



SOVEREIGN™

One Plan – Multiple Uses

Simple, Flexible, Easy

One Plan – Multiple Uses

Success is dependent upon many things, one of them being the people that power your company.

Sovereign's international retirement and savings plan provides you with a simple and cost-effective way to go that extra mile and it will evolve as your needs change. Whether that success is an expansion in people and/or country offices or subsidiaries. One plan can be used for a range of purposes easily and efficiently and you benefit from economies of scale. So whether you are an employer with 5 or 5,000 people this plan can help.

We know how busy you are. So we've designed a product that has a set of building blocks to meet your needs, that is simple to set up and administer.



**Voluntary Savings
from payroll**



Easy way for you and your employees to save from payroll to make the most of working overseas in tax-efficient locations.



**Employer Additional
Benefit**



Additional benefit for leadership via a “top hat” benefit or if you have critical/specialist staff you need to attract and retain or go that extra mile for your full population.



**End of Service
Benefit Gratuity**



Save regularly for your EOSB Gratuity. Ease cashflow, benefit from investment growth, meet your liabilities.

Voluntary Savings From Payroll

Statistics show that people often leave the Middle East either in debt or with very little savings. Although they've probably had an amazing experience! In addition, they're unlikely to have been paying in to their home country social security whilst working overseas.

Deliver on your duty of care as an employer and help attract and retain staff by putting in a simple and cost-effective way to help your employees save from payroll. There is no minimum contribution or fixed term for which one needs to invest. Just simple, effective regular savings into investment funds provided by Vanguard, Fidelity International, HSBC and Blackrock. They don't even need to send us the money. Just one monthly bulk payment from the employer is all that is required.

By paying, even small amounts in regularly, everyone will benefit from the three superpowers: \$ cost averaging, compound growth and time.

THE GOOD NEWS:

- ✓ We are all living longer! Generation Z (born between 1997 – 2012) are the first generation that will live to 100 years old.
- ✓ With medical innovation, we will stay fitter and enjoy an active life for longer.
- ✓ Our expectations of what we want to do when we retire have increased.
- ✓ We want to have choice and financial independence.
- ✓ We're living and working internationally, having a good time, earning good money.

THE BAD NEWS:

- We probably cannot rely on a government pension, as people are living longer (or it may be reduced if you work overseas for many years).
- The type of retirement we want will cost more.
- We will have to work for longer.
- Expats are probably not paying into our home country pension.



INVEST
IN
YOU

What Do You Want To Save For?



House?



Nice Retirement?



Rainy Day Fund?



Wedding?



Education?

Employer Additional Benefit

Attracting and then keeping high quality staff is imperative to a successful business. An employer can pay a voluntary employer contribution to stand out in the crowd and make sure that they keep the experience and expertise of staff they've invested time into. You can also limit access to the value of that benefit dependent on the employee's time served, as an additional incentive. If they don't meet the threshold then the value will revert back to the employer.

It is an easy and effective way to deliver on your objectives and to provide an employee benefit where you have the flexibility to vary the percentage dependent on the category of staff, length of service, expertise or employment contract. You can tailor to your specific requirements.

For example:



Leadership – You can pay an additional percentage of salary for partners, directors or senior management.



Critical employees – Staff that have specialist or critical skills. This could be medical professionals, industry specialists, math or science teachers, technical expertise, areas with skill shortages.



Employer of choice – it may be that you want to provide more than the standard End of Service Gratuity benefit. You can tier your additional employer contribution to your requirements. For example, by service or rank.



End of Service Benefit (EOSB) Gratuity

Take the stress out of ensuring you have sufficient funds to meet your regulatory liability. We can offer two ways to pre-fund your EOSB liabilities:

SEGMENTED

Every month pay a % of salary into the employee Member Account. For example if you are in the UAE it would be 5.83%/8.33% of salary. The employee can see the benefit online but cannot gain any access to it until they leave. When the employee leaves, and if there is enough within the EOSB pot, then no additional payment is required. If there is a shortfall to the defined benefit amount required, you will only need to make that up, so you have limited the amount of money you need to find.

EOSB COMPANY ACCOUNT

As the Employer you would have a Company Account - an investment pot. You could pay into it at an agreed frequency and invest it in the funds available. When an employee leaves, you would then instruct us to withdraw from this pot and we would return money to you for onward payment.

The benefit for the employer of pre-funding their gratuity liability is that it:

- Eases cashflow.
- If there is a sudden exodus, you are not scrambling to find the money to fund the liability.
- Good reputation as you will always meet your liability.
- Can be used as a recruitment tool.
- If your company gets into difficulty, then these assets are under trust so protected.
- You benefit from investment growth, compound growth, \$ cost averaging and time.
- You meet your regulatory obligations.

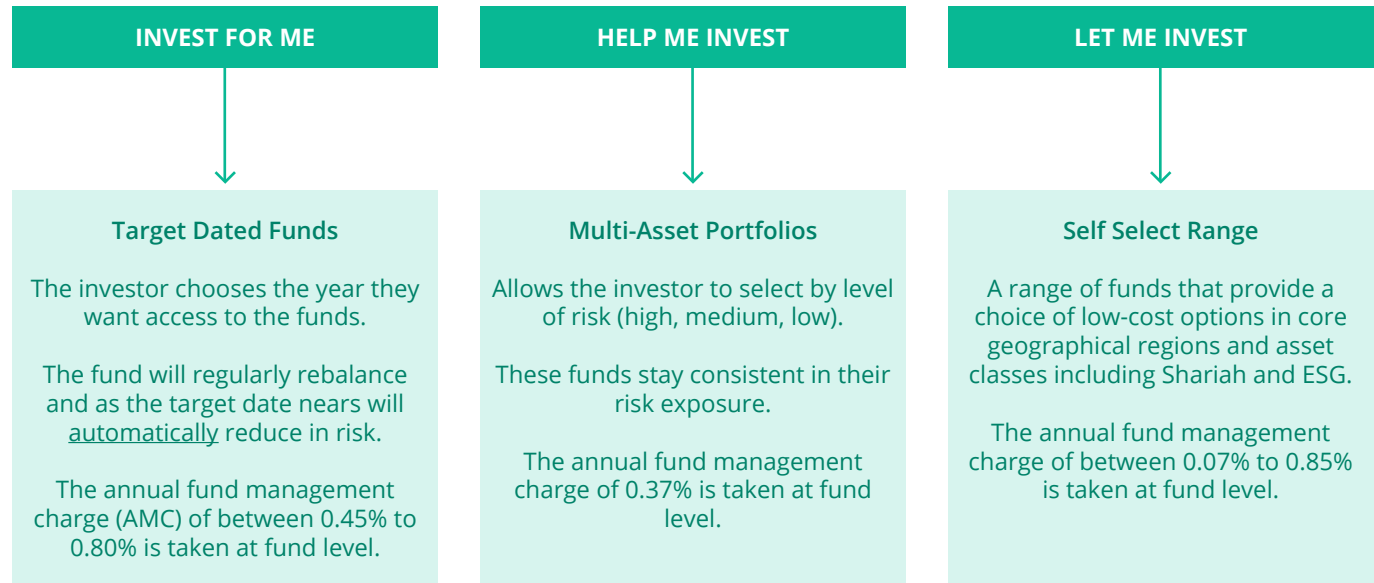
The benefit for the employee is that:

- They have visibility of their benefit (segmented option only).
- They know they are going to get paid.

International investments from global fund managers

Investments are the engine room of growth. You and your employee population will have different levels of investment knowledge, investment horizons and attitudes to risk. The Sovereign Group works with global fund houses to provide a range of good value investments to suit the diverse needs of you all.

We have provided three simple engaging messages to help you and your employees to choose how involved you want to be:



Engagement and Simple Administration

SIMPLE ADMINISTRATION

We know how busy you are, so we've made life simple. We have an online, paperless service.

EMPLOYERS

Once the plan is set up, all you need to do is update us on:

- People (joiners or leavers)
- Contributions – upload every month and send the matching payment.

EMPLOYEES

Will self-serve. They can:

- Export information to excel/pdf.
- Real time servicing where they can update
 - Beneficiaries
 - Personal details online
 - Address
 - Change investments

They just amend and save. Consequently, very low impact on the employer.

ENGAGEMENT

Savings and retirement planning is a people business. So communication and engaging people, whether an employer or employee, is important to ensure people understand what they need to do and to make the most out of their employee benefit.

EMPLOYER

Discovery and implementation phase. We will get to know you and the challenges you face. Our service is a set of building blocks that we can use to create the optimal plan designed specifically for you.

You can name your plan and we will provide a co-branded employee booklet that can incorporate any photos for which you own the copywrite. Therefore you can really put your mark on it.

We have a knowledge hub with servicing guides and an Operations team in Guernsey to assist. We also have six offices in the region.

EMPLOYEE

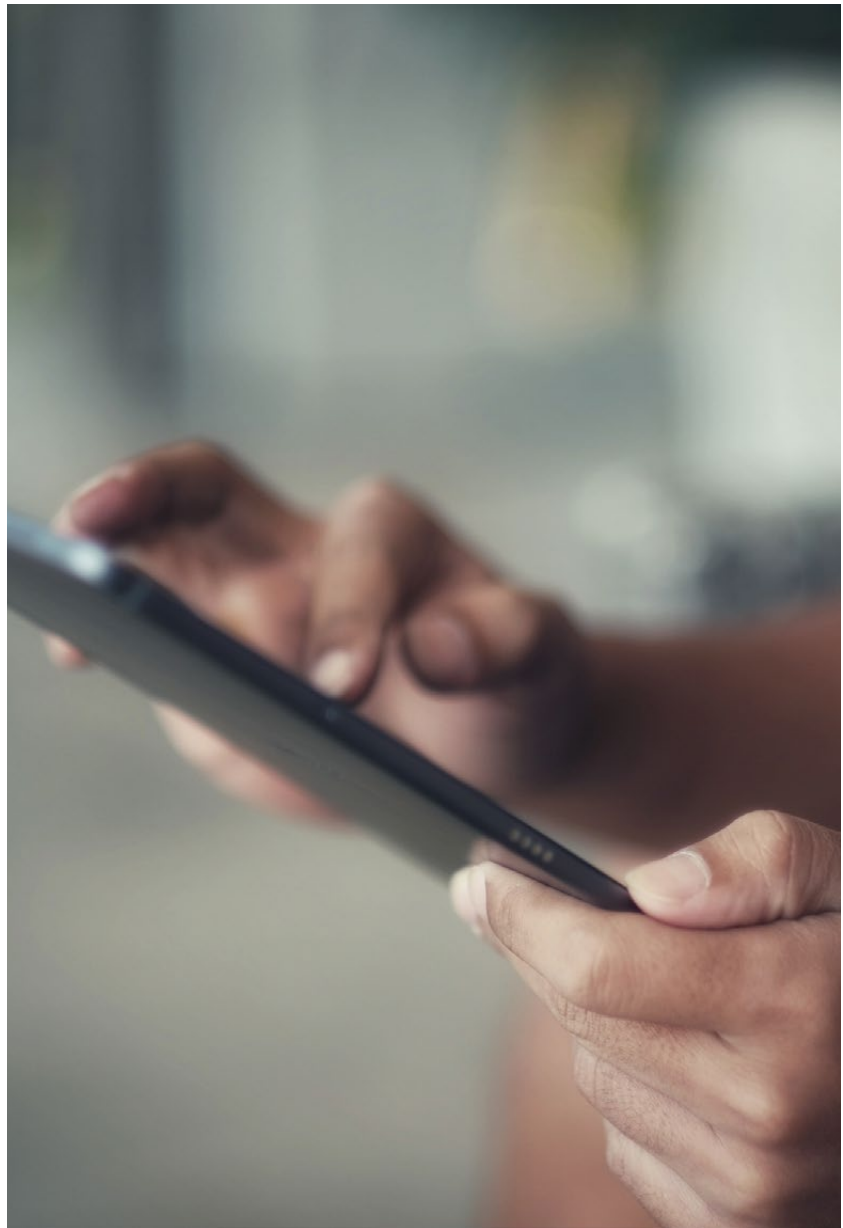
We can provide a launch presentation to get your people excited about the new benefit. We also have a knowledge hub so that people can self-serve. It has tutorials, servicing guides and general information as well as fund information to help everyone get the information they need when they want it. Our Guernsey team are also on hand for assistance if required.

Financial Wellness Portal

As part of our service we provide an additional member benefit at no extra cost. Our award-winning portal supports increased financial awareness and literacy and helps to manage financial stress.

There are a variety of interactive tools, courses, videos and PDF documents on a wide range of subjects, such as:

- Debt management
- Budgeting
- Retirement planning
- Money mindfulness meditation
- Understanding your money personality
- Protecting against ID theft and scams



Next Steps

There's a saying that if you look after your employees they will look after your clients.

Please contact your local Sovereign representative or jsmeed@SovereignGroup.com to find out more.

We're here to help.

Sovereign Group

We are based in 20 countries worldwide. Our offices in the region are as follows:

Abu Dhabi
Dubai
Qatar
Bahrain
Oman
Saudi Arabia

