



MFS Survey Methodologies

We source data across three different surveys, looking at US plan sponsors, global plan participants, and US retirement advisors

DC PLAN SPONSOR SURVEY

AUDIENCE

- Plan sponsors were based in the U.S. and sourced through the DCIA Plan Sponsor Institute (PSI)
- Plan size classified as follows:
 - Small plans: <\$99 million
 - Medium plans: \$100 million to <\$1 billion
 - Large plans: \$1 billion to <\$5 billion
 - Mega plans: \$5 billion or more
- Survey participants screened and selected using the following criteria:
 - Offered DC plan (401(k), 403(b), and/or 457) or other defined contribution plan, defined benefit plan or other non-qualified deferred compensation plans

METHODOLOGY

- 15-minute online survey conducted by DCIA
- MFS not revealed as the sponsor
- Survey respondents promised anonymity
- Fielded: October – November 2025

GLOBAL RETIREMENT SURVEY

AUDIENCE

- Ages 18+
- Active workplace retirement plan participants / members or retirees in the US, Canada, UK, and Australia¹
 - US: 701 participants, 304 retirees
 - Canada: 682 members, 318 retirees
 - UK: 704 members, 345 retirees
 - Australia: 731 members, 306 retirees
- Participant / member data weighted to mirror the age / gender distribution of the workforce in each country

METHODOLOGY

- 15-minute online survey conducted by Dynata
- MFS not revealed as the sponsor
- Fielded: April 2025

RETIREMENT PLAN ADVISOR SURVEY

AUDIENCE

- 128 Retirement plan advisors, based in the U.S.
- Survey participants screened and selected using the following criteria:
 - Have their own book of business
 - Currently working with plan sponsors to assist in selecting or evaluating service and investment providers for their retirement plans (e.g., 401(k), 403(b), etc.)
- Total DC Assets under advisement groups classified as follows:
 - \$: <\$25 million under advisement
 - \$\$: \$25 million to <\$250 million under advisement
 - \$\$\$: \$250 million or more under advisement

METHODOLOGY

- 15-minute online survey conducted by Qualtrics
- MFS not revealed as the sponsor
- Fielded: September – October 2025

¹To qualify in each region: (Participant / member) US, actively contributing to a 401(k), 403(b), 457, or 401(a) / Canada, actively contributing to DC Pension Plan, Group Registered Retirement Savings Plan, Deferred Profit Sharing Plan, Non-Registered Group Savings Plan, or Simplified Employee Pension Plan / UK, actively contributing to a Defined Contribution Scheme, Master Trust, or Individual Savings Account. / Australia, actively contributing to an industry, retail, corporate or public sector super fund or a self-managed super fund. (Retiree) fully or partially retired (if 73+ must have retired within last 6 years), must have had a workplace DC or DB retirement plan. MFS nor its subsidiaries are affiliated with DCIA and Dynata.

²Responses to plan size and number of participants were provided as ranges. Calculations include using the conservative low end of each range to arrive at an asset size and participants. Actual numbers could be higher.