



As Asia Pacific faces a significant demographic shift with nearly one in four over the age of 60 by 2050¹, new research by Sun Life titled “*Retirement Reimagined: facing the future with confidence*” reveals the challenges for retirement planning in Hong Kong.

Majority are ill-equipped to deal with financial realities of retirement

The research reveals that saving for retirement was cited as the number one financial goal over the next 12 months across all age groups surveyed. However, many are ill-equipped to deal with financial realities as 46% will leave planning around retirement expenses until five years or less before retirement, and a worrying 17% will not plan for this at all.

While most respondents save at least 10% of their income for retirement, an alarming 22% do not. When asked about planned sources of income in retirement, the average expectation was for 31% of income to be drawn from cash savings, underscoring a potential missed opportunity to maximize retirement income through investments and ensure it keeps pace with inflation.

8% of today's retirees express regret over past financial decisions

In a warning sign to future generations, 28% of retirees expressed that they had not planned their retirement expenses and 11% of retirees report being caught off guard by higher-than-expected costs, a number that looks only set to grow as inflation continues to bite.

For those caught off guard by higher costs, the key factors are the general cost of living (57%) and healthcare expenses (43%). In response, many have been forced to cut spending (71%) and forego medical treatment for certain conditions (57%).

Approximately 8% of retirees express regret over past financial decisions with the biggest reasons being not investing wisely (80%), followed by not saving enough (60%), and not planning for healthcare costs (60%).

Young generation may face delayed retirement

Interestingly, younger respondents are increasingly aware of the looming challenge and are adjusting expectations accordingly. Current workers anticipate retiring at an average age of 66, five years later than the average age that current retirees exited the workforce (61).

Similarly, 12% of non-retirees actively have postponed their retirement plans, compared to only 9% of retirees who did the same, reflecting changing economic conditions and personal circumstances. The primary reasons for delayed retirement include the need to save more (58%), need to cover increased living expenses (47%), and the wish to stay physically and mentally active in old age (35%).

Those anticipating a later retirement age are more likely to cite increased living expenses (51%), compared to 17% among current retirees who delayed their exit from the workforce.

Six planning tips to ensure an inflation-proof retirement

As Asia stands at the crossroads of demographic change, the message is clear: proactive financial planning is needed to face the future with confidence and live every stage of life to its fullest.

1. Start early, save consistently.

Early and consistent saving allows people to benefit from the powerful effects of compound interest. When inflation hits, it is tempting to reduce retirement savings contributions to meet the rising cost of living. But that is exactly the opposite of what's best to stay on track, especially if you are a long way from retirement.

2. Don't leave money on the table.

If your employer offers matching pension contributions, keep contributing to that level.



Sponsored by



3. Have cash on hand for emergencies.

Build an emergency fund covering three to six months of living expenses as a financial buffer. This will help you avoid dipping into retirement savings when you encounter bumps on the road.

4. Diversify.

Investing across different asset classes and selecting a mix of investments to suit your risk tolerance, time horizon and financial goals can help balance risk and reward while reducing volatility over time.

5. Implement the “The Three-Bucket Strategy” to plan and manage retirement savings effectively.

Short-term bucket: Covers immediate living expenses.

Medium-term bucket: Addresses mid-term retirement costs.

Long-term bucket: Reserved for healthcare and other long-term needs.

6. Talk to a professional finance advisor.

Hong Kong, being one of the regions with the longest life expectancy globally, sees many individuals facing the prospect of over 20 years in retirement. It is crucial for working population to commence saving early to ensure a financially secure and worry-free retirement.

Source: Sun Life

1. Source: Asia Development Bank



Important Note:

1. This article contains information only for internal use and should not be shown and/or distributed to the public, customers or intended customers. Any violation will lead to severe disciplinary action by Sun Life Hong Kong Limited ("Sun Life").
2. This article, which is for informational purposes only, sets forth the views as of the date published. The foregoing information provided is for illustration purpose only. It is not a recommendation to purchase, sell or hold any particular products/funds. The underlying assumptions and these views are subject to change without notice. There is no guarantee that any forecasts expressed will be realized. The information contained in the above article is obtained and/or compiled from sources believed to be reliable and current. Sun Life cannot and does not warrant, guarantee or represent, either expressly or impliedly, the accuracy, validity or completeness of such information. Sun Life makes no express or implied warranties or representations with respect to any performance data contained herein (including its accuracy, completeness and timeliness). Sun Life accepts no liability whatsoever for any direct or indirect consequential loss arising from use of any information, opinion or estimate herein.
3. Investment involves risks and past performance is not indicative of future performance. Investment return may rise as well as fall. You should advise the prospect(s)/client(s) to read the relevant principal offering document for further details and risk factors prior to making any investment decision.
4. This document has not been reviewed by the Securities and Futures Commission in Hong Kong or any regulatory authorities.

About Sun Life Hong Kong Limited (Incorporate in Bermuda with limited liability)

Sun Life has been rooted in Hong Kong over 130 years building up profound experience in wealth planning and protection. Along with legacy and strength of our parent company, we are proud to be a trusted, lifelong partner to our clients across the world. Our unwavering commitment is to put our clients at the centre of everything we do. With our deep DNA of innovation and creativity, we constantly revive our services, products and our client journeys to enable our clients to live their lives to the fullest at every stage of their lives.

To protect our clients at every stage of their lives, we offer professional financial analysis and insight-based insurance solutions, ranging from savings and life protection, to medical and critical illness, and accident & disability benefits, and universal life, pensions and group benefits. At Sun Life, we never stop innovating on an ever-wider range of products. So at every moment in their lives, they can work together with us to enjoy brighter life under the Sun.

About Pension Schemes Association

In February 2018, six MPF scheme sponsors who collectively manage about 80% of MPF scheme assets collaborated as founding partners to spearhead the establishment of the Pension Schemes Association. They also welcome their fellow MPF industry players as well as related service providers to join the Association as participating members.

The six founding corporate partners of this Association are (in alphabetical order) AIA Company Limited, FIL Investment Management (Hong Kong) Limited, Hongkong and Shanghai Banking Corporation Limited, Manulife (International) Limited, Principal Insurance Company (Hong Kong) Limited and Sun Life Hong Kong Limited.

Disclaimer:

This document is intended to be for information purposes only and is not intended as promotional material in any respect. It does not constitute any solicitation and offering of investment products. The views and opinions contained herein are those author(s), and do not represent views of Pension Schemes Association (the "PSA"). The material is not intended to provide, and should not be relied on for, investment advice or recommendation. Information contained herein is believed to be reliable, but the PSA makes no guarantee, representation or warranty and accepts no responsibility for the accuracy and/or completeness of the information and/or opinions contained in this document, including any third-party information obtained from sources it believes to be reliable but which has not been independently verified. In no event will the PSA be liable for any damages, losses or liabilities including without limitation, direct or indirect, special, incidental, consequential damages, losses or liabilities, in connection with your use of this document or your reliance on or use or inability to use the information contained in this document. This document has not been reviewed by the SFC. Any link to other third-party websites does not constitute an endorsement by the PSA of such websites or the information, product, advertising or other materials available on those websites and the PSA accepts no responsibility for the accuracy or availability of any information provided by linked websites.



亞太地區面臨重大的人口結構轉變，預計至2050年¹，60歲以上的人口將佔總人口的近四分之一，Sun Life 永明近期發佈的調查《*規劃退休生活：從容面對未來*》，揭示本港退休計劃所面臨的挑戰。

多數人未為退休做好財務準備

調查顯示，儲蓄退休金為現時香港打工仔未來12個月內的首要財務目標。然而，許多人未能為財務現實做好準備，46%的受訪者將在退休前五年內才開始規劃退休開支，而令人擔憂的是，有17%的受訪者對退休開支毫無規劃。

雖然多數受訪者會將至少10%的收入用作退休儲備，但令人吃驚的是，竟然有22%的受訪者並未預留資金。在被問及退休時收入來源的計劃時，平均預期有31%的收入來自現金儲蓄，反映大部分人或錯失通過投資來最大化退休收入的機會，以確保收入能夠跟上通脹的步伐。

8%退休人士因準備不足感到後悔

28%的退休人士承認，他們沒有為退休開支作規劃，11%的受訪退休人士因花費高於預期而感到措手不及，隨著通脹持續升溫，支出金額似乎有增無減；對此，年青一代應有所警惕。

對於這類退休人士而言，導致花費高於預期的主因是整體生活開支（57%）和醫療費用（43%）。因此，不少人只能削減有關開支（71%），並放棄治療某些疾病（57%）。

約8%的香港退休人士對過去的理財決策感到後悔，最大的遺憾是未有精明投資（80%），其次是儲蓄不足（60%），以及未預留醫療費用（60%）。

年輕一代或需延遲退休

有趣的是，年輕人似乎對即將面臨的挑戰瞭然於心，並相應調整他們的期望。香港上班族預計在66歲退休，比現今退休人士的平均退休年齡（61歲）延遲五年。

同樣，12%的非退休人士已經主動推遲退休計劃，對比只有9%的已退休人士做出同樣的選擇，反映經濟環境和個人情況正不斷變化。延遲退休的主要原因包括需要增加儲蓄（58%）、生活開支增加（47%），以及希望在老年仍活躍於職場（35%）。

51%預計將延遲退休的人士提到潛在的生活成本增加，而現今已延遲退休的退休人士中，則只有17%提到這一原因。

六個黃金秘訣 確保退休生活不受通脹影響

亞洲正處於人口結構變化的十字路口，要從容面對未來、盡情享受人生的每個階段，我們需要積極設定財務規劃。

1. 盡早開始儲蓄，並持之以恆。

盡早開始儲蓄，並持之以恆，可令儲蓄者受惠於複息產生的強大力量。出現通脹時，一般人會傾向於減少退休儲蓄供款，以支付不斷上升的生活開支。恰恰相反，最佳做法應是堅持儲蓄計劃，尤其是在距離退休還有很長一段時間的情況下。

2. 切勿放棄既有福利。

如果僱主提供相應的配對退休金供款，那麼僱員應按有關水平繼續供款。

3. 持有現金以備不時之需。

作為財務緩衝，設立足以支付三至六個月生活費的應急基金。有助避免在遇到困難時動用退休儲備。

4. 分散投資。

投資不同的資產類別，以及因應風險承受能力、投資期限和財務目標選擇投資組合，有助平衡風險及回報，同時隨時間降低波動性。



期數
06/2024

PENSION SCHEMES ASSOCIATION
退休積金計劃協會

專家觀點
2024年10月

5. 利用「三桶金退休理財策略」，有效規劃並管理退休儲備。

資料來源：Sun Life 永明

1 資料來源：亞洲開發銀行

第一桶金：支付即時生活開支。

第二桶金：應對中期退休費用。

第三桶金：為醫療費用及其他長期需要預留資金。

6. 諮詢專業財務顧問意見。

香港作為全世界壽命最長的地區之一，預期壽命愈來愈長，退休後的生活可能長達廿年以上。打工一族應及早儲蓄，及早為晚年的無憂生活做好準備。

重要事項：

1. 上文件所載資料只供內部使用，不應展示及/或派發予任何公眾人士、客戶或準客戶。香港永明金融有限公司（「Sun Life 永明」）將對違反有關規定人士採取紀律行動。
2. 上文只提供一般性資料，其內容為刊登日期之見解。上述資料只作參考用途，並非購買、出售或持有任何產品/基金的建議。上文的假設及意見可因應情況修改而不作另行通知。Sun Life 永明不會保證或承諾文中所載之推測將獲實現。上文所提供之資料內容乃基於相信來自可靠來源。Sun Life 永明並不保證、擔保或代表上文內所提供之資料或建議的準確性、有效性或完整性，不論是明示或隱含的。Sun Life 永明對本文中的任何表現數據並無作任何明示或隱含的保證或聲明（包括準確性、完整性及時間性）。Sun Life 永明亦不會就閣下使用本文或本文之任何資料、推測或意見而引致閣下的直接或間接損失負責。
3. 投資附帶風險，過去業績並不代表將來表現。投資回報可升可跌。您應提醒準客戶/客戶在作出任何投資決定前，查閱有關的主要推銷刊物，以獲取更多詳情及風險因素。
4. 本文件並未經香港證券及期貨事務監察委員會或任何監管機構審核。

關於香港永明金融有限公司（於百慕達註冊成立之有限公司）

Sun Life 永明扎根香港超過130年，建立了豐碩的財富策劃與保障方案經驗。承傳著母公司的傳統和實力，我們很自豪能夠成為世界各地客戶值得信賴的終身合作夥伴。我們一直以來的承諾，是事事以客戶為中心，憑著創想開拓更遠里程。懷抱不斷創新的基因，我們持續更新服務、產品，以及客戶旅程，務求讓客戶在人生每個階段裡活出所想。

我們信守一生，協助客戶成就每個重要時刻。為此我們致力提供專業理財分析以及一系列精心設計的方案，包括儲蓄及人壽保障、醫療及危疾、意外及傷殘保障、萬壽壽險，以及退休金計劃和團體保險。

有關退休積金計劃協會

退休積金計劃協會成立於2018年2月，由本地6間強積金保薦人共同發起。該6間創始公司會員合共管理約80%強積金計劃資產。退休積金計劃協會歡迎各同業及相關機構及人士加入協會。

退休積金計劃協會創始公司會員為友朋保險有限公司、富達基金（香港）有限公司、香港上海滙豐銀行有限公司、美國信安保險有限公司、香港永明金融有限公司。

免責聲明：

本文件的所有資料均只作為一般參考資料之用，而並非任何形式之投資保證或投資意見，既不構成任何投資邀請或提示，亦不可作為任何協議購買或出售任何產品的根據。本文件所載之觀點及意見可能不時改變而無需預先通知。本文件內所提供之資料內容乃基於相信來自可靠來源，但退休積金計劃協會（「本協會」）並不保證、擔保或代表其準確性、有效性或完整性，不論是明示或隱含的。投資附帶風險，過往表現並不能作為未來表現的指引，投資回報可升可跌。本協會在任何情況下均不對您使用本文件、或使用或無法使用或依賴本文件中包含的信息相關的任何損害、損失或責任（包括但不限於直接或間接、特殊、附帶及相應損害、損失或責任）負責。本文件未經證監會審閱。任何與其他第三方網站的鏈接，並不構成本協會對該等網站或該等網站提供的信息、產品、廣告或其他資料的認可。本協會對網站鏈接所提供的任何資料的準確性或可用性不負任何責任。