



OLD MUTUAL  
EMPLOYEE GROUP IN SUPERFUND



## Dear Member,

Your Short-Term Incentive (STI) bonus is more than just extra income. It is a chance to make a decision that could benefit you for many years to come.

It is easy for a bonus to disappear on short-term expenses. But when you direct part of it towards your retirement savings, it keeps working for you long after the bonus season has passed.

Even a small portion of your bonus, left invested over time, can grow into a meaningful amount. The earlier and more consistently you save, the more you benefit from long-term growth and compounding.

With the STI bonus announcement approaching, you have a once-a-year opportunity to increase your retirement savings by allocating a portion of your bonus before **6 March 2026**. This can also help reduce your taxable income.

### Why consider this option?

By making part of your STI bonus pensionable, you reduce your taxable income today while boosting your retirement savings for tomorrow. It is a simple step that can make a big difference over time.

Please note that contributions above the R 430,000 annual limit are not tax-deductible in the current tax year. However, these amounts may be carried forward and claimed in a future tax year.

Also note that the maximum monthly tax deduction allowed on your retirement fund contributions is R R35,833.33. If your contributions exceed this limit in a particular month, the excess amount will be carried forward and deducted in a later month.

### How to allocate part of your STI bonus to your retirement savings

1. Log into **Workday**.
2. In the search bar type and click on '**My Benefits**'.
3. Click '**Click Here**' under **Change My Benefits**.
4. Scroll to the '**Pensionable Short-Term Incentive (STI) Bonus**' section.
5. Enter the percentage you would like to contribute.
6. Scroll to the bottom of the page and click '**Ok**'.
7. Review your details carefully.
8. Tick '**I Accept**' box.
9. Click '**Submit**' to complete your enrolment.

Make this year's bonus a decision your future self will thank you for.

**Happy saving!**

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DO GREAT THINGS EVERY DAY

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