

# Addressing Global Health Care Costs



Global health care costs are on the rise, with double digit increases expected in most regions. Overall global disease burden is a significant contributor. Multinational employers are taking various steps to control costs and improve the health of their workforces.

## Conditions Driving Health Care Costs Globally in 2025

Percentage reflect employers indicating to a great extent or very great extent.



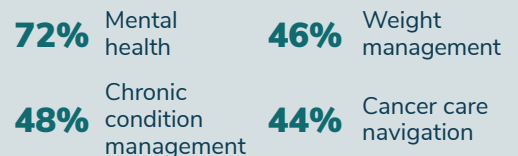
**75%**  
of employers are  
concerned about  
health care costs  
outside the U.S.

## Five Ways to Mitigate Rising Health Care Costs

- 1 Know your data** – Addressing rising health care costs starts with understanding what is driving your trend, which will help in determining which strategies to pursue.
- 2 Captive arrangements** – A captive arrangement can insulate employers' medical plan insurance risk.
- 3 Clinical supports to fill gaps in coverage** – Deploy clinical support programs that have proven positive outcomes.
- 4 Address the quality of health care employees receive** – Work with partners across your operations to influence the quality of care available to your employees.
- 5 Hold partners accountable** – Deploying programs and offering benefits will only be effective if metrics and outcomes are met.

**11%**  
of multinational employers will use  
captive arrangements for medical  
globally in 2026.

Multinational employers have a series  
of programs in place to manage  
conditions driving costs, including:



**71%**  
of multinational employers are  
actively addressing quality of health  
care alongside their partners.