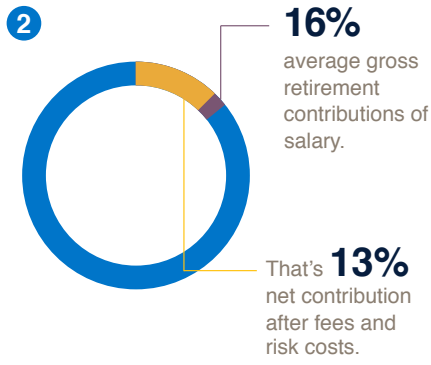
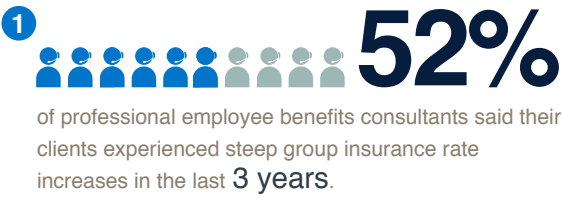
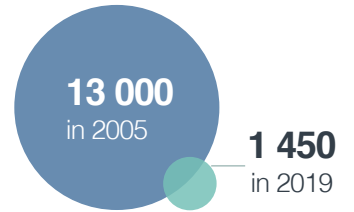


# 10 KEY FINDINGS FROM SANLAM'S 2019 BENCHMARK RESEARCH

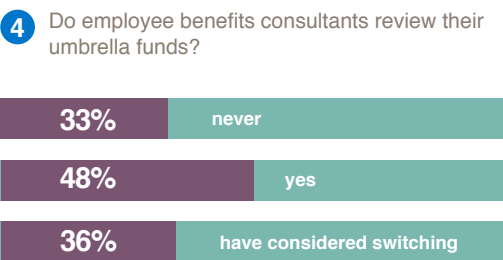
Here are some of the key findings from this year's research



**3 Standalone funds**



*\*Note: The consolidation of standalone into umbrella funds is a huge trend that shows no sign of abating. Why? Competitive fees, efficient admin, governance, transparency and value-for-money.*



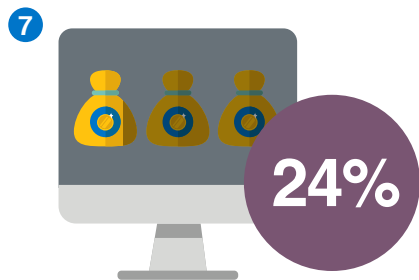
*\*Note: Going forward, there'll be more switching between providers.*

**5 Sanlam Umbrella Fund** = fund most capable of enabling financial resilience according to professional independent employee benefits consultants.

*\*Note: Small players were also seen to be enabling, highlighting increased competition.*

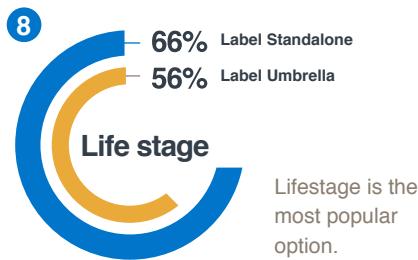


of employee benefits consultants say default regulations will improve members' financial resilience.



At least **24%** of funds unlikely to have preservation requisites in place by D-Day.

*\*Note: 'D-Day' refers to the day that default regulations came into force in March 2019.*



Lifestage is the most popular option.

*\*Note: Within Lifestage, about 40% of respondents have 100% cash as their end-stage portfolio, which is archaic and doesn't provide inflation protection or market upside. This shows the misalignment between end-stage portfolios and annuity options.*

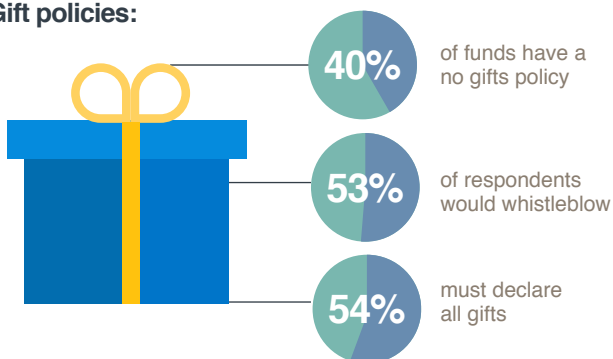


of employee benefits consultants think Retirement Benefits Counselling (RBC) will improve members' outcomes.

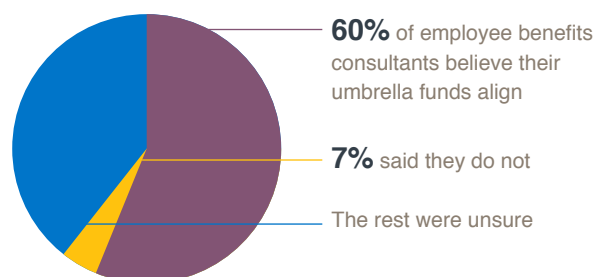
Human contact combined with Fintech works so proactive calling needs to be a consideration.

**10 Governance is changing. Under Directive 8:**

**Gift policies:**



**Alignment with best practices outlined in King IV:**



*\*Note: Good governance is worth paying for.*

For 39 years, the Sanlam Benchmark research has been South Africa's most comprehensive retirement industry research. In 2019, the sample covered 100 funds, 100 employers, and 100 employee benefits consultants.