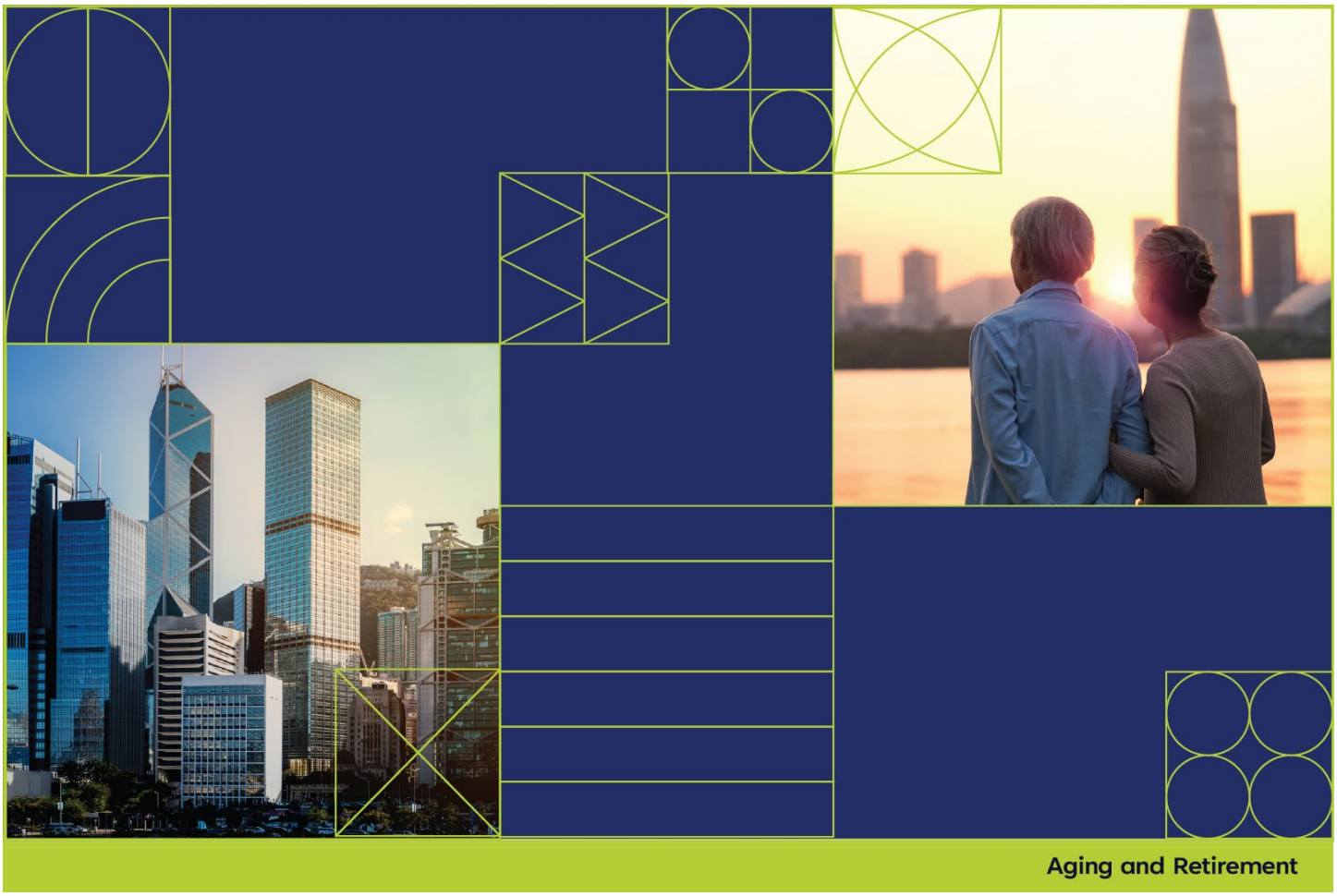
August | 2026

Retirement Readiness in Hong Kong

Financial Security and Risk Perceptions

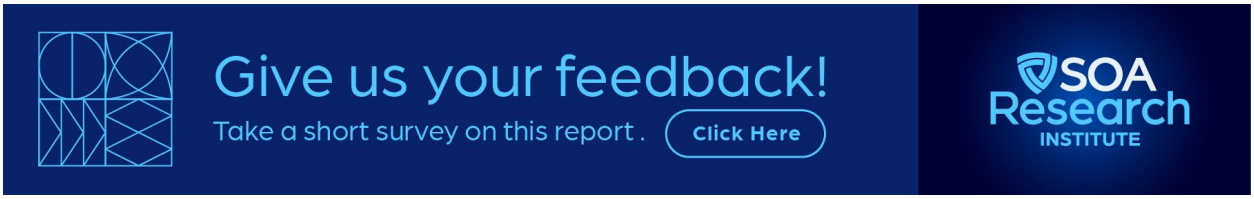


SOA Research INSTITUTE

Retirement Readiness in Hong Kong

Financial Security and Risk Perceptions

Author Xiao Xu, FSA, CERA



Caveat and Disclaimer
The opinions expressed and conclusions reached by the authors are their own and do not represent any official position or opinion of the Society of Actuaries Research Institute, the Society of Actuaries or its members. The Society of Actuaries Research Institute makes no representation or warranty to the accuracy of the information.

Copyright © 2026 by the Society of Actuaries Research Institute. All rights reserved.

CONTENTS

Executive Summary **4**
Key Findings 4

Section 1: Introduction **6**
1.1: Survey Design and Data Analysis 8
1.2: Demographics 8

Section 2: Retirement Readiness and Income Sources **10**
2.1: Retirement Perceptions and Priorities 10
2.2: Planning Behaviors and Financial Confidence 11
2.3: Retirement Concerns and Post-Pandemic Shifts 13
2.4: Income Sufficiency and Future Expectations 16
2.5: Employer Plans and Participation 19

Section 3: Financial Awareness and Risk Perceptions **22**
3.1: Financial Literacy and Information Sources 22
3.2: Investment Preferences by Age Group 23
3.3: Insights on Annuity Product Preferences 24
3.4: Health Concerns and Insurance Demand 25

Section 4: Key Changes Since 2018 ..... **29**
4.1: Retirement Planning, Income Strategies and Confidence 29
4.2: Health Concerns, Insurance Coverage and Information Sources 32

Section 5: Conclusions **35**

Section 6: Acknowledgments **37**

About The Society of Actuaries Research Institute **38**

Copyright © 2026 Society of Actuaries Research Institute

Retirement Readiness in Hong Kong

Financial Security and Risk Perceptions

Executive Summary

Hong Kong is experiencing one of the most advanced population-aging trends in Asia, with the share of people aged 65 and above projected to rise sharply over the coming decades. In this context, the report assesses retirement preparedness among 750 household financial decision-makers in Hong Kong, benchmarked against the 2018 SOA Asia Retirement Study. The findings show a market that is increasingly aware of retirement risk and actively engaged in planning, but still facing persistent concerns around longevity, healthcare, and income adequacy.

Respondents generally view retirement as a period of flexibility, relaxation, family time, and personal renewal, while placing high importance on health, staying in their current home, and maintaining independence. Retirement planning is fairly broad-based, especially among retirees who are more likely than younger respondents to have estimated income, expenses, healthcare costs, asset longevity, and retirement scheme benefits. Prime-age workers are less prepared, with a noticeably higher share reporting no planning at all.

Confidence is relatively strong. Many respondents say they actively manage retirement savings, would consider a lifetime income product, and want more employer retirement advice. However, only about seven in ten believe they have enough savings to last through retirement, indicating that adequacy remains an important issue. Retirement income is built around the retirement scheme, savings and investments, employer annuities, and family support, while the dominant income strategy is shifting toward principal drawdown and structured withdrawals.

The main retirement concerns are concentrated around the costs of managing chronic illness, population aging's pressure on public support, healthcare costs beyond social insurance, and inflation. Compared with 2018, planning, confidence, and interest in lifetime income products have improved, and information use has shifted toward employer-based and digital channels. Overall, the report suggests that Hong Kong has a solid retirement foundation, but further progress will depend on earlier planning, stronger income design, and better protection against health shocks and long-term care needs.

Key Findings

1. Retirement readiness is concentrated among Retirees, with Prime Age Workers behind.

Retirees lead on nearly every measured planning activity, including estimating retirement income (51%), healthcare costs (47%), and planned activities and their costs (46%), each the highest of the three groups. Prime-age workers stand out at the other end, with 23% reporting no planning at all, versus 10% for pre-retirees and 0% for retirees.

2. Confidence is strong, but savings adequacy lags behind other measures.

Seventy-seven percent actively manage their retirement savings, 77% are confident in their desired retirement lifestyle, and 79% would buy a lifetime income product. Yet only 71% believe

Copyright © 2026 Society of Actuaries Research Institute

they have enough savings to last through retirement, the lowest-scoring confidence measure in the survey, and confidence in retirement income adequacy is notably lower among workers (13% definitely confident) than retirees (22% definitely confident).

3. Chronic illness, government support pressure, healthcare, and inflation dominate retirement concerns.

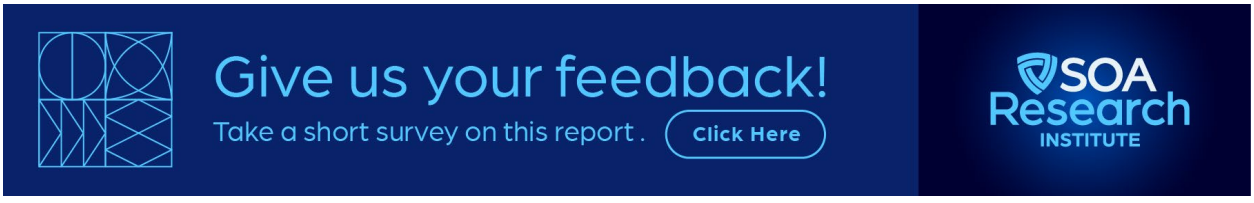
These four issues top the list of major concerns, at 48%, 43%, 42%, and 40%, respectively, with cuts to health or medical benefits (35%) and long-term care access (32%) close behind. Compared with 2018, most of these concerns have eased modestly, though concerns tied to spousal support have stayed essentially flat.

4. Demand for protection products outpaces current ownership, especially in long-term care.

Sixty-eight percent would consider a lifetime-guaranteed annuity and 81% are willing to buy critical illness (CI) insurance, with 53% very or extremely interested in a CI/disability-linked annuity specifically. The gap is widest in long-term care (LTC): only 17% currently hold LTC insurance, yet 74% say they are very or somewhat likely to purchase it, the largest interest-to-ownership gap of any product measured.

5. Retirement income strategy has shifted decisively toward drawdown, and information channels toward employers and digital tools.

Reliance on withdrawing principal rose from 45% to 70% since 2018, the sharpest shift in the report. Over the same period, employer plan representatives grew from 16% to 27% and mobile app use from 14% to 23%, while reliance on the internet (44% to 38%), family and friends (39% to 31%), and traditional media like TV, radio, and print all declined.



Copyright © 2026 Society of Actuaries Research Institute

Section 1: Introduction

Hong Kong is experiencing one of the most advanced population aging trends in Asia, placing increasing pressure on retirement income systems, healthcare services, long-term care provision, and household financial stability. According to the Hong Kong Census and Statistics Department, the proportion of elderly persons aged 65 and above is projected to rise from 20.5% in 2021 to 36.0% in 2046[1]. This demographic shift is occurring alongside increasing life expectancy and a rising demand for medical and elderly care services, raising important questions about how older adults can maintain financial security in later life.

Hong Kong's retirement protection framework is built around a multi-pillar system, with the Mandatory Provident Fund (MPF) serving as a major employment-based retirement savings scheme[2]. Established in December 2000, the MPF requires most employees, self-employed persons, and employers to make regular contributions to privately-managed retirement schemes. In recent years, reforms, such as the rollout of the eMPF platform and the expansion of voluntary contribution options, have aimed to improve administrative efficiency, reduce costs, and strengthen retirement income adequacy. In addition to mandatory MPF contributions, voluntary arrangements, such as Tax-Deductible Voluntary Contributions and Special Voluntary Contributions, provide additional channels for individuals to build retirement savings. Older residents may also rely on public support measures, such as the Old Age Living Allowance and the Old Age Allowance, which supplement retirement income and provide basic financial support for elderly residents with varying levels of need. Beyond these cash allowances, the government maintains a broader social safety net. The Comprehensive Social Security Assistance (CSSA) program provides means-tested support for elderly residents with no other channels of support, while the Elderly Health Care Voucher Scheme subsidizes private primary care visits for those aged 65 and above. Public hospital services remain heavily subsidized for elderly patients, and post-pandemic stimulus measures have provided direct supplementary income to senior households. These programs represent a formalized layer of social security that operates alongside the MPF.

Despite these mechanisms, Hong Kong's retirement system continues to face structural challenges, as MPF balances may be insufficient for many retirees. While private annuity products, voluntary pension products, and insurance savings plans have become more widely available, public awareness and participation vary significantly across income groups and age cohorts. These realities reflect broader international trends, where aging populations, contribution ceilings, and uneven voluntary savings take-ups are placing a strain on retirement adequacy.

This report presents a comprehensive assessment of retirement preparedness in Hong Kong. It places particular emphasis on financial literacy, retirement income strategies, health protection, and changing perceptions of later-life work and aging. The findings provide useful insights for

[1] Census and Statistics Department, Hong Kong Population Projections: https://www.censtatd.gov.hk/en/EIndexbySubject.html?pcode=FA100061&scode=190
[2] Mandatory Provident Fund Schemes Authority (MPFA). About the MPF System: https://www.mpfa.org.hk/en

Copyright © 2026 Society of Actuaries Research Institute

policymakers, insurers, financial institutions, and social service providers seeking to enhance retirement security in a rapidly aging and economically diverse society.

This report is structured into five key sections, providing a comprehensive analysis of Hong Kong's retirement landscape:

- **Background and Methodology** outlines the study's research framework, detailing the April 2026 quantitative consumer survey conducted by the SOA, respondent demographics, life-stage segmentation, and approaches to data analysis used to assess retirement preparedness across Hong Kong's aging population.

- **Retirement Readiness and Income Sources** explore retirement perceptions, planning behaviors, savings levels, income expectations, and employer-sponsored retirement plan participation among respondents in Hong Kong. Findings show that retirees are generally more prepared in practical areas such as estimating retirement income, expenses, healthcare costs, and asset longevity, while prime age workers are more likely to have done no planning. Retirement income is anchored by retirement schemes, savings and investments, employer annuities, insurance, family support, and work earnings. The section also examines withdrawal strategies and interest in lifetime income products, highlighting opportunities for income solutions that balance flexibility and security.

- **Financial Awareness and Risk Perceptions** examine financial literacy, sources of financial information, investment preferences, annuity demand, health concerns, and insurance needs. Most respondents report at least a basic level of financial knowledge, with younger groups relying more on digital and informal sources and older groups making greater use of retirement account websites, employer plan representatives, and financial advisors. Findings highlight strong preferences for guaranteed returns, lifetime income, principal protection, and flexible income, alongside meaningful demand for critical illness, long-term care, dementia, and health-related insurance products.

- **Key Changes Since 2018** reviews shifts in retirement planning practices, income strategies, confidence, information sources, and risk perceptions compared with the 2018 SOA Asia Retirement Study. Planning efforts are mixed, with improvements in areas such as deciding where to live, estimating asset longevity, healthcare costs, and retirement scheme benefits, but weaker progress in estimating retirement income and expenses. Retirement income strategies have shifted toward principal drawdown and structured withdrawals, while confidence, active savings management, and willingness to consider lifetime income and critical illness products have strengthened. Information sources have also shifted toward employer-based and mobile channels.

- **Conclusion** summarizes the main findings and offers recommendations for policymakers, financial institutions, insurers, and employers. Priorities include encouraging earlier retirement planning, strengthening workplace retirement communication, expanding access to income and protection products, and helping households convert accumulated savings into resilient lifetime retirement income. The report underscores the importance

Copyright © 2026 Society of Actuaries Research Institute

of addressing longevity, inflation, health shocks, and long-term care risks as Hong Kong's population continues to age.

1.1:Survey Design and Data Analysis

This study is based on a quantitative consumer survey conducted in April 2026 by the SOA. The survey consisted of 35 questions exploring a broad range of topics related to retirement planning and financial behavior. Key themes included:

- Perceptions of retirement
- Financial literacy and investment knowledge
- Current and expected income sources
- Retirement savings behavior and confidence
- Risk tolerance and insurance preferences
- Attitudes toward aging, health, and long-term care
- Post-pandemic shifts in financial outlook

The survey also assessed interest in annuities and respondents' readiness to adapt their strategies in response to economic and societal changes.

Survey responses were analyzed using descriptive statistics, such as frequency distributions and percentage breakdowns, to identify key trends. Where relevant, results were segmented by life stage to enable generational comparisons on retirement expectations, preparedness, and behavior. Findings were also benchmarked against the 2018 SOA Asia Retirement Study, with comparisons made to assess changes before and after the COVID-19 pandemic. Results are presented using tables and charts to support interpretation and enable cross-market analysis.

1.2:Demographics

A total of 750 respondents from Hong Kong participated in the online study, all of whom were identified as primary or joint decision-makers for their household finances. The study targeted three age segments: prime age workers (ages 30–45), pre-retirees (ages 46–59), and retirees (ages 60–75).

- Prime age workers are people in an early stage of their careers and planning for marriage or families.
- Pre-retirees are currently working and gradually approaching retirement while planning to build savings to maintain their lifestyle, health, and financial stability.
- Retirees are close to, or currently, in retirement.

Copyright © 2026 Society of Actuaries Research Institute

The sample of respondents was split by gender with 48% male and 52% female. The majority of respondents (47%) indicated that they earn a household income between HKD 600,001 – 1,200,000. Tables 1-3 below provide the full breakdowns of the study demographics.

Table 1
Age Bands

Age	Percentage
30-45 years old (Prime age workers)	32%
46-59 years old (Pre-retirees)	32%
60-75 years old (Retirees)	36%

Table 2
Gender Distribution

Gender	Percentage
Men	48%
Women	52%

Table 3
Annual Household Income (HKD)

Income Range (HKD)	Percentage
180,000 – 600,000	25%
600,001 – 1,200,000	47%
More than 1,200,000	28%

This report benchmarks current findings against the 2018 SOA Asia Retirement Study. The findings outline how the Hong Kong market has responded to the impact of the COVID-19 pandemic across key areas, including retirement readiness, income sources, financial knowledge, risk tolerance, insurance preferences, and attitudes toward aging, health, and long-term care. The report aims to provide valuable insights for policymakers, financial institutions, insurers, and employers, helping them adapt strategies to support Hong Kong's aging population and strengthen long-term financial stability, retirement preparedness, and protection against longevity, health, inflation, and care-related risks.

Copyright © 2026 Society of Actuaries Research Institute

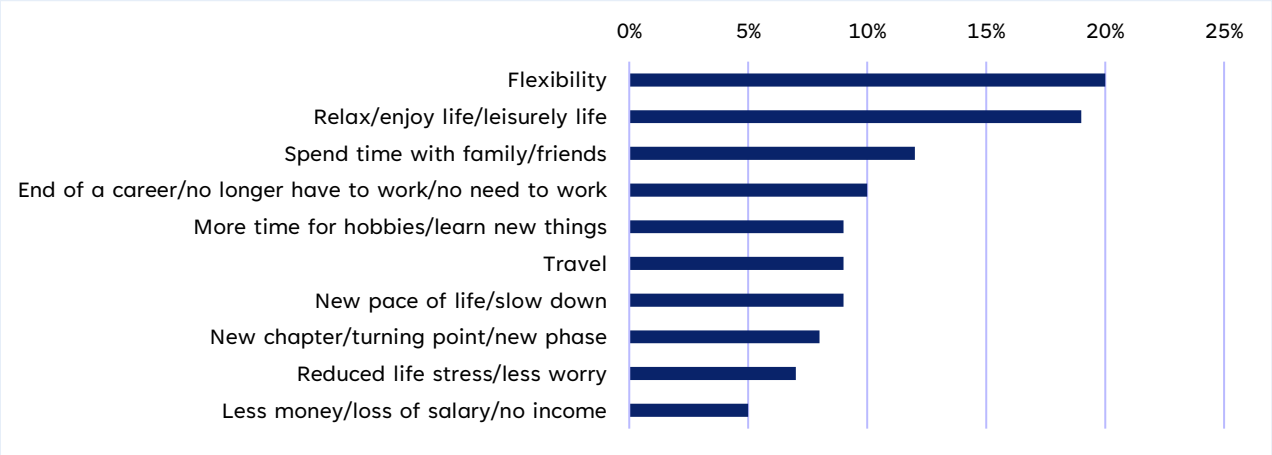
Section 2: Retirement Readiness and Income Sources

2.1:Retirement Perceptions and Priorities

- In Hong Kong, retirement is most often associated with flexibility and relaxation, followed closely by family time and ending work.
- Respondents also link retirement to hobbies, travel, a slower pace of life, and a new chapter, suggesting a mix of leisure and personal renewal.
- Financial concern is present but less common, with only a small share mentioning less money or no income as a key meaning of retirement.

In Hong Kong, retirement is most commonly associated with flexibility, with 20% of respondents identifying this as the main meaning of retirement. Relaxation and enjoyment of life follow closely at 19%, suggesting that many respondents view retirement as a period of greater personal freedom and well-earned leisure. Spending time with family and friends is also an important theme, cited by 12% of respondents, while 10% associate retirement with the end of a career or no longer needing to work. Other commonly mentioned meanings include having more time for hobbies or learning new things, traveling, and adopting a slower pace of life, each cited by 9% of respondents. A smaller share described retirement as a new chapter, turning point, or new phase of life (8%), while reduced life stress or less worry was mentioned by 7%. Five percent associated retirement with having less money, loss of salary, or no income, indicating that financial concerns remain part of the retirement narrative for some respondents.

Figure 1
Top Meanings of Retirement



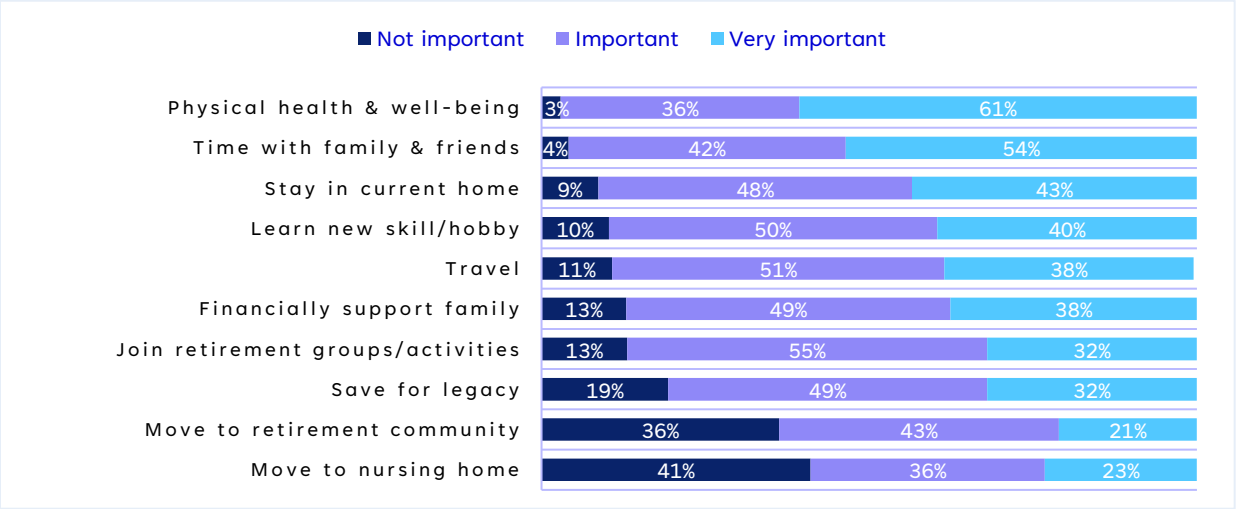
When asked about retirement activities, respondents in Hong Kong placed the greatest importance on maintaining physical health and well-being, with 97% rating it as either important or very important. Spending time with family and friends was also a top priority, highlighted by 96% of participants, underscoring the importance of social connection and family relationships in later life.

Other priorities included staying in one's current home (91%), learning a new skill or hobby (90%), and traveling (89%), showing a balance between stability, personal growth, and exploration. A large share also valued financially supporting family (87%) and joining retirement groups or

Copyright © 2026 Society of Actuaries Research Institute

activities (87%), while saving for legacy was rated important or very important by 81% of respondents. In contrast, relocation-based options were less appealing: 36% considered moving to a retirement community unimportant, and 41% said the same about moving to a nursing home. This points to a strong preference for aging in place and maintaining independence.

Figure 2
Importance of Retirement Activities



2.2: Planning Behaviors and Financial Confidence

- Hong Kong respondents show broad engagement in retirement planning, with Retirees generally more prepared in practical areas such as income, expenses, and planned activities.
- Pre-retirees and retirees are more likely than prime age workers to have planned where to live and how long their assets will last.
- A notable share of prime age workers report doing no planning at all, suggesting room for stronger early retirement preparation and employer support.

Retirees in Hong Kong are relatively active in retirement planning, with 46% reporting that they have planned activities and their costs, compared with 34% of pre-retirees and 28% of prime age workers. Planning for healthcare and future income is also more common among older groups: 47% of retirees have estimated post-retirement healthcare costs, and 51% have estimated the retirement income they expect to receive, compared with 33% and 28% of pre-retirees, and 27% and 20% of prime age workers, respectively. Decisions about where to live in retirement and how long assets will last are reported by around 41–44% of retirees and pre-retirees, but only about 29–33% of prime age workers. Calculating retirement assets and investments is also more common among retirees (44%) than pre-retirees (38%) and prime age workers (24%). Very few retirees indicated they had done no planning at all, while the figure remains higher among prime age workers (23%), suggesting less comprehensive preparation among younger respondents.

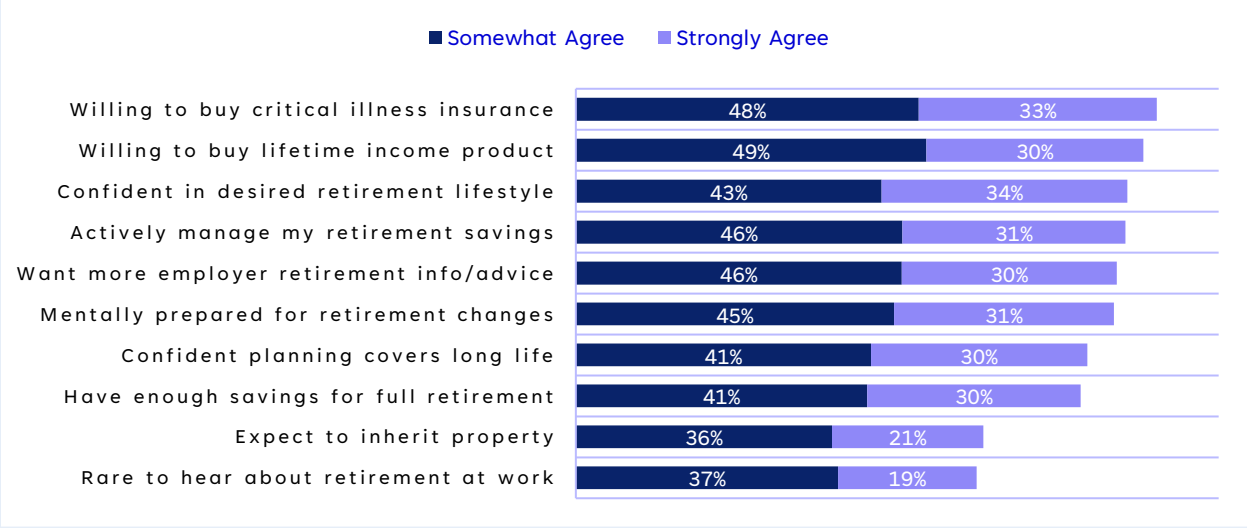
Copyright © 2026 Society of Actuaries Research Institute

Table 4
Retirement Planning by Age Group

Planning Activities	Prime Age Workers	Pre-Retirees	Retirees
Decided where to live	33%	44%	41%
Estimated how long assets will last	29%	42%	42%
Calculated retirement assets/investments	24%	38%	44%
Estimated healthcare costs	27%	33%	47%
Planned activities and their costs	28%	34%	46%
Estimated retirement scheme benefits	29%	34%	42%
Estimated retirement income	20%	28%	51%
Estimated retirement expenses	29%	27%	41%
None of the above	23%	10%	0%

Figure 3 highlights attitudes toward retirement planning and financial preparedness in Hong Kong. Confidence is relatively high, with 81% expressing willingness to buy critical illness insurance and 79% saying they would buy a guaranteed lifetime income product. At the same time, 77% are confident they will be able to live the retirement lifestyle they want, and an equal share say they actively manage their retirement savings. Planning engagement and employer support are also important themes. A total of 76% want more employer-provided retirement planning advice, and 75% feel mentally prepared for the lifestyle changes that come with retirement. Still, only 72% are confident that their planning is sufficient to support them if they live longer than expected, and 71% believe they have enough savings to last through retirement. Expectations of receiving inherited property are moderate at 57%, while 56% say it is rare to hear people talk about retirement planning in the workplace.

Figure 3
Retirement Actions and Confidence



Copyright © 2026 Society of Actuaries Research Institute

2.3: Retirement Concerns and Post-Pandemic Shifts

- The costs of managing chronic illness, concerns about public support for an aging population, and healthcare costs beyond social insurance are the most prominent retirement concerns, followed closely by inflation, cuts to health or medical benefits, and access to long-term care.
- Financial well-being has improved since 2019 for most respondents, especially in savings and retirement savings, though job opportunities and inflation remain more mixed.
- Withdrawing principal is the most common income strategy, while interest in lifetime income products is meaningful across age groups and strongest among pre-retirees.

Figure 4 highlights the top retirement concerns among individuals in Hong Kong. Concerns span financial security, healthcare access, and long-term government support. Chronic illness draining savings is the top concern, with 48% reporting it as a major concern and 39% as a minor concern. Aging society pressures are also significant, with 43% expressing major concern that population aging will limit the government's ability to provide support for the elderly. Savings not keeping up with inflation and healthcare beyond social insurance are also frequently mentioned, with 40% and 42% of respondents, respectively, rating these as major concerns.

Healthcare-related issues continue to weigh on respondents. Thirty-five percent are highly concerned about cuts to health or medical benefits, while 32% are highly concerned about access to long-term or nursing care. Concerns about supporting a spouse, whether after their passing or if they themselves die first, are less intense but still notable, with 28% and 32%, respectively, reporting major concern. Outliving assets is also a meaningful worry for 30% of respondents, while declining interest rates are cited as a major concern by 25%. Overall, these findings suggest that retirement concerns in Hong Kong are broad-based, with chronic illness, inflation, healthcare affordability, and aging-related pressure on government support standing out as the most significant issues.

Copyright © 2026 Society of Actuaries Research Institute

Figure 4
Top Retirement Concerns

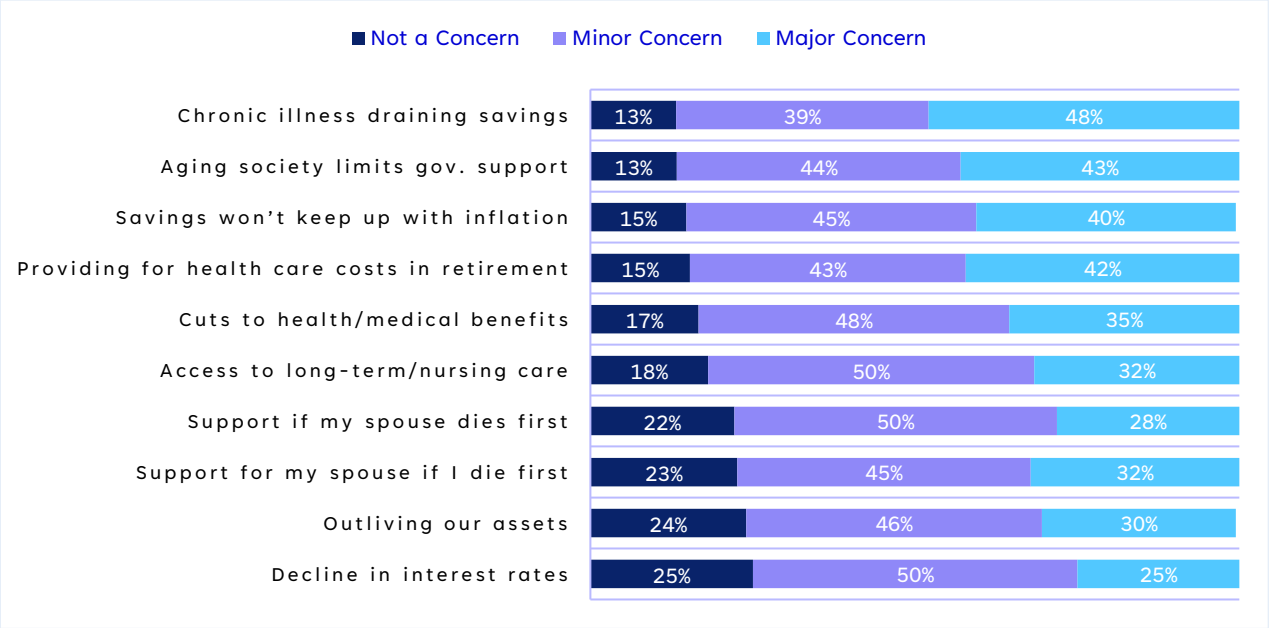


Figure 5 highlights changes in retirement preparedness among individuals in Hong Kong, comparing their situation today to 2019. A majority of respondents report positive progress across most aspects of financial and personal well-being. Savings show the strongest improvement, with 76% saying their situation is better today, followed by retirement savings at 73%. Family support has also improved for many respondents, with 68% reporting a better situation than in 2019. In the workplace, 62% feel their job situation has improved, while 60% say the same about their living costs and health.

Views on inflation and job opportunities are more mixed. Half of respondents say their situation related to inflation is better today, while the other half say it is worse. Job opportunities are slightly less positive, with 49% reporting improvement and 51% saying conditions have worsened. Overall, the findings suggest that retirement preparedness in Hong Kong has improved for many respondents, particularly in savings and retirement savings, although cost pressures and labor market uncertainty remain important concerns.

Copyright © 2026 Society of Actuaries Research Institute

Figure 5
Changes in Retirement Preparedness Since 2019

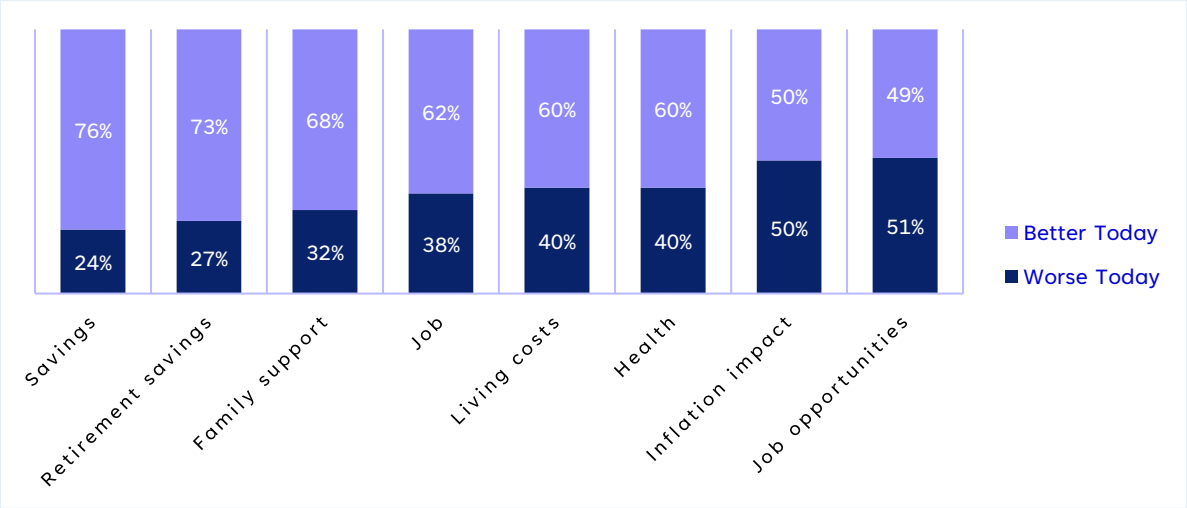


Table 5 highlights retirement income strategies across age groups in Hong Kong. “Withdraw principal (NET)” refers to withdrawing from the original retirement savings or capital, rather than relying only on interest or dividends. It is a combined category covering respondents who expect to withdraw principal either regularly or occasionally alongside interest. These regular and occasional withdrawals represent structured withdrawal patterns, distinguished by their timing, and should not be added together because respondents may have selected more than one strategy. Principal drawdown is the most common strategy overall, particularly among pre-retirees, with 79% reporting this approach, compared with 66% of prime-age workers and 63% of retirees. By contrast, 42% of prime-age workers, 39% of pre-retirees, and 31% of retirees report that they would withdraw interest or dividends only, a strategy that does not intentionally draw down the principal. Interest in buying a lifetime income product is also notable, reported by 49% of pre-retirees, 41% of retirees, and 38% of prime age workers. Rental income from property is used by around one-third of respondents across groups, while very few say they will not use their retirement savings for income or do not know their future income strategy.

Table 5
Retirement Income Strategies by Age

Income Strategies	Prime Age Workers	Pre-Retirees	Retirees
Withdraw principal (NET)	66%	79%	63%
Regular principal + interest withdrawal	40%	49%	37%
Occasional principal + interest withdrawal	39%	42%	34%
Buy lifetime income product	38%	49%	41%
Withdraw interest/dividends only	42%	39%	31%
Rental income from property	34%	30%	32%
Will not use savings for income	6%	4%	3%
Don’t know	4%	3%	1%

Copyright © 2026 Society of Actuaries Research Institute

2.4:Income Sufficiency and Future Expectations

- Savings and investments, the retirement scheme, and employer annuities are the main retirement income sources, with strong reliance across both retirees and workers.
- Work earnings are especially important for workers, while retirees depend more on retirement scheme income, savings, and employer annuities.
- Family support, life insurance, and health or illness insurance remain important supplementary sources, while rental income and reverse mortgages play a smaller role.

Figure 6 highlights the key sources of income for retirees and workers in Hong Kong. Workers include both prime age workers and pre-retirees. The retirement scheme is the most important source, relied on by 94% of retirees and expected by 83% of workers. Savings and investments are also a major pillar, with 92% of retirees currently depending on them and 91% of workers expecting to do so in the future. Employer annuities play an important role as well, supporting 84% of retirees and 71% of workers. Family support remains significant, with help from children cited by 70% of retirees and 69% of workers, while life insurance and health or illness insurance are also widely used across both groups. Other sources include help from other family members, inheritance, work earnings, rental income, and reverse mortgages. Work earnings are especially important for workers, at 84%, compared with 46% of retirees, while reverse mortgages remain a relatively minor source overall.

Copyright © 2026 Society of Actuaries Research Institute

Figure 6
Sources of Retirement Income

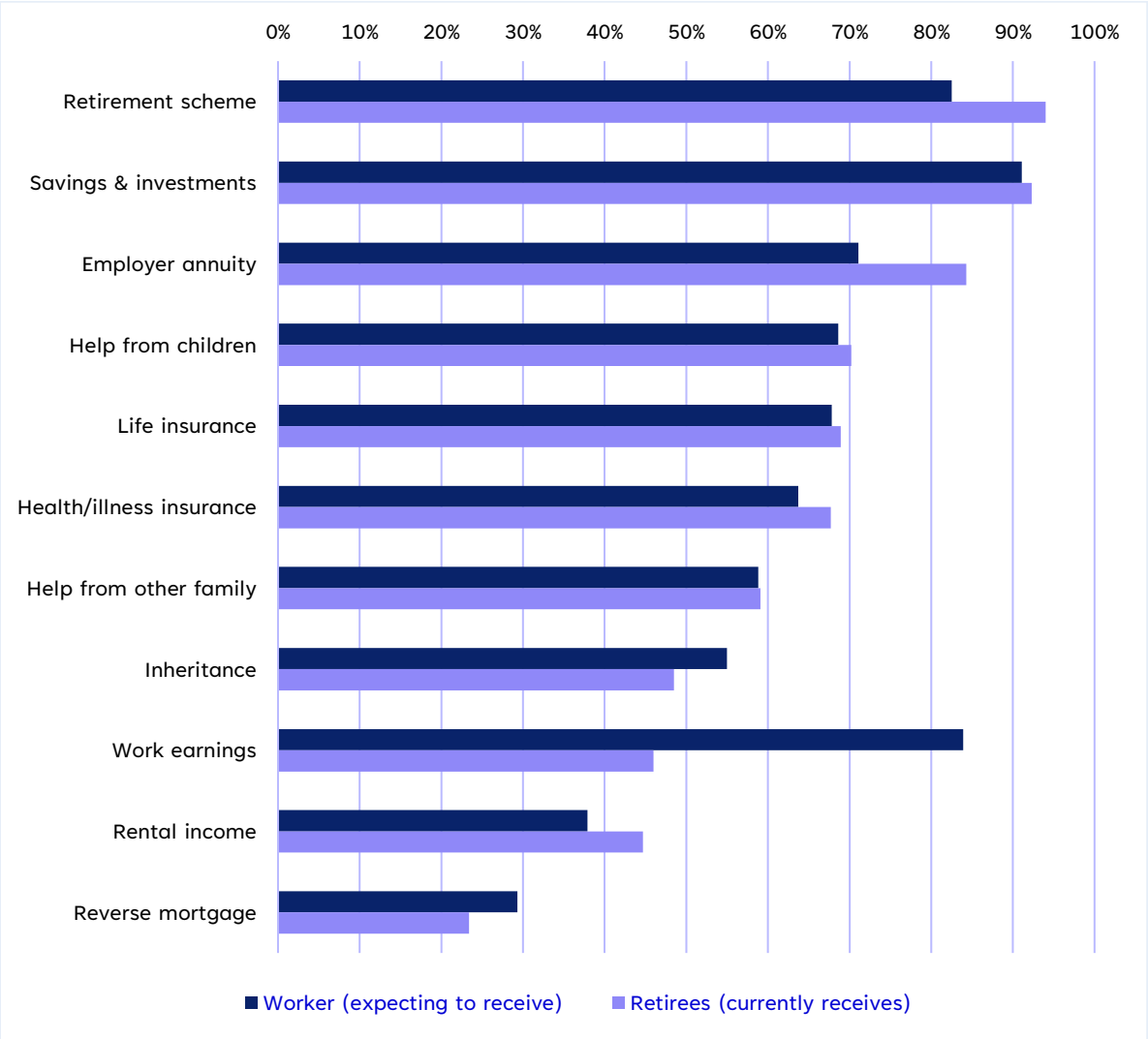


Figure 7 highlights confidence levels regarding retirement income among workers and retirees in Hong Kong. Confidence is relatively high across both groups. Among workers, 13% are definitely confident and 53% are likely confident that their retirement income will be sufficient. However, 18% believe it is unlikely and 16% say definitely not, suggesting a more cautious outlook among workers. Retirees report somewhat stronger confidence overall, with 22% definitely confident and 56% likely confident in the adequacy of their income. Just 18% consider it unlikely, while 2% say definitely not, and another 2% are unsure.

Copyright © 2026 Society of Actuaries Research Institute

Figure 7
Confidence in Retirement Income to Cover Basic Needs

Table 6 highlights differences in average savings across age groups in Hong Kong. Retirees report the highest average savings, at HKD 2,234,953, followed by pre-retirees at HKD 1,891,996 and prime age workers at HKD 1,254,743. These figures suggest that savings generally increase with age as individuals accumulate more financial resources over time. Despite this, many respondents feel they started saving too late. Overall, 44% agree that they began saving later than they should have, with prime age workers expressing the highest regret at 47%, compared with 44% of retirees and 41% of pre-retirees.

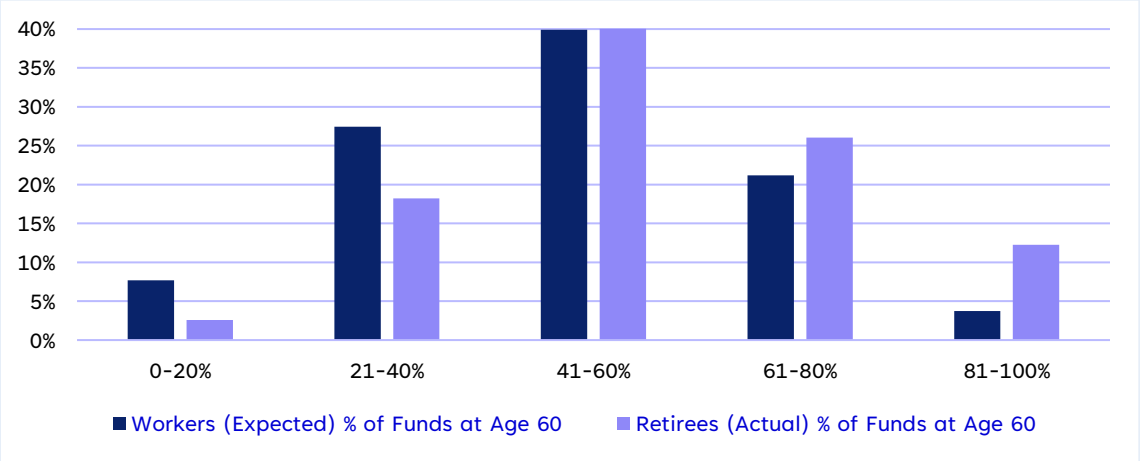
Table 6
Average Savings and Saving Attitudes by Age

Questions	Total	Prime Age Workers	Pre-Retirees	Retirees
Average savings (HKD)	1,824,522	1,254,743	1,891,996	2,234,953
Started saving too late (%)	44%	47%	41%	44%

Figure 8 highlights gaps between expected and actual retirement savings in Hong Kong. Among workers, the largest share falls in the 41–60% range, at 40%, followed by 27% in the 21–40% range and 21% in the 61–80% range. For Retirees, the distribution shifts upward, with 41% reporting 41–60% of funds, 26% reaching 61–80%, and 12% at the 81–100% level. At the lower end, 8% of workers and 3% of retirees report only 0–20% of required funds. Overall, the results suggest that actual retirement savings among retirees tend to be higher than workers' expected savings at age 60, although a substantial share in both groups still falls below the full-funding range.

Copyright © 2026 Society of Actuaries Research Institute

Figure 8
Expected Retirement Funds by Age 60



2.5: Employer Plans and Participation

- Retirement coverage is widespread, with most workers having access to an employer-sponsored plan, commonly a defined benefit pension or defined contribution annuity.
- Participation remains solid, with the majority currently contributing and only a small share lacking plan access.
- Employer matching is present for most workers, adding another layer of support to retirement savings.

Figure 9 highlights the availability of employer-sponsored retirement savings plans in Hong Kong. Access to retirement coverage is fairly widespread, with 80% of respondents reporting that they have some form of employer-provided plan, while 20% say no plan is available. Among those with access, 54% are covered by a traditional pension or defined benefit plan, and 40% participate in a defined contribution annuity, indicating substantial reliance on both arrangements. In addition, 37% are enrolled in an Employee Stock Ownership Plan (ESOP) or stock plan, suggesting that employer-linked investment options play a smaller but still notable role in retirement provision.

Copyright © 2026 Society of Actuaries Research Institute

Figure 9
Employer Retirement Plan Availability

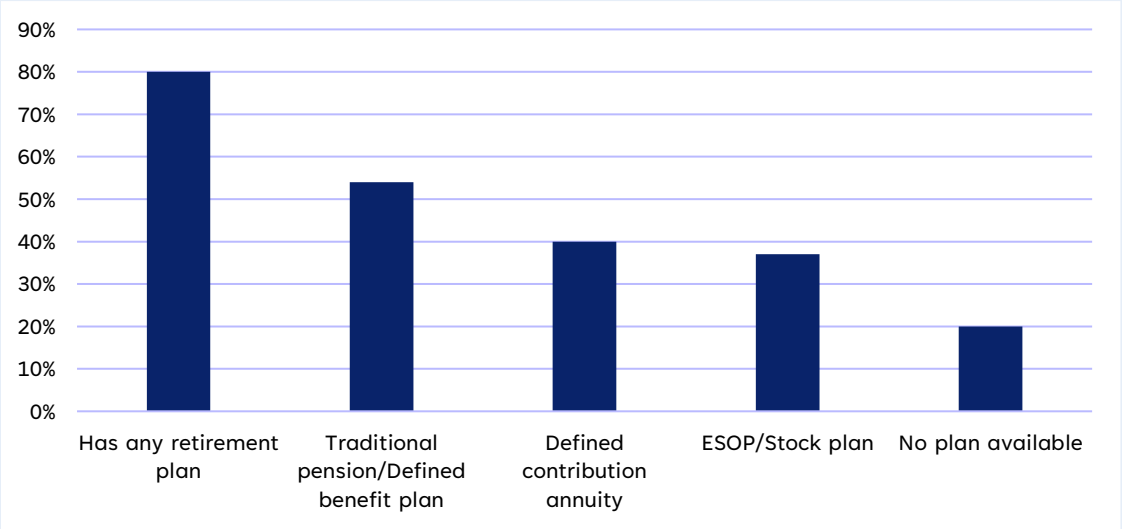
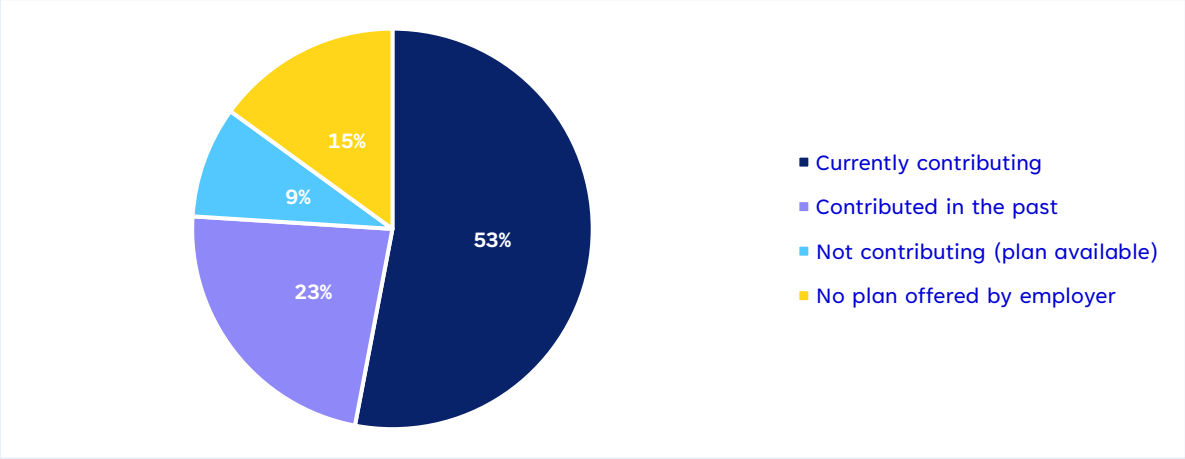


Figure 10 shows moderate participation in employer-sponsored retirement plans in Hong Kong. A majority of workers, 53%, are currently contributing, while another 23% contributed in the past. Only 9% have access to a plan but are not contributing, suggesting relatively limited missed opportunities. Access is more uneven than in some other contexts, with 15% of workers reporting that their employer does not offer any retirement savings plan. This indicates decent coverage overall, although expanding plan access and maintaining active participation over time remain important.

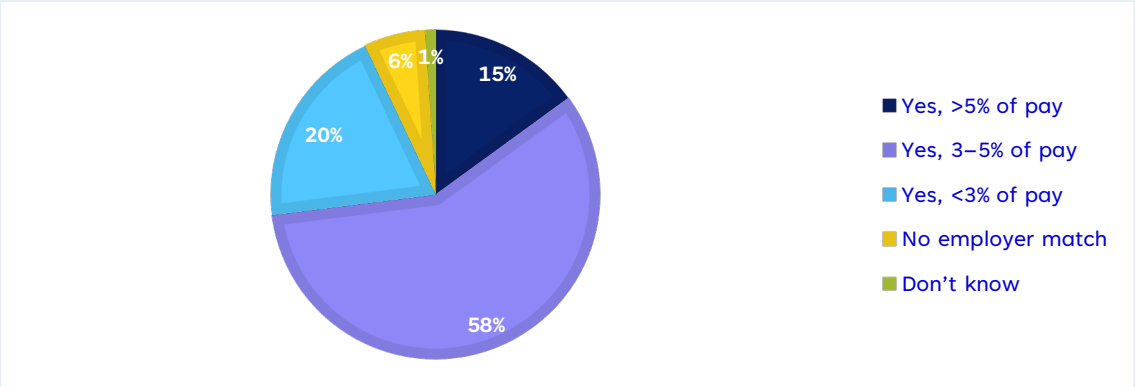
Figure 10
Participation in Employer Retirement Plans



Copyright © 2026 Society of Actuaries Research Institute

Among Hong Kong workers contributing to employer-sponsored retirement plans, most report receiving some additional employer-matching contribution. A majority, 58%, say their employer contributes an extra 3–5% of pay, while 20% receive less than 3% and 15% receive more than 5%. Only 6% report no employer match, and just 1% do not know the details, suggesting reasonably broad coverage and relatively good awareness of employer contributions.

Figure 11
Contribution Levels to Employer Plans



Copyright © 2026 Society of Actuaries Research Institute

Section 3: Financial Awareness and Risk Perceptions

3.1:Financial Literacy and Information Sources

- Most respondents have at least a basic level of financial literacy, with the majority describing themselves as somewhat knowledgeable.
- Younger groups rely more on digital and self-directed sources, such as internet or financial websites, social media, and family networks, while older groups make greater use of retirement account websites, employer plan representatives, and financial advisors.
- Traditional and employer-based sources, including workshops, booklets, and written materials, remain more relevant for older respondents than for prime age workers.

Financial literacy appears reasonably strong among respondents in Hong Kong. Over two-thirds (66%) describe themselves as somewhat knowledgeable about financial and investment products, while 17% say they are very knowledgeable. By contrast, 16% report that they are not very knowledgeable, and only 1% say they are not knowledgeable at all. This distribution suggests that most Hong Kong respondents have at least a basic understanding of financial matters, although there remains room to strengthen deeper financial literacy to support more informed retirement planning and long-term asset management.

Figure 12
Financial Literacy Levels

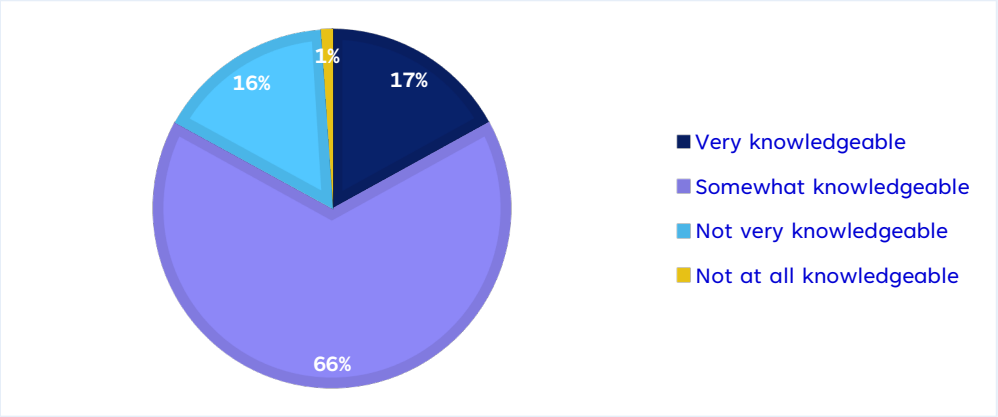


Table 7 highlights generational differences in where respondents in Hong Kong seek financial information for retirement planning. Prime age workers rely most heavily on internet or financial websites, followed by family, friends, or co-workers and social media, showing a stronger preference for digital and informal sources. Pre-retirees and retirees use a more balanced mix of channels, with greater reliance on financial advisors, retirement account websites, and employer plan representatives. Older groups also make somewhat more use of workshops, booklets, and employer-related materials, suggesting a modest shift toward more structured and traditional information sources with age.

Copyright © 2026 Society of Actuaries Research Institute

Table 7
Sources of Information by Age Group

Source of Information	Prime Age Workers	Pre-Retirees	Retirees
Internet / financial websites	49%	38%	26%
Financial advisor / insurance agent	32%	37%	32%
Social media	37%	32%	33%
Family, friends, or co-workers	39%	26%	28%
Retirement account website	20%	31%	33%
Employer plan representatives	24%	28%	28%
Mobile apps	19%	26%	22%
Employer (HR or benefits department)	19%	18%	23%
TV or radio	19%	17%	20%
Books, magazines, newspapers	18%	14%	18%
Workshops or seminars	12%	17%	20%
Booklets or written materials from employer	14%	16%	19%

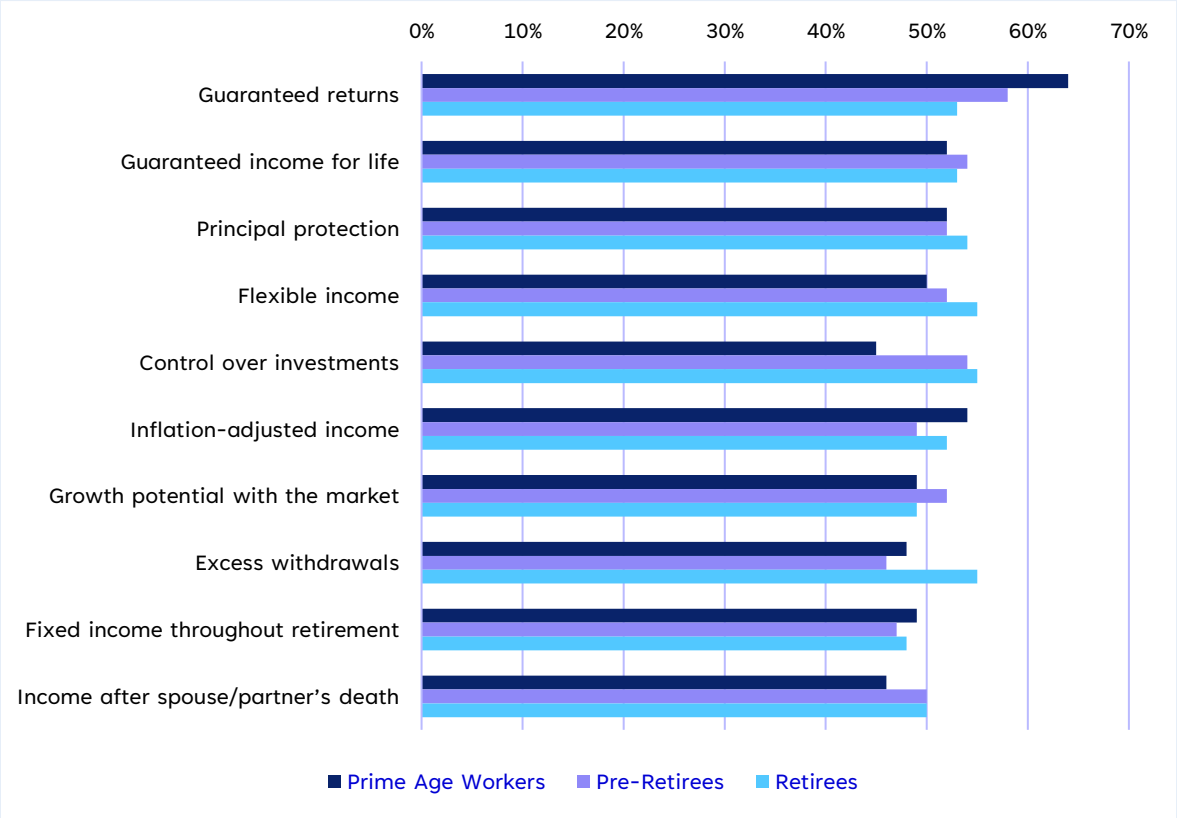
3.2:Investment Preferences by Age Group

- Preferences in Hong Kong are broadly balanced between security and flexibility, with guaranteed returns, guaranteed income for life, principal protection, and flexible income all rated highly across age groups.
- Younger workers place relatively more emphasis on inflation-adjusted income and fixed income throughout retirement, suggesting a somewhat stronger appetite for predictable, protection-oriented income.
- Retirees lean more toward control over investments and excess withdrawals, indicating a stronger preference for stable and predictable retirement income.

Figure 13 shows that investment preferences in Hong Kong show a strong preference for products that balance security, flexibility, and protection across all age groups. Guaranteed returns are the most important feature for prime age workers at 64%, while pre-retirees and retirees also rate this highly. Guaranteed income for life, principal protection, and flexible income are all valued by roughly half of respondents, indicating broad demand for stable retirement income with some adaptability. Control over investments is especially important for pre-retirees and retirees, while prime age workers place relatively more emphasis on inflation-adjusted income and fixed income throughout retirement. Excess withdrawals are also moderately valued, and income after a spouse or partner's death remains an important feature across all groups. Overall, the results suggest that Hong Kong respondents want retirement products that provide both certainty and flexibility, with only moderate interest in more growth-oriented features.

Copyright © 2026 Society of Actuaries Research Institute

Figure 13
Top Insurance & Income Product Features



3.3: Insights on Annuity Product Preferences

- Two-thirds of respondents (68%) are open to lifetime-guaranteed annuities.
- Strong demand exists for CI/disability-linked annuities, with just over half very or extremely interested.
- Tax-deferred annuities also attract solid interest, with 44% very or extremely interested.

The consideration of lifetime-guaranteed annuities is also strong in Hong Kong, with 68% of respondents saying they would consider one (Figure 14). Interest in specific annuity types is similarly high. CI/disability-linked annuities are the most appealing, with 53% very or extremely interested, while tax-deferred annuities also attract solid demand, with 44% very or extremely interested (Figure 15).

Copyright © 2026 Society of Actuaries Research Institute

Figure 14
Lifetime-Guaranteed Annuities Consideration

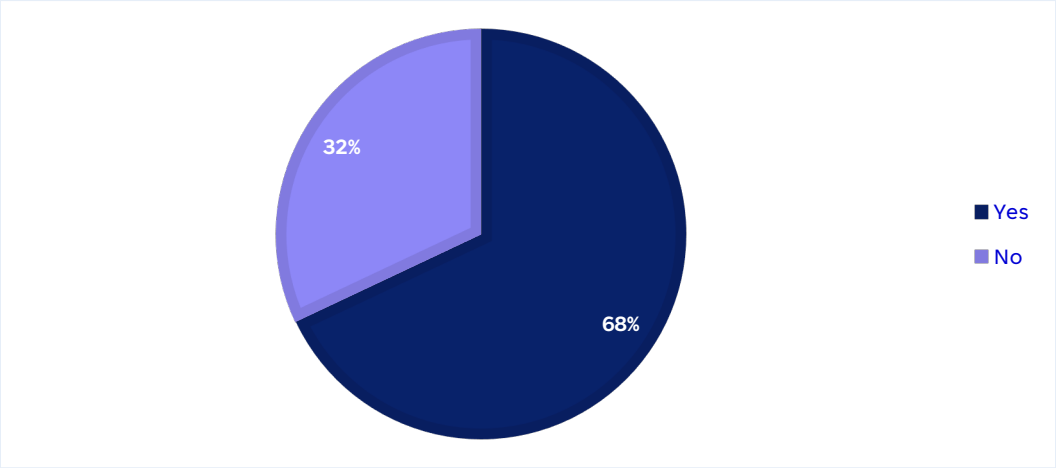
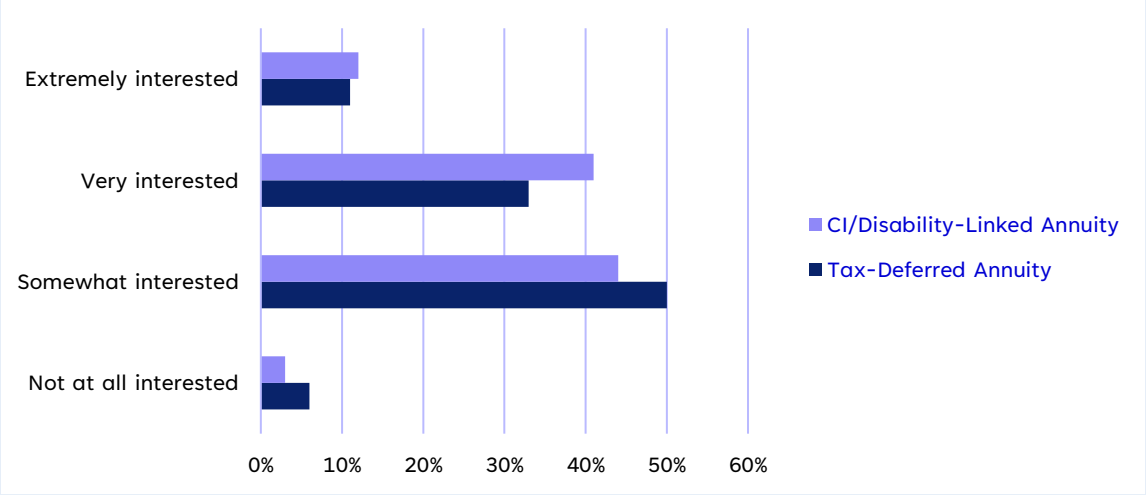


Figure 15
Interest in Annuity Types



3.4:Health Concerns and Insurance Demand

- Major health worries center on serious illness, cognitive decline, and loss of independence, with mental health conditions also remaining a meaningful concern.
- Demand is strongest for medical insurance and critical illness insurance, which have the highest current ownership, while long-term care, health and wellness, dementia, and mental health coverage all attract solid future purchase interest.
- Most respondents are willing to pay between HKD 501 and HKD 2,500 per month for life and health insurance, showing a strong willingness to pay for protection.

The survey findings show that health remains a major source of concern in retirement in Hong Kong. More than half of respondents (53%) are very worried about major illnesses, while concerns about cognitive decline or dementia and disability or loss of independent living (both at

Copyright © 2026 Society of Actuaries Research Institute

43%) are also substantial. Disease management is another important concern, with 40% very worried, while minor illnesses requiring treatment are somewhat less pressing at 32%. Mental health conditions appear to be the least acute of the six areas, though still meaningful, with 30% very worried and 22% not at all worried (Figure 16).

Figure 16
Health Concerns in Retirement

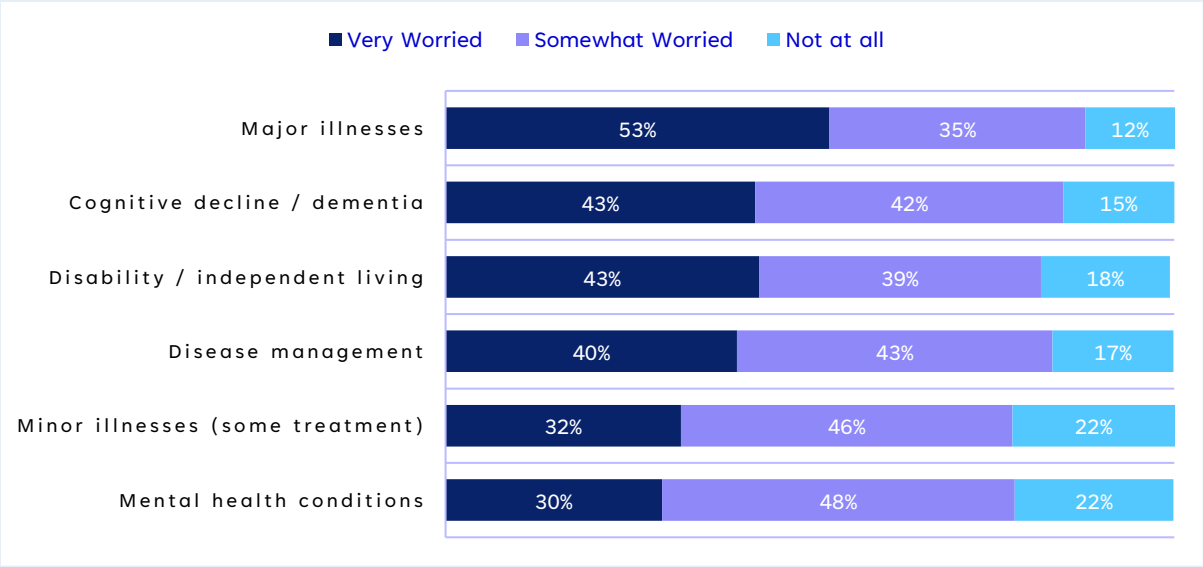
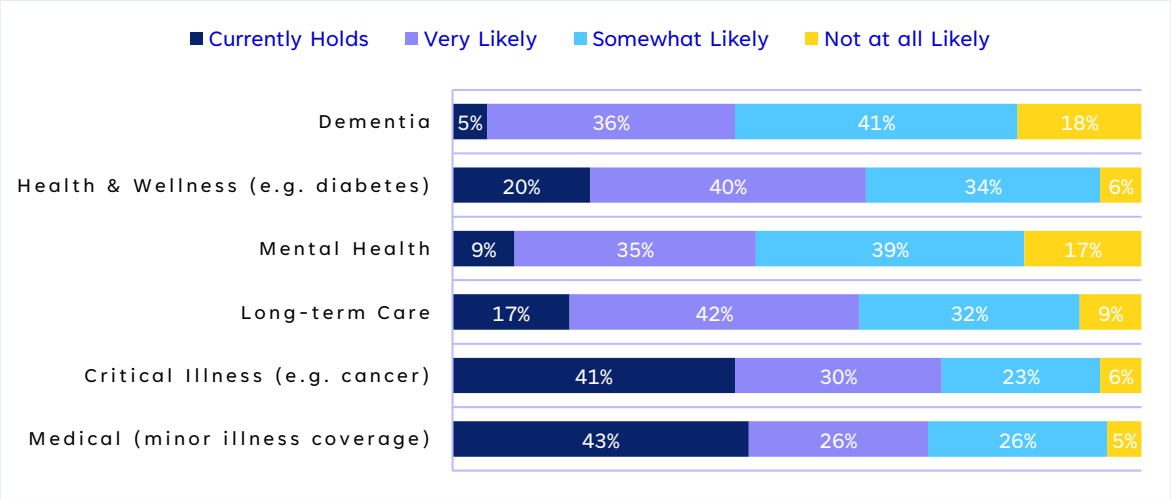


Figure 17 shows that the Hong Kong market has solid demand for health-related insurance, with current ownership highest for medical insurance covering minor illnesses and critical illness insurance. Medical insurance has the highest current ownership at 43%, followed closely by critical illness insurance at 41%. Interest in future purchases remains meaningful for both products, with 26% very likely and 26% somewhat likely to purchase medical insurance, and 30% very likely and 23% somewhat likely to purchase critical illness insurance. Health and wellness insurance also shows strong demand, with 20% currently holding coverage, 40% very likely to purchase, and 34% somewhat likely to purchase. Long-term care insurance stands out as another important growth area: while 17% currently hold it, 42% are very likely and 32% are somewhat likely to buy, suggesting strong awareness of later-life care needs. Dementia and mental health coverage have lower current ownership, at 5% and 9%, respectively, but both attract notable future interest. For dementia coverage, 36% are very likely and 41% are somewhat likely to purchase, while for mental health insurance, 35% are very likely and 39% are somewhat likely to purchase.

Copyright © 2026 Society of Actuaries Research Institute

Figure 17
Likelihood of Insurance Purchase



The survey results indicate how much respondents in Hong Kong are willing to spend on life and health insurance each month (Figure 18). The largest share would pay between HKD 1,501 and HKD 2,500, while another 26% are prepared to spend HKD 501 to HKD 1,500. Smaller groups fall to the extremes: 10% would spend less than HKD 500, 19% between HKD 2,501 and HKD 5,000, and 5% more than HKD 5,000. Overall, the distribution suggests a solid willingness to allocate a meaningful monthly budget toward financial protection and health coverage.

Figure 18
Monthly Willingness to Pay for Insurance

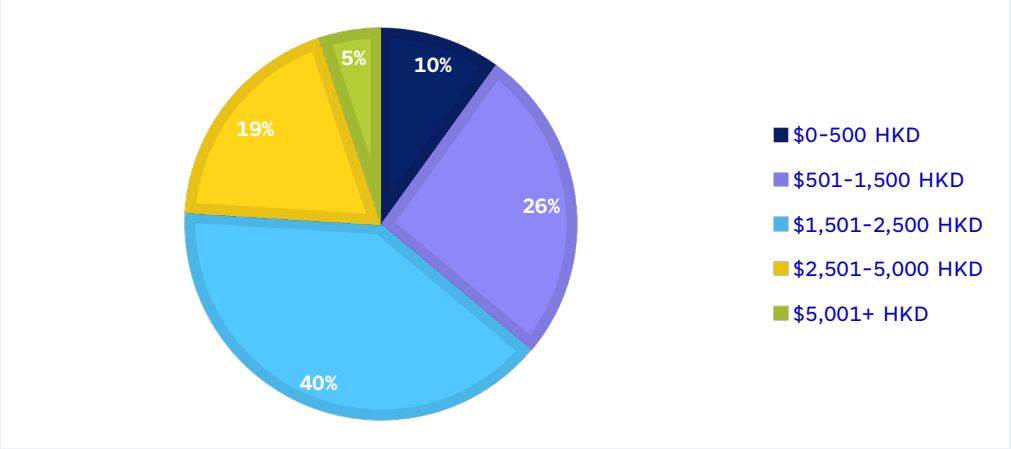
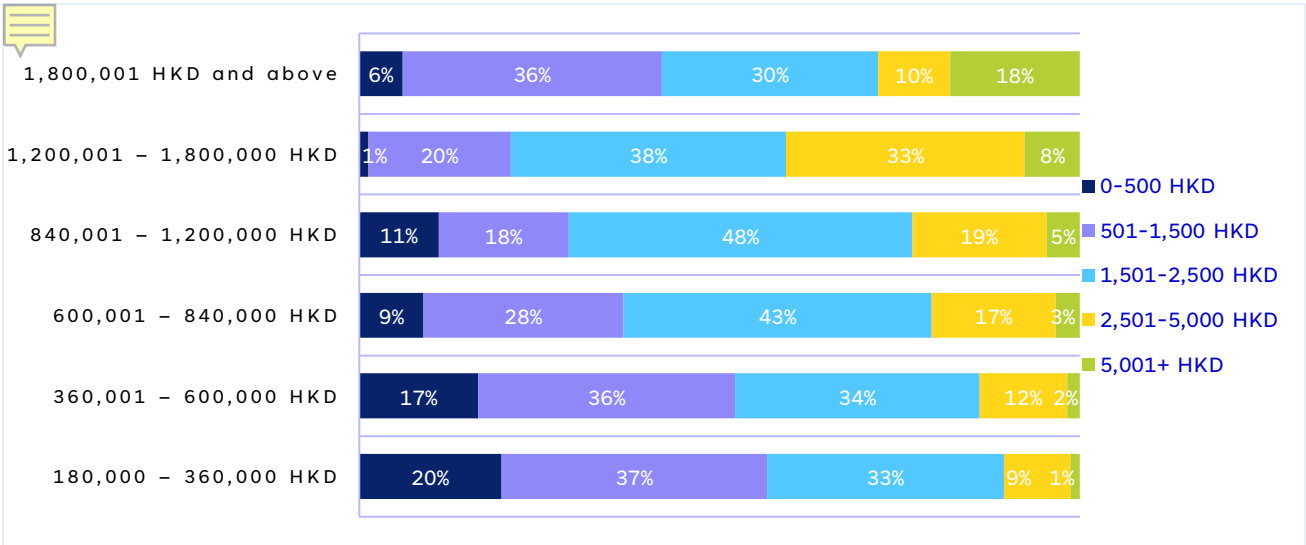


Figure 19 provides useful context for the willingness-to-pay results. Respondents in the lower income bands are generally concentrated in the HKD 501–1,500 payment range, while those in the HKD 600,001–1,200,000 range are more often clustered in the HKD 1,501–2,500 band. Among respondents with household income of HKD 1,800,001 and above, willingness to pay HKD 5,001 or more is notably higher than in any other income group, even though the HKD 501–1,500 range remains the single most common response for this group as well. Overall, the pattern

Copyright © 2026 Society of Actuaries Research Institute

suggests that affordability remains an important consideration across income levels, with most respondents, including higher-income households, still favoring moderate payment levels.

Figure 19
Monthly Willingness to Pay for Insurance by Household Income Group



Copyright © 2026 Society of Actuaries Research Institute

Section 4: Key Changes Since 2018

4.1: Retirement Planning, Income Strategies and Confidence

- Planning efforts are mixed in Hong Kong, with stronger attention on where to live in retirement, estimating how long assets will last, and planning healthcare and retirement benefits, but lower levels of estimating retirement income and expenses.
- Retirement income strategies are shifting toward principal drawdown and regular withdrawal approaches, while interest in lifetime income products remains solid and uncertainty about future income has declined.
- Confidence and engagement have strengthened, with more respondents willing to buy lifetime income products, actively managing retirement savings, feeling confident about their retirement lifestyle, and wanting more employer retirement guidance and protection products.

Government support measures have also evolved since 2018. The Elderly Health Care Voucher annual entitlement has been increased, expanding access to private primary care for older residents. Post-pandemic economic relief, including multiple rounds of consumption vouchers, has provided direct income support to elderly households. While respondents continue to express concern that population aging will strain public finances, these policy adjustments demonstrate ongoing government efforts to reinforce the social safety net beyond the MPF system.

Figure 20 shows that, compared with 2018, retirement planning efforts in Hong Kong show a mix of improvements and declines. Planning for where to live in retirement increased from 30% in 2018 to 39% in 2026. The Hong Kong Government has introduced measures to facilitate Hong Kong elderly residents' retirement in the Greater Bay Area, including cross-border residential care, healthcare, and welfare arrangements[3]. These measures provide relevant context for the increased attention to retirement location. Estimating how long assets will last rose slightly from 36% to 38%, which may suggest greater attention to later-life planning and longevity risk. Planning for healthcare costs, retirement activities and their associated costs, and estimated retirement scheme benefits all increased from 29% to 35%, 27% to 35%, and 23% to 35%, respectively, indicating stronger focus on health and practical retirement preparation. However, several areas declined. The share of respondents who calculated retirement assets or investments fell from 38% to 35%, estimated total retirement income slipped from 34% to 32%, and estimated retirement expenses dropped from 40% to 32%. The proportion reporting none of the above edged up slightly from 11% to 12%, suggesting that overall preparedness has improved in some areas but remains uneven.

[3] Hong Kong Special Administrative Region Government, "LCQ17: Measures to facilitate elderly persons to retire in the Mainland": https://www.info.gov.hk/gia/general/202606/17/P2026061700586.htm

Copyright © 2026 Society of Actuaries Research Institute

Figure 20
Retirement Planning Activities (2018 vs. 2026)

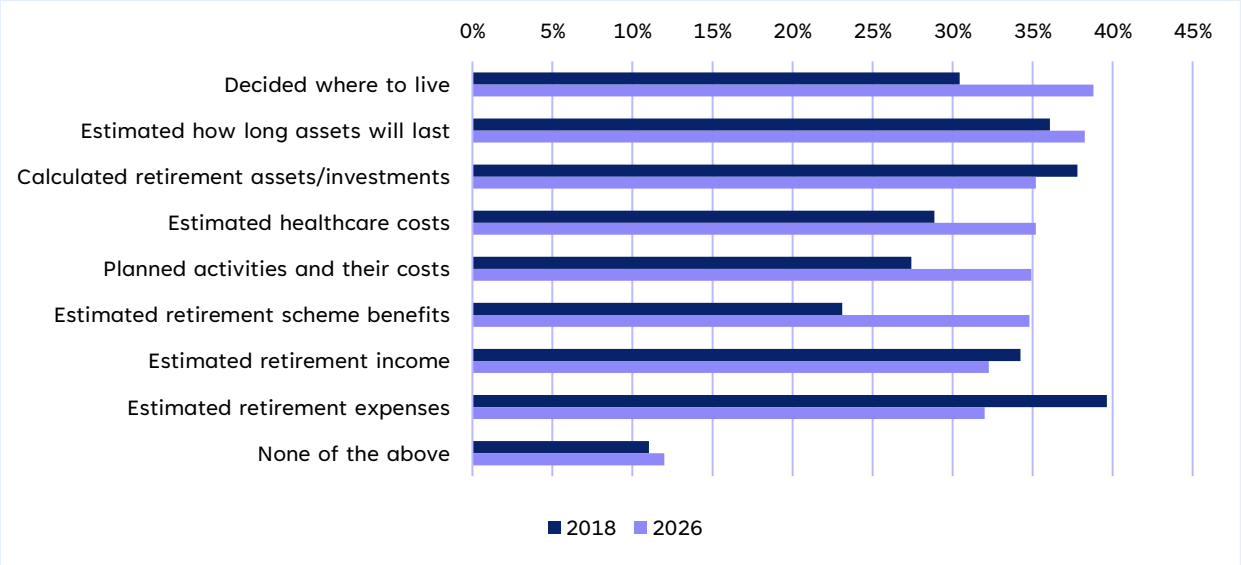


Figure 21 highlights a clear shift in retirement income strategies in Hong Kong between 2018 and 2026. The proportion of individuals planning to withdraw principal rose sharply from 45% to 70%, indicating much greater reliance on asset drawdown during retirement. Regular principal plus interest withdrawals also increased from 26% to 43%, while occasional principal and interest withdrawals rose from 29% to 39%, suggesting a stronger preference for structured withdrawal approaches. Interest in buying lifetime income products increased from 31% to 43%, showing continued demand for annuity-style retirement solutions. By contrast, withdrawing interest or dividends only remained lower but still rose from 28% to 38%, while rental income from property was broadly stable, moving only slightly from 31% to 32%. The share saying they will not use savings for income remained unchanged at 5%, and uncertainty declined, with “Don’t know” responses falling from 8% to 3%, suggesting clearer retirement income planning among respondents.

Copyright © 2026 Society of Actuaries Research Institute

Figure 21
Retirement Income Strategies (2018 vs. 2026)

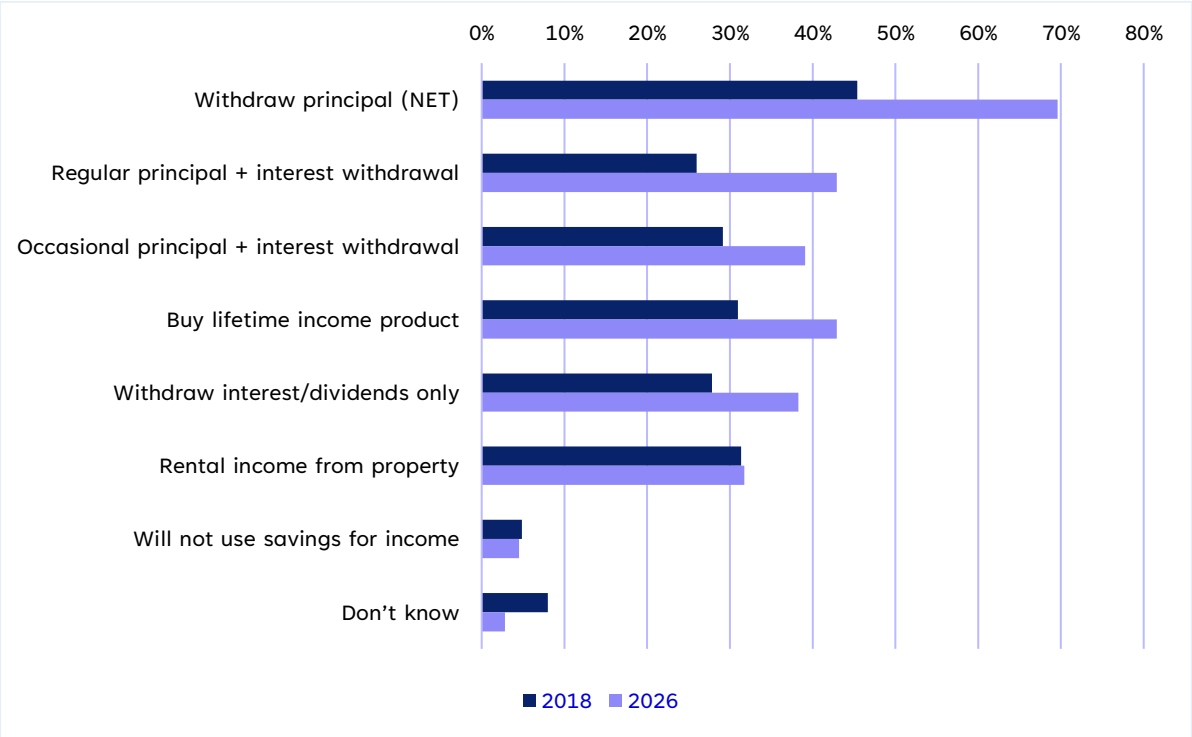


Table 8 demonstrates notable shifts in retirement confidence and behavior among respondents in Hong Kong between 2018 and 2026. The proportion of individuals willing to buy a lifetime income product increased sharply from 46% to 79%, reflecting much stronger interest in securing stable post-retirement income. Confidence in achieving a desired retirement lifestyle rose from 43% to 77%, while the share actively managing retirement savings increased from 51% to 77%, suggesting stronger financial engagement and planning discipline. Demand for retirement guidance also strengthened substantially, with those wanting more employer retirement information or advice rising from 37% to 76%.

Confidence in retirement adequacy improved as well, with the share saying they have enough savings for full retirement increasing from 37% to 71%. Expectations of inheriting property rose from 27% to 57%, and the proportion reporting that it is rare to hear about retirement at work climbed from 32% to 56%, pointing to ongoing gaps in workplace retirement communication. Newly introduced in 2026, 81% of respondents said they would be willing to buy critical illness insurance, and 72% were confident their planning covers a long life, signalling greater awareness of longevity and health-related risks in retirement planning.

Copyright © 2026 Society of Actuaries Research Institute

Table 8
Retirement Actions and Confidence (2018 vs. 2026)

Confidence in Retirement Planning Comparison	2018	2026
Willing to buy lifetime income product	46%	79%
Confident in desired retirement lifestyle	43%	77%
Actively manage my retirement savings	51%	77%
Want more employer retirement info/advice	37%	76%
Have enough savings for full retirement	37%	71%
Expect to inherit property	27%	57%
Rare to hear about retirement at work	32%	56%
Don't trust financial institutions	30%	32%
Willing to buy critical illness insurance	-	81%
Confident planning covers long life	-	72%

4.2: Health Concerns, Insurance Coverage and Information Sources

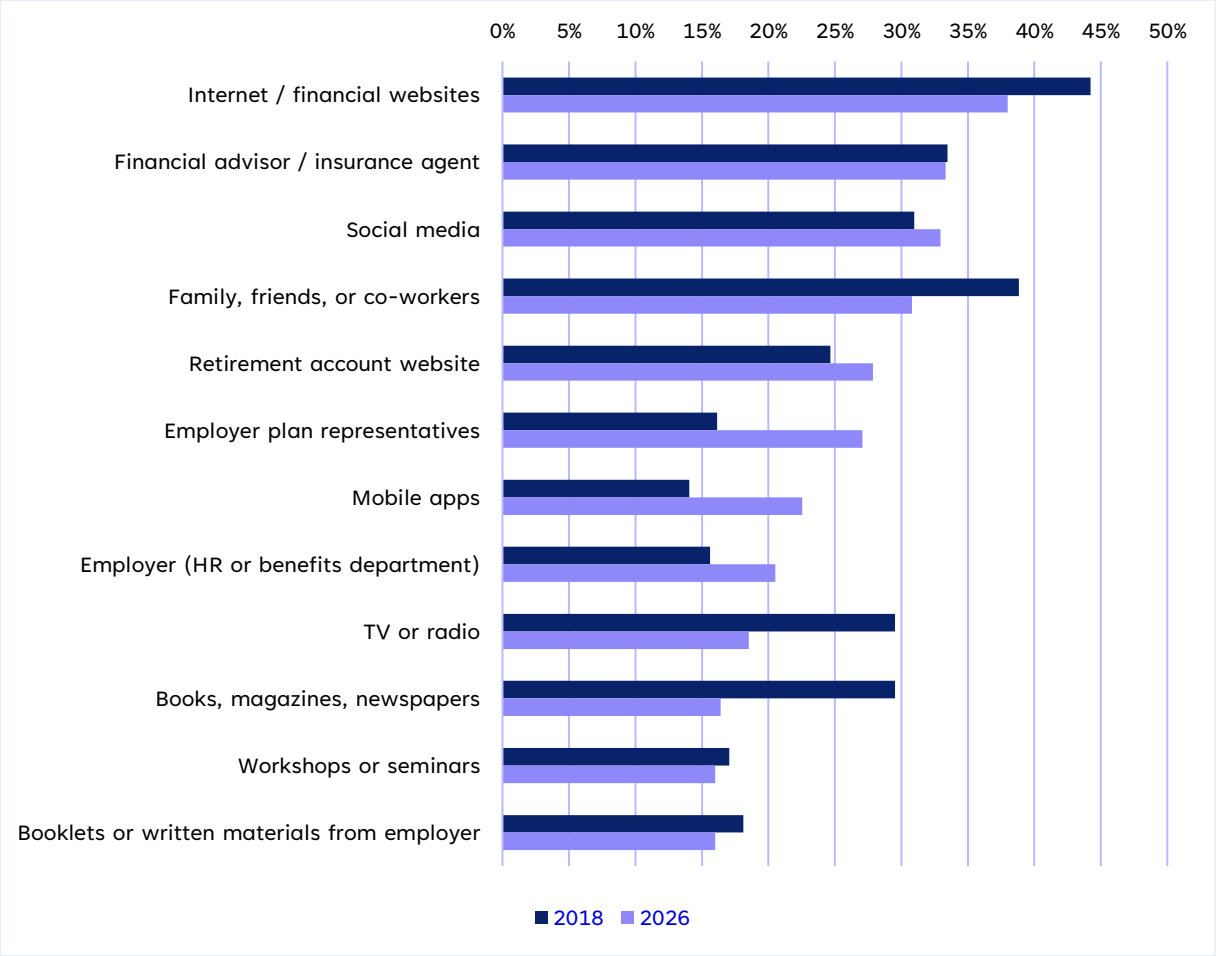
- Use of information sources has shifted toward employer-based and digital channels in Hong Kong, with employer plan representatives, HR or benefits departments, and mobile apps becoming more prominent, while family and friends, TV/radio, and printed materials have declined.
- Retirement concerns remain high, but they have eased modestly overall, especially around inflation, healthcare beyond social insurance, long-term care, and outliving assets, although worries about spousal support remain elevated.
- Health and longevity risks remain central, with strong demand for critical illness and long-term care insurance and a clear willingness among most respondents to pay for protection.

Figure 22 highlights how sources of financial and retirement planning information in Hong Kong have shifted between 2018 and 2026. Digital and professional channels remain important, but usage patterns have changed across most sources, suggesting a rebalancing of where respondents turn for retirement information. Internet or financial websites declined modestly from 44% to 38%, while financial advisors or insurance agents remained stable at 33%. Social media rose modestly from 31% to 33%, while retirement account websites rose slightly from 25% to 28%.

Employer-related sources became more prominent. Use of employer plan representatives increased from 16% to 27%, and employer HR or benefits departments rose from 16% to 21%, while mobile apps also gained traction, increasing from 14% to 23%. By contrast, reliance on traditional and informal sources weakened. Family, friends, or co-workers fell from 39% to 31%, TV or radio dropped from 30% to 19%, and books, magazines, and newspapers declined from 30% to 16%. Workshops or seminars and booklets or written materials from employers were both broadly unchanged at 16%, indicating that while some information channels are fading, employer-based and digital sources are becoming more important.

Copyright © 2026 Society of Actuaries Research Institute

Figure 22
Sources of Information (2018 vs. 2026)



Retirement-related concerns among individuals in Hong Kong have also remained elevated between 2018 and 2026 (see Table 9). Concern that savings will not keep up with inflation declined slightly from 91% to 85%, while worries about healthcare beyond social insurance also eased from 91% to 85%. Concerns about access to long-term or nursing care fell modestly from 84% to 82%, and worries about outliving assets declined from 78% to 75%. Perceived risk related to support if a spouse dies first remained unchanged at 78%, while concern about providing support for a spouse if the respondent dies first edged down slightly from 78% to 77%. Worries about declining interest rates also decreased from 80% to 75%, suggesting a modest easing in financial concerns overall, though levels remain high across all areas.

Copyright © 2026 Society of Actuaries Research Institute

Table 9
Retirement Concerns (2018 vs. 2026)

Retirement Concerns	2018	2026
Savings won't keep up with inflation	91%	85%
Healthcare beyond social insurance	91%	85%
Access to long-term/nursing care	84%	82%
Support if my spouse dies first	78%	78%
Support for my spouse if I die first	78%	77%
Outliving our assets	78%	75%
Decline in interest rates	80%	75%

Copyright © 2026 Society of Actuaries Research Institute

Section 5: Conclusions

Hong Kong is facing one of the most advanced population-aging trends in Asia, with a rapidly aging population expected to place increasing pressure on retirement income adequacy, healthcare affordability, and long-term care provision. Against this backdrop, the report shows that Hong Kong respondents generally view retirement as a time of flexibility, relaxation, family connection, and personal renewal, but they also recognize that later life brings meaningful financial and health-related risks. Overall, the findings point to a market that is increasingly aware of retirement challenges and more engaged in planning, yet still exposed to concerns about longevity, inflation, and income sufficiency.

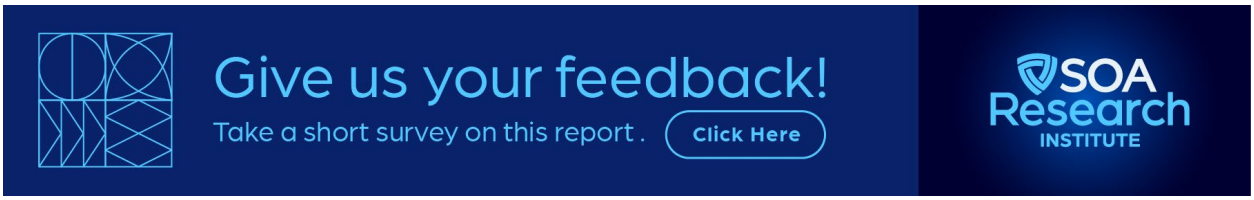
Retirement preparedness is strongest among retirees, who are more likely than younger respondents to have estimated retirement income and expenses, assessed healthcare costs, and considered how long assets will last. Prime age workers, by contrast, are more likely to report doing no planning at all, suggesting that earlier retirement preparation remains uneven. Even so, confidence is relatively high across the sample: many respondents actively manage their retirement savings, are open to lifetime income and critical illness products, and want more employer retirement advice. The fact that only about seven in ten feel they have enough savings to last through retirement shows that confidence has improved, but adequacy remains an important concern.

Retirement income in Hong Kong is anchored by several key pillars, led by the retirement scheme, savings and investments, and employer annuities, with family support, insurance, and work earnings also playing meaningful roles. At the same time, the dominant income strategy has shifted toward principal drawdown and structured withdrawals, while interest in lifetime income products remains strong across age groups. This suggests that respondents are looking for income solutions that can balance flexibility with security, and that convert accumulated assets into dependable retirement cash flow.

Health and longevity risks remain central to retirement concerns. The costs of managing chronic illness, concerns about the adequacy of public support for an aging population, healthcare costs beyond social insurance, and inflation are among the most prominent worries, while long-term care and declining interest rates also remain significant. Compared with 2018, planning, confidence, and interest in retirement income products have improved, and information channels have shifted toward employer-based and digital sources. Employer plan representatives, HR departments, and mobile apps have gained importance, while traditional channels such as TV, newspapers, and family networks have declined.

Taken together, the findings suggest that Hong Kong has important strengths, including broad employer plan coverage, solid participation, and strong interest in annuity and protection products. It is also important to acknowledge the role of government allowances, healthcare vouchers, and post-pandemic stimulus measures in supporting elderly residents, which form a formalized social security layer alongside employment-based savings. The central challenge is to turn this awareness into earlier planning, stronger retirement income design, and more resilient protection against health shocks, inflation, and long-term care needs. Continued progress will depend on better guidance, stronger workplace communication, and products that help households translate savings into secure lifetime retirement income.

Copyright © 2026 Society of Actuaries Research Institute



Copyright © 2026 Society of Actuaries Research Institute

Section 6: Acknowledgments

The researchers' deepest gratitude goes to those without whose efforts this project could not have come to fruition: the Project Oversight Group and others for their diligent work overseeing questionnaire development, analyzing and discussing respondent answers, and reviewing and editing this report for accuracy and relevance.

Project Oversight Group members:

Stanley Chang, FSA

Boon Y Ho, FSA, CERA, FCIA

Jackie Li, PhD, FSA, FIAA

Lee Ming-Yen, FSA

Jing Rong GOH, PhD, FSAS, CERA, FIA

Billy Wong, FSA

At the Society of Actuaries Research Institute:

R. Dale Hall, FSA, MAAA, CERA, Managing Director of Research

Copyright © 2026 Society of Actuaries Research Institute

About The Society of Actuaries Research Institute

Serving as the research arm of the Society of Actuaries (SOA), the SOA Research Institute provides objective, data-driven research bringing together tried and true practices and future-focused approaches to address societal challenges and your business needs. The Institute provides trusted knowledge, extensive experience and new technologies to help effectively identify, predict and manage risks.

Representing the thousands of actuaries who help conduct critical research, the SOA Research Institute provides clarity and solutions on risks and societal challenges. The Institute connects actuaries, academics, employers, the insurance industry, regulators, research partners, foundations and research institutions, sponsors and non-governmental organizations, building an effective network which provides support, knowledge and expertise regarding the management of risk to benefit the industry and the public.

Managed by experienced actuaries and research experts from a broad range of industries, the SOA Research Institute creates, funds, develops and distributes research to elevate actuaries as leaders in measuring and managing risk. These efforts include studies, essay collections, webcasts, research papers, survey reports, and original research on topics impacting society.

Harnessing its peer-reviewed research, leading-edge technologies, new data tools and innovative practices, the Institute seeks to understand the underlying causes of risk and the possible outcomes. The Institute develops objective research spanning a variety of topics with its strategic research programs: actuarial innovation and technology; aging and retirement; catastrophe and climate risk; health care cost trends; and mortality and longevity. The Institute has a large volume of topical research available, including an expanding collection of international and market-specific research, experience studies, models and timely research.

Society of Actuaries Research Institute
8770 Bryn Mawr Ave, Suite 1000
Chicago, IL 60631
www.SOA.org

Copyright © 2026 Society of Actuaries Research Institute