

# Global Reporting Initiative (GRI) Index

This document has been prepared in accordance with the GRI Standards: Core option (2016). The preparation of this report considered all GRI Principles for sustainability reporting, including guidelines for Principles for Defining Report Content and Report Quality. The process for defining content and boundaries reflects the company's previous reporting practices, feedback from stakeholders, and discussions with internal and external subject matter experts. A GRI Index has been included to direct readers to the report's general standard disclosures and specific standard disclosures for material topics.

## GRI 102: GENERAL DISCLOSURES 2016

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Organizational Profile</b>		
102-1	Name of the organization	Cigna Corporation ("Cigna")
102-2	Activities, brands, products and services	<a href="#">2021 Annual Report</a> , pg. 1-18
102-3	Location of headquarters	Bloomfield, Connecticut
102-4	Location of operations	<a href="#">2021 Annual Report</a> , pg. 48
102-5	Ownership and legal form	Cigna (NYSE: CI) is a publicly traded corporation
102-6	Markets served	<a href="#">2021 Annual Report</a> , pg. 1-18, 48 <a href="#">Company Profile</a> <a href="#">Stakeholder Engagement</a>
102-7	Scale of the organization	<a href="#">2021 Annual Report</a> , pg. 1-21, 48 <a href="#">Company Profile</a>
102-8	Information on employees and other workers	<a href="#">2021 Annual Report</a> , pg. 20-21 <a href="#">Performance Tables and Indices</a> Almost all of our employees are full-time, with less than 2% of employees regularly working fewer than 30 hours per week.
102-9	Supply chain	<a href="#">Responsible Supply Chain</a>
102-10	Significant changes to the organization and its supply chain	Not applicable during the reporting period.
102-11	Precautionary principle or approach	<a href="#">Cigna Environmental Policy Statement</a> <a href="#">Sustainable Operations</a>
102-12	External initiatives	Cigna is a signatory to the <a href="#">United Nations Global Compact</a> . Cigna is also a signatory to the pledge for <a href="#">CEO Action for Diversity &amp; Inclusion</a> and supports the <a href="#">Paradigm for Parity</a> and the <a href="#">United Nations' Women's Empowerment Principles</a> .
102-13	Membership of associations	<a href="#">2021 Political Contributions and Lobbying Activity Report</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Strategy</b>		
102-14	Statement from the most senior decision-maker	<a href="#">CEO Letter</a>
102-15	Key impacts, risks and opportunities	<a href="#">2021 Annual Report</a> , pg. 1-47 <a href="#">2022 CDP Climate Change</a> , C2: Risks and Opportunities <a href="#">Cigna's ESG Framework</a> <a href="#">Materiality Assessment</a>
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards and norms of behavior	<a href="#">Code of Ethics and Principles of Conduct</a> <a href="#">Supplier Code of Ethics</a> <a href="#">Anti-Corruption Compliance Policy</a> <a href="#">Human Rights Statement</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Code of Ethics and Principles of Conduct</a> <a href="#">Supplier Code of Ethics</a> <a href="#">Anti-Corruption Compliance Policy</a> <a href="#">EthicsPoint (Ethics-Based Web Reporting)</a>
<b>Governance</b>		
102-18	Governance structure	<a href="#">Corporate Governance Committee Charter</a> <a href="#">Leadership and Accountability</a>
102-22	Composition of the highest governance body and its committees	<a href="#">2022 Proxy Statement</a> , pg. 7, 16-21
102-23	Chair of the highest governance body	<a href="#">2022 Proxy Statement</a> , pg. 7, 14, 23
102-24	Nominating and selecting the highest governance body	<a href="#">Board Corporate Governance Guidelines</a> <a href="#">2022 Proxy Statement</a> , pg. 7, 12-15
102-25	Conflicts of interest	<a href="#">Director Code of Business Conduct and Ethics</a> <a href="#">2022 Proxy Statement</a> , pg. 16-21, 35 <a href="#">2021 Annual Report</a> : We do not have a controlling shareholder.
102-28	Evaluating the highest governance body's performance	<a href="#">Corporate Governance Committee Charter</a> <a href="#">Board Corporate Governance Guidelines</a>
102-35	Remuneration policies	<a href="#">2022 Proxy Statement</a> , pg. 40-83
102-36	Process for determining remuneration	<a href="#">2022 Proxy Statement</a> , pg. 40-83

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	<a href="#">Business Ethics and Compliance Performance Tables and Indices</a>
102-41	Collective bargaining agreements	<a href="#">Materiality Assessment Stakeholder Engagement</a>
102-42	Identifying and selecting stakeholders	<a href="#">Materiality Assessment Stakeholder Engagement</a>
102-43	Approach to stakeholder engagement	<a href="#">Materiality Assessment Stakeholder Engagement</a>
102-44	Key topics and concerns raised	<a href="#">Materiality Assessment Stakeholder Engagement</a>
<b>Reporting Practice</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">2021 Annual Report</a> , pg. 77-83
102-46	Defining report content and topic boundaries	<a href="#">Materiality Assessment Performance Tables and Indices</a>
102-47	List of material topics	<a href="#">Materiality Assessment</a>
102-48	Restatements of information	We revised our segments in 2021 and updated the historical information reported in the 10K for comparability. This resulted in revising the prior segments.
102-49	Changes in reporting	Our response to this indicator only covers changes related to ESG reporting. In 2021, we updated our material topics through a materiality assessment with a global third-party sustainability consultancy.
102-50	Reporting period	Our reporting period is calendar-year 2021.
102-51	Date of most recent report	<a href="#">2020 Corporate Responsibility Report</a>
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	CignaConnects@Cigna.com
102-54	Claims of reporting in accordance with the GRI Standards	This document has been prepared in accordance with the GRI Standards: Core option (2016).
102-55	GRI content index	<a href="#">GRI Index</a>
102-56	External assurance	<a href="#">GHG Emissions Assurance Statement</a> We received assurance for our greenhouse gas emissions during the reporting period for Scope 1 and 2 greenhouse gas (GHG) emissions.

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

## MATERIAL TOPICS

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Healthy Environment</b>		
<b>Climate Change and Emissions</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2021 Annual Report</a> , pg. 33–47 <a href="#">Sustainable Operations</a> Greenhouse gas emissions and associated potential risks or challenges are relevant to all stakeholders, including our communities, clients, employees, customers, suppliers, employees and investors. Energy consumption associated with operations is relevant to all stakeholders, including our employees, communities, clients, customers and investors.
103-2	The management approach and its components	<a href="#">Sustainable Operations</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Sustainable Operations</a> <a href="#">Performance Tables and Indices</a>
302-1	Energy consumption within the organization	<a href="#">Performance Tables and Indices</a>
302-3	Energy intensity	<a href="#">Performance Tables and Indices</a>
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	<a href="#">Performance Tables and Indices</a>
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<a href="#">Performance Tables and Indices</a>
305-3	Energy indirect greenhouse gas (GHG) emissions (Scope 3)	<a href="#">Performance Tables and Indices</a>
305-4	Greenhouse gas (GHG) emissions intensity	<a href="#">Performance Tables and Indices</a>
<b>Sustainable Operations</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Sustainable Operations</a> Water and associated potential risks or challenges are relevant to all stakeholders, including our communities, clients, customers, employees and investors. Efficient use of resources and management of waste are relevant to our investors, clients, customers, employees and communities. Compliance with environmental regulations is relevant to our investors, clients, suppliers and employees and to the communities where we operate.
103-2	The management approach and its components	<a href="#">Sustainable Operations</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Sustainable Operations</a> <a href="#">Performance Tables and Indices</a>
303-3	Water withdrawals	<a href="#">Performance Tables and Indices</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
306-4	Waste diverted from disposal	<a href="#">Performance Tables and Indices</a> Hazardous waste is not a material waste stream at Cigna facilities.
307-1	Noncompliance with environmental laws and regulations	None during the reporting period

### Healthy Workforce

#### Employee Health, Safety and Well-Being

103-1	Explanation of the material topic and its boundary	<a href="#">Employee Health, Safety and Well-being</a> Employee Health, Safety and Well-Being is relevant to our investors, clients, customers, employees and communities.
103-2	The management approach and its components	<a href="#">Employee Health, Safety and Well-Being</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Employee Health, Safety and Well-Being</a> <a href="#">Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Employee Health, Safety and Well-being</a> <a href="#">Performance Tables and Indices</a>

#### Diversity, Equity and Inclusion

103-1	Explanation of the material topic and its boundary	<a href="#">Diversity, Equity and Inclusion</a> Diversity, equity and inclusion is relevant to our investors, clients, customers, employees and communities.
103-2	The management approach and its components	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Performance Tables and Indices</a>
405-1	Diversity of governance bodies and employees	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Performance Tables and Indices</a>

#### Human Capital Development

103-1	Explanation of the material topic and its boundary	<a href="#">Human Capital Development</a> Training and education are relevant to our investors, clients, customers, employees and communities. Cigna's employment practices are relevant to our investors, clients, customers and employees and to the communities where we are an employer.
103-2	The management approach and its components	<a href="#">Human Capital Development</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Human Capital Development</a> <a href="#">Performance Tables and Indices</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
401-1	New employee hires and employee turnover	<a href="#">Human Capital Development Performance Tables and Indices</a>
404-1	Average hours of training per year per employee	<a href="#">Human Capital Development Performance Tables and Indices</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Human Capital Development</a>
<b>Healthy Company</b>		
<b>Business Ethics and Compliance</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Business Ethics and Compliance</a> Business ethics and compliance, as well as anti-corruption, is relevant to our investors, employees, clients, customers, suppliers and communities.
103-2	The management approach and its components	<a href="#">Business Ethics and Compliance Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Business Ethics and Compliance Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Business Ethics and Compliance Performance Tables and Indices</a>
<b>Data Protection</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Data Protection</a> The protection of customer privacy and information is relevant to our customers, clients and investors.
103-2	The management approach and its components	<a href="#">Data Protection</a>
103-3	Evaluation of the management approach	<a href="#">Data Protection</a>
Company-specific	Company-specific disclosures	<a href="#">Data Protection</a>
<b>Responsible Supply Chain</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Responsible Supply Chain</a> Our assessment of suppliers' environmental practices is relevant to our clients, investors, suppliers, employees and communities. Our assessment of suppliers' social practices, particularly pertaining to labor and human rights topics, is relevant to our clients, investors, customers, employees, suppliers and communities.
103-2	The management approach and its components	<a href="#">Responsible Supply Chain Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Responsible Supply Chain Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Responsible Supply Chain Performance Tables and Indices</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Leadership and Accountability</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Leadership and Accountability</a> Leadership and accountability practices, including Board structure, Board effectiveness, and corporate governance practices and policies, are relevant to our clients, investors, customers and employees.
103-2	The management approach and its components	<a href="#">Leadership and Accountability</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Leadership and Accountability</a> <a href="#">Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Leadership and Accountability</a> <a href="#">Performance Tables and Indices</a>
<b>Customer Experience</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Product Service and Quality</a> The protection of customer privacy and information is relevant to our customers, clients and investors. Customer health and safety is relevant to our customers, clients, employees and investors and to the communities where we operate.
103-2	The management approach and its components	<a href="#">Product Service and Quality</a>
103-3	Evaluation of the management approach	<a href="#">Product Service and Quality</a>
Company-specific	Company-specific disclosures	<a href="#">Product Service and Quality</a>
<b>Business Continuity</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2021 Annual Report</a> Cigna's economic performance is relevant to our investors, employees, clients, customers, suppliers and communities. Business continuity intersects many of our material topics.
103-2	The management approach and its components	<a href="#">2021 Annual Report</a> Business continuity intersects many of our material topics.
103-3	Evaluation of the management approach	<a href="#">2021 Annual Report</a> Business continuity intersects many of our material topics.
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	<a href="#">2022 CDP Climate Change</a> , C2: Risks and Opportunities
<b>Innovation and Technology</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Sustainable Health Care</a> <a href="#">Health Equity</a> Innovation and Technology is relevant to many stakeholders, including investors, employees, clients, customers, and communities, and intersects with many of our material topics.

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
103-2	The management approach and its components	<a href="#">Sustainable Health Care</a> <a href="#">Health Equity</a> Innovation and technology intersects with many of our material topics.
103-3	Evaluation of the management approach	<a href="#">Sustainable Health Care</a> <a href="#">Health Equity</a> Innovation and technology intersects with many of our material topics.
<b>Public Policy and Advocacy</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2021 Political Contributions and Lobbying Activity Report</a> <a href="#">Stakeholder Engagement</a> <a href="#">Business Ethics and Compliance</a> Public Policy and Advocacy is relevant to many of our stakeholders, including investors, peers, regulators and communities.
103-2	The management approach and its components	<a href="#">2021 Political Contributions and Lobbying Activity Report</a> <a href="#">Stakeholder Engagement</a> <a href="#">Business Ethics and Compliance</a>
103-3	Evaluation of the management approach	<a href="#">2021 Political Contributions and Lobbying Activity Report</a> <a href="#">Stakeholder Engagement</a> <a href="#">Business Ethics and Compliance</a>
415-1	Political contributions	<a href="#">2021 Political Contributions and Lobbying Activity Report</a>
<b>Risk Management</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">2021 Annual Report</a>
103-2	The management approach and its components	<a href="#">2021 Annual Report</a> Risk management intersects with many of our material topics.
103-3	Evaluation of the management approach	<a href="#">2021 Annual Report</a> Risk management intersects with many of our material topics.
<b>Healthy Society</b>		
<b>Sustainable Health Care</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Sustainable Health Care</a> Sustainable Health Care is relevant to many of our stakeholders, including investors, customers, NGOs and the media.
103-2	The management approach and its components	<a href="#">Sustainable Health Care</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Sustainable Health Care</a> <a href="#">Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Sustainable Health Care</a> <a href="#">Performance Tables and Indices</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
<b>Product Service and Quality</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Product Service and Quality</a> Product Service and Quality is relevant many of our stakeholders, including investors, customers, NGOs and the media.
103-2	The management approach and its components	<a href="#">Product Service and Quality</a>
103-3	Evaluation of the management approach	<a href="#">Product Service and Quality</a>
<b>Health Equity</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Health Equity</a> Health Equity is relevant many of our stakeholders, including investors, customers, clients, employees and communities.
103-2	The management approach and its components	<a href="#">Health Equity</a>
103-3	Evaluation of the management approach	<a href="#">Health Equity</a>
<b>Community Resilience</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Community Resilience</a> Local community impacts are relevant to investors, customers, clients and employees, particularly in the communities where we operate.
103-2	The management approach and its components	<a href="#">Community Resilience</a> <a href="#">Performance Tables and Indices</a>
103-3	Evaluation of the management approach	<a href="#">Community Resilience</a> <a href="#">Performance Tables and Indices</a>
413-21	Operations with local community engagement, impact assessments and development programs	<a href="#">Community Resilience</a> <a href="#">Performance Tables and Indices</a>
Company-specific	Company-specific disclosures	<a href="#">Community Resilience</a> <a href="#">Performance Tables and Indices</a>
<b>Human Rights</b>		
103-1	Explanation of the material topic and its boundary	<a href="#">Human Rights Statement</a> <a href="#">Diversity, Equity and Inclusion</a> <a href="#">Business Ethics and Compliance</a> <a href="#">Responsible Supply Chain</a> Our assessment of any human rights issues with our operations is relevant to our investors, customers, clients, employees and communities.
103-2	The management approach and its components	<a href="#">Human Rights Statement</a> <a href="#">Diversity, Equity and Inclusion</a> <a href="#">Business Ethics and Compliance</a> <a href="#">Responsible Supply Chain</a>

INTRODUCTION	HEALTHY ENVIRONMENT	HEALTHY SOCIETY	HEALTHY WORKFORCE	HEALTHY COMPANY	ESG PERFORMANCE METRICS
--------------	---------------------	-----------------	-------------------	-----------------	-------------------------

INDICATOR	DESCRIPTION	LOCATION OR DIRECT RESPONSE
103-3	Evaluation of the management approach	<a href="#">Human Rights Statement</a> <a href="#">Diversity, Equity and Inclusion</a> <a href="#">Business Ethics and Compliance</a> <a href="#">Responsible Supply Chain</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Human Rights Statement</a>

#### Insuring Health and Demographic Risks

103-1	Explanation of the material topic and its boundary	Insuring Health and Demographic Risks is relevant to our investors, customers, clients, employees and communities and intersects with many of our material topics.
103-2	The management approach and its components	Insuring Health and Demographic Risks intersects with many of our material topics.
103-3	Evaluation of the management approach	Insuring Health and Demographic Risks intersects with many of our material topics.