

MCKESSON FY24 IMPACT REPORT

# IMPACT



Community.  
Planet.  
People.  
Partners.  
Community.  
Planet.  
People.  
Partners.  
Community.  
Planet.

At McKesson, our purpose is **Advancing Health Outcomes For All.**<sup>®</sup>

People.  
Partners.  
Community.  
Planet.  
People.  
Partners.  
Community.  
Planet.  
People.  
Partners

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# Introduction

We are pleased to present our Impact Report for fiscal year 2024 (FY24), covering April 1, 2023 through March 31, 2024 and highlighting McKesson's commitment to our purpose of Advancing Health Outcomes for All®.

This report illustrates our continued efforts to communicate our progress in achieving our corporate purpose, with a focus on the ways we are making an impact on our people, partners, community and planet.



# A message from our Chief Executive Officer



**BRIAN TYLER**  
Chief Executive Officer,  
McKesson Corporation

**Over the past year, McKesson proudly achieved significant milestones in our growth as an impact-driven organization.** Guided by our purpose of Advancing Health Outcomes for All®, we’ve pushed boundaries, embraced change and dedicated ourselves to doing what is right for our people, partners, community and planet.

Our journey continues to be anchored in Team McKesson’s commitment to make better health possible, notably in improving healthcare access and equity. Our pilot program to bridge gaps in healthcare delivery by providing essential pharmacy services to underserved communities is a testament to our progress. In addition, our efforts to diversify clinical trials have further ensured that advancements in medicine are inclusive and representative of all patients.

Another area of focus for us this year centered on embracing technology and innovation across our operations to enhance our services and improve patient care. Setting a solid foundation for our digital enablement efforts, we launched training with our top 600 leaders designed to increase digital literacy and embed a digital mindset throughout the organization, with plans to roll out additional learning opportunities for all employees. We also accelerated several digital enablement initiatives across our business units and corporate functions that will help unlock efficiencies and create greater value for our company and everyone who depends on us.

Beyond our efforts to improve health for people and communities everywhere, we also devoted our actions to contribute to a healthier planet. We accelerated our sustainability priorities with environmental responsibility initiatives like optimizing our distribution centers and fleet operations to minimize our environmental footprint.

This report highlights our far-reaching impact in fiscal year 2024 — and our unwavering commitment to advance our strategy to drive meaningful outcomes and help build a healthier tomorrow. As we look ahead, I am confident we will continue to grow our impact, guided by our I<sup>2</sup>CARE values and ILEAD leadership principles, to meet the changing needs of our customers and the broader healthcare community.



This report highlights our far-reaching impact in fiscal year 2024 and our unwavering commitment to advance our strategy to drive meaningful outcomes and help build a healthier tomorrow.

# Q&A with our Chief Impact Officer



**NIMESH JHAVERI**  
Executive Vice President  
& Chief Impact Officer,  
McKesson Corporation

## 1 What is McKesson’s approach to making an impact and how is the company focusing its efforts?

As an organization, we think about making an impact across four different areas:

**OUR PEOPLE**  
First is our people, and our impact providing our employees with the opportunity to succeed and grow in their careers.

**OUR PARTNERS**  
Second is our partners, and our impact working with other companies and organizations to provide access to good, quality care in the communities that we serve.

**OUR COMMUNITIES**  
Third is our communities, and our impact supporting the unique needs of different areas and providing them with the right health solutions.

**OUR PLANET**  
Fourth is our planet, and our impact doing the right things to protect our environment as we sustain our business and advance our purpose.

## 2 How do McKesson’s employees embody the company’s purpose and values?

Although there are few companies that have the same breadth and depth as McKesson, I believe what really sets us apart from others is our strong culture. Our purpose of Advancing Health Outcomes for All® is simply part of who we are, and we wake up every morning eager to use our talents to make just one more life a little bit better.

## 3 What is your vision or hope for McKesson moving forward?

It’s a very exciting time to work in this industry and I’m extremely excited about the work that we’ve accomplished over the last several years — whether it’s driving affordable access to the medications patients need or bringing different innovations to providers, pharmacies or hospitals. But what gets me really excited is the fact that I believe McKesson is the future of healthcare. I have big ambitions for our company, and I know McKesson and our more than 51,000 employees are up for the challenge and ready to tackle whatever lies ahead to help make a lasting impact on the world around us.

FISCAL YEAR 2024

# McKesson at a glance

**40M+**  
pharmaceutical  
and medical supply  
deliveries annually

## Strength in Distribution

**99% pharmaceutical order accuracy**  
in North America

**285,000+ customers** served with  
medical-surgical products



**Leading  
distributor**  
in oncology and  
specialty therapies



## Technology Differentiation

Connected to payers  
representing **94% of U.S.  
prescription volume**

Access to research  
data from **>2.4M** patient  
**records** including **>85  
oncology indications**

## Superior Specialty Assets

**1.4+ million patients** annually treated by  
The **US Oncology Network** physicians

**+1,000 clinical trials**  
actively enrolling

## Biopharma Services

More than **650 biopharma  
brands** served

Increased value to biopharma  
and enabled **>\$8.8B in  
prescription savings**

Network of  
**950,000** providers  
and **over 50,000**  
pharmacies

Supported  
**95%**  
of therapeutic  
areas



# What we do

**McKesson is a diversified healthcare services leader dedicated to advancing health outcomes for patients everywhere.** Our solutions help patients access life-changing therapies, create a real difference for patients with cancer and equip pharmacies, health systems and clinics with technologies to operate more effectively. We partner with biopharma companies, care providers, pharmacies, manufacturers, governments and others to deliver insights, products and services to help make quality care more accessible and affordable.



## Our business segments

We impact virtually every aspect of healthcare through our four business segments — U.S. Pharmaceutical, Prescription Technology Solutions, Medical-Surgical Solutions and International.

## Aligning with our enterprise strategy

The four priorities of our enterprise strategy are:

- Focus on people and culture
- Drive sustainable core growth
- Expand oncology and biopharma platforms
- Evolve and grow the portfolio

These priorities guide our daily efforts and serve as a common framework to track our company’s success.



### U.S. PHARMACEUTICAL

Our U.S. Pharmaceutical segment distributes branded, generic, specialty, biosimilar and over-the-counter pharmaceutical drugs and other healthcare-related products across the U.S. This segment provides practice management, technology, clinical support and business solutions to community-based oncology and other specialty practices. In addition, the segment sells financial, operational and clinical solutions to pharmacies (retail, hospital, alternate sites) and provides consulting, outsourcing, technological and other services.



### PRESCRIPTION TECHNOLOGY SOLUTIONS

Our Prescription Technology Solutions (RxTS) segment helps solve medication access, affordability and adherence challenges for patients by working across healthcare to connect patients, pharmacies, providers, pharmacy benefit managers, health plans and biopharma. RxTS serves our biopharma and life sciences partners, delivering innovative solutions that help people get the medicine they need to live healthier lives. RxTS also offers prescription price transparency, benefit insights, dispensing support services, as well as third-party logistics and wholesale distribution support.



### MEDICAL-SURGICAL SOLUTIONS

Our Medical-Surgical Solutions segment provides medical-surgical supply distribution, logistics and other services to healthcare providers, including physician offices, surgery centers, nursing homes, hospital reference labs and home health care agencies. The segment offers more than 245,000 national brand medical-surgical products as well as McKesson’s own line of high-quality products through a network of distribution centers across the U.S.



### INTERNATIONAL

Our International segment provides distribution and services to wholesale, institutional and retail customers in Canada and Europe, where we own, partner or franchise with retail pharmacies and support better, safer patient care by delivering vital medicines, supplies and information technology solutions.



# Our impact pillars

**We believe the best way to make an impact is to utilize our strengths and put our purpose of Advancing Health Outcomes for All® at the center of everything we do.**

To track, measure and share how we live our purpose, our efforts are guided by four impact pillars:



## OUR PEOPLE

Providing equitable and dynamic opportunities for people to thrive



## OUR PARTNERS

Collaborating to improve health outcomes for patients



## OUR COMMUNITY

Enhancing the health of those in our communities



## OUR PLANET

Delivering environmental action for health

This report showcases some of the McKesson programs, initiatives and progress from the past fiscal year that best illustrate the themes of each of our impact pillars.





# Governance and sustainability



**We are committed to leading corporate governance practices, which we believe are essential to delivering long-term value to our shareholders and other key stakeholders.**

Our purpose guides us as we foster a robust approach to governance. This includes maintaining the integrity of our Board-level oversight structures and senior leadership team initiatives, allowing us to:

- Attract, develop and retain the best talent at all levels
- Strengthen our core business with skilled and innovative partners and employees
- Implement thoughtful and strategic business priorities and risk management initiatives
- Monitor the impacts we have on our people, partners, community and planet



Board of Directors and management governance structure

Our Board of Directors (Board) and senior leadership team continually seek to build sustained shareholder value and to strengthen the vitality of McKesson for our employees, customers, suppliers and other stakeholders who depend on us.

To help achieve these objectives, our Board and its committees monitor our overall performance with respect to long-term value creation and sustainability initiatives.

BOARD COMMITTEES

The Board’s Governance and Sustainability Committee is responsible for the oversight of corporate governance and sustainability matters, including an annual review of sustainability strategy.

The Compensation and Talent Committee is responsible for the oversight of senior management succession planning and topics related to our best talent strategy and talent development, employee engagement and company culture matters.

The Compliance Committee, in coordination with the Audit Committee, reviews our approach to risk identification and mitigation plans for certain cybersecurity and technology-related risks. These focused committee-level responsibilities allow our Board to effectively address issues salient to our company strategy and the broader market environment.



SENIOR LEADERSHIP TEAM

With Board oversight, our senior leadership team continuously monitors our business environment to assess and address risk areas that could potentially impact McKesson’s business performance, priorities and growth strategies.

To guide and focus McKesson’s sustainability initiatives, a Sustainability Steering Committee, led by our Chief Impact Officer and including our Chief Human Resources Officer, Chief Financial Officer and Chief Legal Officer, helps to confirm that any priorities set on sustainability are aligned with our business goals.

Supporting Board diversity

Building a culture of inclusion and belonging starts with our leadership. We believe that diverse representation on our Board helps further the balanced and robust deliberation and decision-making process that is critical to McKesson’s long-term success. The Board’s Governance and Sustainability Committee takes a broad view of diversity to include:

- Backgrounds, cultures, thoughts and perspectives
- Education, experience and skills
- Personal qualities and other attributes
- Race, ethnicity, gender, national origin, veteran status and other categories

Members of our Board bring their unique backgrounds and ranges of expertise, knowledge and experience, which we believe provide an appropriate and diverse mix of qualifications necessary for our Board to effectively fulfill its oversight responsibilities.

Each year, our proxy statement for our annual meeting contains a skills matrix that identifies the prominent experiences and qualifications of the director nominees to serve on our Board.

The matrix contained in our 2024 Proxy Statement can be found [here](#).





**Shareholder and other stakeholder engagement**

Our shareholder engagement program includes hosting meetings throughout the year to encourage meaningful dialogue about the issues our shareholders find most important.

In FY24, we proactively reached out to shareholders representing 51% of our outstanding common stock and engaged with shareholders representing 33% of our outstanding common stock.

Topics discussed with our shareholders included, among others, Board composition, Board skills and diversity, Board evaluation, management succession planning, sustainability metrics in executive compensation, human capital management, and emissions reductions targets.

In addition to our shareholders, we regularly receive feedback from other stakeholders — such as employees, customers, business partners and governments.

See [Our People](#) and [Our Partners](#) in this report to learn more about our engagement efforts.



Compliance Program and Our Code of Conduct

At McKesson, the way we do business is just as important as the business itself. Our Compliance Program grounds our employees in four core principles:

- Follow the laws and regulations that apply to McKesson
- Live our I²CARE values in action in all McKesson activities
- Speak up promptly with any concerns about complying with our Code of Conduct, McKesson policies or the law
- Drive regulatory excellence every day

CODE OF CONDUCT

McKesson’s Code of Conduct acts as a guide to help employees make ethical decisions and underscore the criticality of regulatory excellence. Our Code of Conduct embodies our I²CARE values and applies to all of our employees, officers and directors.

We have created a Code of Conduct microsite that is available to McKesson employees to highlight policies, procedures, training and other key resources aligned with our Code.

Code of Conduct training is also required for all our employees and directors. We utilize a combination of online and instructor-led training techniques that are tailored to our employees’ roles and locations, and we provide training across our entire distribution network in the U.S. and Canada. Together in action, the Code,

our policies and our ethical decision-making serve as the backbone of our commitment to excellence.

SPEAK UP: THE MCKESSON INTEGRITY LINE

While doing business honestly, fairly and ethically may not always be easy, it is always right. Integrity starts with a shared responsibility, and all McKesson employees are expected to speak up if they are aware of conduct believed to be illegal, unethical or in violation of our Code of Conduct or other policies.

We use a third-party vendor to manage our Integrity Line 24/7/365, and McKesson policy prohibits any form of retaliation against individuals who act in good faith to report any suspected improper, unethical or illegal conduct, including concerns related to controlled substances.

COMPLIANCE COMMITTEE

The Board’s Compliance Committee assists our Board and the Board’s Audit Committee in overseeing management’s handling of legal and regulatory compliance risks and our compliance program. The Compliance Committee in coordination with the Audit Committee has oversight of current and emerging legal and regulatory compliance risks and enforcement trends that may affect our business operations, performance or strategy. In addition, the Compliance Committee’s mandate includes oversight of our compliance reporting mechanisms and the assessment of our principal legal and regulatory compliance risks.

GLOBAL PRIVACY OFFICE

McKesson has a responsibility to help protect the privacy and security of the information we receive

from customers, patients, business partners and our employees. We protect data in accordance with McKesson’s Privacy Principles, our Code of Conduct and laws and regulations.

Leveraging McKesson’s Privacy Principles as our foundation, employees from our Global Privacy Office and Digital Data and Assets teams work with internal stakeholders — including business unit compliance officers, our cybersecurity team and business unit privacy leads — and external stakeholders to mitigate risk and provide strategic advice.

Enterprise focus on quality

As a company, we have a foundational commitment to excellence in everything we do — especially when it comes to delivering high-quality products and services, prioritizing customer satisfaction and driving continuous improvement. Focusing on product quality and patient safety, our Enterprise Quality Management team:

- Provides enhanced oversight for our quality management activities across our company
- Facilitates the sharing of knowledge and best practices
- Drives a culture of quality throughout McKesson

Our Enterprise Quality Management team coordinates our Enterprise Quality Operating Committee, consisting of Quality leaders from across various businesses.

Together, this committee and members of our Enterprise Quality Management team assist

businesses across the company in setting priorities and continuously improving the quality of our operations and services.





# Awards and recognition

**McKesson continues to be recognized externally for our efforts to become the best place to work in healthcare.**

In FY24, McKesson was honored by:

**FORBES**

As one of America’s Best Large Employers and one of the Best Employers for Women

**FORTUNE**

As one of America’s Most Innovative Companies

**NEWSWEEK**

As one of America’s Greatest Workplaces for Diversity and America’s Greatest Workplaces for Women

**NEWSWEEK**

As one of America’s Greenest Companies

**MONTREAL’S TOP EMPLOYERS**

As one of Montreal’s Top Employers (McKesson Canada)

**GI JOBS**

As a Military Friendly Employer

**AGE-FRIENDLY INSTITUTE**

As a Certified Age-Friendly Employer

**DISABILITY EQUALITY INDEX**

As one of the Best Places to Work for Disability Inclusion

**HUMAN RIGHTS CAMPAIGN FOUNDATION**

One of the Best Places to Work for LGBTQ+ Equality

**SERAMOUNT**

As a Leading Inclusion Index Company including a Best Company for Multicultural Women and a Top Company for Executive Women

**LATINA STYLE**

As one of the Best 50 Companies for Latinas to work for in the U.S.

**DIVERSITY COMM MAGAZINE**

As a Best of the Best 2024 — Top Women Employer

**WOMEN IN GOVERNANCE**

As a recipient of gold-level Parity Certification for commitment to closing the gender parity gap in the workplace (McKesson Canada)





# About this report

**Our current Impact Report covers McKesson’s FY24 (April 1, 2023 through March 31, 2024) unless stated otherwise.**

The report includes real-world stories to illustrate the impact of our work, as well as data-driven insights and ESG (Environmental, Social, Governance) performance metrics in the ESG Markers section. We include indices that report against metrics from the following ESG standards and frameworks:

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)



# People

We believe that the future of health starts with our employees. Every day, we foster a sense of belonging, find meaning in our work and care for each other, our customers and all those who depend on us.

As an industry leader, we are committed to investing in our employees so that they, in turn, can focus on making better health possible for others.





# Care: Employee health and well-being

**It’s simple, we care about our employees and their families.** We take a holistic approach to empowering our employees to be at their best, including offering health and wellness benefits to advance their physical, mental and social well-being, savings programs to help prepare them for retirement, flexible work arrangements and more.

## Enhancing our employee benefits experience

Focusing on enhancing our employee experience, we continue to find new ways to make it easier for employees to quickly and easily get the help they need with their McKesson benefits.

One of the ways we’re enhancing employee support is through the launch of a digital assistant to provide real-time help navigating across all human resources (HR)-related topics. Out of the approximately 100,000 cases our HR team manages annually, our digital assistant is handling 35% of the volume and independently resolving 68% of those cases. Expanding the capabilities for our digital assistant has enabled us to simplify processes and increase employee satisfaction.

Our success in leveraging automation to support our people inspires us to scale and explore other digital solutions to improve our employee experience.

## Helping those with cancer through The McKesson Cause Network

The McKesson Cause Network provides a supportive community for employees and their family members facing the challenges that come with a cancer diagnosis.

The McKesson Cause Network enhances and promotes the cancer-related tools and resources available for employees and their families, while also providing information on volunteer opportunities and cancer focused organizations.

In addition to offering personal advice and words of encouragement for both cancer survivors and caretakers, The McKesson Cause Network’s support includes:

### GETTING STARTED

Guidance in learning about treatment options, validating in-network doctors, resolving claim issues and arranging for a chronic care advocate.

### GETTING A SECOND OPINION

Resources to help find a second medical opinion and additional treatment options, so employees can make the best choices possible.

### CLINICAL TRIALS

Ways to access resources and non-biased opinions that can identify relevant clinical trials that may offer new treatment and care options.

### HEALTH INSURANCE AND LEAVE BENEFITS

Information on short- and long-term leave options, including how a leave may impact employee pay and medical benefits.

### FINANCIAL ASSISTANCE

Guidance on applying for financial assistance and grants, as well as engaging with medical advocates.

### OTHER SUPPORT RESOURCES

Education about cancer research treatments, nursing, social support, finding medications, and locating other advocacy and comprehensive support resources.







**“It’s humbling and amazing** to know that McKesson is not only invested in my journey, but is also supporting such a special platform to help employees care for and encourage each other.”

**BRANDY HULSEY**  
Vice President, Corporate Accounts Payable at McKesson

SPOTLIGHT

**‘We Take Care of Each Other’**

In 2019, Brandy Hulsey learned she had stage II breast cancer. During her aggressive treatment, including chemotherapy, radiation, a double mastectomy and breast reconstruction, Brandy remained optimistic.

Crucial to her optimism was the support of Texas Oncology, a member of The US Oncology Network, and The McKesson Cause Network, which provided her and her caregivers with compassion and quality care.

Now, Brandy is facing lifelong cancer management with hope and gratitude, and gives back through The McKesson Cause Network by mentoring others affected by cancer — whether personally or by caring for a family member.



# Meaning: Employee engagement and purpose

**We set out every day to do meaningful work and foster a positive culture where our employees can grow and share their ideas.**

In FY24, we helped link employees to our company’s purpose by offering ongoing employee feedback mechanisms, an engaging onboarding experience, career development programs, and innovative and flexible benefits.

## Promoting shared behaviors through ILEAD

Our vision for a healthier world is shared by our employees, who bring our purpose of Advancing Health Outcomes for All® to life every day. Our ILEAD leadership principles of Inspire, Leverage, Execute, Advance and Develop are intended to bring out our best selves as we seek to make a meaningful and lasting difference.



### ILEAD Leadership Principles

**INSPIRE**

**Set strategy and drive innovation**

With an inspiring vision, McKesson employees rally together to engage their creativity to build innovative solutions that drive the long-term success of McKesson and our customers.

**LEVERAGE**

**Champion an enterprise mindset and be open and candid**

Our employees are at the center of our success. We encourage collaboration across boundaries and communicate with transparency to create the best possible solutions for the company.

**EXECUTE**

**Deliver results**

We empower our employees to engage the right people and align talent, resources and systems needed to achieve our goals.

**ADVANCE**

**Be courageous and lead change**

Courage is required to take risks and face challenges head on. We encourage employees to take on challenges and risks, while having the resilience to move forward in uncertain or difficult situations.

**DEVELOP**

**Grow self and others, and build an inclusive culture**

We actively invest in career development and inclusively build the talent, capabilities and culture we need for the future.



Seeking actionable feedback through Employee Opinion and Manager Quality Surveys

We seek employee feedback through annual and mid-year Employee Opinion Surveys, which use industry benchmarks to assess our employees’ levels of engagement, commitment and overall satisfaction. We then use the survey results and feedback to inform action plans to enable us to improve and realize our aspiration to be the best place to work in healthcare.

We also obtain feedback through our annual Manager Quality Survey, which is an opportunity for employees to provide insights to help their manager become more effective, grow professionally and build the leadership skills necessary to create a positive, productive and inclusive workplace at McKesson.

We are proud that the vast majority of our employees, including those on the frontline, participate in all of our surveys, giving us confidence that the results are representative of the full voice of our people.

Investing in employee onboarding with The McKesson Experience

To help new employees immerse themselves in our company, our culture and the role McKesson plays in healthcare, in FY24 we introduced McKesson Experience, an orientation event that plays an important part of onboarding many of our employees and increasing their sense of belonging at McKesson. As a part of our flexible work strategy to collaborate

and connect with a purpose, the two-day event takes place on a rolling basis across several of our hub locations in the U.S. and Canada.

Employees who participate in this onboarding experience gain a better understanding of what it means to be part of McKesson by engaging in culture breakouts, career-building and wellness sessions, site tours and more. They also develop a deeper understanding of our I<sup>2</sup>CARE values and ILEAD leadership principles, along with taking part in a community impact activity and learning about our employee resource groups.

In addition to many benefits, including cultivating lasting career connections, participants also learn about the customers and communities we serve and how McKesson is working to address some of the most pressing healthcare challenges of our time.

Time to Volunteer

As an industry leader shaping the future of health, we are committed to making a positive impact in the communities where we live and work. We encourage our employees who want to volunteer their time to give back to their communities. In April 2024, we formalized our support through the launch of a new Time to Volunteer program. Each calendar year, this new program gives many of our employees paid time off to choose to volunteer during their workday and support meaningful causes that are of personal importance to them. Eligible part-time employees receive four hours of paid time off per year and eligible full-time employees receive eight hours.



SPOTLIGHT

Your Day, Your Way

The health and well-being of our employees matters to us. At McKesson, we’ve made self-care a little easier with Your Day, Your Way, our annual day of wellness. This day is intended to support the physical and emotional health of our employees, as well as show McKesson’s appreciation for all our people do every day to improve care in every setting — one product, one partner, one patient at a time.

We encourage each employee to support good physical and mental health on Your Day, Your Way by doing whatever makes the most sense for them — whether that’s taking the opportunity to unplug and disconnect, giving back to the community through volunteering, finding opportunities to connect with others, learning a new skill or other activities.



# Belonging: The power of inclusion

**Our vibrant and inclusive culture welcomes everyone to bring their authentic self to work every day.** We are strengthened by differing perspectives, experiences and skills, and prioritize belonging as we strive to be the best place to work in healthcare.

## Enhancing inclusion and awareness with I<sup>2</sup>CARE

Our people make McKesson an exceptional place that has earned the reputation as a trusted partner to our customers and their patients.

Guiding and unifying our employees and our company around our purpose of Advancing Health Outcomes for All® are our I<sup>2</sup>CARE values: Integrity, Inclusion, Customer-First, Accountability, Respect and Excellence.

We aim to raise the bar on employee behavior and expect employees to embed these values into their everyday actions and decision-making.

Foundational to all that we do and who we are as a company, our I<sup>2</sup>CARE values remind us that the way we do business is just as important as the business itself.

### I<sup>2</sup>CARE Values

#### INTEGRITY

**We do what’s right**

Demonstrate honesty. Keep commitments. Behave consistently.

#### INCLUSION

**We embrace and accept each other as we are**

Be curious, inquisitive and open. Demonstrate inclusive behaviors. Consistently listen, reflect and grow.

#### CUSTOMER-FIRST

**We succeed when our customers succeed**

Understand and educate customers. Build relationships and get feedback. Take action to meet needs and concerns.

#### ACCOUNTABILITY

**We take personal responsibility**

Take responsibility for actions. Set and clarify expectations. Encourage others to take responsibility.

#### RESPECT

**We treat people with dignity and respect**

Consider others’ self-esteem when working collaboratively. Listen and respond with empathy. Be inclusive, offer help and support.

#### EXCELLENCE

**We insist upon quality**

Ensure high-quality outputs. Follow standard processes. Aim high.





Supporting belonging through employee resource groups

One important way we nurture belonging at McKesson is through our 11 employee resource groups (ERGs). These voluntary, employee-led, company-sponsored networks aim to make a positive impact on our employees’ lives.

Our ERGs focus on helping employees make authentic connections, share and affirm their identities and perspectives, showcase leadership skills and find ways to nurture belonging and empowerment across our company.

Our ERG ecosystem consists of 60+ chapters and over 8,000 unique employee members. We view the current level of enrollment in our ERGs as robust, and expect them to continue to expand in the years ahead, with growth fueled in part by our annual ERG leadership training.

In FY24, we hosted our third-annual ERG Summit, open to all employees. This four-day event included multiple fireside chats, speakers and various ERG Summit Awards.



SPOTLIGHT

Enhancing our workplace environment and culture for people with disabilities

There are far more people in the world living with disabilities than many realize. In fact, one in every four adults in the U.S. has a disability, according to the U.S. Department of Health and Human Services.

Our Ability ERG brings together employees with visible and unseen disabilities, as well as allies and employees caring for loved ones with disabilities.

“Any one of us can become affected by a disability at any time. I’ve been blessed to have support and encouragement from family and friends, and I want to give back to others.”

**TERRY BLACK**  
Chair of the local chapter of the Ability ERG in The Woodlands, Texas, and Senior Health Information Scientist, Ontada

Ability collaborates with other ERGs — such as the McKesson Military Resource Group — to highlight issues affecting multiple McKesson communities. Terry Black, chair of the local chapter of the Ability ERG in The Woodlands, Texas, credits McKesson for creating a culture that values diversity and an environment where employees with disabilities can thrive.

Terry was born with spina bifida, a condition that affects the development of the spine. At the time, the prognosis was bleak for babies born with this disorder, but Terry defied the odds. Eventually, he earned degrees in engineering, physics and computer science and joined McKesson in 2014 to support our data and analytics efforts.

In 2019, Terry was diagnosed with non-Hodgkin’s lymphoma, a type of blood cancer. Shortly after completing chemotherapy treatment, he joined Ontada, McKesson’s oncology data insights and technology business, as a senior health information scientist — a role that has significant meaning for him as a cancer survivor.

Our ERGs



**ABILITY**  
Disability Community



**ARC**  
An open cultural resource for all



**BE**  
Black Excellence — be empowered



**EP**  
Emerging Professionals



**MENA**  
Middle Eastern and North African



**MMRG**  
McKesson Military Resource Group



**PALMa**  
Professional Association of Latinos at McKesson



**PAVE**  
Pan-Asian Voices for Excellence



**PRIDE**  
Advancing LGBTQIA+ inclusion



**UNITY**  
Uniting Native and Indigenous Tribes with You



**WE**  
Women Empowered



SPOTLIGHT

**McKesson’s digital enablement journey**

McKesson, recognized as one of Fortune’s 2024 Most Innovative Companies, is committed to improving health outcomes, advancing our capabilities and driving innovation through digital enablement and the use of data.

McKesson’s digital enablement journey is focused on helping employees develop a digital mindset by elevating their digital literacy and embracing the opportunities that digital technologies have to offer in efficiency, growth and performance.

With the advancement of artificial intelligence (AI) and generative AI (GenAI) technologies, McKesson believes digital enablement can provide better experiences for our employees and customers.

As we have begun to provide training to our employees on these topics, we have quickly started to see new skills come to life to advance core digital enablement workstreams at the enterprise level and various projects across our business units and corporate functions.

By educating our people on the benefits of digital enablement, McKesson is unlocking meaningful value for our employees and external stakeholders.





# Partners

We know that our purpose of Advancing Health Outcomes for All® is, and will remain, a team effort. That's why our businesses proactively engage with our partners — biopharma companies, care providers, pharmacies, manufacturers, governments and others — to deliver insights, products and services that positively impact health.

We are strategically investing in our growth priorities of oncology and biopharma services while strengthening our core distribution businesses. Working together, we navigate today's evolving healthcare landscape and make a lasting difference for those who depend on us.



# Government partnerships

**As a global healthcare leader, we are subject to a wide range of complex and evolving regulatory requirements.** Our commitment to regulatory excellence and compliance extends to all aspects of our operations and is a foundational discipline of our business strategy. Offering our unique perspective and expertise, we collaborate with policymakers, elected officials and other stakeholders for the benefit of patients everywhere.

We also seek to educate elected and appointed officials about the solutions McKesson offers to enhance patient safety, reduce costs and improve healthcare delivery. We prioritize transparency and accountability in all political engagement activities.

## One of our public policy efforts: Combatting drug shortages

For nearly two centuries, McKesson has worked to ensure patients have access to the medicines they need. We bring deep expertise in pharmaceutical distribution, supply chain analytics and market access dynamics to our public policy efforts — and we remain



committed to applying that knowledge to serve providers and improve patient outcomes.

Drug shortages are an ongoing, industry-wide issue, and while rare, even the smallest disruption can impact patients and care.

Collaboration across the public and private sectors is vital to strengthening supply assurance. McKesson

launched a [microsite](#) in FY24, providing stakeholders an additional forum to learn more about our advocacy and partnerships to address drug shortages.

Additionally, our white paper on the root causes of drug shortages and recommended solutions, available on the microsite, provides a deeper look at the intricacies of the challenge and pragmatic solutions.

### SPOTLIGHT

#### Advocating for patients before Congress

In February 2024, Gene Cavacini, Senior Vice President and Chief Operating Officer for U.S. Pharmaceutical, delivered testimony on behalf of McKesson to the United States House Committee on Ways & Means.

The hearing aimed to shed light on supply chain dynamics and offer policy recommendations.

Gene, joined by five other witnesses, helped to advocate for policy recommendations, including:

- Enhancing the reimbursement and marketing access landscape
- Incentivizing supply preservation programs
- Improving supply chain visibility

More information about our lobbying activities, policies and expenditures is available on [our website](#).



**Government partnerships  
to advance oncology research**

**SUPPORTING THE CANCER MOONSHOT**

The objective of the Cancer Moonshot is to halve the rate of cancer deaths and improve the lives of people with cancer in the U.S. over the next 25 years. As part of this collective effort, McKesson’s oncology data insights and technology business, Ontada, is collaborating with other healthcare leaders, electronic health record vendors and government officials to harness data-driven solutions to enhance cancer treatment outcomes.

One of the key initiatives from the Cancer Moonshot is to accelerate the cancer data standards adoption needed for the Enhancing Oncology Model (EOM). EOM is a new cancer care model developed by the Centers for Medicare and Medicaid Services to lower costs, bring effective patient-centered care and improve outcomes for those facing a cancer diagnosis. Ontada was one of the first to pledge to begin adoption of the EOM data elements and is working to deliver those elements in time for the first EOM data reporting deadline in October 2024.

**PARTNERING WITH THE FDA ON RARE CANCER RESEARCH**

In FY24, Ontada was awarded a contract with the U.S. Food and Drug Administration (FDA) to study the natural history of certain rare cancers and advance the use of real-world data in the U.S. community oncology setting. The goal of the study is to enhance understanding of how patients with rare cancers present and are treated in order to inform drug development for life sciences companies and the FDA. Ontada’s data footprint will allow the FDA to further its understanding of patient populations with rare cancers that historically have been underrepresented in studies.





# Improving access, affordability and adherence

**McKesson applies its expertise to initiatives and services designed to help patients with access, affordability and adherence.** We also seek partnerships to understand and address the many factors that create barriers and hinder patient access to the medications they need. These factors include drug affordability, drug shortages and access to prescribing clinicians, pharmacists and pharmacy services.

## Distribution access to supplies, services and solutions

McKesson Medical-Surgical Solutions partners with our customers to provide products, services and expertise to help improve patient care as it shifts from in-facility to in-home. Through a network of distribution centers across the U.S., we offer more than 245,000 products from national brand manufacturers and McKesson’s own brand of high-quality products, serving more than 285,000 customers.

We deliver for our customers, so they can deliver and care for their patients, and we never lose focus on helping customers improve patient and business outcomes.

### SPOTLIGHT

## Bringing access to one patient at a time: Noah’s story

When doctors told Tanasha she needed to bring her four-year-old son Noah across the country for an open-heart surgery to treat his rare heart condition, she faced a daunting problem: getting Noah from their home in Spokane, Washington, to Boston, Massachusetts, given that his condition couldn’t tolerate air travel.

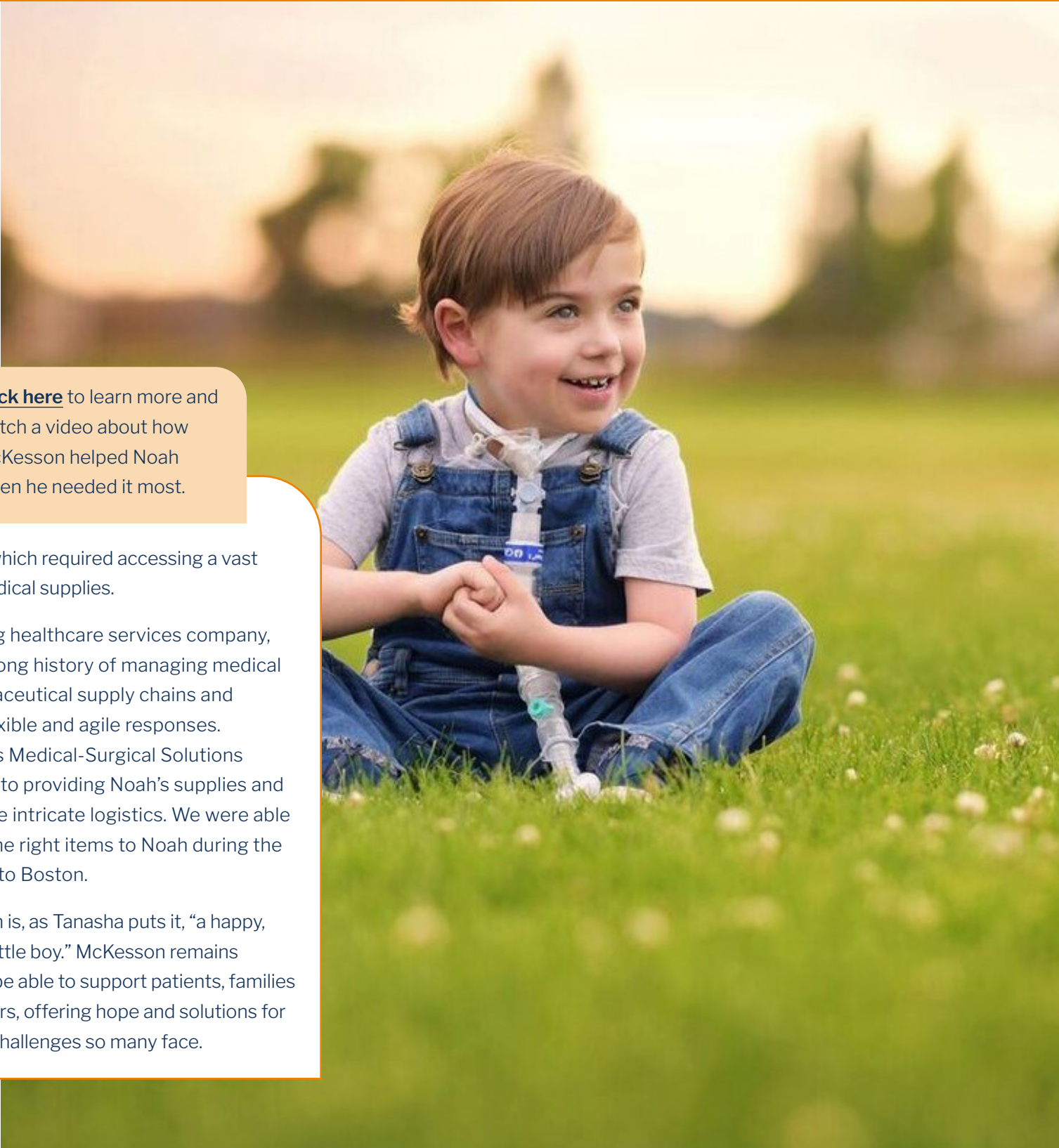
A 3,000-mile drive in an RV seemed like the only solution. But how would she attend to his delicate medical needs during the long journey? Noah would need a dozen tracheostomies during the trip, among other

demands, which required accessing a vast array of medical supplies.

As a leading healthcare services company, we have a long history of managing medical and pharmaceutical supply chains and offering flexible and agile responses. McKesson’s Medical-Surgical Solutions committed to providing Noah’s supplies and handling the intricate logistics. We were able to deliver the right items to Noah during the 13-day trip to Boston.

Today, Noah is, as Tanasha puts it, “a happy, fun, goofy little boy.” McKesson remains grateful to be able to support patients, families and providers, offering hope and solutions for the health challenges so many face.

[Click here](#) to learn more and watch a video about how McKesson helped Noah when he needed it most.







**Patient access through community pharmacies**

Pharmacists are one of the most accessible healthcare providers for the majority of Americans. In fact, patients in the U.S. visit their community pharmacist twice as often as they visit primary care physicians. McKesson helps provide access to community-based pharmacist care in a variety of ways.

**WORKING WITH HEALTH MART PHARMACIES**

Health Mart, a McKesson pharmacy franchise program, supports approximately 4,500 independently owned community pharmacies in the U.S. Sixty percent of Health Mart pharmacies are in high social vulnerability areas, as measured by the Centers for Disease Control and Prevention’s Social Vulnerability Index score. Pharmacies can be integral in advancing disease screening, testing, vaccine administration and other care in medically underserved communities.

Community pharmacies can also impact patients beyond direct health services. For example, McKesson and Health Mart are working together to support #NourishMyHealth, a collaboration among the National Association of Chain Drug Stores and leading health organizations to encourage eating in ways that can help reduce disease risks.

[Click here](#) to learn how McKesson is helping improve access to care through micro-access pharmacies.

**COMMUNITY HEALTH WORKER TRAINING**

McKesson is facilitating community health worker training for pharmacy staff to help community pharmacies provide additional resources to patients in vulnerable or medically underserved communities.

In FY24, in partnership with an accredited provider of continuing pharmacy education, McKesson supported 120 scholarships for certified pharmacy technicians to participate in a 16-week community health worker training program.

Once trained, these professionals are better equipped to help patients navigate the healthcare landscape and find resources for social determinants of health, and to conduct community outreach and health education.

**NEW COMMUNITY PHARMACY PROJECTS**

Through our micro-access pharmacy project, McKesson is helping fund new pharmacies in existing Federally Qualified Health Centers. In FY24, McKesson selected two centers in Texas and one in Colorado as existing locations helping at-risk, underserved populations gain better access to essential healthcare where McKesson would help add pharmacy services.

In FY24, McKesson also launched a community pharmacy project intended to help licensed pharmacists own and operate independent community pharmacies in areas without storefront pharmacies.

A pilot location in Ohio — Altev Community Pharmacy — opened in FY24. Read more about this project on the next page.



**SPOTLIGHT****Altev Community Pharmacy**

Altev Community Pharmacy in Avondale, a neighborhood in Cincinnati, Ohio, originated from a McKesson project to improve access to care in areas without storefront pharmacies by helping to facilitate a path to independent pharmacy ownership.

McKesson assessed communities across the nation before selecting Avondale as its pilot location. Through an objective screening process, McKesson helped expedite a path to independent pharmacy ownership for Dr. Emmanuel Ayanjoke, a licensed pharmacist focused on building strong ties with the local community.

With the support of McKesson, Dr. Ayanjoke and Altev Community Pharmacy are now proudly serving Avondale and its residents and helping tackle healthcare disparities.

[Click here](#) to learn more and watch a video about Altev Community Pharmacy.



## Creating prescription access, affordability and adherence solutions

McKesson's Prescription Technology Solutions (RxTS) seeks to break down barriers — like financial constraints or navigating complex insurance requirements — to enhance patient outcomes.

RxTS's suite of comprehensive solutions spans across the entire patient journey, including medication access and affordability, prescription decision support, prescription price transparency, benefit insights and dispensing support services, as well as third-party logistics and wholesale distribution support. With connections to most electronic health record systems, over 50,000 pharmacies, approximately 950,000 providers, most pharmacy benefit managers and health plans, RxTS has supported over 650 biopharma brands representing most therapeutic areas. Through industry connections and the ability to navigate the healthcare ecosystem, RxTS helps increase speed to therapy and reduce prescription abandonment.

## Investing in startups to advance patient outcomes

Researchers are pioneering therapies today that will hopefully cure diseases tomorrow. At McKesson, we are investing resources to accelerate the very breakthroughs that will help people lead longer and healthier lives.

Our venture capital arm, McKesson Ventures, provides financial support for startups that are actively improving access and align with our purpose of Advancing Health Outcomes for All®.

To learn more about our active investments and the bold ideas we are supporting, visit [McKesson Ventures](#).





# Health equity advances in oncology

**Cancer touches the lives of people of all ages, genders, locations, races and ethnicities.** These factors, however, along with other social determinants of health, can impact a patient's treatment.

More than 18 million people in the U.S. are living with cancer, according to the National Institutes of Health's National Cancer Institute. As we strive to make a world without cancer a reality, McKesson continues to work to help oncologists provide these patients with the treatment, care and support they need.

We provide access to our resources, best business practices, experience, infrastructure and support to The US Oncology Network, our association of independent oncology practices. The US Oncology Network is one of the nation's largest networks of physician-led, integrated, community-based oncology practices dedicated to advancing high-quality, evidence-based cancer care. The community-based oncologists and cancer care centers that are members of The US Oncology Network offer patients access to local treatment options and deliver cutting-edge cancer care at over 600 locations in 31 states. Practices in The US Oncology Network can employ a value-based care model that expands access to services to underserved populations by eliminating economic, social and environmental barriers to treatment.



## Improving patient outcomes and increasing diversity in clinical trials

Clinical trials can advance the state of medicine and pave the way for new treatments, bringing hope, better care and improved outcomes to patients who participate.

McKesson is expanding access to potentially lifesaving oncology medication and clinical trial opportunities at the community level through our joint venture with

HCA Healthcare, which has combined US Oncology Research with Sarah Cannon Research Institute (SCRI) under the SCRI brand. Over 3,000 cancer patients who participated in clinical trials of investigational therapies in FY24 did so through a clinic associated with SCRI. More than 80% of newly approved cancer treatments by the FDA were studied in the SCRI network.

Statistics show that racial and ethnic minorities continue to be underrepresented in cancer clinical trials. Increasing diverse participation in trials can

improve the quality of trials and the applicability of their findings. We're using our subject matter expertise and technology to better understand and mitigate some of the hurdles that patients can face in enrollment and ongoing participation in trials. To help reduce health disparities and enhance trial representation, we are advancing economic opportunities to foster participation for individuals from all backgrounds.



Advancing science through studies and thought leadership

Our businesses provide critical research, insights, technologies and services to our partners, and enable McKesson to help accelerate clinical research and development, while also delivering insights that inform and improve patient care. This also includes our work with government partners to advance oncology research, discussed [here](#).

HOPE STUDIES

Ontada’s Health Outcomes Powered by Evidence (HOPE) Studies enable eligible providers in The US Oncology Network to investigate unanswered questions about health disparities in cancer care. The goal of HOPE is to combine the practice knowledge of community oncologists with Ontada’s data-analytical expertise to gain insight into healthcare disparities through real-world evidence.

HOPE’s first major finding, shared by Ontada at the American Society of Clinical Oncology (ASCO) Annual Meeting in FY24, was that patients with triple-negative breast cancer treated in a U.S. community oncology setting were significantly less likely to have received genetic testing if they were Black, had lower socioeconomic status and resided in southern or midwestern geographic regions. This result demonstrated HOPE’s power to identify socioeconomic and other factors that may impact care and outcomes among cancer patients.

ADVANCING DATA STANDARDS FOR SOCIAL DETERMINANTS OF HEALTH

The Social Determinants of Health Working Group is a cross-stakeholder research partnership to help uncover which data or determinants can be reliably used in the course of ongoing care to provide actionable information and meaningful benefit to patients. Race, ethnicity, socioeconomic factors and geography — social determinants of health — can potentially impact cancer risks, quality of care and outcomes.

The working group brings together a range of providers, payers, vendors and community organizations with the goal of developing consensus-driven data standards to support the collection, use and exchange of data to address social determinants of health and advance health equity.

SPOTLIGHT  
INVIVA

McKesson Canada’s INVIVA, Canada’s largest private infusion network, has launched an innovative pilot program to address the impact of social determinants of health on oncology care by supporting patients’ access to care and therapeutic treatments.

In FY24, two INVIVA clinics in Ontario participated in the pilot program, which leverages community partnerships to help provide patients with transportation to and from appointments, as well as weekly produce, for up to a year while receiving treatment.

Through the increased number of touchpoints, INVIVA hopes the additional support will better the patient experience and improve patient outcomes.





# Inclusive approach to supplier relationships

**As a company serving a diverse customer base, we seek to source high-quality products and services from a wide range of suppliers and contractors.** The work McKesson does related to supplier diversity is another illustration of our commitment to inclusion.

McKesson's Enterprise Supplier Diversity Program aligns with our purpose of Advancing Health Outcomes for All® by fostering inclusivity and growth opportunities for suppliers. The program seeks to promote equitable consideration for opportunities for qualified businesses and support the economic growth and development of the communities in which they operate and serve.

In doing so, we are shifting to a more proactive alignment with our enterprise strategy. To facilitate this shift, we have established a Supplier Diversity Steering Committee and identified other key leaders to represent sourcing across our businesses and increase program recognition and opportunity awareness, while maintaining our strategic priorities.

Our focus through this program is on the growth of supplier partners that are small and disadvantaged, owned by veterans or women, or located in historically underutilized business zones, as designated by the U.S. Small Business Administration. McKesson is a

federal prime vendor contractor and our supplier diversity program complies with federal contract-established requirements related to the use of small and diverse businesses.

In FY24, we have prioritized the growth of existing supplier partners with a positive track record of performance. We have also implemented additional technologies to make it easier for new, small suppliers to engage with McKesson.

We are enhancing our ability to support our aspirations and those of our partners through our supplier diversity program. These intentional and meaningful partnerships ultimately create positive outcomes for our businesses, as well as our customers, their patients and our communities.





# Community

We're all about creating healthier communities. Through partnerships with philanthropic and other organizations, and the generosity and engagement of our employees, we've found many ways to improve care for those who need it most.

Whether by providing medical supplies to underserved areas or supporting programs that promote wellness and education, we believe it's our responsibility to serve people and support causes that align with our purpose. By leveraging our resources and the dedication of our people, we're able to make a positive impact and create lasting change in the communities we serve.





# Supporting the fight against cancer

**Every year, more than 1.9 million people in the U.S. hear the sobering phrase: “You have cancer.”** In an instant, everything changes, and the repercussions of a few simple words affect countless lives in unimaginable ways. As an impact-driven organization, McKesson is committed to leading with purpose and making a difference for the millions of people who are living with cancer today.



Partnership with the American Cancer Society

For more than 40 years, we’ve partnered with the American Cancer Society (ACS) by contributing to health equity initiatives, cancer research, screenings, prevention and care.

ACS LEADERSHIP IN ONCOLOGY

McKesson and The US Oncology Network are proud supporters of ACS’s new program, Leadership in Oncology Navigation, a national training and credentialing program that works with oncology organizations to standardize high-quality, expert care navigation for patients. Oncology navigation is a widely recognized intervention in addressing cancer care disparities and helps individuals, caregivers and families navigate the complexities of their cancer journey, including cancer screening, diagnosis, treatment and survivorship. The program seeks to achieve consistent, reliable cancer navigation nationwide through standardization of training based on best practices.

THE NEW YORK STOCK EXCHANGE (NYSE) GLOBAL GIVING CAMPAIGN

NYSE’s annual Global Giving Campaign provides listed companies the opportunity to highlight their efforts to help those in need and raise awareness for a charitable organization of their choice. McKesson chose to share our partnership with ACS, including unveiling a commemorative ACS ornament at the 100th annual Tree Lighting ceremony, located in front of the NYSE.



Brian Tyler, CEO, McKesson, presenting a **\$200,000 donation on behalf of the company to support the ACS Hope Lodge® program** to Jeff Fehlis, Executive Vice President, South Region of the American Cancer Society.

SUPPORTING ACS FIT2BE CANCER FREE CHALLENGE AND HOPE LODGE® PROGRAMS

For the fifth consecutive year, McKesson joined in the Fit2Be Cancer Free Challenge benefitting ACS and the Canadian Cancer Society. In the Challenge, Fortune 500 companies compete to take as many steps as possible while raising awareness for cancer prevention and treatment. Nearly 4,700 employees participated in April 2024, helping McKesson to finish first in both the number of total steps (533,994,178) and total distance (238,910 miles). For every employee registration, McKesson also contributes \$10 to the relevant cancer society on the employee’s behalf.

In addition, McKesson continues to provide support to ACS Hope Lodge® and the patient lodge program of the Canadian Cancer Society. As a home away from home, Hope Lodge® provides a community of support and a free place to stay for people facing cancer and their caregivers when their treatment is far away.

PREPARING THE NEXT GENERATION OF ONCOLOGY PROFESSIONALS

In FY24, the McKesson Foundation awarded \$1.5 million over three years to support ACS’s Summer Health Experience, a two-week program that introduces high school students to career and leadership opportunities in the field of oncology. Participants learn about careers across the cancer continuum, including research, clinical care and patient support.

ACS ST. GEORGE NATIONAL AWARD

In April 2024, McKesson CEO Brian Tyler was honored by ACS with the 2023 St. George National Award for his leadership and commitment to the fight against cancer.



# Employee engagement with our communities

**We empower our employees to make a difference, both within their own communities and in support of causes that matter the most to them.** We strive to create an environment where everyone can make a positive impact and are incredibly proud of the generosity and engagement displayed by our employees. By working together as one team, we can pool our resources, knowledge and expertise to maximize our reach and drive lasting change in the communities that need it most.

## Supporting childhood oncology patients in Canada

Campfire Circle makes a summer camp experience possible for children who are battling cancer by being the only camp in Canada that offers onsite chemotherapy. Employees at McKesson’s INVIVA are proud to participate and support the camp each year, including efforts to prepare for the arrival of campers — like painting facilities or hauling canoes.

When we learned that the camp had a critical lack of nurses during the summer of FY24, McKesson decided to jump in and help. Thanks to our community partnership, we were able to send four INVIVA nurses to help alleviate the burden of cancer for those at the camp, extending a hand of friendship, support and healing.

SPOTLIGHT

**Community Impact Days**

Employees in the U.S. and Canada joined in celebrating McKesson’s 25 years of Community Impact Days in FY24, our largest company-wide employee engagement event.

Honoring the theme: Cancer Awareness, Prevention and Support, employees took time to recognize the many ways McKesson supports individuals with cancer. They also participated in projects that help address cancer prevention, provide comfort and support to cancer patients, and raise awareness around the potential impacts social determinants of health, environmental factors and healthcare disparities have on cancer.

To better enable continued employee engagement throughout the year, we also encourage employees to take advantage of our new **volunteer program** which provides paid time to volunteer.





McKesson Care Ambassadors

The success of company-wide engagement events like Community Impact Days is amplified by the commitment and drive of employees who are McKesson Care Ambassadors. Our Care Ambassadors volunteer to support local community impact activations and encourage participation among other employees. Throughout April of FY24, McKesson Care Ambassadors organized and supported various employee activities for Earth Month, including providing educational tips on ways to reduce pollution, manage resources more wisely and increase stewardship of our environment.

McKesson Advocacy Ambassadors

We’re committed to advocating for legislative solutions that support our business and benefit patients and their communities. We seek to make a difference by educating elected officials on the vital role McKesson plays in improving health outcomes.

The McKesson Advocacy Ambassador Program gives interested employees the chance to share their passion for delivering better health with elected officials. Employees who volunteer their time through the program are given the opportunity to forge new relationships and educate their elected officials on key public policy issues.

Our nonpartisan McKesson Votes program provides employees who are eligible to vote in the U.S. with election education resources.



SPOTLIGHT  
CoverMyQuest

CoverMyQuest is an annual initiative that awards employees with mini grants of \$5,000 to help them pursue their passions, once-in-a-lifetime adventures and more.

In FY24, as one of the 30 winners of these grants, Denee Lees, Supervisor, Health Services - Patient Support Center Operations, was able to bring three generations of her family to serve as medical interpreters on a mission trip in Guatemala.

Another winner, Storm Estes, Account Coordinator, secured funds to create care packages for women who have suffered from domestic abuse and domestic violence.





# The McKesson Foundation

**The mission of the McKesson Foundation (the Foundation) is to remove barriers to quality healthcare across North America, with a special focus on vulnerable and underserved communities.** A 501(c)(3) organization, the Foundation is more than 80 years old and strives to advance health equity. Today, the Foundation’s expanding portfolio of nonprofit partners advance its work from many different angles, ranging from reducing the burden of cancer, to preparing tomorrow’s healthcare workforce and bolstering crisis response.

SPOTLIGHT

**Parkland Health**

In 2024, the Foundation awarded a \$500,000 grant to Parkland Health, expanding its long-term partnership with the Dallas-based public health system.

The grant, which supports colorectal care for underserved communities, will bring flexible sigmoidoscopy to Parkland Hospital. Flexible sigmoidoscopy is a less-invasive alternative to a colonoscopy and can help increase cancer screening rates, as well as provide important surveillance for rectal cancer patients during and post-treatment.

The Foundation also financially supports Annie’s Place, a childcare center at the hospital that provides free daycare for the children of patients receiving medical attention at Parkland. The grant helps fund specialized staff, including a registered play therapist, who assists children and their families and can connect those who may need additional services with specialized resources.

**Reducing the burden of cancer**

One of the Foundation’s priorities is supporting organizations dedicated to improving care, outcomes and equity in cancer prevention, screenings and treatment. Studies show that race, ethnicity, health insurance status and income, among other factors, can affect how early a patient’s cancer is diagnosed and treated, as well as the patient’s financial burden.

Through both financial contributions and partnerships, the Foundation is working to reduce the risks of getting cancer and address socioeconomic barriers to early diagnosis and appropriate care.

The Foundation aims to bring everyone closer to the day when fewer people get cancer, and those with cancer benefit from earlier diagnosis and better, more accessible treatment.



Preparing tomorrow’s healthcare workforce

Studies indicate increasing the diversity of clinicians and other healthcare practitioners can improve patient outcomes. The Foundation supports initiatives that seek to close the gap between diverse representation among the general population and among healthcare practitioners. Patients report that having a healthcare practitioner of a similar racial or ethnic identity is important to them, and studies show that patient-provider concordance can also improve patient health outcomes.

To help address this challenge, the Foundation is beginning with a critical profession: pharmacists, where the current demographics are not representative of those of the broader U.S. population. The Foundation has made multi-year grants to five pharmacy schools in the U.S. and recently expanded its grant footprint to include four pharmacy schools in Canada.

Accelerating crisis response

One of the Foundation’s top philanthropic priorities is accelerating crisis preparedness and disaster relief. When emergencies strike, our nonprofit partners are quick to put in place resources and services to help individuals and communities with essential relief such as meals, shelter or medicines

The Foundation also provides funding to food banks that can provide regular, nutritious meals to children, families and seniors in need. The Foundation supports central food banks in four North American cities,

helping them ensure that more food can be distributed to the communities they serve.

As a member of the American Red Cross Disaster Responder Program, the Foundation backs the program’s efforts to provide proactive funding needed to deploy critical systems and supplies to communities impacted by disaster. The Foundation also partners with the Canadian Red Cross, Team Rubicon, Americares, Direct Relief and World Central Kitchen, furthering our commitment to disaster preparation, mitigation, recovery and rebuilding.

SPOTLIGHT

Supporting disaster relief in Canada

The Foundation is a proud partner of the Canadian Red Cross Disaster Response Alliance. Through our support for this alliance, we proactively invest in emergency response, so that services and resources can be rapidly deployed when disaster hits.

In FY24, the Canadian Red Cross provided critical help to the many people impacted by the wildfires in British Columbia, Alberta, North West Territories and Atlantic Canada during the most destructive wildfire season recorded by Natural Resources Canada.

Our employees donated generously to support those efforts, and the McKesson Foundation matching gift program doubled those donations. In addition, McKesson Canada collaborated with the Canadian Red Cross and government agencies to get essential medications to impacted areas.





McKesson Foundation partnerships

The McKesson Foundation continues to expand its range of partnerships to support our purpose of Advancing Health Outcomes for All® and help those in need in our communities. The Foundation looks to its partners and their projects to improve health and wellness and assist those facing disasters, emergencies and other hardships.



ANGELS FOR CHANGE

Angels for Change is a global organization with a mission of ending drug shortages through advocacy, increasing awareness and supply chain resiliency.



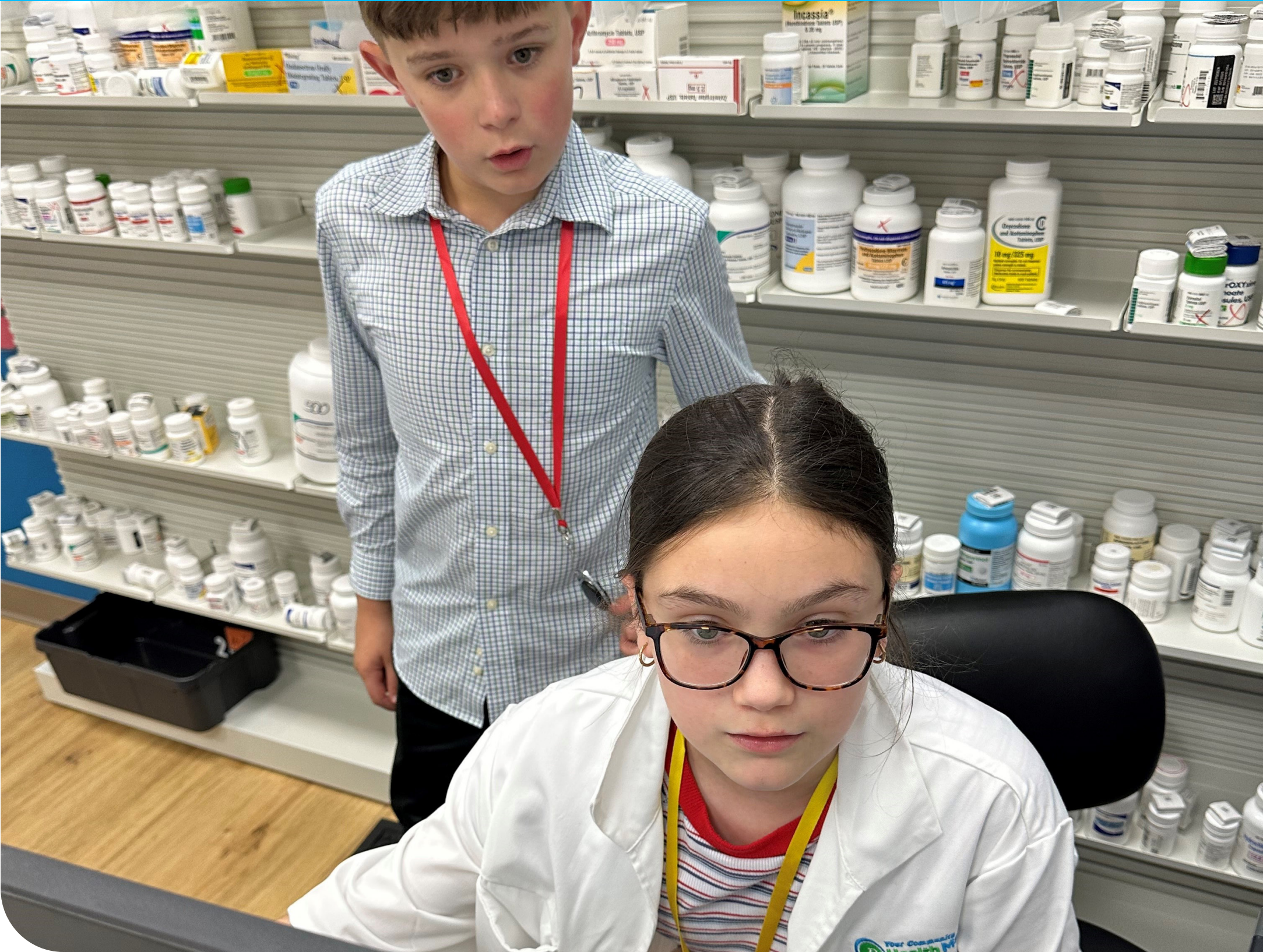
TASTE PROJECT

Taste Project operates a nonprofit restaurant in Fort Worth, Texas dedicated to serving healthy meals to the food insecure. The restaurant asks patrons in need to pay only what they can afford, and others to pay what they would typically pay in a restaurant or slightly more.

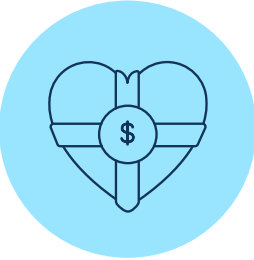


JUNIOR ACHIEVEMENT PARTNERSHIP

Junior Achievement (JA) of Dallas is introducing students to healthcare careers as early as elementary school. The nonprofit’s JA BizTown program in Garland, Texas, connects classroom learning with visits to a simulated town, which features a Health Mart pharmacy branded storefront and a McKesson distribution center.







**Supporting our employees through philanthropic grants and giving**

In addition to the many external causes it supports, the Foundation also seeks to recognize both the needs and generosity of our employees.

We know that employees, like anyone else, can face hardships and disaster, and deserve support in their times of need.

The Foundation also reinforces employees’ own involvement in charitable causes.



**MCKESSON FOUNDATION  
MATCHING GIFTS PROGRAM**

Employees support a wide range of causes as volunteers and donors, and the Foundation encourages these activities by doubling any employee’s donation to an eligible nonprofit, up to \$2,500 per employee, per fiscal year. Employees can also earn grants for nonprofits of their choice, for individual and team volunteering.



**MCKESSON FOUNDATION  
SCHOLARSHIP PROGRAM**

The Foundation’s scholarship program helps employees’ dependents who plan to continue education in college or vocational school programs. The scholarships are for full-time study at an accredited institution of the student’s choice, renewable for up to three years.

In FY24, the program, administered by Scholarship America, expanded the number of scholarships from 30 to 40 and increased the amount per scholarship from \$2,500 to \$3,500.



**MCKESSON FOUNDATION  
TAKING CARE OF OUR OWN FUND**

The Taking Care of Our Own Fund provides grants to McKesson employees facing unexpected financial hardships such as family emergencies or natural disasters. The fund is supported by the Foundation and donations from our company and employees, and administered by the Emergency Assistance Foundation.

In FY24, the Foundation awarded 377 support grants, totaling \$1.1 million in grant funds.



# Planet

Our purpose of Advancing Health Outcomes for All® is inextricably linked with protecting the environment in which we operate our businesses. As a global leader in healthcare, we recognize and embrace our responsibility to protect our planet as we sustain our business and make an even greater impact.

McKesson is actively shaping our impact on the planet by investing in projects and initiatives that support the sustainability of our businesses and align with our near-term Science Based Targets, such as reducing our greenhouse gas emissions, minimizing operational waste, improving energy efficiency and increasing the use of renewable energy. We continue to explore new initiatives, tools and opportunities for environmental actions that further our purpose through impact.



# Greenhouse gas emissions reduction targets

**Our current targets** for reduction of greenhouse gas emissions (GHG) were approved by the Science-based Targets Initiative (SBTi) in our prior fiscal year, FY23, when McKesson made our commitments to:

- Reduce 50.4% of direct GHG emissions (Scope 1 and Scope 2 (operational)) by FY32 from a FY20 base year
- Ensure 70% of McKesson suppliers, by spend covering purchased goods and services, will have their own SBTi-approved GHG reduction targets by FY27

### SCIENCE-BASED TARGETS INITIATIVE (SBTi)

SBTi, a collaboration between CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature, drives climate action in the private sector by encouraging companies to set targets to limit global warming to 1.5°C. McKesson has joined companies across the globe committed to setting and achieving targets to reduce GHG emissions toward this goal.

### GREENHOUSE GAS EMISSIONS (GHG)

In FY24, we have been progressing our efforts to reduce GHG emissions across our value chain and to work with our suppliers in connection with our SBTi targets. McKesson is taking steps designed to reduce both our direct (Scope 1 and 2) GHG emissions and those produced in our upstream and downstream value chain (Scope 3).

We also engage with the National Academies of Medicine and the Association for Health Care Resource & Materials Management of the American Hospital Association on reducing GHG emissions.

	FY20	FY23	FY24
Direct (Scope 1) GHG emissions	88,219	79,293	79,848
Indirect (Scope 2) GHG emissions – Location-Based	190,289	140,582	153,783
Indirect (Scope 2) GHG emissions – Market-Based	189,365	140,215	152,129
Gross Scope 1 + Scope 2 – Location-Based	278,508	219,875	233,631
Gross Scope 1 + Scope 2 – Market-Based	277,584	219,508	231,977
Gross Scope 3 emissions	25,426,174	28,980,752	32,569,160

### NOTES TO THE CHART

See [Overview in ESG Markers](#) section of this report for more fiscal year reported data and details about our assurance process and Scope 3 category-specific information.

See our Basis of Reporting — Greenhouse Gas (GHG) Emissions in ESG Markers section for more details about our GHG inventory and associated methodology.

Actual numbers will fluctuate as we re-baseline, adjusting for divestitures and acquisitions, per the Greenhouse Gas Protocol.




# Progressing our GHG emissions reduction efforts

**To help us meet our GHG emission reduction objectives, we assembled a cross-functional group from our various businesses to serve as our Environment Impact Council.**

The council has established a series of McKesson working groups tasked with engaging in a range of activities intended to move us towards reducing our GHG emissions consistent with our SBTi targets and in a manner aligned with our business growth strategies and priorities.

**Currently, we have five working groups:**

-  **REAL ESTATE**  
Identifies GHG emission reduction opportunities through site selection, construction and delivery, and decommissioning phases.
-  **FLEET**  
Seeks ways to meet our GHG emission reduction targets through alternative fuel vehicles, routing efficiency and driving behaviors.
-  **OPERATIONS**  
Supports growth in operations through efficiency improvements that reduce GHG emissions and waste.
-  **DIRECT PROCUREMENT**  
Engages suppliers to seek their adoption of SBTi commitments in support of our SBTi targets.
-  **INDIRECT PROCUREMENT**  
Looks for ways to use indirect purchases to reduce emissions from operations, real estate and other business units.





# Expanding sustainability through innovation and green buildings



## Real Estate

**One of the ways we seek to be impactful is by integrating more sustainable design features into our company campuses, distribution centers and other real estate holdings.** These sustainable features enable us to enhance energy efficiency through innovative technology and green building standards and create a better working environment for our employees.

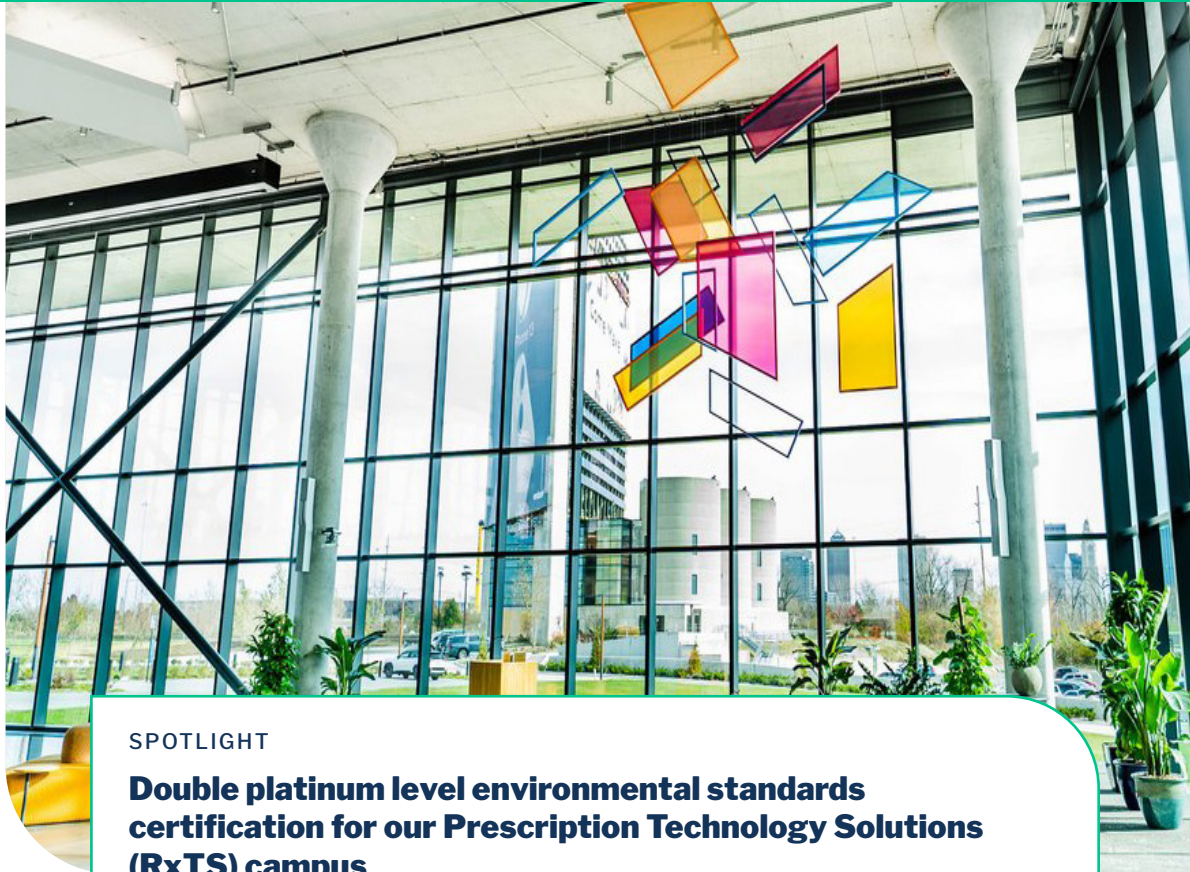
In FY24, we developed our own green building and design standards, curated to consider McKesson’s specific operations and facility types, and identified a sample set of locations where we are assessing performance against these standards for projects in FY25. We expect this process will help us establish benchmarks for our existing portfolio as well as potential goals for future sites. Although we may continue to pursue WELL Building Standard® and Leadership in Energy and Environmental Design (LEED) certifications, we believe that following a customized approach will be more impactful long term when considering the diverse nature of our building types and operations. As a result, we are transitioning towards tailored standards for how we update existing buildings and design and construct new offices and distribution centers.

Our real estate group has piloted digital-first facility management in select distribution centers and office sites. In FY24, we introduced computerized maintenance management software with the goal of

realizing energy savings through earlier indications of when our assets need to be maintained or replaced. Our building management system platform is designed to create value by reducing energy waste, improving issue response time and proactively identifying system failures before they interrupt business operations. Providing users with remote access, alarming and comprehensive fault detection and diagnostic tools, this platform can help optimize facility energy operations.

As McKesson finds ways to reduce how much energy we use, decrease our carbon footprint and create a better environment for our employees, we are upgrading to LED lighting in many of our buildings.

In FY24, we continued to make LED lighting upgrades in our buildings in Canada and parts of the U.S. We are now quantifying and comparing energy use for buildings with upgraded lighting to those without lighting upgrades in order to determine GHG emissions impact.



### SPOTLIGHT

#### **Double platinum level environmental standards certification for our Prescription Technology Solutions (RxTS) campus**

One of our RxTS commercial office buildings located in Columbus, Ohio achieved both WELL and LEED Platinum certifications in FY24, a rare accomplishment. LEED is a widely used green building rating system that provides a framework for sustainable, efficient, low-carbon buildings. The WELL standard provides a framework for buildings and organizations to deliver intentional spaces that put human health and well-being first by measuring and monitoring features of the built environment that impact the quality of our air, water and light.

Together, these certifications show our commitment to helping our people and our community live healthier lives and demonstrate our leadership in transforming health and well-being in the spaces where we spend our time.



# Improving technology and efficiencies across our transportation network



Fleet

**As a distributor of pharmaceuticals and other healthcare supplies and equipment, we know the importance of a robust, reliable and efficient transportation network.** In FY24, we continued to explore strategies to advance sustainability by cutting fuel usage and decreasing carbon emissions across our fleet. These strategies include leveraging advanced routing software to enhance efficiency and taking a range of actions to optimize load capacities and minimize empty trips.

**Vehicle optimization through software solutions**

Our use of route optimization software helps us reduce fuel consumption and greenhouse gas emissions and can improve the customer experience. Optimization techniques we use include strategically assessing the best type of vehicle for the intended route, route distances and delivery order. Optimizing truck capacity enables our delivery professionals to deliver more volume while reducing the number of vehicles on the road.

One example is the use by McKesson’s Medical-Surgical Fleet of optimization software to provide analysis on last-mile delivery routes, decreasing miles and reducing fuel consumption. In FY24, as part of continuous improvement, we evaluated additional options for advancements in routing technology.

In FY24, McKesson Canada also added a driver awareness software solution to monitor idle time and track driver behavior with an aim to reduce fuel usage and emissions and increase safety, while allowing drivers the independence of maintaining their individual driving preferences.

**Ontario fleet gets a high-tech boost**

McKesson Canada has focused on driving safety and efficiencies in FY24 by incorporating 12 new, state-of-the-art trucks into our fleet in Ontario. Equipped with advanced collision mitigation technology and fuel-saving features, these trucks not only drive the transition towards more efficient and sustainable healthcare logistics, but also prioritize the safety of our drivers and cargo.



**McKesson Medical-Surgical Services alternative fuel vehicle pilots**

**ELECTRIC VEHICLE (EV) PILOT**

Successfully piloted two makes and models of EVs over two years

**97%**  
Reduction of GHG emissions vs. conventional

**PROPANE PILOT**

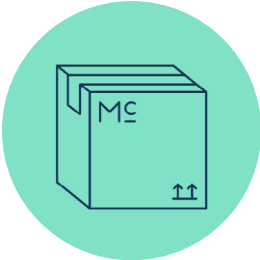
Conversion of current Transit Vans to vehicles that can use either gasoline or propane

**24%**  
Reduction of GHG emissions vs. conventional

The addition of these 12 trucks to the fleet demonstrates McKesson Canada’s commitment to providing efficient and sustainable transportation services. By integrating advanced safety features and fuel-saving technologies, McKesson Canada aims to enhance the overall delivery experience for customers while minimizing our environmental impact.



# Enhancing operations with sustainable packaging and waste reduction



Operations

**Sustainability opportunities can be found throughout our operations, from our facilities and equipment assets, to the way we package our products.**

McKesson Plasma and Biologics services first began using reusable containers for refrigerated drug shipments in our prior fiscal year FY23.

In FY24, we have continued to use them to improve performance, keep products cooler for longer and reduce landfill. By extending the shipping lifespans of products, the reusable containers also help avoid disruptions to patient care in the event of shipping delays.

Other recent initiatives to make packaging more sustainable include McKesson Medical-Surgical piloting replacing the plastic fill used in boxes with an air pillow made with recycled content, and introducing a recyclable aluminum sustainable packaging solution into some of our Foster & Thrive™ name brand over-the-counter healthcare products.





# Using renewable energy sourcing to acquire emission reductions



## Procurement

### Renewable energy sourcing: Virtual Power Purchase Agreements

McKesson's Virtual Power Purchase Agreements (VPPAs) can be a useful tool to help us procure more energy from renewable sources in support of our GHG emissions reduction strategy.

As of the end of FY24, we have entered into two VPPAs with project developers in Texas for a total of 35 megawatts (MW).

The first VPPA, which was entered into in FY23, relates to 15 MW from a solar facility in Liberty County, Texas. Construction began on the facility in FY24, and it is expected to become operational in FY25. The second VPPA was entered into in FY24 for 20 MW with a solar energy farm in Haskell, Texas, that is expected to begin operations in FY27.





# ESG Markers

MCKESSON

Distributed by  
McKesson Medical Surgical Inc.  
Richmond, VA 23228  
Rev. 00 01/14  
Made in USA



# ESG markers

## Overview

Metric <sup>1</sup>	McKesson Overall	McKesson Leadership <sup>2</sup>	Description	Metric
Women	62%	43%	# of Part-Time Employees	~6,000
People of Color <sup>3,4</sup>	49%	28%	# of Employees in the U.S.	~35,000
People with Disabilities	4.7%	3.9%	# of Employees Worldwide	~51,000
Veterans	4.1%	2.9%	<b>McKesson Policies</b>	
LGBTQIA+ Community	2.7%	2.9%	<a href="#">Conflict Minerals Policy</a>	
			<a href="#">Code of Conduct</a>	

## United Nations Global Compact

Our most recent Communication on Progress in response to the UN Global Compact can be found [here](#).

<sup>1</sup> The data for our Metrics is derived from our employee voluntary self-identification process as of March 31, 2024 and represents our best estimate of representation at this time.

<sup>2</sup> Represents our leadership at the vice president level and above.

<sup>3</sup> Represents U.S. employees only because the data for Canada and Europe is not available.

<sup>4</sup> People of Color includes the following self-identification categories: American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or Two or More Races.



# ESG reporting frameworks

## Global Reporting Initiative (GRI)

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
GRI 2: General Disclosures		
Organizational profile		
2-1	Organizational details a. Legal name b. Nature of ownership and legal form c. Location of headquarters d. Countries of operation	a. McKesson Corporation b. McKesson Corporation is a publicly held Delaware corporation that is listed on the New York Stock Exchange under ticker symbol MCK. c. Our headquarters are at 6555 State Highway 161, Irving, Texas, U.S. d. Operations in the United States, Canada, and Norway. <a href="#">See Annual Report for information regarding European divestitures.</a>
2-2	Entities included in the organization’s sustainability reporting a. All entities included in sustainability reporting b. Differences between entities included in consolidated financial statements and entities included in sustainability reporting (if applicable) c. Approach used for consolidating information (if applicable)	a. McKesson US and McKesson Canada included c. See <a href="#">McKesson at a glance</a>
2-3	Reporting period, frequency and contact point a. Reporting period and frequency of sustainability reporting b. Reporting period of financial reporting and explanation for differences in timing with sustainability reporting (if applicable) c. Publication date d. Point of contact for questions	a. Covering FY24. See <a href="#">Our impact pillars</a> b. FY24 ending March 31, 2024. See <a href="#">Our impact pillars</a> c. July 2, 2024 d. Lauren Rodgers: Lauren.Rodgers@McKesson.com
2-4	Restatements of information	No restatements in FY24
2-5	External assurance	See <a href="#">Independent Limited Assurance Statement</a>

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
2-6	Activities, value chain and other business relationships	See <a href="#">McKesson at a glance</a> See <a href="#">Business Segments</a> section within Item 1 of Form 10-K
2-7	Employees a. Total number of employees and breakdown of this total by gender and region b. Total number of: i. Permanent employees, by gender by region ii. Temporary employees, by gender by region iii. Non-guaranteed hours employees, by gender by region iv. Full-time employees, by gender by region v. Part-time employees, by gender by region	See <a href="#">Human Capital</a> section of Form 10-K a. Approximately 51,000 worldwide, 35,000 in the US, 13,000 in Canada, and 3,000 in Europe 62% self-identified as women b. 6,000 part-time employees
2-8	Workers who are not employees	See <a href="#">Human Capital</a> section of Form 10-K
2-9	Governance structure and composition	See <a href="#">Governance and sustainability</a> See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy
2-10	Nomination and selection of the highest governance body	See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy
2-11	Chair of the highest governance body	See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy
2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Governance Highlights</a> section of FY24 Proxy
2-13	Delegation of responsibility for managing impacts	See <a href="#">Governance and sustainability</a> See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
2-14	Role of the highest governance body in sustainability reporting	See <a href="#">Governance and sustainability</a> See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy
2-15	Conflicts of interest	See <a href="#">Election of Directors: The Board, Committees and Meetings</a> section of FY24 Proxy
2-16	Communication of critical concerns	See <a href="#">Election of Directors: Evaluating Board Composition, Performance and Effectiveness</a> section of FY24 Proxy
2-17	Collective knowledge of the highest governance body	See <a href="#">Governance and sustainability</a> See <a href="#">Director Nominees and Our Approach to Governance</a> section of FY24 Proxy
2-18	Evaluation of the performance of the highest governance body	See <a href="#">Election of Directors: Corporate Governance</a> section of FY24 Proxy See <a href="#">Election of Directors: Evaluating Board Composition, Performance and Effectiveness</a> section of FY24 Proxy
2-19	Remuneration policies	See <a href="#">Election of Directors: Director Compensation, Risk Assessment of Compensation Policies and Practices</a> section of FY24 Proxy
2-20	Process to determine remuneration	See <a href="#">Election of Directors: Risk Assessment of Compensation Policies and Practices</a> and <a href="#">Executive Compensation: Independent Review Process</a> sections of FY24 Proxy
2-21	Annual total compensation ratio	For purposes of our CEO pay ratio, our CEO’s compensation is \$18,997,543 and our median employee compensation is \$64,861. Accordingly, our CEO to median pay employee ratio is 293:1 See <a href="#">Executive Compensation: CEO Pay Ratio</a> section of FY24 Proxy
2-22	Statement on sustainable development strategy Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	See our <a href="#">CEO Letter</a> and <a href="#">Q&amp;A with our Chief Impact Officer</a>

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
2-23	Policy commitments	See <a href="#">McKesson Policies</a>
2-26	Mechanisms for seeking advice and raising concerns	McKesson offers multiple channels for employees and third parties to raise concerns. Employees may contact any people leader, compliance officer, human resources, or the legal department with concerns. Employees may also report concerns by email. In addition, McKesson provides confidential integrity hotlines available 24 hours a day, seven days a week, 365 days a year with multiple language capabilities.
2-27	Compliance with laws and regulations	See <a href="#">Government Regulation</a> and <a href="#">Commitments and Contingent Liabilities</a> sections of FY24 Form 10-K
2-28	Membership associations	See <a href="#">Our Industry Partnerships</a>
2-29	Approach to stakeholder engagement	Our stakeholders include employees, shareholders, communities, customers, suppliers, joint venture partners, investors, government/ policymakers and nongovernmental organizations. See <a href="#">Proxy Summary: We Welcome Shareholder Feedback Year-Round</a> section of FY24 Proxy See <a href="#">Shareholder and other stakeholder engagement</a>
2-30	Collective bargaining agreements	Union/collective bargaining: We are committed to respecting the rights of all McKesson employees. Labor laws and practices vary among the countries where we do business, and we are committed to following all applicable labor laws and regulations in those countries, including those governing labor-management relationships. See <a href="#">Multiemployer Plans</a> section of FY24 Form 10-K
GRI 3: Material Topics		
3-1	Process to determine material topics	See <a href="#">Shareholder and other stakeholder engagement</a>
3-2	List of material topics	See <a href="#">Shareholder and other stakeholder engagement</a>
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	FY24 revenues were \$309 billion See <a href="#">McKesson FY24 At a glance</a> See <a href="#">Results of Operations</a> section of FY24 Form 10-K



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
201-2	Financial implications and other risks and opportunities due to climate change	See our <a href="#">Statement on Climate Change</a> See <a href="#">Risk Factors</a> section of FY24 Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	See <a href="#">Other Compensation and Benefits</a> section of FY24 Proxy See <a href="#">Pension Benefits</a> section of FY24 Form 10-K
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	See <a href="#">Employee engagement with our communities</a> See <a href="#">Expanding sustainability through innovation and green buildings</a>
203-2	Significant indirect economic impacts	See <a href="#">Our Partners</a> for detail on how McKesson impacts health equity
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	See <a href="#">Compliance Program and Our Code of Conduct</a>
GRI 302: Energy		
302-1	Energy consumption within the organization	See <a href="#">McKesson's GHG and energy-use data table</a> See <a href="#">Our Statement on Climate Change</a>  FY 2024: 818,536 MWh
302-3	Energy intensity a. Energy intensity ratio for the organization b. Organization-specific metric (the denominator) chosen to calculate the ratio	See <a href="#">McKesson's GHG and energy-use data table</a> See <a href="#">Our Statement on Climate Change</a>
302-4	Reduction of energy consumption	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">Expanding sustainability through innovation and green buildings</a> See <a href="#">Our Statement on Climate Change</a>
GRI 303: Water and Effluents 2018		
303-3	Water withdrawal a. Total water withdrawal from all areas b. Total water withdrawal from all areas with water stress	See <a href="#">Enhancing operations with sustainable packaging and waste reduction</a>  Total water withdrawn: 297,201,073 US Gallons Total water withdrawn from areas with water stress: 43,423,055 US Gallons

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">McKesson's GHG and energy-use data table</a>
305-2	Energy indirect (Scope 2) GHG emissions	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">McKesson's GHG and energy-use data table</a>
305-3	Other indirect (Scope 3) GHG emissions	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">McKesson's GHG and energy-use data table</a>
305-4	GHG emissions intensity	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">McKesson's GHG and energy-use data table</a>
305-5	Reduction of GHG emission	See <a href="#">Greenhouse gas emissions reduction targets</a> See <a href="#">McKesson's GHG and energy-use data table</a>
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impact	See <a href="#">Greenhouse gas emissions reduction targets</a>
306-2	Management of significant waste-related impacts	See <a href="#">Greenhouse gas emissions reduction targets</a>
306-3 306-4 306-5	Waste generated Waste diverted from disposal Waste directed to disposal	Waste Composition: <sup>1</sup> Total hazardous waste generated <sup>2</sup> : 199,313 lbs Hazardous waste diverted from disposal: 18,600 lbs Hazardous waste directed to disposal: 180,713 lbs Total non-hazardous waste generated: 35,414,965 lbs Non-hazardous waste diverted from disposal: 43,040 lbs Non-hazardous waste directed to disposal: 35,371,925 lbs  <sup>1</sup> All waste data is for US operations only. <sup>2</sup> Hazardous wastes as referenced herein refer to those wastes which carry a hazardous waste number as defined by the U.S. Environmental Protection Agency (EPA).
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	See <a href="#">Our People</a> See <a href="#">Human Capital</a> section of FY24 Form 10-K
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See <a href="#">Executive Compensation: Other Compensation and Benefits</a> section of FY24 Proxy See <a href="#">Pension benefits</a> section of FY24 Form 10-K



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	<p>We use safety performance scorecards to track and monitor our Occupational Safety and Health Administration (OSHA) Total Recordable Incident Rate (TRIR), among other metrics. Each of our U.S. businesses receives an overall Safety Performance Index score quarterly, which considers factors such as completion of Safety Committee meetings and inspections; percent of completed employee safety orientations, certifications and other trainings; and injury rates. In FY24, our U.S. Safety Performance Index score remained constant, at 97%.</p> <p>We routinely assess facilities to monitor adherence to established security and safety standards. We completed 181 onsite and virtual safety visits in FY23 to provide support, coaching, and oversight for implementation of accident prevention and regulatory environmental health and safety programs. We also completed over 149 in FY24, aimed at reinforcing safe work practices for employees.</p> <p>McKesson Canada has a robust health and safety program which includes a continuous training program offered to all employees, monthly “set the tone” topics shared to distribution center employees, and ergonomic assessment to improve best work practices. The program also includes a health and safety executive summary dashboard that is shared quarterly with McKesson Canada’s CEO.</p> <p>EHS - US Safety Performance Index Score YoY Improvement: FY24: 97% (flat to FY23)</p> <p>EHS - # of Onsite and Virtual Safety Visit Completed: FY24: 149</p> <p>EHS - # of Safety Observations Completed: FY24: 28,343</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>If a serious vulnerability is identified, it is documented, and the facility prepares an action plan. Across distribution facilities, we prepare a monthly leading safety indicator dashboard to measure performance to our standards. In FY24, our distribution centers in the U.S. had a 100% execution rate in core injury prevention programs, including joint health and safety committees, periodic self-inspections, and employee training. We also maintain an internal database of all major incidents at our facilities, which allows us to investigate the circumstances surrounding the injury or event. This helps us learn how we can prevent similar incidents in the future.</p>

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
403-3	Occupational health service	<p>McKesson has implemented a safety management system approach utilizing the ANSI Z10 model to identify and control potential risks for workplace incidents, employee injuries and regulatory (OSHA, EPA) matters. The management system systematically addresses and reduces risk through implementation of policies and procedures, training, employee engagement and feedback loops through inspection and audit processes. McKesson’s safety leadership is comprised of business leaders with specialized education, credentials and experience which aid in the successful management of the safety management system.</p>



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Safety Committees are comprised of management and non-management employees with representation from a cross-section of the facility's departments and functions. Each committee has a chairperson who is elected by the safety committee members. Members serve a minimum of one year with appointments staggered to assure that no more than one third of the committee is new at any time. All committee meetings are open to any employee who wishes to attend.</p> <p><b>Safety Committee Responsibilities:</b></p> <ul style="list-style-type: none"><li>• Create and maintain each employee's active and positive interest in safety.</li><li>• Provide open communication among management, its representatives, and employees.</li><li>• Provide an open forum where accident causes and means of prevention can be discussed.</li><li>• Establish provisions to complete regular periodic inspections, review results and recommend and track the status of indicated changes through resolution.</li><li>• Identify unsafe work practices or conditions and suggest appropriate remedies.</li><li>• Encourage feedback from all levels of employees in all areas of the company in regard to problems, ideas and solutions.</li><li>• Keep everyone in the facility informed about new safety policies, training programs and other safety related ideas.</li><li>• Develop a positive safety culture that will support and promote an effective safety system.</li></ul> <p><b>Meeting Frequency:</b></p> <p>Safety committee meetings are held in accordance with the following schedule:</p> <ul style="list-style-type: none"><li>• All distribution centers, Central Fills and manufacturing facilities will conduct monthly meetings.</li><li>• Non-distribution centers with more than 10 employees will conduct quarterly meetings.</li><li>• Facilities with fewer than 10 employees will conduct meetings as needed.</li></ul> <p>Employees participate in Employee Perception surveys every 2 years since 2018. There are 3 survey categories: Leader Member Exchange (Relationships/Communication), Role Integrity (Accountability) and Safety Climate (Safety Culture). Scores in all categories have improved each year (with one score remaining flat from FY22 – FY24).</p> <p>See summary below.</p> <p>FY22 Results – 71% DC employee participation. 642 comments</p> <p>FY24 Results – 76% participation. 750 comments</p> <p>Also, there is a question on the McKesson EOS annually... "Safety is a top priority here". The question received a favorability rating of 82% in both FY23 and FY24. In FY24, this was the highest scoring question across the enterprise.</p>

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
403-5	Worker training on occupational health and safety	<p>We aim to foster a “safety matters because you matter” culture. Our safety training programs are for employees at all levels. Throughout their time at McKesson, employees learn to identify and control hazards they may encounter at work. All employees, upon hiring and annually thereafter, receive health and safety training through our internal learning portal. Employees also receive specialized training related to their role, environment, and the equipment used in their work environment, for example proper use of personal protective equipment, safe lifting techniques and safe operation of powered industrial trucks.</p> <p>Just as we continually update our processes, we refresh our training modules and programs. In FY24, employees completed more than 97,000 safety training courses.</p>
403-6	Promotion of worker health	See <a href="#">Our People</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>We successfully executed the Focus DC EH&amp;S Service Plan, emphasizing review/control of primary risks; implemented updated PIT Safe Operating Rules and integrated them into Operator (Re)certification Programs; developed Safety Accountability Guidelines for appropriate, fair and consistent progressive disciplinary actions; refreshed Pre-Shift Warm-up and Stretching Program, including new learning aids; produced Ergonomics training module for People Leaders; updated New Employee Safety Orientation training modules and protocol; Created hands-on employee on-boarding procedures for Operation Hyperdrive employees; updated Monthly and Annual Safety Inspections &amp; Self-Assessment Programs; reengineered the Employee Safety Observations Program which emphasizes PIT and manual material handling risks, and integrated them into new employee orientation.</p>
403-8	Workers covered by an occupational health and safety management system	All U.S. Employees



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
403-9	Work-related injuries	In the U.S., injury rates (number of recordable injuries per 100 employees) were calculated for both distribution centers and office locations during calendar year 2022 and 2023. We disclose Total Recordable Incident Rates (TRIR) and Lost Time Incident Rates (LTIR) on a calendar year basis as this approach aligns with the Occupational Safety and Health Administration reporting requirements. EHS - US DC Core Injury Prevention Execution Rate: FY24: 100% EHS - US Incident Rates (Lost-Time): -20% EHS - US Incident Rates (Total Recordable): +2% EHS - US Safety Performance Index Score YoY Improvement: FY24: 97% (Flat YoY)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	In FY24, employees completed more than 97,000 safety training courses.
404-2	Programs for upgrading employee skills and transition assistance programs	See <a href="#">Our People</a> See <a href="#">Human Capital</a> section of FY24 Form 10-K
404-3	Percentage of employees receiving regular performance and career development reviews	See <a href="#">Human Capital</a> section of FY24 Form 10-K
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	See <a href="#">Governance and sustainability</a> 62% of Employees are women 43% of Leadership are women 49% of Employees are POC 28% of Leadership are POC 50% of Board directors are women or POC (as of March 31, 2024)
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	See our <a href="#">UK Modern Slavery Act Statement</a> for more details See our <a href="#">McKesson Canada Corporation Forced Labour and Child Labour Report</a>

GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Established in 2012, the Responsible Sourcing program provides a framework that holds our international private-label suppliers to an auditable set of expectations. Private-label suppliers outside the U.S. must agree to comply with the MSSP, which address compliance with applicable laws along with adherence to our principles on protecting workers, preparing for emergencies and protecting the environment. These principles likewise reflect our stance against forced and child labor, which is also articulated in our response to the <a href="#">UK Modern Slavery Act</a> for our UK business. See our <a href="#">McKesson Canada Corporation Forced Labour and Child Labour Report</a>
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	See <a href="#">Our Community</a> <b>McKesson Foundation Programs:</b> • <b>McKesson Foundation Scholarship Program</b> — FY24: Awarded 40 new scholarships, 64 renewal scholarships, \$364K total scholarships • <b>Taking Care of Our Own Fund</b> — Awarded 377 support grants, total of \$1.1M grant funds • <b>Giving Tuesday 2:1 Matching Gifts</b> — 1,092 employee participants, \$579K in employee contributions, more than \$1.5M total charitable contributions • <b>Matching Gifts</b> — 2,404 employee participants, distributed \$1.98M in matching gifts to 2,285 charities • <b>Employee Volunteering &amp; Board Service</b> — \$423K distributed in volunteer and board service grants <b>McKesson Programs:</b> • <b>Fit2Be Cancer Free Challenge</b> — In April 2024, McKesson finished 1st in the Most Steps Accrued and Total Distance for the 5th year in a row. 4,672 participants across the enterprise • <b>Community Impact Days</b> — Nearly 9,170 hours of service across 8,410 employee engagements, provided over 14,000 care kits across North America, 92 nonprofits received care kits • <b>McKesson Community Heroes</b> — Total \$19,000 in contributions across seven organizations
GRI 415: Public Policy 2016		
415-1	Political contributions	See <a href="#">Our Political Engagement</a> landing page for details



GRI Disclosure	GRI Requested Information	McKesson FY24 Responses
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	We endeavor to provide safe, high-quality products to our customers and their patients, and are committed to regulatory excellence and compliance with laws and regulations that apply to us in all aspects of our operations. For product quality, these laws and regulations include the Drug Supply Chain Security Act in the United States and the Food and Drugs Act and Good Manufacturing Practices in Canada. Our quality management systems are based on international procedures and industry standards to help ensure the products we handle and distribute, the products we source in our private-label line of business, and the packaging and labeling thereof, follow applicable regulations and are in line with or exceed industry best practices. When potential product quality incidents occur, we work to respond promptly and follow a Corrective Action — Preventive Action (CAPA) process. To prevent counterfeit products from entering the legal distribution network and to help ensure the integrity of the products we take ownership of, we follow a supplier qualification procedure for vendors. Potential suppliers are vetted using industry accepted tools. As part of this process, we perform regular audits and checks of authorizations and certifications, as appropriate. See our <a href="#">FY24 Form 10-K</a> for more details
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	In the U.S., McKesson complies with the Drug Supply Chain Securities Act (DSCSA) In Canada, McKesson follows Good Manufacturing Practices In Europe, McKesson follows the Falsified Medicines Directive See <a href="#">McKesson's Controlled Substances Monitoring Program</a>
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See <a href="#">Risk Factors</a> section of FY24 Form 10-K



# ESG markers

## Sustainability Accounting Standards Board (SASB)

Disclosure Topic	Accounting Metrics	Disclosure
Business Ethics	HC-DI-510a.1 Description of efforts to minimize conflicts of interest and unethical business practices	See <a href="#">Compliance Program and Our Code of Conduct</a> See <a href="#">Other Litigation and Claims</a> section of FY24 Form 10-K
	HC-DI-510a.2 Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	
Counterfeit Drugs	HC-DI-260a.1 Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	Our Global Sourcing organization is responsible for identifying potential overseas suppliers for our private-label brands. Once suppliers are identified, we begin assessment and qualification processes to determine if these suppliers meet our criteria. Our Global Sourcing evaluates suppliers for adherence to Current Good Manufacturing Practices and other regulations, while our Responsible Sourcing evaluates supplier conformance to the Medicare Shared Savings Program.  To prevent counterfeit products from entering the legal distribution network and to help ensure the integrity of the products we take ownership of, we follow a supplier qualification procedure for vendors. Potential suppliers are vetted using industry accepted tools. As part of this process, we perform regular audits and checks of authorizations and certifications, as appropriate.
	HC-DI-260a.2 Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	
	HC-DI-260a.3 Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	
Fleet Fuel Management	HC-DI-110a.1 Payload fuel economy	We utilize a combination of third-party transportation & logistics providers and a private fleet of delivery vehicles for product deliveries. We do not have direct operational control over the third-party provider deliveries and do not have access to all third-party partners' fuel data for emissions reporting. See <a href="#">Improving technology and efficiencies across our transportation network</a> See our <a href="#">Climate Change Position Statement</a>
	HC-DI-110a.2 Description of efforts to reduce environmental impacts of logistics	

Disclosure Topic	Accounting Metrics	Disclosure
Product Lifecycle Management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See <a href="#">Enhancing operations with sustainable packaging and waste reduction</a>
Product Safety	HC-DI-250a.1 Total amount of monetary losses as a result of legal proceedings associated with product safety	See <a href="#">Opioid-related Litigation and Claims</a> section of FY24 Form 10-K See <a href="#">McKesson's Controlled Substance Monitoring Program</a>
	HC-DI-250a.2 Description of efforts to minimize health and safety risks of products sold associated with toxicity/ chemical safety, high abuse potential, or delivery	
Access to Medicines	HC-BP-240a.1 Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	See <a href="#">Our Partners</a> See the <a href="#">Prequalified Medical Products list</a> outlined by the World Health Organization
	HC-BP-240a.2 List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme	
HC-DI-000.A Number of pharmaceutical units sold, by product category		See <a href="#">Fiscal Year 2024 Highlights</a> section of FY24 Proxy See <a href="#">Business Segments</a> section of FY24 Form 10-K

HC-DI-000.B Number of medical devices sold, by product category		See <a href="#">Fiscal Year 2024 Highlights</a> section of FY24 Proxy See <a href="#">Business Segments</a> section of FY24 Form 10-K
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Disclosure Topic	Accounting Metrics	Disclosure
Employee Engagement, Diversity & Inclusion	Employee engagement as a percentage	See <a href="#">Seeking actionable feedback through Employee Opinion and Manager Quality Surveys</a>
	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	See <a href="#">Governance and sustainability</a> 62% of Employees are women 43% of Leadership are women 49% of Employees are POC 28% of Leadership are POC 50% of Board directors are women or POC (as of March 31, 2024)
	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	See <a href="#">Governance and sustainability</a> 62% of Employees are women 43% of Leadership are women 49% of Employees are POC 28% of Leadership are POC 50% of Board directors are women or POC (as of March 31, 2024)
	Voluntary and involuntary turnover rate for employees	See <a href="#">Belonging; The power of inclusion</a>
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	See <a href="#">Improving patient outcomes and increasing diversity in clinical trials</a> and <a href="#">Partnering with the FDA on Rare Cancer Research</a>
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official	
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	

Disclosure Topic	Accounting Metrics	Disclosure
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	See <a href="#">Inclusive Approach to Supplier Relationships</a>
	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	
	Description of efforts to maintain traceability within the distribution chain	
	Description of the management of risks associated with the use of critical materials	
Customer Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	See our <a href="#">Privacy Notice</a>
Data Security	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	See our <a href="#">Privacy Notice</a>
Energy Management	1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	See <a href="#">McKesson's GHG and energy-use data table</a>
Physical Impacts of Climate Change	Discussion of the strategy to address the effects of climate change on business operations and how specific risks presented by changes in the geographic incidence, morbidity, and mortality of illnesses and diseases are incorporated into risk models	See our <a href="#">TCFD</a> index, the <a href="#">Risk Factors</a> section of our FY24 Form 10-K and <a href="#">McKesson's Statement on Climate Change</a>
	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events	



# ESG markers

## Task Force on Climate-related Financial Disclosures (TCFD)

	TCFD Recommendations	Disclosure
Governance	<div>a) Describe the board’s oversight of climate-related risks and opportunities</div> <div>b) Describe the organization’s Describe management’s role in assessing and managing climate-related risks and opportunities</div>	<p>The Board’s Governance and Sustainability Committee has oversight of sustainability matters, including our commitment to delivering value to customers, employees, suppliers, shareholders, and local communities.</p> <p>The Board, the Governance and Sustainability Committee, and/or other committees periodically review the Company’s ESG strategy and practices, including environmental sustainability, pay equity, human capital management and diversity, equity and inclusion.</p> <p>The Global Impact Organization (GIO), led by the Chief Impact Officer, has Management-level oversight of McKesson’s climate-related risks and opportunities. Our Chief Impact Officer and VP of Environmental Responsibility work with other employees across the company to develop our enterprise-wide strategies and monitor relevant metrics, aided by guidance from our Environmental Impact Council. The GIO meets bi-weekly to discuss our impact approaches and results.</p> <p>See <a href="#">Governance and sustainability</a></p> <p>See <a href="#">Science-Based Targets Governance</a></p> <p>See <a href="#">Election of Directors: The Board, Committees and Meetings</a> of FY24 Proxy</p> <p>See our <a href="#">Climate Change Position Statement</a></p>

	TCFD Recommendations	Disclosure
Strategy	<div>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</div> <div>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning</div> <div>c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</div>	<p>Climate change is a global development that will require coordination and collaboration across geographies, industries and societies. It poses unique risks, but also presents opportunities for companies to adapt and increase the efficiency of their operations.</p> <p>The long-term effects of climate change are difficult to predict and may be widespread. The impacts may include physical risks (such as rising sea levels or increased frequency and severity of extreme weather conditions), social and human effects (such as population dislocations or harm to health and wellbeing), compliance costs and transition risks (such as regulatory or technology changes) and other adverse effects. The effects could impair, for example, the availability and cost of certain products, commodities, and energy (including utilities), which in turn may impact the ability to procure goods or services required for business operations.</p> <p><b>Risk 1</b> Acute physical — Increased severity and frequency of extreme weather events such as cyclones and floods Time horizon: long term</p> <p><b>Risk 2</b> Chronic physical — Rising mean temperatures Time horizon: long term</p> <p><b>Opportunity 1</b> Resource efficiency — move to more efficient buildings Time horizon: long term</p> <p><b>Opportunity 2</b> Energy source — Use of lower-emission sources of energy Time horizon: long term</p> <p>See <a href="#">Our Planet</a></p> <p>See our <a href="#">Climate Change Position Statement</a></p> <p>See <a href="#">Risk Factors: General Risks</a> section of FY24 Form 10-K</p>



	TCFD Recommendations	Disclosure
Risk Management	<div><div>a) Describe the organization's processes for identifying and assessing climate-related risks</div><div>b) Describe the organization's processes for managing climate-related risks</div><div>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</div></div>	<p>The Board's Governance and Sustainability Committee regularly reviews McKesson's ESG practices, including environmental sustainability and matters concerning our commitment to delivering value to customers, employees, suppliers, shareholders, and local communities.</p> <p>The Board, the Governance and Sustainability Committee, and/or other committees periodically review the Company's ESG strategy and practices, including environmental sustainability, pay equity, human capital management and diversity, equity and inclusion.</p> <p>The Global Impact Organization (GIO), led by the Chief Impact Officer, has Management-level oversight of McKesson's climate-related risks and opportunities. Our Chief Impact Officer and VP of Environmental Responsibility work with other employees across the company to develop our enterprise-wide strategies and monitor relevant metrics, aided by guidance from our Environmental Impact Council. The GIO meets bi-weekly to discuss our impact approaches and results.</p> <p>See <a href="#">Election of Directors: The Board, Committees and Meetings</a> section of FY24 Proxy</p> <p>See <a href="#">Risk Factors: General Risks</a> section of FY24 Form 10-K</p>
Metrics & Target	<div><div>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</div><div>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</div><div>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</div></div>	<p>See <a href="#">Our Planet</a></p> <p>See our <a href="#">Climate Change Position Statement</a></p> <p>See <a href="#">McKesson's GHG and energy-use data table</a></p>



# ESG markers

## Sustainable Development Goals (UN SDGs)

SDG	Example of McKesson's approach
<b>SDG 3 – Good Health and Wellbeing</b> Ensure healthy lives and promote wellbeing for all at all ages	See <a href="#">Improving Access, Affordability and Adherence</a>
<b>SDG 10 – Reduce Inequalities</b> Reduce inequality within and among countries	See <a href="#">Improving Access, Affordability and Adherence</a> See <a href="#">Supporting Belonging Through Employee Resource Groups</a> See <a href="#">Our Community</a> for more detail
<b>SDG 13 – Climate Action</b> Take urgent action to combat climate change and its impacts	Implement efficiency measures to reduce our energy consumption Increase our renewable energy procurement See <a href="#">Our Planet</a> See our <a href="#">Climate Change Position Statement</a>



# ESG markers

## McKesson’s GHG and energy-use data table

GHG emissions in metric tons CO <sub>2</sub> e <sup>1, 2, 4, 9, 10, 11</sup>	FY20	FY23	FY24
Direct (Scope 1) GHG emissions	88,219	79,293	79,848
Indirect (Scope 2) GHG emissions – Location-Based	190,289	140,582	153,783
Indirect (Scope 2) GHG emissions – Market-Based	189,365	140,215	152,129
Gross Scope 1 + Scope 2 Location-Based	278,508	219,875	233,631
Gross Scope 1 + Scope 2 Market-Based	277,584	219,508	231,977
Scope 3 Emissions <sup>3</sup>			
Category 1 — Purchased Goods and Services	25,242,171	28,173,399	31,925,992
Category 2 — Capital Goods	8,261	69,132	50,694
Category 3 — Fuel- and Energy-related activities <sup>5</sup>	10,915	48,178	69,675
Category 4 — Upstream transportation and distribution	117,702	546,463	398,635
Category 5 — Waste generated in operations	6,091	10,879	11,271
Category 6 — Business travel <sup>6</sup>	20,634	13,144	13,598
Category 7 — Employee Commuting <sup>7</sup>	20,400	119,557	99,295
Gross Scope 3 Emissions	25,426,174	28,980,752	32,569,160
Total Energy Consumption (mWh) <sup>8</sup>	758,142	801,354	818,536
GHG emissions intensity (Gross Scope 1+ Scope 2 Market Based / Unit Revenue (\$M) (metric tons CO <sub>2</sub> e/Unit revenue (\$M)) <sup>12</sup>	1.36	0.79	0.751

<sup>1</sup> McKesson has engaged with Deloitte & Touche LLP to ensure that the methods, calculations, and emissions factors used to calculate our GHG emissions inventory are correct. Deloitte has issued a letter of assurance for our FY23 and FY24 GHG emissions inventory to demonstrate our adherence to The GHG Protocol and GHG accounting practices.

<sup>2</sup> The boundaries for our GHG reporting is for all operations within North America and Norway. The one notable exclusion is the Rexall pharmacy locations throughout Canada.

<sup>3</sup> Emissions for the fifteen different Scope 3 categories were calculated only for the categories relevant to our business. The Scope 3 categories excluded from our calculations are categories 8–15.

<sup>4</sup> Our emissions estimations for Scope 3 categories 1 and 2 only include spend data from within our boundary.

<sup>5</sup> Our emissions from energy related activities include estimations from transmissions & distribution line losses for electricity and well-to-tank estimations for fuels.

<sup>6</sup> Our business travel data is based on invoice date. Our estimated emissions from business travel only include activity from air travel and personal vehicle use.

<sup>7</sup> Emissions from employee commuting do not include estimated emissions from employees working from home.

<sup>8</sup> For fiscal years FY23–FY24, the energy consumption of fuel used for transportation is not included in our total energy use calculation. Our energy use calculation for these years includes the energy consumption of all electricity and fuels used for space conditioning as well as the energy consumption of fuels used specifically for energy generation, such as diesel fuel used in our generators.

<sup>9</sup> “Information covered by McKesson’s assurance Scope does not contain any material errors or omissions, given the sector, the nature of the information, and the methods used for measuring, calculating or estimating the data”.

<sup>10</sup> Actual numbers will fluctuate as we re-baseline, adjusting for divestitures and acquisitions, per the Greenhouse Gas Protocol.

<sup>11</sup> FY20 is the baseline year, which was assured by ERM Certification & Verification Services Incorporated (“ERM CVS”) previously.

<sup>12</sup> Not subject to assurance by Deloitte & Touche LLP.





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## INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Board of Directors of McKesson Corporation

We have reviewed management of McKesson Corporation's ("the Company") assertion that the Greenhouse Gas ("GHG") Scope 1, Scope 2 and Scope 3 Category 1 – 7 emissions (the "subject matter"), as set forth in the 2024 Impact Report, for the years ended March 31, 2023 and 2024 are presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resources Institute/World Business Council for Sustainable Development (the "GHG Protocol" or the "criteria"). McKesson Corporation's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be presented in accordance with the criteria. The procedures performed in a review vary in nature and timing from and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is presented in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures, inquiries, and other procedures as we considered necessary in the circumstances. For a selection of the specified information included in the Statements, we performed tests of mathematical accuracy of computations and compared the specified information to underlying records.

The preparation of the subject matter included within the 2024 Impact Report requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, disclosures, and metrics may include estimates and assumptions that are subject to substantial inherent measurement uncertainty, including, the accuracy and precision of conversion factors or estimation methodologies used by management. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts, disclosures, and metrics. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, may have resulted in materially different amounts, disclosures, and metrics being reported.

Information outside of the subject matter was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information. Further, any information relating to periods prior to the year-ended March 31, 2023, or information relating to forward-looking statements, targets, goals, progress against goals, and linked information was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to the Statements of Greenhouse Gas (GHG) Emissions for the years ended March 31, 2023 and 2024 in order for them to be presented in accordance with the criteria.

*Deloitte & Touche LLP*

July 1, 2024



# ESG markers

## Basis of Reporting — Greenhouse Gas (GHG) Emissions

Completeness, accuracy, and validity of the company’s GHG emissions in the GHG and Energy-use data table within the 2024 Impact Report for the years ended March 31, 2023 and March 31, 2024. Management is also responsible for the collection, quantification, and presentation of the Statements and for the selection of the criteria, which management believes provide objective bases for measuring and reporting. Management of McKesson asserts that the GHG disclosures are presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Resources Institute/ World Business Council for Sustainable Development (the ‘GHG Protocol”).

This document sets out the principles, boundaries, methodologies, and assumptions used by McKesson in the preparation and reporting of its Greenhouse Gas (GHG) emissions data. Organizational boundary and control methodology for GHG emissions reporting McKesson draws our boundary around all locations and operations that are within North America and Norway. We utilize the operational control methodology for our GHG emissions calculations. One notable exclusion within our boundary is the Rexall pharmacy locations throughout Canada. We define operational control as assets where McKesson has full authority to make changes to the operational characteristics of that asset.

Item	Description
Reporting Period	McKesson’s fiscal year is April 1st – March 31st
Units	All reported emissions are in metric tons of carbon dioxide equivalent, CO <sub>2</sub> e.
Total energy use	McKesson’s reported energy consumption is based on the energy content of sources that power our building operations. It does not include the energy content of the fuel used for fleet transportation.
Reported greenhouse gases	Individual GHG emissions from carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and F Gases (Hydrofluorocarbons (HFCs) are incorporated into our CO2 equivalent (CO2e) values by utilizing the 100-year Global Warming Potential (GWP) recommended by the Fourth Assessment Report of the Inter-governmental Panel on Climate Change (IPCC).
Scope 1 emissions	All material sources of Scope 1 emissions are included in our inventory. These Include: <ul style="list-style-type: none"><li>• Natural gas and propane for building conditioning,</li><li>• Fuel consumption from fleets for product transportation,</li><li>• Fuel consumption from on-site generator usage,</li><li>• Refrigerants that escape into the atmosphere from HVAC/R equipment leaks</li></ul>

Scope 2 emissions

We practice dual-reporting, where location-based and market-based Scope 2 emissions are calculated and disclosed. All material sources of Scope 2 emissions are included in our inventory. These include:

- Purchased electricity from utility providers
- Any purchased district heating or cooling

For Scope 2 Market-based reporting, we procure contractual instruments in the form of Renewable Energy Certificates (RECs) at certain facilities to reduce electricity consumption. Contractual instruments are purchased and applied in line with the Scope 2 Quality Criteria

Item	Description
Scope 3 emissions	The below Scope 3 categories are considered material and relevant to McKesson’s organizational boundary. The Quantis estimation tool was used to estimate FY23 GHG emissions for categories 3 and 7. <ul style="list-style-type: none"><li>• Category 1 — Purchased goods and services</li><li>• Category 2 — Capital Goods</li><li>• Category 3 — Fuel and energy-related activities</li><li>• Category 4 — Upstream transportation and distribution</li><li>• Category 5 — Waste generated in operations</li><li>• Category 6 — Business travel</li><li>• Category 7 — Employee commuting</li></ul>



# ESG markers

## Emissions Factors Sources

Emissions Source	Emissions Factor Source
Scope 1 Fuels	FY24 — Department of Environment Food & Rural affairs (DEFRA) EPA GHG Emissions Factors Hub – 2021 Commercial Building Energy Consumption Survey (CBECS)
Refrigerants	EPA GHG Emissions Factors Hub GWPs - modified 2023
Scope 2 location-based factors	Global: International Energy Agency (IEA) US: EPA eGRID factors (For FY23 – eGRID 2022, For FY24 – eGRID 2023) Canada: Official GHG Inventory 2021
Scope 2 market-based factors	Global: AIB Residual mix factors US: Edison Electric Institute Emissions factors by supplier for CO2 US: EPA eGRID factors (For FY23 – eGRID 2022, For FY24 – eGRID 2023) Green-e Residual mix factors Canada: Official GHG Inventory 2021
Category 1 — Purchased goods and services Category 2 — Capital goods	Global: WIOD US: USEEIO EPA Supply Chain GHG emissions factors
Category 3 — Fuel and energy-related activities	FY23 – Quantis Estimator Tool FY24 – DEFRA
Category 4 — Upstream transportation and distribution	Spend-based calculations: WIOD Vendor-specific factors where vendors provide GHG reports
Category 5 — Waste generated in operations Category 6 — Business travel	DEFRA
Category 7 — Employee Commuting	Quantis GHG estimation tool (FY23 Only) EPA GHG Emissions Factors Hub – 2021



# ESG markers

## Calculation Methodology

McKesson’s GHG calculation methodology follows the Greenhouse Gas Protocol’s guidance for Scopes 1, 2, 3 emissions calculations.

Scope	Methodology
Scope 1	Where primary evidence is available, Scope 1 emissions are calculated by multiplying the fuel consumption within the fiscal year by the appropriate emissions factor based on the fuel type. Where primary evidence is not available, fuel consumption is estimated based on a number of factors. Natural gas consumption is based on energy splits based on building type and location based on CBECS utilization factors. The total estimated energy use for a building is calculated by multiplying the floor area by the appropriate CBECS factors based on building type and location. The energy split is also used to break out the buildings total estimated energy use by natural gas and electricity, and the same emissions factors are applied here as they are for where primary evidence also exists. We only use primary data to calculate mobile combustion emissions.
Scope 2	<p>Where primary evidence is available, Scope 2 emissions are calculated by multiplying the energy consumption within the fiscal year by the appropriate emissions factor based on geographic location of the energy use. McKesson practices dual-reporting by calculating Location- and Market-based Scope 2 emissions. The different emissions factors are used for location and market-based reporting based on the emissions factor source table above.</p> <p>Where primary evidence is not available, energy consumption is estimated based on a number of factors. Electric consumption is based on energy splits based on building type and location based on CBECS utilization factors. The total estimated energy use for a building is calculated by multiplying the floor area by the appropriate CBECS factors. based on building type and location. The energy split is also used to break out the buildings total estimated energy use by natural gas and electricity, and the same emissions factors are applied here as they are for where primary evidence exists. McKesson ensures adherence to the Scope 2 Market-Based Data Hierarchy when applying these factors for the purpose of Scope 2 market-based reporting and also adherence to ensuring all RECs/certificates meet the Scope 2 quality criteria when being applied for the purpose of Scope 2 market-based reporting</p>
Scope 3 — Category 1 — Purchased goods and services	Spend data is sourced from multiple Enterprise Resource Planning (ERP) tools that are utilized cross the organization. The spend data is consolidated into a single file for analysis, and vendors are analyzed and assigned appropriate emissions factors based on the vendor spend-type categorization. WIOD emissions factors are applied for all global spend and non-pharmaceutical related spend. The USEEIO EPA Supply Chain emissions factors are used for pharmaceutical-categorized spend in the US from the Medical Surgical and Pharmaceutical Solutions business units. We utilize the calculated CO2e factor from the detail commodity factors for pharmaceutical products commodities within the EPA dataset.

Scope	Methodology
Scope 3 — Category 2 — Capital goods	Capital spend data is sourced from multiple Enterprise Resource Planning (ERP) tools that are utilized across the organization. The spend data is consolidated into a single file or analysis and appropriate WIOD emissions factors are applied based on the spend-type on categorization. Based on certain limitations working with multiple ERP systems, capital expenses are included in Category 1 spend value. In order to report on these two categories separately, we calculate the emissions from Capital goods, and then subtract this value from the total Category 1 spend.
Scope 3 — Category 3 — Fuel and energy-related activities	Emissions from fuel and energy-related activities are based on primary data where available or estimated data for Scope 1 and Scope 2 emissions sources. For FY23 we used the Quantis Estimator tool. In FY24, we switched to using DEFRA factors. DEFRA’s well-to-tank (WTT) and International Energy Agency (IEA) annual emissions factors for transmission and distribution losses (T&D) emissions factors are used for calculating category 3 emissions based on consumption. Fuels where WTT emissions are calculated apply to natural gas, diesel fuel and propane consumption. T&D losses are calculated for all electric energy consumption.
Scope 3 — Category 4 — Upstream transportation and distribution	Emissions from upstream transportation and distribution are estimated based on the major vendor. For distribution providers, we leverage their annual GHG emissions estimations based on McKesson’s specific activity with those providers. Emissions from all other transportation and distribution related activities are estimated based on vendor spend categorization, or prior year data, and using the WIOD emissions factors.
Scope 3 — Category 5 — Waste generated in operations	Emissions from waste are estimated based on waste tonnage multiplied by the waste-type specific factors. Emission from waste are estimated based on waste tonnage when available and multiplied by the waste-type specific DEFRA factors. Where tonnage is not available spend-based EPA emission factors are used.
Scope 3 — Category 6 — Business travel	Emissions from business travel are estimated based on multiple data sources. Our corporate business travel partner provides an annual emissions file that is based on air travel at the segment level. Our other primary source of business travel emissions is based on reimbursements made to employees for personal vehicle use for business purposes.
Scope 3 — Category 7 — Employee Commuting	Using our full-time employee headcount at the time of reporting, in FY23 McKesson utilized the Quantis tool to estimate emissions related to employee commuting. In FY24 McKesson began using EPA emission factors.



# ESG markers

## Data Quality and Reporting

McKesson’s GHG inventory listed below is assured by an outside third party on an annual basis at a limited level of assurance. The metrics below are assured for the 2023 and 2024 reporting periods.

- Direct Scope 1 GHG emissions [metric tons CO<sub>2</sub>e]
- Indirect Scope 2 emissions - Location-based) [metric tons CO<sub>2</sub>e]
- Indirect Scope 2 emissions - Market-based) [metric tons CO<sub>2</sub>e]
- Gross GHG emissions (Scope 1 + Scope 2 Location-based) [ metric tons CO<sub>2</sub>e]
- Gross GHG emissions (Scope 1 + Scope 2 Market-based) [ metric tons CO<sub>2</sub>e]
- Scope 3 GHG emissions [metric tons CO<sub>2</sub>e]
  - Category 1 — Purchased goods and services
  - Category 2 — Capital goods
  - Category 3 — Fuel- and energy-related activities
  - Category 4 — Upstream transportation and distribution
  - Category 5 — Waste generated in operations
  - Category 6 — Business travel
  - Category 7 — Employee commuting

Before our inventory is assured, a gap analysis is completed on the underlying datasets to observe potential issues with the source data. Data owners and subject matter experts are involved in the analysis process to rectify any potential issues related to the data analysis.

We rely on the data owners to incorporate issues discovered through the data analysis process to ensure that they can be addressed for future reporting year.



Cautionary Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements may be identified by their use of terminology such as “believes,” “expects,” “anticipates,” “may,” “will,” “should,” “seeks,” “approximately,” “intends,” “projects,” “plans,” “estimates,” “targets,” or the negative of these words or other comparable terminology. The discussion of trends, strategy, plans, assumptions, commitments, potential impacts, or intentions and our greenhouse gas emission targets may also include forward-looking statements. Readers should not place undue reliance on forward-looking statements, which speak only as of the date they are first made. Except to the extent required by law, we undertake no obligation to update or revise our forward-looking statements. Forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those projected, anticipated, or implied, which might impede our sustainability initiatives. Although it is not possible to predict or identify all such risks and uncertainties, we encourage investors to read the risk factors described in our most recent annual and periodic report filed with the Securities and Exchange Commission.

These risk factors include, but are not limited to: we might be adversely impacted by changes in the economic environments in which we operate, including from inflation, an economic slowdown, or a recession; we might be adversely impacted by events outside of our control, such as widespread public health issues, natural disasters, political events and other catastrophic events we are adversely impacted by changes or disruptions in product supply and have had difficulties in sourcing or selling products due to a variety of causes; We may be unsuccessful in achieving our strategic growth objectives, including our AI efforts; we may not achieve our GHG emissions reduction targets; SBTi may not validate a sufficient number of our suppliers’ GHG reduction targets; we may incur additional costs or operational impacts related to our GHG reduction initiatives; we may be adversely affected by global climate change or by legal, regulatory, or market responses to such change; and governance issues and regulations, including those related to social issues, climate change, and sustainability, and stakeholder response thereto may have an adverse effect on our business, financial condition, and results of operations and damage our reputation.

Legal Notices

Except where noted, the information covered in this report highlights our performance and initiatives in fiscal year 2024. All calculations and statistics are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change. This report has not been externally assured or verified by an independent third party.

The inclusion of information or the absence of information in this report should not be construed to represent McKesson’s belief regarding the materiality or financial impact of that information. For a discussion of information that is material to McKesson, please see our filings with the SEC, including our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q.

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