

Research overview:

We spoke to
139 HR and
executive leaders
at companies
with 50+
benefits-eligible
employees.

Research objective

- To understand how companies are managing pharmacy benefits and costs.
- Specific focus on where pharmacy management ranks as a concern relative to other cost centers and the specific actions companies are taking to manage costs.

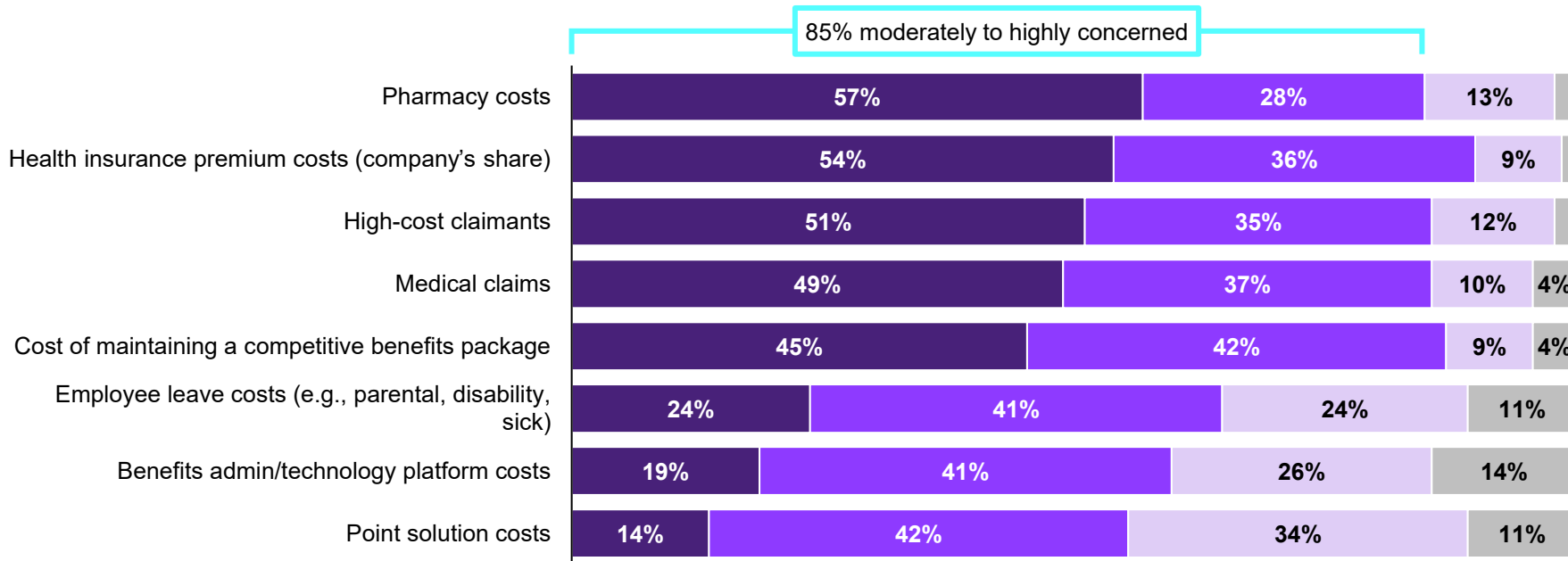
Methodology

- This research was conducted online in June 2025.
- All respondents have responsibility/oversight into benefits decisions for their companies.

HR/benefits leaders are highly concerned about pharmacy costs

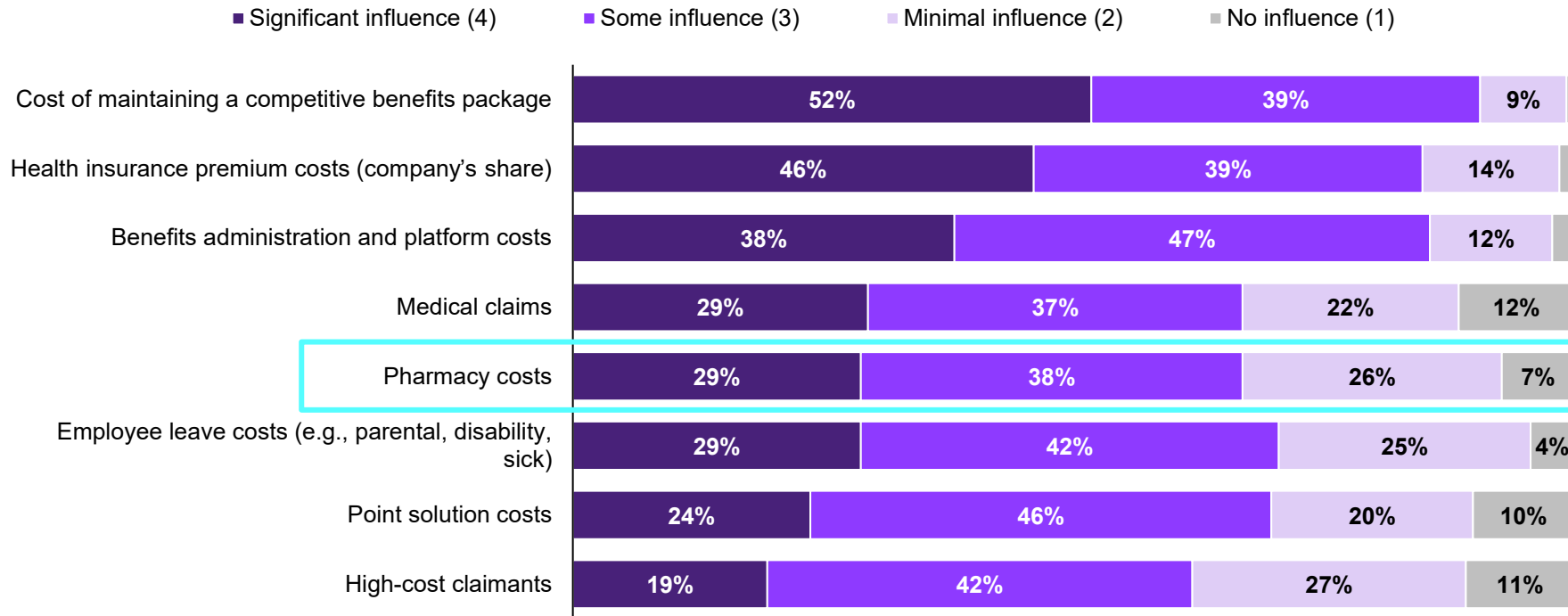
How much of a concern to your business are the following healthcare cost centers?

■ Highly concerned (4) ■ Moderately concerned (3) ■ A little concerned (2) ■ Not concerned (1)



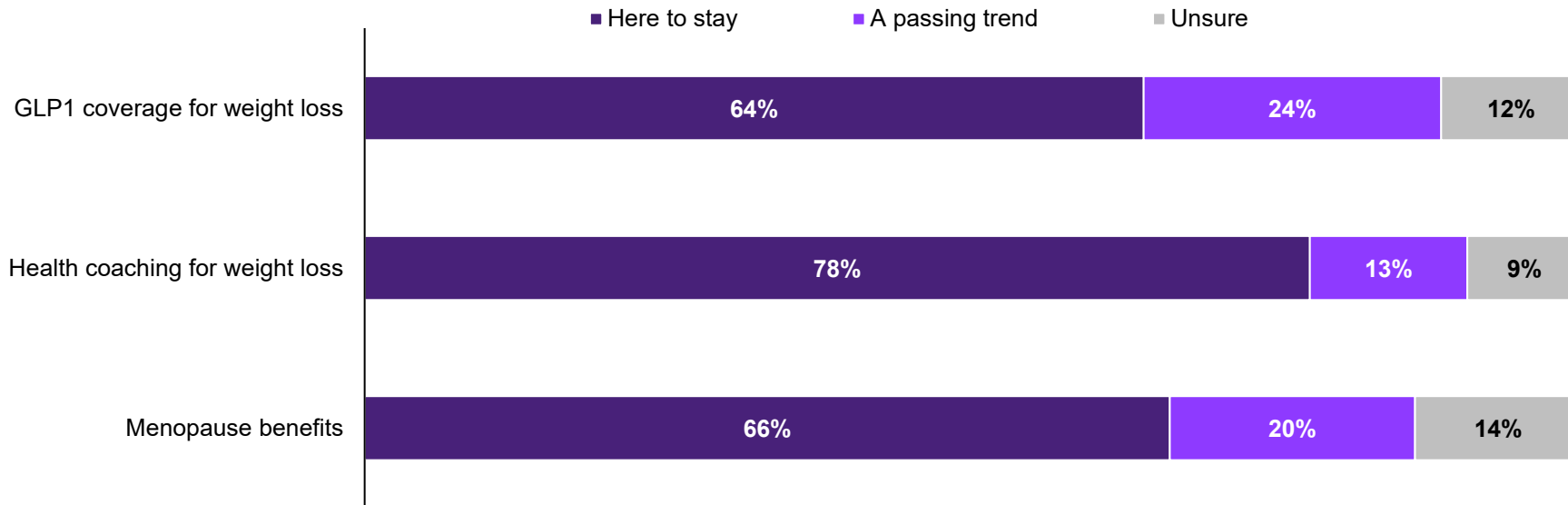
Rising RX costs are a problem many feel ill equipped to solve

How much influence do you and your team have over costs in the following areas?



GLP1s and other specialty pharma are amplifying the challenge

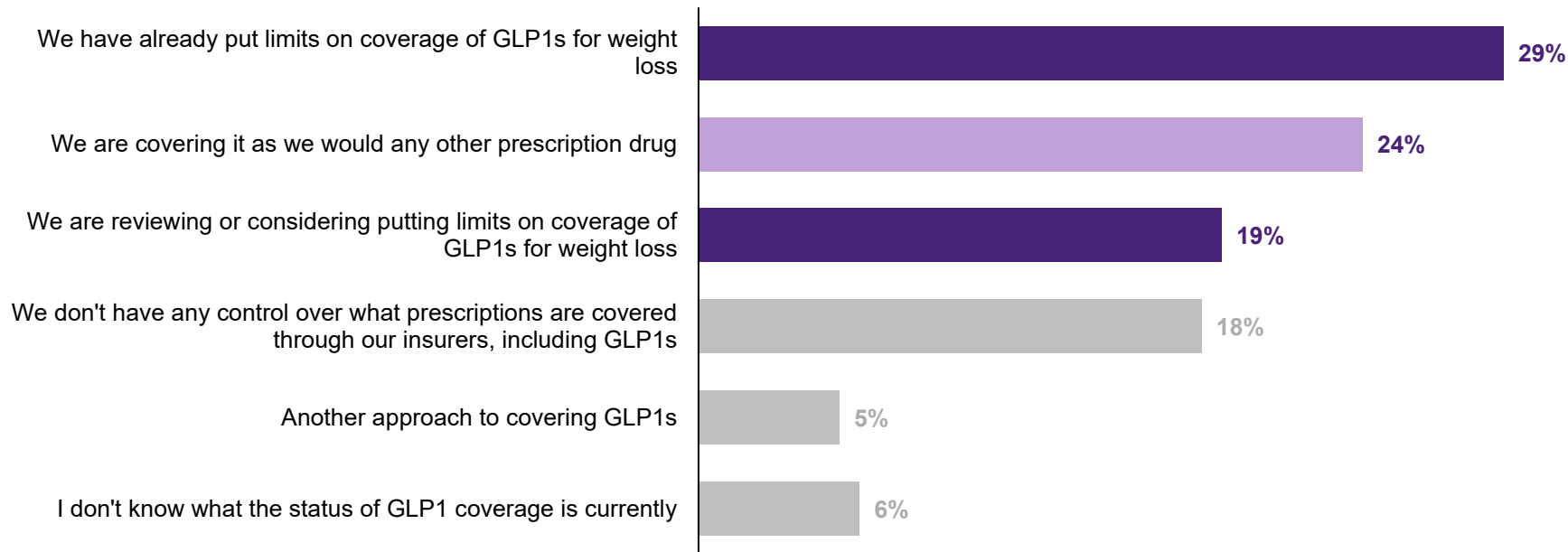
How would you characterize the popularity of the following benefits?



Companies are responding by putting limits on GLP1 coverage

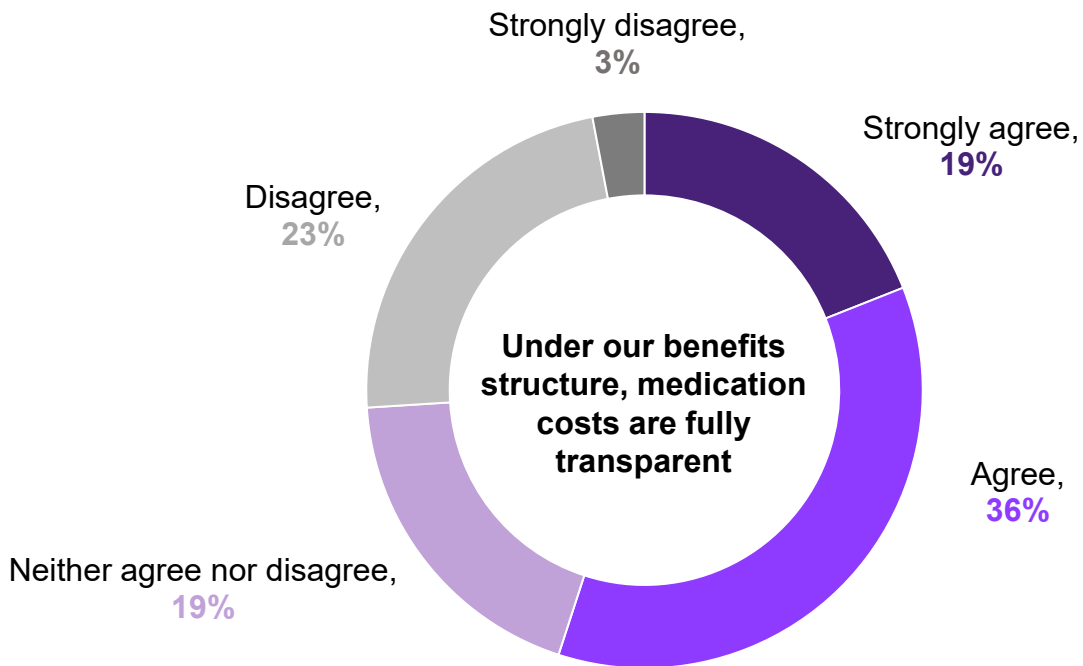
Which of the following characterizes your organizations approach to coverage of GLP1 prescription drugs?

Nearly half already have limits on coverage in place or are considering putting limits in place



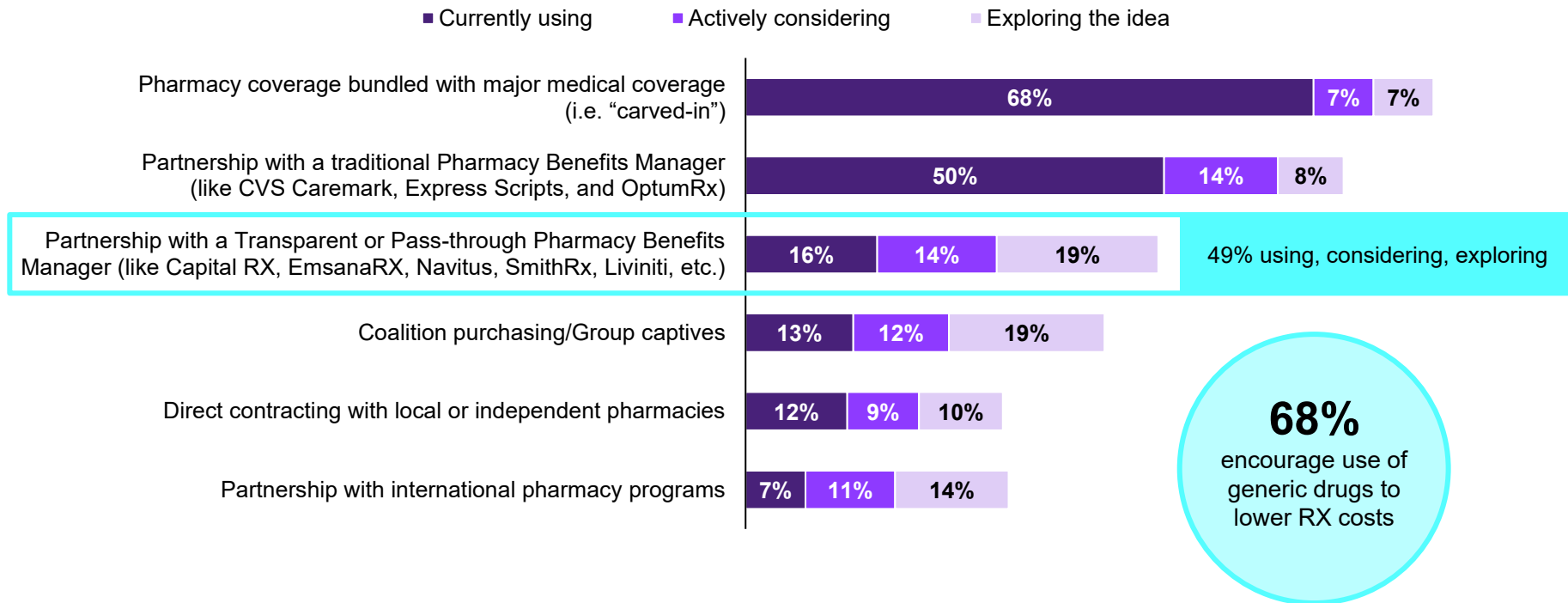
Another complicating factor – lack of transparency on RX costs

To what extent do you agree with the following statement about pharmacy benefits?

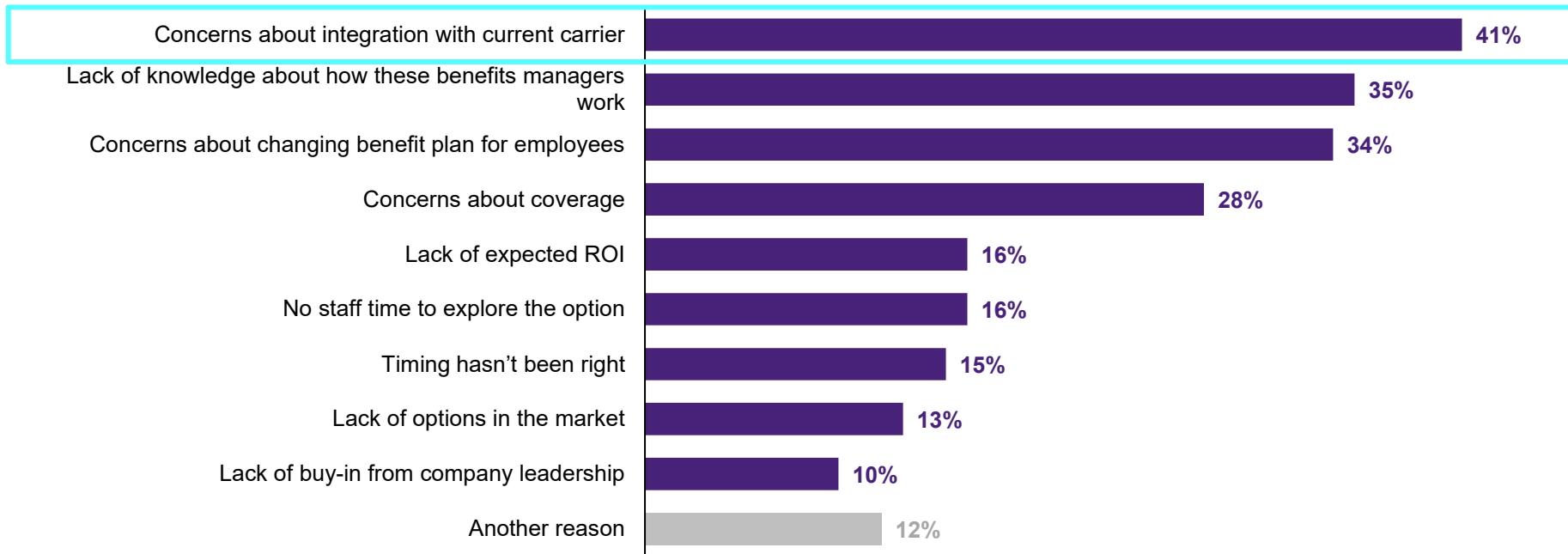


Companies are relying on a limited playbook to manage RX costs

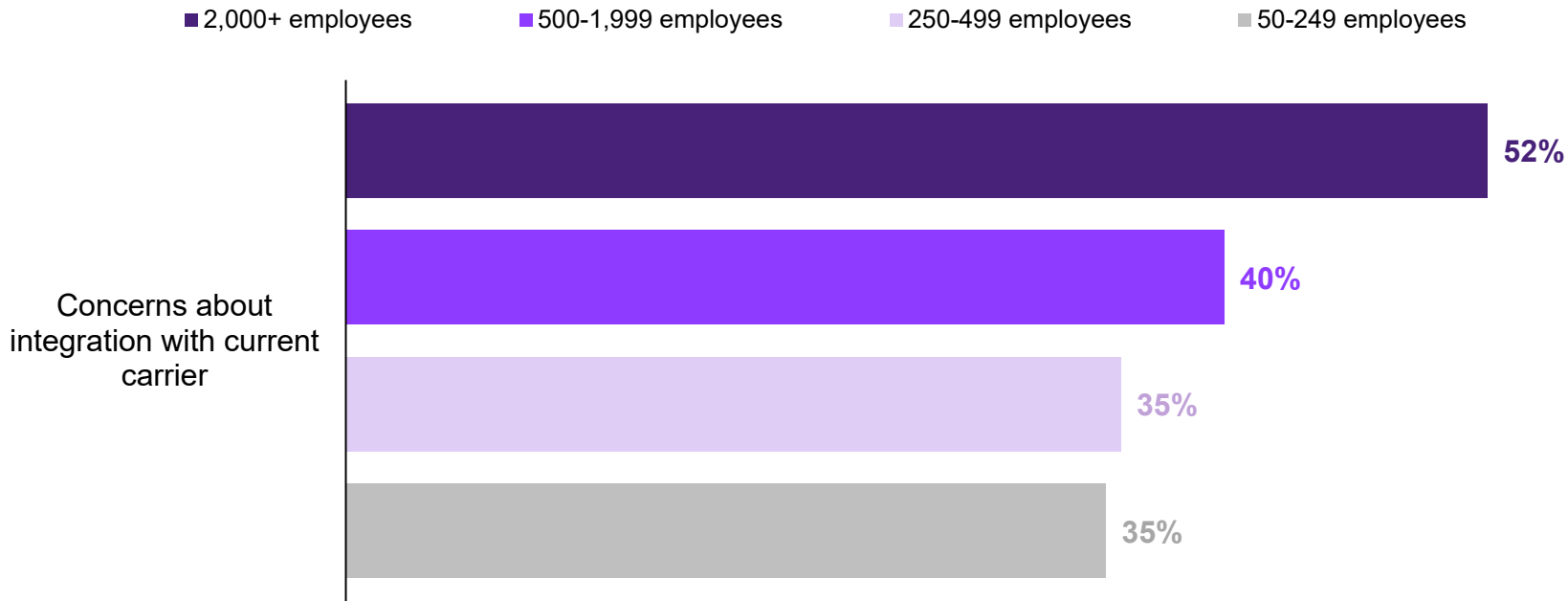
How is your company currently managing pharmacy costs for employees?



What, if anything, is holding your organization back from using a Transparent or Pass-Through Pharmacy Benefits Manager?



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Final thoughts

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