

<p>1 WHAT MEDICATIONS ARE EXCLUDED?</p> <p>Certain medications (collectively known as GLP-1s) are excluded from your UT prescription drug coverage when prescribed for weight loss and weight loss management.</p> <ul style="list-style-type: none"> • Note that coverage for similar medications used to treat diabetes and for other types of weight loss medications remains available. • Please contact Express Scripts or visit the plan website for assistance identifying covered medications. 	<p>4 WHY IS THE COST SO CONCERNING?</p> <p>With increasing demand, prices for these medications are expected to remain high for the foreseeable future. As a self-funded plan, the increasing costs associated with covering these medications would require significant increases in monthly premiums and out-of-pocket costs (copays, deductibles, etc.) for all members. This would be in addition to increases already needed to address overall rising costs for health care services and prescription medications.</p>
<p>2 WHEN WERE THESE MEDICATIONS EXCLUDED?</p> <p>This change was made at the beginning of the 2023-2024 plan year.</p> <ul style="list-style-type: none"> • For members on the UT SELECT plan, these weight loss medications were excluded effective September 1, 2023. • For members on the UT CARE plan, these weight loss medications were excluded effective January 1, 2024. 	<p>5 IS COST THE ONLY FACTOR?</p> <p>No, long term effectiveness and prescription adherence are also considerations. These medications must be taken indefinitely to maintain weight loss and the associated health benefits. Patient-reported feedback and research show that many patients stop taking GLP-1s prescribed for weight loss within a year of starting the medication due to side effects and changing priorities, essentially undoing benefits gained while taking the medication.</p>
<p>3 WHY ARE THESE MEDICATIONS EXCLUDED?</p> <p>Prior to exclusion, plan costs for GLP-1s prescribed for weight loss more than tripled over an 18-month period, rising to over \$5 million per month for around 3,100 members taking these medications (over 270,000 members are covered under the UT SELECT and UT CARE plans). Total costs for these medications has continued to outpace the annual costs for medications used to treat other complex health conditions such as cancer.</p> <p>Because obesity is so prevalent and because individuals must remain on GLP-1 medications to maintain weight loss, demand for these medications has continued to increase. As of May 2026, coverage for these medications would add at least \$100 million in annual costs for the UT prescription plans, with this amount expected to continue rising each year.</p> <p>With the high cost of these medications, the financial stability and long-term sustainability of the plans must be addressed.</p>	<p>6 WILL COVERAGE BE CONSIDERED IN THE FUTURE?</p> <p>Because these medications are excluded when prescribed for weight loss and weight loss management, no coverage is available at this time under the UT prescription plans.</p> <p>The data currently available does not show a decrease in overall health care costs for individuals taking these medications. However, clinical experts continue to monitor health and claims data closely for changes over the long term.</p> <p>The UT System Office of Employee Benefits, in partnership with medical experts and institution representatives, continues to monitor costs and other factors associated with the use of GLP-1 medications for weight loss and other conditions and to evaluate the possibility of offering coverage through the UT prescription plans in the future.</p>