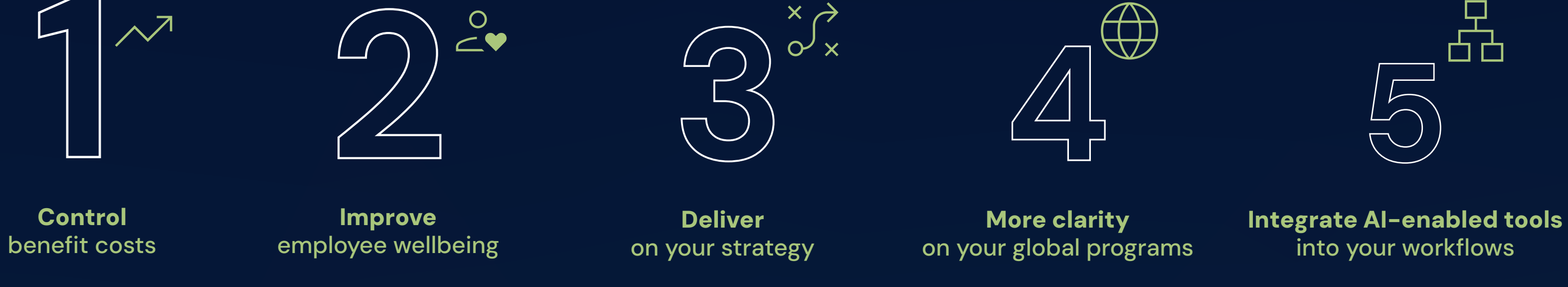


From complexity to clarity

Key findings from Origin's Global Benefits Intelligence Report

HR and Benefits teams are facing urgent challenges – from controlling rising benefit costs, struggling with outdated systems and difficulty managing renewals and data across global programs. At the same time, leaders are still laser-focused on improving employee wellbeing, delivering on strategic goals, and integrating AI-powered tools into their workflows – and the tension between these top objectives is building.

What are your top five objectives for the next 12 months?



The challenge: Managing in the dark

Many HR and Reward teams are still operating without a clear view of the packages and processes they're managing across their workforce.

48%

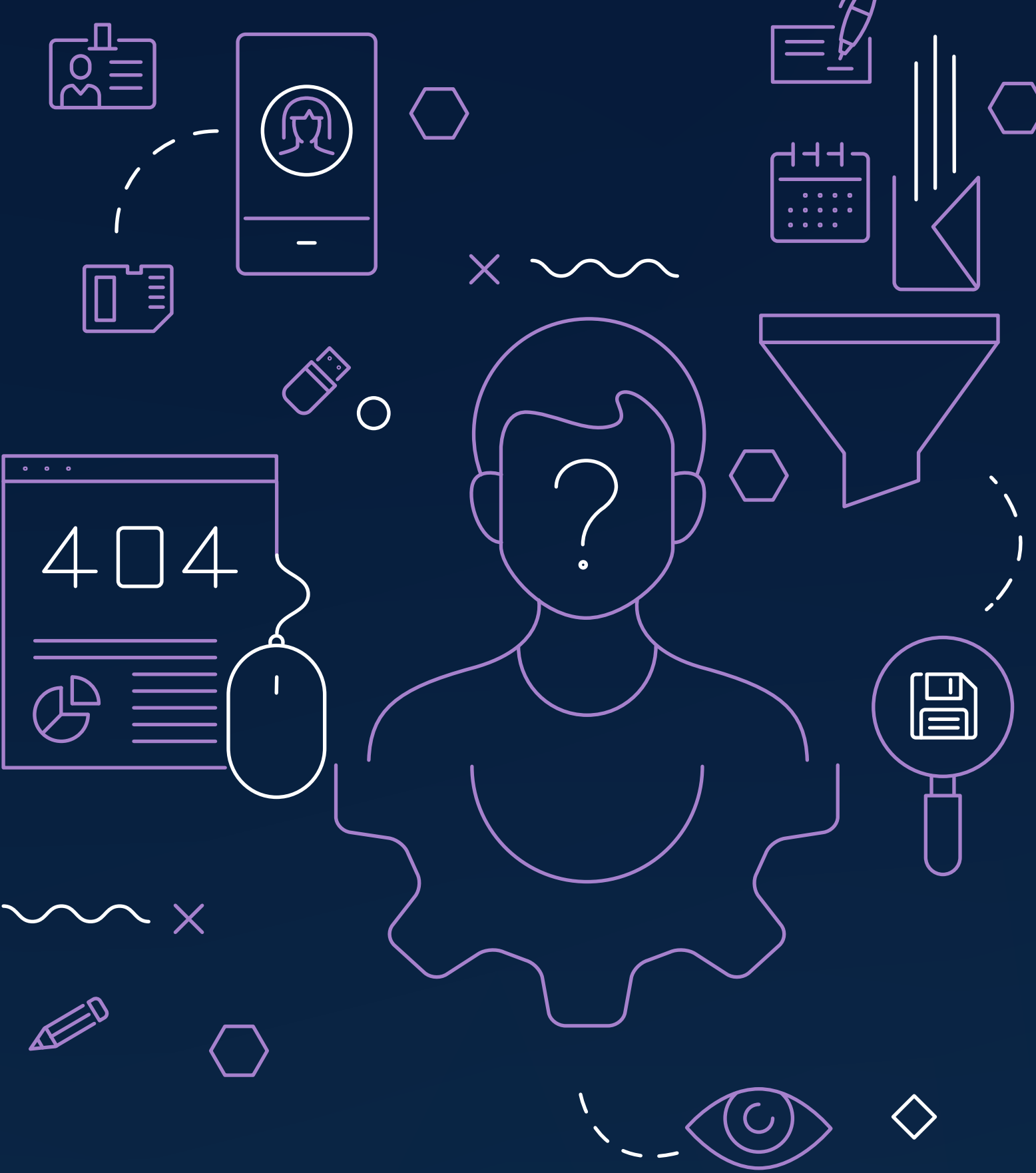
admit they can't compile a complete global overview of benefits data

82%

lack visibility into a global benefits inventory

87%

worry they don't have the right technology in place



The cost of administration

Manual work is draining capacity and creativity.

45%

senior managers spend almost a day per week on benefits admin

74%

are concerned about team size reductions

4 out of 10

see 'reduction in team size' as a significant concern for their function

The value gap

Despite the strategic importance of employee benefits, many HR and Reward teams are still unable to clearly articulate the value they provide. For too many organizations, benefits remain a 'black box' a costly and complex and opaque system.

92%

worry about controlling rising benefit costs

40%

are not confident in their spend accuracy

85%

are concerned about increasing broker fees and commissions

86%

struggle to predict renewal costs,



Without data-driven insight, benefits remain a cost centre instead of a strategic lever. But benefits not just a cost to manage, they're a statement of

values. Every dollar, pound, or euro invested in benefits tells your people exactly what you stand for.

The turning point: AI transformation

AI is closing the visibility gap, transforming benefits from reactive to strategic.

79%

already use AI in their roles today

45% use it daily

35% multiple times per day

40%

say there's a mandate to integrate AI into their function, rising to

79%

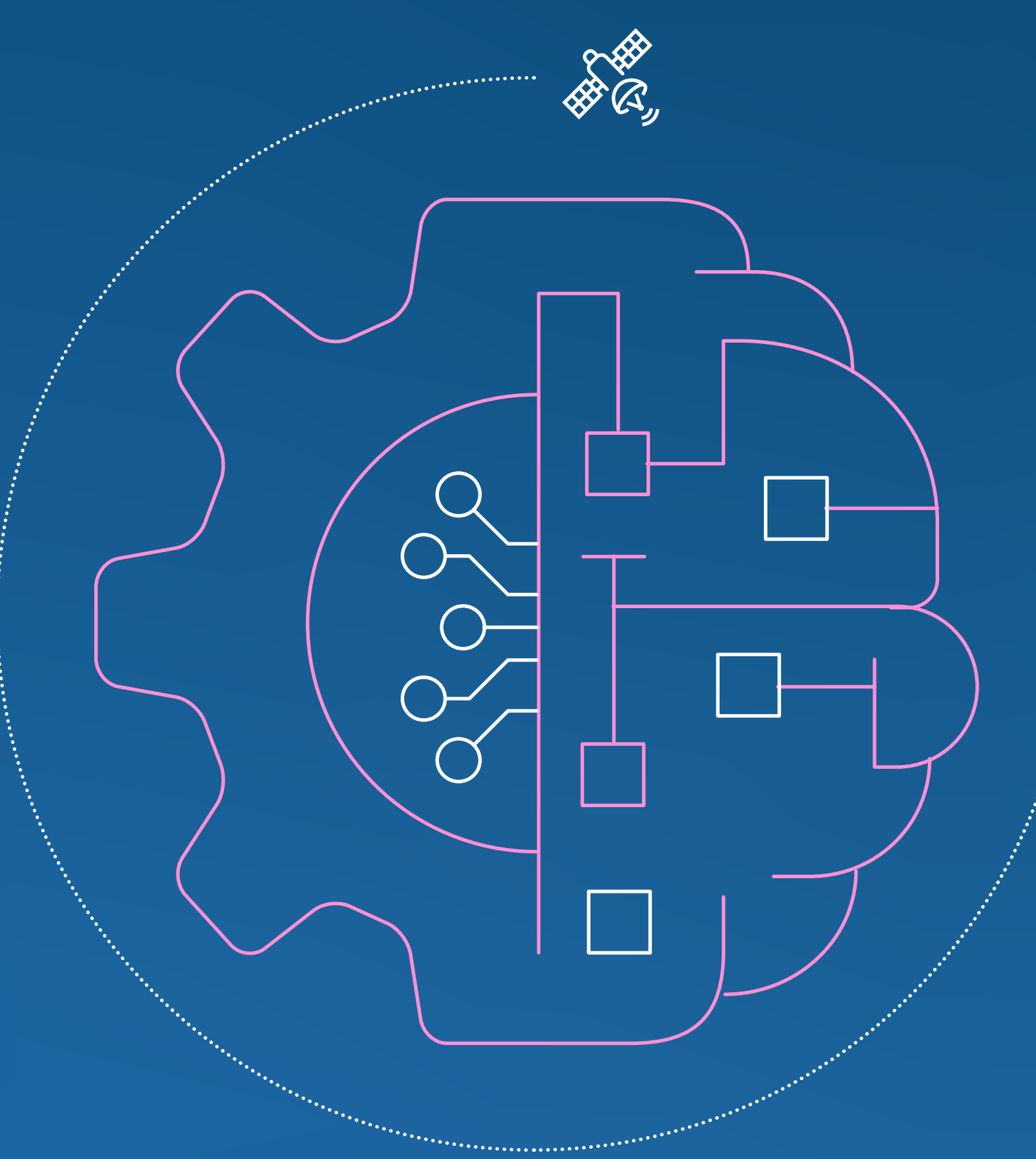
among Reward specialists

80%

expect AI use to increase next year

38%

list Reward & Benefits as their top AI investment area



The impact of AI extends far beyond process improvement. It has the power to not only transform how benefits are

managed, but to reshape the very structure of HR and Reward teams themselves.

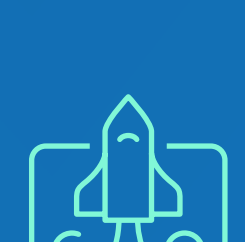
The opportunity: into the light

The age of reactive benefits management is ending. With the strategic application of AI, HR and Reward teams can finally see the full picture, act with confidence, and claim their seat at the decision-making table.

Tomorrow's benefits teams will:



Control costs with unified, real-time visibility



Automate admin and compliance



Lead with intelligence, not intuition



Prove ROI with connected data

"AI doesn't just streamline tasks – it redefines what's possible."

Paul Daugherty, Enterprise AI author & former CTO, Accenture