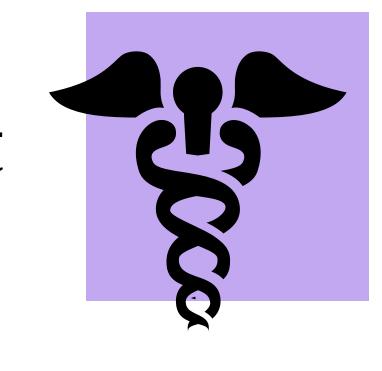
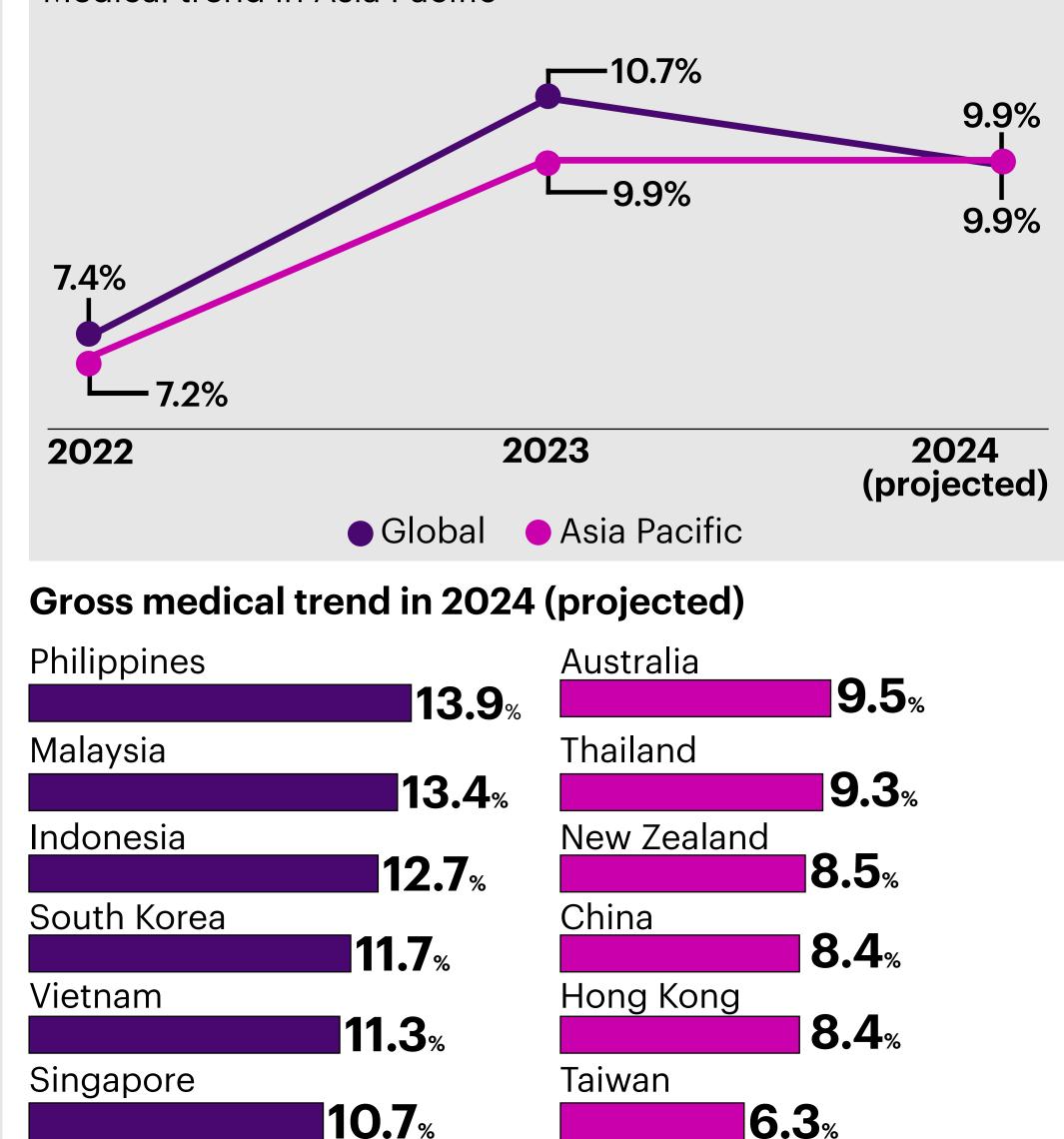
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Healthcare benefit cost increases projected to continue into 2024



Asia Pacific highlights from the 2024 Global Medical Trends Survey

Some markets will continue to see double-digit growth in medical trend Medical trend in Asia Pacific



higher medical trend over the next three years.

Almost 6 in 10 insurers also anticipate higher or significantly

What's driving the cost increase? **External factors**

62%

Higher costs due to new medical technologies

India

Plan design with little or no

10.5%

Markets with a higher trend than the Asia Pacific regional average

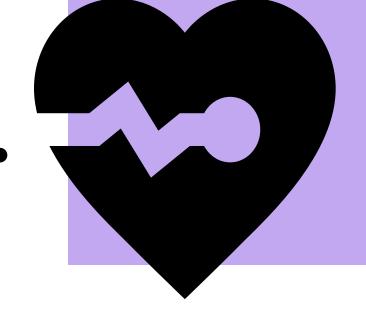
33% Profit motives of providers

cost-sharing

27% Changes in employee demographics

Insured members/provider behaviour

72%



Globally, this factor

has declined since

to **59**%) — but in

2022 (from **74**%

Asia Pacific it

Plan design with

35%)

limited cost-sharing

is less of a concern

globally (19% versus

JU%

due to medical practitioners

recommending too many services

Insured members' poor health habits

Overuse or misuse of care

44% Overuse or misuse of care due to

specialty and facility care Underuse or lack of

lack of integration between primary,

preventive services Top three conditions in Top three fastest growing

remains high.

2 Circulatory system (cardiovascular) 3 Musculoskeletal and connective tissue

2023 - by costs, currently

and in the next 18 months

1 Cancer (neoplasms)

Managing the medical trend

Limits on certain services

address key claim drivers

Contracted networks of providers

3 Digestive system (gastrointestinal)

2 Cancer (neoplasms)

conditions over the next

18 months by incidence

1 Circulatory system

(cardiovascular)

Annual limit per policy period (annual max sum insured)

Targeted communication and/or educational campaign to

How do you help clients effectively manage medical costs?

Mental health is one of the fastest-growing conditions

globally — but it doesn't make the top five in Asia Pacific.

Could this be due to social stigmas and policy exclusions?

Preapproval for scheduled inpatient services

Promotion of preventive services

Chronic condition or disease management programmes DEI-related coverage is more likely

53%

to be excluded from Asia Pacific programmes than globally Does your organisation's standard medical insurance programmes exclude any of the following? Gap (percentage-point) Fertility treatments

Gender re-affirming care (surgery/sex change, hormonal therapy, mental care)

Treatments related to menopause

15

Mental and behavioural health

Next steps for employers

Other mental and behavioural health including

but not limited to autism, ADHD and so on

Global Asia Pacific Note: Group policies for more than 500 employees.

if coverage is the right fit and assess the inclusiveness of programme **Optimise communications** so that employees understand

Conduct a programme review and identify gaps to analyse

key drivers specific to your organisation and take more targeted actions **Prioritise wellbeing** by setting a clear corporate strategy or

what is available, when and how to use what coverage Use data and analytics to understand health risk and

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