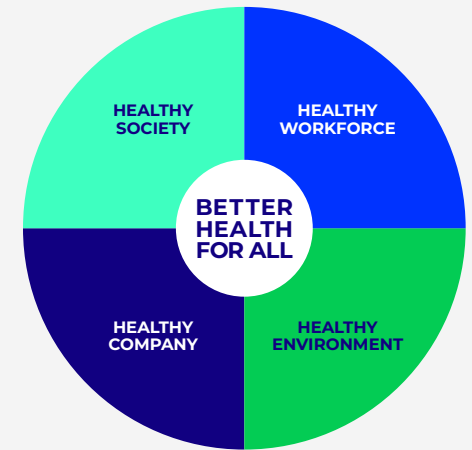




Purpose & Performance

2024 CORPORATE IMPACT REPORT EXECUTIVE SUMMARY

The Cigna Group 2024 Corporate Impact Report captures the progress we've made toward achieving our corporate impact and sustainability vision: to transform the ecosystem of health into one that is well-functioning, sustainable, accessible, and equitable—advancing better health for all. Our approach is structured around four pillars that underscore our mission to improve the health and vitality of those we serve. The following is a snapshot of our recent progress. Our full 2024 Corporate Impact Report can be found at www.thecignagroup.com/our-impact/esg/.



Healthy Society

Work to make health care better for all and build a sustainable health care system

Sustainable health care

-  Continued to grow **EncircleRxSM** with industry's first-ever GLP-1 financial guarantee (and offered to our U.S. employees enrolled in our medical plan)
-  Launched Evernorth Behavioral Care Group with **1,500+** licensed behavioral health clinicians
-  **\$0 out-of-pocket** Humira and Stelara biosimilars for eligible patients

Health equity

-  **~23,400 translation requests** and ~7,500 accessibility requests completed
-  Piloted programs to receive **real-time alerts from emergency rooms** to provide customers with earlier engagement and support
-  Collaborated with partners in Atlanta to launch **Safe Swimming with Sickle Cell program**

Community resilience

-  **Committed \$27M+ over 3 years** from The Cigna Group Foundation for youth and veteran mental health and health equity
-  **~90,000 hours** volunteered by employees, a nearly 30% YoY increase worth ~\$5.6M in economic value

Product service and quality

-  **Announced Our Commitment to Better** to improve and transform the health care experience for our customers and patients

Healthy Workforce

Prioritize the health and vitality of employees within our workforce

Employee health, safety and vitality



Established The Cigna Group **Employee Relief Fund** to help employees seeking emergency financial assistance in times of need¹



Announced annual paid **Preventive Care Day** (in addition to PTO) for regular U.S. employees

Inclusion within our workforce



~70% of global employees self-identified as women and **~41%** in the U.S. self-identified as ethnic minorities



Female employees earn **>99¢ per \$1** earned by similarly situated male employees

Human capital development



~62% of open positions filled by internal candidates and **~9%** voluntary turnover rate²



~37 average learning hours per employee

Healthy Company

Promote positive societal impact, ethical behavior and responsible business practices

Data protection



Enforced **strong governance practices around AI use** and rolled out required AI training for mid- and senior-level employees

Responsible supply chain



~55% of indirect suppliers under management have been rated by EcoVadis³



Grew spend with small and under-represented suppliers by **~38%** over 2023

Healthy Environment

Identify efficiencies and make strategic investments that reduce our environmental impact

Climate change and emissions



Achieved goal to reduce Scope 1 and 2 GHG emissions by **50%** (compared to 2019 baseline)



~52% of global power needs sourced from renewable electricity

Sustainable operations



Achieved **LEED Gold** certification (in early 2025) for Bloomfield, CT headquarters



Continued to move to more **sustainable packaging** within pharmacy operations



Snapshot of Recent Corporate Impact & Sustainability Recognitions

- **America's Climate Leaders** by USA TODAY
- **Silver** medal from EcoVadis (**top 15%** of all scored companies)
- **AA** in MSCI ESG Ratings and "Prime" status by ISS
- **#10 on America's Most JUST Companies** by JUST Capital and CNBC (and #1 in Health Care Providers industry)

1. Established in early 2025.

2. Excludes entry-level positions.

3. Suppliers under management include indirect suppliers that are selected based on relationship segmentation, criticality to our operations, and risk profile.

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