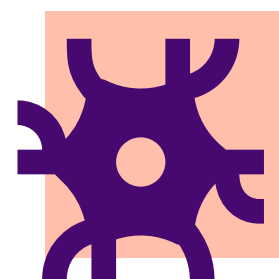


Emotional and physical wellbeing are top priorities for global employers



- **Nearly half** of employers already promote virtual care solutions for mental health conditions



- **40%** are planning to implement or redesign their employee assistance program (EAP)



Other actions employers are taking to address emotional wellbeing

Use campaigns to address stigma around mental health issues



Have an organization-wide mental health strategy/action plan



Provide grief counselling



Offer programs to support chronic mental health conditions



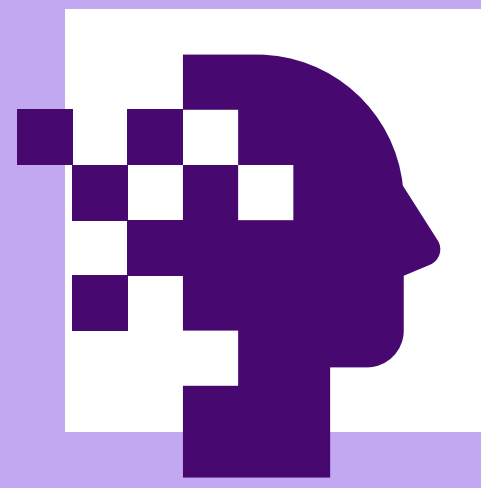
Look for opportunities to build employee resilience



■ Action taken ■ Planning action for 2023 ■ Considering action for 2024 or 2025

45%

of employees with mental health issues agree that the resources and initiatives provided by their employer have helped them to improve their mental health



Actions employers are taking to improve employees' physical wellbeing

- **62%** of employers offer health risk screenings/assessments today
- **33%** of employers offer lifestyle risk management programs



Offer recommended vaccinations



Promote the use of virtual care



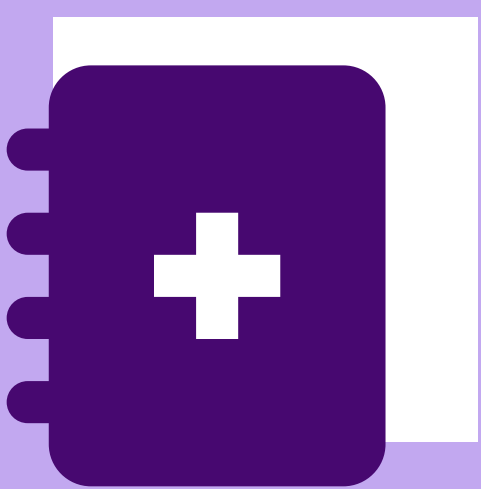
Offer healthy food options



■ Action taken ■ Planning action for 2023 ■ Considering action for 2024 or 2025

46%

of employees agree that the resources and initiatives offered by their employer have encouraged them to live a healthier lifestyle



Actions to take now!

- 1 Regularly **communicate** with employees about the importance of their wellbeing and available resources
- 2 Use **virtual solutions** to provide additional access options
- 3 Use employee **listening** strategies to identify the needs of your specific population
- 4 Create and/or activate your **wellbeing champions** to promote your wellbeing resources
- 5 For help in developing a wellbeing strategy or refreshing your current approach, contact WTW

About the surveys: 35,549 employees participated in the 2022 Global Benefits Attitudes Survey. 974 employers participated in the 2022 Global Wellbeing Diagnostic Survey (respondents employ three million workers).