



OLD MUTUAL
EMPLOYEE GROUP IN SUPERFUND



MEMBER NEWSFLASH

Dear Member,

In the next few weeks, the Group Remunerations Committee will make a final decision and announcement of a potential 2023 Short-Term Incentive (STI) bonus award. Ahead of the announcement, we urge employees to plan how they will use the cash portion of the STI if declared.

As a member of the OMEGS retirement fund, you can allocate **between 5% and 27.5%** of the cash portion of your STI bonus to your Retirement Savings. The benefits of allocating part of the cash portion of your STI bonus to Retirement Savings include:

1. A one-off contribution to your Retirement Savings may **improve your OnTrack* score**. Improving your score means that you are closer to achieving your retirement goal.
2. Potential **tax savings** as this reduces the taxable income value of the cash portion of your STI.

**A score provided by the Fund to help employees understand where they are on their journey to providing a comfortable retirement.*

Please make an election on this benefit on Workday **on or before 5 pm on Monday, 11 March 2024**.

You can follow the easy steps in the **attached Job Aid** to finalise your choice. We are aware that you will not know the amount of the cash portion of your STI by the cut-off date; however, Workday will automatically apply the percentage selected to your actual cash portion once it is known.

If you have any questions or need further assistance, you can contact:

- Human Capital Support Centre at hcscpayroll@oldmutual.com; or
- Group Employee Benefits at groupemployeebenefits@oldmutual.com.

Kind Regards,

Karen Quinlan
Independent Executive Officer

OLDMUTUAL

DO GREAT THINGS EVERY DAY

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