

| FRACTIONAL APPLICATION DATA

Where senior executives applied to work, August to October 2026

Fractional, the fractional executive search partner for UAE SMEs, analysed applications from executives to its 64 city hubs worldwide between 1 August, when its global network launched, and 13 October 2026, recording where each applicant was when they applied and which hub they chose. The findings below cover Dubai and Abu Dhabi against every other market in the network.

| KEY FINDINGS

73%	of executives who applied to work in a country other than the one they were in chose the UAE (Dubai or Abu Dhabi). By month: 77% in August, 70% in September, 71% in October to the 13th.
2.8x	as many cross-border applicants chose the UAE as chose all 62 of Fractional's other hubs combined. The UAE drew more than seven times as many as Singapore, the next most chosen.
27% vs 8%	of applicants to the UAE were non-residents applying from abroad, against 8% for every other market combined.
0%	of executives applying from inside the UAE chose a hub outside it.
27	countries of origin among non-resident applicants to the UAE. Europe accounts for 36% (continental Europe 22%, UK and Ireland 14%) and South Asia for 24%. Top five countries: India (22%), UK, South Africa, Spain, United States.
98%	of non-resident UAE applicants said they would relocate (31%) or work remotely with regular visits (67%). 2% said they could not be on the ground.
74%	of all applicants across the network who said they would relocate chose the UAE. Relocation intent was 3.7 times higher for the UAE than for other markets.
52%	of non-resident UAE applicants have 15+ years of executive experience and 36% have 20+, in line with applicants already based in the UAE (53% with 15+).

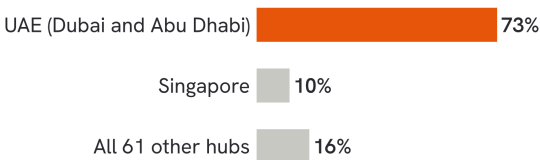
| CHARTS

Source: Fractional Global application database, IP-verified applications, 1 Aug to 13 Oct 2026.

Share of cross-border applicants who chose the UAE, by month



Where cross-border applicants chose to apply



Applied from outside the country of the hub chosen, and not resident there. Rounded, so may not sum to 100.

Applicants who applied from abroad, by market chosen

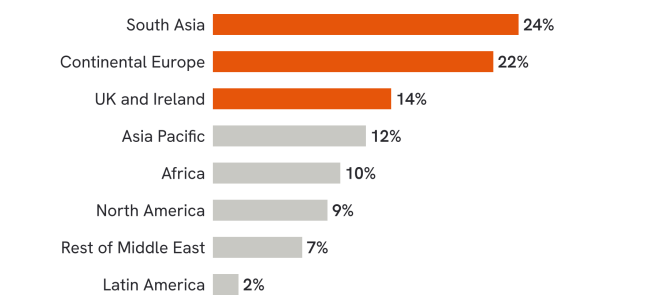


Where applicants willing to relocate chose to apply



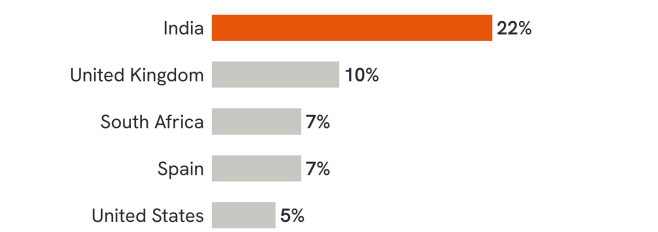
All applicants across the network who said they would relocate.

Non-resident applicants to the UAE, by region applied from



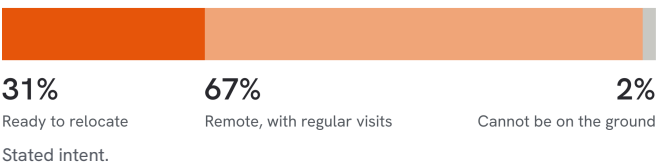
Egypt counted in Africa; Cyprus, Georgia and Turkey in Europe.

Top five countries of origin, non-resident UAE applicants

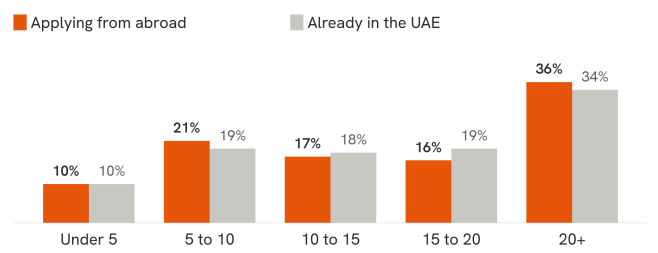


Small bases at country level.

What non-resident UAE applicants said about being in the UAE

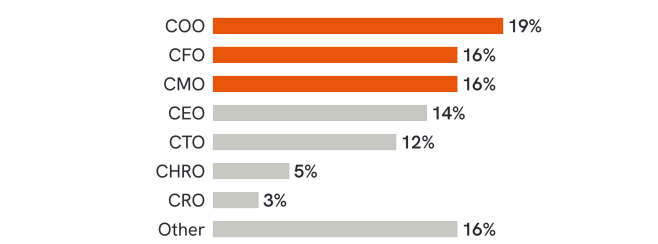


Years of executive experience



Non-resident UAE applicants against applicants already in the UAE. Rounded.

Role, non-resident UAE applicants



Function as chosen by the applicant. Other covers roles outside the listed functions.

METHODOLOGY

Source	Applications to Fractional's 64 city hubs worldwide (12 live, 52 in development), from the Fractional Global application database.
Period	1 August to 13 October 2026. The window opens with the launch of Fractional's global network of hubs in August, when every application also began recording the country it was submitted from (IP country). October is a partial month.
Cross-border applicant	Applied from a country other than that of the hub chosen, and did not describe themselves as a resident of that hub's city. This removes residents who applied while travelling.
Location check	IP country was cross-checked against each applicant's own stated location. For 83% of non-resident UAE applicants the two clearly agree; most of the rest name two countries or a different one. Excluding every applicant where they disagree, the UAE's share of cross-border applicants is between 71% and 73%, against 73% as published.
Commitment and seniority	The applicant's own answers on the application form. Relocation figures are stated intent, not completed moves.
Disclosure	Figures are shares and ratios; application volumes are not disclosed. Every figure was re-derived from the raw data by an independent check. A few people applied twice; counting each person once keeps the headline between 73% and 75%. The published figure counts every application.
Limits	This shows where executives chose to apply on one platform, not a census of migration. Applicants in the UAE are more likely to reach the Dubai site first. The Singapore comparison and country-level figures rest on small bases.

ABOUT FRACTIONAL

Fractional gives SMEs flexible senior leadership embedded directly into the business, without the commitment of a full-time hire, through a curated collective covering nine C-suite functions. fractional-dubai.com

MEDIA ENQUIRIES

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Charts, data and media pack:
fractional-dubai.com/media/data/executives-still-choosing-the-uae-2026