



MENTENOVA

RETIREMENT CONTRIBUTION IMPACT

CASE STUDY: Higher saving, stronger income at retirement

March 2026

MentenoVA is an authorised financial services provider. FSP No. 43937.

Signatory of:





CURRENT PORTFOLIOS – DEFAULT LIFESTAGE

	Portfolio			
	CRF Balanced Plus	CRF Balanced	CRF Stable	CRF Money Market
Return target	CPI + 6%	CPI + 5%	CPI + 2%	STeFI
Return cycle	4 Years	3 Years	2 Years	1 Year
Volatility*	Global Manager Watch Dynamic: median of 5 years	Global Large Manager Watch: median of 5 years	Global Manager Watch Conservative: median of 3 years	STeFI: median of 3 years

* Annualised standard deviation of the monthly returns over the years specified

	Up to 60	60	61	62	63	64	65
CRF Balanced Portfolio	100%	80%	60%	40%	20%	0%	0%
CRF Stable Portfolio	0%	20%	40%	60%	80%	100%	100%



Starting early and saving steadily magnify outcomes through compound growth.

Example 1 — Additional R250 monthly

A modest top-up compounds over ~25 years, meaningfully boosting retirement value

Example 2 — Move Employee contribution rate from 5% to 6%

A higher rate scales with salary growth, delivering a larger projected fund at normal retirement.

Assumptions	Jerry Skhosana
Age	40
Salary CTC	R615 500,00
Contribution Rate	12,50%
Equitable Share	R501 830,00
Target	CPI +5%

COMPARING CONTRIBUTION INCREASES



BASIC SCENARIO – JERRY SKHOSANA



Name	Jerry Skhosana
Age	40
Current Default Lifestage	Yes
Cost to Company	R 615 500 p.a
Contribution rate (%CTC)	12,50%
Equitable Share	R 501 830
Projected Monthly Salary	R32 530
National Liability	R58 564
Required Real Return	5,2%
Net Replacement Ratio	72,4%



BASIC SCENARIO – ADDITIONAL R250 (0,48%) TOWARDS CONTRIBUTION



Name	Stanley Steel
Age	40
Current Default Lifestage	Yes
Cost to Company	R 615 500 p.a
Contribution rate (%CTC)	12,987%
Equitable Share	R 501 830
Projected Monthly Salary	R33 345
National Liability	R3 552
Required Real Return	5,0%
Net Replacement Ratio	74,9%



BASIC SCENARIO – ADDITIONAL 0,5% TOWARDS CONTRIBUTION

Name	Stanley Steel
Age	40
Current Default Lifestage	Yes
Cost to Company	R 615 500 p.a
Contribution rate (%CTC)	13,0%
Equitable Share	R 501 830
Projected Monthly Salary	R33 797
National Liability	-
Required Real Return	4,9%
Net Replacement Ratio	75,8%



BASIC SCENARIO – ADDITIONAL 1,0% TOWARDS CONTRIBUTION

	Name	Stanley Steel
Age	40	
Current Default Lifestage	Yes	
Cost to Company	R 615 500 p.a	
Contribution rate (%CTC)	13,5%	
Equitable Share	R 501 830	
Projected Monthly Salary	R34 522	
National Liability	-	
Required Real Return	4,8%	
Net Replacement Ratio	77,8%	



THE POWER OF SMALL INCREASES

An extra **R250 per month** (0.48% contribution) can compound significantly over 25 years

- Small, consistent contributions harness compound growth to build long-term value

The Impact of Contribution Rate Adjustments

- **+0.5% contribution rate** → Scales with salary growth, amplifying retirement savings
- **+1.0% contribution rate** → Delivers an even larger projected fund at normal retirement age

Key Insight

Starting early and increasing contributions gradually can dramatically improve retirement outcomes without requiring large immediate sacrifices. Even modest adjustments today can lead to **meaningfully stronger income at retirement**

Thank you



MENTENOVA