

Guide to Infoblox UK Bonus & Commission Sacrifice (2026/2027)

Effective April 2026, Infoblox UK employees receiving a bonus/commission now have the option to sacrifice some, or all, of their bonus/commission to provide additional pension benefits.

The bonus sacrifice option is available only to members of the Infoblox UK Ltd pension plan (the Plan).

Please read all the information provided to ensure you fully understand how this works.

The details mentioned below apply similarly to both bonus and commission earners. Key differences and reminders:

- Bonus earners will be able to sacrifice in **April and October** payroll whereas commission earners can nominate sacrifice **throughout the year**
- These sacrifices are **voluntary** and will only be actioned when the bonus/commission sacrifice form is sent to us prior to the payroll deadline
- These sacrifices are actioned as **once-off monthly events** (vs salary sacrifice which is continuous until we are notified by employees of any changes). Commission earners will thus need to complete a form each month when they wish to sacrifice a new amount for that month.
- Please take note that the deadline for each month's notification to benefits@infoblox.com no later than the **7th of every month**. Should that fall on the weekend, please inform us prior. Beyond the 7th, payroll inputs cannot be updated.

Payroll/payslip impact:

Please note that from a payroll perspective, the bonus/commission sacrificed will not show on your payslip since it will be accounted under the employer pension contribution. This means the amount is sacrificed before reaching the payout and will not appear as a payment to the employee.

Example:

- Bonus value: £10,000
Agreed bonus sacrifice: 70%
- Bonus value processed in *payroll*: £3,000
- Amount to be processed under *employer pension contribution*: £7,000

Note: Payslip will reflect £3,000 as bonus amount not the complete amount of £10,000.

How bonus/commission sacrifice works

Your bonus/commission is subject to tax and National Insurance contributions (NIC) and these deductions will reduce the amount you actually receive.

Under bonus/commission sacrifice, you agree to give up some, or all, of your bonus in exchange for us paying the same amount into your pension plan as an additional employer contribution. As the bonus/commission is not paid as earnings, you will not have to pay income tax or National Insurance (NI) on any amount you sacrifice.

Bonus/commission sacrifice is voluntary. If you would prefer to receive your bonus/commission in your pay, you need take no further action.



To be an effective sacrifice, the bonus/commission must be sacrificed before it is received and therefore if you wish to make a bonus/commission sacrifice it is essential that you complete and return the necessary bonus/commission sacrifice form to benefits@infoblox.com, before payroll cut-off: 7th of every month. In the event that the bonus/commission is paid to you instead of being sacrificed, it will not be possible to reverse the situation.

HMRC pension tax allowances

Annual allowance

Contributions to all pension plans in your name are subject to an overall limit known as the annual allowance. All regular and single contributions from you and us, including any bonus/commission sacrifice count towards the annual allowance. If you exceed your annual allowance, you may have to pay a tax charge of up to 45% (48% for people who pay Scottish income tax) on the excess.

The standard annual allowance for the 2026/27 tax year is £60,000. However, it may be possible to pay more than your annual allowance by carrying forward unused annual allowance from the last three tax years.

In some cases, your annual allowance may be less than £60,000. You can read more about the annual allowance here: <https://links.second-sight.com/BriefingNote-AnnualAllowance>
You can also find more information at: www.moneyhelper.org.uk/en/pensions-and-retirement/tax-and-pensions/the-annual-allowance

Lifetime allowance

The lifetime allowance (LTA) was the total amount of pension benefits you could build up without having to pay a tax charge and was abolished from 6 April 2024. In certain situations, individuals could protect pension benefits in excess of the LTA from tax charges by applying for protection through HM Revenue & Customs (HMRC).

Making further pension savings, including through bonus sacrifice, will no longer invalidate LTA protection, as long as you applied for this protection before 15 March 2023, and have received a protection certificate or reference number.

If you have applied for protection and want to understand what the abolition of the LTA means for you, you should get financial advice. You can find more information at: www.gov.uk/guidance/pension-schemes-protect-your-lifetime-allowance

Lump sum allowance

With effect from 6 April 2024, a new lump sum allowance limits the amount of tax-free lump sum you can withdraw from your pensions throughout your lifetime to 25% of the value of the pot, up to a maximum of £268,275. Anyone with a right to a higher tax-free cash entitlement will keep their right to take the higher amount. More information about the lump sum allowance can be found here: <https://links.second-sight.com/BriefingNote-LumpSumAllowance>

Are there any disadvantages?

Although bonus/commission sacrifice is an effective form of pension planning, it is not suitable in all instances. For example, the reduction in earnings could lead to a reduction in certain state or statutory benefits that are linked to earnings, such as Statutory Maternity

Pay (SMP), although this would only be the case if the bonus/commission payment fell during the period used to calculate SMP.

It is also important to consider that borrowing levels, such as mortgage, personal loans, etc. that are set in accordance with salary/bonus may be affected by the sacrifice. Whilst this is not a common issue, you may wish to check with your lender before making any decision.

Who shouldn't participate?

In general, bonus/commission sacrifice offers benefits to most employees. However, you would be better off not participating in this arrangement if you are concerned about any reductions to state benefits or borrowing levels.

How will any additional contribution be invested?

Bonus/commission sacrifice contributions will be invested as per your existing investment strategy. You can change your investment selection at any time by contacting Royal London or via online access to your pension policy.

General

Bonus/commission sacrifice might not be the most appropriate form of investment for you. With a pension plan you normally are unable to access benefits until age 55 (this will increase to 57 in 2028 for most people). Other forms of tax efficient saving exist and may, according to your personal circumstances, be more appropriate. If you are unsure if bonus sacrifice is right for you, or you wish to explore other methods of saving, then you should seek financial advice.

Our pension adviser Second Sight is part of Foster Denovo Limited who can provide individual financial planning services. There is a charge to you for individual advice, and you should agree the costs with the adviser before you proceed with any advised services. If this is something you would like to discuss, please contact the Second Sight helpline who can redirect your enquiry via enquiries@second-sight.com.

Have a question about your pension?

If you have any questions regarding bonus/commission sacrifice, the Plan, or salary sacrifice, you can contact Second Sight on 01932 870785 or queries@second-sight.com