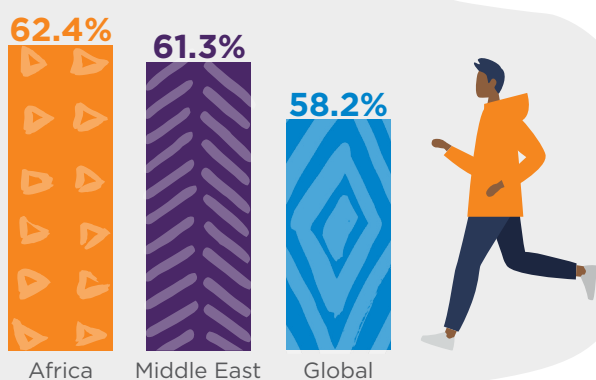


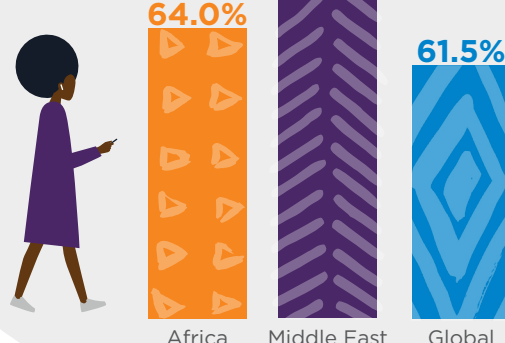
PHYSICAL WELLBEING



Cigna's new 360° Well-Being Study evaluates well-being indices in Africa.

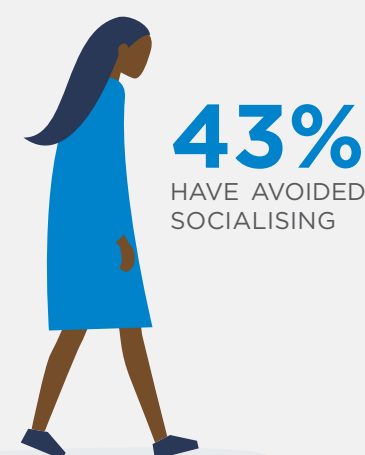
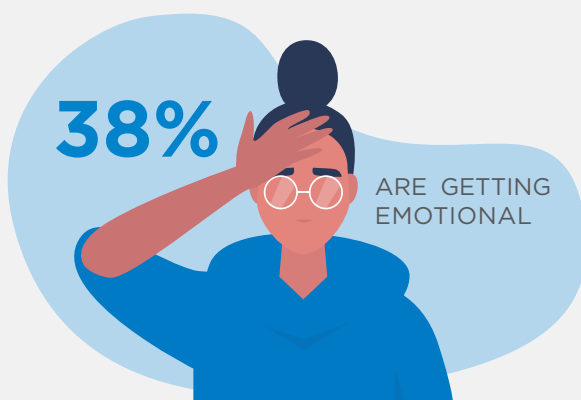
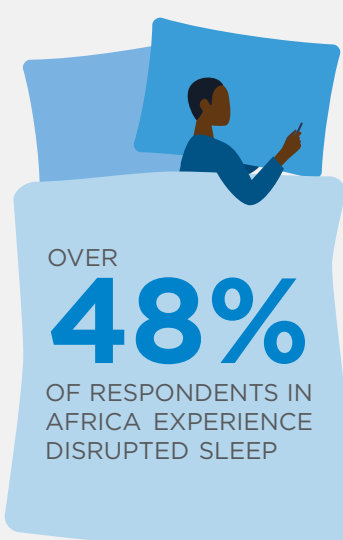
Africa fared better in Physical and Social well-being indices compared to global average.

SOCIAL WELLBEING



Stress index in Africa is higher compared to the global average and Middle East.

Stress is primarily affecting adults in Africa, while kids have a lower stress incidence compared to the global average.



Africans are less satisfied with their existing jobs, and are looking for a change.

Major gaps in employee needs in Africa, compared to the support infrastructure available in other global markets.

48% OF AFRICANS ARE LIKELY TO LOOK FOR A JOB CHANGE, MARKEDLY HIGHER THAN THE GLOBAL AVERAGE OF **30%** AND THE MIDDLE EAST LEVELS OF **39%**.

LOW JOB SATISFACTION AMONG AFRICANS IN TERMS OF SALARY PACKAGES AND EMPLOYEE BENEFITS, SLUMPING TO **18%** COMPARED TO A GLOBAL AVERAGE OF **42%**.

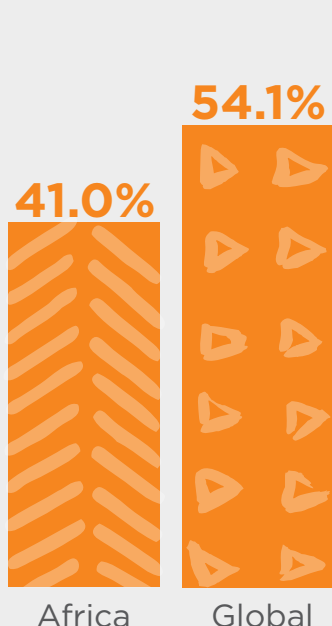
JOB STABILITY IS ANOTHER FACTOR PULLING DOWN WORK WELL-BEING (**31%** IN 2021 VS **39%** IN 2020, AGAINST A GLOBAL AVERAGE OF **60%**).

FINANCIAL, WORK AND FAMILY WELL-BEING INDICES DROP ACROSS AFRICA

Less than 10% believe their current financial situation could meet their family requirements. COVID has worsened their situation. The financial, work and family well-being indices in the continent have dropped compared to 2020.

2021 FINDINGS:

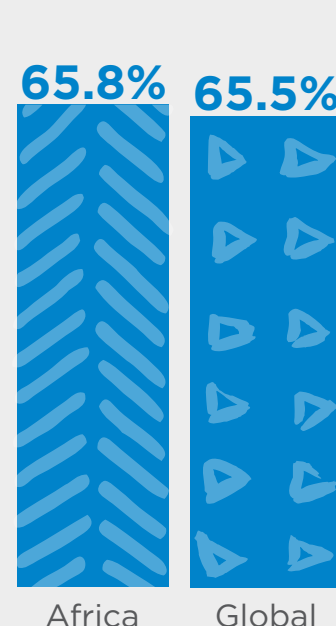
FINANCIAL WELLBEING



WORK WELLBEING

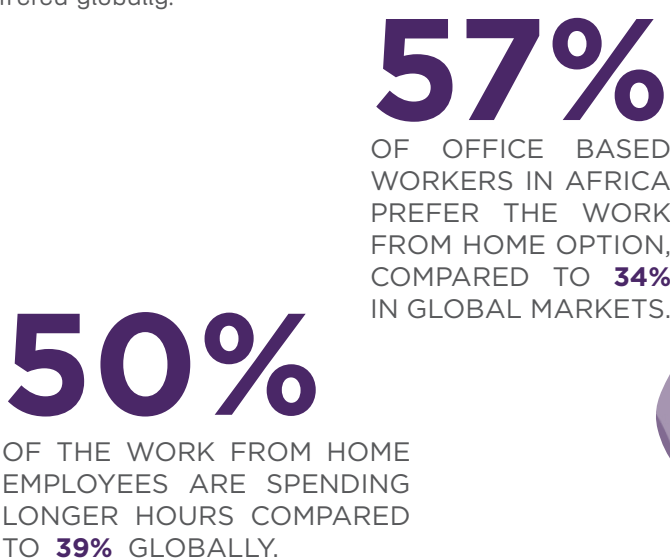


FAMILY WELLBEING



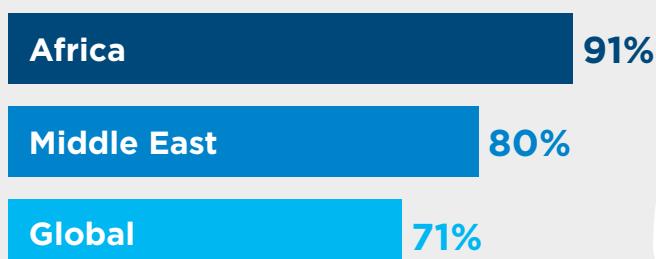
AFRICA IS MUCH MORE INCLINED TO WORK FROM HOME

Larger gaps in employee needs compared to the support offered globally.

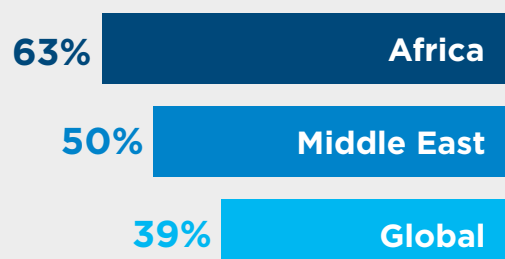


AFRICANS ARE MORE COMMITTED TO WHOLE HEALTH AND HEALTHY LIVING

Africans rate mental health to be extremely important.



Higher resilience in Africa.



63% IN AFRICA PREFER A MIX OF BOTH TRADITIONAL AND VIRTUAL HEALTH ADVISORY.

GLOBAL AVERAGE IS **52%**