

education caveat.

- The following content has been designed and relies upon the detailed explanation provided by the presenter at the time of the seminar and should be considered in conjunction with this and not in isolation.
- All copyright or other intellectual property rights in the material constituting this presentation which has been provided by Wealth at Work Limited remains the property of the Wealth at Work group of companies.
- The content of this presentation is provided for illustrative purposes only and is not intended to be used for individual investment or financial planning and does not constitute financial advice.
- Whilst every effort is made to ensure the accuracy of information contained in the presentation it cannot be guaranteed. In particular the rules relating to tax can frequently change. Wealth at Work Limited will not be held liable for any inaccuracies in this presentation due to a change in law after the date of delivery of this presentation.
- Any references to tax or the operation of tax or tax reliefs are illustrative only and the tax treatment in respect of any individual depends upon the circumstances of each individual.
- It is important to recognise that the value of investments related to the stock market (and any resulting benefits such as interest or dividends), can rise or fall and an investor may not get back the amount invested. Past performance data used is for illustrative purposes only and is not necessarily a guide to future performance.
- Any hyperlinks or references to third parties or their websites are provided for information only and it does not mean that we endorse their products or services. We have no control over these and accept no legal responsibility for any content, material or information contained in them.

WEALTH at work and my wealth are trading names of Wealth at Work Limited which is authorised and regulated by the Financial Conduct Authority and part of the Wealth at Work group. Registered in England and Wales No. 05225819. Registered Office: Third floor, 5 St Paul's Square, Liverpool L3 9SJ. Telephone calls may be recorded and monitored for training and record-keeping purposes.

Check your
finances
are in shape.



Total Reward

**Your
benefits**

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.

- Understanding Salary Sacrifice
- Total reward benefits
- Haleon share plans
- Haleon Pension Plan
- Haleon healthcare plan
- Tax-free plans
- Discounts
- Achieving goals
- Further information

understanding salary
sacrifice.

salary sacrifice.



You save:

**Basic-rate
Taxpayers
up to 28%***

- Saving made up of:
- 20% income tax, &
 - 8% NI

**Higher-rate
Taxpayers
up to 42%***

- Saving made up of:
- 40% income tax, &
 - 2% NI

* Tax relief on pension contributions is limited to the greater of 100% of relevant earnings and £3,600.

salary sacrifice.

Example - Basic Rate Taxpayer

- Earning £30,000 per year, £2,500 per month
- Wants to buy benefits worth £200 per month

Without Salary Sacrifice	
Gross Pay	£2,500.00
Less Tax & NI	£406.70
Less Cost of Benefit	£200.00
Net Pay	£1,893.30

With Salary Sacrifice	
Reference Pay	£2,500.00
Less Cost of Benefit	£200.00
Gross Pay	£2,300.00
Less Tax & NI	£350.70
Less Cost of Benefit	N/A
Net Pay	£1,949.30

- Salary sacrifice has saved the employee £56 for the month, that's £672 per year

salary sacrifice.

So how much could you save?

- It depends on:
 - What tax you pay, &
 - How much of your salary you sacrifice

What benefits can reduce both tax and National Insurance costs?

- Pension contributions
- Share Reward contributions
- Bikes via the 'Tax-free: Bike' scheme
- 'Tax-free Holiday'

total reward benefits.

shares and savings & health and life.









- Share Reward
- Share Save
- Haleon Pension Plan

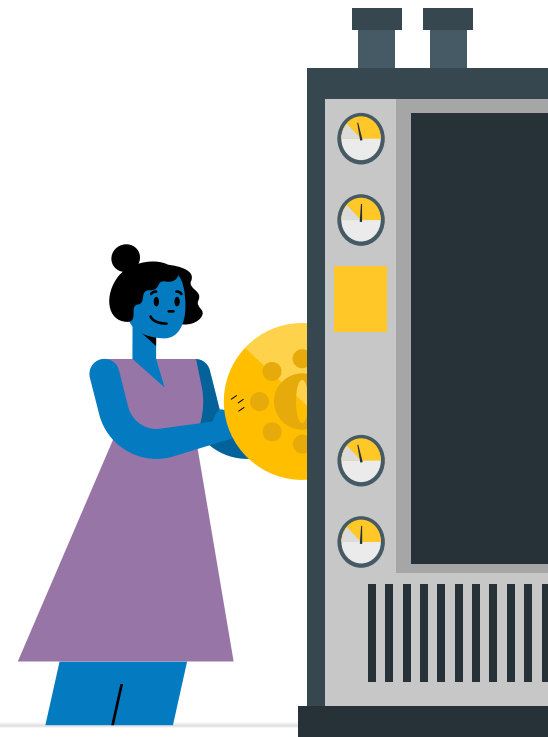


- Healthcare Plan
- Total Reward Discounts
- Tax-free: Bikes
- Tax-free: Holiday

Haleon 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



share reward.

£125

Invested

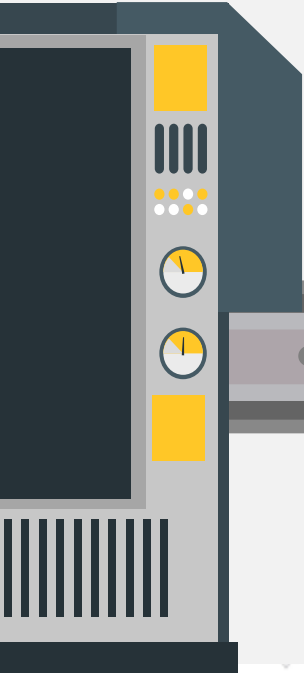
£125 Reward shares

£35

Tax and NI saving (28%)

£90

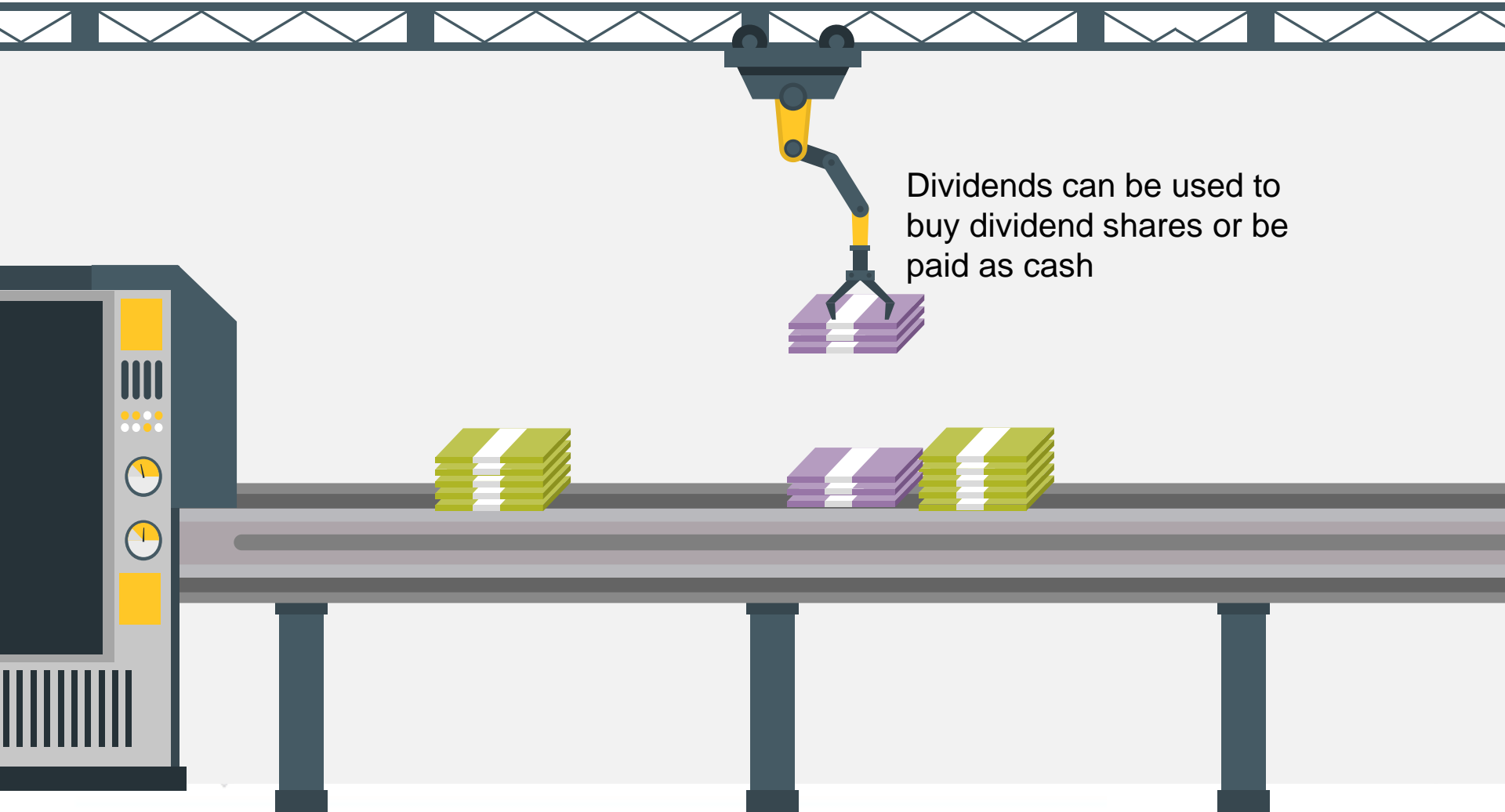
Personal cost



£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



choices upon leaving Haleon.

When you leave Haleon, your shares must be removed from Share Reward.



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

share save.

Save between
£5 and £500
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**

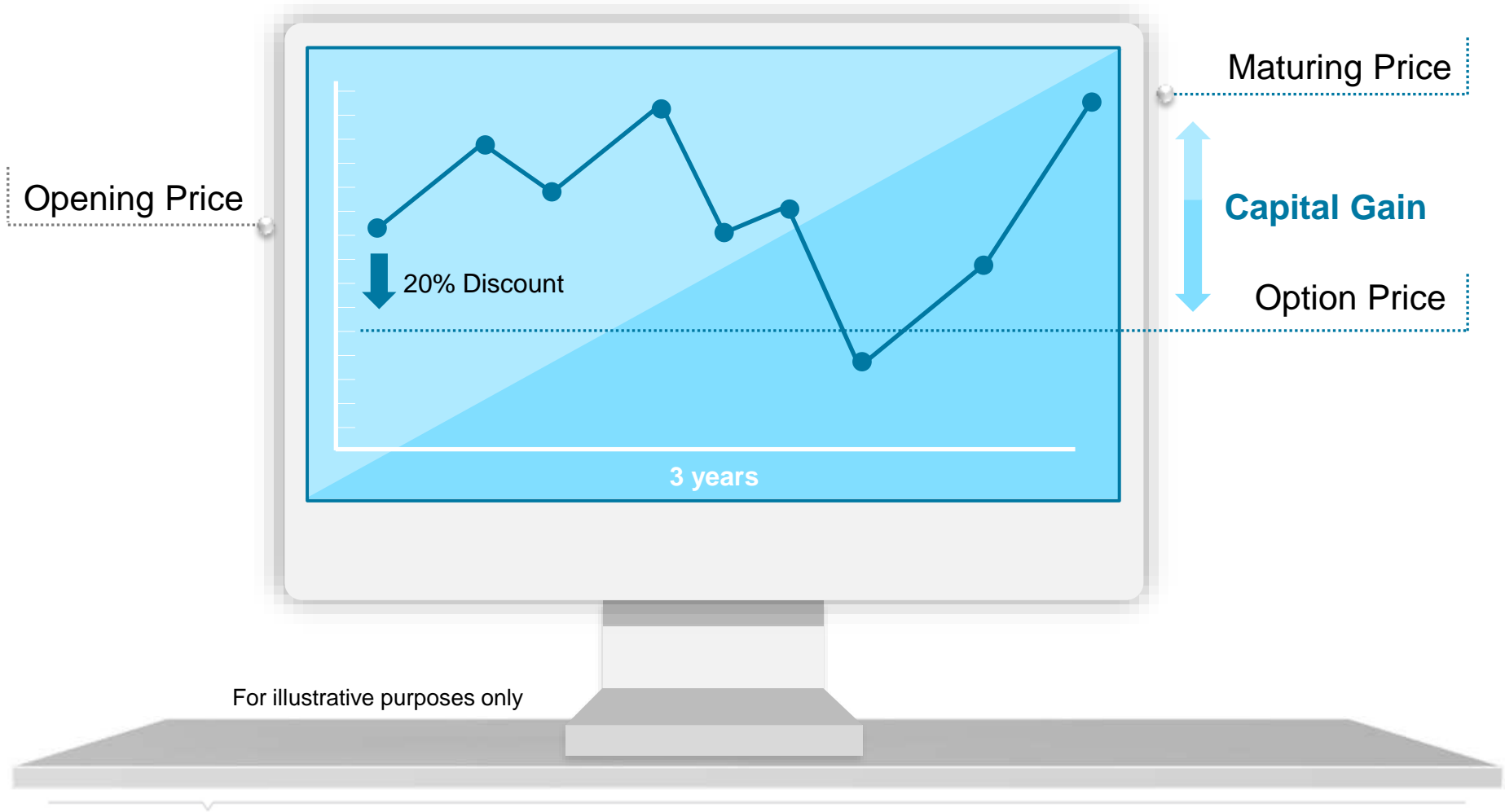
*your option can be exercised anytime within 6 months from the end of the term

**subject to HMRC limits

WEALTH at work

part of the Wealth at Work group

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 *

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

*Subject to HMRC limits

Haleon Pension Plan.

defined contribution (DC) schemes.

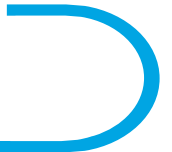
Employer and employees contribute (tax-free*)



Any investment growth is tax-free



You can 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.

WEALTH at work

part of the Wealth at Work group

Haleon Pension Plan.

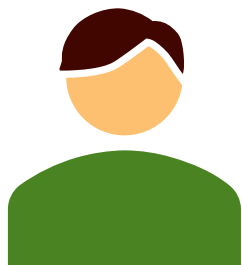
Contributions				
Haleon core contribution	Employee contribution	Your matching contribution	Haleon's matching contribution	Total
7%	2%	0%	0%	9%
7%	2%	1%	1%	11%
7%	2%	2%	2%	13%
7%	2%	3%	3%	15%



Contributions are paid via Salary Sacrifice

Haleon Pension Plan.

Pay more, get more with matching contributions



27 years old

- Salary of £27,000
- Would like to retire at age 65
- Has no existing pension provision

Contributions

Matching contribution	Net pay per month	Monthly cost of the matching contributions	Projected pension pot at age 65*	Projected increase in pension pot
0% + 0%	£1,880.90	N/A	£127,324	N/A
1% + 1%	£1,864.70	£16.20	£155,618	22%
2% + 2%	£1,848.50	£32.40	£183,912	44%
3% + 3%	£1,832.30	£48.60	£212,207	67%

All figures assume the matching contribution is paid in addition to the 2% core contribution

* Source: www.moneyhelper.org.uk

Assumptions used: increase to salary = 2.5% per annum (pa) – pension charges = 0.75% pa – growth rate = 5% per annum – inflation = 2.5% pa

WEALTH at work

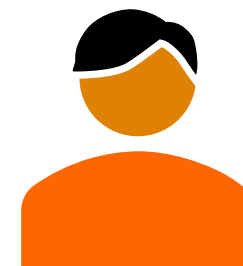
part of the Wealth at Work group

Haleon Pension Plan.

Pay more, get more with matching contributions

50 years old

- Salary of £60,000
- Would like to retire at age 65
- Has £75,000 in the Haleon Pension Plan



Contributions

Matching contribution	Net pay per month	Monthly cost of the matching contributions	Projected pension pot at age 65*	Projected increase in pension pot
0% + 0%	£3,721.78	N/A	£187,205	N/A
1% + 1%	£3,692.78	£29.00	£207,428	11%
2% + 2%	£3,663.78	£58.00	£227,652	22%
3% + 3%	£3,634.78	£87.00	£247,876	32%

All figures assume the matching contribution is paid in addition to the 2% core contribution

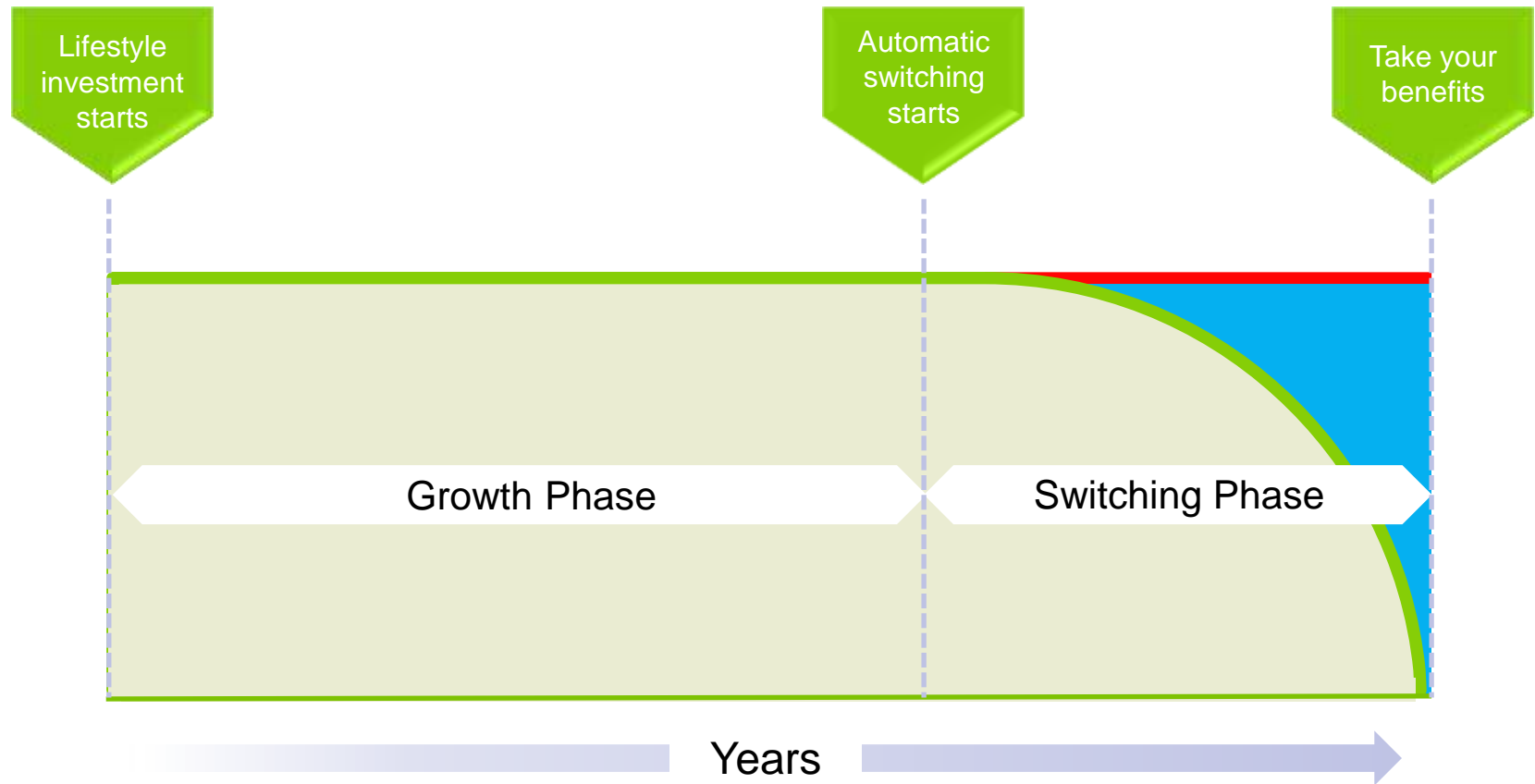
* Source: www.moneyhelper.org.uk

Assumptions used: increase to salary = 2.5% per annum (pa) – pension charges = 0.75% pa – growth rate = 5% per annum – inflation = 2.5% pa

WEALTH at work

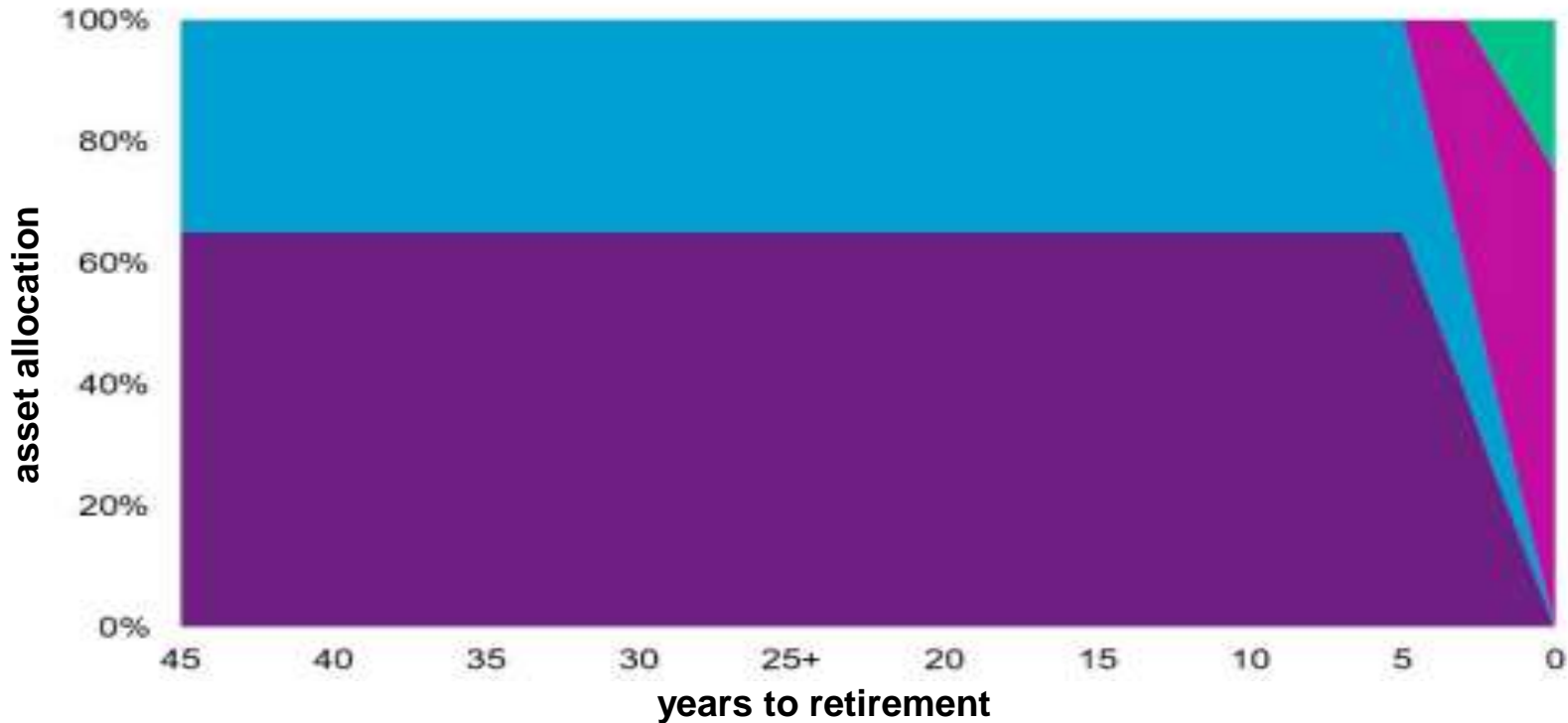
part of the Wealth at Work group

lifestyle funds.



Haleon Pension Plan.

Your default pension investment option if the CH Drawdown Lifecycle strategy.



● LifeSight Equity Fund

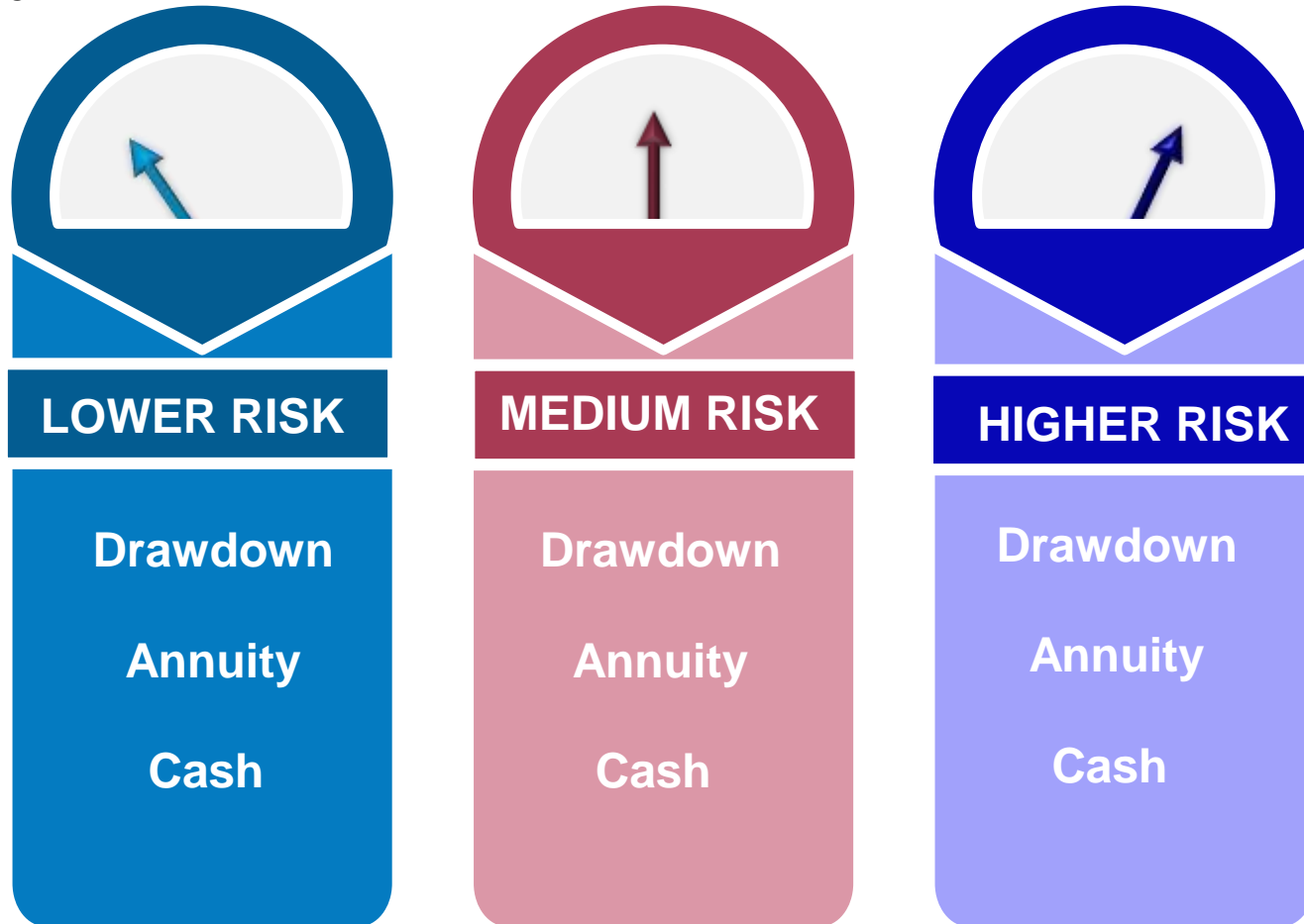
● LifeSight Diversified Growth Fund

● L&G Retirement Income Multi-Asset Fund

● LifeSight Cash

Haleon Pension Plan.

You have 9 other LifeCycle options to choose from, each targeting a different withdrawal route and risk level.



freechoice investment options.

Freechoice allows you to choose from a range of funds and select your own asset allocation.



4 LifeSight
Blended
Funds



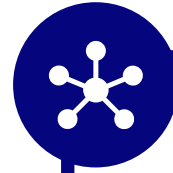
13 Equity
Funds



7 Bonds
Funds



2 Property
Funds



1 Multi-Asset
Fund

Haleon healthcare plan.

Haleon healthcare plan.

Provides you with access to prompt, high quality private medical treatment
Haleon now pays for family funded cover for all employees regardless of grade

Cover includes assisted Fertility

Employees must select through Total Reward online

Available to new joiners and during the annual window

CIC and dental cover.

Critical Illness and Partner Critical Illness cover

- Pre-existing conditions excluded from the policy
- Select up to £500,000 of cover
- Costs deducted through payroll
- Future elections, increase by £25,000 only
- Available to new joiners and during the annual window



Reimburses dental costs for you and your dependants

- Multiple cover levels to choose from
- Costs taken via payroll
- Provider of the plan is Bupa
- NHS and Private dentists included
- Available to new joiners and during the annual window

health cover & gym membership.



Simply Health policy can reimburse the cost of various Health treatments

- Multiple cover levels to choose from
- Costs taken via payroll
- Provider of the plan is Simply Health
- Available to new joiners and during the annual window



Multiple gym membership options available to choose from

- Multiple membership options available to choose from
- Costs taken by direct debit with no payroll interaction
- Provider of the benefit is Hussle
- Employees can avail from discounts on various gym memberships
- All local gym subsidies will stop in place of this benefit from 1 April 24
- Available all year via the Yulife Wellness app

tax-free plans.

tax-free: plans.

Tax-free: Holiday

Tax-free: Bikes
Up to a maximum value of £3,000

The cost of the benefits above are paid for via salary sacrifice.

workplace Savings ISA – Cushon.

Save in cash or invest

Apply via Total Rewards Online

Net pay deductions

Amend investments
and contributions

Savings start from
£10 per month

Paid into separate account

Taken from payday



discounts.

saving money.

- Total Reward Discounts offers a range of discounted products and services
- Discounts include:
 - Flights and holidays
 - Insurance
 - Gym membership
 - Electronics
 - Fashion
- The level of discounts offered varies between retailers
- Visit Total Reward online to view the full range of discounts

saving money – case study.

- Sally's regular spending includes
 - £300 per month (£3,600pa) on supermarket shopping
 - £50 per month (£600pa) on clothes
- Sally has also spent the following this year
 - £300pa on jewellery
 - £400pa on DIY

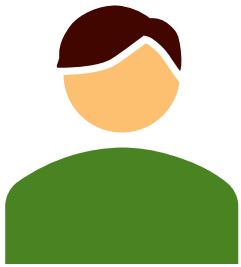
What savings has Sally missed out on?

Sainsburys	————→	$£3,600 \times 5\% = £180$	
		$£600 \times 8\% = £48$	←———— House of Fraser
Earnest Jones	————→	$£300 \times 10\% = £30$	
		$£400 \times 4\% = £16$	←———— Wickes
		<hr/>	
		Total = £274	

Discounts shown are examples only and are subject to change

achieving goals.

getting the most from Total Reward.



27 years old

- Just joined Haleon
- Has a number of short and medium term goals to consider, including getting married in 3 years and buying a first home
- How can these goals be achieved utilising Haleon Total Reward?

getting the most from Total Reward.

Need: I'm getting married in 3 years & I'm also saving for a deposit for my first home

Solution:

Haleon share plan proceeds
Haleon Total Reward Discounts

Need: I'm taking on more financial commitment than I have ever had before. How can I protect myself?

Solution:

Life Assurance for Haleon Pension Plan members
Haleon Healthcare Plan
Haleon Sick Pay for long term absent employees

Need: I understand that retirement is a long time in the future. However I would like to retire before my state pension age of 68.

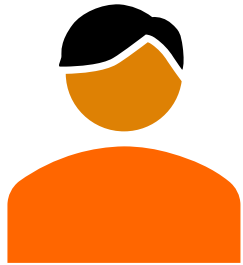
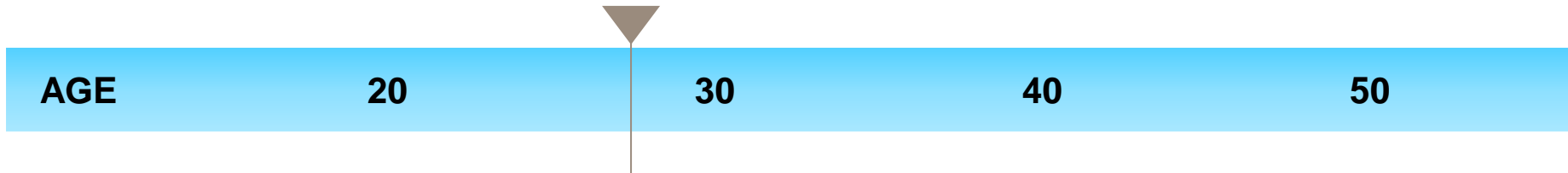
Solution:

Haleon Pension Plan

- Maximum matched contributions
- Benefit from salary sacrifice

Life Assurance cover has increased from 4X to 6X cover
You can select a cover level for your partner during the benefit election window

getting the most from Total Reward.



50 years old

- Has been working at Haleon for many years
- Has children who are growing up but still financially dependent
- Considering how to support their family whilst saving for retirement
- How can these goals be achieved by utilising Haleon Total Reward?

getting the most from Total Reward.

Need: My children will soon be attending university and I want to help them avoid getting into debt.

Solution:

Haleon share plan used on a rolling basis
Haleon Total Reward Discounts

Need: I'm getting older and my lifestyle is better now than in my early career. How can I protect myself against unforeseen life events?

Solution:

Life Assurance for Haleon Pension Plan members
Haleon Healthcare Plan
Haleon Sick Pay for long term absent employees

Need: I realise I need to start focusing more on saving for my retirement. How can I use Haleon Total Reward to increase my pension?

Solution:

Haleon Pension Plan

- maximum matched contributions
- Benefit from salary sacrifice
- proceeds from Haleon share plans

further information.

LifeSight contact information.



01737 230 473



lifesightsupport@willistowerswatson.com



The LifeSight Team, Willis Towers Watson,
PO Box 758, Redhill, Surrey, RH1 9G



www.lifesight-epa.com / TotalReward Online (if on the network)

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

thank you.

0800 028 3200

www.wealthatwork.co.uk/mywealth

WEALTH at work

part of the Wealth at Work group