



RETIREMENT IS

personal

Sean Kenney, CFA
Co-Head of Global Distribution

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Key Themes in DC Plan Evolution



REGULATORY SHIFTS



**RETIREMENT CONFIDENCE &
ACCUMULATION STRATEGY**



**RETIREMENT INCOME &
PERSONALIZED ADVICE**

Key Themes in DC Plan Evolution

REGULATORY & LANDSCAPE SHIFTS

- CAPSA update raises governance standards for Canadian CAP plans
- US regulatory focus is shifting away from retirement income to private markets
- Product proliferation does not necessarily equal demand



Key Themes in DC Plan Evolution

RETIREMENT CONFIDENCE & ACCUMULATION STRATEGY

Only 27%

of members are very confident they will be able to retire at the age they want

61% say **inflation** is impacting their purchasing power

76% say they will need to **save more** than planned



Key Themes in DC Plan Evolution

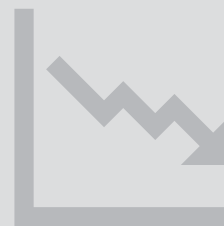
RETIREMENT INCOME & PERSONALIZED ADVICE

Only 25%

would be extremely likely to use a retirement income solution

18% will continue to use TDFs for their retirement assets

72% of members would use an advisor if offered by their employer



Survey Methodology

AUDIENCE

Members

- Ages 18+, employed at least part-time
- Active workplace retirement plan participants / members in the US, Canada, UK, and Australia.*
- Data weighted to mirror the age / gender distribution of the workforce in each country.

Retirees

- Fully or partially retired (*if 74+ must have retired within last 7 years*)
- Must have had a workplace DC or DB retirement plan

METHODOLOGY

- Mode: 15 min. online survey
- MFS not revealed as the sponsor
- Field period: April 2 – April 22, 2025

GLOBAL INSIGHTS FROM OVER 4,000 GLOBAL RESPONDENTS

Including **2,800+** Workplace Defined Contribution Retirement Plan / Scheme Members & **1,200+** Retirees



*To qualify in each region:
US Members: actively contributing to a 401(k), 403(b), 457, or 401(a) | **US Retirees:** had a 401(k), 403(b), 457, or 401(a), DB plan, or SEP/Simple IRA.
Canada Members: actively contributing to DC Pension Plan, Group Registered Retirement Savings Plan, Deferred Profit Sharing Plan, Non-Registered Group Savings Plan, or Simplified Employee Pension Plan | **Canada Retirees:** had a DC Pension Plan, Group Registered Retirement Savings Plan, Deferred Profit Sharing Plan, Non-Registered Group Savings Plan, or Simplified Employee Pension Plan, or DB plan.
UK Members: actively contributing to a Defined Contribution Scheme or Master Trust | **UK Retirees:** had a Defined Contribution Scheme, Master Trust, or DB plan
Australia Members: actively contributing to an industry, retail, corporate or public sector super fund or a self-managed super fund | **Australia Retirees:** had an industry, retail, corporate or public sector super fund, a self-managed super fund, or a DB plan.



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