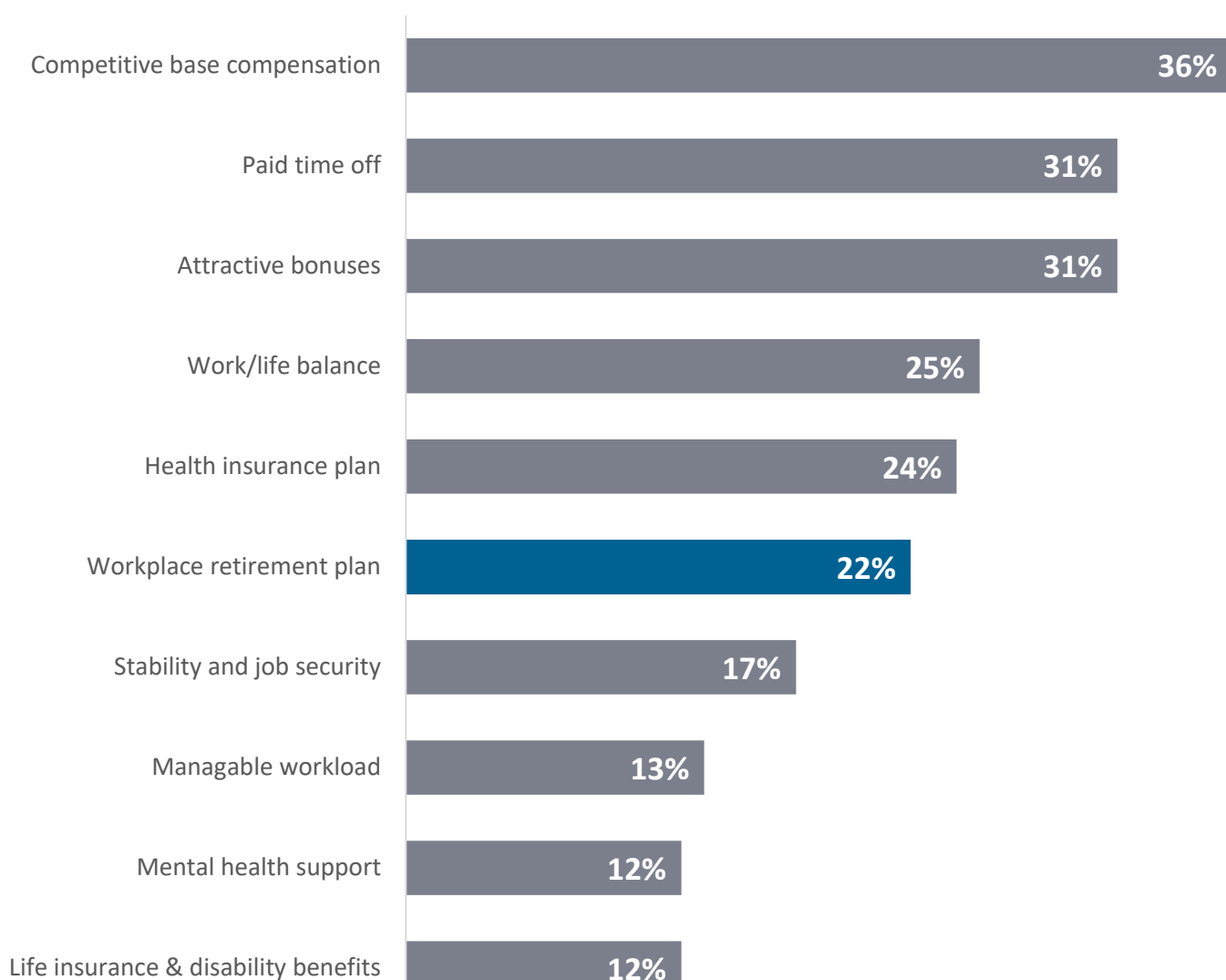


Ways to use retirement as part of your workplace talent strategy

Understanding how workers define and prepare for retirement may be a competitive advantage to help companies become an employer of choice...

Retirement savings plans are one of the most valued parts of an employee benefits package and one of the top ten features that are important to an employee to stay in a job for workers globally.

Most important workplace features when deciding to stay in role

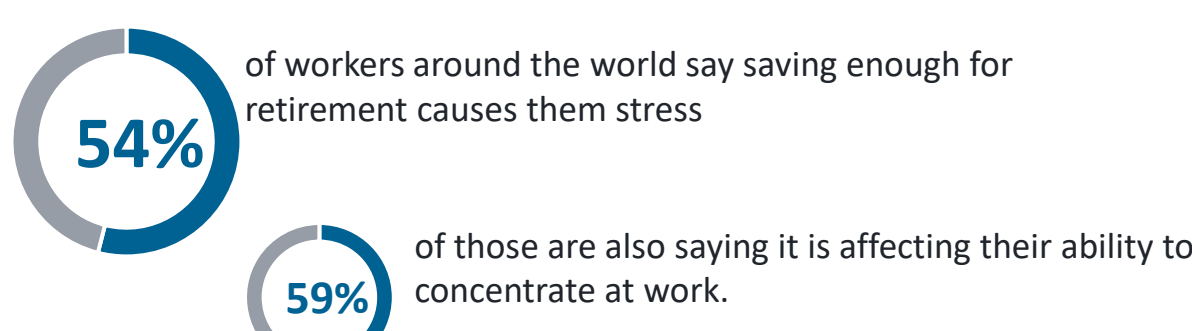


Question: Please indicate whether the feature is important to you for staying at a job.

Source: The Fidelity Global Sentiment Survey 2023

...as well as potentially support workplace productivity...

A great retirement plan may be able to help employees of all ages with the stress they experience about being financially secure in retirement

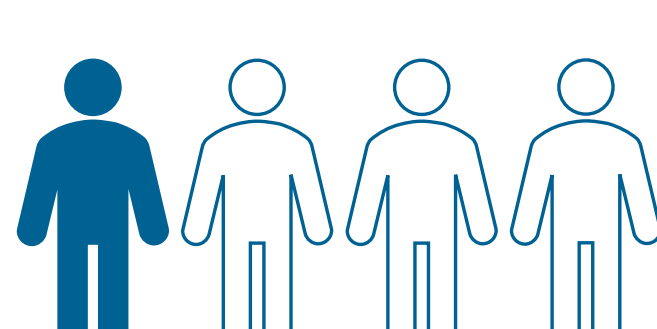


Question: You identified the following as causing you stress. How much do you agree or disagree that each of these have impacted your ability to concentrate at work?

Source: The Fidelity Global Sentiment Survey 2023.

...and can become an effective tool for employee retention

An increasing number of mature workers are expected to be a part of the workforce, which may be a new segment of the talent pool for many employers to consider.



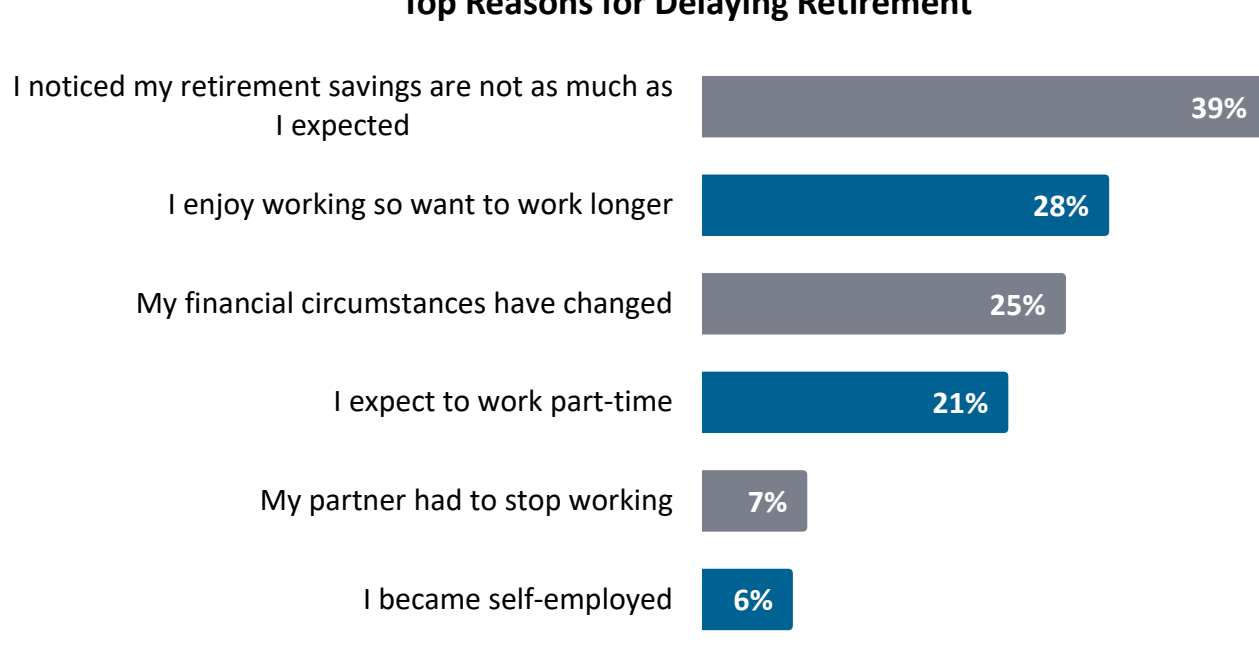
1 in 4 workers around the world are planning to retire later they originally expected.

Question: Thinking about the last 6 months, have you changed when you think you will retire?

Source: The Fidelity Global Sentiment Survey 2023

Reasons for continuing to work may be employee choice in many cases, prompting savvy employers to consider a phased retirement program.

Top Reasons for Delaying Retirement



Question: Your responses indicate that you are planning to retire later than expected. By retirement, we mean no longer working or no longer working for financial reasons.

Source: The Fidelity Global Sentiment Survey 2023

Key takeaway

Understanding how workers save for and live in retirement may be a key element to an effective workplace talent strategy in attracting and keeping top talent.

About the survey: the annual Fidelity Global Sentiment Survey aims to provide an understanding of how workers around the globe are feeling and acting in four areas: Well-Being, Financial Habits, Retirement, and Work.

For more workplace insights visit retirement.fidelityinternational.com/



The Fidelity 2023 Global Employer Survey refers the data collection, research, and analysis in regard to multinational firms, also known as global employers. The survey sample consisted of 1,002 senior leaders at U.S. and non-U.S. based MNCs where the company has a presence in two or more international markets (average = 10), employs at least 1,000 workers, is for-profit or non-profit (government bodies were excluded), in some cases there may be responses from more than one senior leader from a particular company. The survey was conducted by Dynata, a third-party market research company using their global research panel in conjunction with their partner vendors. The survey was fielded in March 2023.

The Fidelity 2023 Global Sentiment Survey refers to the data collection, research, and analysis in regard to global employees and was completed in partnership with Opinium, a strategic insight agency. Data they or their partner were employed full-time or part-time; not all regions were included, in some cases there may be responses from more than one senior leader from a particular company. The survey was conducted by Dynata, a third-party market research company using their global research panel in conjunction with their partner vendors. The survey was fielded in March 2023.

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