

The 2019 edition of *The Sanofi Canada Healthcare Survey* is now available to download at no cost. This annual report strives to shed light on plan members' and plan sponsors' perceptions and behaviours toward their health benefit plans, as well as the role of the workplace in employee well-being. Touching upon a multitude of topics and trends, it reveals the connections, the gaps, the opportunities and the challenges that translate into possible calls to action for the benefits industry.

We are are pleased to present highlights here and encourage you to download the full report at www.sanofi.ca

More about this report:

-Survey results from 1,505 plan members and 403 plan sponsors, in four chapters:

1 HEALTH & CHRONIC DISEASE

2 UNDERSTANDING HEALTH BENEFIT PLANS

3 LOOKING AHEAD AT BENEFITS

4 ANALYSIS & DECISION-MAKING

- Breakdowns of the data by gender, region, size of employer and more
- Analysis and recommended actions from the expert advisory board, representing plan sponsors, insurance carriers, benefits advisors and healthcare professionals
- Profiles of plan sponsors

1.2.3 STEPS FOR A HEALTHIER HEALTH BENEFIT PLAN

A simple one-page plan for positive changes

◆ ◆ ◆ Thank you to our Diamond Sponsor ◆ ◆ ◆

WHAT ARE THE GAPS?

The 2019 edition of *The Sanofi Canada Healthcare Survey* uncovered the following gaps in knowledge, either between plan members and plan sponsors, or between respondents' perceptions and actual numbers. In some cases, the gaps point out low levels of awareness. These gaps can help inform industry-wide actions to promote better alignment in key areas affecting health benefit plans, employee well-being and workplace productivity.



HEALTH & CHRONIC DISEASE

1

Chronic Disease in the Workplace

54% **PLAN MEMBERS** who have been diagnosed with at least one chronic disease or condition

67% **PLAN MEMBERS** with a chronic condition and/or chronic pain

39% **PLAN SPONSORS'** estimate of percentage of workforce with a chronic disease or condition



Priorities for Better Health

Main thing **PLAN MEMBERS** would like to do to improve health

56% Exercise/physical activity



PLAN SPONSORS' top area for investment in employee wellness

61% Emotional/mental health

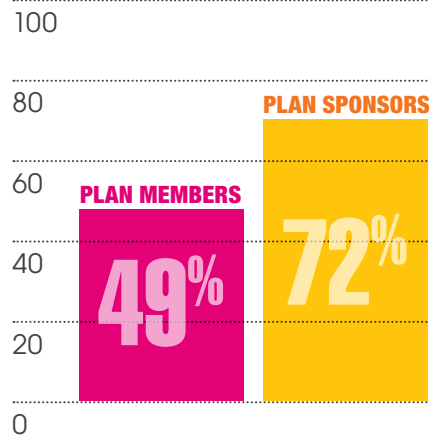


2

UNDERSTANDING HEALTH BENEFIT PLANS

Perceptions of Change

Awareness of changes made to their health benefit plan in the past two years



In response to these changes, plan members and plan sponsors...

PLAN MEMBERS

PLAN SPONSORS

37% Think better of their plan

55%

30% Think less of their plan

22%

33% Want to understand the impact

23%



Two Meaningful Misconceptions

PLAN MEMBERS who believe that...

83% Their employer pays a fixed cost to the insurance company, no matter how much or how little the benefit plan is used



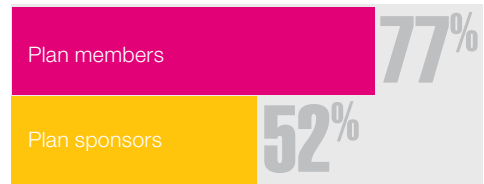
48% After retirement, they will still have access to their workplace health benefit plan



Pharmacare-What?



Respondents with low or no knowledge about a possible Pharmacare program in Canada



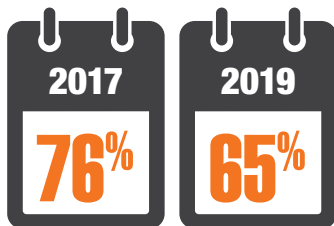
LOOKING AHEAD AT BENEFITS

3

Privacy an Issue for Targeted Messaging



Plan members' confidence that their privacy will be protected during delivery of targeted health messaging



Public Drug Plans on Par with Private – Not!



Estimates of the number of drugs covered by private and public plans versus actual averages

	Private plans	Public plans
Plan members' estimates	6,610	6,520
Plan sponsors' estimates	7,456	7,183
Actual averages*	~11,000	~5,000

*Source: Canadian Life and Health Insurance Association

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ANALYSIS & DECISION-MAKING

The Right Information



PLAN SPONSORS who regularly receive claims data analyses to help ...

Identify the main disease states in their workforce

24%

Make the connection between drug claims, disability claims and other health benefits

26%

Absenteeism Data Conspicuously Absent

PLAN SPONSORS who would like to better understand absenteeism in their workforce



80%

WHERE DO WE ALIGN?

The 2019 edition of *The Sanofi Canada Healthcare Survey* also highlights areas where there is alignment between plan members and plan sponsors, or where alignment is growing. Here's a sneak peek at a few of those, which can help guide decision-making for health benefit plans as well as investments in employee well-being.



Doing More for Chronic Disease

PLAN MEMBERS who would like to know more about their chronic condition and how to treat it

87%



PLAN SPONSORS who would like their benefit plan to do more to support plan members with chronic conditions

82%

Interest in Medical Cannabis Taking Root

PLAN SPONSORS who agree medical cannabis should be covered by their health benefit plan

	2018	2019
Yes	34%	45%
Don't know/not sure	32%	27%



PLAN MEMBERS who agree medical cannabis should be covered by their health benefit plan

64%

Targeted Communications a Worthy Aim



PLAN MEMBERS who would consent to receive health-related information based on their personal use of benefits

65%

PLAN SPONSORS who are interested in having their benefit provider send targeted health information to plan members

74%

Precision Medicine: Let's Make It Work

PLAN MEMBERS who would consent to pharmacogenetic testing

74%



PLAN SPONSORS who are interested in providing coverage for pharmacogenetic testing

65%

Visit us at www.sanofi.ca and download the full report (as well this infographic) today!

