

The Business Case for Holistic Employee Wellbeing

Empowering organizations to lead with care



EXECUTIVE SUMMARY

The way we work—and the way employees experience work—has fundamentally shifted. In today's high-pressure environment, employee expectations have evolved beyond traditional benefits. Workers now seek employers who recognize the interconnected nature of their wellbeing—**physical, mental, financial, and emotional**.

As a result, businesses are rethinking their approach to employee support. Organizations that embrace holistic wellbeing see measurable improvements in **productivity, employee engagement, retention, and overall performance**.

At MetLife, we believe care is a strategy. **Our Employee Assistance Program (EAP) and Wellness Hub are designed to help organizations close the employee care gap**, by offering proactive, personalized, and preventive support that addresses the full spectrum of wellbeing needs.



02.

The Growing Need for Holistic Wellbeing

Workplace pressures are intensifying. Employees are facing mounting challenges that go beyond physical health—from stress and burnout to financial uncertainty and emotional fatigue.

Traditional medical insurance and salary alone no longer meet employee expectations. Today's workforce is looking for:



01

Access to mental health support and counseling

02

Tools for financial planning and security

03

Resources for work-life balance, physical fitness, and preventive care

Key Findings from the Study:



A significant percentage of employees report feeling **mentally and physically unwell at work**.

Absenteeism and mental health claims have increased in the UAE, signaling a shift in what support employees truly need.

Many employers acknowledge these challenges, yet few have comprehensive solutions in place.

Only

1 in 2

employees in the UAE say they feel both physically and mentally able to perform their jobs effectively.





03.

The Business Impact of a Well-Supported Workforce

Holistic wellbeing is not just a perk—it's a **performance driver**. When employees feel supported in all aspects of their lives, their productivity, engagement, and loyalty improve significantly.

Organizations that invest in wellness benefit from: **Higher Productivity:** Employees who feel mentally and physically well are more focused and effective.

Lower Healthcare Costs: Preventive care reduces the frequency and severity of health issues.

Reduced Absenteeism: With proper support systems, employees take fewer sick days and show up more consistently.

Stronger Employer Brand: Companies that prioritize wellbeing stand out in a competitive job market.



Data Highlights from the Study:

37%



of employees reported wellness programs and benefits have an impact on their perception of employee care.

69%



of employers agreed that having holistic well-being plans boosts productivity of their employees

A large majority of employees say they would **stay longer at a company that supports their total wellbeing.**

Employers offering wellness strategies report **noticeable drops in absenteeism and healthcare claims.**

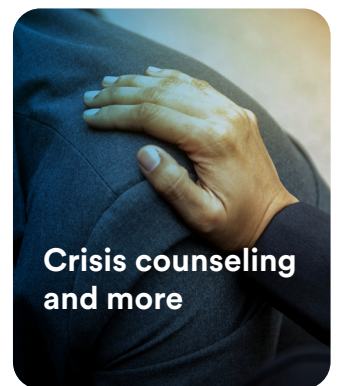
04.

Bridging the Gap: How MetLife Supports Employers

While many employers recognize the importance of employee wellbeing, few have the resources or expertise to address it holistically. That's where MetLife steps in. Through a suite of tailored solutions—including our Employee Assistance Program (EAP), Wellness Hub, and support for alternative care—we help organizations move from intention to action. These offerings are designed to close the care gap by addressing the full spectrum of employee needs, enabling businesses to create healthier, more engaged, and future-ready workforces.

Employee Assistance Program (EAP)

MetLife's EAP offers a confidential support system for employees and their families, addressing:

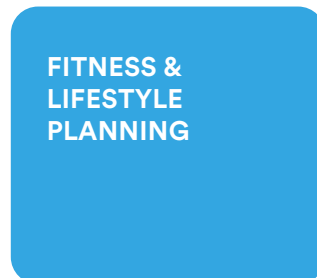


This program not only supports individuals but helps organizations **foster a healthier workplace culture.**

[Click here to learn more about the Employee Assistance Program](#)

Wellness Hub

A digital-first platform that centralizes MetLife's wellness tools and programs in one seamless experience. Features include:



This platform empowers employees to take control of their health and encourages **consistent engagement with wellness resources.**

[Click here to access our wellness hub](#)



Support for Alternative Care

As the definition of health expands, so does demand for alternative therapies like:

**CHIROPRACTIC
SERVICES**

ACUPUNCTURE

NATUROPATHY

**MASSAGE
THERAPY**

MetLife's offerings are evolving to support claims for alternative care, giving employees access to broader treatment options and reinforcing a more inclusive definition of wellbeing.

Comprehensive Wellness Initiatives

MetLife's commitment to holistic wellbeing goes even further, with initiatives designed to support daily health, preventive care, and chronic condition management:

01

Educational Health & Wellbeing Toolkits –
Ready-to-use materials that raise health awareness across all employee segments.

02

Monthly Awareness Newsletters & Quarterly Webinars – Consistent education on health, nutrition, mental wellbeing, and disease prevention.

03

Annual Health Checkups (10% Coinsurance) – Making preventive healthcare more accessible.

04

Onsite Wellness Activities – Bringing health initiatives directly into the workplace through workshops, screenings, and fitness sessions.

05

Disease Management & Chronic Medication Refill Programs –
Supporting employees living with ongoing medical conditions.

06

Cancer Support Program – Specialized guidance and case management for employees facing cancer diagnoses.

07

Seasonal Flu Vaccination Discounts – Encouraging preventive care through easy access to vaccines.

08

Mammogram & PSA Screening Campaigns – Promoting early detection and proactive health monitoring.

Impact

Together, these offerings create a truly holistic ecosystem of care—empowering employees to prioritize their physical, emotional, and financial health while enabling employers to build more resilient, engaged workforces.

05.

The Road Ahead: Building a Future- Ready Wellbeing Strategy

To remain competitive and create thriving workplaces, organizations must reimagine employee support through a **holistic lens**. Here's how:

Adopt a Holistic Approach

Integrate benefits that support physical, mental, financial, and social/emotional health—not as add-ons, but as core pillars of your people strategy.

Leverage Data & Insights

Use claims data and employee feedback to personalize benefits offerings and measure impact over time.

Partner with Experts

Work with providers like MetLife to implement scalable, impactful solutions backed by decades of employee benefits expertise.



Let's close the care gap—together.

MetLife's EAP and Wellness Hub offer a practical, powerful path toward building a healthier, more resilient workforce.

Connect with us today to explore how we can help you lead with care.

About this report

The insights and data presented in this whitepaper are drawn from the MetLife Gulf Employee Benefits Trends Study 2025 – UAE Edition. This study explores evolving employee expectations and the role of employers in shaping holistic wellbeing strategies. Through a combination of qualitative and quantitative research, it provides a comprehensive view of the current state of employee care and the opportunities ahead for organizations that choose to lead with empathy, innovation, and purpose.

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