

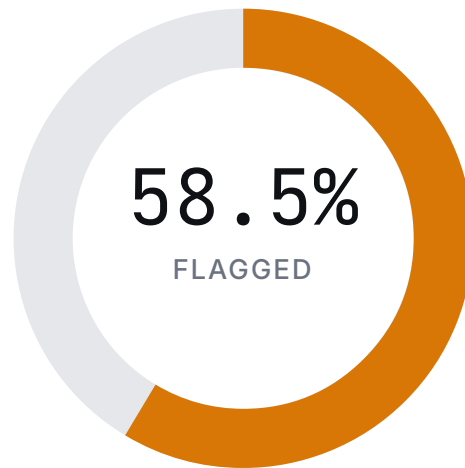
Young Workforce Heart Health Report 2026

Cardiovascular risk in the under-35 workforce, and what four years of health checks reveal about it.



Young doesn't always mean low-risk

Heart health is often associated with people in their 40s and 50s. Our data suggests cardiovascular risk is also visible much earlier in India Inc.'s workforce.



■ At least one flagged marker 58.5% ■ No flagged marker 41.5%

of employees under 35 had at least one flagged heart-risk marker in 2026 YTD



60%

of under-35s with normal BMI had another flagged marker



23.6%

of employees under 35 had two or more heart-risk factors



67.6 vs 53.2

men vs women under 35 with any heart-risk marker (%)

A normal BMI does not necessarily mean a normal heart-risk profile.

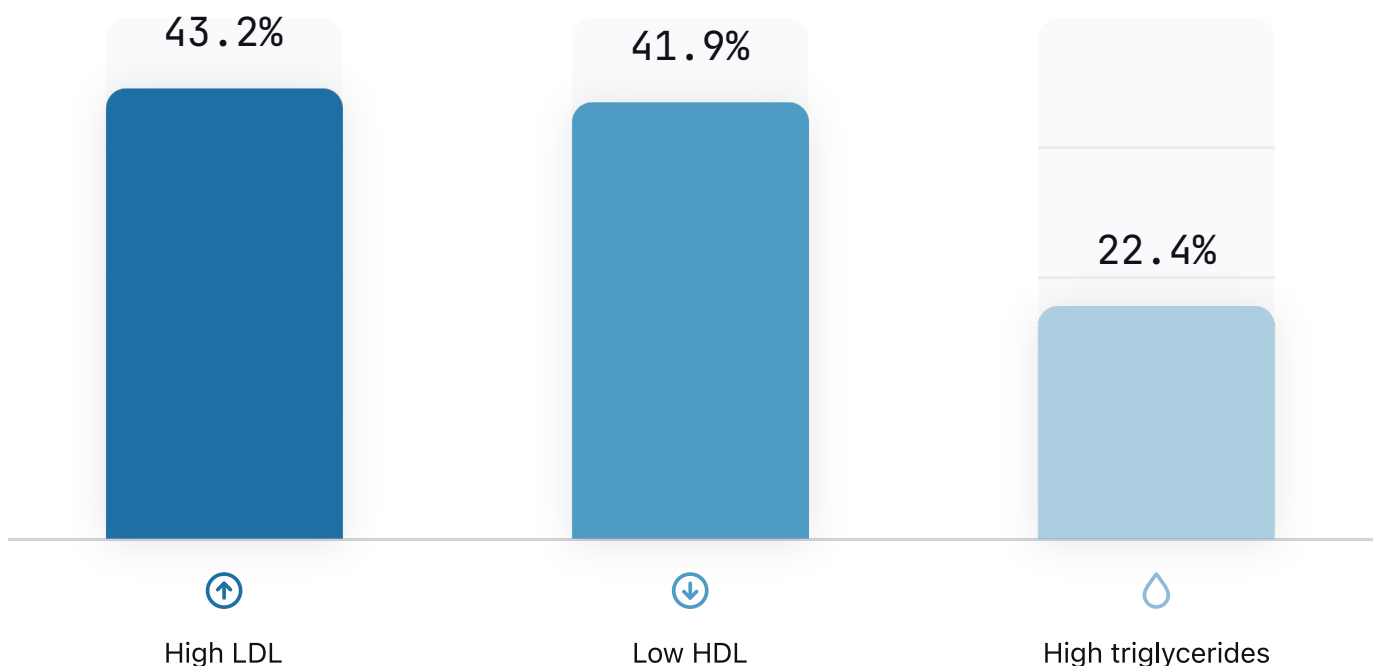
A normal BMI doesn't tell the whole story

60%

of employees under 35 with a normal BMI still had another heart-risk marker flagged.

A normal BMI may indicate a healthy weight, but it does not capture every cardiovascular risk marker measured in a health check. Among employees under 35 with a normal BMI, other markers — particularly cholesterol-related measures — were still flagged.

WHAT ARE WE SEEING BEYOND BMI?



Share of employees under 35 with the respective flagged marker.



23.6%

of India Inc.'s under-35 employees have two or more risk factors flagged at once, with cholesterol-related markers most likely to occur together.

Overall risk hasn't increased, but blood sugar stands out



THE EXCEPTION

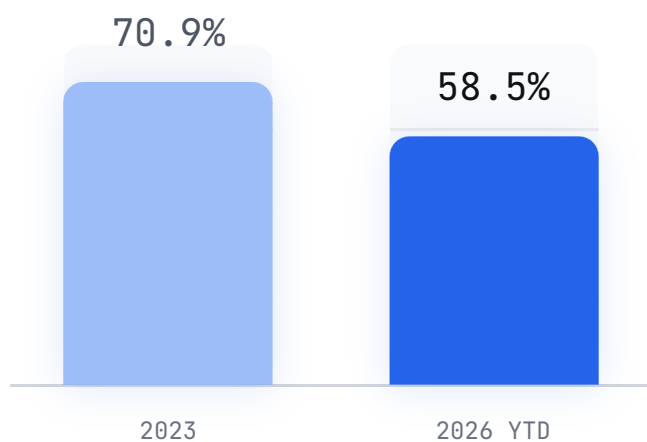
Blood sugar is the exception

+4.3

percentage points since 2023

Cholesterol and blood pressure markers eased since 2023, while blood sugar rose by 4.3 points, with a sharp increase in 2024.

OVERALL FLAGGED RISK, UNDER 35



-12.4 points since 2023, consistent across every age band.

DIRECTION OF TRAVEL SINCE 2023

Cholesterol markers eased

Blood pressure eased

Blood sugar **+4.3 pts**

Blood sugar rose sharply in 2024 and has not returned to its 2023 level.

READ WITH ONE CAVEAT

Recent years include more first-time testers, who tend to show fewer flags simply because it's their first check. The safer conclusion is that risk hasn't increased among young employees, rather than a confirmed decline in underlying health.

Risk isn't the same across the workforce

Cardiovascular risk is not evenly distributed across India's under-35 workforce. The data shows differences across age, gender and provider location.



AGE

18.4 pt gap

Millennials 28–40



66.8%

Gen Z 20–27



48.4%



GENDER

14.4 pt gap

Men



67.6%

Women



53.2%



PROVIDER LOCATION

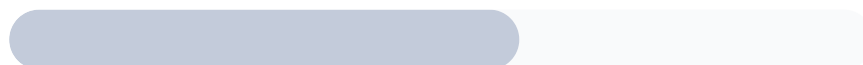
4.1 pt gap

Metro



63.1%

Non-metro



59.0%

0%

50%

100%



GEN Z 20–27

↑ 2 markers

Two markers moving up

Within the Gen Z workforce specifically, two markers are rising even as their overall risk trends down: HDL cholesterol (up 7.4 points) and blood sugar (up 1.3 points) since 2023.



MILLENNIALS 28–40

↓ every marker

Eased across the board

Millennial employees have eased across every marker measured, with no exceptions.

Risk can change

Employees who came back for a second health check were more likely to improve than to decline.

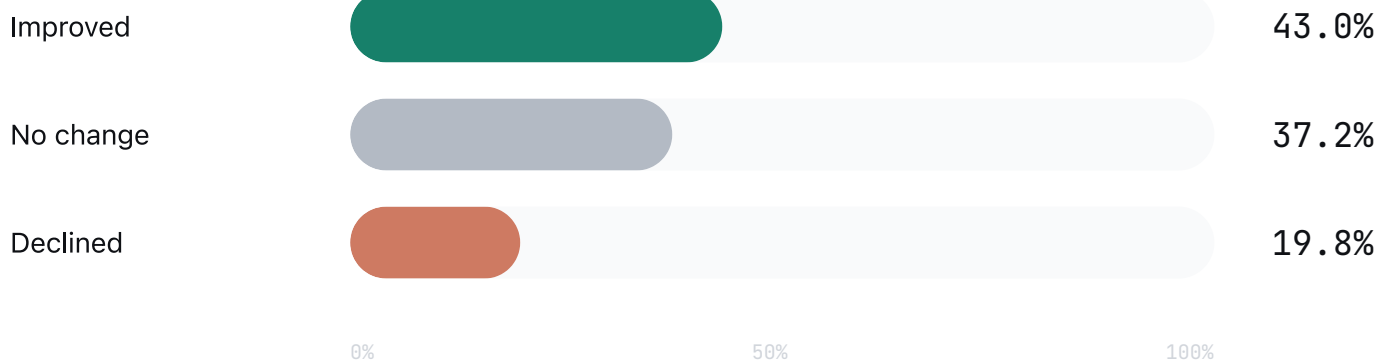
43.0%

saw their risk factors go down at their second health check

19.8%

saw them go up

CHANGE AT THE SECOND HEALTH CHECK



About twice as many employees improved as declined.

This suggests that repeat check-ups don't just track risk, they're linked to employees getting healthier over time.

From check-ups to smarter prevention



01

Employers & Benefits Teams

Look beyond BMI.

A wellness check based only on BMI will miss most at-risk employees under 35 in India Inc.'s workforce. Adding cholesterol and blood sugar screening gives a much clearer picture of which employees actually need attention.



02

Insurers & TPAs

Track blood sugar earlier.

Blood sugar is the one marker moving in the wrong direction among young employees. Since insurance claims typically reflect health issues years later, this is worth tracking proactively across this workforce segment.



03

Clinicians & Diagnostics Partners

Look beyond weight.

Since 60% of normal-BMI employees under 35 still show another flagged marker, a BMI-only screening approach misses most at-risk individuals in India Inc.'s younger workforce. This population is a strong candidate for targeted cholesterol and blood sugar testing, independent of weight.

**Young employees may look healthy.
Their health markers can tell a more complicated story.**

For India Inc., understanding young workforce health requires looking beyond age and BMI, and tracking how risk changes over time.

Young age does not always mean low cardiovascular risk



Dr. Jasmine Kaur Bhatia

MBBS, MD General Medicine · Internal Medicine

Dr. Jasmine Bhatia reviewed the key findings and data from the **Young Workforce Heart Health Report 2026** and found the data review appropriate. Her clinical observations also point to the importance of looking beyond conventional health indicators when assessing cardiovascular risk among younger adults.

Look beyond the common markers

WHAT A ROUTINE CHECK LOOKS AT

BMI

LDL

HbA1c

Blood pressure

Smoking

Alcohol use

Dr. Bhatia notes that younger patients can sometimes present with acute cardiac syndromes even without abnormalities in these routinely assessed parameters.

THE TAKEAWAY

For young employees, looking healthy on the outside does not always tell the complete story. A broader set of health markers can help identify risks that may otherwise go unnoticed.