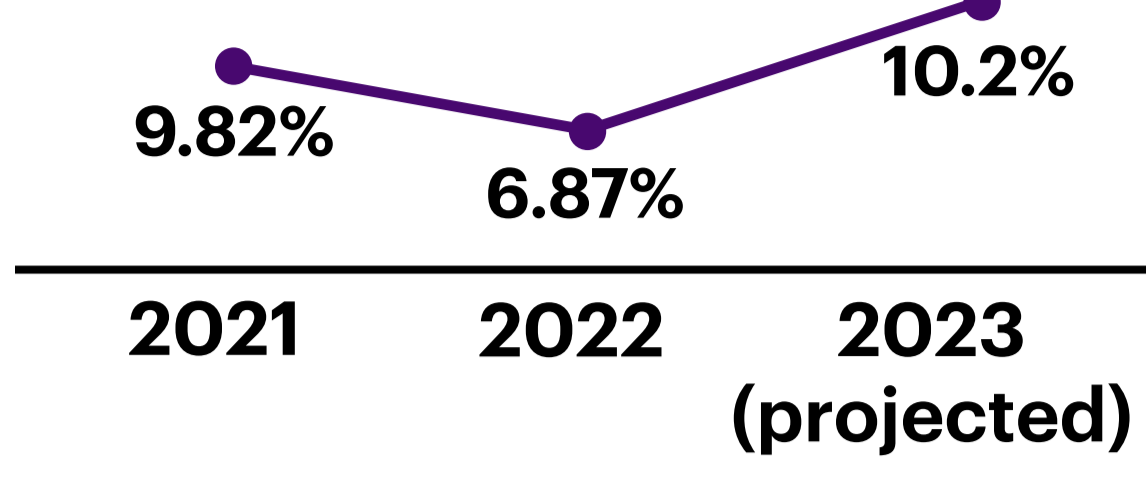


# As medical costs soar in 2023, Asia Pacific employers look for balance

## 2023 medical cost increase in Asia Pacific is the highest in 10 years

Medical trend in Asia Pacific in 2023

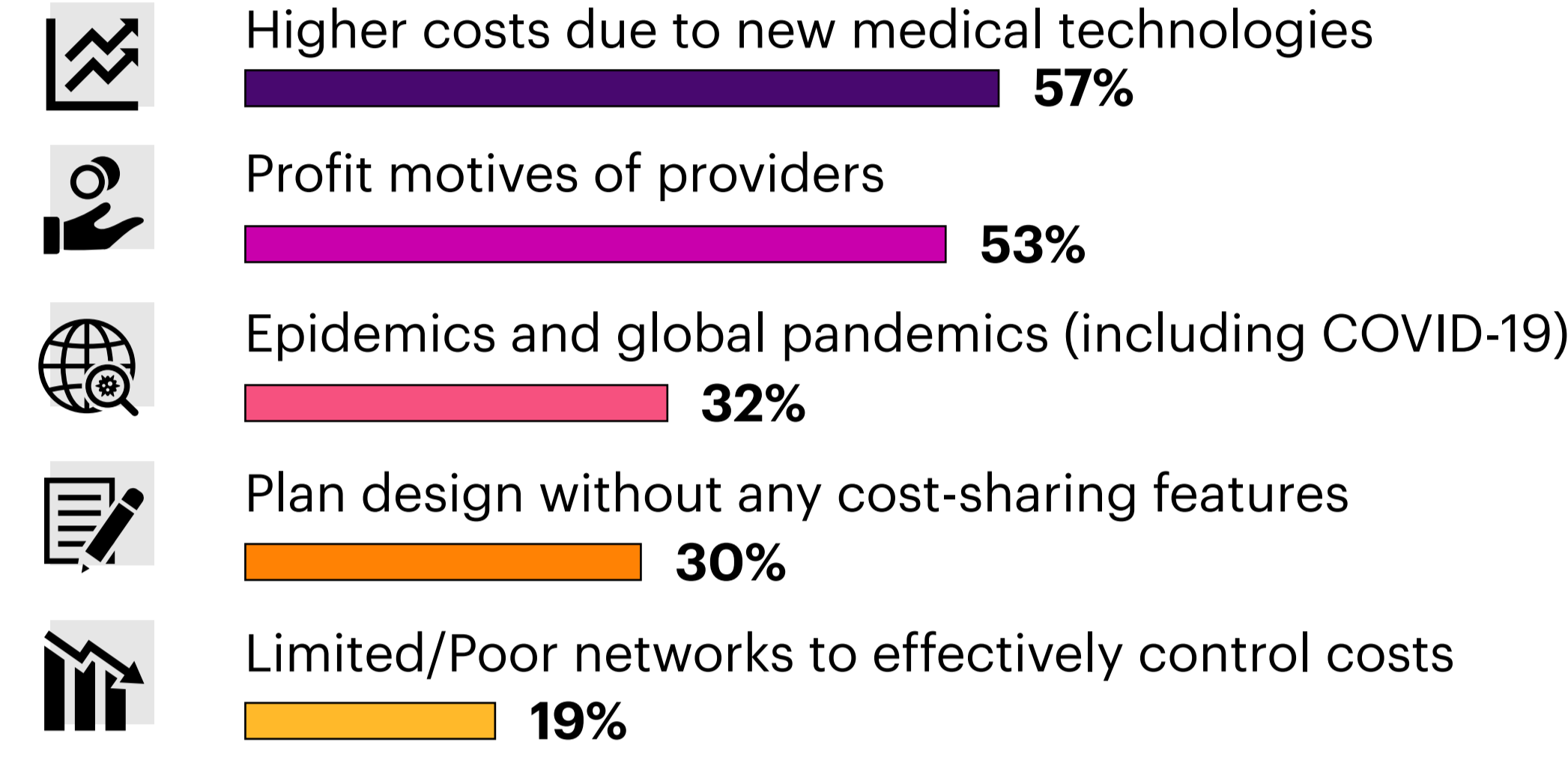


Over **seven in 10** insurers anticipate higher or significantly higher medical trend over the next three years.

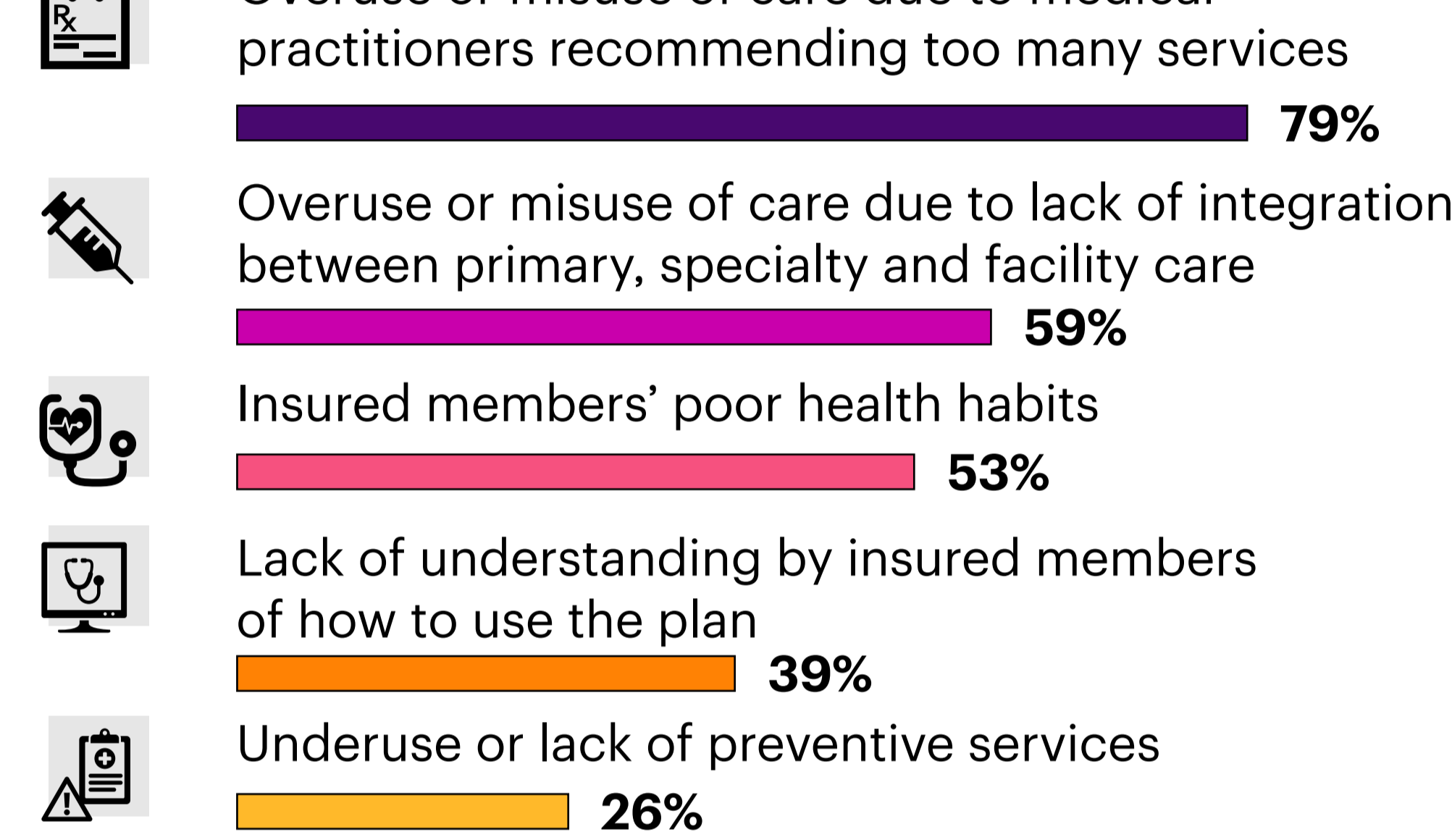
<b>8.3%</b> Australia	<b>9.0%</b> China
<b>8.8%</b> Hong Kong	<b>8.6%</b> India
<b>10.6%</b> Indonesia	<b>13.8%</b> Malaysia
<b>15.0%</b> New Zealand	<b>12.6%</b> Philippines
<b>9.8%</b> Singapore	<b>7.8%</b> Taiwan
<b>7.9%</b> Thailand	<b>10.0%</b> Vietnam

## What's driving the cost increase?

### External factors:



### Insured members/Provider behaviour:



### Top three conditions in 2023

By cost:	By incidence:
<b>1</b> Cancer	<b>1</b> Cancer
<b>2</b> Circulatory system	<b>2</b> Digestive
<b>3</b> Musculoskeletal and connective tissue	<b>3</b> Respiratory

**Mental and behavioural health issues** are some of the fastest-growing conditions by incidence of claims in Asia Pacific in the next 18 months.

## Managing the medical trend

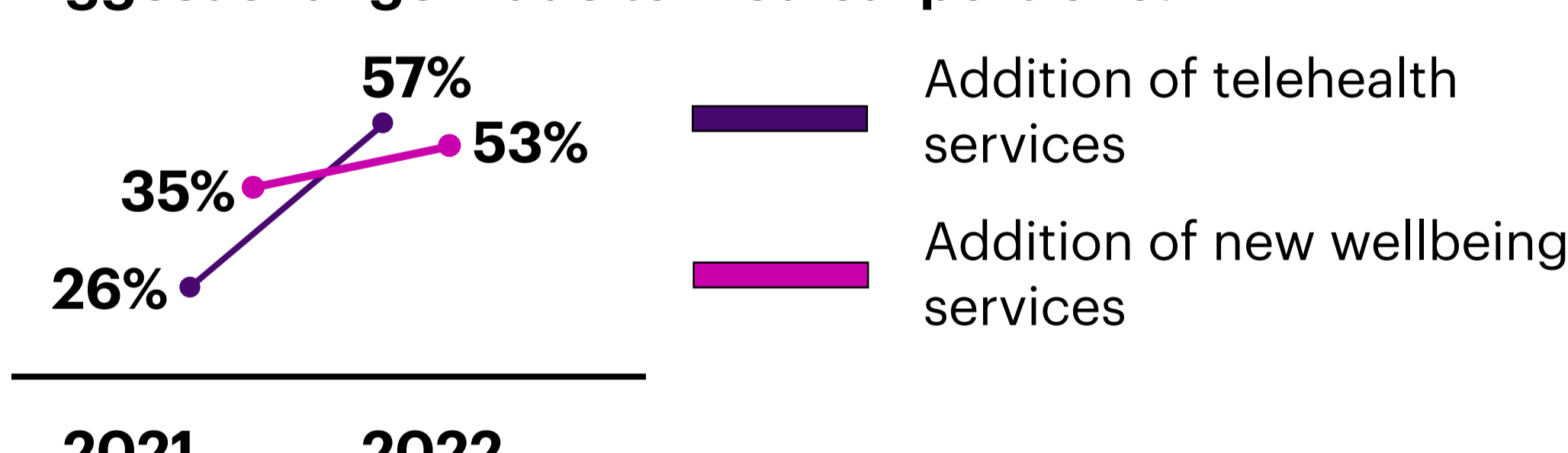
### How typical are the following cost-sharing approaches for the medical products you offer?



(% indicate "Very typical" and "Typical")

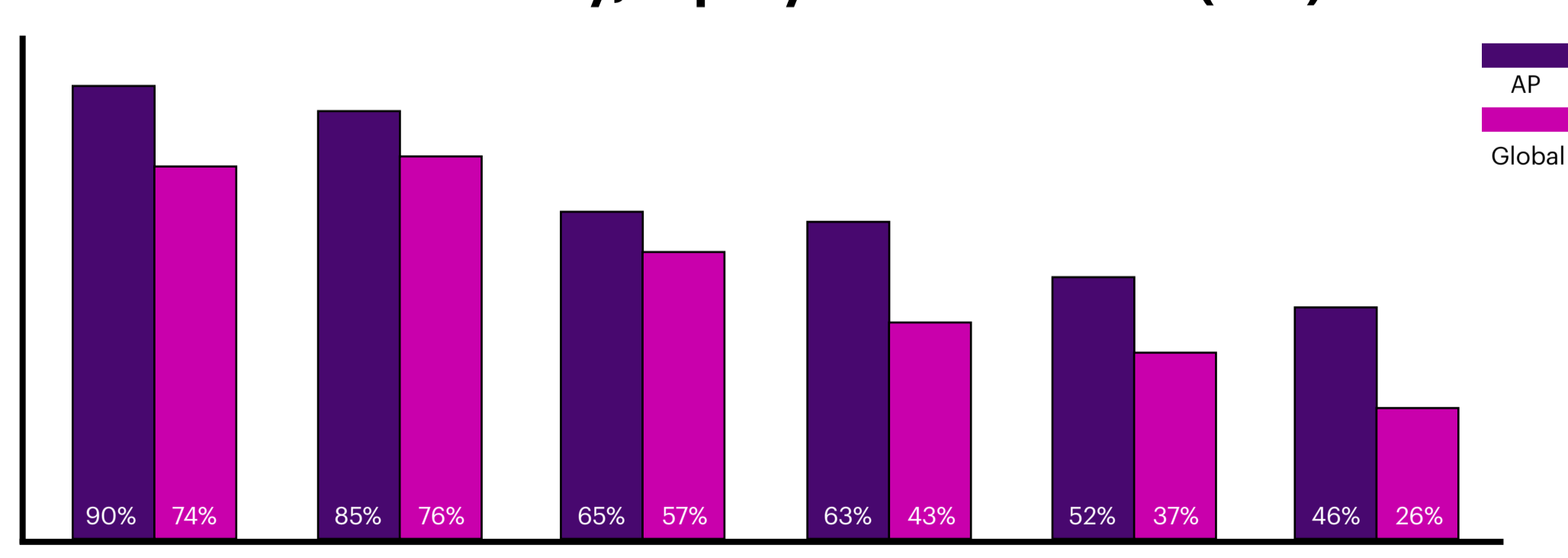
## Employers continue to invest in employee wellbeing and access

### Biggest change made to medical portfolio:



## Asia Pacific lags other regions in applying DEI elements into plans

### Exclusions of Diversity, Equity and Inclusion (DEI) elements



Note: Group policies for more than 500 employees

## Next steps for employers

- Use claims, demographic analysis and other data, and conduct benchmarking**, to ensure benefit offerings reflect desired market positioning.
- Review your vendor strategy** through market reviews; ensure you are leveraging local or global purchasing power.
- Identify opportunities to create a resilient workforce** by supporting holistic wellbeing, including mental and financial health.
- Take advantage of digital tools and technology**, such as telehealth, to help employees access benefits that matter to them.
- Use employee listening** to better understand what benefits employees want and need, and **build this into a communication strategy**.