

Session – Navigating High-Cost Claims

Understanding the Medical Landscape and Key Trends for Employers

A “Fireside” Chat with Sun Life

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A discussion on high-cost claims drivers & the medical landscape:

What trends and solutions employers should be keeping an eye on

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Sharing our data and insights with our partners



2025 EDITION

High-cost claims and injectable
drug trends analysis

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Why we report:

- To empower self-funded employers with crucial insights
- To provide transparency into high-cost claim and injectable drug trends
- To enable data-driven decision making for risk management

Importance of the data:

- Comprehensive view: Nearly 65,000 members with claims, over \$7.0B in reimbursements
- Longitudinal analysis: Identifies emerging trends over time
- Actionable insights: Helps employers refine strategies and optimize benefits
- Industry leadership: Sun Life at the forefront of claims data analysis for 13 years

2024 rank	4 Year rank	Condition/Disease/Disorder	2024 reimbursements	2021-2024 reimbursements
1	1	Malignant Neoplasm	\$528.3M	\$1.56B
2	2	Cardiovascular	\$173.2M	\$583.8M
3	3	Orthopedics/Musculoskeletal	\$158.9M	\$476.3M
4	4	Leukemia, Lymphoma, Multiple Myeloma	\$139.9M	\$468.3M
5	5	Newborn/Infant Care	\$135.8M	\$465.0M
10	6	Sepsis	\$81.7M	\$314.9M
7	7	Gastrointestinal/Abdominal	\$97.7M	\$314.2M
8	8	Respiratory	\$91.4M	\$307.4M
9	9	Neurological	\$83.2M	\$293.8M
6	10	Congenital Anomaly (structural)	\$98.9M	\$241.0M
11	11	Urinary/Renal	\$71.1M	\$238.6M
12	12	Physician Treatment*	\$69.0M	\$229.9M
13	13	Mental and Behavioral Health	\$48.8M	\$147.4M
34	14	COVID-19	\$4.6M	\$125.7M
17	15	Cerebrovascular	\$37.3M	\$122.7M
14	16	Hemophilia/Bleeding	\$39.9M	\$120.1M
15	17	Malnutrition	\$39.4M	\$117.5M
16	18	Blood and Blood-Forming Organs	\$39.3M	\$112.0M
18	19	Transplant	\$36.5M	\$108.3M
19	20	Immune System	\$32.7M	\$100.2M

Top 20 conditions update

72%

of all stop-loss claims from top 10 conditions

Malignant Neoplasm remains the top driver of stop-loss claims, with significantly higher reimbursements than other conditions and accounting for a large portion of total reimbursements.

Cardiovascular conditions moved to the #2 spot for the first time in the four-year view, with increasing costs and prevalence.

Orthopedics/Musculoskeletal reached the #3 position for the first time in both single year and four-year rankings, showing a rise in average costs and number of high-cost claims.

Top 20 high-cost injectable drugs

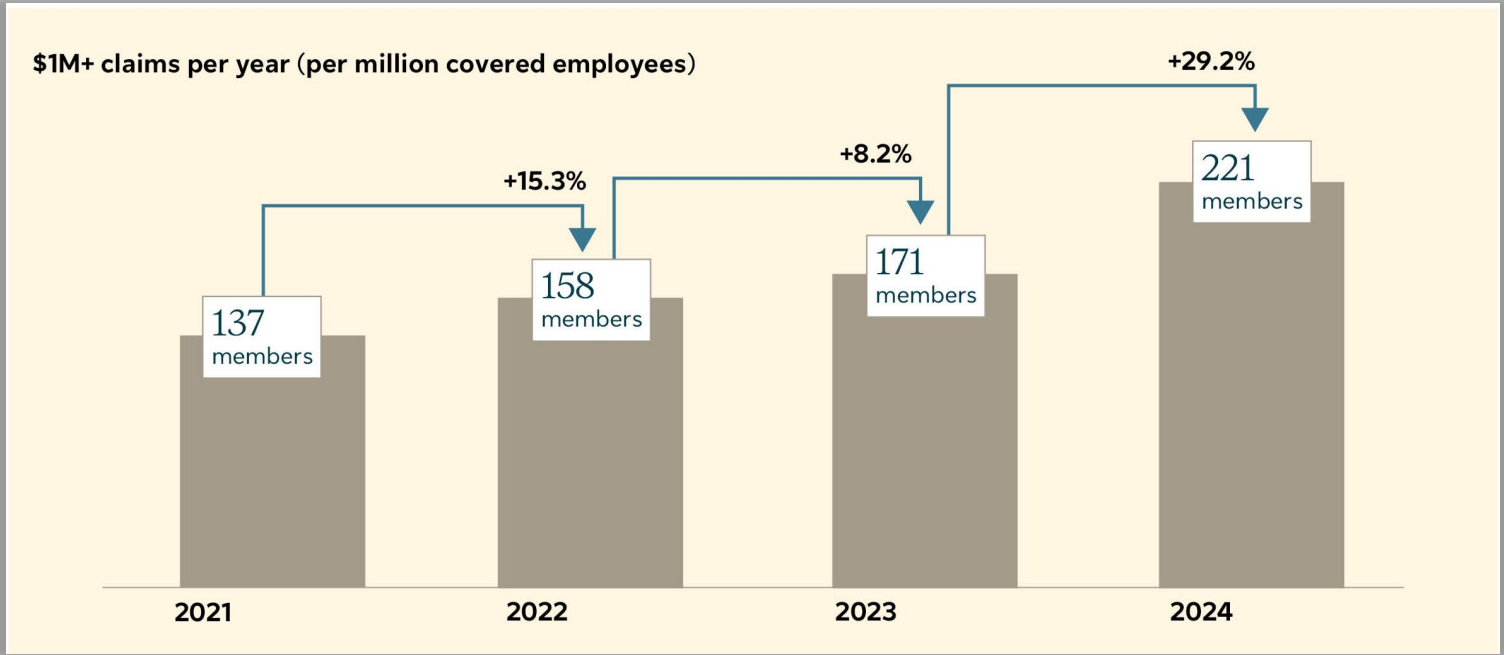
- Cancer drugs dominate the list, with 8 of the top 10 drugs used primarily for cancer treatment
- Keytruda remains the top drug by total spend at \$84.4M, more than double the next highest drug
- Opdivo is second with \$31.9M in total spend

New entrants to the top 20 list:

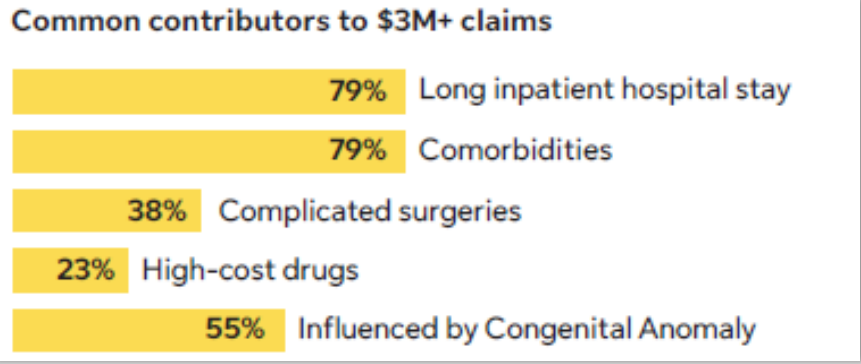
- Hemlibra (for blood disorders)
- Kyprolis and Durvalumab (both for cancer)
- Uncategorized drugs category (includes some gene therapies and GLP-1s)

2023 rank	2024 rank	Injectable drug	Total cost	Average cost (and percentage change year over year)
1	1	Keytruda	\$84.8M	\$158.2K
2	2	Opdivo	\$31.9M	\$135.6K
3	3	Darzalax Faspro	\$31.6M	\$170.8K
4	4	Tepezza	\$20.1M	\$428.5K
5	5	Ultomiris	\$19.1M	\$445.0K
6	6	Perjeta	\$17.9M	\$104.1K
7	7	Adcetris	\$15.1M	\$344.3K
8	8	Neulasta	\$13.4M	\$31.4K
10	9	Yervoy	\$12.3M	\$149.8K
18	10	Enhertu	\$11.5M	\$139.8K
19	11	Soliris	\$10.8M	\$400.9K
9	12	Ocrevus	\$10.3M	\$106.3K
14	13	Krystexxa	\$10.0M	\$415.8K
17	14	Kadcyla	\$9.6M	\$150.2K
26	15	Kyprolic	\$9.5M	\$148.9K
68	16	Uncategorized drugs	\$9.0M	\$5.9K
11	17	Gamunex-C, Gammaked	\$9.0M	\$99.5K
22	18	Durvalumab	\$8.9M	\$114.3K
31	19	Hemlibra	\$8.3M	\$462.2K
16	20	Gammagard	\$7.8M	\$69.2K

Increasing million-dollar+ claims

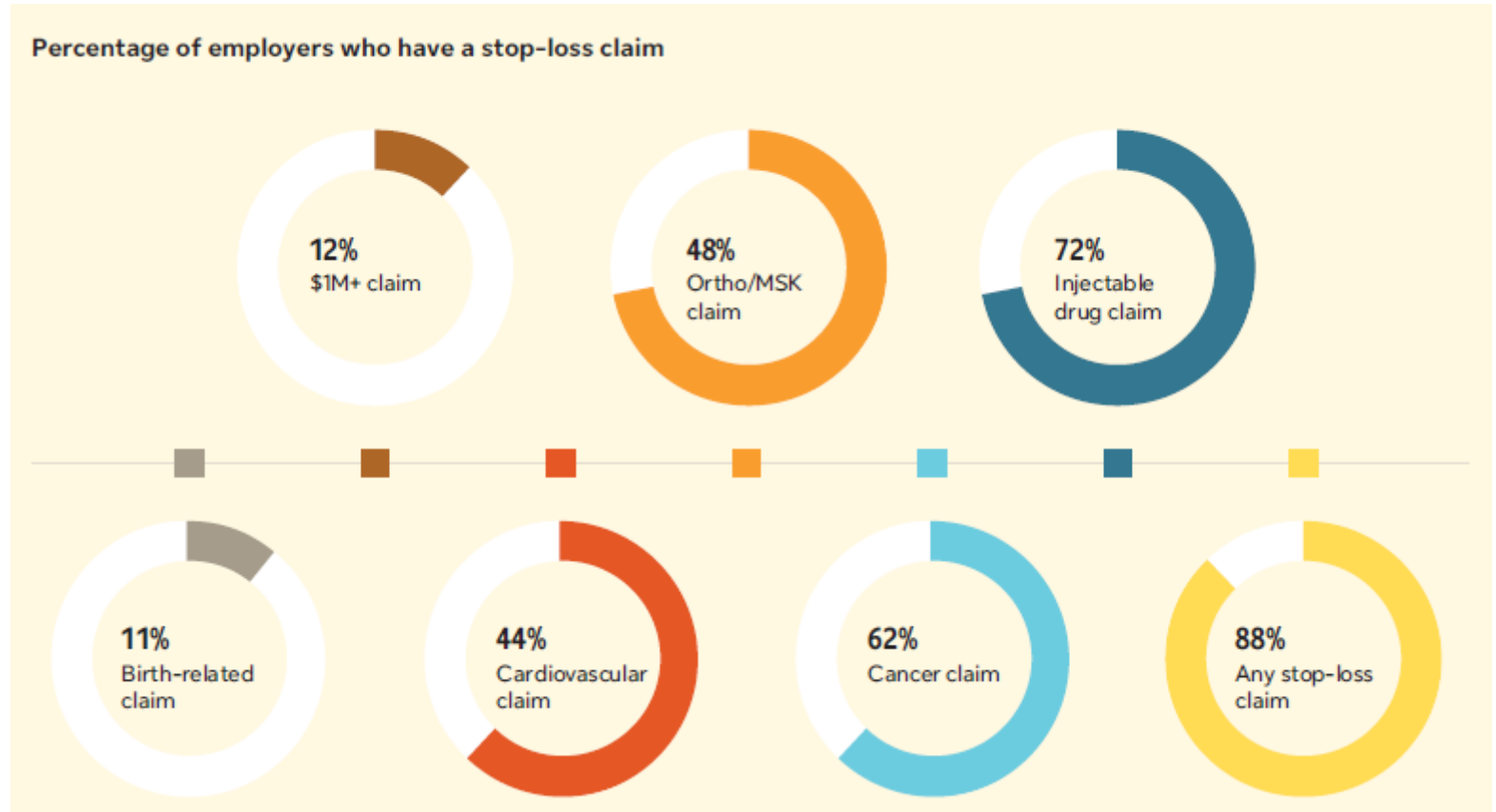


- 47 members had claims over \$3M in 2024
- 10 claims were over \$5M
- Highest claim over \$12M (Congenital Anomaly category)



Key Recommendations for Employers

- Focus on preventative resources and early interventions
- Implement comprehensive wellness programs
- Provide support for common conditions through in-home care
- Offer second opinion services
- Ensure access to multidisciplinary healthcare teams and care navigation
- Consider solutions for managing high-cost drugs and gene therapies



Emerging trends to watch

Rising costs for orthopedic/musculoskeletal conditions

Increasing impact of gene therapies

Growing connection between cardiovascular disease and other top conditions

Million-dollar+ claims continue to rise

Thank You.

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