

# ***SAYE Bonus Rates - Frequently Asked Questions***

## *How are the Bonus Rates calculated?*

Bonus rates are shown as a multiplier of the monthly savings amount, e.g. a multiplier of 0.5 would mean someone saving £75 per month over a three year period would receive a bonus payment of £37.50.

The level of bonus to be paid to you is fixed at the start of the savings contract and is paid at the end of the savings contract. The below table is based on a Base Rate of 0.5 for a three-year savings contract. An example of how your savings and bonus can add up is shown below:

Monthly savings (£)	Savings after 3 years (£)	Bonus after 3 years (£)	Total after 3 years (£)
5.00	180.00	2.50	182.50
10.00	360.00	5	365.00
20.00	720.00	10	730.00
50.00	1,800.00	25	1,825.00
75.00	2,700.00	37.50	2,737.50

## *Can the bonus or interest rates change?*

No. Once you have started a Sharesave Plan/Scheme contract the returns are guaranteed. However, future invitations may be offered on different terms.

## *Will I get any interest on my savings?*

The interest will accrue after 12 months of the savings contract start date and is payable if at least 12 monthly contributions have been received.

## *What interest will I get if I stop saving?*

If you withdraw your savings before the completion of the Sharesave contract, you lose the Option to buy shares. If repayment is made during the first year, all your savings will be repaid without interest; after the first year of EQ successfully receiving 12 monthly payments, you will receive interest on your savings. The level of interest to be paid on early withdrawals (the early leaver rate – currently 0.67%) is fixed at the start of the savings contract.

## *If I leave the Company, how does this impact the interest and savings on my Plan/Scheme?*

Should you leave the Company before the contract reaches maturity, the following provisions apply depending on your reason of leaving.

If you leave due to injury or disability, redundancy, retirement, TUPE transfer, takeover or sale of the Company, you can either continue saving up to the end of your savings contract to get the bonus or simply use your savings to exercise your Option within six months of leaving the Company, after which the Option will cease to be exercisable.

If your reason for leaving service is voluntary resignation, dismissal, or you did not return from maternity leave, you can either get your savings back with any interest due or continue saving to the end of your savings contract to get the bonus; however, you lose the right to purchase shares at the Option Price.

#### *What happens if I missed payments?*

For each payment you miss, the maturity (bonus date and normal exercise date) from which you can buy the shares will be extended by one month.

#### *What happens at the end of the three-year savings period?*

At the end of the savings period, you have a choice. You can either use some or all of your savings plus bonus to buy shares at the fixed Option Price or simply take your savings, plus the guaranteed tax-free bonus as cash.

#### *What happens if I resign?*

You can either get your savings back with any interest due or continue saving to the end of your savings contract and get the bonus.

#### *What happens when I die?*

- Your savings contract will automatically stop. Your Personal Representative may either: Exercise your Option with some or all of the savings plus bonus within 12 months from the date of your death (or 12 months from the bonus date if the bonus date is earlier); or withdraw your savings.
- Your Personal Representative can exercise the Option for the benefit of your beneficiaries. Exercise must take place during the 12 months that follow either your death or the relevant bonus date, whichever is earlier. If the Option is not exercised, the savings, plus any interest due, will go to your estate.

#### *What happens to the bonus or interest rate if I close my Sharesave account before the end of the savings period?*

If you close your Sharesave account before the end of the agreed savings period, you'll receive an early leaver interest rate of 0.67% on the money you saved, as long as EQ have received 12 contributions and your account has been open for 12 months. Again, this will be tax-free.

#### *What happens if I leave the Company and choose not to exercise my Option?*

You can withdraw your savings plus any interest or complete the savings contract and collect the bonus at the relevant bonus date.