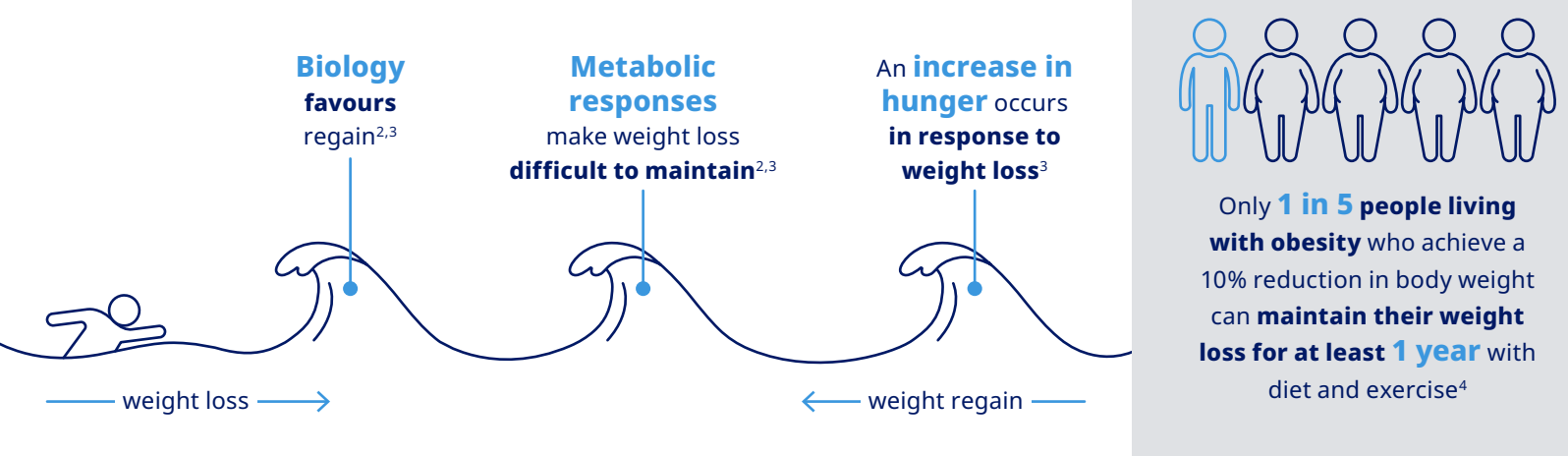


Obesity and health benefit plan cost drivers

Obesity is a complex chronic disease, characterized by excessive body fat, that impairs health.¹ It should not be considered a lifestyle condition.

Why cover obesity in health benefit plans?

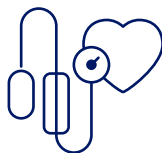
SUSTAINED WEIGHT LOSS IS CHALLENGING BECAUSE:



THE TOP CHRONIC ILLNESSES THAT DRIVE UP HEALTH BENEFIT PLAN COSTS IN CANADA⁵



Depression



Hypertension



Type 2 diabetes



Asthma



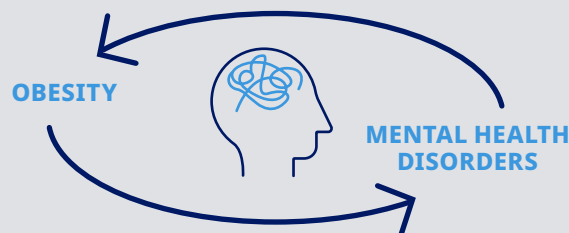
Inflammatory conditions

Obesity increases the risk for the top health benefit cost drivers in Canada.⁶

13% reduction in weight can reduce the risk of type 2 diabetes by 41%⁷

Obesity is associated with a significant mental health burden⁸

Mental health disorders have the potential to be **both the complication and the cause of obesity⁸**



20-50% of adults with depression live with obesity⁹

HOW TO INCLUDE OBESITY MANAGEMENT IN BENEFIT PLANS

What can you do to support those living with obesity in the workplace?

Ensure employees have evidence-based supports that align with the **Canadian Adult Obesity Clinical Practice Guidelines:**¹



MEDICAL NUTRITION THERAPY

Personalized counselling by a registered dietitian with a focus on healthy food choices and evidence-based nutrition therapy

Coverage of dietitian/nutritionist



EXERCISE

30-60 minutes of moderate to vigorous activity most days of the week

Coverage of exercise health support professional (i.e. kinesiologist)



PSYCHOLOGICAL

Cognitive approach to behavioural change; psychotherapy if appropriate

Coverage of psychologist/ cognitive behavioural therapy, including iCBT*



MEDICATIONS

For weight loss and to help maintain weight loss

Coverage of obesity medications, with reasonable limits



BARIATRIC SURGERY

Surgeon-patient discussion

Adequate leave policies and return to work accommodations

*Internet-based cognitive behavioural therapy

To learn more about how to support employees living with obesity in the workplace, please contact Novo Nordisk Canada Inc. at NNCICustomerCare@novonordisk.com

References

1. CMAJ, 2020 August 4;192:E875-91. doi: 10.1503/cmaj.191707
2. Lam YY, Ravussin E. Mol Metab 2016;5:1057-1071
3. Sumithran P et al. N Engl J Med 2011;365:1597-1604
4. Wing RR, Phelan S. Am J Clin Nutr 2005;82(1 Suppl):222S-225S
5. <https://www.benefitscanada.com/news/bencan/what-are-the-top-chronic-diseases-in-the-workplace>
6. <https://www.canada.ca/en/health-canada/services/healthy-living/your-health/lifestyles/obesity.html>
7. International Journal of Obesity. <https://doi.org/10.1038/s41366-021-00788-4>
8. Avila et al. Current Obesity Reports 4, 303-310 (2015)
9. Taylor VH et al. Canadian Adult Obesity Clinical Practice Guidelines: The Role of Mental Health in Obesity Management. Available from: <https://obesitycanada.ca/guidelines/mentalhealth>. Accessed Jan 2022