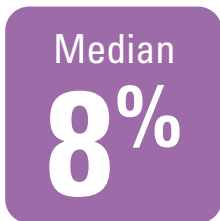


# Health Care Costs Pulse Survey: 2025 Cost Trend

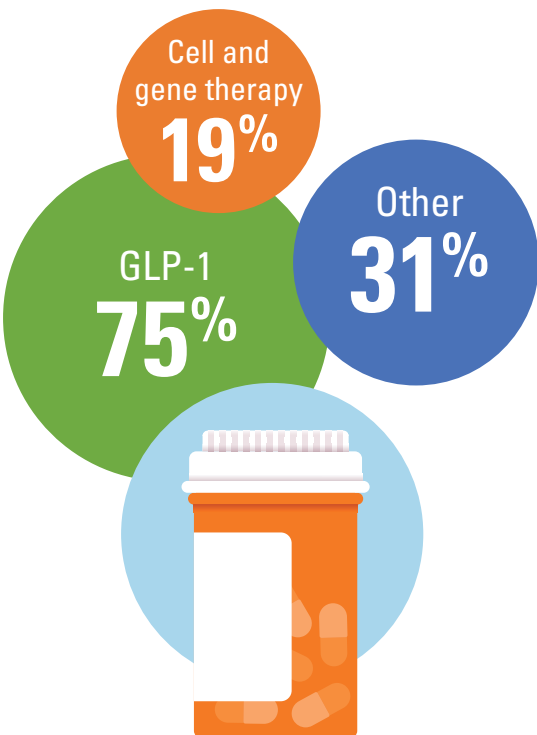
Trends indicate that a majority of medical plan costs will increase for the 2025 plan year. This pulse survey is designed to help U.S. plan sponsors navigate this changing landscape and learn about health care costs for the coming year. The data below reflects responses from corporate/single employers collected August 1, 2024 to August 8, 2024.

## Expected Medical Plan Cost Increase (2024-2025) (n=160)



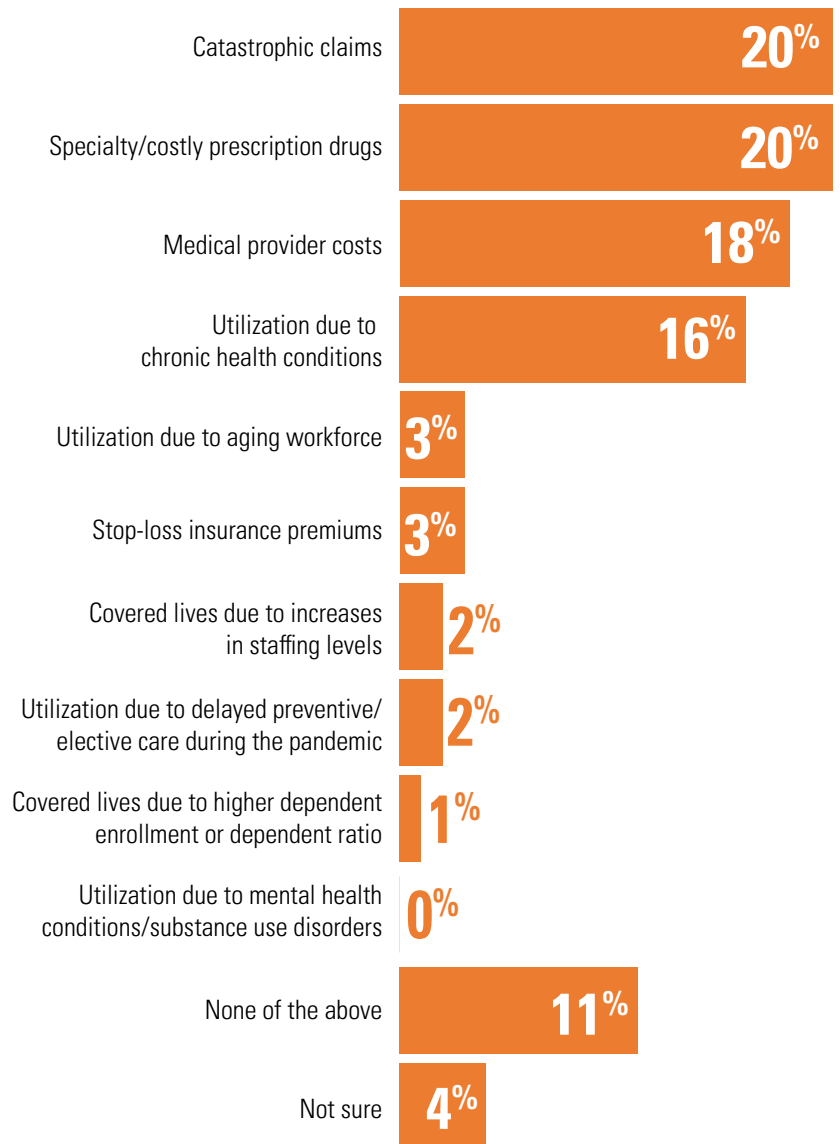
## Specialty/Costly Prescription Drug Primarily Responsible for Cost Increase\* (n=32)

(Only those that selected "specialty/costly prescription drugs" as their primary reason for cost increase answered this question.)



\*Respondents were asked to select all that apply.

## Primary Reason for Cost Increase\* (n=160)



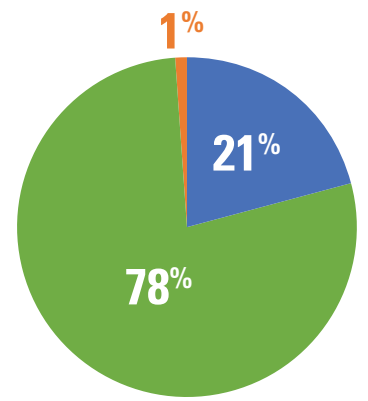
\*Respondents were asked to select one option.

### Initiative Type With Most Anticipated Impact in 2025\* (n=160)

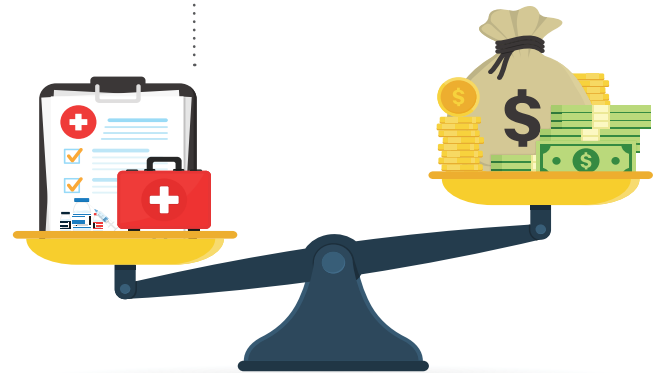


\*Respondents were asked to select one option.

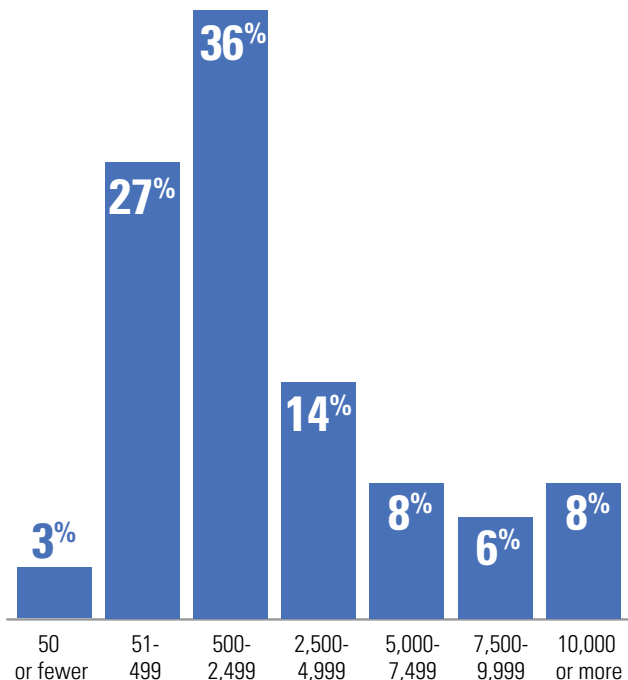
### Health Care Plan Funding (n=160)



- Fully insured
- Self-funded (with or without stop-loss coverage)
- Not sure



### Number of Active Workers (n=160)



### Respondent Region (n=160)

