



France Country Briefing

04.03.2021

Key figures

Created
1989

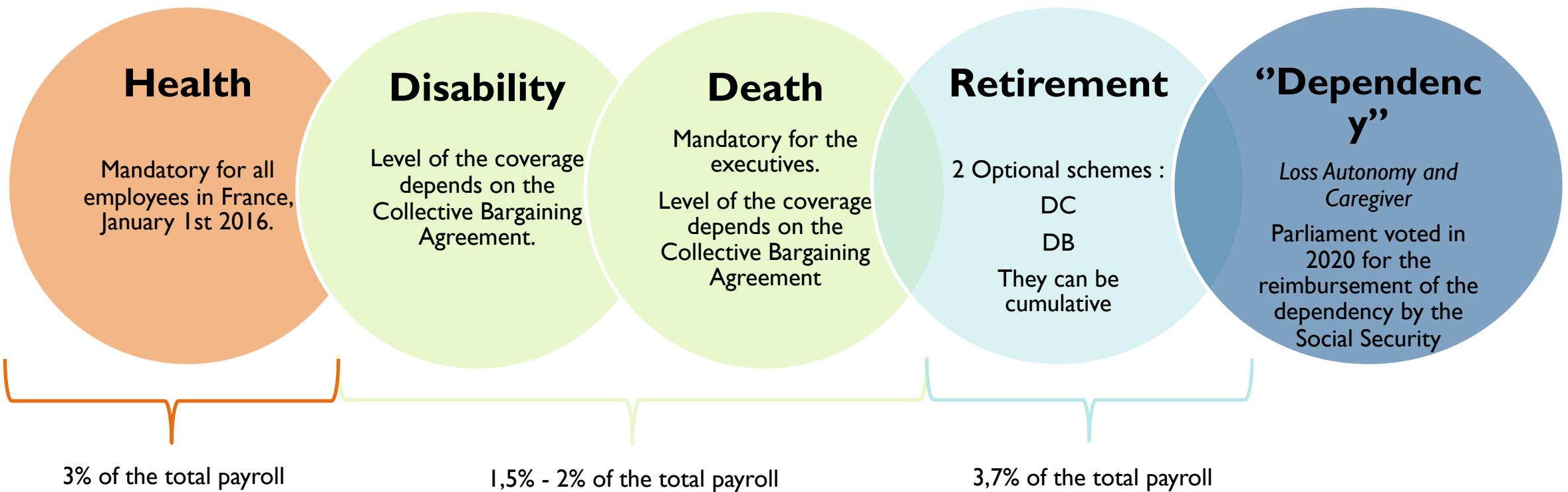
Top 20 Group Benefits
insurance Brokers 2019

80 employees

1,000+ clients companies
Including top companies
from CAC40 and SBF120

200,000 employees
covered and over 100,000
beneficiaries managed in
health TPA.

The French Benefits system



Covid-19 Outbreak



Statistics

- Population : 66M
- 3,783M tested positives (+23K daily)
- 221,7 Incidence rate over 100K pop
- R = 1,04 (20.02.2021)
- 70,9% intensive care occupancy rate (3'586 occupied, +366 daily)
- 87'246 Death (+301 daily)

Tests are directly paid by the Social Security



Health Situation

- Curfew at 18h00 (& lockdown in 2 cities)
- Most companies are on remote working if possible
- Extension of the support for partial unemployment payment by the state
- Extension of the state guaranteed loan



Vaccination

- 3,1M people vaccinated (Mostly old people +65y.o, hospital staff and people with fragile health)
- Government and employer can't impose people to get vaccin
- Goal is to vaccinate every volunteer

Vaccins are directly paid by the Social Security

2020 – 2021 | Renewals

Health plan



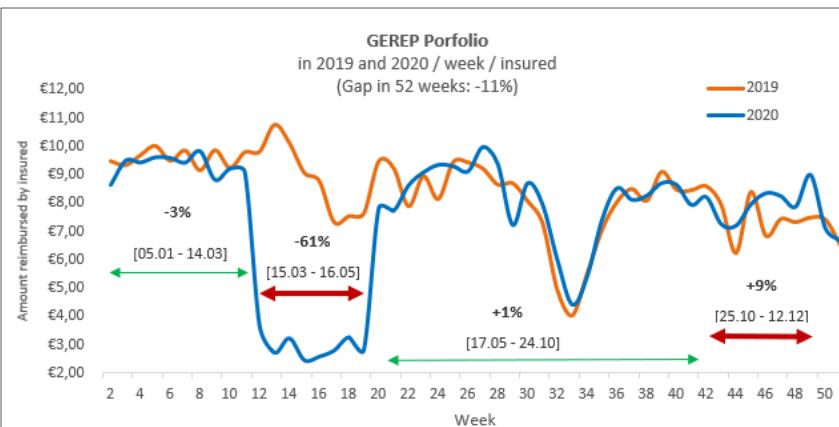
Renewal : +5%



Covid Tax : +2,6% in 2020 and +1,3% in 2021



Decrease of expenses in 2020 by 11%
A report of reimbursement is expected in 2021



Death & Disability plan



Renewal : +6% and +12%



Increase of Absenteeism : 5,11% in 2020



Actuarial rates for provisions remain low



Health, Death & Disability plans are free for employees leaving and on portability (with an unemployment certificate) the employers will have to absorb the cost.

Market Trends



Better TPA Services

Improve the customer experience for the HR (enrollment and radiation, online declaration of employees on sick leave, dashboard for absenteeism) and for the insured (online expenses, add beneficiaries,...)



Better Health Benefits

Improve the level of benefits : Telemedicine, Assistance (Household help in the case of hospitalization, Educational assistance for children,...), Psychological listening platform, EAP



Cost Savings

- Instead of increasing wages companies rather implement retirement PERO plans (or improve the current plan)
 - Instead of laying off employees, companies help employees to retire earlier
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Actuarial projection

In order to anticipate the upcoming 2022 renewal, prospects and clients ask for projections of the results and loss ratio



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