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Check your

finances

are in shape.



**Your
shares**

Share Reward

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.

- Tax and National Insurance
- Share reward
- Diversification
- Your share reward options
- Tax allowances
- Next steps

tax and National Insurance.

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 : ✓

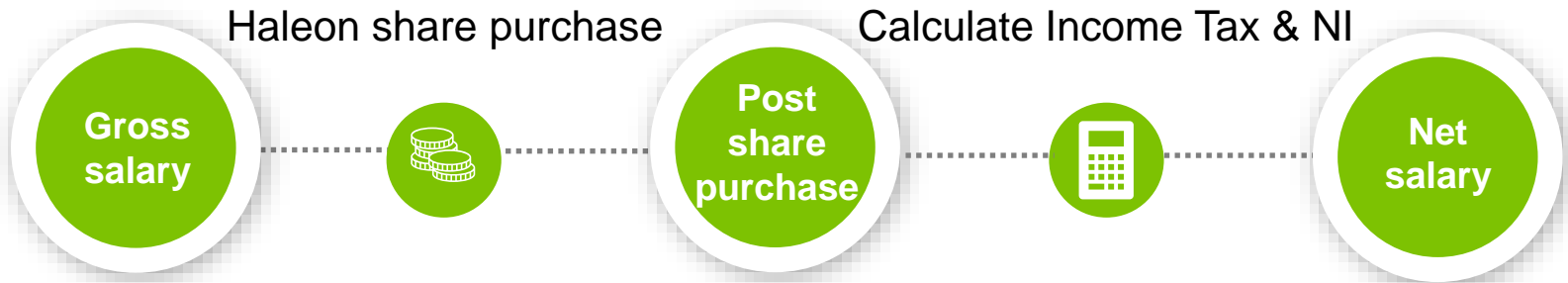
£12,570 - £50,270

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.

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



share reward.

£125

Invested

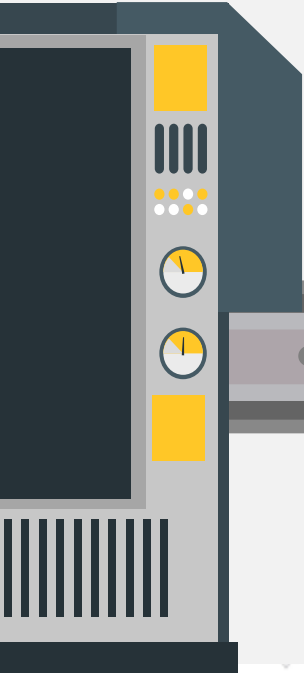
£125 Reward shares

£35

Tax and NI saving (28%)

£90

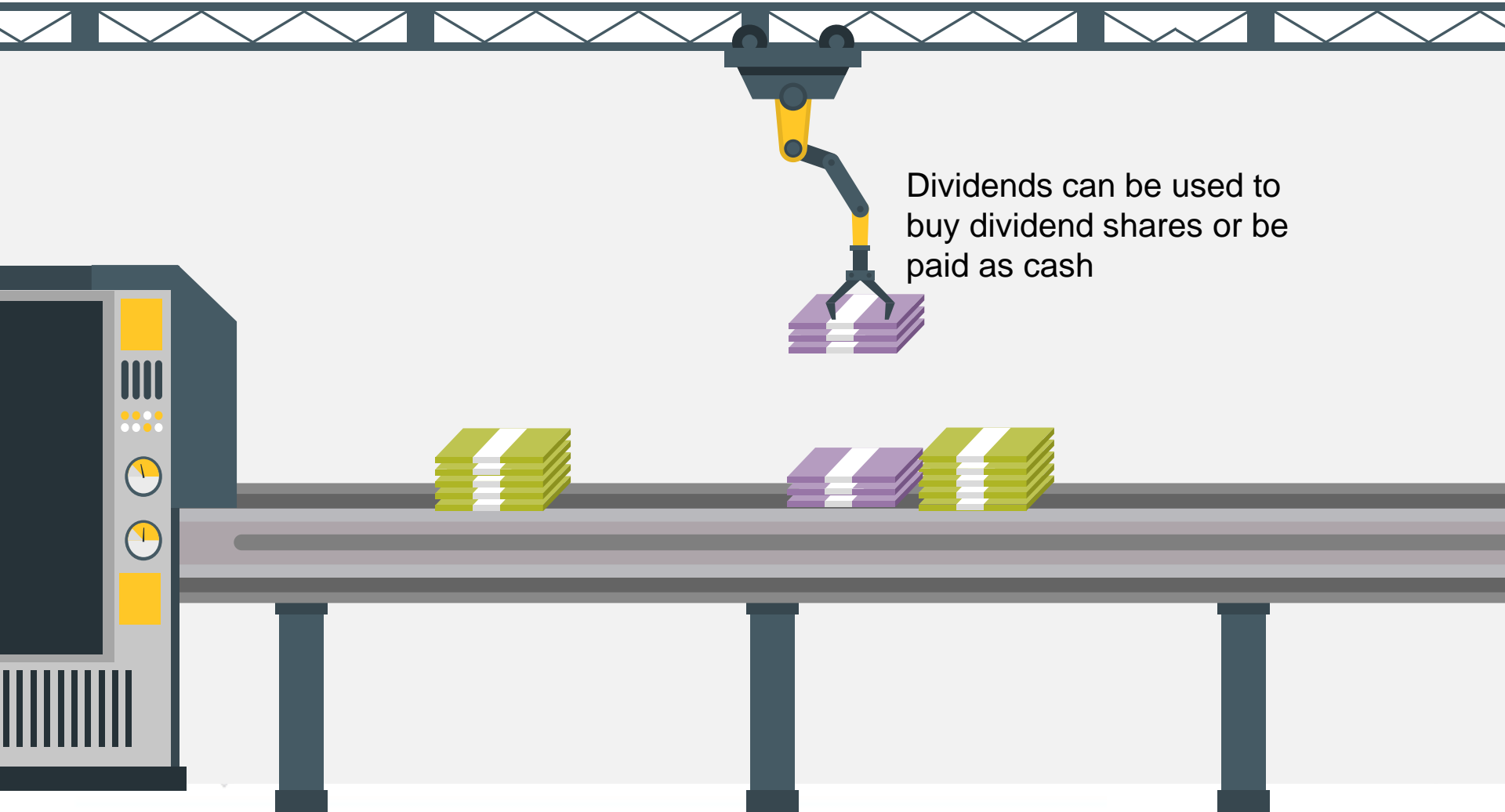
Personal cost



£250 Total Invested



share reward.



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

share reward.

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



share reward.

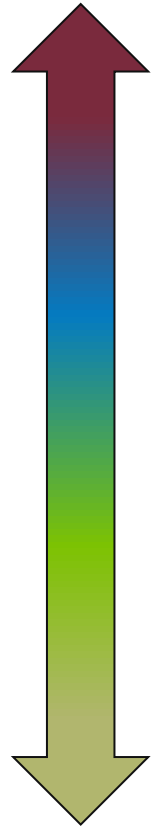
Access investment and reward shares tax-free or leave them in the scheme



diversification.

investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative Equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

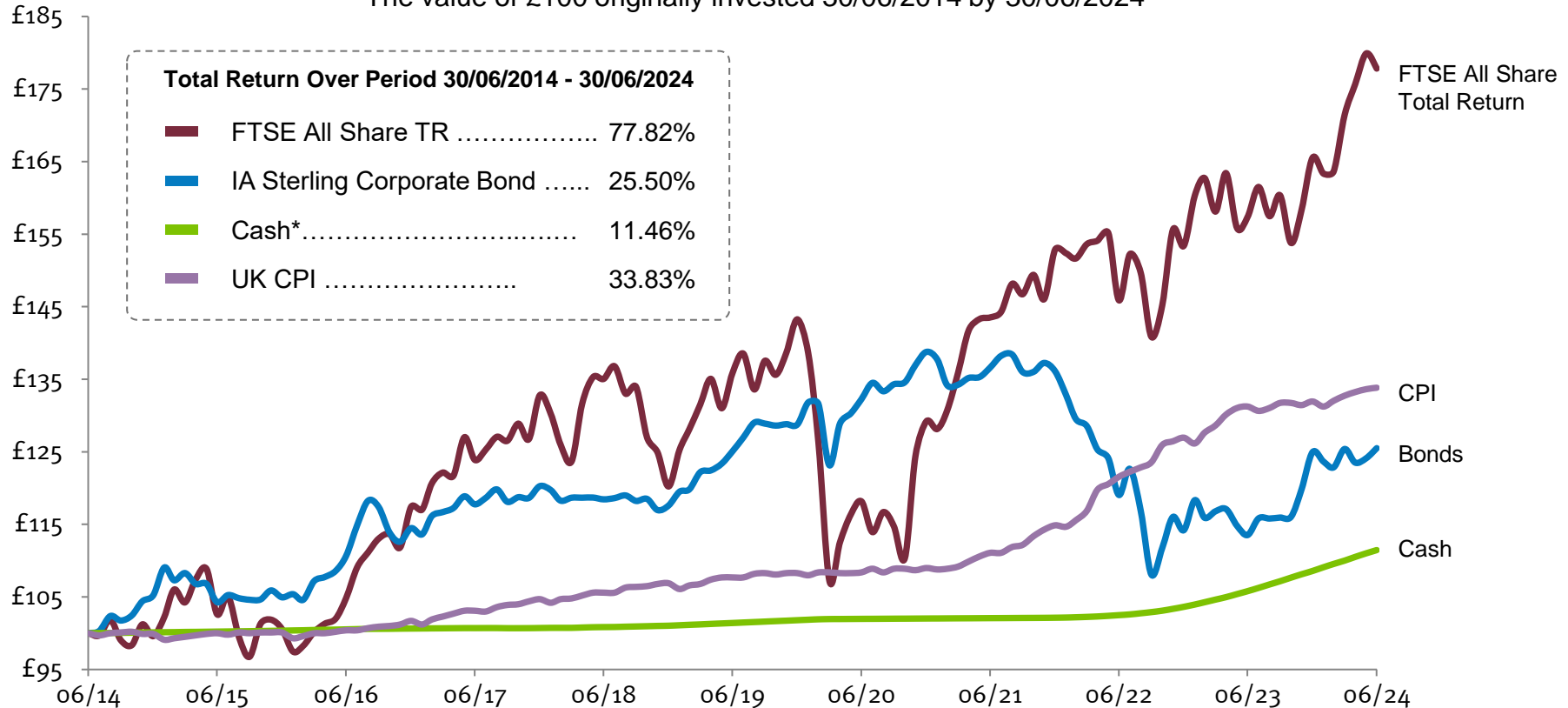


Cash

Inflation, Interest Rates,
Currency Exposure

risk and returns: the real world.

The value of £100 originally invested 30/06/2014 by 30/06/2024



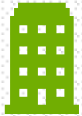
This chart shows past performance which is not a reliable guide to the future

Source: Financial Express & Bloomberg

*Cash is calculated using: FE FER Cash Proxy from 30/06/2014 to 31/12/2018 and the UK Bank of England Base rate from 31/12/2018 to 30/06/2024.

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



actively managed funds.

Actively managed funds pool together money from investors and shares are selected by a fund manager.



Investment and allocation shown for illustrative purposes only

- Shares are traded regularly
- Reacts to market conditions
- Can be expensive vs passive funds

your share reward options.

share reward.

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



After
5 years...

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continuing to hold Haleon shares.

You may choose to continue to hold your Haleon shares after 5 years.

3

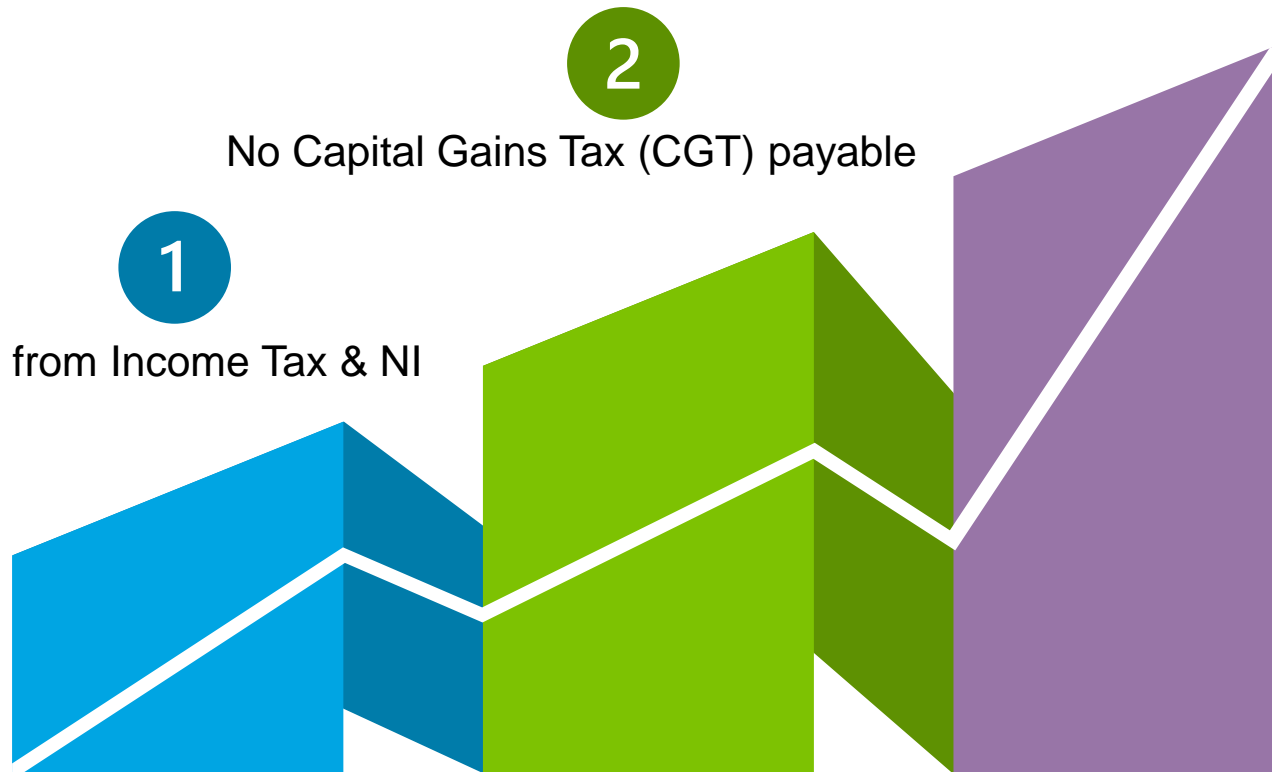
Continues to be invested

2

No Capital Gains Tax (CGT) payable

1

Sheltered from Income Tax & NI



how share reward could add up.



Basic rate taxpayer



Age 40



Contribute for 5 years



Invest for 10 – 20 years

2024

£250
net cost of £90 per month

2029

£15,000
worth of shares



remain invested in Haleon until all shares have matured

2034

£15,000
net cost - £5,400



cash in proceeds



or invest in a SIPP or ISA

5% pa Investment return

2044

£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.



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 Haleon.

When you leave Haleon, 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 Haleon.

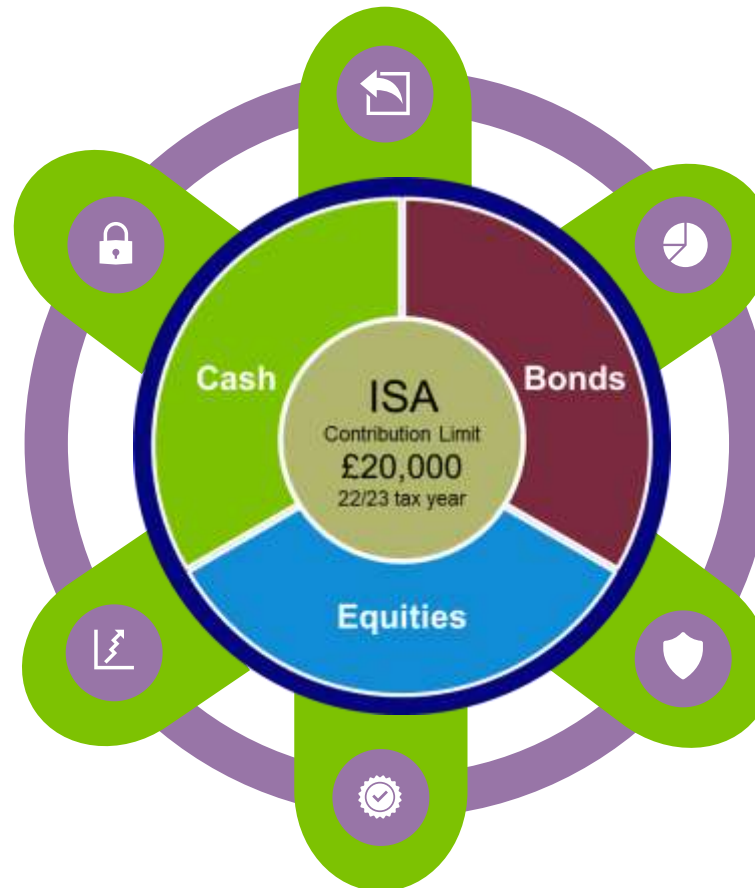
tax allowances.

holding your investment in an ISA.

Continue to invest in Haleon shares

Investments can stay in an ISA when you leave Haleon

Manage risk by diversifying your investment



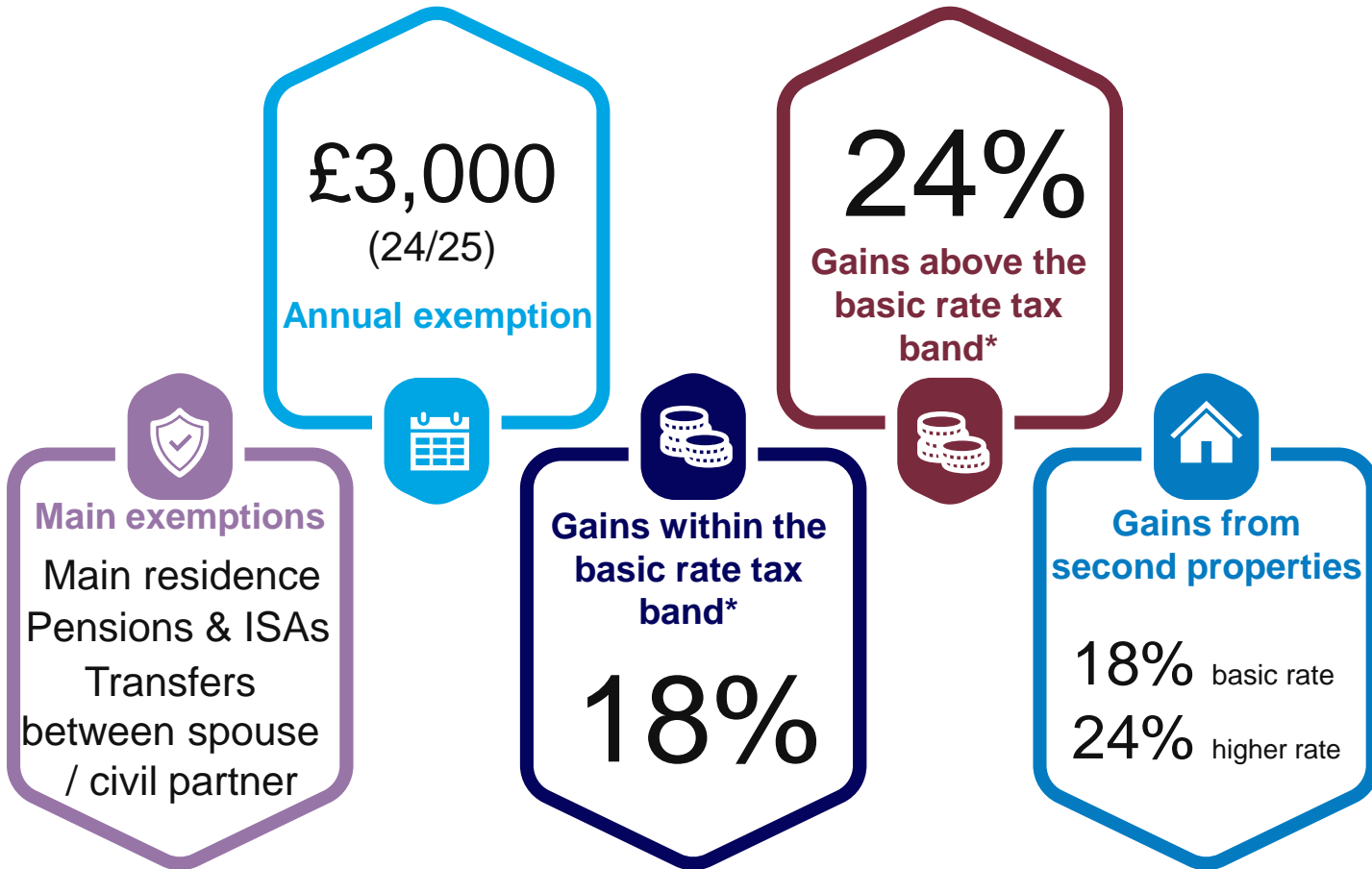
Interest received is tax free

Growth and dividends are tax free

Option to move into cash in the future

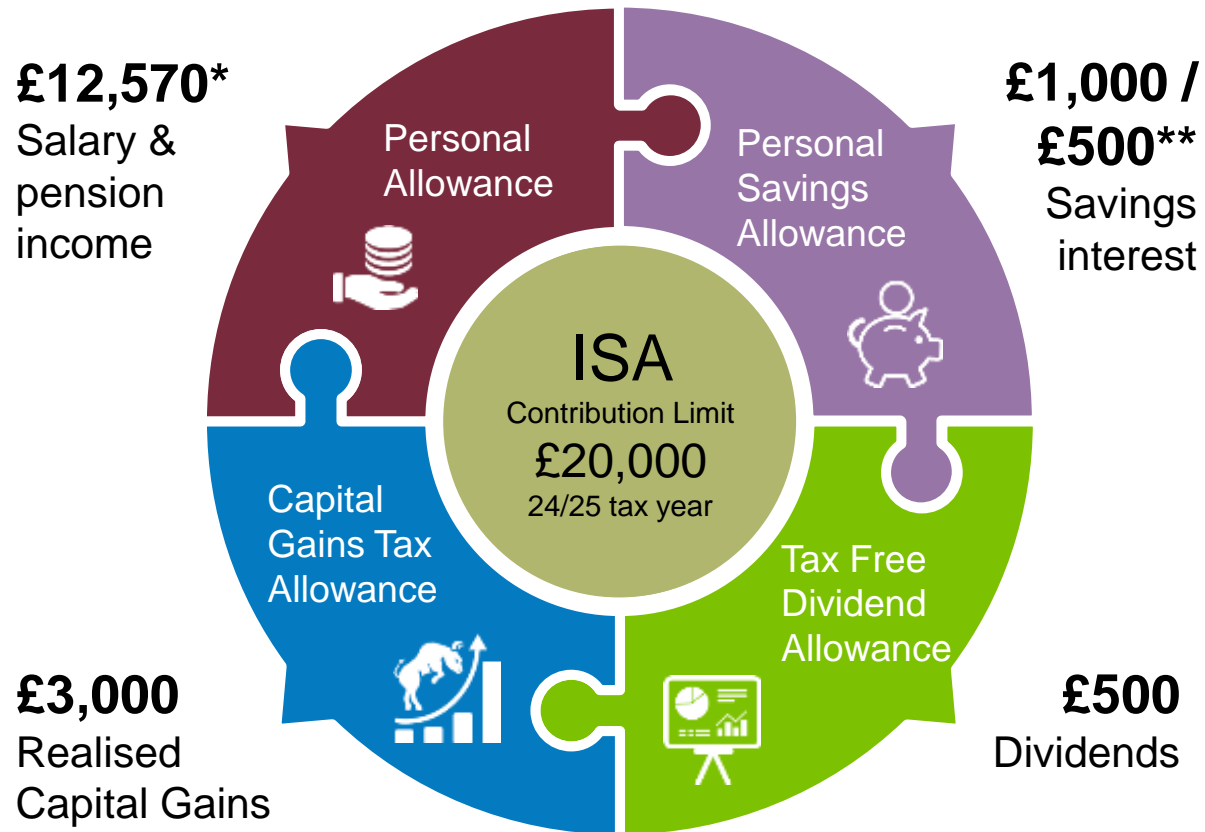
capital gains tax (CGT).

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%.

tax allowances summary.




*Reduced for those with income over £100,000

**£1,000 for basic rate and £500 for higher rate tax payers. Additional rate tax payers do not have a Personal Savings Allowance

next steps.


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 Haleon match your contributions to Share Reward, subject to limits




If you have accrued a number of Haleon 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 pension



Consider the time horizon of any investments you choose to hold



Seek further information and advice if you are unsure

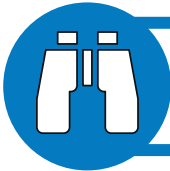
next steps.

useful contacts.



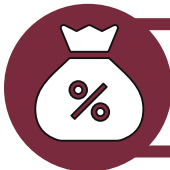
Money Helper
www.moneyhelper.org.uk

01



State Pension forecast
www.gov.uk/check-state-pension

02



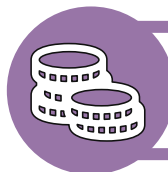
Government - information on tax
www.gov.uk/browse/tax

03



Pension Tracing Service
www.gov.uk/find-pension-contact-details

04



Citizens Advice - information on benefits
www.citizensadvice.org.uk/benefits

05

financial guidance.

Personal budgeting and setting goals

www.moneyhelper.org.uk

State Pensions, Income Tax and ISAs

www.gov.uk

www.hmrc.gov.uk

thank you.
