



GLOBAL EMPLOYER INSIGHT SURVEY:

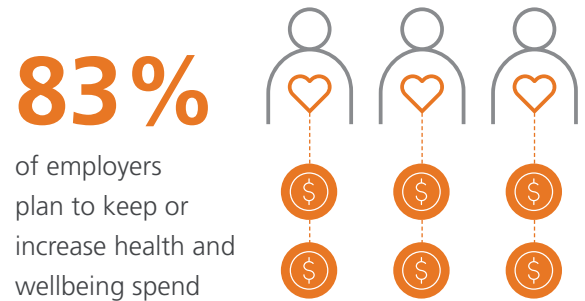
Health and wellbeing

How have strategies and budgets changed?

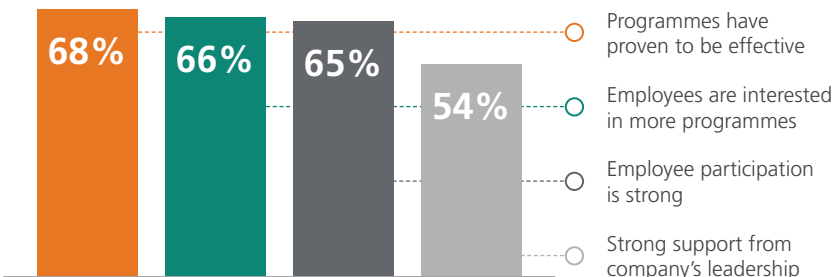
As part of our annual international wellbeing survey, Optum surveyed 350 employers across a spectrum of health and wellbeing topics to understand current practices and how trends have changed over time. Here is what they said regarding how they have adjusted their strategies and budgets in 2020.

Health and wellbeing funding allocated to staffing

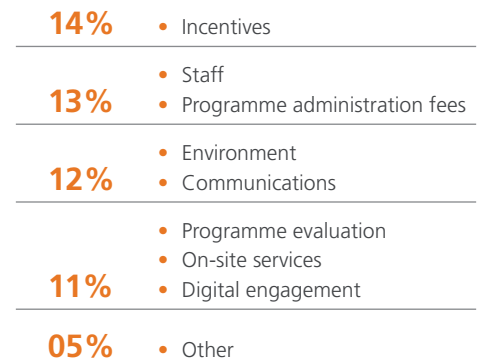
Employers are allocating a higher percentage of health and wellbeing financial resources to staffing (21%) than in previous years (17%). Most companies (94%) continue to have either part-time or full-time staff dedicated to promoting health and wellbeing management, however, the number is down slightly from last year (98%). Almost nine out of ten APAC companies (89%) have full-time health and wellbeing promotions staff, compared to 75% in EMEA and LATAM. In EMEA, the number of companies (90%) with dedicated health and wellbeing staff is down from last year (98%). These results suggest that more companies, particularly in EMEA, may be outsourcing the health and wellbeing management role.



Q: Why do you think your company's proportionate spending on wellness and health management programmes will increase in the next three years?

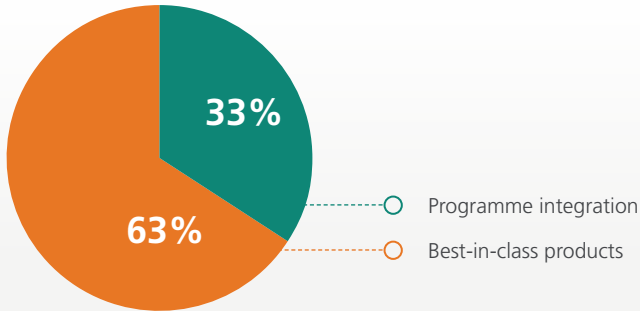


Any increased spend would be divided relatively evenly across the cost categories.



Best-in-class products

continues to be most important when it comes to health and wellbeing administration and vendors, although programme integration grew significantly.



Q: How important are each of the following in terms of your company's reasons for offering wellness and health management programmes to employees?



Q: To what extent do you agree with the following statements about your company's wellness and health management programmes?



2020 ■ Strongly agree ■ Somewhat agree

Optum support

Whether extending your health and wellbeing programme globally or expanding the services available in your programme, Optum has a suite of international health solutions, including our global Employee Assistance Programme (EAP). The Optum team can support your objective of engaging members around the world, helping them to manage their personal health and wellbeing.

[Learn more at optum.com/globalemployers.](https://optum.com/globalemployers)

Survey methodology

- 350 international employers located in APAC, EMEA or LATAM regions
- Global companies with >3,000 employees
- Decision-makers in human resources, executive, management or administrative role
- Online survey administered 21 April–28 May, 2020



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