

education caveat.

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The science behind your finances

Maximising your Share
Reward knowledge



Your
Benefits

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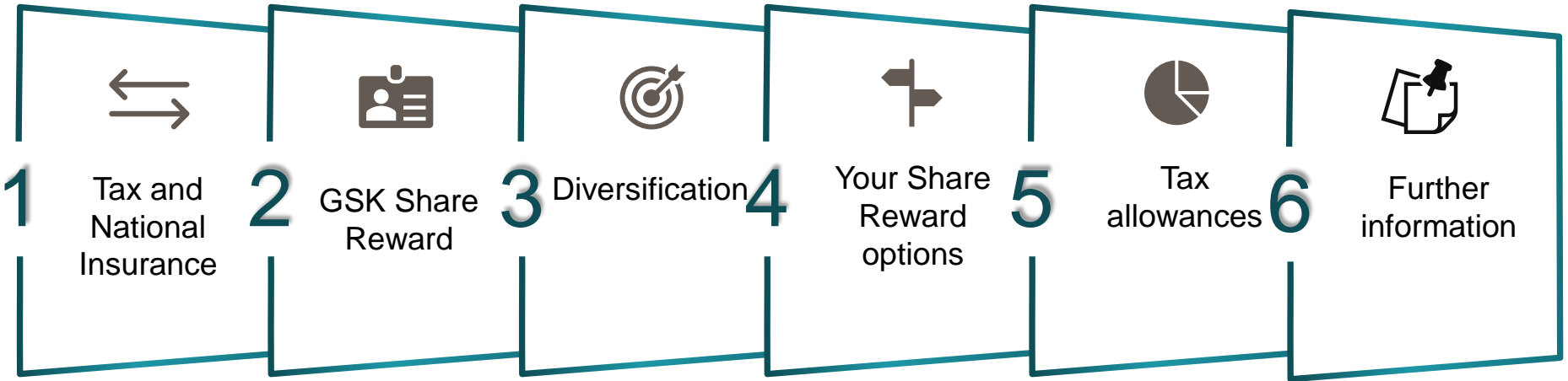
about us.

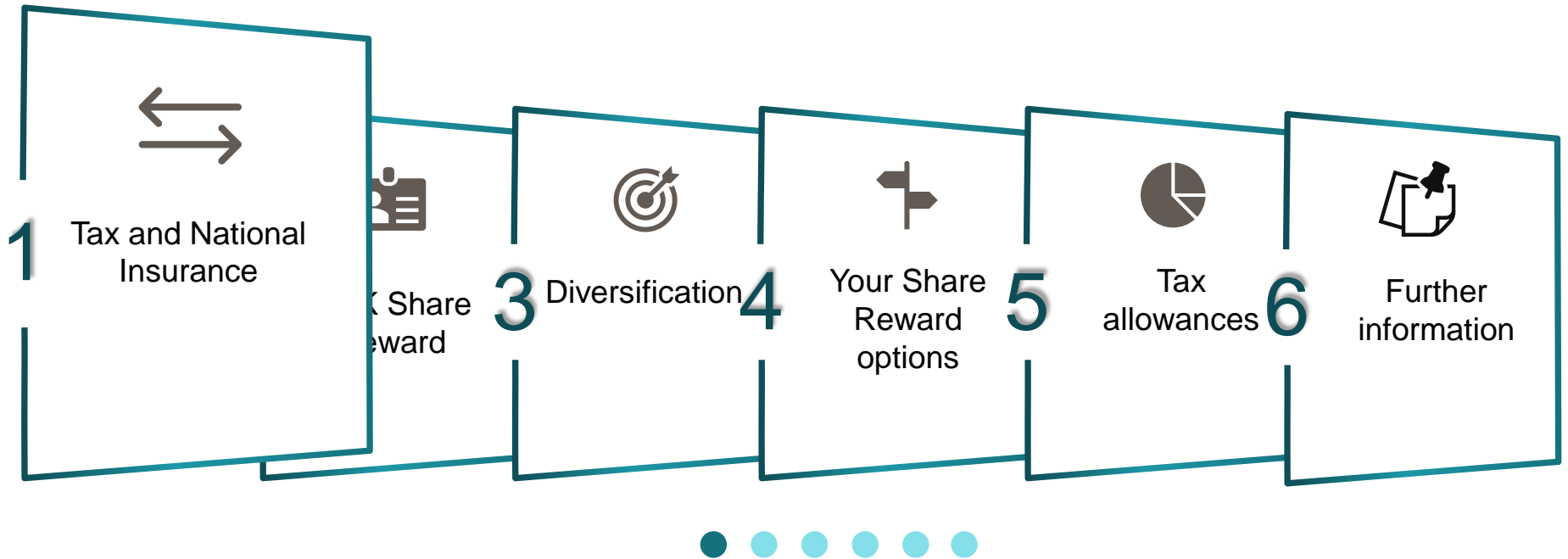
We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

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.

what we'll cover today.





rates of income tax 2024/25.

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 2024/25.

Lower Earnings Limit (LEL)

Primary Threshold (PT)

Upper Earnings Limit (UEL)

National Insurance Rate: 0%
Qualifying Year : ✗

£0 - £6,396

National Insurance Rate: 0%
Qualifying Year : ✓

£6,396 - £12,570

National Insurance Rate: 8%
Qualifying Year : ✓

£12,570 - £50,270

National Insurance Rate: 2%
Qualifying Year : ✓

£50,270+

salary sacrifice.



You save:

**Basic-rate
Taxpayers
28%**

- 20% Income Tax &
- 8% 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
28%**

- 20% Income Tax &
- 8% National Insurance

£125 shares

£35 saving

£90 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
28%**

- 20% Income Tax &
- 8% 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

£35 saving

£90 personal cost

£125 shares

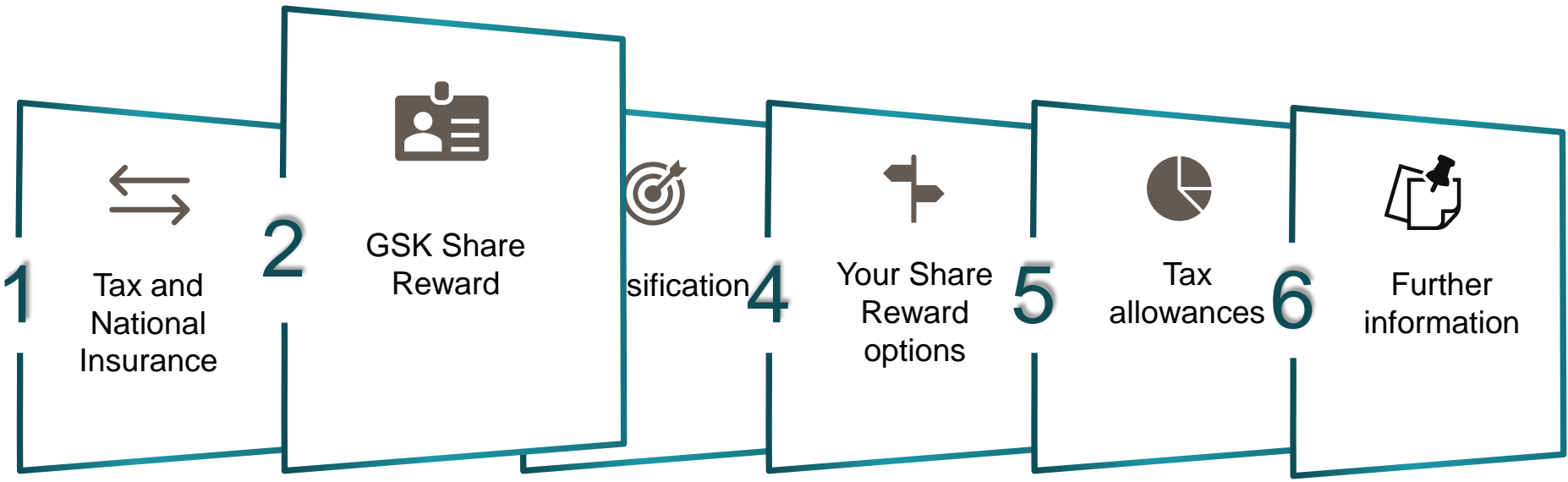
£52.50 saving

£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*

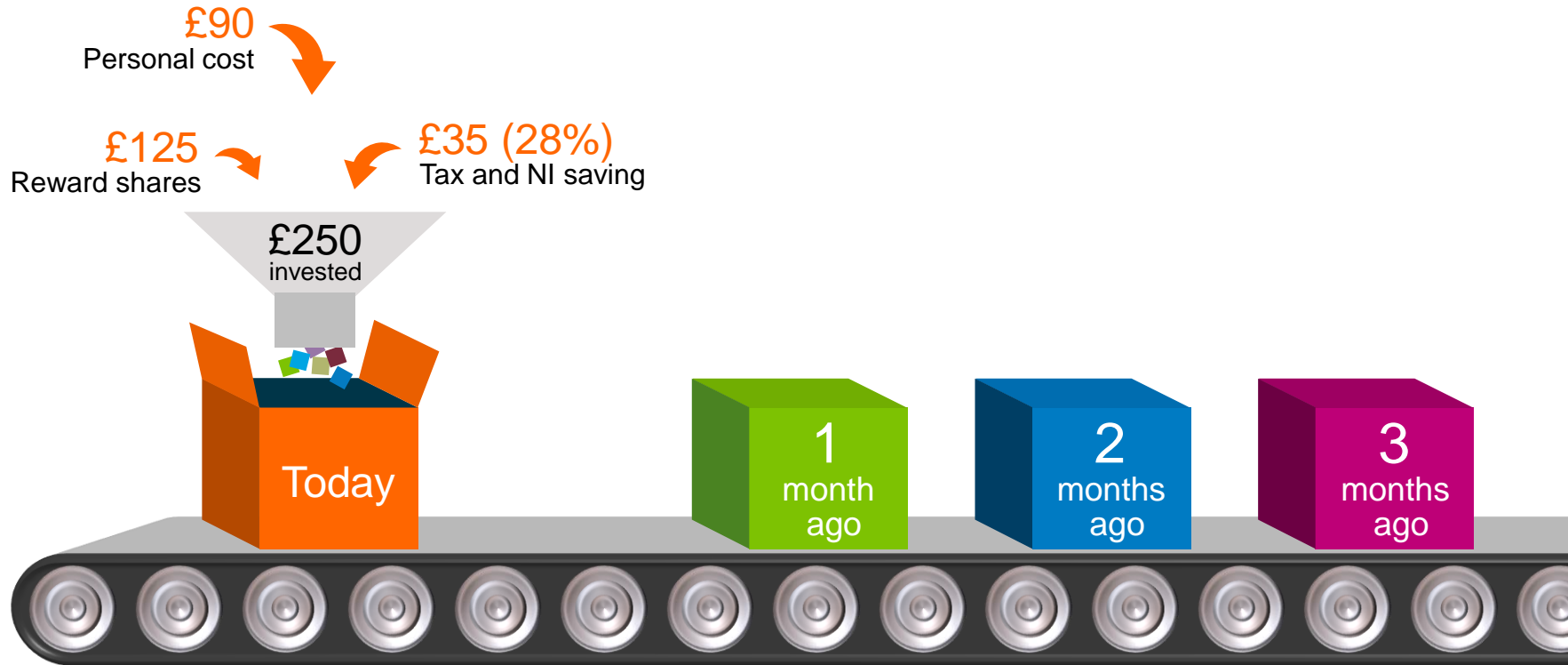
*Subject to HMRC limits

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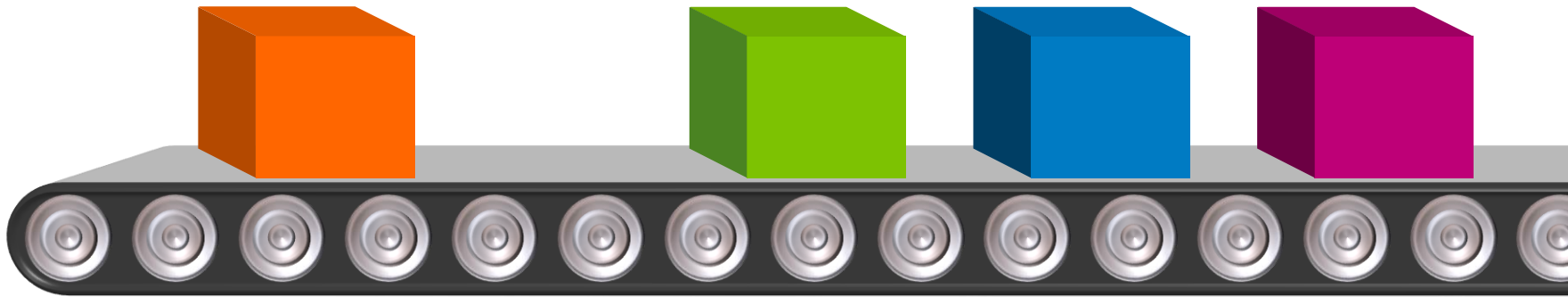
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share reward.

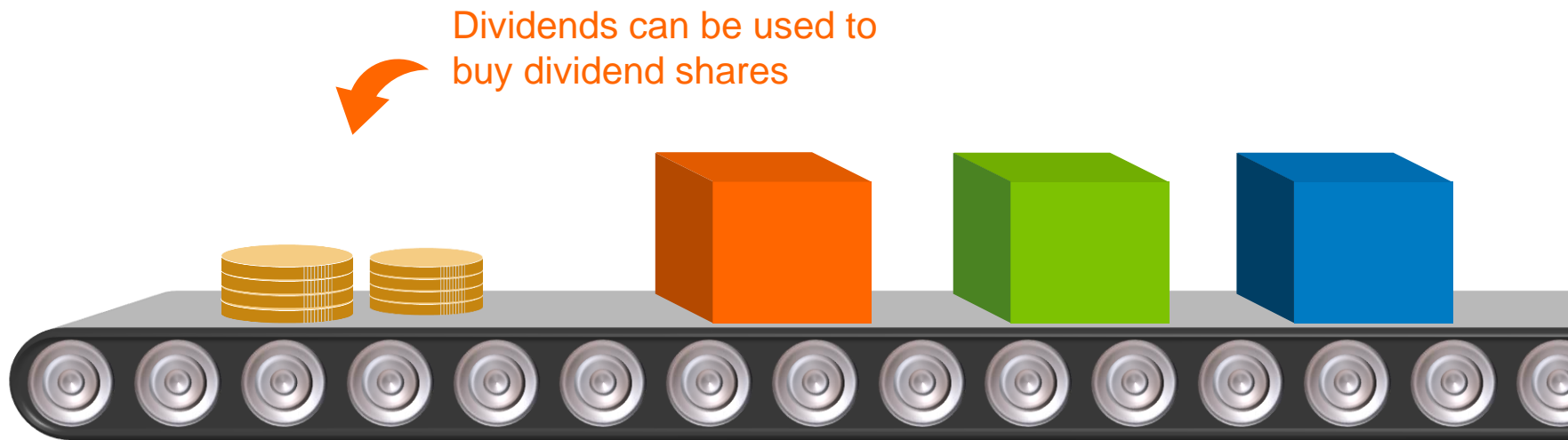
A basic rate tax payer making the maximum monthly investment into Share Reward.



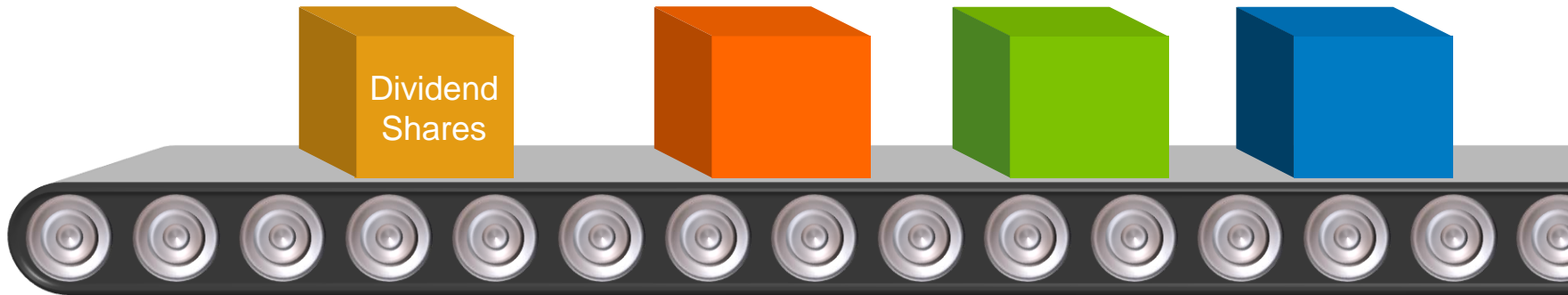
share reward.



share reward.



share reward.

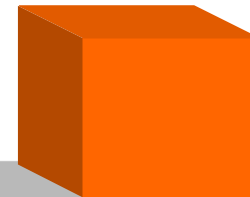


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share reward.

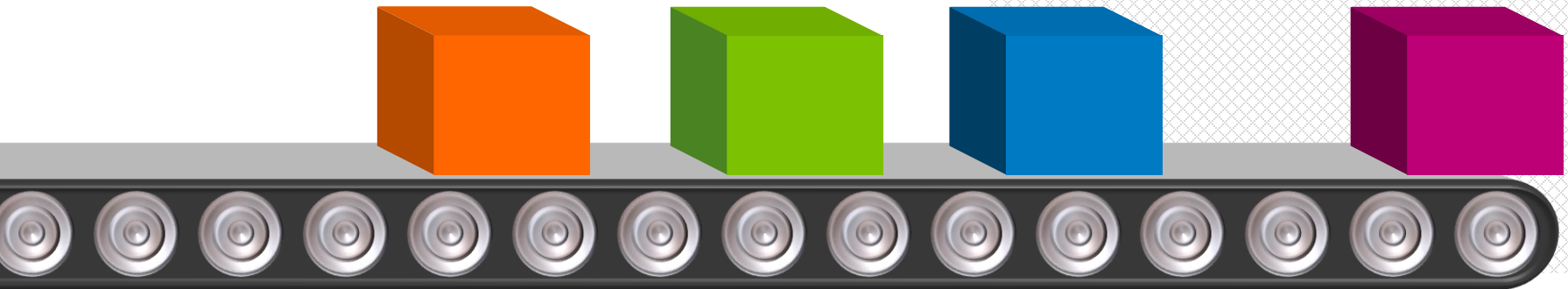
After 3 years...
access dividend shares
tax free or leave them in
the Scheme

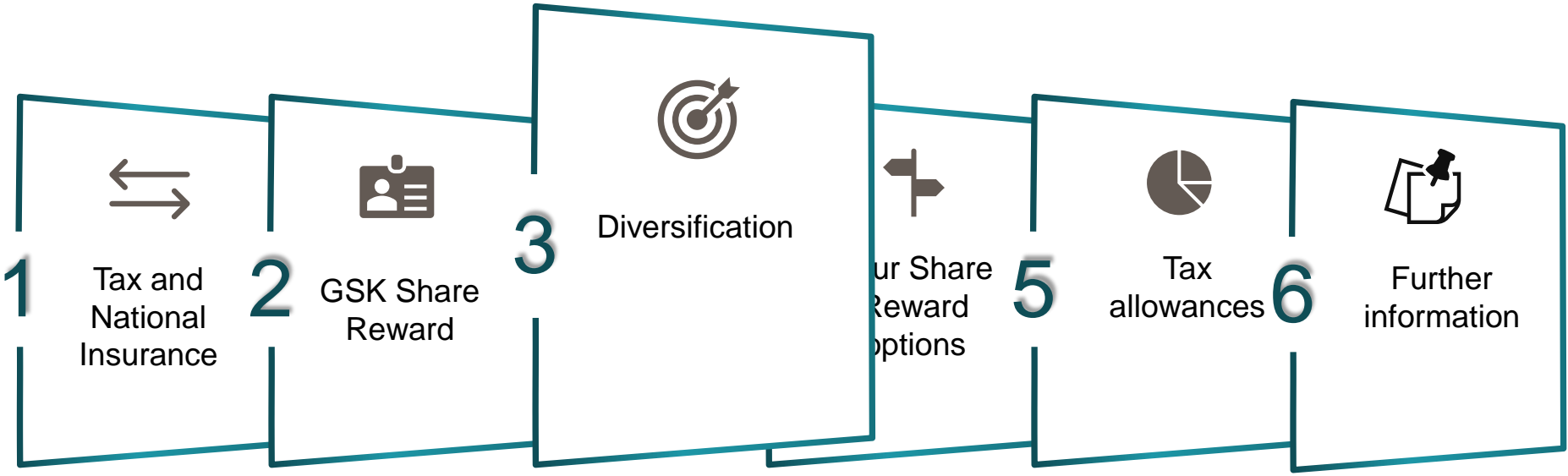


share reward.

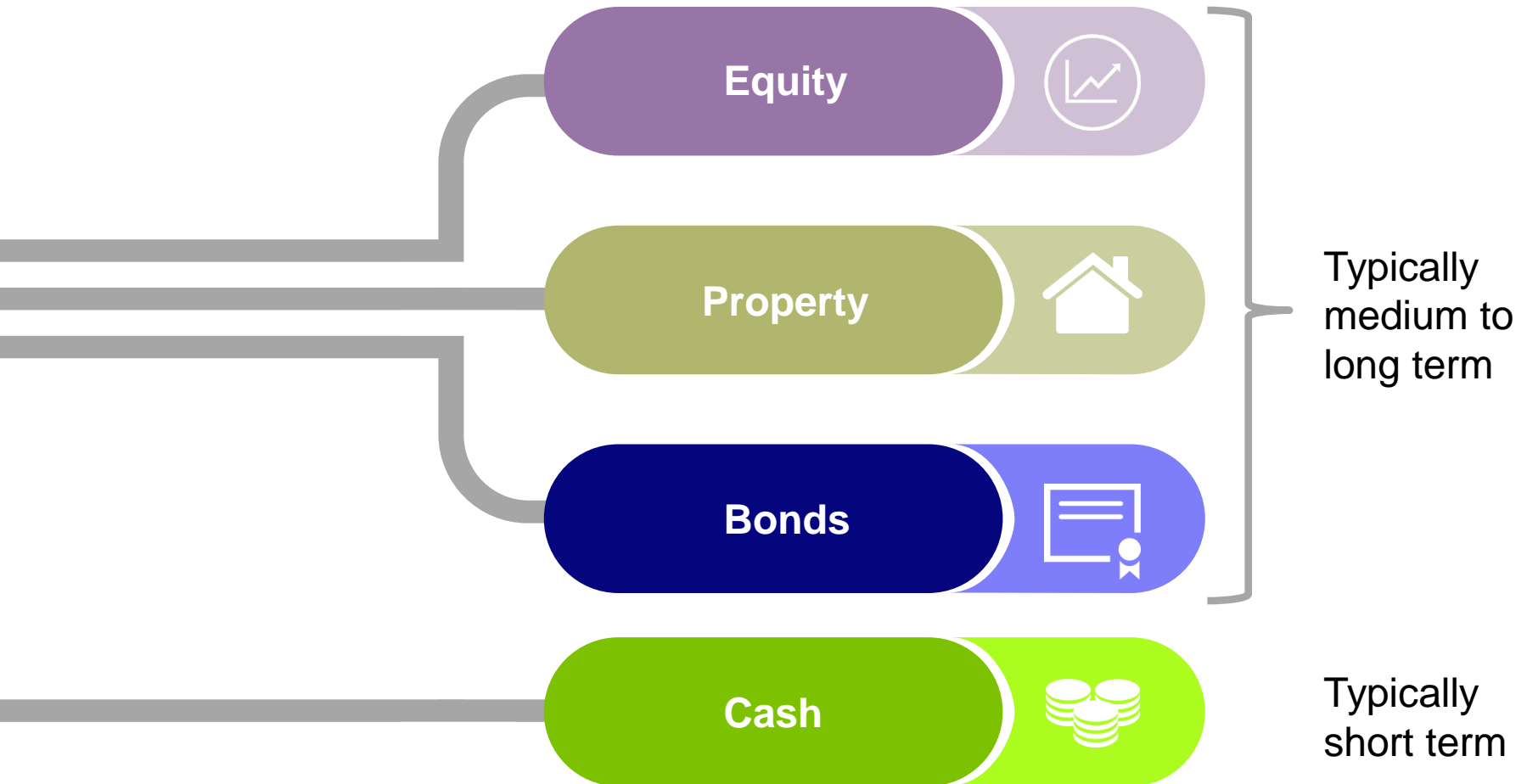
After 5 years...

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



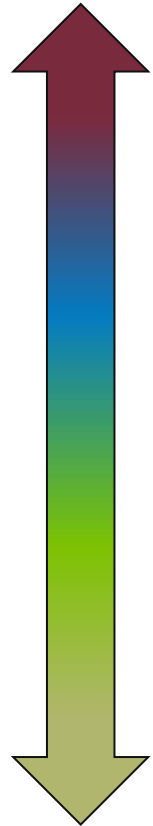


creating a plan.



investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative Equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

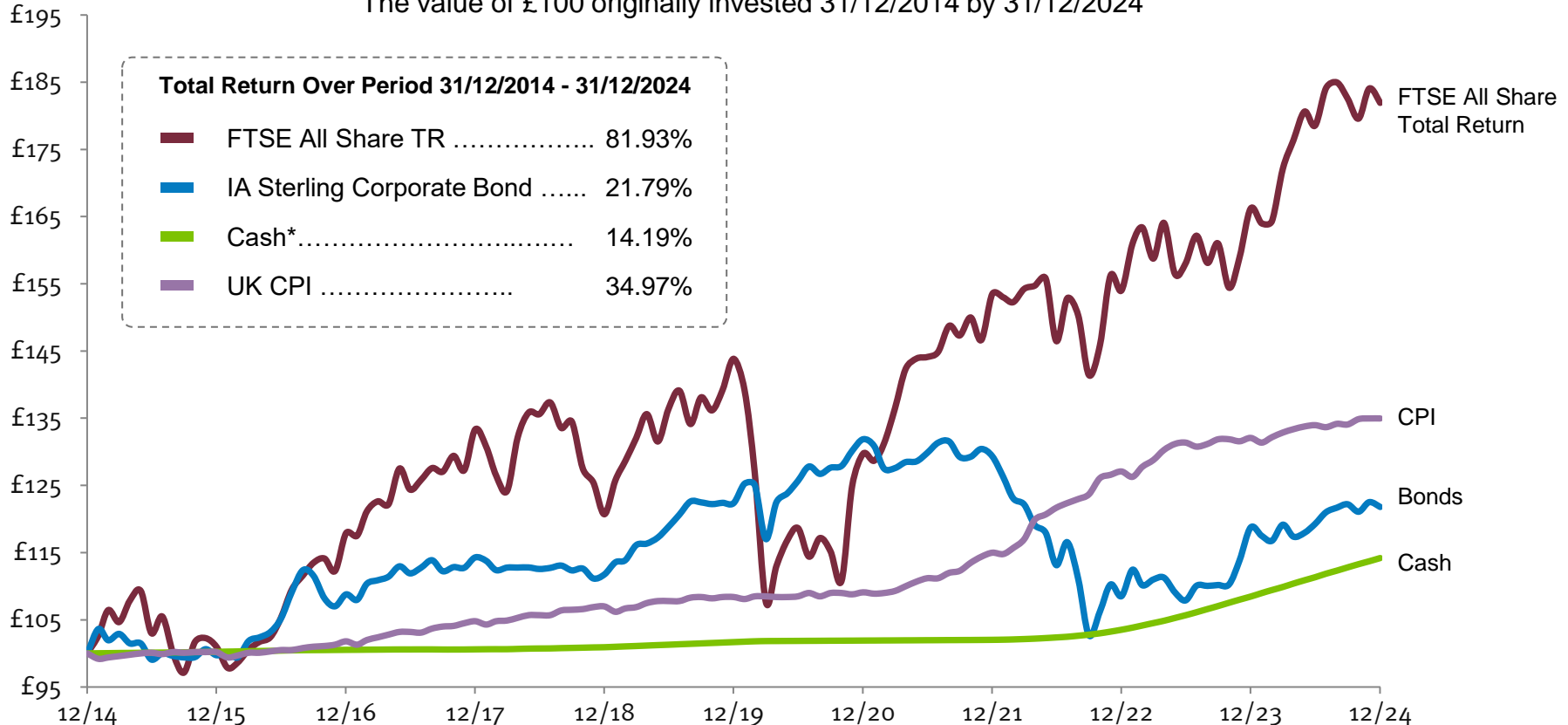


Cash

Inflation, Interest Rates,
Currency Exposure

risk and returns: the real world.

The value of £100 originally invested 31/12/2014 by 31/12/2024



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 31/12/2014 to 31/12/2018 and the UK Bank of England Base rate from 31/12/2018 to 31/12/2024.

single share.

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

% share price over one year

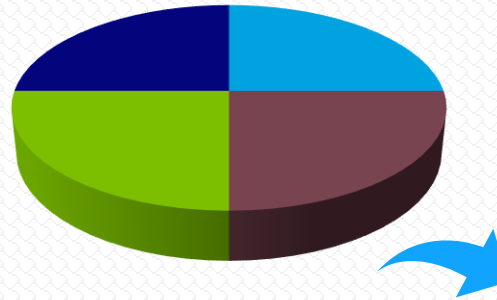
Small Pharma -44%

Corp Company +54%

X Cars +130%

Big Pharma -44%

25% held in each stock



+24%
Portfolio change

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

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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

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



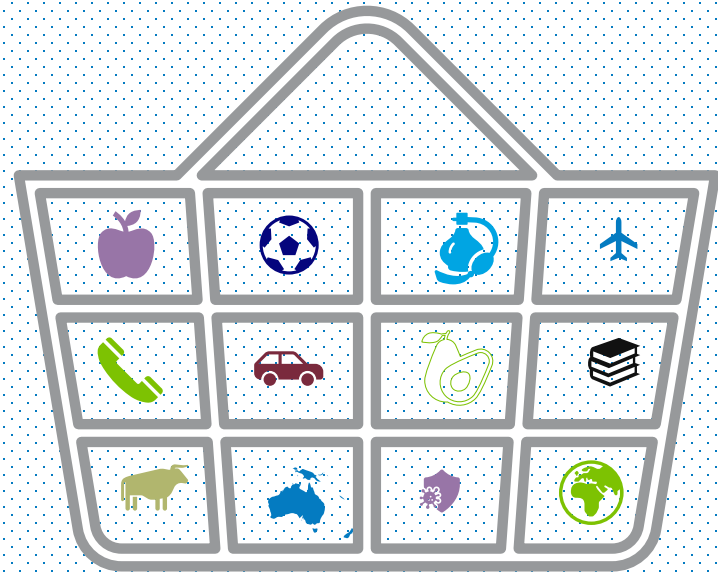
FTSE 250 Index

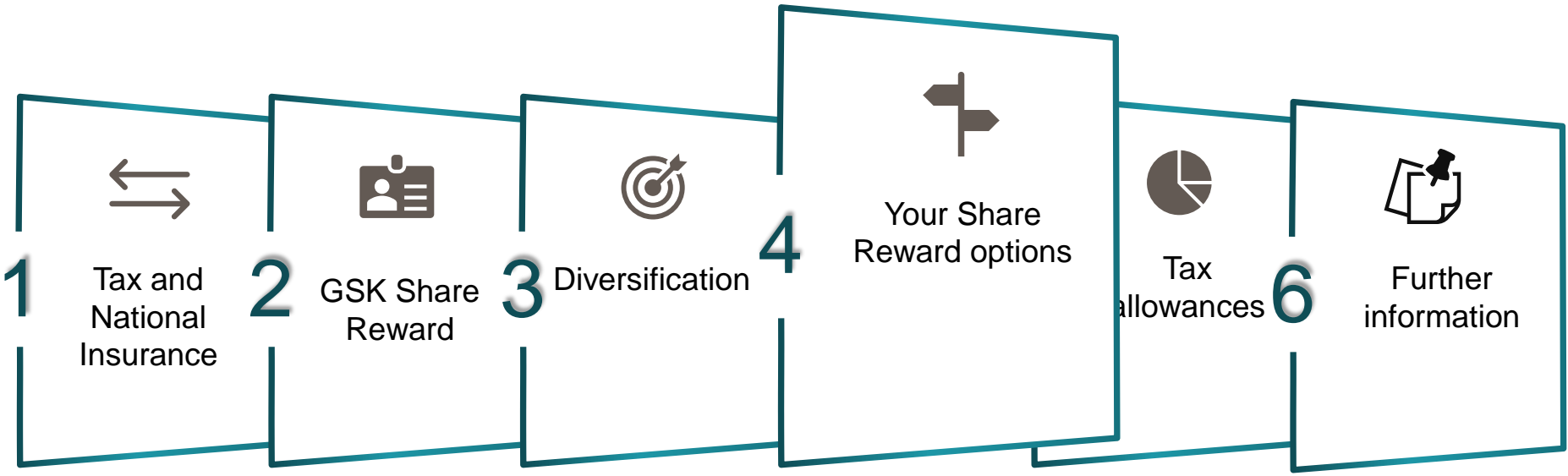


Corporate Bond Index



Global Technology Index

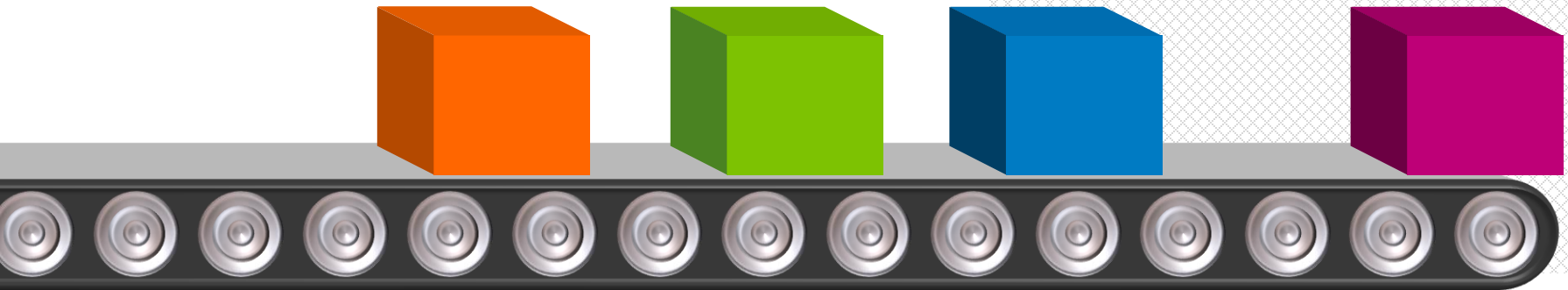




share reward.

After 5 years...

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

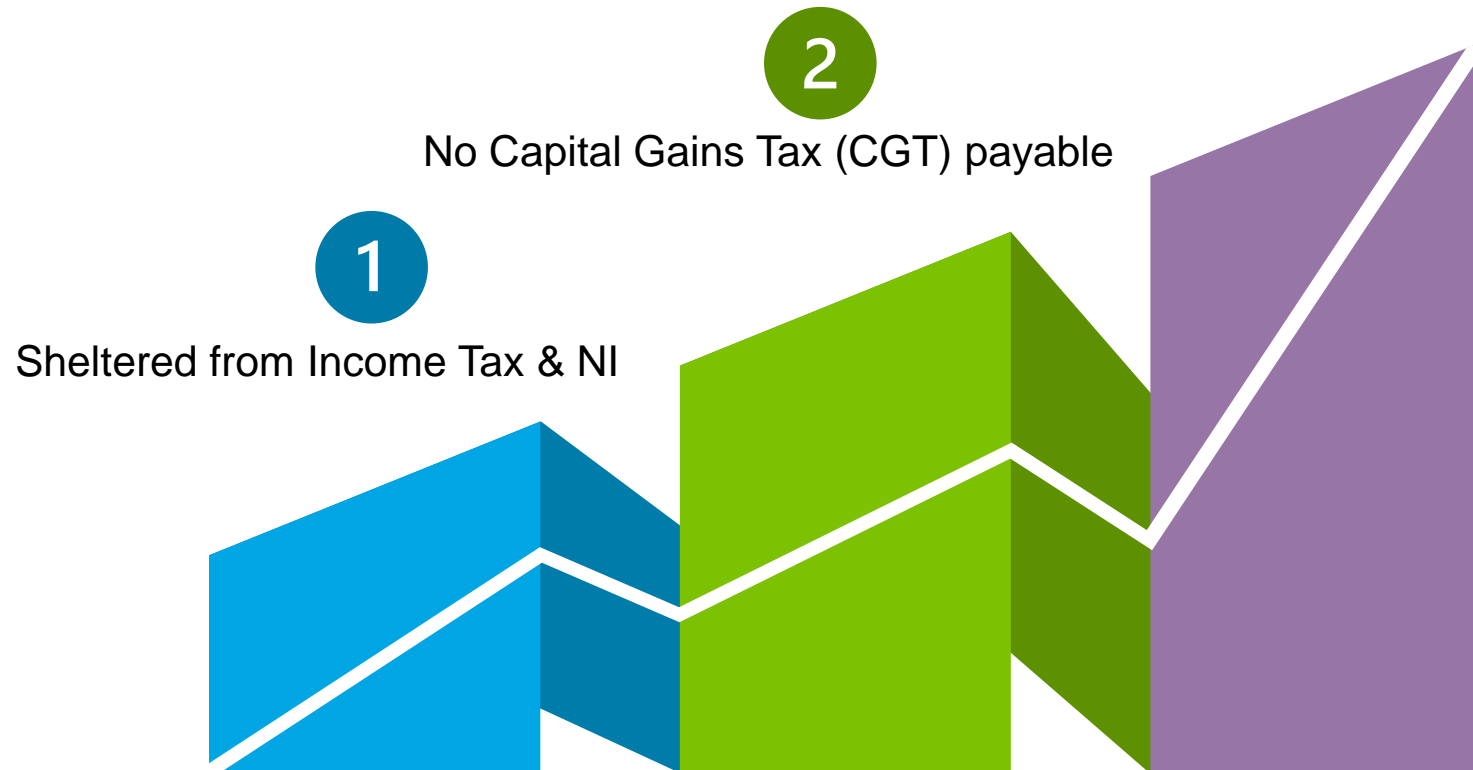


continuing to hold gsk shares.

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

3

Continues to be invested



holding your investment in an isa.

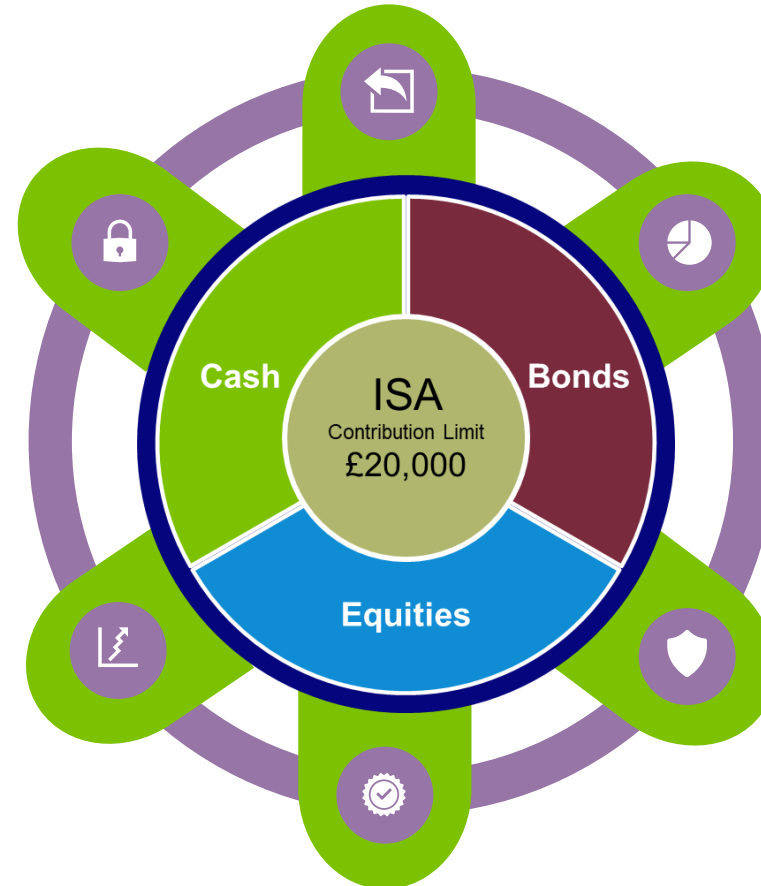
Continue to invest in GSK shares

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

L&G SIPP.

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

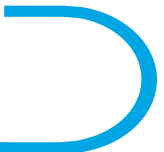
Invest GSK share proceeds
and receive tax relief*



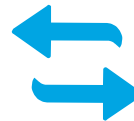
Any investment
growth is tax-free



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.

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how share reward could add up.



Basic rate taxpayer



Age 40



Contribute for 5 years



Invest for 10 – 20 years

2025

£250
net cost of £90 per month

2030

£15,000
worth of shares



remain invested in GSK until all shares have matured

2035

£15,000
net cost - £5,400



cash in proceeds



or invest in a SIPP or ISA

5% pa Investment return

2045

£24,433
net cost - £5,400



to kickstart retirement

For illustrative purposes only. Investment growth is not guaranteed.

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selling your shares.



If you have held the shares for 5 years you will not pay Income Tax or National Insurance (NI)



No Capital Gains Tax if you keep shares in the plan until you sell them



Dividend shares are free from Income Tax and NI after 3 years

choices upon leaving gsk.

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

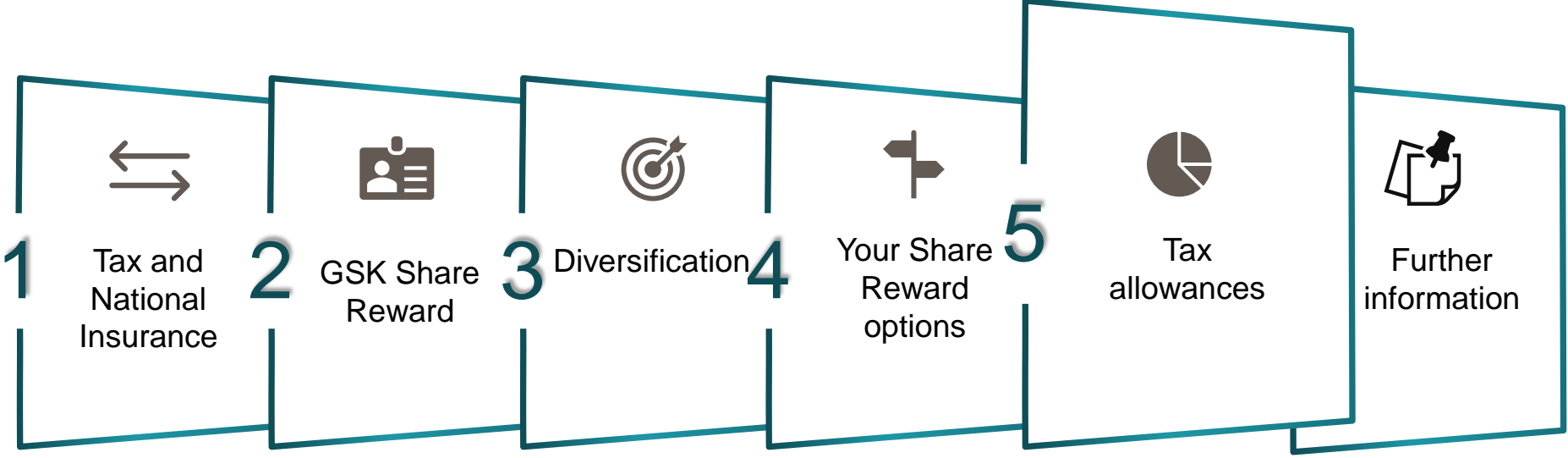


Tax and National Insurance may be due on shares held for less than 5 years when you leave GSK.

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

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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

New limits

- The Lifetime Allowance (LTA) has been abolished
- Two new limits have been introduced:
 - Lump Sum Allowance (LSA): 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)
 - Lump Sum and Death Benefits Allowance (LSDBA): The maximum amount of non-taxable lump sums that can be taken from a pension, set at £1,073,100.
- Those individuals who hold LTA protection will have allowances based on their protected LTA




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

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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



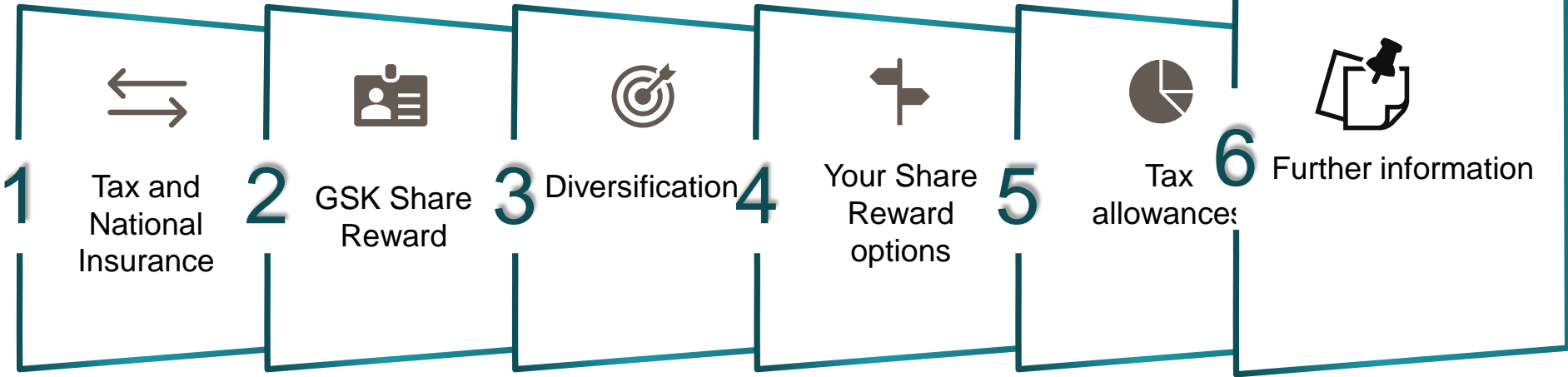
Review whether you have unused tax allowances that could allow you to hold diversified investments in an ISA or SIPP



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 shows the GSK Total Reward portal. At the top, the GSK logo is on the left, and the title "Total Reward" is in the center. On the right, there are utility icons: a "VALUES" toggle, a help icon, a shopping cart, a notification bell with a red "1", and a user profile icon. Below the header is a navigation bar with links for "Home", "Benefits", "Total Reward Statement", "Financial Fitness", and "Quick Links". The main content area features a large image of three smiling people with the text "Welcome Paul" overlaid. A dropdown menu is open, listing various benefits and services: "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 image, 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, a "Navigation tips" section is partially visible.

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 from work or home using your MUD ID and password

further information and guidance.

gsk Total Reward VALUES

Home Benefits Total Reward Statement Quick Links

Welcome Mark

Total Reward Statement

The chart breaks down the full remuneration package you receive from the company, including benefit and additional cash payments.

£****

> Find out more

What you need to know

Keep up to date with the latest Total Reward Online news here. The new look Home and Total Reward Statement pages are now available. Look out for further enhancements throughout the year. Follow the link for detailed navigation information.

> Find out more

Financial Fitness

Click here to access all the information related to the GSK financial offering, financial education and other financial matters.

Your Annual Total Reward Statement

To view your Annual Total Reward Statement link here

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

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

seeking regulated financial advice.

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thank you.

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