

HEALTH WEALTH CAREER

2018 MIDDLE EAST FLEXIBLE BENEFITS

REPORT, DECEMBER



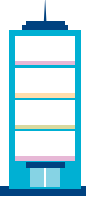
OVERVIEW

COMPANY TYPE



ME MNCs

63%



Local Subsidiaries of MNC

37%

EMPLOYEE SIZE

ME MNCs



68%

0-5000 employees



32%

>5001 employees

COUNTRY



United Arab Emirates

62%



Saudi Arabia

17%



Lebanon

5%



Bahrain

3%



Egypt

2%

Other countries represented in the survey by 2% or less participants:
Germany, Ireland, Jordan, Kuwait, Qatar, South Africa, United Kingdom, United States

N = 65

INDUSTRY



Energy

17%



Pharmaceutical

11%



FMCG

9%



Retail

8%



Insurance

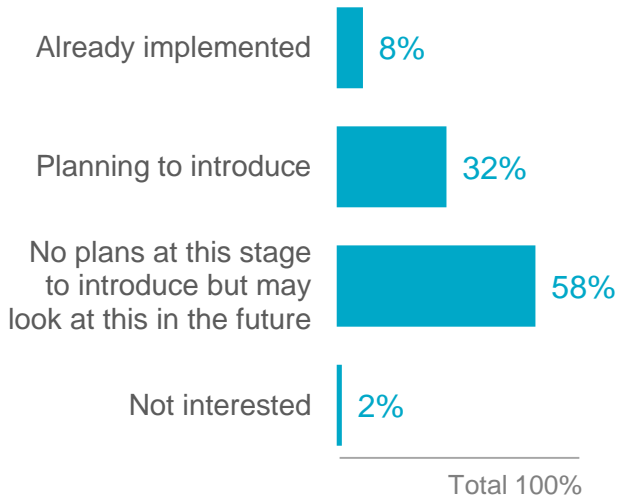
6%

Other industries represented in the survey by 6% or less participants:
Technology, Banking, Consultancy, Telecommunication, Engineering, Logistics, Travel

N = 65

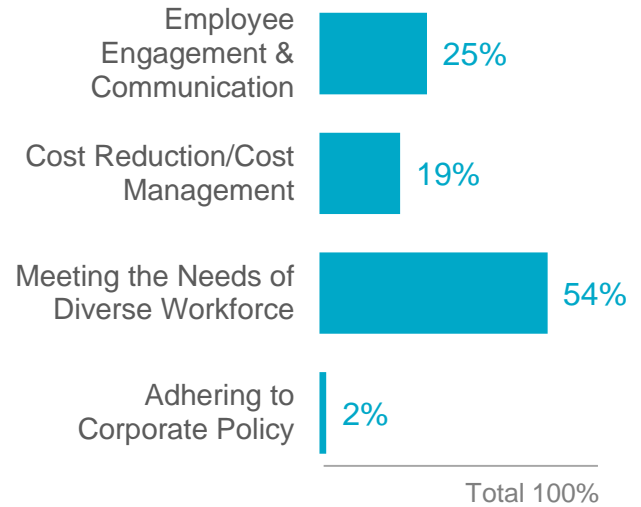
SURVEY RESULTS

Companies' Plans Regarding Flexible Benefits Plan



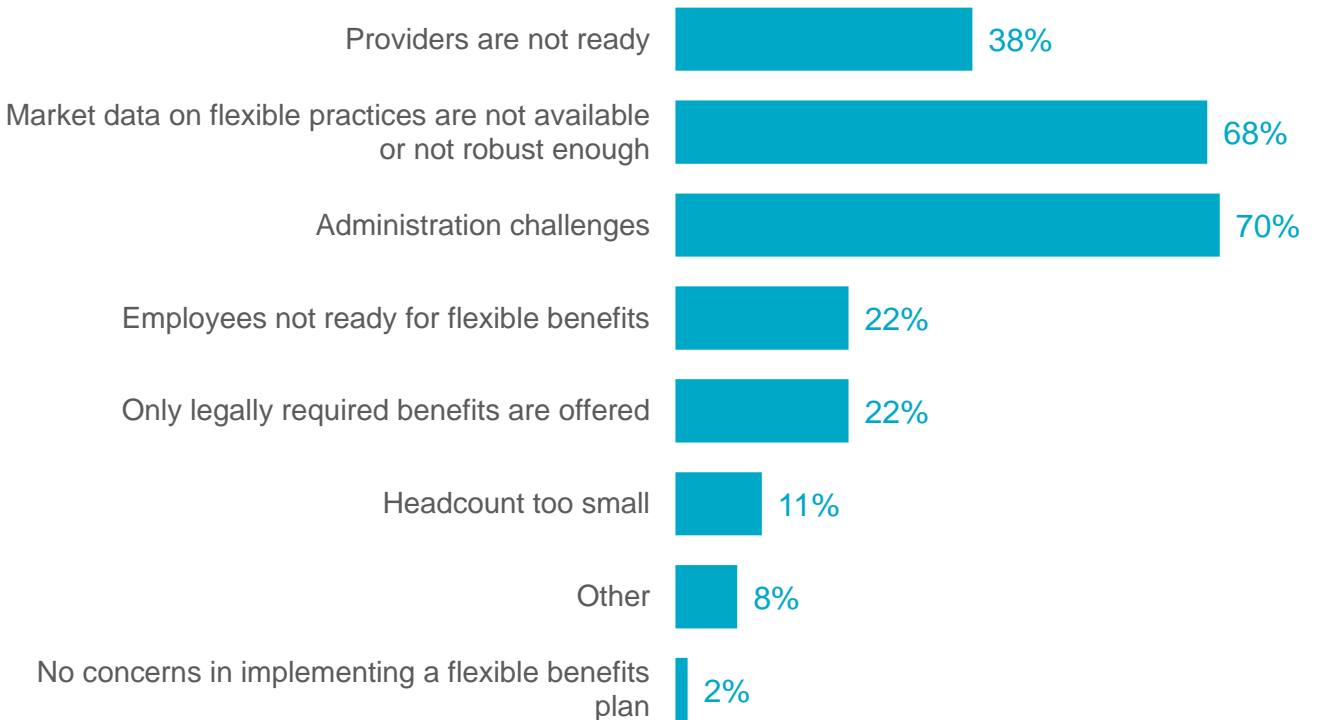
Note: The total may not equal 100% due to rounding. Based on responses from 65 organizations

Key Objective Of Introducing A Flexible Benefits Plan



Note: The total may not equal 100% due to rounding. Based on responses from 63 organizations

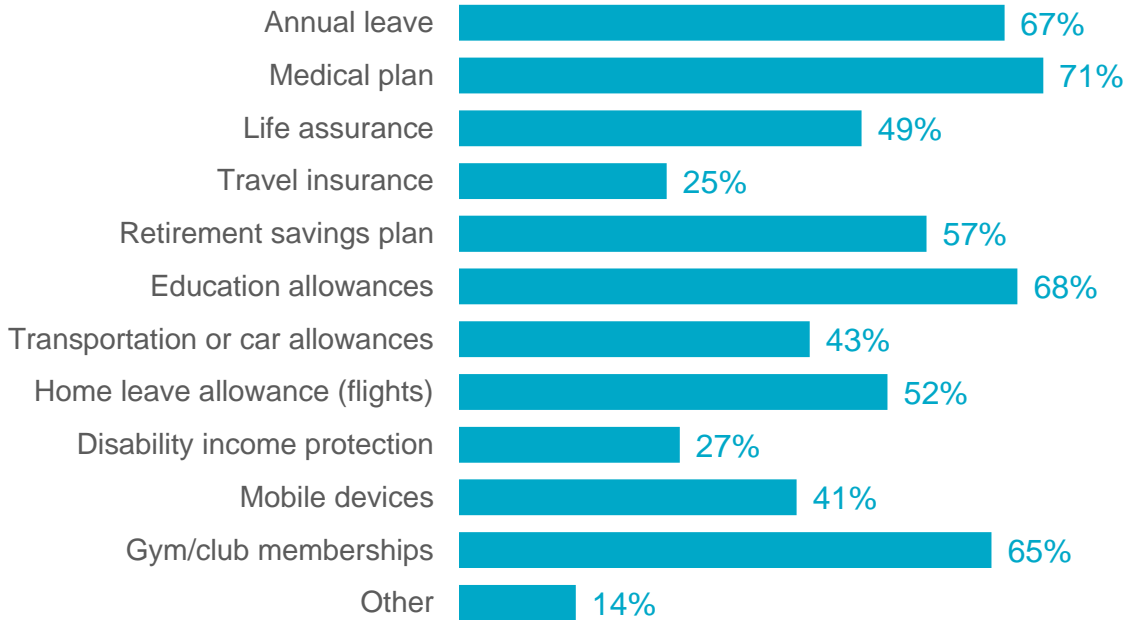
Concerns That Companies See In Implementing A Flexible Benefits Plan



Note: Some organizations indicated more than one answer; therefore the total may exceed 100%. Based on responses from 63 organizations

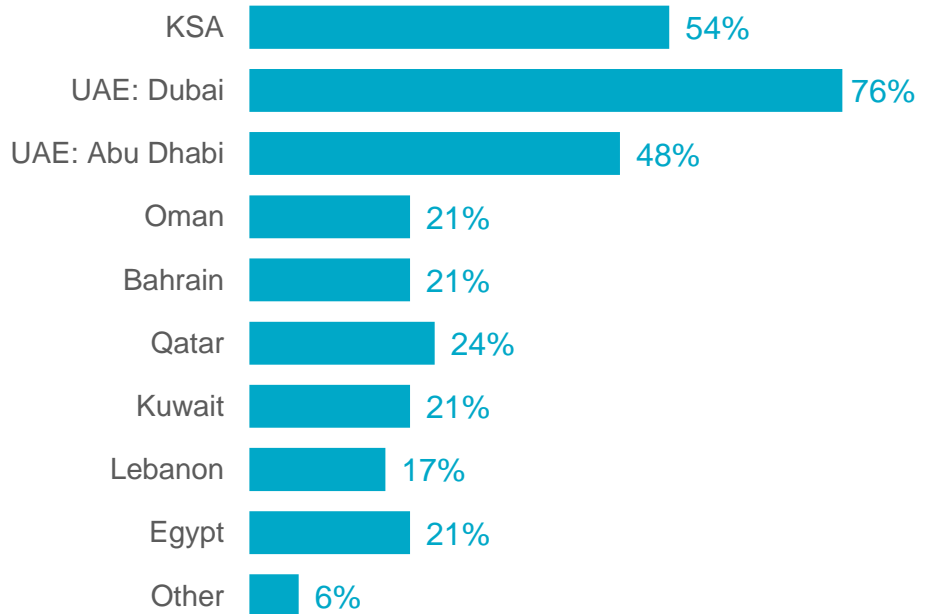
SURVEY RESULTS

Elements Companies Would Consider Including In A Flexible Benefits Program



Note: Some organizations indicated more than one answer; therefore the total may exceed 100%.
Based on responses from 63 organizations

Middle East Locations Companies See As The Priority For Implementation Of A Flexible Benefits Plan



Note: Some organizations indicated more than one answer; therefore the total may exceed 100%.
Based on responses from 63 organizations