



# OUR COMMITMENT TO BETTER

## 2025 Corporate Impact Report Executive Summary

The Cigna Group 2025 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 2025 Corporate Impact Report can be found at [thecignagroup.com/our-impact/esg/](https://thecignagroup.com/our-impact/esg/).



## HEALTHY SOCIETY

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

### INNOVATION AND AFFORDABILITY



Announced new **rebate-free pharmacy benefit model** designed to improve transparency and reduce out-of-pocket costs at the pharmacy counter



**5K+** providers across all 50 states as part of the **Evernorth Behavioral Care Group**, adding to our overall network of ~555K behavioral health providers (+17% YoY)



**~7.8M** customers with protection against high cost of gene therapies through **Embarc Benefit Protection®** program

### COMMUNITY RESILIENCE



**~\$52.2M** in combined giving between The Cigna Group Foundation, corporate giving, and employee giving and volunteerism



**~34K** youth, families and professionals engaged through the work of 23 nonprofits that received grants from The Cigna Group Foundation



**~114K** hours volunteered by employees, an ~30% YoY increase worth ~\$7.1M in economic value

### PRODUCT SERVICE AND QUALITY



Published first **Customer Transparency Report**, illustrating progress against our Commitments to Better

### HEALTH EQUITY



**~56K+** translation requests and **~24K+** accessibility requests completed





Partnered with TrumpRx to offer **EMD Serono's common treatments for infertility** at the lowest cash price available

# HEALTHY WORKFORCE

Prioritize the health and vitality of employees within our workforce



## EMPLOYEE HEALTH, SAFETY AND VITALITY

-  **600+** employees supported and **\$960K+** in financial assistance distributed through The Cigna Group **Employee Relief Fund**
-  Added **surrogacy support**<sup>1</sup> in addition to comprehensive fertility coverage and adoption assistance, as a benefit for employees interested in family-building

## INCLUSION WITHIN OUR WORKFORCE

-  **~69%** of global employees self-identified as women and **~40%** in the U.S. self-identified as ethnic minorities
-  Female employees earn **>99¢ per \$1** earned by similarly situated male employees

## HUMAN CAPITAL DEVELOPMENT

-  **~52%** of open positions filled by internal candidates<sup>2</sup> and **~9%** voluntary turnover rate
-  **~75%** of employees say they intend to continue working for The Cigna Group for 5 years or more<sup>3</sup>

# HEALTHY ENVIRONMENT

Identify efficiencies and make strategic investments that reduce our environmental impact

## CLIMATE CHANGE AND EMISSIONS

-  **~78%** of global electricity needs derived from renewable sources
-  Submitted **greenhouse gas emissions reduction targets** to the Science-Based Targets initiative (SBTi)


## SUSTAINABLE OPERATIONS

-  Achieved **LEED Platinum** and **Fitwel 3-star** certification for Hyderabad, India
-  **~140K** pounds of waste composted at our offices in Bloomfield, CT, and St. Louis, MO



# HEALTHY COMPANY

Promote positive societal impact, ethical behavior and responsible business practices

## DATA PROTECTION

-  **Expanded disclosure** around the governance and responsible use of AI

## RESPONSIBLE SUPPLY CHAIN

-  **~54%** of indirect suppliers under management<sup>4</sup> have been rated by EcoVadis with **~90%** scoring a “good” or higher performance
-  **~\$1.6B** in spend with certified business enterprises<sup>5</sup>

## SNAPSHOT OF RECENT RECOGNITIONS

- **A-** CDP score
- **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
- **#13 on America’s Most JUST Companies** by JUST Capital and CNBC (and #1 in Health Care industry)

1. As of 2026  
2. Excluding entry-level roles  
3. 83% of employees responded to employee engagement survey in 2025  
4. Suppliers under management include indirect suppliers that are selected based on relationship segmentation, criticality to our operations and risk profile  
5. Small businesses and emerging suppliers from communities not fully reflected in or have had limited participation in the supply chain  
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