WATCH YOUR HEALTH

Health Risk Assessment Report

Introduction

The modern workplace has undergone a significant transformation, driven by digitalization, remote work models, and increasing demands on employees to stay connected and productive at all times. While these shifts have introduced efficiencies and flexibility, they've also led to new and complex health challenges that organizations can no longer afford to overlook.

Employees today are spending long hours seated at desks, engaged with screens, and operating under constant cognitive load. This sustained sedentary behavior, coupled with physical inactivity and rising mental stress, has triggered a surge in health issues—ranging from postural imbalances and musculoskeletal disorders to eye strain, fatigue, cardiovascular risk, and chronic stress-related conditions. These are not just personal health concerns; they are directly linked to organizational performance through increased absenteeism, healthcare costs, and declining productivity.

In response, many organizations have invested in wellness programs aimed at promoting healthier behaviors. However, these initiatives often fall short of delivering measurable outcomes. Why? Because most rely on self-reported data or one-size-fits-all approaches that don't address the specific and often invisible needs of individual employees. Without precise, real-time, and objective data, it becomes challenging to identify early health risks, intervene effectively, and measure true impact.

Recognizing this gap, we have redefined our approach to employee wellness by enhancing our health assessment capabilities through an advanced AI-powered mobile application. This state-of-the-art solution combines computer vision, machine learning, and biometric analysis to deliver non-invasive, scalable, and highly accurate assessments—all through a smartphone camera.

Goals of the Report

Measure: To establish a precise, data-driven baseline of your organization's health across four key pillars: Posture, Body Composition, Fitness, and Vitals.

Analyze: To use the comprehensive health data to identify specific strengths and high-risk areas within your employee population.

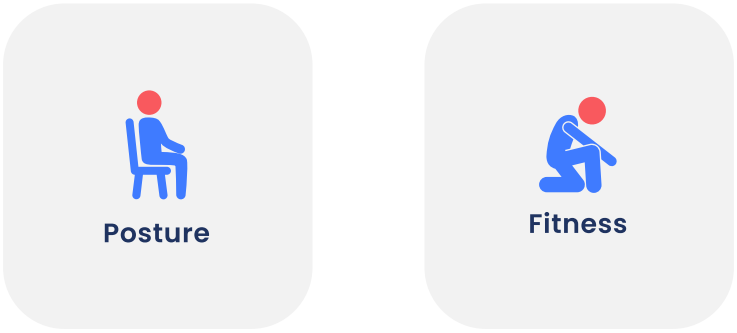
Set Goals: To collaborate with you to set clear, achievable goals for reducing health risks, boosting productivity, and enhancing employee well-being.

Provide Solutions: To deliver targeted, actionable recommendations and program ideas that address the specific issues uncovered in our analysis.

Monitor and Improve: To track your organization's health metrics over time, measuring the impact of your initiatives and refining strategies to ensure continuous improvement.

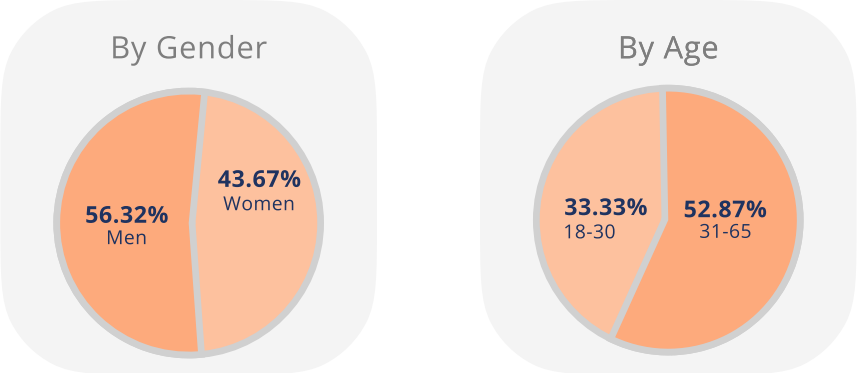
Assessment Details (Sep 25)

A total of 87 employees from Avendus participated in the AI-Powered Health Assessment Camp held in Nov 24. The following charts provide a demographic breakdown of the participants by gender, age, and department. Understanding this distribution is the first step in analyzing the health data in a meaningful context.



Participation Demvographics (Nov 24)

Our health assessment engaged a diverse workforce across gender and age. A majority of participants were men, with women comprising of the group. Age distribution was fairly balanced, with 24% aged between 31–65 and 76% between 18–30, indicating strong representation across early to mid-career professionals. The data reflects a near-even split, this demographic mix ensures that our insights and wellness strategies are inclusive, relevant, and scalable across different employee segments.



Driving Results Through Employee Health

Investing in employee wellness is one of the most impactful strategic decisions a modern company can make. It's no longer just a perk; it's a data-driven approach to building a more resilient, productive, and cost-effective organization. This report provides the precise data to make your wellness initiatives targeted and effective. Here's why it matters:

Cost Saving

Over **75%** of company health expenses are due to **lifestyle-related issues**

- Chronic conditions like obesity, diabetes, and back pain drive most healthcare claims
- Unhealthy habits in posture, diet, and activity increase long-term costs
- Small daily changes deliver measurable ROI in company health spend
- Prevention is more effective (and less expensive) than treatment
- Investing in wellness today saves money and resources tomorrow

Wellness Drives Productivity

Active wellness programs lower sick leave and **boost workforce performance**

- Sick leave, absenteeism are significantly reduced
- Employees who feel cared for are more motivated and loyal
- Regular health check-ins catch risks early, before they increase costs
- AI-powered feedback empowers personal improvement and team challenges
- Every ₹1 spent on wellness can yield up to ₹3 return in reduced expenses and higher output

Key Findings (Nov 24)

Red Zone

Areas with high concern

- High A-G Ratio
- Forward Neck Posture
- Cardiovascular Endurance

Yellow Zone

Areas with modereate concern

- Flexibility Level
- Flexibility Level

Green Zone

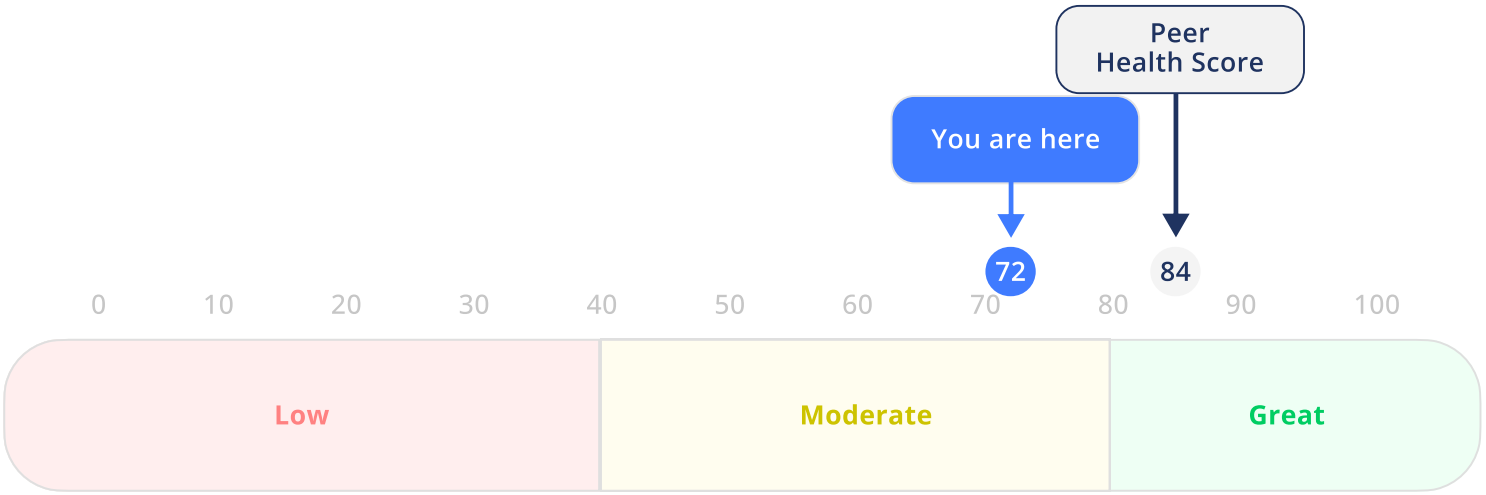
Areas with good numbers

- Muscular Endurance
- Heart Health
- Lean Mass Index
- Stress Index

Corporate Wellness Index (Nov 24)

The Corporate Wellness Index (CWI) is a proprietary score calculated from the comprehensive data gathered via our AI-powered app. It amalgamates key metrics from four pillars of health: Posture, Body Composition, Physical Fitness, and Vital Signs. This single score provides a holistic snapshot of your organization's overall health and resilience.

A higher CWI indicates a healthier, more robust workforce, while a lower score highlights areas for targeted intervention. This score can be tracked over time to measure the effectiveness of wellness initiatives.



Corporate Wellness Index

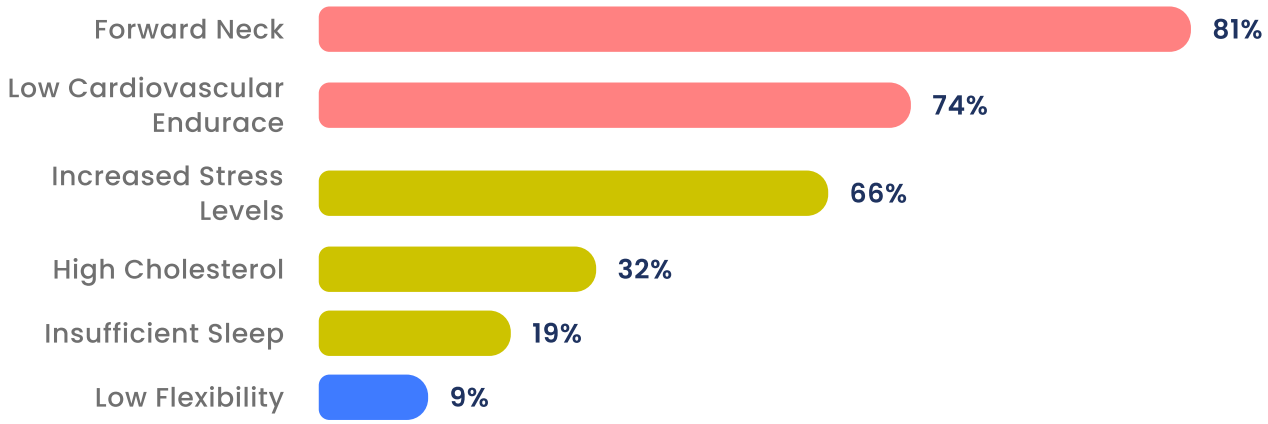
Your organization's CWI of **72** places you in the **Moderate** category. This signifies a solid foundation, particularly in cardiovascular health, but also reveals clear opportunities for improvement in musculoskeletal health (posture, flexibility) and stress management.

Beyond offering a singular measure, the CWI acts as a strategic compass for your organization's health initiatives. It enables HR leaders, wellness managers, and executive teams to move from reactive to proactive health management—identifying trends, isolating risks, and allocating resources where they are needed most. By benchmarking against industry standards and tracking changes over time, the CWI empowers you to build a data-driven culture of wellness that aligns with your business objectives, enhances employee engagement, and fosters long-term organizational resilience.

The following pages will deconstruct this score, providing a detailed analysis of each health pillar and offering targeted strategies to elevate your organisation's overall wellness.

Highlights

Our AI-powered analysis has identified the most prevalent health risks across your organization. These are the key areas where targeted wellness initiatives can have the greatest impact on employee health, productivity, and long-term medical costs.



Priority Intervention Analysis

Posture Misalignment: Nearly 80% of employees show poor posture, mainly due to prolonged desk work and poor ergonomics, making it the top health risk needing urgent action.

Metabolic Health Risk: 71% have elevated body fat levels, increasing their risk of diabetes, heart disease, and low productivity, driven by sedentary habits and poor diet.

Cardiovascular Fitness Deficiency: 74% lack adequate endurance, impacting heart health, stress resilience, and daily performance.

High Stress Levels: 66% show signs of chronic stress (via HRV), linked to burnout, mental health issues, and cardiovascular strain.

Multi-Risk Employees: 36% face multiple health risks, with a 4x higher chance of serious health events—demanding immediate, focused intervention.

Critical Health Alerts: 6% need urgent medical attention, showing markers of potentially undiagnosed conditions.

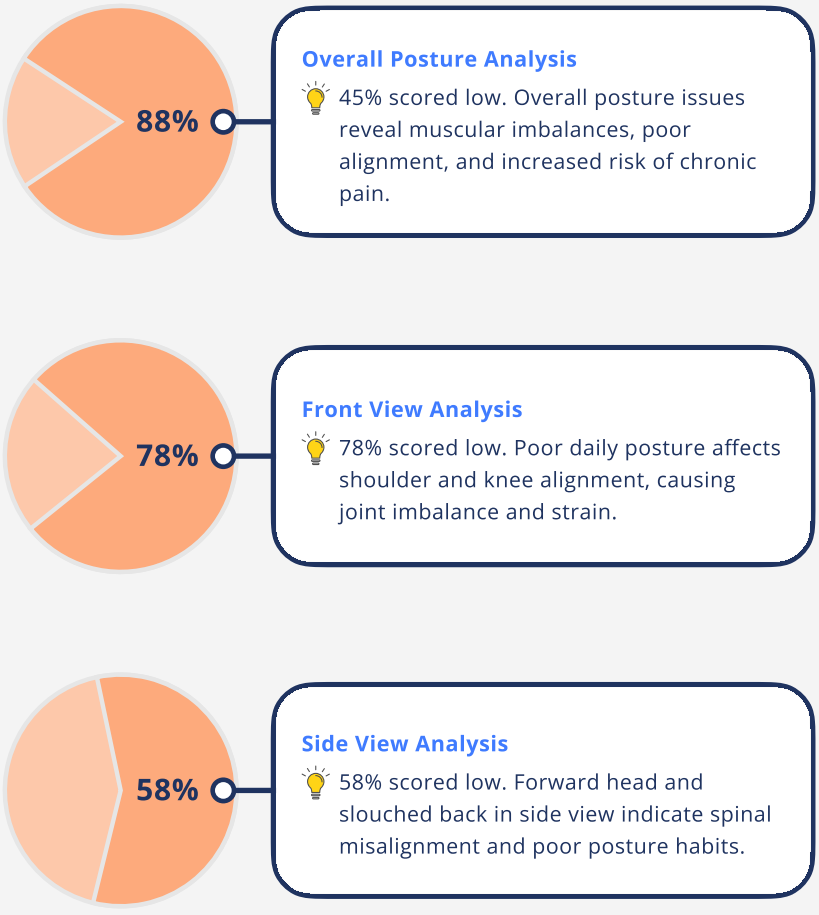
AI Posture Assessment (The Foundation Of Movement)

Our AI analyzes front and side profile images to detect key postural deviations such as forward head posture, rounded shoulders, pelvic tilt, and spinal alignment. Good posture is critical for preventing chronic pain, reducing fatigue, improving breathing, and enhancing overall physical function, especially in a corporate environment.

Key Findings

Overall Posture Profile: Analysis reveals that 88% of employees fall into the 'Needs Improvement' category, with an additional 17% rated as 'Poor'. This indicates a widespread, and likely growing, musculoskeletal health risk.

Top Postural Issues: The most prevalent issue identified was Forward Head Posture 72% of participants, followed by Rounded Shoulders 61%. These are classic signs of "tech neck," resulting from prolonged computer and phone use



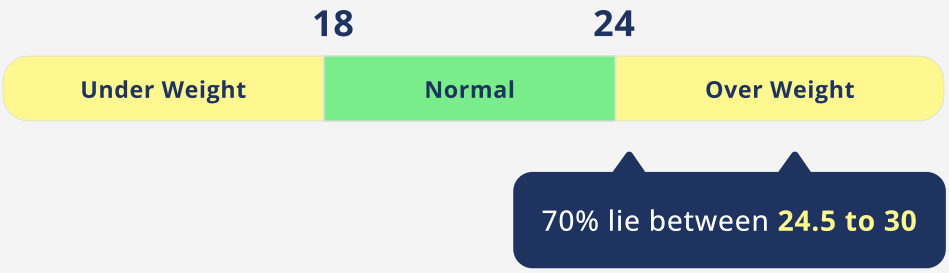
Body Composition Analysis (Beyond Just Weigh)

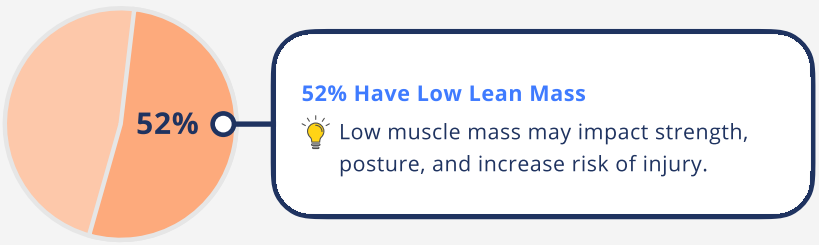
Unlike BMI, which only considers height and weight, our AI-driven analysis estimates Body Fat Percentage (%) and Lean Mass. This provides a truer picture of health, as high body fat is a primary risk factor for heart disease, type-2 diabetes, and other metabolic syndromes, even in individuals with a "normal" weight.

Key Findings

Body Fat Percentage: A significant 72% of employees have a body fat percentage above the medically recommended healthy range for their age and gender. This highlights a considerable, often invisible, risk for long-term chronic disease within your workforce.

Lean Mass: On a positive note, 48% of employees show a healthy Lean Mass for their frame, indicating good muscle preservation which is key for a healthy metabolism. The focus should be on reducing fat mass while maintaining this lean mass.





Fitness Assessment (Measuring Your Workforce's Engine)

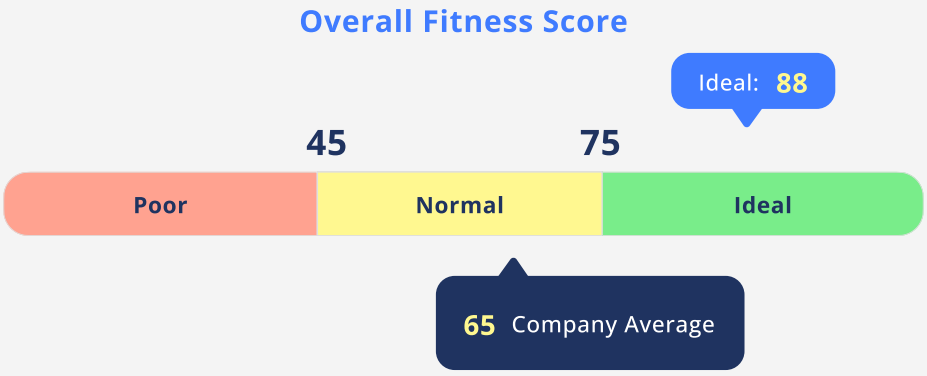
We measured three key pillars of physical fitness to create a comprehensive profile: Cardiovascular Endurance (aerobic health), Muscular Endurance (the ability of muscles to perform over time), and Flexibility (joint range of motion). Together, these paint a picture of an employee's functional fitness and resilience to physical strain.

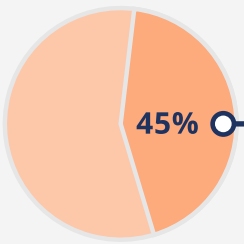
Key Findings

Cardiovascular Endurance: 48% of your workforce scored below average in this area, indicating widespread cardiovascular weakness. This reflects poor heart health, low endurance.

Muscular Endurance: 38% of employees scored 'Below Average' or 'Poor' on this test. This suggests a lack of lower body and core strength, which is vital for preventing back pain and performing daily activities.

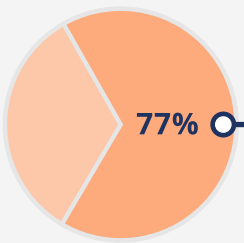
Flexibility: This is a primary area for improvement, with 77% showing limited flexibility. Poor flexibility, especially in the hamstrings and lower back, is a leading contributor to muscle stiffness and chronic pain in sedentary populations.





42% Have Low Endurance

This impacts daily performance, increases fatigue, and lowers resilience to physical and mental stress—posing a serious risk to overall workforce efficiency.



77% Have Low Flexibility

This increases the risk of injury, contributes to poor posture, and reduces functional movement—hindering overall physical performance and workplace comfort.

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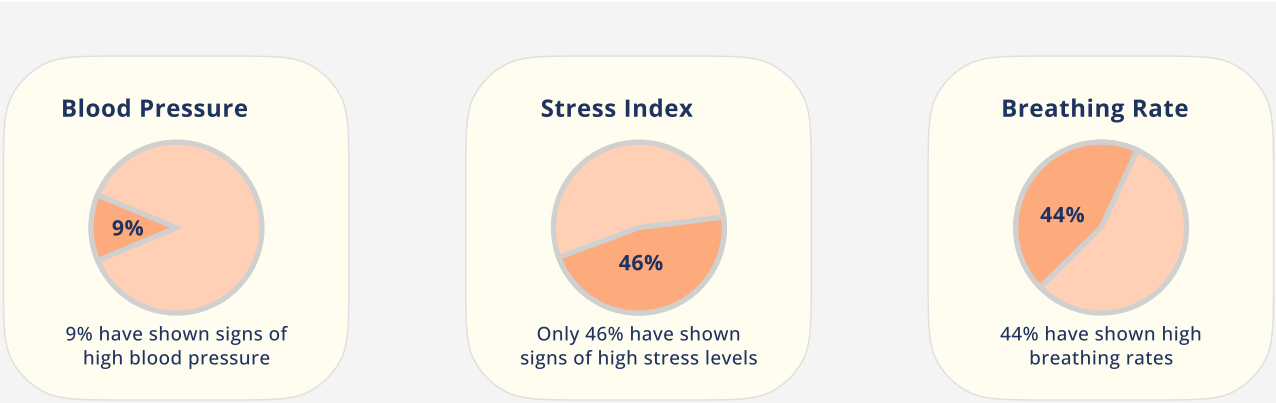
Face Vital Scan (A Window Into Heart Health & Stress)

Using advanced remote photoplethysmography (rPPG), our AI analyzes the video of a person's face to estimate key cardiovascular parameters. This contactless method provides convenient, regular insights into Blood Pressure, Heart Rate, and Heart Rate Variability (HRV)—a powerful metric for assessing stress and recovery.

Key Findings

Blood Pressure: The results are largely positive, with 76% of participants in the 'Normal' range. However, the 9% in the 'Elevated' or 'Hypertensive' ranges require attention and should be encouraged to consult a physician for follow-up.

Heart Rate Variability (HRV): A notable 88% of employees registered a 'Low' HRV score. Low HRV is a strong physiological marker of chronic stress and insufficient recovery, which can lead to burnout, decreased cognitive function, and long-term health issues.



Integrated Health Risk Analysis

Our AI analyzes front and side profile images to detect key postural deviations such as forward head posture, rounded shoulders, pelvic tilt, and spinal alignment. Good posture is critical for preventing chronic pain, reducing fatigue, improving breathing, and enhancing overall physical function, especially in a corporate environment.

Multi-Factor Risk Assessment

Our AI algorithms analyze combinations of health parameters to identify employees at highest risk for health complications and productivity losses.

Primary Risk Combinations

Metabolic Risk Cluster (35% of workforce)
High body fat percentage + Poor cardiovascular fitness + Elevated stress markers
Average healthcare cost increase: ₹45,000 per employee annually

Musculoskeletal Risk Cluster (48% of workforce)
Poor posture + Low flexibility + Inadequate muscle mass
Average productivity loss: 18% + 67% higher injury rates

Cardiovascular Risk Cluster (42% of workforce)
Poor HRV + Elevated blood pressure + High stress + Low fitness
340% higher risk of cardiac events

Comprehensive Risk Profile (28% of workforce)
Poor performance across all four assessment categories
Requires immediate comprehensive intervention

Wellness Guidance for Your Company

Diet & Nutrition Guidance

Cafeteria health corner: Host interactive lunch sessions on topics like metabolic health.

Smart nutrition cards: Share digital tips on foods that support posture, reduce stress, and boost fitness—based on ai insights.

AI-personalized plates: Showcase sample meals tailored to body composition goals like fat loss, muscle gain, or heart health

Physical Activity Guidance :

Posture improvement boot camps: Target employees with poor posture scores through small-group sessions focused on corrective exercises, ergonomic training, and movement education.

Endurance & fitness challenge series: Run biannual 2K/5K/10K events with personalized goals based on ai endurance scores. integrate Stepathlon and other team-based challenges to boost participation and morale.

Wearables & step-based engagement: Deploy AI-connected fitness trackers for employees with low cardiovascular or high stress scores. monitor steps, hrv, and recovery—fueling real-time coaching and Stepathlon-inspired step challenges.

Stress Management & Recovery

Heart rate variability training: Offer guided breathing and meditation sessions for employees with low hrv scores to boost stress resilience and autonomic balance.

Recovery optimization workshops: Educate on sleep, recovery, and work-life balance based on AI-detected cardiovascular stress markers.

AI-driven wellness strategy: All programs are personalized using ai assessments to reduce cardiovascular risk and improve workforce health. employees with critical markers are referred for immediate medical care.

Implementation Roadmap

Phase 1 **Foundation & Pain Management (Weeks 1-3)**

- Focus on pain relief, reducing inflammation, and improving posture awareness.
- Introduce gentle mobility work and breathing techniques.

Phase 2 **Strength & Stability (Weeks 4-6)**

- Strengthen core, lower back, and supporting muscles for spinal stability.
- Improve balance and coordination to reduce strain on affected areas.
- Introduction to Assessments module

Phase 3 **Mobility & Flexibility (Weeks 7-9)**

- Incorporate advanced stability work to support daily activities.
- Begin functional movement training for posture correction.
- Introduction to Exercise Module

Phase 4 **Endurance & Functional Training (Weeks 10-12)**

- Build endurance for sustained movement without pain.
- Focus on real-life functional exercises for daily activities.
- Check progress from AI Monitoring and Progress Tracking

Strategic Health Vision

12-Month Targets:
Achieve Corporate Health Score of 82/100 (+15 points improvement)
Reduce high-risk employee population by 40%
Eliminate critical postural abnormalities
Improve cardiovascular health markers across all age groups

36-Month Vision:
Establish top-quartile industry health ranking
Achieve 35% healthcare cost reduction
Create sustainable health-focused organizational culture
Implement predictive health management capabilities

Thank you!

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