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The science behind your finances

Understanding
Share Reward

Your
Benefits



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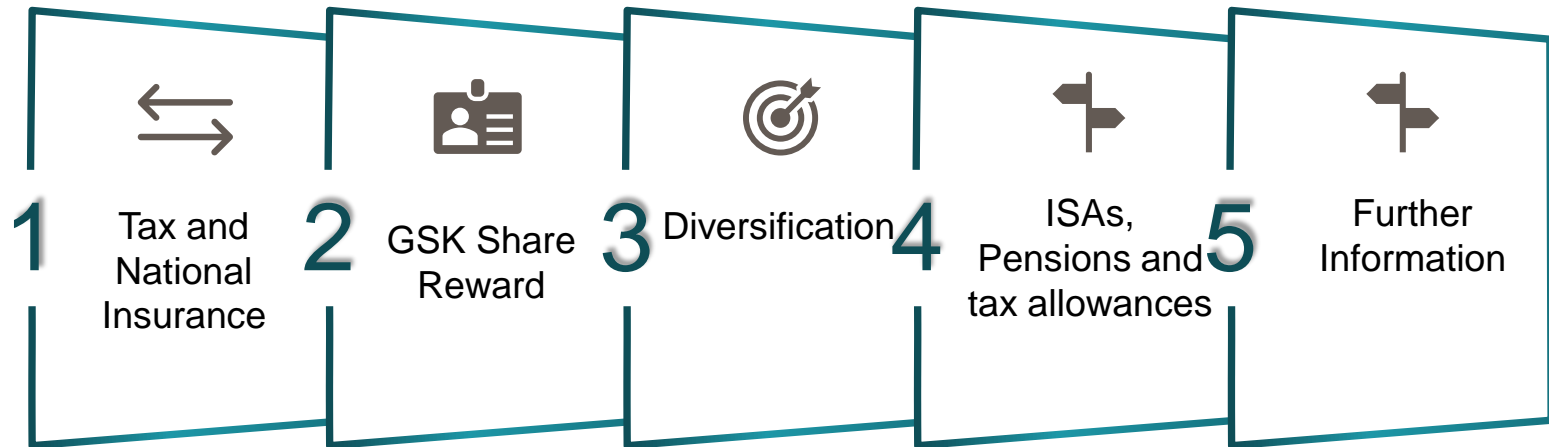
about us.

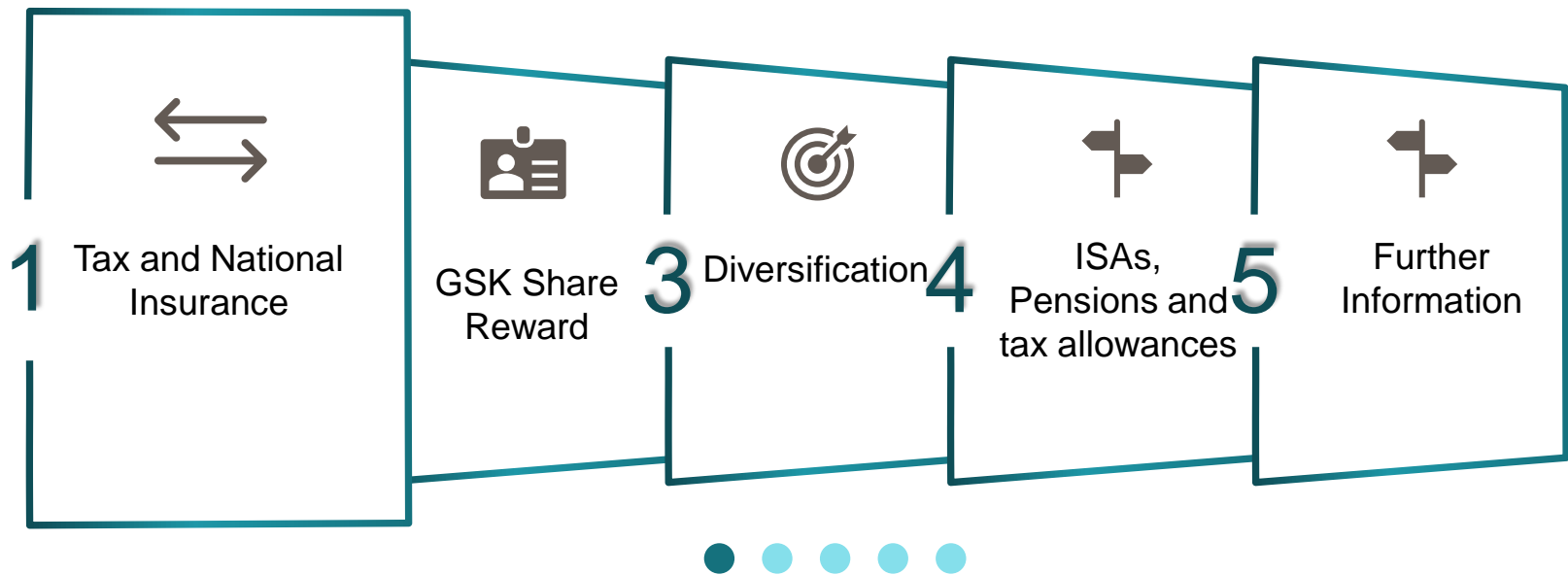
We are a leading financial wellbeing and retirement specialist - helping those in the workplace to improve their financial future.

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

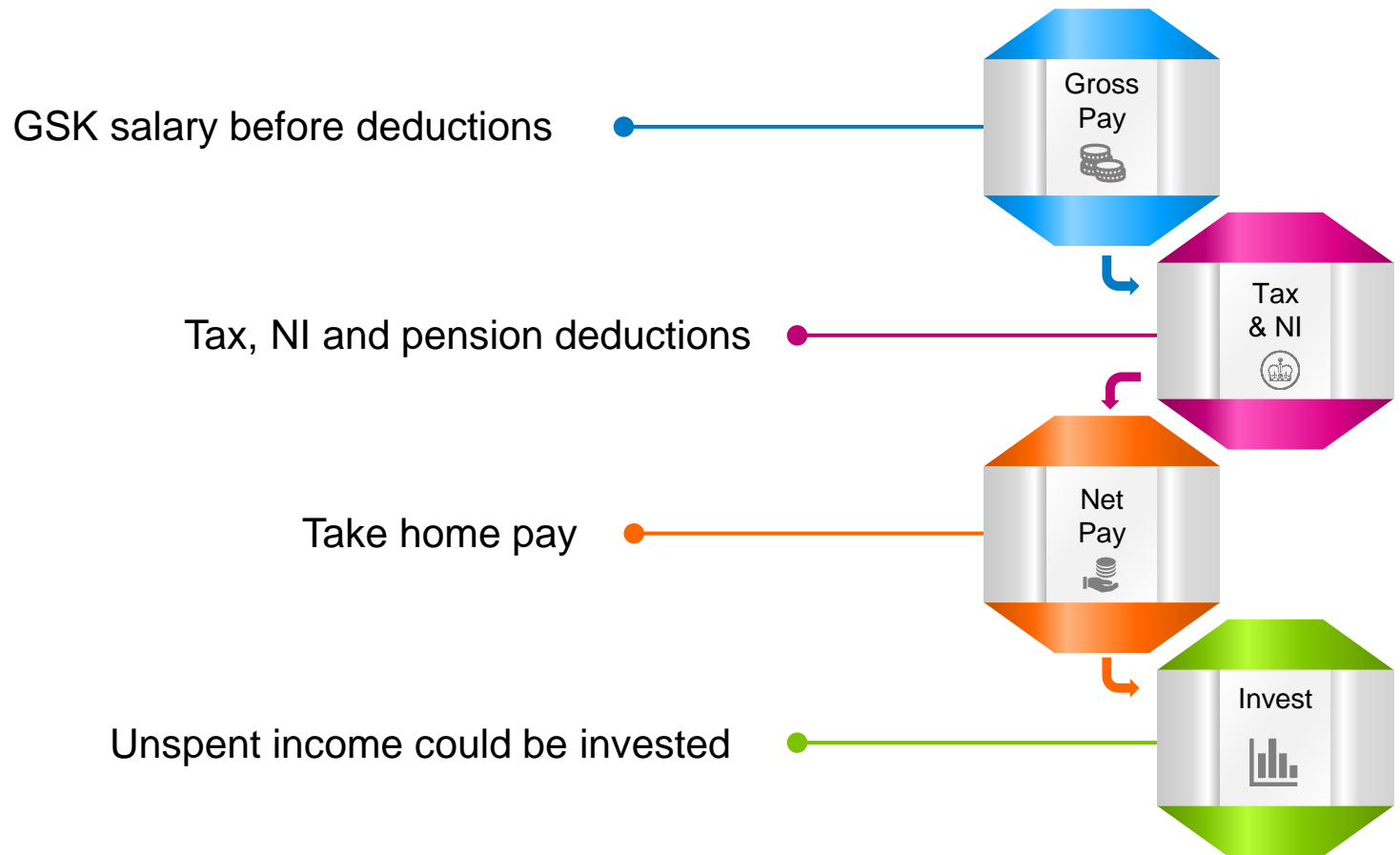
National Insurance Rate: 8%
Qualifying Year : ✓

£12,570 - £50,270

National Insurance Rate: 2%
Qualifying Year : ✓

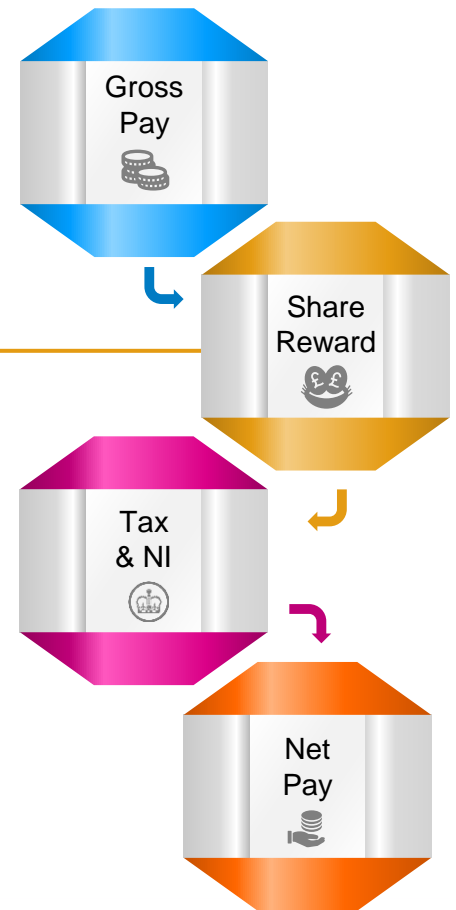
£50,270+

reducing tax and NI.



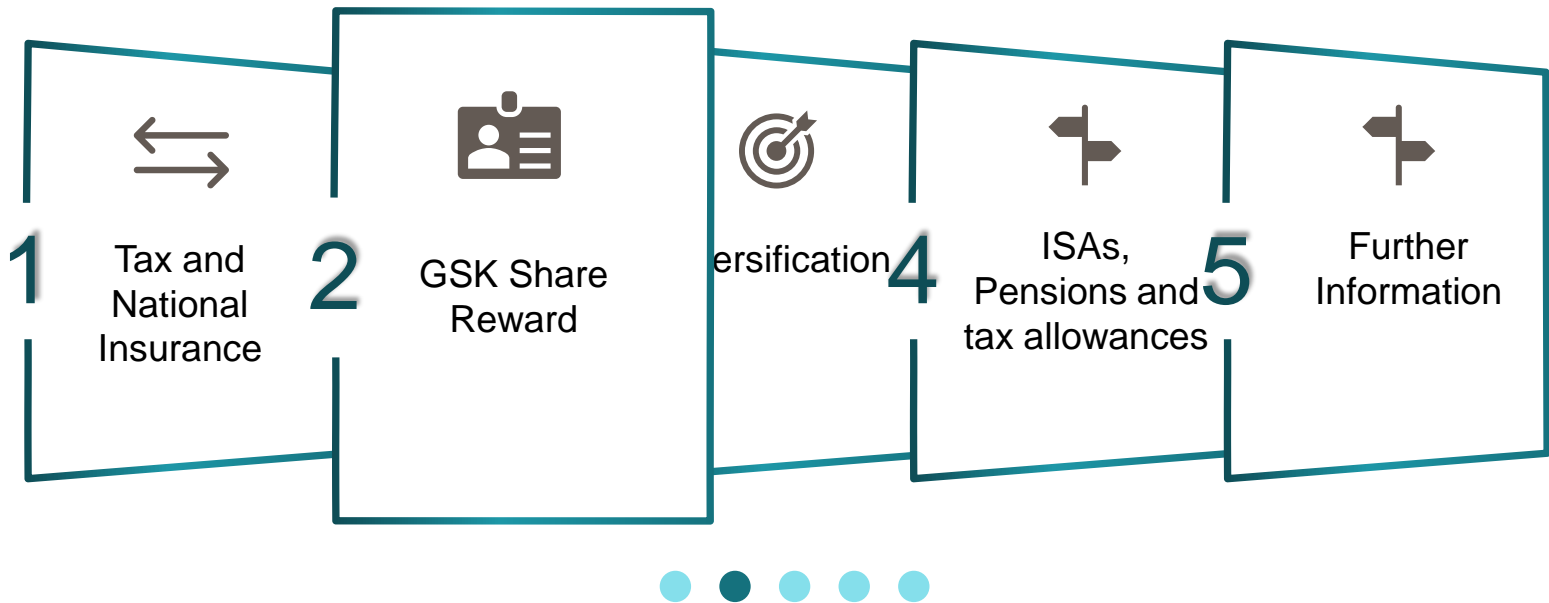
reducing tax and NI.

GSK Share Reward Investment



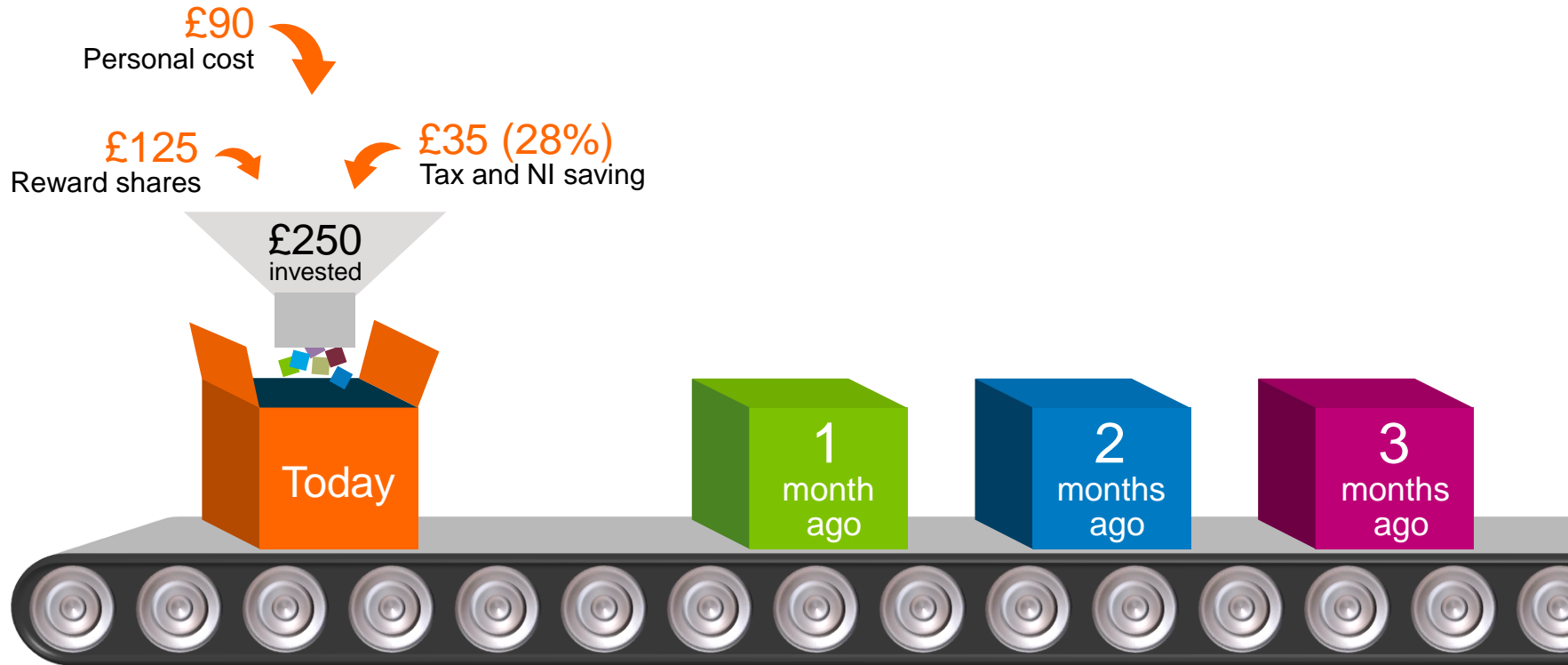
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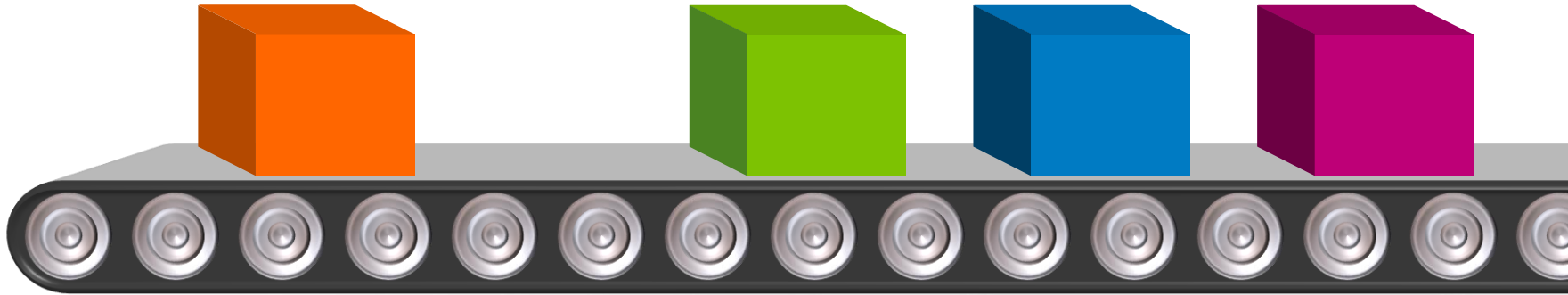


share reward.

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



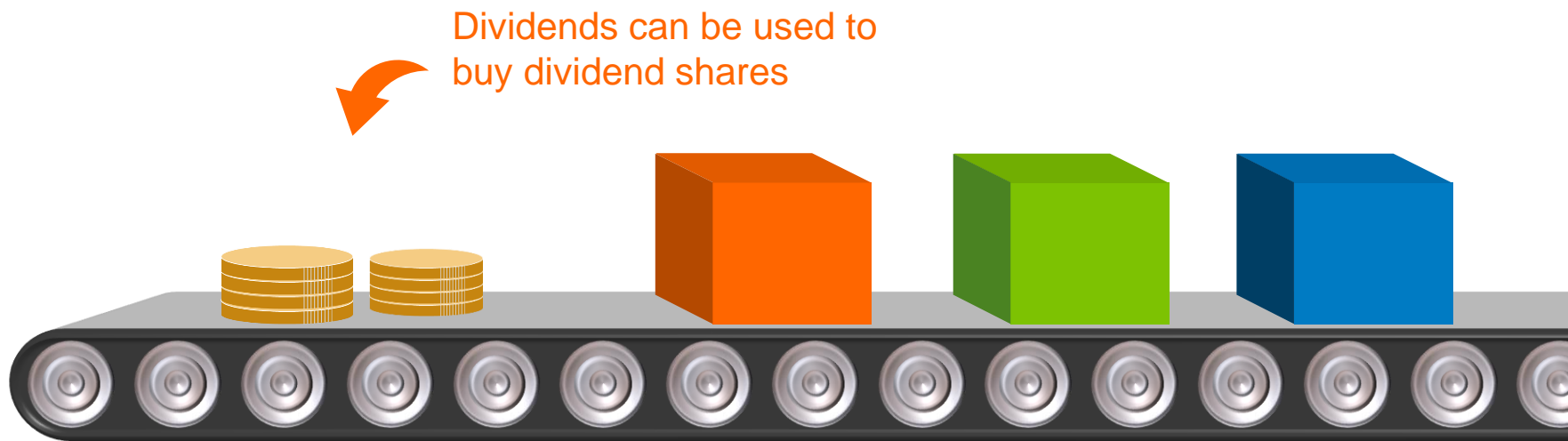
share reward.



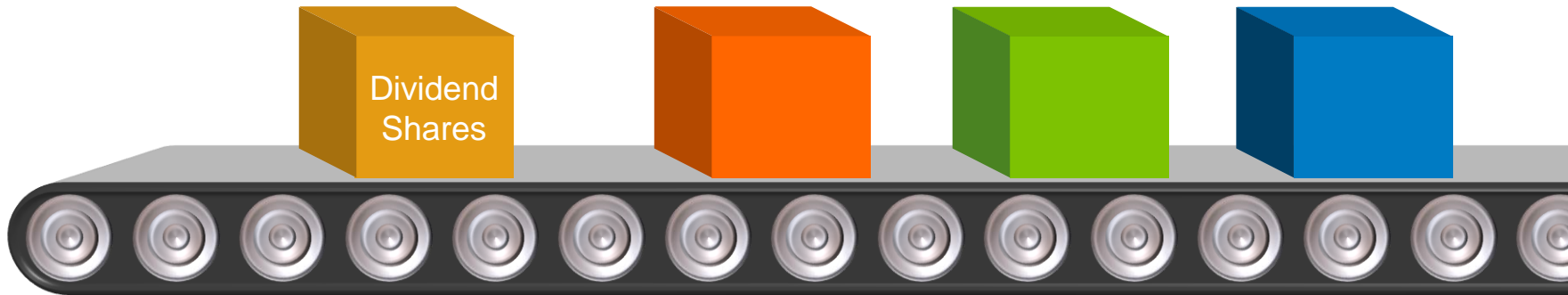
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share reward.



share reward.

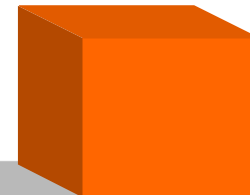


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share reward.

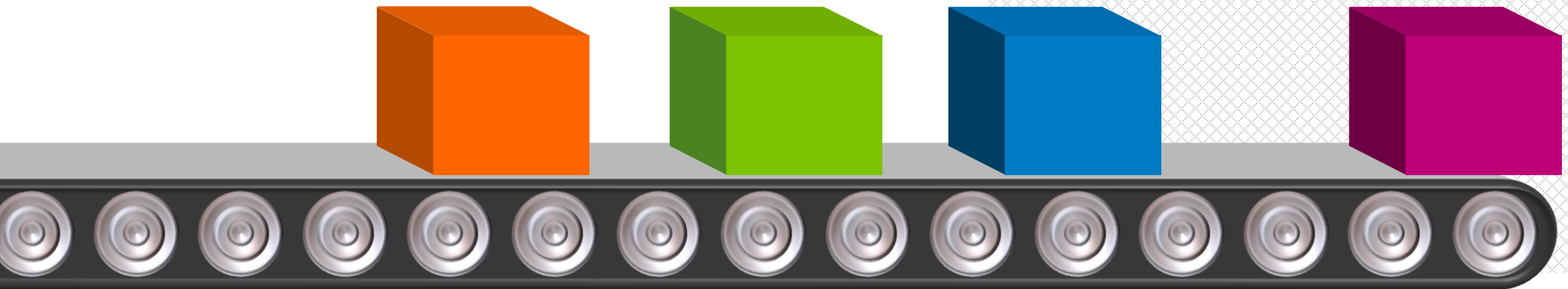
After 3 years...
access dividend shares
tax free or leave them in
the Scheme

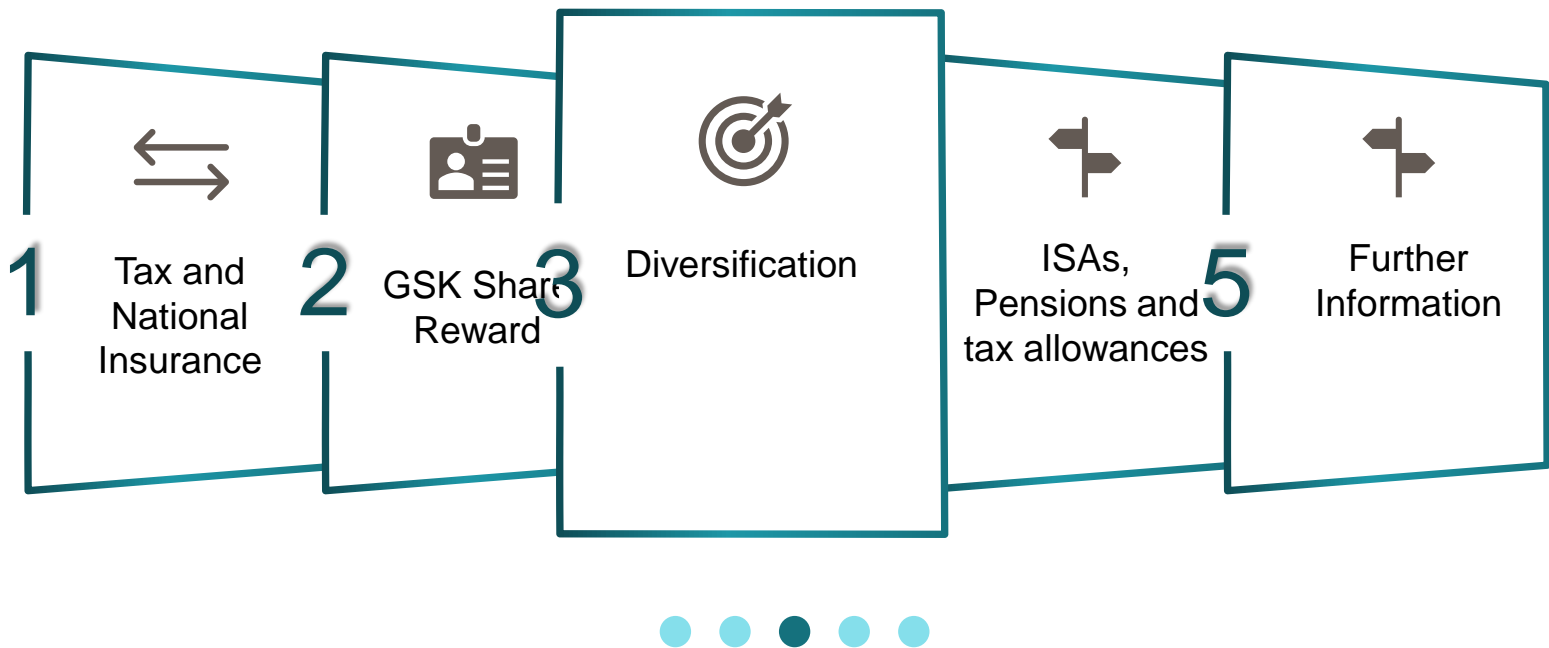


share reward.

After 5 years...

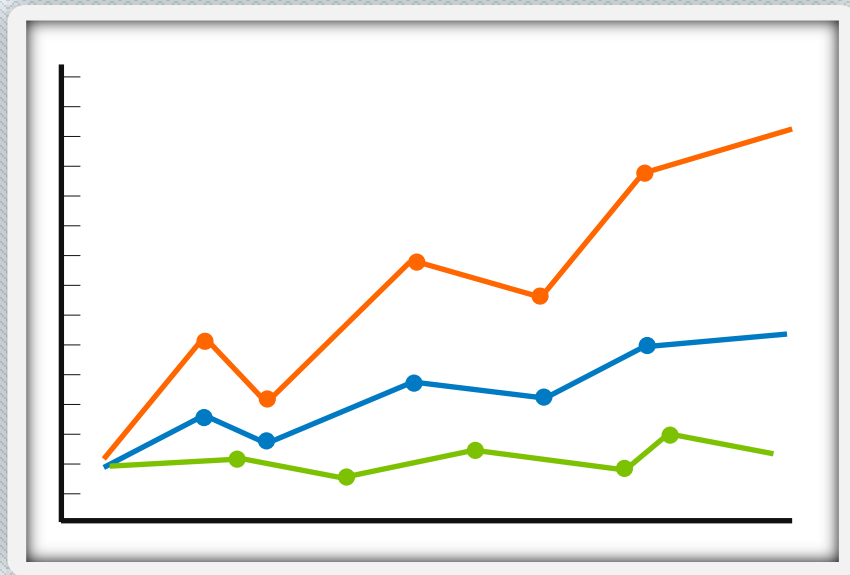
Access investment and
reward shares tax free or
leave them in the
Scheme





diversifying your investments.

Exposed to the fortunes of one company

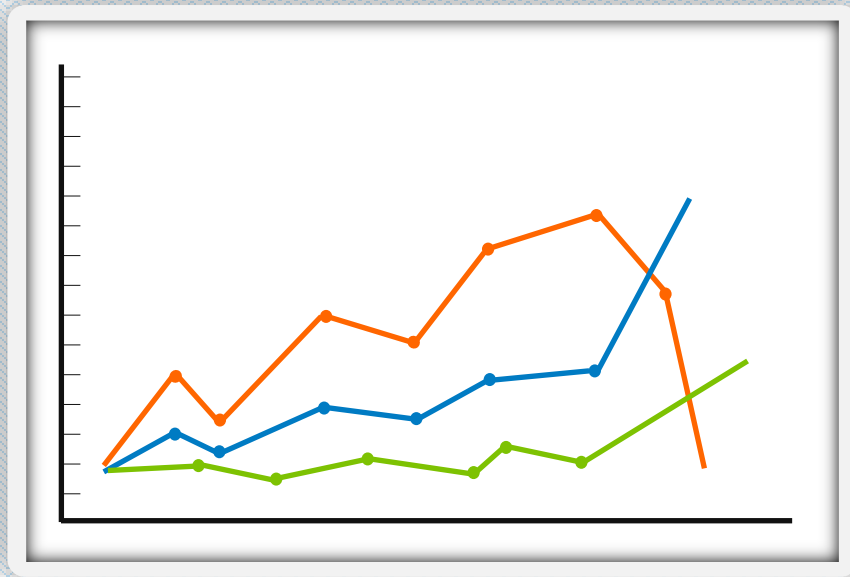


It's possible your investment could outperform others



diversifying your investments.

Exposed to the fortunes of one company

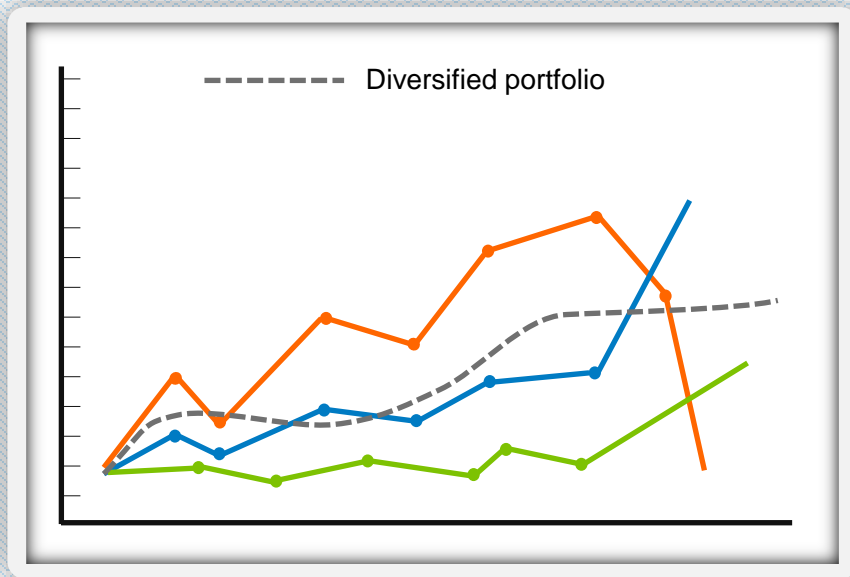


However there is no guarantee against a sudden loss

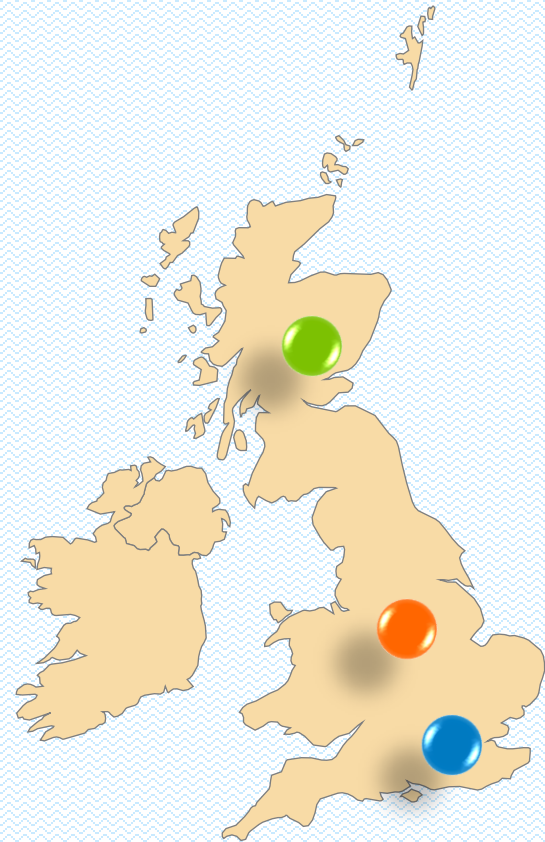


diversifying your investments.

Investing in several UK based Companies



You could consider spreading your investment across several UK businesses.



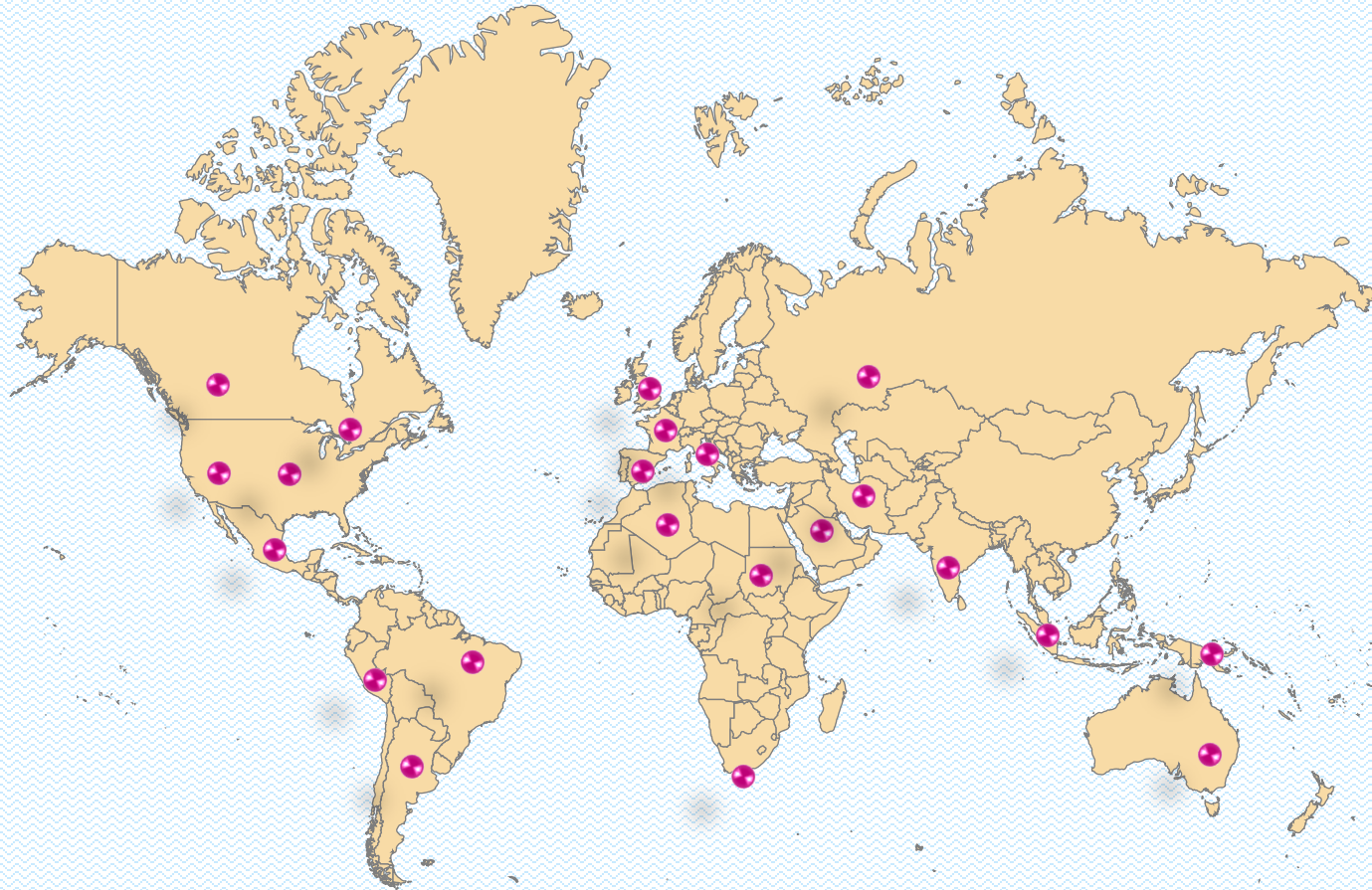
diversifying your investments.

Diversifying across Europe could reduce risks specific to the UK



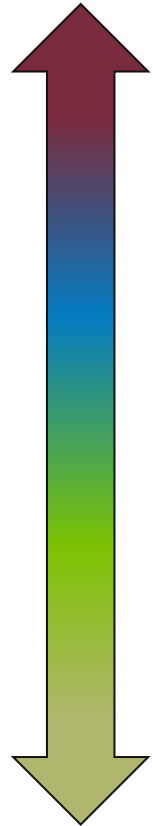
diversifying your investments.

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

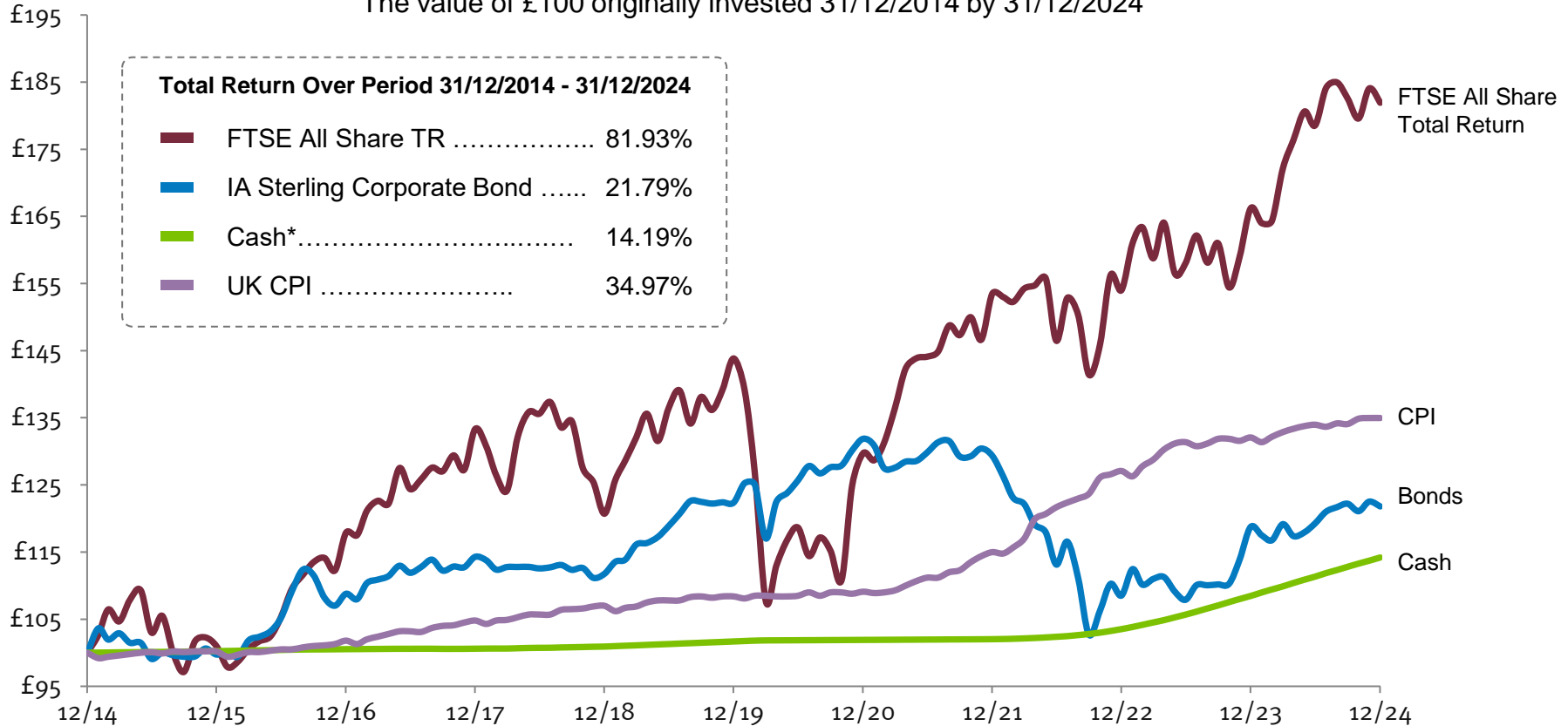


Cash

Inflation, Interest Rates,
Currency Exposure

risk and returns: the real world.

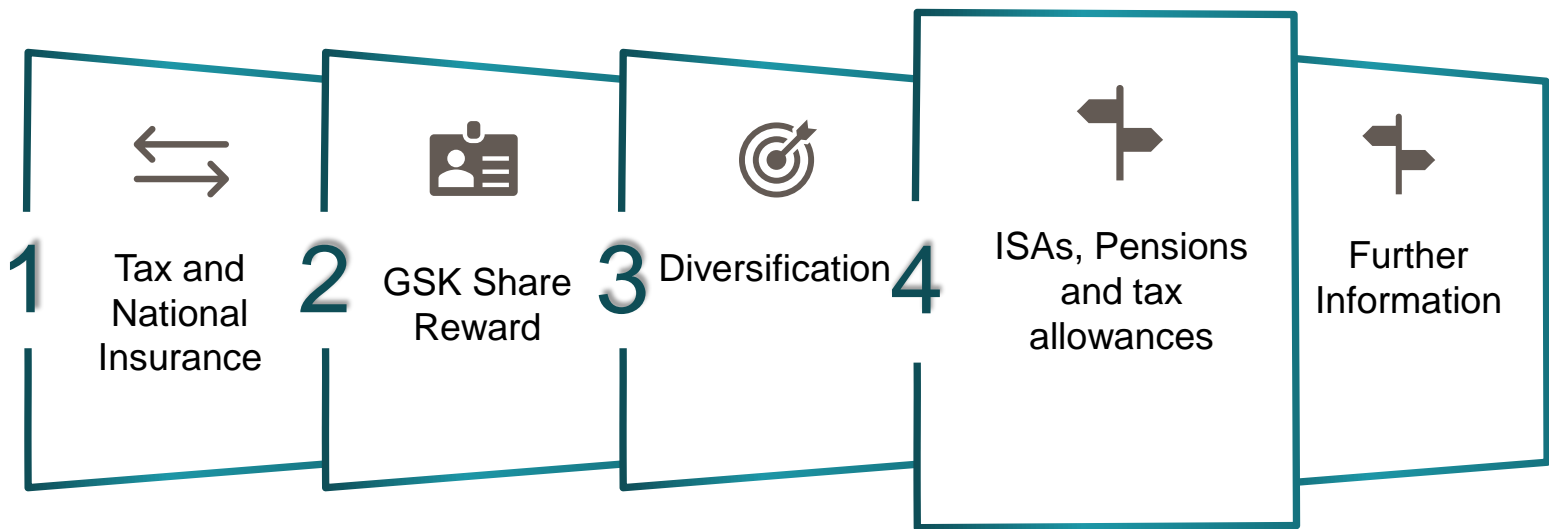
The value of £100 originally invested 31/12/2014 by 31/12/2024



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.



personal savings allowance.

£1,000

Basic rate

20%

£20,000

£500

Higher rate

40%

£10,000

£0

Additional rate

45%

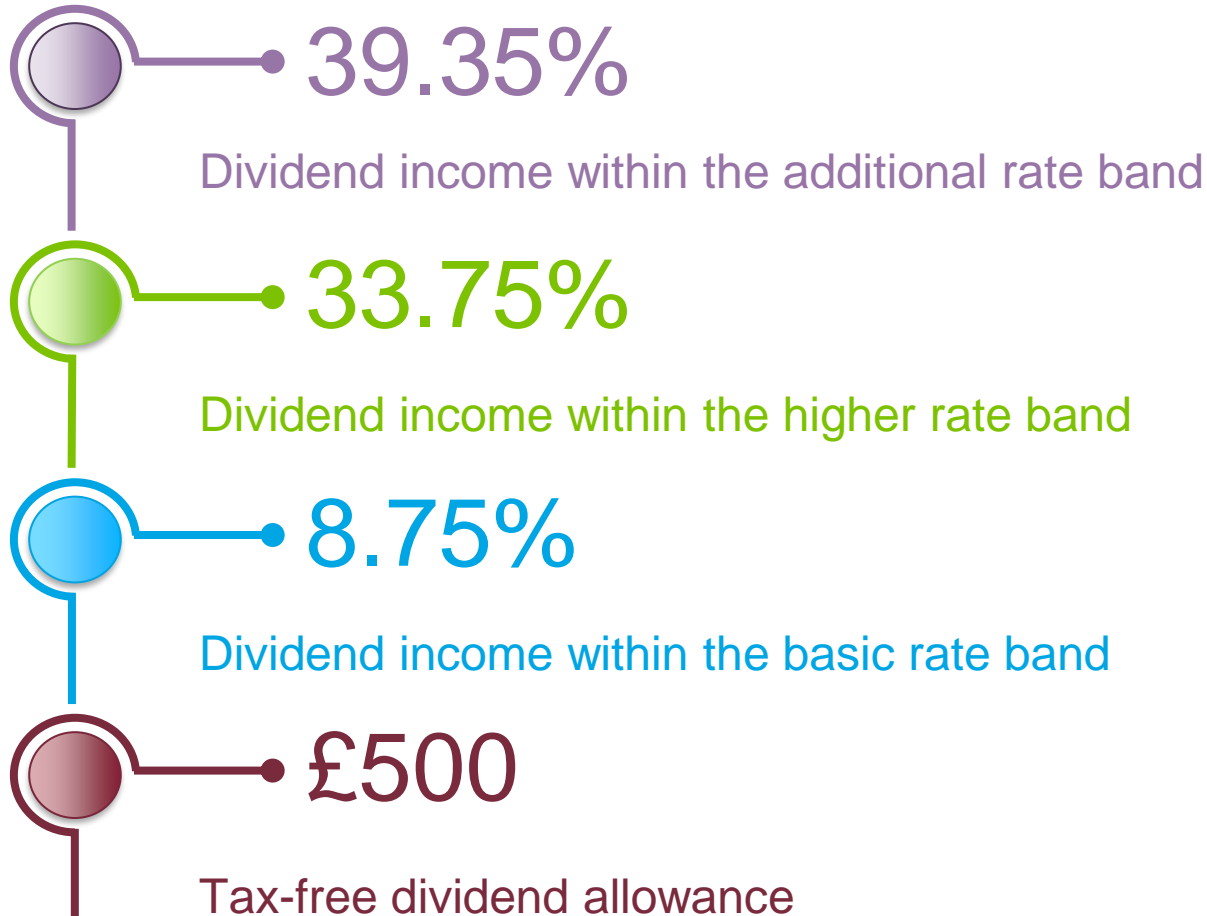
5%
savings
rate

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

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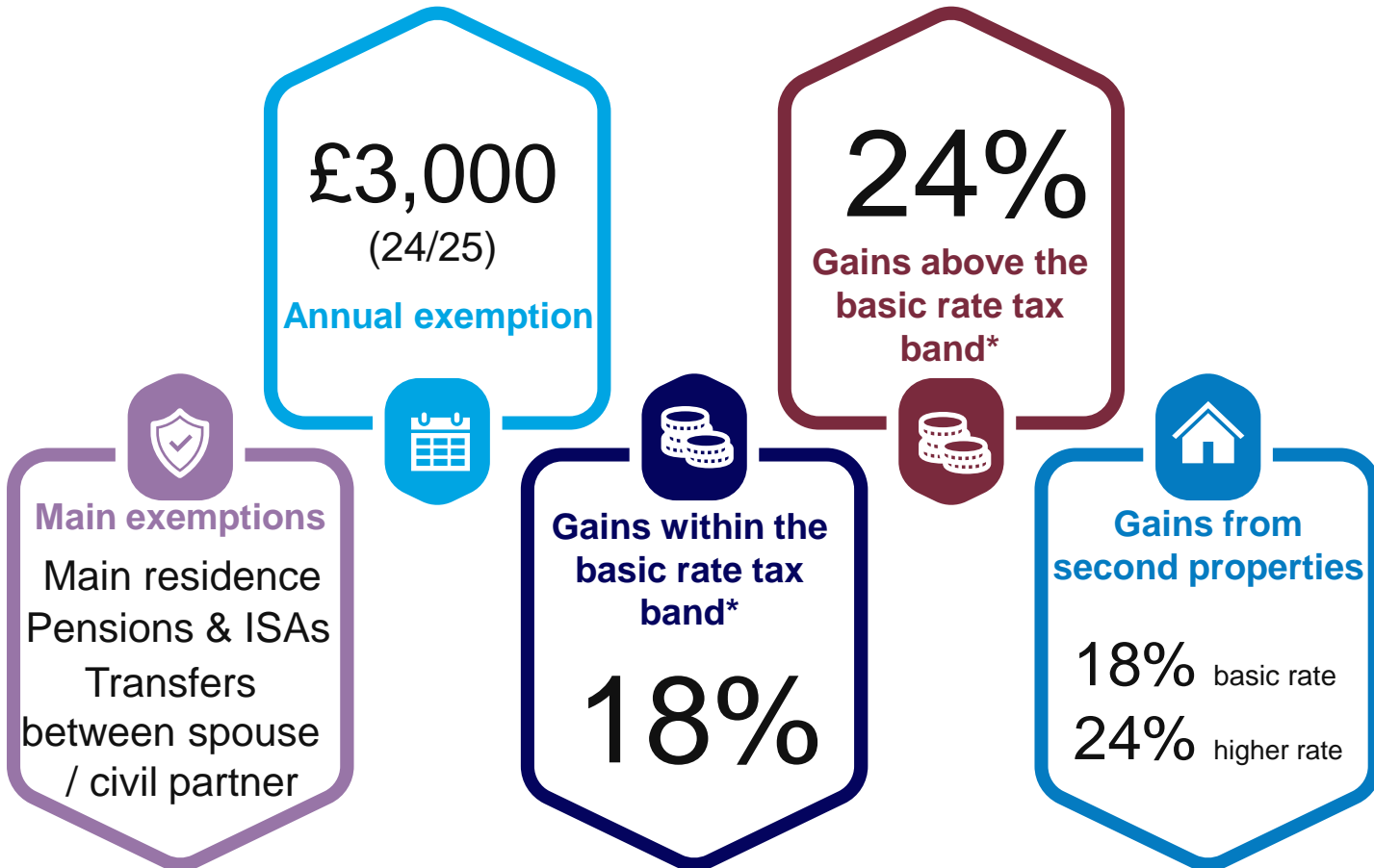
dividend tax.



The dividend allowance is based on UK income tax rates and not Scottish income tax rates

capital gains tax (CGT).

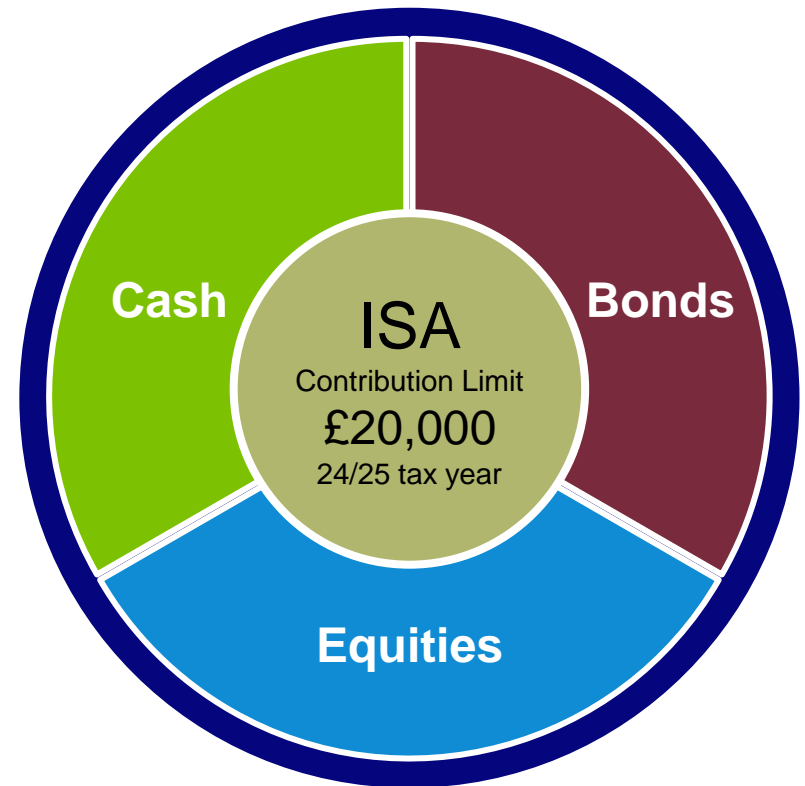
CGT is a tax on gains when certain investments are disposed of.



*Gains realised prior to 30 October 2024 are charged at lower rates of 10% and 20%.

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



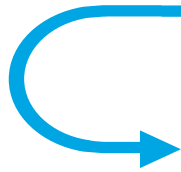
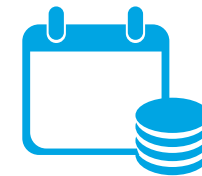
L&G SIPP.

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

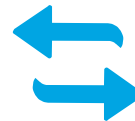
Invest GSK share proceeds
and receive tax relief*

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.

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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



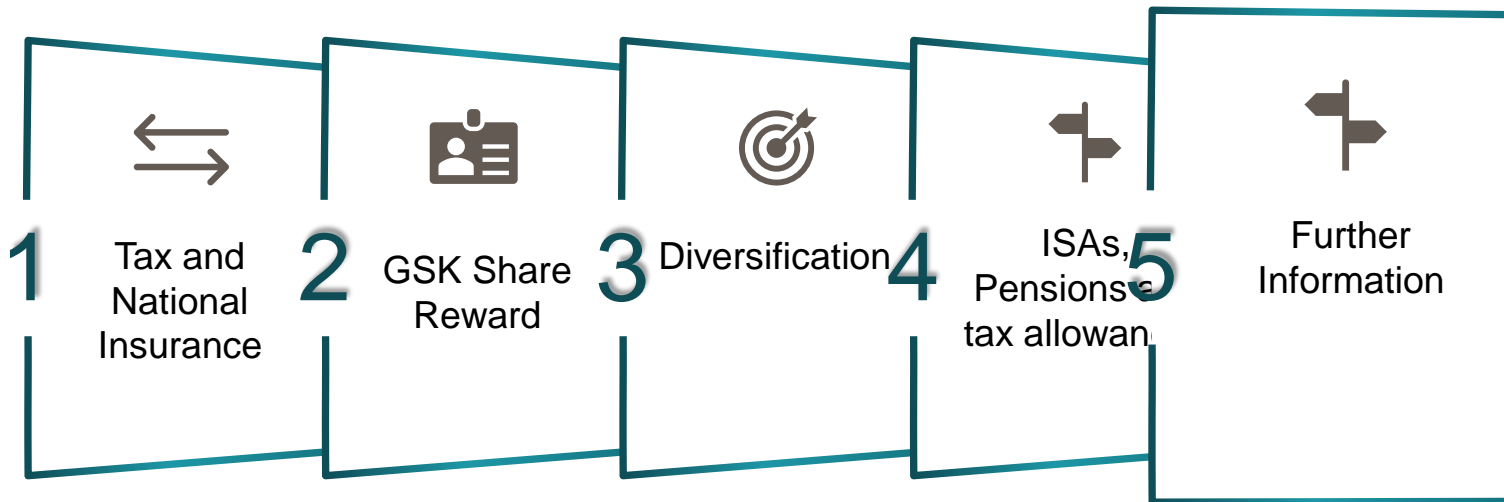
Review whether you have unused tax allowances that could allow you to hold diversified investments in an ISA or SIPP



Consider the time horizon of any investments you choose to hold



Seek further information and advice if you are unsure



further information and guidance.

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

your webcasts.

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

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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