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For example, documents that contain sensitive personal information; this includes client medical / health information, new product plans and audit findings.

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A presentation to employees of World Kinect Corporation

Natalie McKenna

Communications and
Engagement Manager



Important information

- Please note that the following presentation should not be regarded as giving any form of financial or investment advice. You should not make your decision on the basis of this presentation alone. If you require advice, you should contact your financial adviser.
- MoneyHelper has some guidance on finding an adviser: moneyhelper.org.uk/choosing-a-financial-adviser. A financial adviser may charge for their services.
- This presentation is based on our interpretation of present law and HM Revenue & Customs practice for the tax year 2024/2025. The tax benefits may change at any time and their value depends on your personal circumstances.
- The value of an investment can fall as well as rise and is not guaranteed. You may get back less than the amount invested.



How can we help you now?

1. How does your pension work?
2. Contributions and salary sacrifice
3. Your investment choices
4. Online access, tools and support
5. Actions to take
6. Online demo



How does your pension work?



A great way to save could be through your company pension scheme

- A **tax-efficient** way to save.
- **World Kinect Corporation** pays in too.
- **They're your pension savings.** If you leave World Kinect Corporation, you can take them with you.
- It's **flexible**
 - Choose how much you contribute.
 - Decide where you invest – in the default investment solution or other fund(s).
 - You can access your savings from the 'minimum pension age' set by the government. This is currently 55 but is rising to 57 from 6 April 2028. You may be able to access it earlier such as when you have a protected pension age or can't work due to ill health or incapacity.



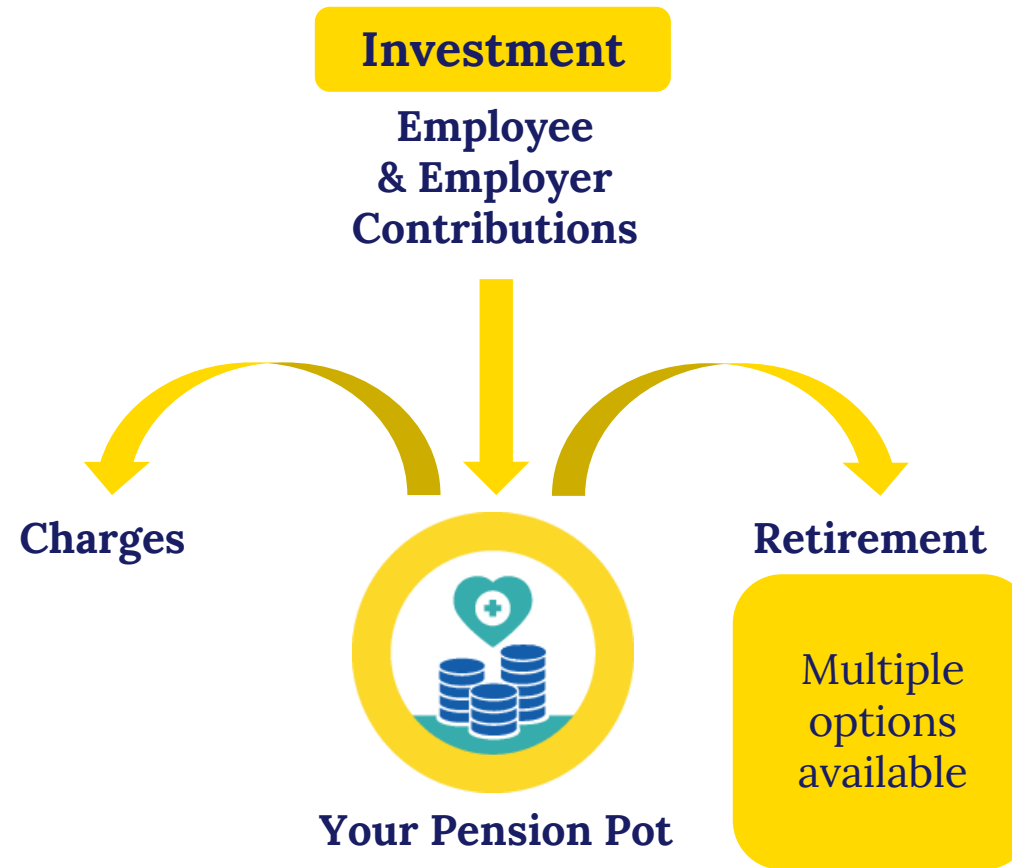
As long as you've reached the minimum pension age, there are now several ways in which you can access your pension savings

More information is available at:

www.aviva.co.uk/retirement/pension-basics/changes-to-pension-age/



Pensions in a nutshell



The value of an investment can fall as well as rise and it is not guaranteed.
You may get back less than has been invested.

Contributions and salary sacrifice



World Kinect Corporation contributions table

Employee	World Kinect Corporation	Total contribution
4.5%	4.5%	9%
5%	5%	10%
6% or more	6%	12% or more

You have more going into your pension than the amount you put in, as your employer will add to it.

Contributions based on pensionable salary which is defined as basic salary.

The information above is the WKC pension contribution structure. If you are an employee of Reline Oil Services, Henty Oil Limited, Falmouth Petroleum Limited or Watson Fuel Limited (before November 2015), you may have a different contribution structure.



Your employer offers salary sacrifice

What's that?

Salary sacrifice is when you exchange part of your salary in return for a benefit from your employer.



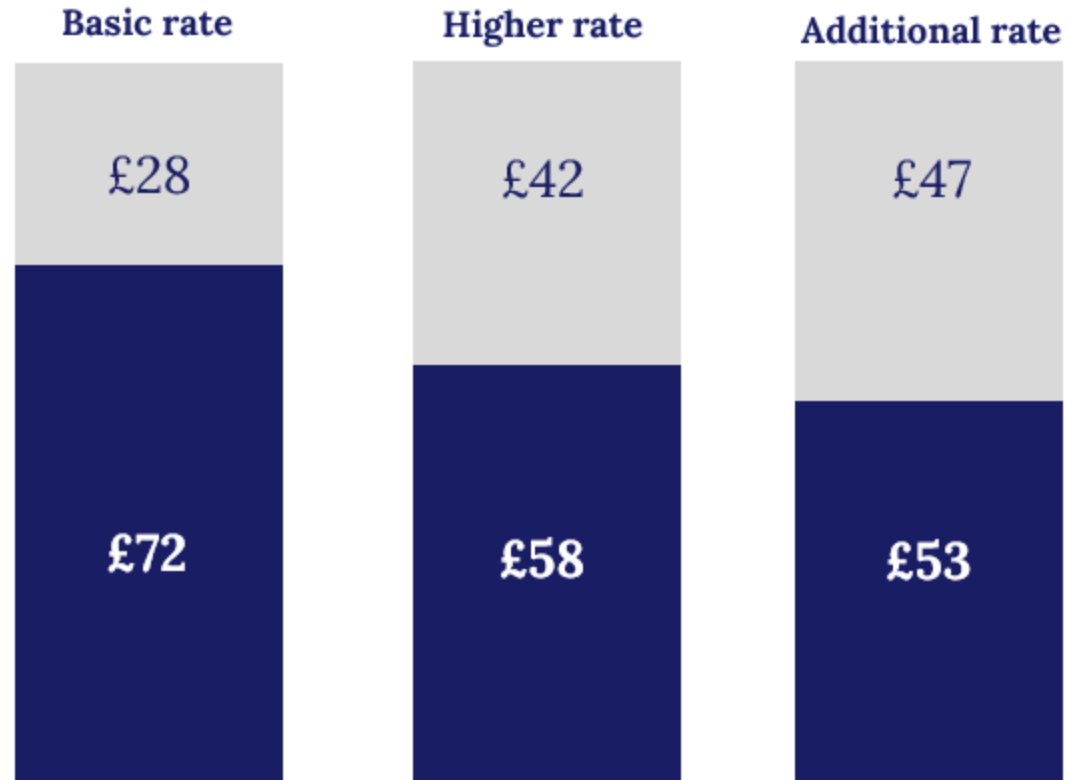
Salary Sacrificing £100

Salary Sacrificing £100



OR

The real cost of you sacrificing £100 to add to your pension, based on your usual tax rate



Grey section represents the amount of tax and national insurance you would have had to pay

Blue section represents what you would've had in take home pay

Tax benefits are subject to change and their value depends on your individual circumstances

Important Information about salary sacrifice

- Salary sacrifice is a change to your contract of employment and an arrangement between you and your employer. Contact your employer for more information about salary sacrifice.
- Some employers will only allow you to change your contribution levels during certain periods.
- Your employer will continue to use your notional salary (this is your basic salary before any adjustments for salary sacrifice) when calculating all other salary-related benefits (e.g. salary increase, overtime, bonus payments, life assurance).
- Higher and additional rate taxpayers effectively receive immediate full tax relief and no longer need to claim through self-assessment.
- Salary sacrifice may not be suitable for everyone. It may impact how much you are able to borrow, the size of any income protection payments and access to certain state benefits.

How much might you need to save?



12.5% of earnings is our general recommendation

(% of earnings is yours and your employer's contribution)

But the actual amount you'll need to save depends on your own situation. For example:

- When you start
- Existing retirement savings
- Your state pension entitlement
- The income and lifestyle you want in retirement
- When you plan to retire
- Where your pension is invested

Source: www.aviva.co.uk/retirement/pension-basics/how-much-should-pay-into-my-pension

 **Plain Numbers**
Certified 

 **AVIVA**

Your investment choices



You're an investor

You can choose how your money is invested

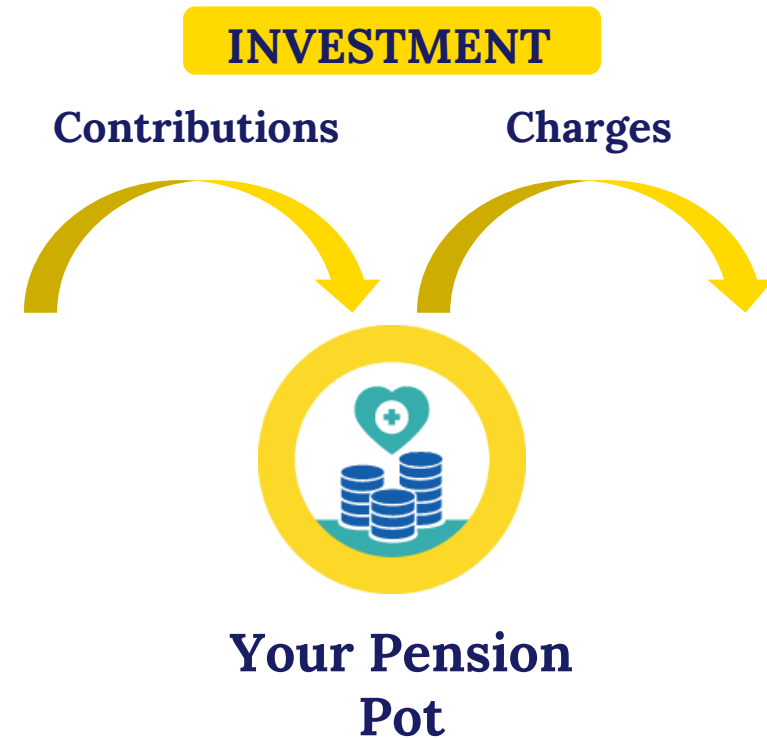
If you don't make an investment decision, you'll be invested in a default fund.

Or you can choose your own funds, your pension scheme offers a range of investment funds.

Here's how investments work:



The money you save
in your pension is
invested to help it grow



The value of investments can fall as well as rise and is not guaranteed - this means that you could get back less than has been invested.

There are four main investment types



Chosen for you

- If you haven't made a choice your money will be invested in the default investment solution which is called My Future Focus.
- The default automatically manages your investments in the run-up to retirement and has been designed for the majority of members, however this may not suit your personal circumstances and retirement aims. There's no guarantee that they'll be beneficial to your pension fund.
- For more information on the default and the other fund options available please refer to your [scheme booklet](#).
- The value of investments can fall as well as rise and is not guaranteed – this means that you could get back less than has been invested.



Default lifetime - My Future Focus Investment Programme (Pre 2024)

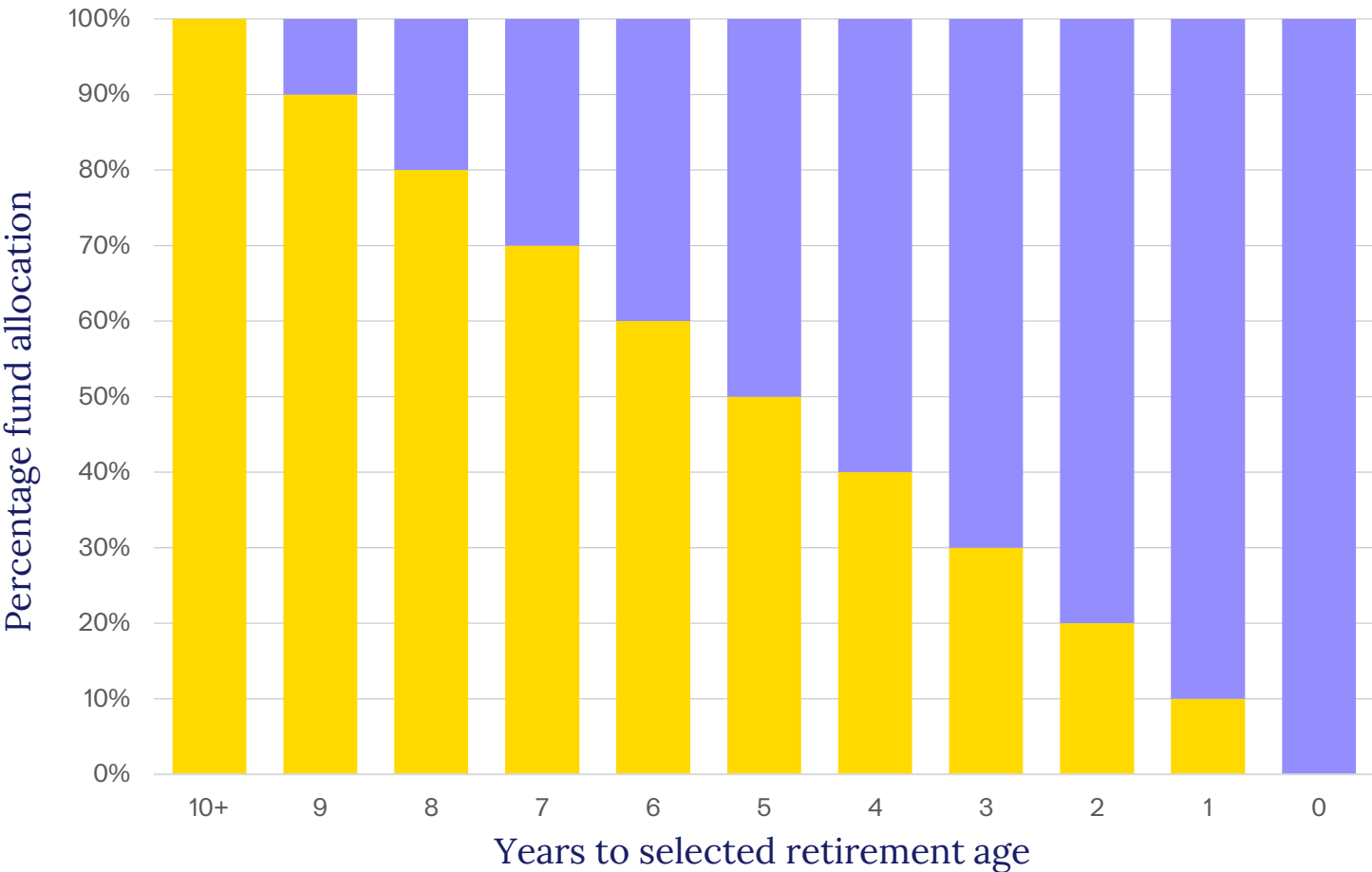
- Aviva Pension My Future Focus Growth Fund
- Aviva Pension My Future Focus Consolidation Fund (Pre 2024)

The universal option.

This programme is designed for members who have not yet decided how they want to take their retirement savings. These funds are actively managed by Aviva Investors' experienced multi-asset team.

The funds also incorporate environment, social and governance (ESG) factors into their investment decisions so you can invest responsibly for your retirement.

The fund names are not an indicator of future performance or investment return and should not be used as a basis for your decision to invest.



Hands-On

- If you would like to make your own investment choices, we offer a range of funds you can choose from.
- You can choose funds that invest in a particular asset class, sector or geographical area.
- Each fund carries its own level of risk, so you can invest your money according to your own personal circumstances.
- For more information on the fund options available please refer to your [Scheme Booklet](#).
- The value of investments can fall as well as rise and is not guaranteed – this means that you could get back less than has been invested.



Risk Profiler

Answer 8 questions to help you
understand your attitude to investment risk:

<https://www.direct.aviva.co.uk/myfuture/RiskProfiler/Landing>



The difference between ESG and Ethical investing?

ESG Investing

ESG stands for the environment, society and governance. ESG investing takes into consideration how a company impacts the climate and its carbon emissions, the diversity of the leadership board, and also how the company is run. Many investors believe that companies which manage their environmental, societal and governance risks well, are better placed to deliver performance for their shareholders over the longer term. As with all investments, values can fall as well as rise and are not guaranteed. You may get back less than has been invested.

Ethical Investing

Companies involved in industries which are classed as harmful to the environment and to people, such as alcohol, pornography, fossil fuels, nuclear energy, and animal testing, are areas that tend to be excluded by ethical funds. A fund might exclude one or more of these areas.
The exclusion of harmful industries is the priority here, not financial performance.

Switching funds

- We currently don't charge you for switching to new funds. We'll tell you if this changes.
- You can switch your funds online (if available), or by post using the Aviva switch and redirection form.
- In exceptional circumstances we may need to delay cashing in or switching funds; however, we will not do this at your selected retirement date or on death.

**Switches
can be done at
any time**

Default investment solution charge is 0.29% a year

- Charges in the full fund range **start from 0.29% a year**.
- Charges cover costs such as setting up the plan, fund management and ongoing administration.
- All the funds that are available to you will have their own charge associated with them.
- If you choose your own investment funds, please make sure you're aware of the charges associated with them.
- For information on fees and charges please visit the Fund Centre.
<https://www.fundslibrary.co.uk/FundsLibrary.BrandedTools/AvivaConsumer/FundCentral/>

This is available on your [pension website](#):

Scan me to download the Pension website
(Mobile data charges may apply)



Online access, tools and support



MyAviva

- MyAviva, the simple way to view and manage your pension whether you're at home or on the go.
- Log in with fingerprint or face recognition.
- Paperless, effortless and controlled by you.
- Simple way to edit personal details – keep contact details like your home address and personal email up-to-date.

Terms & conditions apply and are available within MyAviva.

Scan me to download the MyAviva App (Mobile data charges may apply)

Apple



Android



Pension death benefits before you retire

Full value of your pension pot



**Your Pension
Pot**

- Normally free from inheritance tax and can be paid as a **lump sum payment** or used to **provide an income**
- The person receiving the benefits (the 'beneficiary') will usually be able to choose between the forms of benefit made available by the scheme.
- You can nominate **a number** of different beneficiaries.
- You can regularly update your beneficiaries through your nomination form, and you can change this at anytime.

Visit www.aviva.co.uk

Find and Combine

Aviva's Find and Combine service tracks down pension money that belongs to you. It is a way of finding and understanding your old pensions:

- With a few bits of information about your employment history, we can trace and contact your previous pension providers
- You'll get a detailed overview of any pensions we find. Helping you understand your old pensions so you can make an informed decision on what to do next
- It's free with no obligation
- You can access Find and Combine via MyAviva or via www.aviva.co.uk/retirement/pensions/pension-tracing/

**Aviva Find and
Combine**



Retirement Preparation Review

- For those over 50 thinking seriously about retirement, looking to understand if you're on track for the retirement you want and how to maximise pension savings.
 - What options do I have to achieve the retirement I desire?
 - How can I work out when I will be able to retire?
 - What are my options when it comes to combining my pensions?
 - What options do I have with my final salary pension?
 - Am I in the best fund choice for my goals?

You can book a free 20-minute Retirement Preparation Review with Aviva for the over 50s by scanning the code or by visiting:

www.aviva.co.uk/rpr

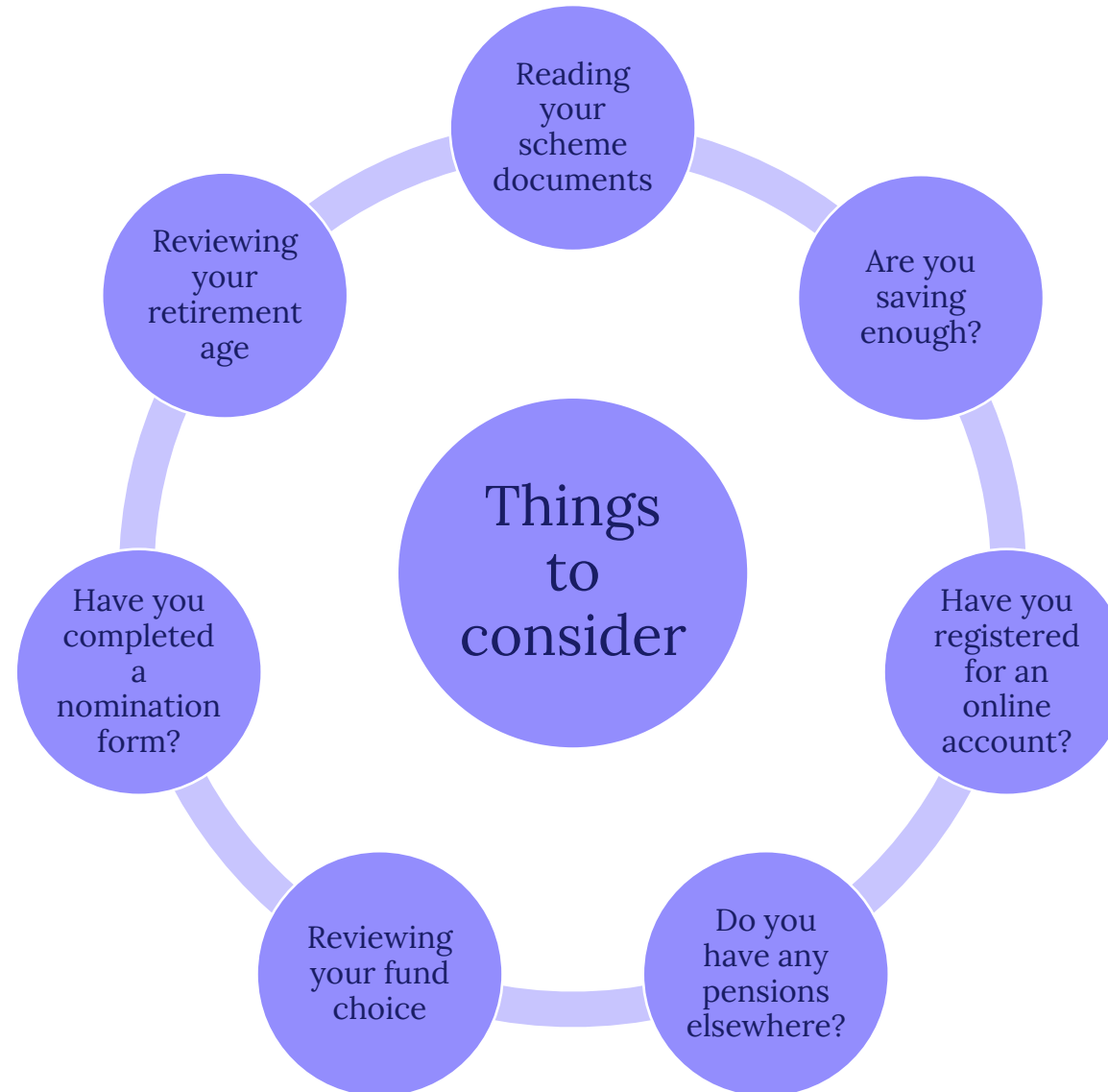


Want to find out more...

- Aviva offer a wide range of seminars throughout the year
- If you would like to find out more, please speak to your employer or scan the QR code on the screen



Actions



Thank you for listening

Any questions?

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Authority and the Prudential Regulation Authority. Firm Reference Number 185896.

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Contact Us



contactus@aviva.com



0800 145 5744



www.aviva.co.uk

Online demo

