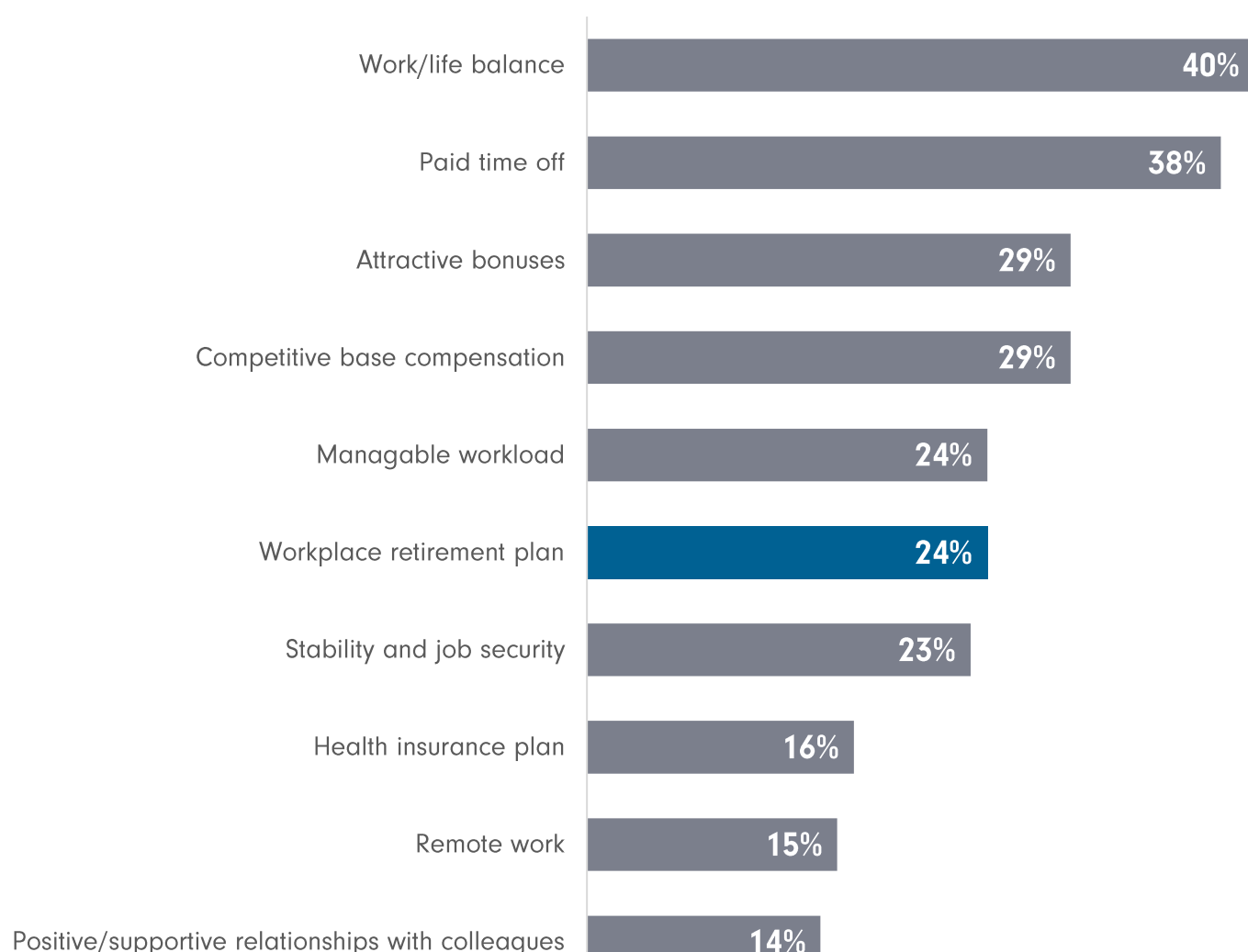


Ways to use retirement as part of your workplace talent strategy

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 features** that are important to an employee to stay in a job for workers globally and in the UK.

Most important workplace features to UK workers when deciding to stay in role

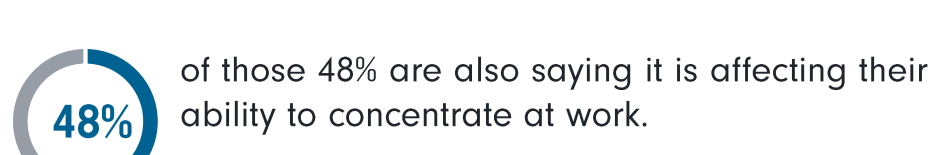
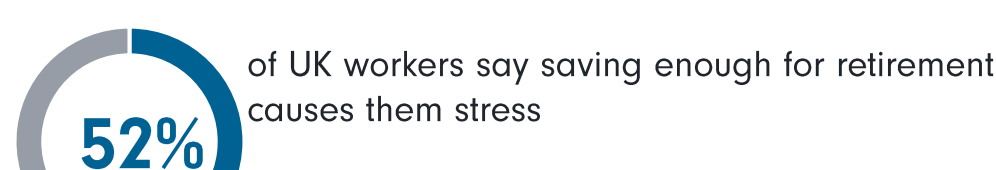


Question: Below are the features that you indicated are important to you. From the list below, please select the top 5 features that are most important when deciding to stay with your organization.

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

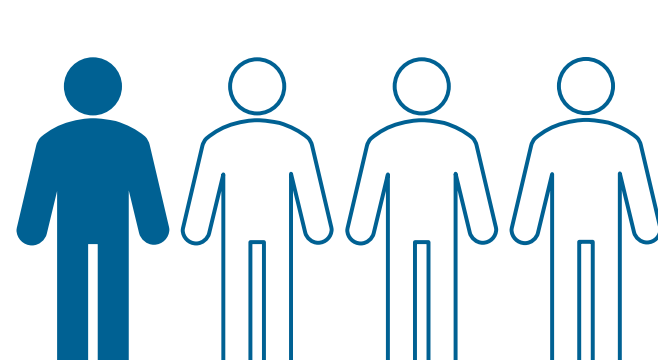


Questions: To what extent are the following causing you stress over the last 6 months? You identified saving for retirement as causing you stress. How much do you agree or disagree that each of these have impacted your ability to concentrate at work?

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.



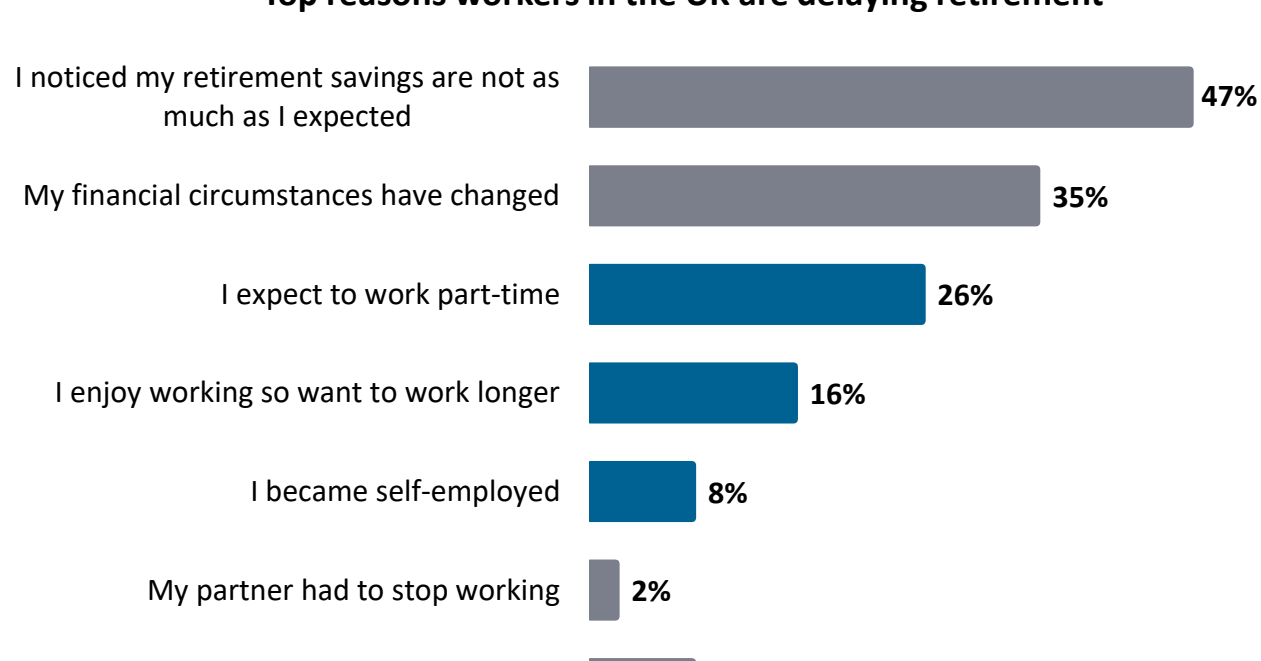
1 in 4 workers (26%) in the UK are planning to retire later they originally expected.

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 workers in the UK are 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 in an effective workplace talent strategy when it comes to 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

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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 collection took place in July 2023. The sample consisted of 26,000 respondents globally (1,000 in the UK) with the following qualifying conditions: aged 20-75; either they or their partner were employed full-time or part-time; not all regions were asked about sexual orientation or gender identities (individuals that did not identify as either as male or female did not represent a statistically significant sample size and are not presented within this piece); a minimum household income of: Australia: AUD \$45,000 annually; Brazil: BRL \$1,501 monthly; Canada: CAD \$30,000 annually; China: CNY ¥5,000 monthly; Denmark: DKK Kr.100,000 annually; France: EUR € 20,000 annually; Germany: EUR € 20,000 annually; Hong Kong: HKD \$15,000 monthly; India: INR ₹55,001 annually; Republic of Ireland: EUR € 20,000 annually; Italy: EUR €15,000 annually; Japan: JPY ¥1.5m annually; Mexico: MXN \$4,500 monthly; Netherlands: EUR € 20,000 annually; Saudi Arabia: SAR 4,000 monthly; Singapore: SGD 2,000 monthly; South Korea: KRW ₩1.0m monthly; Spain: EUR €15,000 annually; Sweden: SEK kr200,000 annually; Switzerland: CHF CHF20,000 annually; United Kingdom: GBP £10,000 annually; United Arab Emirates: AED 5,000 monthly; United States: USD \$20,000 annually.

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