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welcome to: savings and investments

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.

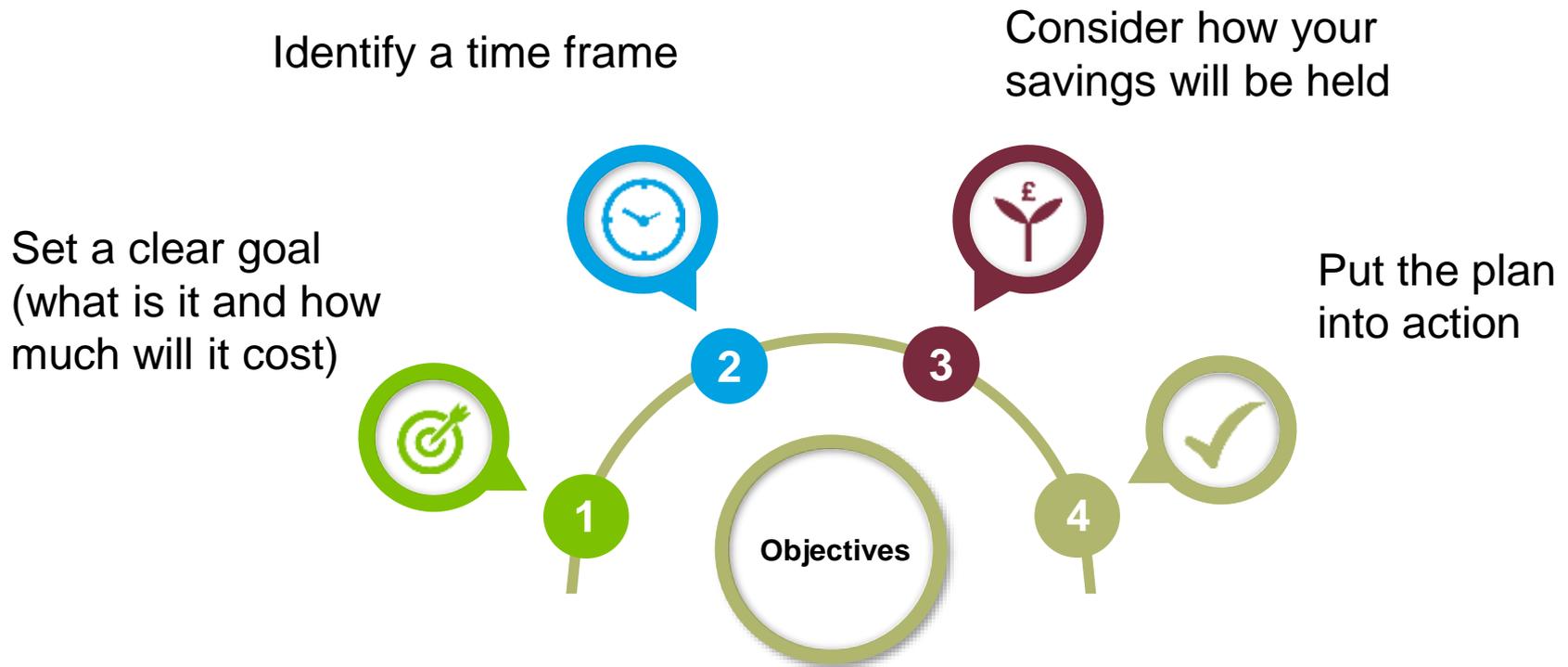
agenda.

- Creating a savings plan
- Savings and investments
 - Risk and return
 - Understanding your options
- Tax allowances
- Saving for retirement
- Next steps

creating a savings plan.

creating a savings plan.

In order to meet your financial goals it is important to set up a savings plan.



your objectives.



Short Term

- 0 to 5 years
- Typically cash holdings



Medium Term

- 5 to 15 years
- Consider your risk / return approach

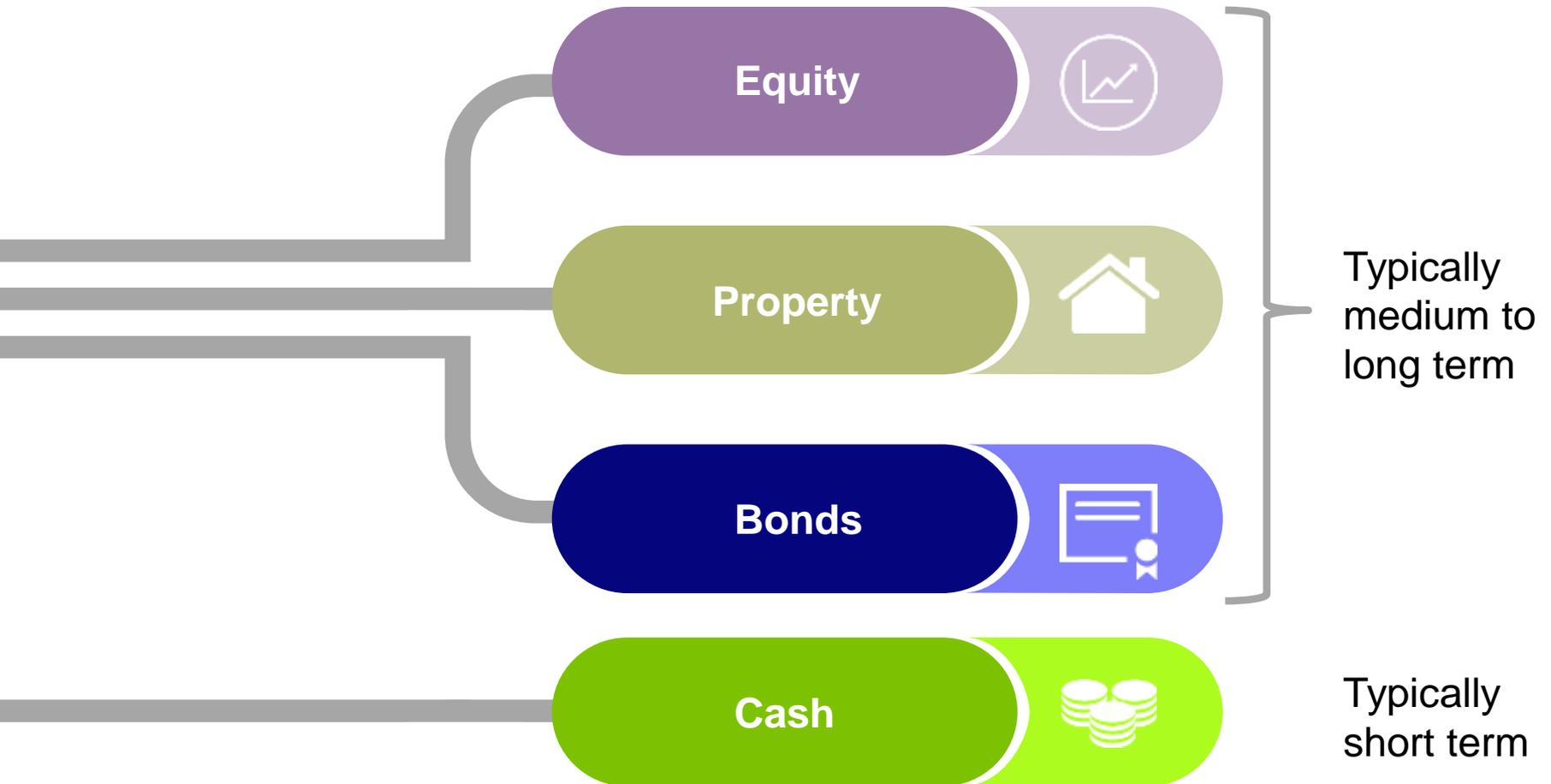


Long Term

- More than 15 years
- Consider your retirement approach

savings and investments.

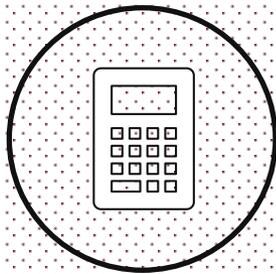
creating a plan.



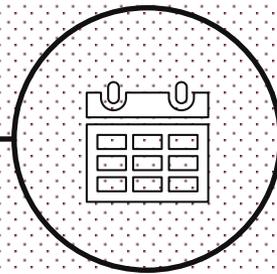
creating an emergency fund.

If you are in a position to put money aside, take these steps to create an emergency fund:

Add up your essential monthly expenditure



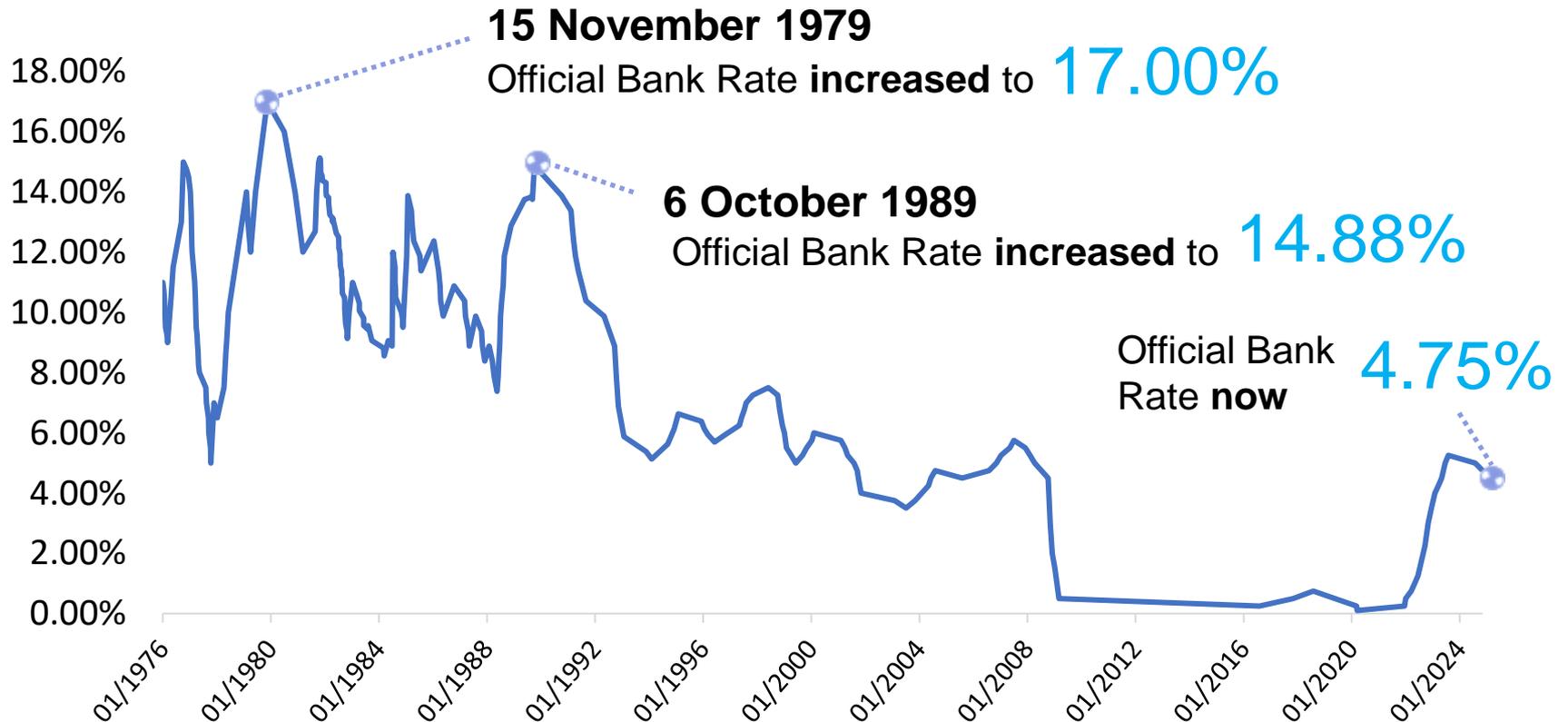
Hold this money in an instant access account



Aim to save 3-6 months worth of this calculation

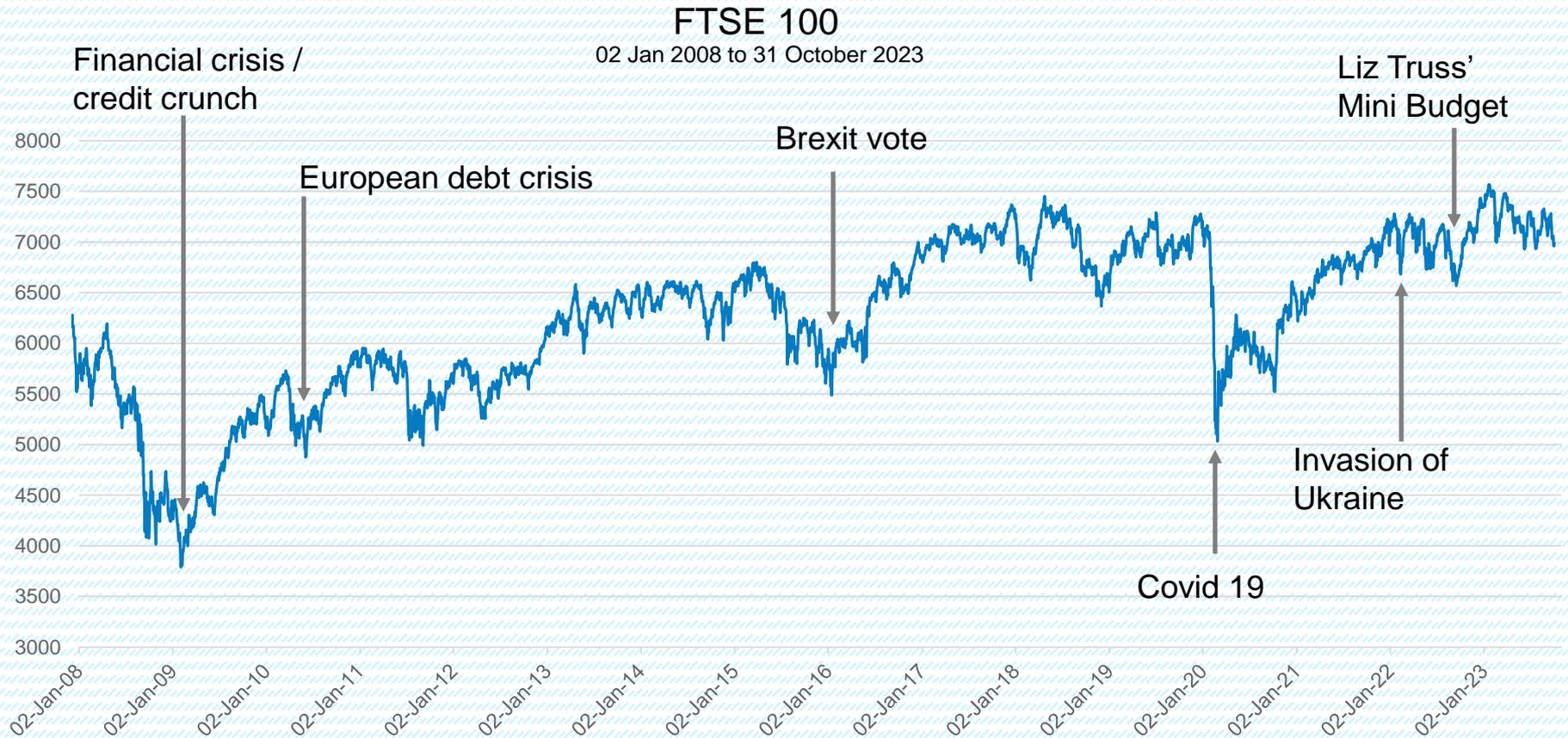
changing interest rates.

If you have longer term savings you may consider investments rather than cash.



www.bankofengland.co.uk/boeapps/database/Bank-Rate.asp

volatile markets.

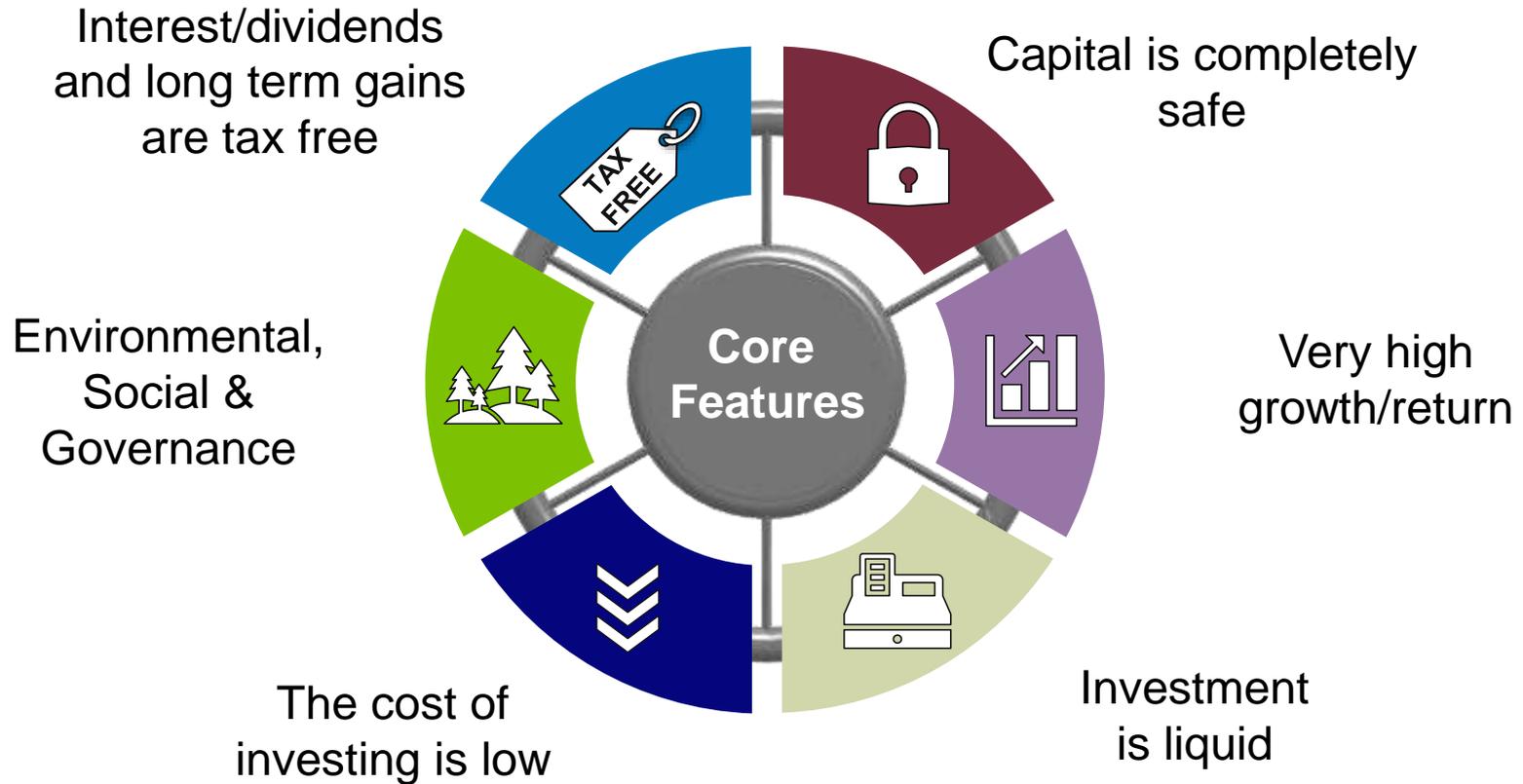


Data source: Google Finance. For illustrative purposes only. Investment returns are not guaranteed

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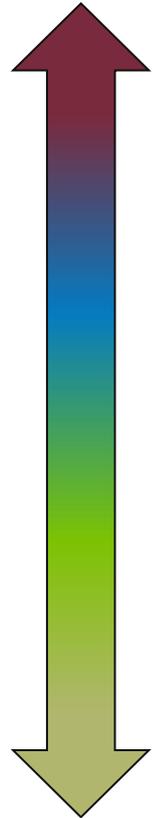
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investment principles.



investment risk and returns.

High



Low



Equities

Volatility, Timing,
Concentration



Property

Liquidity, Negative Equity,
Taxation, Tenants



Bonds

Default, Credit,
Inflation

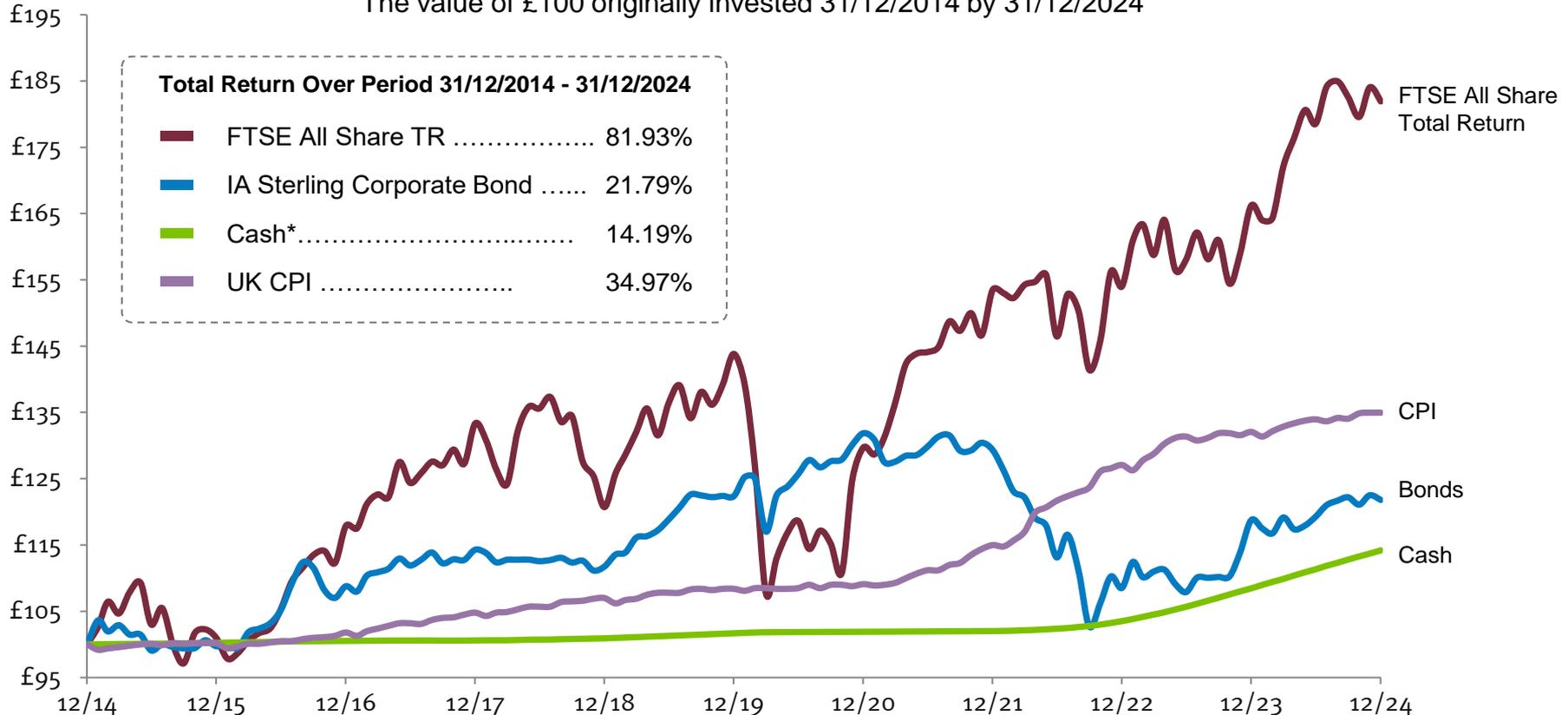


Cash

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.

types of investments.

Whichever assets you choose to invest into (e.g. equities, property or bonds) you can either invest directly or via a 'fund'.

For example, if you were considering an equity investment:

Invest directly into shares in one or more companies



OR



OR

Invest into a fund that tracks an index (e.g. FTSE 100)



Invest into a fund that tracks a number of indices (e.g. FTSE 100, S&P 500 and EURO Stoxx 50)

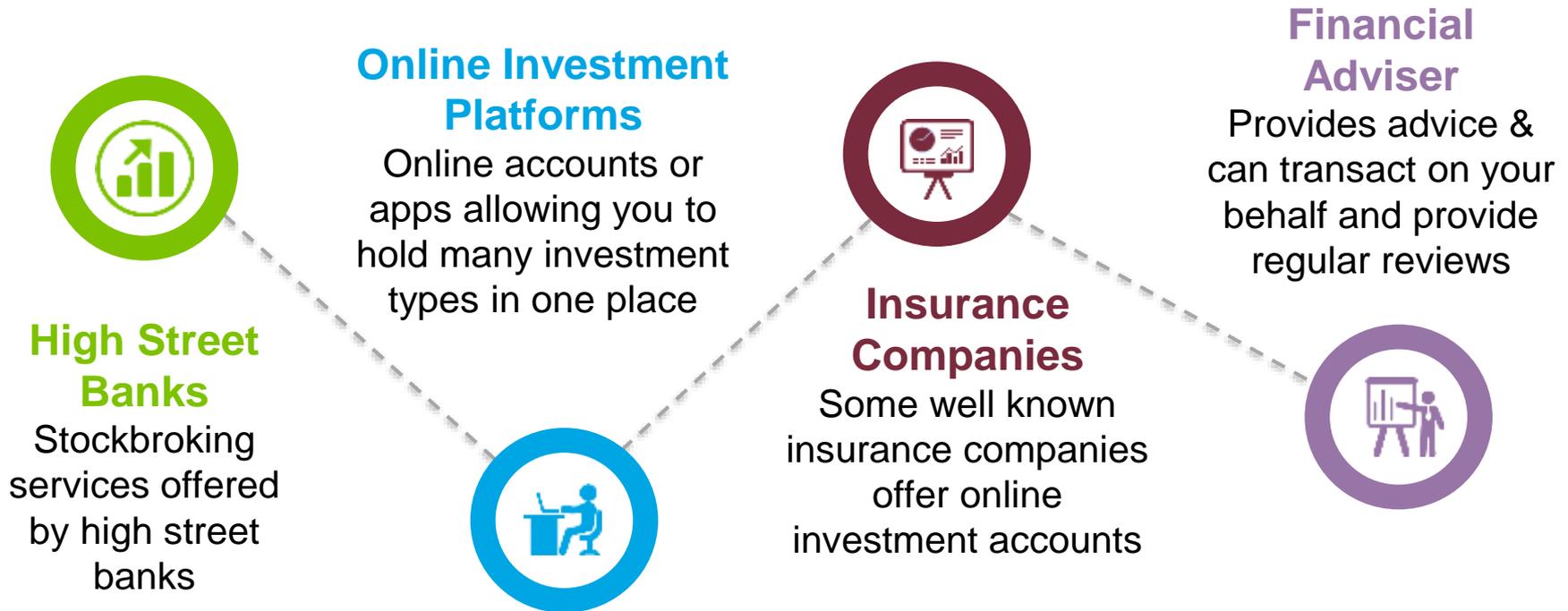
OR

Invest into a fund where active decisions are made on which companies to buy and sell



how can you invest?

There are a number of different places you can go to set up an investment account. These include:



Within each of these services you can often access 'tax wrappers' such as an ISA or SIPP

employee stock purchase plan.

You may be able to take advantage of the employee stock purchase plan which enables you to buy JP Morgan stock at a 5% discount.

You must have been employed on 30 September of the calendar year of enrolment

This tax and National Insurance is collected from your salary via PAYE

Your total cash compensation must be less than \$250,000 (or equivalent GBP)

Tax and National Insurance is applied to this 5% discount

Contribute between £13 and £1,500 from monthly salary*

Stock is purchased at a 5% discount on each of these dates

Stock is purchased on the last trading day of March, June, September and December



*Note the maximum number of shares that can be purchased each year is equal to \$25,000 divided by the average of the high and low sale prices of J.P. Morgan Chase stock on the first trading day in January.

tax allowances.

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



personal savings allowance.

£1,000

Basic rate

20%

£20,000

£500

Higher rate

40%

£10,000

£0

Additional rate

45%

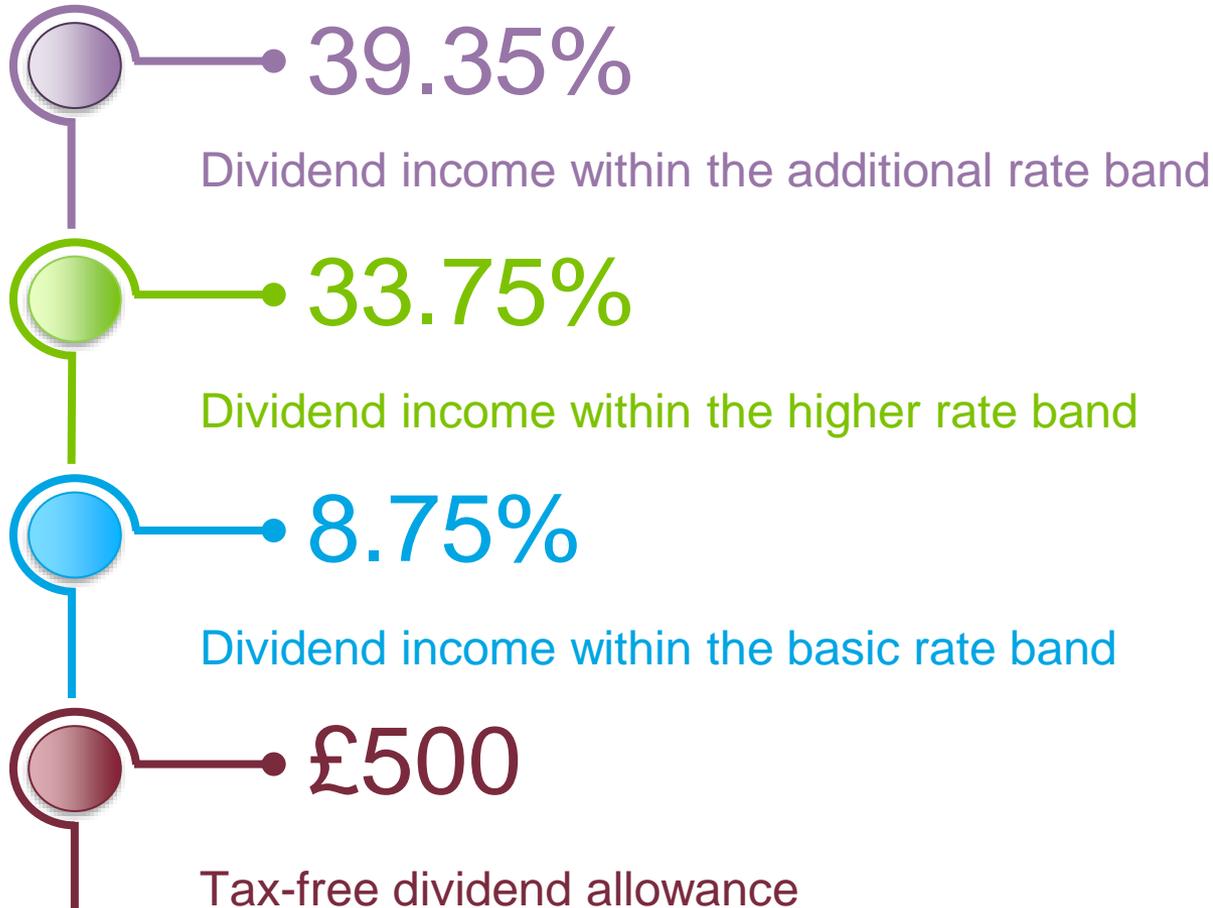
**5%
savings
rate**

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

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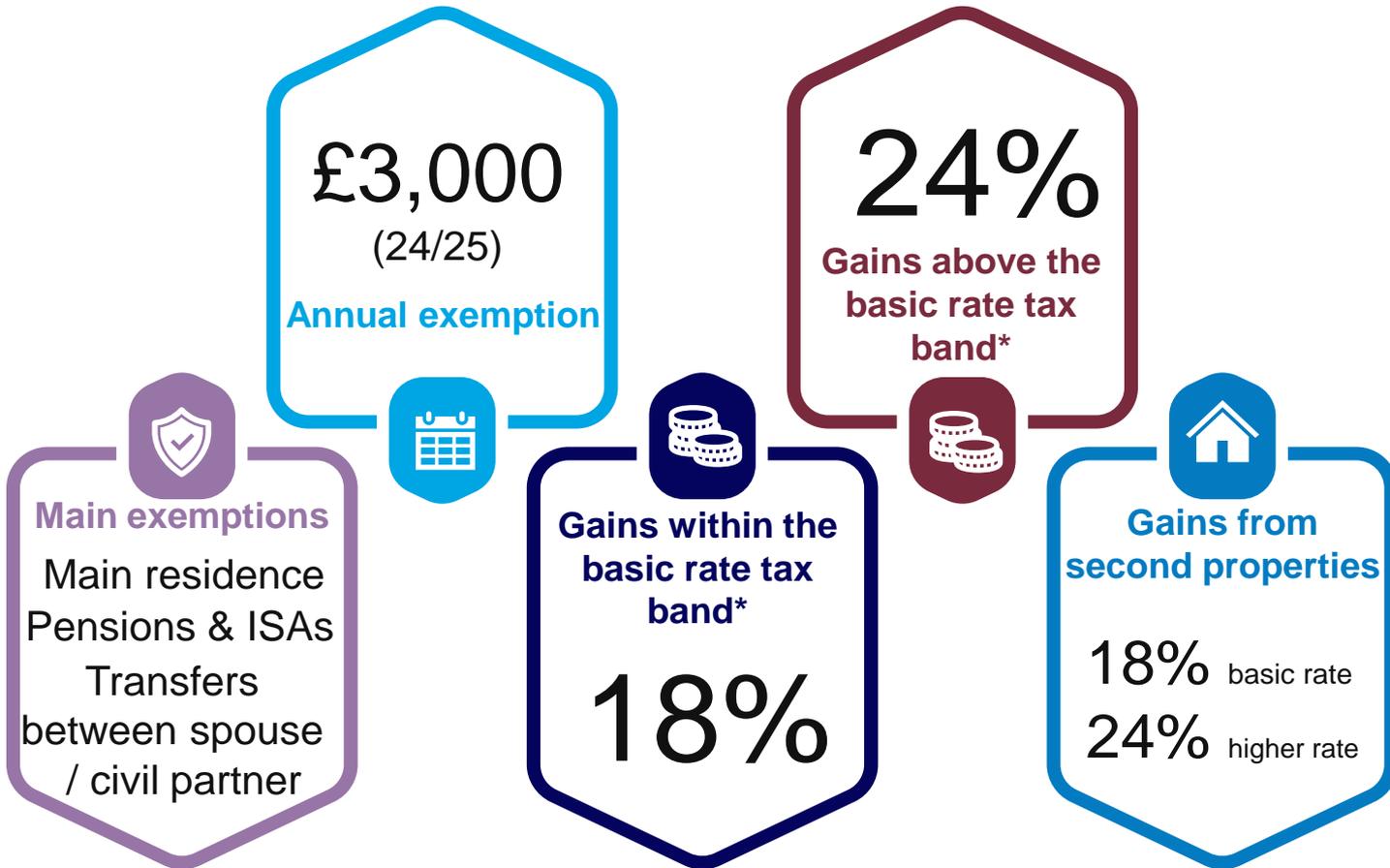
dividend tax.



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

capital gains tax (CGT).

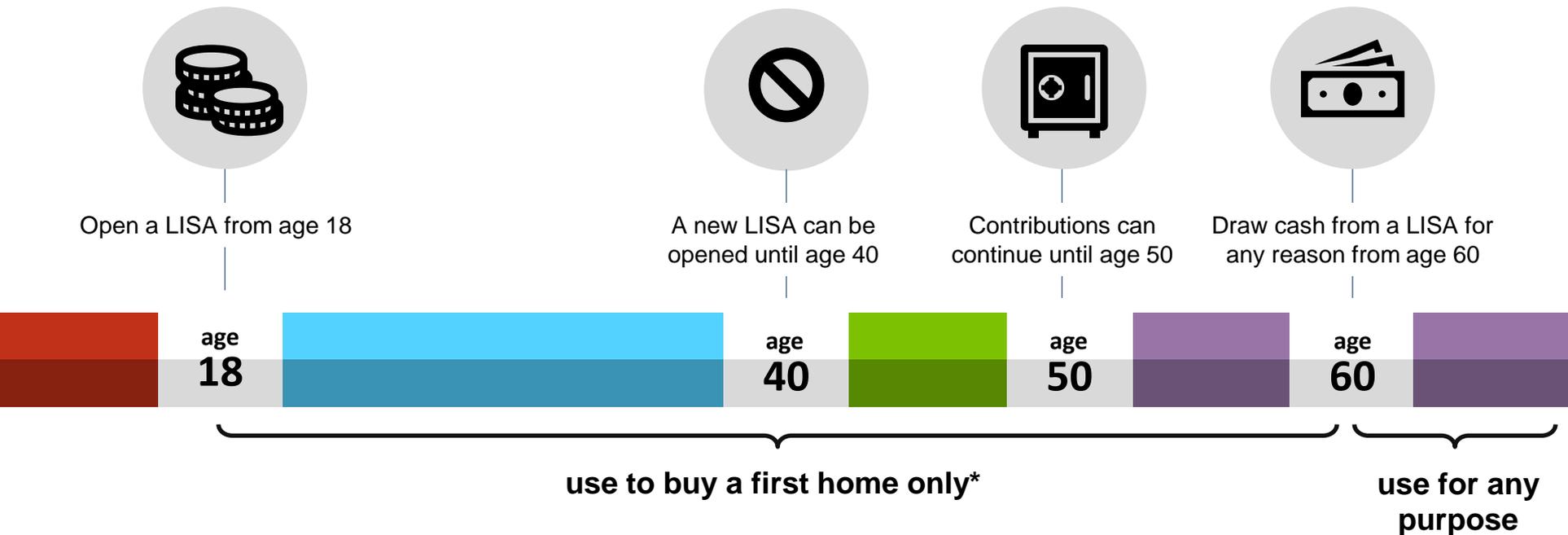
CGT is a tax on gains when certain investments are disposed of.



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

lifetime ISAs.

- Contribute up to £4,000 per annum
- Receive a 25% bonus on all contributions



*Withdrawals for any other reasons incur a 25% penalty charge except in the case of terminal illness.

saving for retirement.

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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.

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JP Morgan UK Pension Plan.

Contribution as % of Pensionable Salary each year							
Company core	6%	6%	6%	6%	6%	6%	6%
Employee match	0%	1%	2%	3%	4%	5%	6%
Company match	0%	1%	2%	3%	4%	5%	6%
TOTAL ANNUAL	6%	8%	10%	12%	14%	16%	18%

- 'Employee match' contributions up to 6% are matched by JP Morgan
- Employee contributions above 6% are referred to as 'flex additional contributions'
- Employee contributions are made via salary sacrifice and free from tax and NI*
- Flex contributions can be changed at any time of the year but the amounts cannot change more than once in a 3-month period

*Subject to limits

making lump sum contributions.

Make additional lump sum contributions up to 6 times each year.

Could be right for you if you:

- ✓ Are already making the most of matching contributions from JP Morgan
- ✓ Want to make additional lump sum contributions from your regular salary
- ✓ Are looking to maximise your use of the annual allowance

Contributions benefit from tax relief only (subject to limits) and are **not made via salary sacrifice**. Contributions can be made in the following windows:

Window opens	Window closes	Payroll deduction
26 November	20 December	January
26 December	20 January	February
26 January	20 February	March
26 April	20 May	June
26 July	20 August	September
26 October	20 November	December

changes to your investment options.

Most members have new investment options, launched on 10 November 2022.

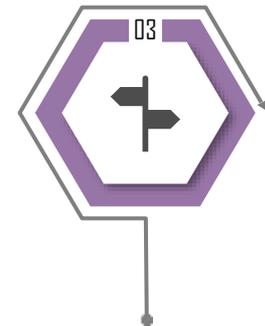
The changes to your investment approach changed automatically unless:



You're invested in the Default Strategy and you have six or fewer years to go until your Target Retirement Age (TRA)



You have selected an Alternative Pathway



You are invested in Freestyle

your new investment options.

Default Strategy*



Not specifically aligned with an income option

Alternative Pathways



Targets annuity purchase



Targets drawdown



Targets 25% cash & drawdown

Freestyle Funds



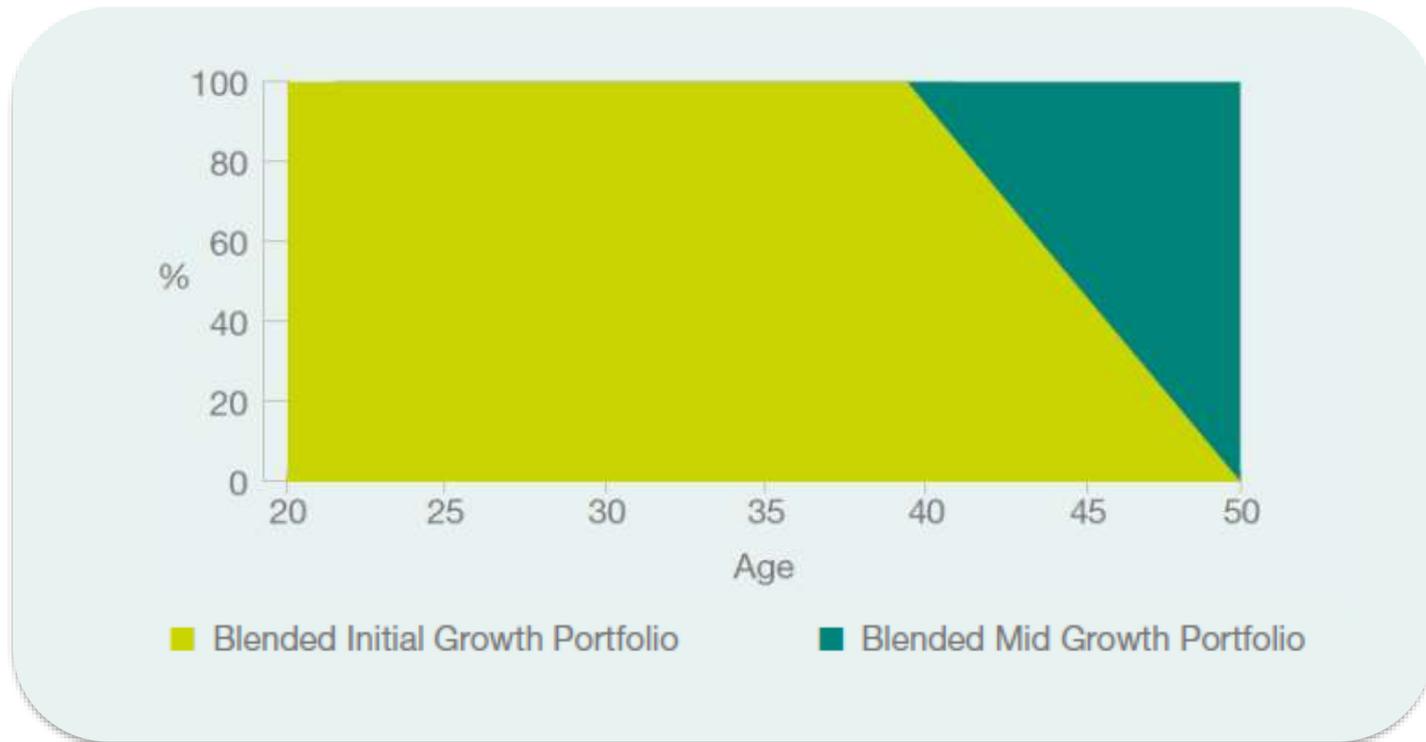
Select your own portfolio plus the option to combine with a 'Pathway'

- Your default TRA is 60
- You should change this if it doesn't reflect your plans

*If you were 6 or fewer years from your TRA on 10 November 2022 and in a Default Strategy, you will have an alternative investment approach.

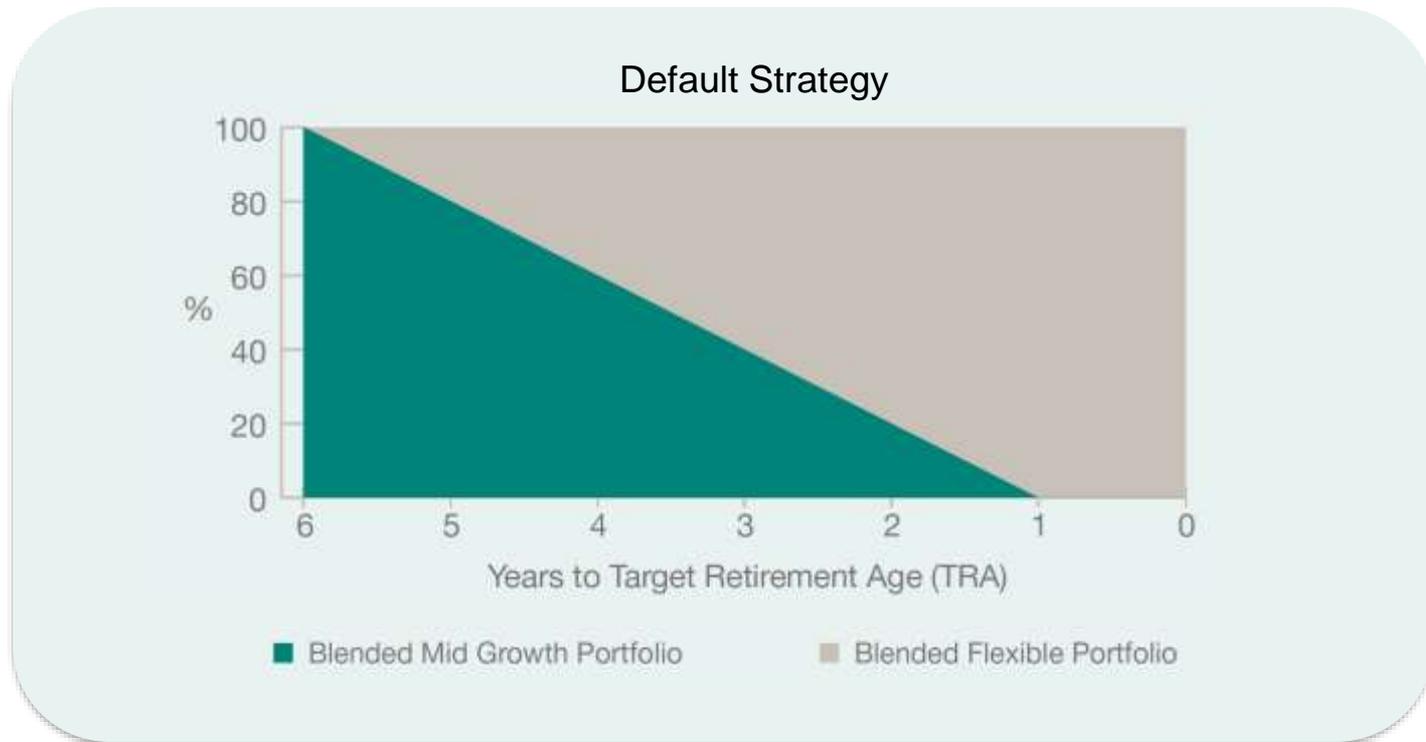
default and alternative pathways.

The Default Strategy and each 'Alternative Pathways' follow the same approach until age 50.



default strategy.

You will remain in the Blended Mid Growth Portfolio until 6 years before your TRA.



If your TRA is before age 56, then your pension account will start switching into the Blended Flexible Portfolio before age 50

annuity pathway.

You will remain in the Blended Mid Growth Portfolio until 6 years before your TRA.



The Annuity Pathway switches into a Blended Annuity Portfolio 6 years before TRA

drawdown and cash pathway.

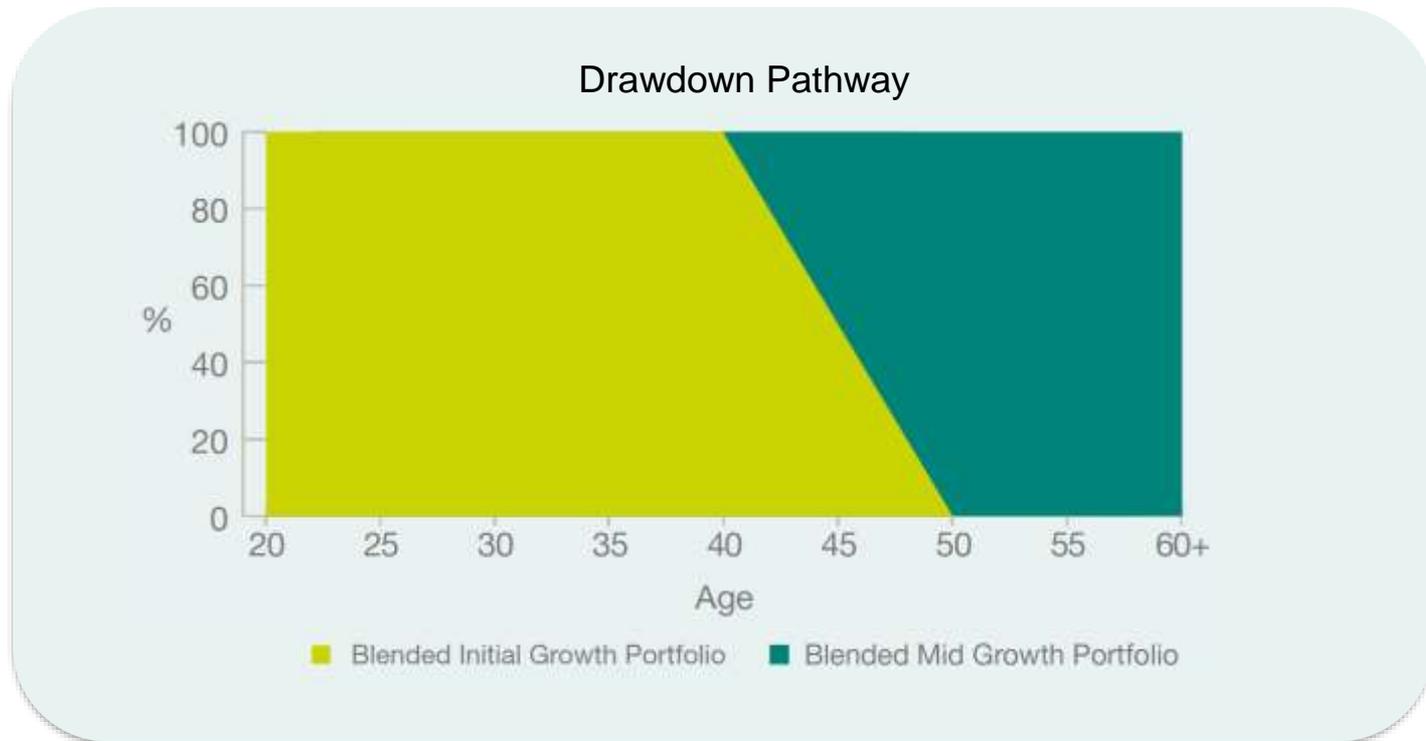
25% of your investments gradually move into the JPM UK Liquidity Fund 2 years before your TRA.



You will hold 25% in the JPM UK Liquidity Fund with the intention you will take 25% of your pension as tax free cash at your TRA.

drawdown pathway.

From age 50, your investments remain in the Blended Mid Growth Portfolio.



There is no switching based on your TRA that takes place if you choose this Pathway.

investing your pension.

Freestyle Strategy



Choose from a range of different investment types



Invest into equities, bonds, property or cash



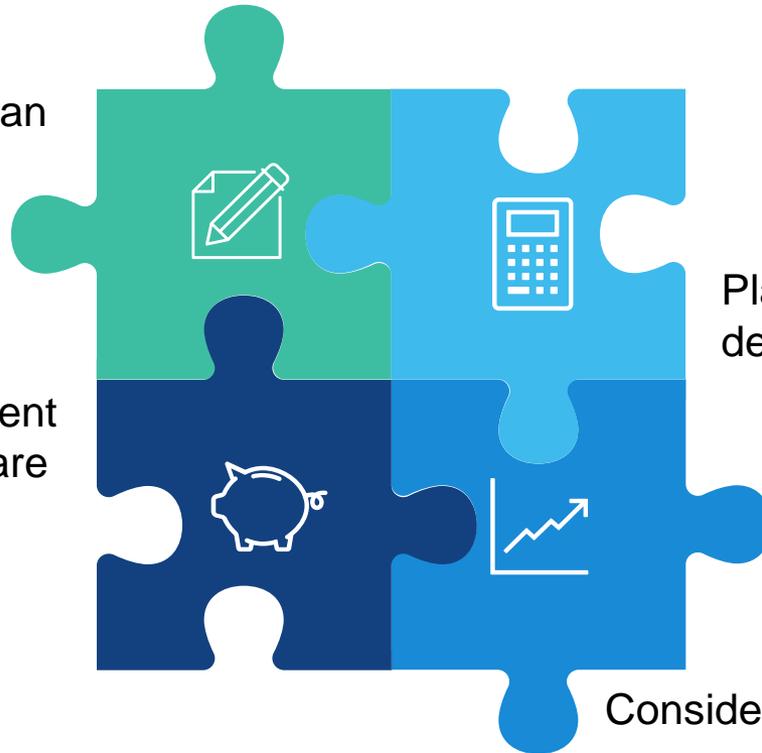
You can manage your exposure to risk as you approach retirement



Visit 'my fund range' 'my investments' accessed via 'mypensiontools'

summary.

Produce a savings plan



Plan to tackle any outstanding debt

Review where your current savings & investments are being held

Consider your pension contributions

next steps.

further information.

J.P. Morgan contact details

- jpmelements@standardlife.com
- 0207 134 0606 (option 4)

Contacts

- General tax and National Insurance information - www.hmrc.gov.uk
- Information and guidance - www.moneyhelper.org.uk

Note

- JPM has a policy on Personal Account Dealing
- The full policy information and further details on employee compliance is available at me@jpmc

seminars available to you.

In conjunction with WEALTH at Work there are a range of financial education seminars available to you:

- 01**  **Early career**
“Start thinking about your financial future”
- 02**  **Mid career**
“Understand your finances and plan for the future”
- 03**  **Pre retirement**
“Planning for your retirement”
- 04**  **Parental leave**
“Understanding your finances when going on (and returning from) parental leave”
- 05**  **Pension Tax Limits**
“Annual allowance and other limits to pension tax efficiency”
- 06**  **Estate Planning**
“Managing your estate and getting it in order”

seeking advice.

An adviser will assess your circumstances, objectives and risk profile and provide you with a personal recommendation to meet your objectives.

All regulated firms are listed on the Financial Services Register, this provides confirmation that the firm is authorised, the specific services they are authorised to provide and details of the advisers who work for them.

Financial Services Register link:

- <https://register.fca.org.uk>

contact us.

We provide a telephone helpline and a regulated investment advice service through **my wealth** - a trading name of Wealth at Work Limited which is part of the Wealth at Work group.

It helps individuals to understand their personal financial situation especially when selecting their retirement income options.

- Telephone **0800 028 3200**

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0800 028 3200

www.wealthatwork.co.uk/mywealth



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