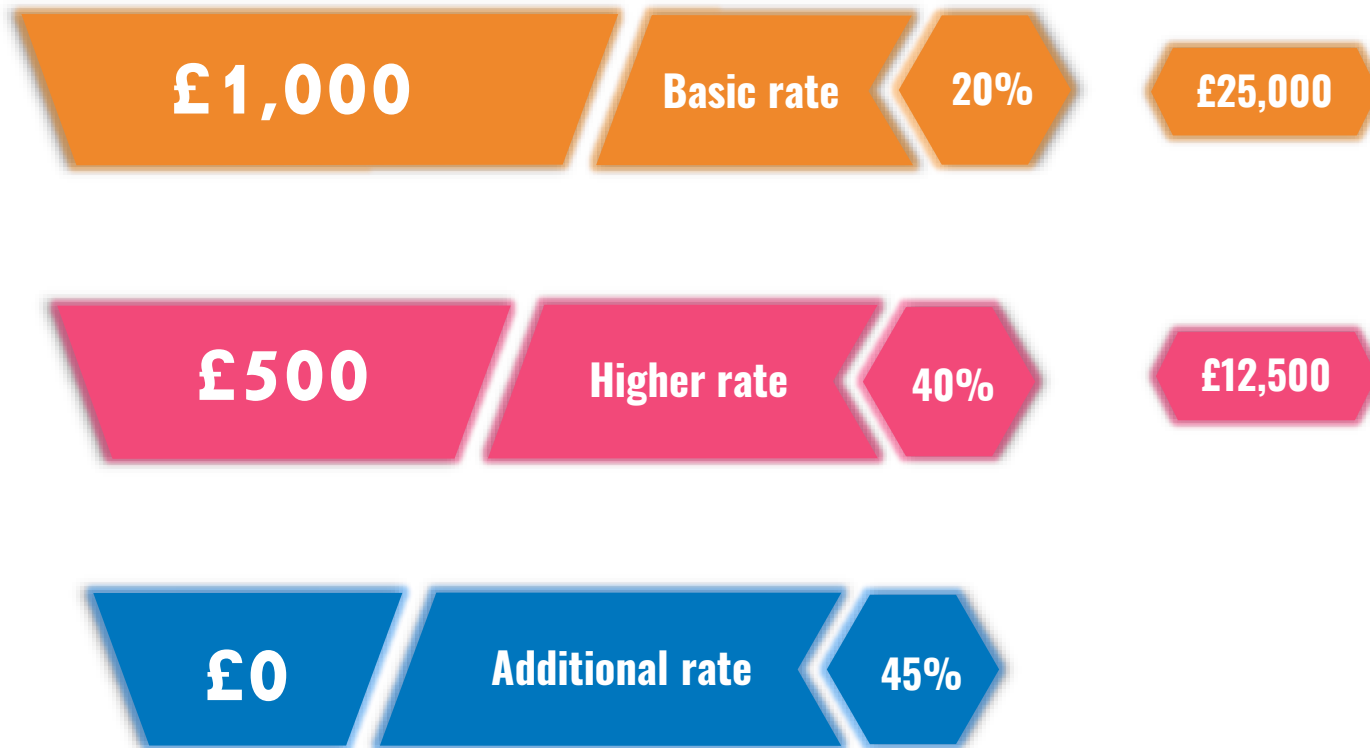
This chart shows past performance which is not a reliable guide to the future

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.

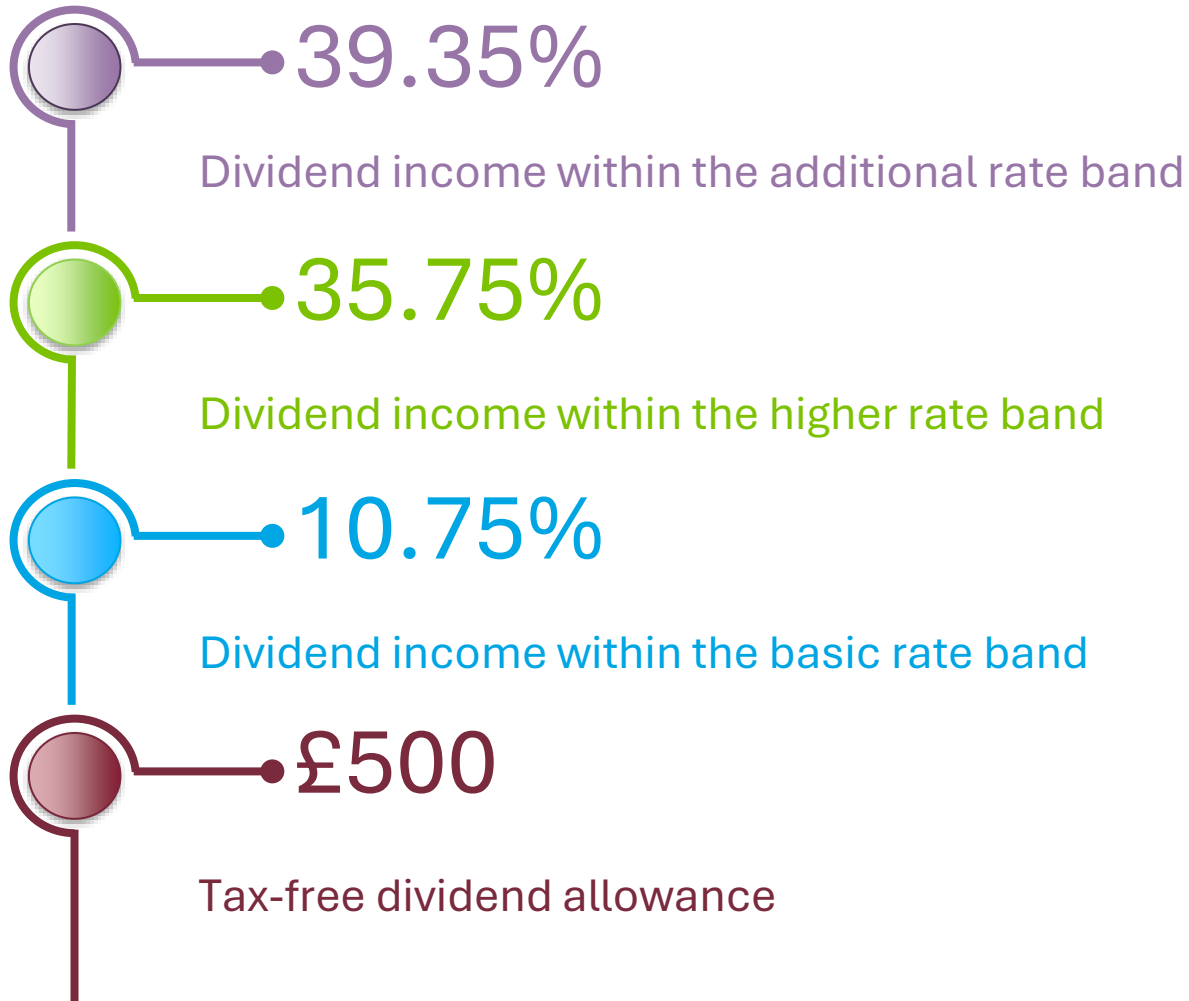


Personal savings allowance



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

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 and investments 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

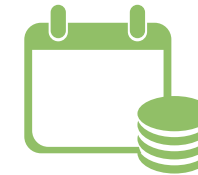
Invest GSK share proceeds and receive tax relief*



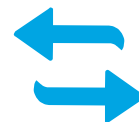
Any investment growth is tax-free



Access your pension from age 55**



Receive up to 25% tax free



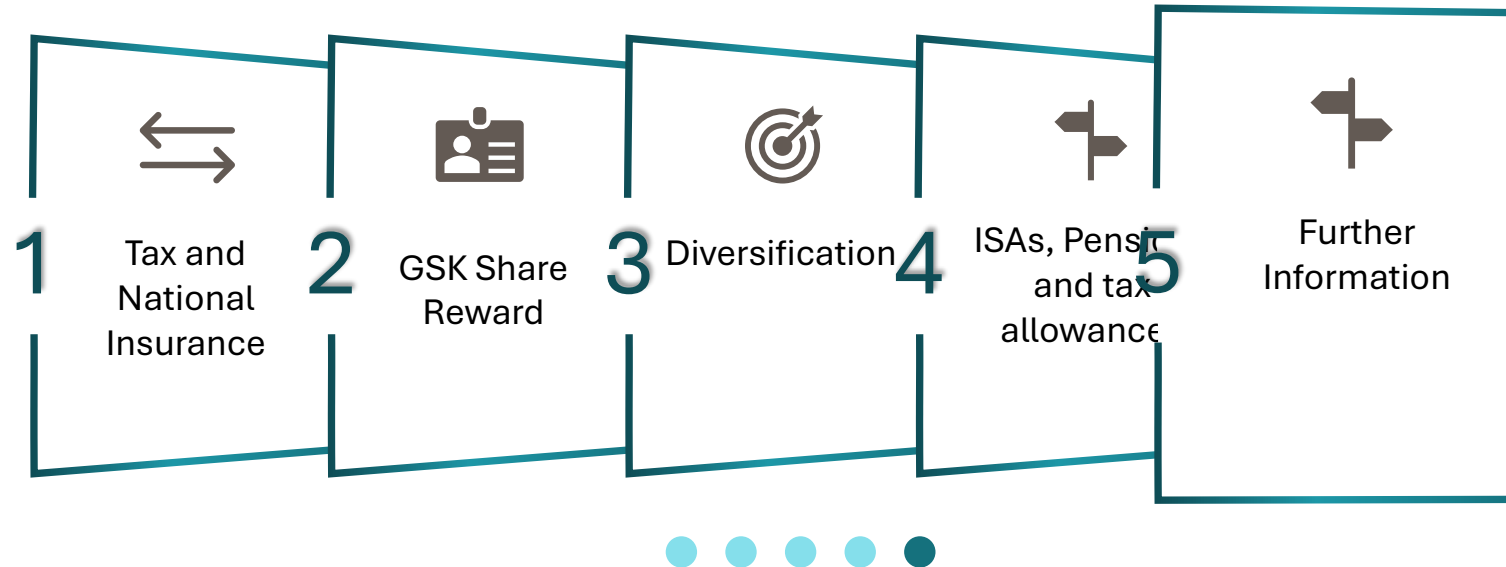
Receive a taxable lump sum or generate a taxable income with remaining pot



*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.

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 are several utility icons: a "VALUES" toggle switch, a help icon, a shopping cart, a notification bell with a red indicator, and a user profile icon. Below the title bar is a navigation menu with links for "Home", "Benefits", "Total Reward Statement", "Financial Fitness", and "Quick Links". The main content area features a large banner image of three smiling people 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". At the bottom, a "Total Reward Statement" section is partially visible, with the text "The chart breaks down the full remuneration package you receive from the company."

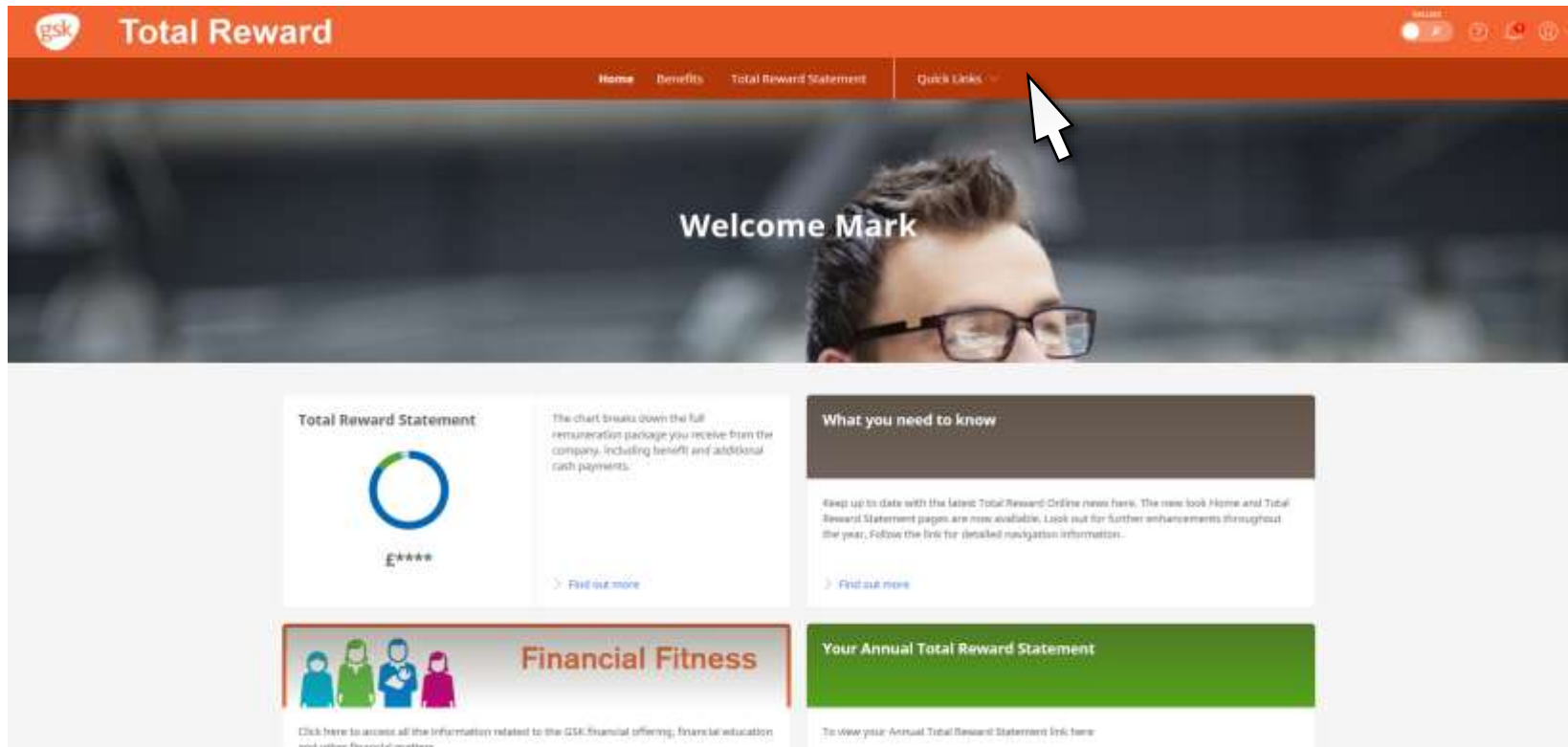
Your webcasts



The screenshot shows the top navigation bar with the WEALTH at work logo (part of the Wealth at Work group) and the GSK logo. The contact number 0800 028 3200 is visible in the top right. The main navigation menu includes HOME, YOUR SEMINARS & WEBINARS, YOUR WEBCASTS (highlighted), FURTHER INFORMATION, NEWS, and CONTACT. A search icon is also present. 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 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 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 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

State Pensions, Income Tax and ISAs

www.gov.uk

www.hmrc.gov.uk

Financial Advice

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

Seeking regulated financial advice

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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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part of the Wealth at Work group

Thank you

0800 028 3200

www.wealthatwork.co.uk/mywealth

