



# RETIREMENT IS

*personal*

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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

### CANADA

**682** Members

**318** Retirees

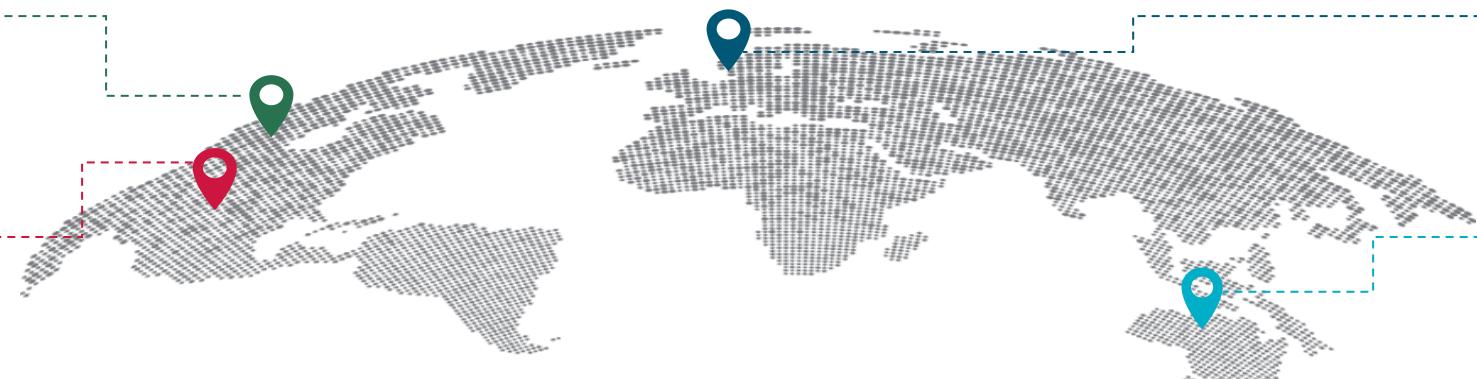
### U.S.A

**701** Participants

**304** Retirees

## GLOBAL INSIGHTS FROM OVER 4,000 GLOBAL RESPONDENTS

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



### U.K

**704** Members

**345** Retirees

### AUSTRALIA

**731** Members

**306** 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.

A horizontal bar at the top of the slide is divided into three equal-width segments: dark maroon on the left, teal in the middle, and red on the right.

# RETIREMENT IS

*personal*

A large, stylized, cursive word "personal" is written in teal, positioned below the main title. The word is oriented diagonally, sloping upwards from left to right. It is partially cut off on the right side by the red background of the slide.