



**HEALTHIER, LONGER,
BETTER LIVES**

**MALAYSIA'S
HEALTHIEST
WORKPLACE**

AIA Vitality

Media Release

Malaysian Workforce: Sleepless and Overworked?

Findings from Malaysia's Healthiest Workplace by AIA Vitality 2019 survey reveal that the Malaysian workforce are stressed and sleep deprived

- *51% of employees suffer from at least one dimension of work-related stress*
- *Financial concerns continue to contribute to underlying mental health problems with 22% reporting that they had a lot of financial burdens*
- *Sleep deprivation on the rise as 53% of employees get less than 7 hours of sleep*
- *Majority suffer from shoulder and neck pain with 84% of employees reporting one or more musculoskeletal conditions*

KUALA LUMPUR, 15 November 2019 – AIA Bhd., a leading life and health insurance provider revealed the results of the Malaysia's Healthiest Workplace by AIA Vitality 2019 survey today. The survey, conducted annually, aims to understand how the workplace can affect employee health, relating the health of employees to their performance and engagement at work. This year, the findings demonstrate that Malaysian employees are overworked, and sleep deprived with 51% of employees suffering from at least one dimension of work-related stress and 53% getting less than seven (7) hours of sleep in a 24-hour period.

This is the third year that AIA is commissioning the survey, where a record total of 230 organisations of different sizes and sectors across Malaysia participated in the survey, representing a combined workforce of 17,595 employees. This year, the survey attracted the participation of nearly twice as many organisations in Malaysia than the year before – indicating the increased importance placed by Corporate Malaysia to understand the state of health in their respective organisations.

In line with AIA's commitment to workplace health advocacy, the survey measures the state of overall wellbeing in the workplace and takes stock of employees' mental and physical health, work engagement, as well as its impact towards workplace productivity. Through the findings reported from the survey results, employers are empowered with the right knowledge and strategies to invest in the health and wellbeing of their employees.

One of the biggest revelations by the survey is the growing culture of overworking within organisations in Malaysia, which is attributed to several factors across the spectrum of mental wellbeing, clinical health, work environment and sleep. The 2019 survey findings reveal that mental health problems continue to be on the rise with 22% of employees reporting that they had a lot of financial concerns at present. Additionally, 20% of employees continue to be affected by workplace bullying which overall contribute to their stress at work.

Long hours at the office hunching over computers have also contributed to the culture of overworking, manifesting in clinical health conditions and sleep deprivation. The survey highlighted that 84% of employees reported at least one or more musculoskeletal conditions while more than half of the respondents indicated that they had less than seven (7) hours of sleep every day with 14% noting that they had poor or very poor-quality sleep.

17% of employees reported that they felt tired and fatigued every single day and yet 20% of them cannot decide when to take a break. In addition to long working hours, increased after-hours work connectivity and work-related stress are also factors associated with sleep problems, which can lead to the increasing probability of developing severe mental health conditions among employees.

Other key findings for Malaysia's Healthiest Workplace by AIA Vitality 2019 survey include:

- Organisations lose a total of 73.3 days per employee due to absence* and presenteeism**, costing each employer RM1.46 million per month
- 98% of employees have an AIA Vitality Age*** that is higher than their actual age
- 16% of employees have low or very low levels of engagement at work
- 32% of employees have one or more chronic conditions (kidney conditions, high blood pressure, high cholesterol, diabetes, heart disease, stroke or cancer)
- 90% of employees do not eat a balanced diet
- 42% of employees are either overweight or obese
- 45% of organisations do not offer any mental health interventions

Present at the Malaysia's Healthiest Workplace Summit 2019 was YB Dr Lee Boon Chye, Deputy Health Minister of Malaysia who said: "The responsibility of driving Malaysia towards a nation of healthy individuals continues to be at the top of the agenda for the Ministry of Health as we face sobering statistics on the state of our health – both mentally and physically.

"The success of a nation is dependent on the health of its people and initiatives such as the Malaysia's Healthiest Workplace survey become increasingly crucial as more and more Malaysians enter the workforce every year. I am happy to see even more organisations participating in this survey and contributing to this important discussion," concluded Dr Lee.

Commenting on the survey findings which were revealed at the Malaysia's Healthiest Workplace Summit 2019 earlier today, AIA Bhd.'s Chief Executive Officer, Ben Ng said: "As advocates for workplace health, it is encouraging to witness the highest number of participating companies in the survey's three-year history. For us, it is an affirmation that we are heading in the right direction as we continue to create awareness on the benefits of a healthy workforce. With the findings of this year's survey, we hope that Corporate Malaysia will be able to utilise these insights and implement strategies and interventions that will benefit their employees' health and wellbeing in the long run."

"The survey continues to highlight the prevalence of depression, anxiety, sleep insufficiency, to name a few, in our workforce which contributes to low levels of productivity in organisations. There is a clear need for employers to first, recognise that a happier and well-rested workforce is a more productive one and second, to promote interventions that don't just focus on physical and nutritional health but also mental wellbeing. It is our hope that Malaysia's Healthiest Workplace by AIA Vitality survey will continue to spur more positive action for the betterment of the Malaysian workforce," added Ben.

The Malaysia's Healthiest Workplace survey is an independent evaluation commissioned by AIA and delivered in partnership with research agency RAND Europe and local academic advisor Universiti Kebangsaan Malaysia. Modelled after the Britain's Healthiest Workplace – a highly successful study which has been carried out in the UK since 2013, it is currently the only comprehensive science-backed workplace survey ever conducted in Malaysia.

The survey is offered free-of-charge to Malaysian companies with a minimum force of 20 staff. In return for their participation, companies will receive a detailed organisational health report which helps them understand the health risk factors within their workforce, as well as the effectiveness of their health and wellness interventions.

The winners of the Malaysia's Healthiest Workplace by AIA Vitality 2019 Awards were also announced, where 15 companies were recognised for their respective efforts in promoting workplace health and creating a healthy environment for their employees.

The winners for each award category are as follows:

1. Malaysia's Healthiest Employees

Winners:

- Small organisation (20-249 employees) – Mindvalley
- Medium organisation (250-999 employees) – Agilent Technologies LDA Malaysia Sdn Bhd
- Large organisation (1,000 employees and above) – Technip Geoproduction (M) Sdn Bhd

Highly Commended:

- Small organisation (20-249 employees) – Yayasan Pahang
- Medium organisation (250-999 employees) – Fitness First Malaysia
- Large organisation (1,000 employees and above) – Keysight Technologies Malaysia Sdn Bhd

2. Malaysia's Healthiest Employer

Winners:

- Small organisation (20-249 employees) – Yayasan Pahang
- Medium organisation (250-999 employees) – International Medical University (IMU)
- Large organisation (1,000 employees and above) – Dell Global Business Center Sdn Bhd

Highly Commended:

- Small organisation (20-249 employees) – Mindvalley
- Medium organisation (250-999 employees) – UDA Holdings Berhad
- Large organisation (1,000 employees and above) – Nestlé Malaysia Bhd

3. Malaysia's Healthiest Workplace

Winners:

- Small organisation (20-249 employees) – Yayasan Pahang
- Medium organisation (250-999 employees) – International Medical University (IMU)
- Large organisation (1,000 employees and above) – Dell Global Business Center Sdn Bhd

Highly Commended:

- Small organisation (20-249 employees) – Mindvalley
- Medium organisation (250-999 employees) – Agilent Technologies LDA Malaysia Sdn Bhd
- Large organisation (1,000 employees and above) – Top Glove Corporation Bhd

4. Malaysia's Most Improved Workplace

Winners:

- Small organisation (20-249 employees) – Yayasan Pahang
- Medium organisation (250-999 employees) – KPJ Pasir Gudang Specialist Hospital
- Large organisation (1,000 employees and above) – McDonald's Malaysia

Highly Commended:

- Small organisation (20-249 employees) – Harveston Financial Advisory Sdn Bhd
- Medium organisation (250-999 employees) – Petrosains Sdn Bhd
- Large organisation (1,000 employees and above) – Nestlé Malaysia Bhd

**Absence: Not being at work due to health-related reasons*

***Presenteeism: Being at work when unwell*

****The AIA Vitality Age indicates how healthy a person is relative to their real age: the body may be younger (healthier) or older (less healthy) than the actual age, depending on the person's health and lifestyle.*

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About AIA Bhd.

AIA Bhd. is a leading insurer in Malaysia, where we have been privileged to do business since 1948. We offer a suite of financial solutions including Protection, Health, Personal Accident, Employee Benefits, General Insurance, Mortgage, Retirement and Family Takaful products to meet our customers' protection and financial security needs at every life stage. Through our wide and diverse distribution footprint which comprises a 14,000 strong Life Planner force, our exclusive bank partner's branches nationwide as well as corporate sales teams and brokers, we give our customers the choice of deciding how, when and where they connect with us.

Part of the AIA Group, the largest independent publicly listed pan-Asian life insurance group, AIA Bhd. has the financial strength, experience, service centre network and a well-trained team of more than 2,000 employees to serve our 3.9 million customers nationwide. As at 30 June 2019, AIA Bhd.'s total asset worth was RM54.7 billion, with a paid-up capital of RM1,451 million.

About AIA

AIA Group Limited and its subsidiaries (collectively "AIA" or the "Group") comprise the largest independent publicly listed pan-Asian life insurance group. It has a presence in 18 markets in Asia-Pacific – wholly-owned branches and subsidiaries in Hong Kong, Thailand, Singapore, Malaysia, Mainland China, Korea, the Philippines, Australia, Indonesia, Taiwan, Vietnam, New Zealand, Macau, Brunei, Cambodia, a 97 per cent subsidiary in Sri Lanka and a 49 per cent joint venture in India. In April 2019, AIA was also granted approval as a preferred applicant to operate in Myanmar through a 100 per cent wholly-owned subsidiary.

The business that is now AIA was first established in Shanghai a century ago in 1919. It is a market leader in the Asia-Pacific region (ex-Japan) based on life insurance premiums and holds leading positions across the majority of its markets. It had total assets of US\$256 billion as of 30 June 2019.

AIA meets the long-term savings and protection needs of individuals by offering a range of products and services including life insurance, accident and health insurance and savings plans. The Group also provides employee benefits, credit life and pension services to corporate clients. Through an extensive network of agents, partners and employees across Asia-Pacific, AIA serves the holders of more than 34 million individual policies and over 16 million participating members of group insurance schemes.

AIA Group Limited is listed on the Main Board of The Stock Exchange of Hong Kong Limited under the stock code "1299" with American Depositary Receipts (Level 1) traded on the over-the-counter market (ticker symbol: "AAGIY").

About AIA Vitality

AIA Vitality is Asia's first and only comprehensive science-backed health programme. It provides members with the knowledge, tools and motivation to bring about long-term positive behavioural changes to lead a healthier life. AIA Vitality members are incentivised to actively engage in health and wellness activities by offering them a range of benefits including extra insurance benefits on selected insurance and Takaful plans as well as savings and discounts from AIA Vitality partners.

Learn more about AIA Vitality at www.aiavitality.com.my

About the RAND Corporation

The RAND Corporation is a research organisation that develops solutions to public policy challenges to help make communities throughout the world safer and more secure, healthier and more prosperous.