



COMPLIANCE COMMITTEE CHARTER

(Approved by the Board of Directors
effective October 23, 2024)

Purpose

The Compliance Committee (the “Committee”) shall represent and assist the Board of Directors (the “Board”) of The Cigna Group (the “Corporation”) in fulfilling its oversight responsibility regarding the Corporation’s compliance and ethics programs, including but not limited to its compliance with the laws and regulations that apply to its business operations, such as data privacy and U.S. federal and state healthcare program requirements.

Membership

The Committee shall consist of a minimum of three directors. Members of the Committee shall be appointed by the Board upon the recommendation of the Corporate Governance Committee and shall serve for such term or terms as the Board may determine or until earlier resignation or death. Members of the Committee may be removed by the Board in its discretion. All members of the Committee shall satisfy all applicable independence requirements, as determined by the Board.

Authority and Responsibilities

Among its authority and responsibilities, the Committee shall:

- oversee the Corporation’s key compliance programs designed to ensure that the Corporation identifies, prioritizes, and effectively mitigates key risks;
- oversee the administration of the Corporation’s Code of Ethics and Principles of Conduct (the “Code”) and the Director Code of Business Conduct and Ethics (the “Director Code”) and make recommendations to the Board regarding revisions thereto; and
- notwithstanding anything in this charter to the contrary, refer matters related to compliance with securities laws and regulations, including financial reporting and disclosure requirements, to the Audit Committee of the Board.

In order to carry out its responsibilities, the Committee shall:

- review on a regular basis the Corporation’s compliance with Federal health care program requirements and the effectiveness of the Chief Compliance Officer for Federal Programs and management’s Medicare Compliance Committee;
- review periodically the structure, operation and effectiveness of the Corporation’s (i) compliance risk assessment process; and (ii) compliance programs (including Federal health care programs and those of recently acquired entities and established joint ventures) and education and training of the Corporation’s personnel on compliance;
- review on a regular basis the Corporation’s significant compliance risk exposures or violations, including those relating to data privacy or violations or alleged violations of

the Corporation's Code, and the steps that have been taken to monitor, correct and/or mitigate such violations or risks; and

- consider any requests for waivers from the Code or the Director Code benefiting the Corporation's executive officers or directors and review any waivers from the Code granted to the Corporation's employees.

Governance, Structure and Operations

The Committee shall:

- annually evaluate and assess its performance;
- regularly meet without management; and
- regularly report to the Board with respect to its activities and decisions.

In order to carry out its responsibilities, the Committee shall have the authority to:

- employ and obtain advice and assistance from external advisors. The Committee shall have sole authority to select and terminate the advisor(s) to the Committee as well to approve the advisory fees and other retention terms; and
- delegate its duties and responsibilities to a subcommittee comprised of one or more Committee members, as applicable, in accordance with applicable Corporation policy and other legal and regulatory requirements.