

Advancing Health Outcomes *For All*®

MCKESSON IMPACT REPORT

FY25 **IMPACT**



MCKESSON



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Introduction

We are excited to share our Impact Report for fiscal year 2025 (FY25), covering April 1, 2024 through March 31, 2025. This report highlights McKesson's ongoing commitment to fulfilling our purpose of Advancing Health Outcomes for All®.

It provides an overview of our continued progress in helping to make better health possible, with a focus on the positive impact we're making on our people, partners, community and planet.





A message from our Chief Executive Officer



BRIAN TYLER

Chief Executive Officer,
McKesson Corporation

As we reflect on the past year, McKesson has made significant strides in accelerating efforts across all aspects of our business, driving progress toward our goal of being an impact-driven organization. Guided by our purpose of Advancing Health Outcomes for All®, we have embraced innovation while staying committed to creating a lasting, positive impact on our people, partners, communities and planet.

Our actions continue to be shaped by our enterprise strategy, which emphasizes customer-centricity, digital innovation and fostering a collaborative, growth-oriented culture. This strategic focus has enabled us to deliver meaningful progress in improving oncology care and expand our impact in other specialties such as retinal and ophthalmology care, while also leveraging our differentiated solutions to improve access, affordability and better outcomes of patient care.

Integral to this strategy is our focus on driving positive change. This year, we continued to build momentum by enhancing employee engagement, deepening community involvement and fostering a strong culture of belonging. We also worked to address critical health challenges, particularly by expanding access to care in the community setting.

At the same time, we've reinforced our commitment to environmental responsibility, advancing renewable energy initiatives and sustainable business and operating practices that reduce our environmental footprint and support long-term growth.

As we move forward in a constantly evolving environment, we see immense potential in digital innovation—especially in data and artificial intelligence (AI)—to drive transformation across the industry. This year, we continued to invest in digital capabilities that elevate our services and enhance the healthcare experience by integrating technologies that support smarter decision-making and improve efficiency across our business. Notably, we've embedded a digital-first mindset throughout the organization—empowering employees with new skills and capabilities to serve as stronger, more trusted advisors to our partners and customers.

At McKesson, we believe the actions we take today will shape the future of care. While we're proud of the progress we've made, we know there's more to do. This report highlights the breadth of our impact in fiscal year 2025 and reaffirms our commitment to driving meaningful change across the healthcare landscape. Together, we'll continue to push the boundaries of what's possible to build a healthier, more sustainable world for all.



Q&A with our Chief Impact Officer

**NIMESH JHAVERI**

Chief Impact Officer,
McKesson Corporation

How does McKesson define “Impact”?

At McKesson, “Impact” isn’t just a word. It’s how we measure progress in everything that we do—and this year is no different. We’re building on our foundation and pushing further across our four key pillars: our people, our partners, our communities and our planet.

We’re creating new pathways for employee growth, deepening our partnerships to elevate care quality, investing in community health and advancing our sustainability efforts to protect the environment. These efforts are driven by our purpose of Advancing Health Outcomes for All®, a commitment that drives meaningful impact in the lives of people and communities everywhere.

How do you see McKesson’s role continuing to evolve to meet healthcare needs?

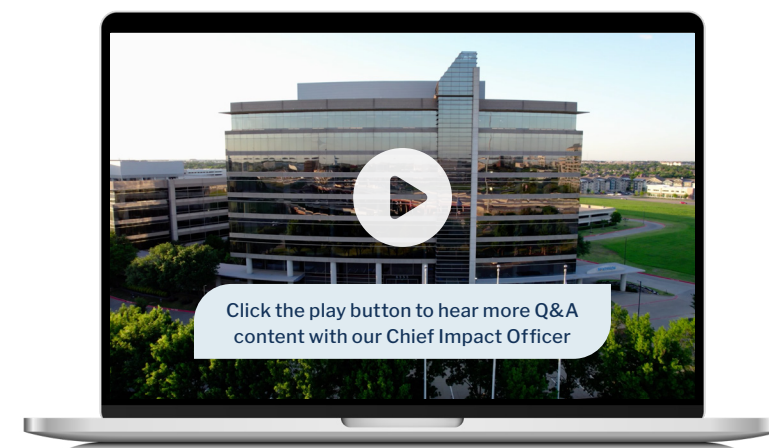
We’re not just meeting today’s needs—we’re shaping what’s next in healthcare. We’re improving access to therapies and making care more affordable. And we’re proud to be a trusted partner across the healthcare ecosystem. We also see huge potential in data and technology by using AI to simplify things like prior authorizations and make real-time insights available at the point of care.

We’re easing the burden on providers and helping patients get the care that they need faster. But we know real progress takes bold action. That’s why we’re embedding these ambitions into our own business strategy, so we can keep driving impact across our people, our partners, our planet and our communities, and continue to help build a healthier, more sustainable future for everyone.

How does McKesson evaluate the success of its Impact initiatives?

It starts with our people. We look at employee engagement and their sense of purpose, making sure that they truly feel connected to our mission and values. We also track how we’re supporting the communities where we live and work through programs like Community Impact Days and in our ongoing partnerships with local organizations.

We measure the strength and the effectiveness of our external partnerships, working closely with our other companies and nonprofits to expand access to care and improve health outcomes. And when it comes to our planet, we monitor progress toward our environmental goals like reducing emissions, optimizing our supply chain and investing in renewable energy. All of these indicators help ensure that our work is not just meaningful, it’s truly measurable.





McKesson at a glance

40M+

prescription
deliveries annually

Strength in Distribution

99.98% pharmaceutical order
accuracy in North America

340,000+ customers served with
medical-surgical products



Technology Differentiation

Connected to payers
representing **~96% of U.S.**
prescription volume

Access to research
data from **3.1M+** patient
records including **85+**
oncology indications

Superior Specialty Assets

1.4M+ patients annually treated by
The US Oncology Network physicians

1,000+ clinical trials actively enrolling

Biopharma Services

More than **650 biopharma
brands** served

Helped patients **save more
than \$10 billion** on branded and
specialty medication in FY25

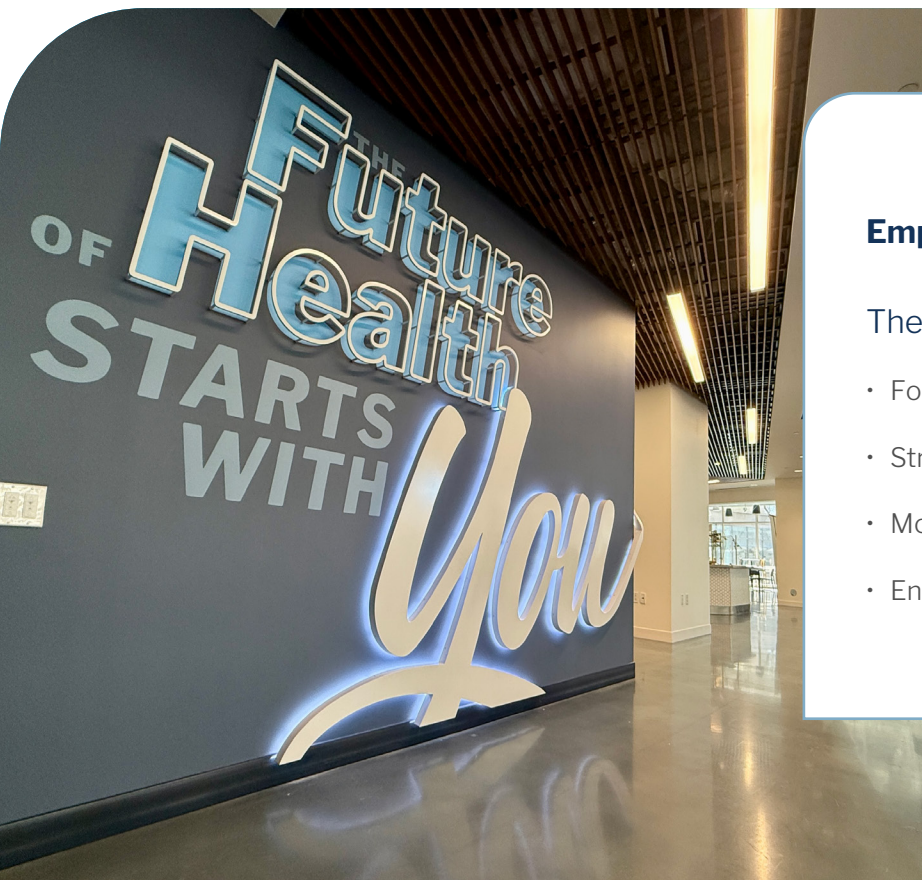
Supported
95%
of therapeutic
areas



What we do

McKesson is a diversified healthcare leader that touches virtually every aspect of health. We strive to further our purpose of Advancing Health Outcomes for All® by making quality care more accessible and affordable.

Touching virtually every aspect of health, 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 do all of this and much more as we pursue our purpose of Advancing Health Outcomes for All®.



Empowering our enterprise strategy

The four priorities of our enterprise strategy are:

- Focus on people and culture
- Strengthen North American pharmaceutical distribution
- Modernize and accelerate the portfolio
- Enhance oncology and biopharma services platforms

Our business segments



U.S. PHARMACEUTICAL

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



PRESCRIPTION TECHNOLOGY SOLUTIONS

We help 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 companies. We serve our biopharma and life sciences partners, delivering innovative solutions that help people get the medicine they need to live healthier lives. Additionally, we offer prescription price transparency, benefit insight, dispensing support services, third-party logistics and wholesale distribution support.



MEDICAL-SURGICAL SOLUTIONS

We merchandise and distribute medical-surgical supplies, pharmaceuticals, laboratory equipment and supplies to non-acute care settings in the U.S. These include physician offices, surgery centers, long-term care providers, laboratories, home health and hospice agencies, health systems, government facilities and online marketplaces and retailers. We offer more than 245,000 national brand products, as well as McKesson's own line of high-quality products through our network of U.S. distribution centers. In May 2025, McKesson announced its intention to separate its Medical-Surgical Solutions segment into an independent company.



INTERNATIONAL

We provide distribution and services to wholesale, institutional and retail customers in Canada and Norway where we own, partner or franchise with retail pharmacies. Our operations in Canada also support better, safer patient care by delivering vital medicines, supplies and information technology solutions to customers, and through several retail health and wellness brands across Canada.



Our impact pillars

As an impact-driven organization, we're committed to driving meaningful, lasting change that advances health outcomes for people everywhere.

To track, measure and share how we live our purpose, our efforts are strategically aligned with the four pillars of our impact strategy:

OUR PEOPLE

Providing 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



Corporate governance



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 of Directors-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 provide oversight of McKesson’s overall performance with respect to long-term value creation and initiatives that support our strategic priorities.

BOARD COMMITTEES

The Board’s Governance and Sustainability Committee is responsible for the oversight of corporate governance and sustainability matters, including reviewing our sustainability strategy and external reporting practices.

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, as well as reviewing and overseeing the Company’s overall compensation philosophy, including executive officer compensation.

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 Strategy and Business Development Officer, and Chief Legal Officer, confirms that sustainability priorities are aligned with our business goals.

BOARD COMPOSITION

Building a culture of inclusion and belonging starts with our leadership. We believe that the variety of experiences and perspectives the members of our Board bring helps further the balanced and robust deliberation and decision-making process that is critical to McKesson’s long-term success.

Members of our Board bring their unique backgrounds and ranges of expertise, knowledge and experience, which we believe provide an appropriate 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 2025 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 FY25, we proactively reached out to shareholders representing 55% of our outstanding common stock and engaged with shareholders representing 34% of our outstanding common stock.

Topics discussed with our shareholders included, among others, Board composition, executive compensation, human capital management and emissions reduction targets.

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

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 (Integrity, Inclusion, Customer-First, Accountability, Respect, Excellence) 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.

This year, McKesson launched a Compliance Challenge campaign to help leaders authentically discuss the importance of compliance with their teams. The comprehensive campaign included discussion resources, a Policy Pulse series and a Compliance Connect newsletter. Over 31,800 employees were trained on the Code of Conduct and Speak Up, including over 11,000 distribution center employees, covering every shift and local leader huddle.

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.

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 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

At McKesson, quality is the cornerstone of our legacy and our future. With over 190 years of experience, we understand that quality is integral to every package we deliver and every service we provide to our customers. This dedication is embodied in our Quality Policy:

At McKesson, ALL employees are committed to the safety of our team and the patients we serve, Advancing Health Outcomes for All®, delivering the highest quality global supply chain and adhering to regulatory requirements. We will meet these commitments through continuously improving the quality of our operations and services.

Our Quality and Regulatory teams help ensure that we meet regulatory and industry standards by managing the systems and processes designed to monitor and detect deviations from our quality and safety standards. Supported by robust electronic Quality Management System (eQMS) platforms, the Quality and Regulatory teams conduct investigations when potential issues arise, implement effective corrective and preventative actions if necessary, and proactively drive continuous improvements across the organization. Our Enterprise Quality Management team oversees and drives consistency in quality management activities across the organization by setting uniform quality standards, facilitating the sharing of knowledge and best practices, and coordinating enterprise initiatives through a formal cross-business unit quality governance committee.





Awards and recognition

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

FY25 Recognition Highlights:

FORTUNE

America's Most Innovative Companies

NEWSWEEK

America's Most Admired Workplaces 2025

TIME

World's Best Companies

FORBES

America's Best Large Employers 2025
America's Best In-State Employers
(Kentucky, Texas, Arizona)

GI JOBS

Military Friendly Employer

DISABILITY:IN

Best Places to Work

AGE FRIENDLY INSTITUTE

Certified Age-Friendly Employer

HANDSHAKE

Early Talent Award





About this report

Our current Impact Report covers McKesson's FY25 (April 1, 2024 through March 31, 2025) unless stated otherwise.

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

- Global Reporting Initiative (GRI)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)



Advancing health outcomes for all.®



People

At McKesson, we believe that the future of health starts with our employees. We aspire to be the best place to work in healthcare, and we know we can only achieve this when our employees know they are cared about, find meaning in their work and have a strong sense of belonging.

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 wellbeing

In FY25, we continued to amplify our approach to wellbeing by empowering employees to be at their best. To achieve this, we brought all benefits together under a single umbrella—*Your Care* to address all aspects of health and wellbeing for employees and their families.

Introducing *Your Care*

Your Care is designed to support our employees through an easily accessible and comprehensive package of benefits and resources. Our holistic approach to wellbeing encompasses all aspects of wellness including the physical, emotional, financial and social care of our employees and their families.

Our *Your Care* Platform allows employees to access their complete benefits portfolio in a single tool. This makes finding information about traditional benefits easier and puts access to other resources at their fingertips—like expanded opportunities to participate in healthy habit building, company or personal challenges and an extensive library of educational tools.

We also made a number of enhancements to our benefit programs. In January 2025, we expanded our benefits to add no-cost virtual physical therapy for all U.S. benefits-eligible employees and their eligible dependents', and also added better access to a network of licensed therapists based on the employee or covered dependent's preferences and unique needs—such as, schedule, specialty, language, in-person or virtual and more at no cost.

Your *care*

Physical Care

The Physical pillar focuses on medical, dental and vision coverage, along with wellness programs that promote overall fitness and healthy living.

Emotional Care

The Emotional pillar supports mental health and work-life balance, through programs like paid leave, mental health resources and caregiving assistance.

Financial Care

The Financial pillar focuses on financial security through retirement plans, insurance options and other financial literacy programs.

Social Care

The Social pillar fosters connection and community through programs like volunteer opportunities and initiatives that encourage social interaction and belonging.





McKesson Cancer Support Network

The McKesson Cancer Support Network (formerly the McKesson Cause Network) supports employees who have been touched by cancer. When an employee or immediate family member has been diagnosed with cancer or is actively receiving treatment, McKesson provides a support network for cancer education and awareness. This network offers a place for connection, help with understanding available benefits and resources and a free cancer care package assembled by employees to help provide comfort and support.



SPOTLIGHT

Time to Volunteer—Empowering employees to make an impact

In Q1, we launched Time to Volunteer (TTV)—a new paid benefit allowing employees to take up to eight hours off during the workday for community volunteering. This exciting benefit aligns with our commitment to make a positive impact in the communities where we live and work. TTV has approved over 11,000 hours, enabling employees to give back to the causes they care about the most.

Pete Van Breemen, Director of Technology & Supply Chain Systems, used TTV to volunteer with Wholly Kicks, a nonprofit organization that provides new shoes to children and adults in need. **“I thought it was awesome when I heard about TTV. For our company to say, ‘Hey, here’s an extra day for you to go give back,’ it makes you feel great about the place you work at,”** Pete stated. He appreciates McKesson’s support for volunteerism and the positive impact it has on the community.

The TTV program is a testament to McKesson’s commitment to employees’ social care, empowering our employees to support the causes they care about and make a real difference where they live and work.



Meaning: Employee engagement and purpose

No matter their location or the role they perform, our employees each have a hand in shaping the future of healthcare. From delivering prescriptions and medical supplies on time, to ensuring access to affordable medicine, everything we do makes a difference in the lives of our customers, patients, communities and people. At the heart of it all is a commitment to our purpose: Advancing Health Outcomes for All®.



Promoting shared behaviors through ILEAD

Our ILEAD behaviors represent a commitment to leadership that drives how our employees work together. These shared behaviors—Inspire, Leverage, Execute, Advance and Develop—are embedded in our culture to guide our daily interactions and decision-making.

ILEAD Leadership Principles

INSPIRE

Set Strategy

Develop, communicate and align others on strategic plans.

LEVERAGE

Champion Enterprise First Mindset

Develop partnerships across business units and teams; decide and act in the best interest of McKesson overall.

EXECUTE

Debate, Decide and Commit

Shape high-quality decisions using sound judgment and data, then collectively commit and own the direction going forward.

ADVANCE

Be Courageous

Display confidence and conviction to champion transformational ideas or positions.

DEVELOP

Grow Self and Others

Foster a culture of continuous learning and improvement, ensuring that every team member feels valued and inspired to contribute to our collective success.



Seeking actionable feedback through Employee Opinion and Manager Quality Surveys

As part of our commitment to being the best place to work in healthcare, it's important we maintain our engaged and productive culture—one where our employees feel valued and can do meaningful work. To achieve this, we listen to our employees' perspectives—then we act on their feedback to make positive changes.

Our Employee Opinion Survey is an annual opportunity for all members of Team McKesson to provide honest and confidential feedback about their experiences with the company, leadership and work environment. And because our people leaders play a key role in fostering a positive culture, each year we also ask our employees to provide upward feedback on their leader

through our Manager Quality Survey. The survey results are used to contribute to leaders' continued career and professional development.

Your Day, Your Way

It's important that we show our appreciation for the meaningful work our team does to positively shape the future of health for our patients, communities and our people. That's why each year, we observe Your Day, Your Way, a company-wide day of wellness. This annual opportunity for our employees to unplug from work reflects our shared commitment to their health, happiness and overall wellbeing. All members of Team McKesson are encouraged to spend the day in the way that's most meaningful to them—whether it's getting out into nature, connecting with loved ones or giving back to their community by volunteering.

SPOTLIGHT

The McKesson Experience

The McKesson Experience event is more than an orientation program—it's a transformative event for building and sustaining our culture.

Launched in 2023, the McKesson Experience helps the newest members of our team become immersed in our company, our culture and the role McKesson plays in healthcare. Through presentations, career-building sessions, community impact opportunities and connections with Employee Resource Groups, employees can build a deeper understanding of what it means to be a part of our team.

A key component of the event includes presentations from leaders focused on how the company operates, as well as our mission. Equally meaningful is the Care for Our Community activity, which includes a service opportunity such as building carekits for cancer patients. By starting their McKesson journey with this event, new hires can better connect with our value and purpose.

Since its launch, the McKesson Experience has been well received. With 1,500 new employees attending and 98% rating it favorably, it continues to be a driver of employee engagement.





McKesson digital enablement journey

As a company, we continue to embrace data and technology to advance our capabilities, drive efficiencies and unlock meaningful value—both internally for our teams and externally for our customers, partners and everyone who depends on us.

Building on our progress made in FY24 since the launch of our digital enablement journey, this year we made significant investments in training and resources to equip employees with the right skills to move our company forward. More than 95% of wired employees completed an eight-month learning series championed by our Executive Operating Team, equipping them with skills to drive business modernization, efficiency and growth.

Through exploration of AI, design thinking and other key areas, we deepened our employees' understanding of digital technologies, trends and best practices, as well as unlocked untapped potential in our teams. Employees continue to implement their learnings into how they work, realizing new efficiencies and modernizing our ways of working together.





Belonging: Bringing our values to life

We strive to foster a workplace environment where employees find meaning in their work and feel a sense of being cared for, safety and that they truly belong. At McKesson, we are focused on attracting the best talent and fostering an inclusive environment where all of our employees can thrive.

We value what makes each employee different and unique, whether it be their education, experiences, skills, backgrounds, cultures, thoughts and perspectives, personal qualities or abilities, race, ethnicity, gender, national origin or veteran status. This breadth of perspective is key to tackling challenges, driving innovation and delivering better solutions for our customers and their patients.

Fostering a culture of inclusion and belonging is core to our culture, values and best talent strategy.

Living our values with I²CARE

Guiding and unifying our employees and our company around our purpose of Advancing Health Outcomes for All® are our I²CARE values: Integrity, Inclusion, Customer-First, Accountability, Respect and Excellence.

Our I²CARE values are fundamental to everything we do and define who we are as a company. They guide our interactions with each other and our customers and inform our decision-making. Through our collective commitment to these values, our culture remains resilient and continues to thrive during periods of challenge and complexity, as well as growth and innovation.



INTEGRITY

We do what's right.

Demonstrate honesty.
Keep commitments.
Behave consistently.

INCLUSION

We embrace and respect each other as we are.

Be curious, inquisitive and open.
Demonstrate inclusive behaviors.
Continuously 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 for our actions and our work.

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 (ERGs)

At McKesson, we foster a sense of belonging through our 11 ERGs. These voluntary, employee-led networks bring together colleagues who share a common goal: to accelerate belonging and inclusion within our organization. Open to all employees, our ERGs span the United States, Canada and international locations, playing an instrumental role in creating an inclusive work environment where everyone can feel a sense of belonging. Our ERGs also bring additional value to McKesson, as we’ve seen through our employee surveys and data that participation in our ERGs contributes to increased employee engagement and improved retention.

Being an ERG member offers many benefits, such as enhancing skills through professional development and connecting with mentors for career guidance. Employees also have the opportunity to participate in community volunteer initiatives, build a network across regions and departments and attend events that promote learning and growth.

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 Military Resource Group (MMRG)

Members of the armed forces adhere to a set of core values centered around integrity, respect, excellence and service beyond self. These same values guide McKesson employees in our purpose of Advancing Health Outcomes for All®.

Open to any employee, our McKesson Military Resource Group (MMRG) supports these efforts by recognizing and welcoming veterans and their families to McKesson. MMRG focuses on internal talent development, professional growth, networking and recruiting external talent to bring in the values that veterans gain during their time in the service.

Daniel Shing served 22 years in the U.S. Army as a combat engineer, and when he left as a Sergeant First Class, he applied at McKesson.

When Daniel visited McKesson’s website to look for open positions, he saw that the company shared its commitment to recruiting veterans.

While Daniel had never interviewed before outside of his role in the Army, he was concerned about how the job search process would go. However, McKesson understood his leadership abilities given his experience, and when he joined the company, Daniel had multiple fellow veterans around him and was welcomed with open arms.

It was exactly the type of environment Daniel hoped for when he left the Army. Joining MMRG provided him with an expanded network of veterans outside of his day-to-day work, and he came to appreciate just how valuable that support can be.

Since joining MMRG, Daniel has served as co-chair of the MMRG Southeast region and national board. “The bond that I have created with other veterans is what has made my time here so great,” he says.

“I’ve been fortunate to have several great military leaders who took me under their wing and helped me build my career,” he says. “I hope to do the same for others and help them build their network with the amazing veterans that we have. We all are here for a purpose: to serve the other veterans and to support McKesson.”

DANIEL SHING
MMRG Member and
Assistant Director of Operations



Partners

Bringing our purpose of Advancing Health Outcomes for All® to life is a collaborative effort. Across our businesses, we engage with key partners such as biopharma companies, care providers, pharmacies, manufacturers, governments and others to deliver insights, products and services to positively impact health.

We continue to make investments in our strategic growth areas in biopharma services, oncology and other specialties, while strengthening our distribution business. By working as one Team McKesson, we navigate the constantly evolving healthcare landscape and make a meaningful difference for those who rely on us.





Government partnerships

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.

McKesson understands that the decisions made by policymakers have a profound impact on our local communities, industry, businesses, customers and the patients they serve. We seek to educate elected and appointed officials about the solutions we offer to improve patient safety, reduce the cost and variability of care, and improve the quality and efficiency of healthcare delivery.



McKesson Advocacy Ambassadors

With our 360-degree view of the healthcare landscape, we recognize that we have a responsibility to participate in the public policy process. McKesson's Corporate Affairs team builds and maintains working relationships with officials at every level of government for the benefit of patients, and we are committed to engaging with policymakers on issues impacting the healthcare landscape.

The McKesson Advocacy Ambassadors Program gives interested employees the opportunity to engage with elected officials to advance McKesson's public policy priorities. Advocacy Ambassadors participate in monthly training sessions to learn the information and skills necessary to effectively advocate on behalf of McKesson's public policy priorities and engage with elected officials in their home districts and in Washington, DC. In 2024, Advocacy Ambassadors participated in over 150 meetings on Capitol Hill with elected officials and their staff to discuss provider status for pharmacists, expanding access to clinical trials and mitigating drug shortages.



Combatting drug shortages

Drug shortages, while relatively uncommon, can have significant impact on patient health. As a leading wholesale distributor for nearly two centuries, McKesson is focused on being part of the solution to modernize and build a resilient supply chain that can predict, prevent or mitigate drug shortages.

By dedicating resources to creating effective strategies for sourcing and managing inventory to rapidly adjust to changes in supply, we are improving our ability to anticipate and proactively mitigate potential drug shortages. Through proactive practices, including continuous process improvement, developing and applying alternate supplier strategies, leveraging AI and machine learning, along with contingency planning, we aim to facilitate product distribution to the patients who need them.

We believe that all stakeholders across the supply chain should work together to address the issue of drug shortages. As such, we collaborate with a number of key industry organizations and nonprofits to fortify and maintain a resilient supply chain for the benefit of patients, healthcare providers and customers alike, including the Healthcare Distribution Alliance (HDA), End Drug Shortages Alliance (EDSA), Duke-Margolis Drug Supply Chain Consortium, and Angels for Change (A4C).

In FY25, McKesson partnered with A4C on the pilot launch of Project GOLD, a resiliency program that establishes an emergency supply of six essential medications for cancer patients, offering physicians and patients stability of care during a shortage.

Additionally, McKesson continues to be a leader in advocating for the importance of building a more resilient supply chain to mitigate drug shortages, participating in industry events such as the Milken Institute Future of Health Summit on this critical issue.



SPOTLIGHT

McKesson Amplify

In June 2024, we introduced McKesson Amplify—a new strategic initiative to help protect critical pharmacy services and elevate the pharmacy profession by strengthening the voice of the industry.

Through McKesson Amplify, we committed to awarding dedicated funding to eligible state pharmacy associations across all 50 states. Recognizing that advocacy and pharmacy practice transformation happens locally, the funding is intended to help support state pharmacy associations’ advocacy initiatives that address the unique challenges faced by independent pharmacies and promote their success and growth.

State pharmacy associations are using funds for advocacy initiatives, events such as legislative days, annual association meetings, membership drives, professional development and technology, among other efforts. McKesson Amplify represents our unwavering commitment to supporting independent community pharmacies through advocacy, so they can continue to serve communities and their patients.





Improving access, affordability and adherence

At McKesson, we use our expertise to develop initiatives and services aimed at enhancing patient access, affordability and adherence to critical healthcare needs. Our CoverMyMeds business has connections with most electronic health record systems, over 50,000 pharmacies, approximately 950,000 providers, most pharmacy benefit managers and health plans and has supported over 650 biopharma brands representing most therapeutic areas. In FY25, CoverMyMeds helped patients save more than \$10 billion on brand and specialty medications, helped to prevent an estimated 12 million prescriptions from being abandoned due to affordability challenges and helped patients access their medicine more than 100 million times.

The healthcare industry is complex, so we pursue collaborative partnerships that encourage us to think differently and reimagine what's possible to identify and mitigate the various factors that impede patient access to essential medications.



Distribution access to supplies, services and solutions

Across our business segments, McKesson helps our partners to deliver insights, products and services ultimately enabling customers to spend more time focused on patient care. We distribute branded, generic, specialty, biosimilar and over-the-counter pharmaceutical drugs, as well as medical-surgical supplies, laboratory equipment and supplies to non-acute care settings.

See [McKesson at a glance](#) to learn more.



“With unwavering determination, our team worked with the payer, provider and patient ensuring coverage for therapy and expedited arrival.”

ELA LOURIDO

VP/GM Specialty Pharmacy Solutions,
Biologics by McKesson

SPOTLIGHT

Team McKesson ensures timely access to critical cancer therapy

In the wake of a cyberattack that disrupted healthcare systems, Biologics by McKesson and the McKesson Corporate Affairs team promptly facilitated a patient’s access to a life-saving cancer therapy. While the patient’s insurance plan had approved the treatment, the backlog resulting from the chaos of the cyberattack was stalling the prior authorization process.

The patient appealed to New York Congressman Mike Lawler, who contacted McKesson’s Government Affairs team. Despite the complex situation, the team swiftly coordinated with the team at Biologics and expedited authorization, demonstrating McKesson’s commitment to a patient-first approach. McKesson Specialty Pharmacy Solutions quickly initiated the approval process, and the therapy was delivered within 24 hours of McKesson’s intervention. The patient was deeply appreciative of McKesson’s efforts, which potentially saved her life and helped her avoid major surgery.



Patient access through community pharmacies

Community pharmacies play a crucial role in enhancing patient access to healthcare services, especially in underserved areas. These pharmacies are often the most accessible healthcare providers, offering a range of services that go beyond dispensing medications. They provide vaccinations, health screenings and chronic disease education and management, making healthcare more convenient and personalized. McKesson helps connect patients to community-based care in a variety of ways.



COMMUNITY HEALTH WORKER TRAINING

Through innovative programs that position community health workers as a trusted resource, McKesson is supporting pharmacy technicians to deliver deeper, more meaningful patient support.

Launched in FY24 in collaboration with an accredited provider of continuing pharmacy education, McKesson awarded over 120 scholarships for certified pharmacy technicians from independently owned pharmacies. These scholarships enabled participation in a specialized training program designed to equip pharmacy technicians with the skills of community health workers.

Building on this momentum, McKesson expanded its training support in FY25 to include oncology navigators, further strengthening the healthcare workforce. In total, McKesson supported the training of 757 community health workers, 49 oncology navigators and 28 pharmacy technicians in FY25 alone.

Once trained, these professionals are equipped to deliver Whole Person Care—helping patients navigate complex healthcare systems, connect with vital community resources, and receive timely education and support. This initiative is not only enhancing the pharmacy experience but also redefining the role of frontline healthcare professionals in improving patient outcomes.

UNITING TO SUPPORT EMERGENCY PREPAREDNESS

Independent community pharmacies serve a critical, frontline role during public health emergencies, ensuring equitable access to care. During the COVID-19 pandemic,

more than 12,000 independent pharmacies contributed to federal response efforts, including administering vaccines, providing testing, distributing masks and dispensing therapeutics.

In FY25, McKesson was a founding member of the National Community Pharmacists Association Innovation Center's newly formed Independent Community Pharmacy Consortium for Government Engagement. This new initiative unites pharmacy services administrative organizations, wholesale distributors and pharmacy management system vendors to streamline the participation of independent pharmacies in public health programs. This represents a proactive step to enhance readiness for future public health emergencies.

WORKING WITH HEALTH MART PHARMACIES

Health Mart, which is part of McKesson, is a national network of approximately 4,400 independently owned pharmacies and one of the industry's most comprehensive pharmacy franchise programs. Health Mart provides franchisees support for operational excellence, marketing, merchandising solutions, and clinical programs to enhance patient care.

A majority of our Health Mart pharmacies are uniquely positioned in underserved communities, including over 670 locations where they are the only pharmacy in the ZIP code. Deeply rooted in their communities, independent community pharmacies build trusted relationships and tailor their services to meet the unique needs of their patients.



At McKesson, we believe that everyone deserves an equal opportunity to live healthy lives. We're committed to actively addressing the needs of a broad range of stakeholders and enhancing the health of communities.

SPOTLIGHT

Enabling better health to the Navajo Nation

In October 2024, McKesson's Global Impact Organization, alongside McKesson Medical-Surgical, U.S. Pharmaceutical, CoverMyMeds and the UNITY (Uniting Native and Indigenous Tribes with You) ERG, sponsored and attended the Western Navajo Fair in Tuba City, Arizona.

In our second year supporting this event, we collaborated with McKesson customers and community partners to provide cancer, diabetes and nutrition education to more than 2,300 members of the Navajo Nation. We were joined by Genentech, Kenvue and the Leukemia & Lymphoma Society. Key initiatives included:

- Providing sunscreen and educational material on skin cancer risks
- Supplying resources from the Nourish My Health campaign, emphasizing healthy eating to reduce chronic illnesses
- Discussing the importance of regular blood sugar monitoring with attendees
- Offering resource guides to local healthcare settings serving the Navajo Nation

At the end of the fair, nearly 250 attendees participated in an experience survey. At least 90% of respondents found the information shared helpful, and 85% indicated they plan to schedule time with their doctors based on the information they learned from McKesson and our partners at the event.



Realizing the full potential of cell and gene therapy

Over the past decade, cell and gene therapies (CGTs) have transformed from theoretical concepts into vital healthcare innovations, offering remarkable potential to treat and sometimes cure serious diseases like lymphoma and sickle cell disease. Today, over 30 FDA-approved CGTs are available, with 10-20 new approvals anticipated annually by the end of 2025.

While the potential of CGTs is exciting, broad patient access remains a challenge due to value chain complexities. These advanced medicines are personalized, expensive to manufacture, time-sensitive and require innovative shipping and storage to maintain stability. Tailored solutions are crucial to increase patient access.

McKesson has been working with CGT developers since 2010, and in October 2024, launched InspiroGene™, a brand designed to transform CGT

care. InspiroGene leverages McKesson's experience in CGT commercialization, offering third-party logistics, specialty distribution, pharmacy solutions and a dedicated patient hub for tailored access and support.

Additionally, InspiroGene released its inaugural 2024 Cell and Gene Therapy Report: Advancing the Future of Medicine, offering unique insights into the CGT landscape and future trends. The report highlights barriers to equitable access, such as geographical limitations, and explores strategies for transitioning treatment into community settings. InspiroGene is committed to breaking these barriers and enabling broader access to life-changing therapies.



McKesson acquires majority stake in PRISM Vision Holdings, LLC

In April 2025, McKesson proudly acquired a controlling interest in PRISM Vision Holdings, LLC, a leader in ophthalmology and retina management services. This strategic investment gives McKesson an 80% ownership stake, with PRISM Vision Group physicians retaining a minority interest.

PRISM Vision supports a network of 91 clinics and seven surgery centers with over 180 affiliated

physicians. Known for enhancing retinal care and advancing clinical research, PRISM Vision will now be part of McKesson's U.S. Pharmaceutical segment. This acquisition expands McKesson's offerings in ophthalmology, reinforcing our commitment to delivering innovative, comprehensive and affordable patient care. It complements our established oncology and specialty solutions, like retina inventory management systems and McKesson Onmark Vision.

McKesson and PRISM Vision are dedicated to supporting specialty practices, ensuring community-based providers can thrive in today's dynamic healthcare environment. Together, we aim to support pioneering advancements in ophthalmology and retina care, so physicians can provide world-class treatment to patients nationwide.



Advances in oncology

As we strive to make a world without cancer a reality, McKesson continues to work to help oncologists provide 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 700 locations in 30 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.



Expanding clinical trial access and improving patient outcomes

McKesson is breaking down barriers to clinical trial participation by enhancing operational efficiency, expanding community-based trial sites and leveraging digital tools to streamline research processes.

Through our joint venture with Sarah Cannon Research Institute (SCRI), McKesson is revolutionizing community-based oncology trials. We're simplifying operations and boosting trial delivery. Our AI technology ensures patients find the trials best suited to them, maximizing access to pioneering treatments.

With over 200 locations in more than 20 states, we are breaking down barriers. Patients can now participate in cutting-edge research without the need to travel to distant academic centers. We're committed to continuous education for patients and physicians, enhancing understanding of trials and encouraging local participation.

Our state-of-the-art technology and AI-driven platform empower community practices to seamlessly integrate trials into their workflows. With approximately 3,400 patients participating in treatment trials each year, we're using real-world data to identify candidates and improve cancer care. Collaboration with SCRI and direct engagement with study sponsors ensure expanded access from start to finish.



Advancing precision medicine in the community setting

Our team at McKesson continues to advance the practice of precision medicine, from accelerating the clinical development of new treatments, to strengthening adoption and access. Our efforts are paving the way for a future where precision medicine is not just a possibility, but a reality for every patient.

Historically, emerging therapies were primarily accessible through hospitals, but we are changing that narrative. Today, these treatments can reach every corner of the country through independent physician practices and community-based care. Our network of over 2,700 independent community-based providers is at the heart of this transformation, ensuring that patients can receive novel therapies in the communities where they live and work.

Impressively, nearly 40% of the U.S. population lives within 15 miles of a practice in The US Oncology Network. Annually, these practices see more than 1.4 million patients, a testament to our wide-reaching impact.

To further support access, we address medication access challenges through technology-enabled workflows. By streamlining processes, we help decrease the time it takes for patients to begin therapy, ensuring timely access to life-saving treatments.

By breaking down barriers, we are making significant strides toward transforming cancer care, bringing hope and advanced treatments to communities nationwide.



McKesson's strategic acquisition of Core Ventures

In June 2025, McKesson closed its acquisition of a 70% controlling interest in Community Oncology Revitalization Enterprise Ventures, LLC (Core Ventures). Core Ventures was founded by Florida Cancer Specialists & Research Institute (FCS) to provide FCS with business and administrative services in community oncology. FCS physicians will maintain a minority interest post-acquisition.

Core Ventures has joined McKesson's oncology platform, part of our U.S. Pharmaceutical segment. FCS, with over 250 physicians and 280 advanced practice providers across nearly 100 locations in Florida, will remain independently owned and become part of The US Oncology Network. This alliance aims to enhance local and affordable cancer care.

This acquisition underscores McKesson's commitment to advancing community-based oncology, promising to deliver cutting-edge treatments while reducing care costs. FCS brings over 40 years of expertise, including clinical trials and comprehensive cancer services, aligning perfectly with McKesson's mission to improve patient outcomes and expand access to quality cancer care. By joining forces, McKesson and FCS will strengthen patient-centered oncology care in the community.



McKesson's approach to supplier engagement

As a company committed to serving a broad customer base, we endeavor to source high-quality products and services from an extensive range of suppliers and contractors.

Our initiatives are aligned with our commitment to provide patients, communities and customers with the best products and services available in the market.

McKesson's Supplier Engagement Program is integral to our mission of Advancing Health Outcomes for All®. We actively seek to grow our existing supplier partnerships, as well as creating new relationships as needed by our business, by providing all qualified suppliers the opportunity to compete for contracts with McKesson. Our focus includes enhancing access and awareness for supplier partners who are small and disadvantaged businesses, veteran-owned (including Service-Disabled Veterans), women-owned, or situated in historically underutilized business zones, as designated by the U.S. Small Business Administration. As a federal prime contractor, McKesson adheres to federal requirements concerning the utilization of small and small-disadvantaged businesses.



We prioritize leveraging the capabilities and capacity of existing supplier partners with demonstrated positive performance records. Additionally, we have implemented technologies to facilitate engagement with new, small vendors.

Through our supplier relationships, we aim to support both our aspirations and those of our partners. These purposeful and meaningful partnerships ultimately yield positive outcomes for our business, as well as for our customers, their patients and our communities.



Community

Our communities are at the core of our purpose of Advancing Health Outcomes for All®. Through partnerships with philanthropic and other organizations, and the generosity and engagement of our employees, we work to improve care for those who need it most.

We recognize our responsibility to serve individuals and support initiatives that align with our mission, whether through providing medical supplies to those in need, endorsing programs that promote wellness and education and much more. By utilizing our resources and the commitment of our team, we can create a positive impact and foster lasting change in our communities.





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 bring our resources, knowledge and expertise together to maximize our reach and drive lasting change.



SPOTLIGHT

A partnership for good: Convoy of Hope

At McKesson, we believe that true leadership in global healthcare goes beyond business success. It's about having a mission: addressing the varied needs of people and using our strengths to uplift our communities. One way we create positive change is through initiatives like donating excess inventory to those in need.

A key partner in these efforts is Convoy of Hope, a nonprofit humanitarian and disaster relief organization that supports impoverished and underserved populations throughout the world. Since 1994, Convoy of Hope has helped more than 250 million people.

McKesson's U.S. Pharmaceutical Donation Program, launched in 2023, allows our U.S. Pharmaceutical Distribution Centers to donate personal protective equipment and over-the-counter products. Since FY24, this program donated approximately \$12 million in products to Convoy of Hope.

Fit2Be Cancer Free Challenge

For the sixth consecutive year, McKesson joined in the Fit2Be Cancer Free Challenge supporting the American Cancer Society (ACS) and the Canadian Cancer Society. The Challenge brings together Fortune 500 companies to compete in taking as many steps as possible while raising awareness for cancer prevention and treatment. Nearly 4,600 employees participated in April 2025, helping McKesson to finish first in both the number of total steps (over 360 million steps) and total distance (nearly 160,000 miles). McKesson also donated a total of \$50,000 on employees' behalf.

Supporting World Cancer Day

The McKesson Cancer Support Network (formerly the McKesson Cause Network) supports employees who have been touched by cancer. When an employee or immediate family member has been diagnosed with cancer or is receiving treatment, the company provides a support network for cancer education and awareness, which offers a place for connection, help with understanding available benefits and resources and a free cancer care package.

In recognition of World Cancer Day in February 2025, McKesson made a donation to American Cancer Society in support of their Hope Lodge Program. 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.

McKesson employees recognized World Cancer Day by sharing their powerful stories of surviving cancer to help others understand the journey for those affected by the disease.



SPOTLIGHT

Community Impact Days

Employees in the U.S. and Canada joined in celebrating McKesson's Community Impact Days in FY25, one of our largest company-wide employee engagement events.

In support of this year's theme, *Empowering Health and Wellness in Our Community*, employees participated in community impact projects that supported cancer awareness and prevention. In addition to volunteer events across the enterprise, McKesson distributed over 15,000 care kits.



The McKesson Foundation

The McKesson Foundation (the Foundation) is a 501(c)(3) corporate foundation dedicated to McKesson's purpose of Advancing Health Outcomes for All®. The Foundation's mission is to remove barriers to quality healthcare across North America, especially for vulnerable and underserved communities.

The Foundation champions better health by partnering with nonprofit organizations to advance efforts aligned with three strategic giving pillars and corresponding areas of focus: reducing the burden of cancer, preparing tomorrow's healthcare workforce and accelerating crisis response.



Reducing the burden of cancer

One of the Foundation's strategic giving pillars is supporting organizations dedicated to reducing the burden of cancer. Cancer diagnoses often create both a health and financial crisis for patients and their families. Working with our partners, the McKesson Foundation aims to reduce the risk of getting cancer and address barriers to care through:

PREVENTION

Provide education and services to encourage people to adopt healthy diets, exercise regularly, avoid tobacco and protect their skin.

SCREENING AND TREATMENT

Increase awareness of the importance of screenings, early detection and timely treatment among vulnerable populations; provide free or low-cost health screenings for patients and connect them to care.

FINANCIAL/LOGISTICAL ASSISTANCE

Connect uninsured and underinsured patients to programs providing low or no-cost co-pays and additional support interventions, e.g., transportation, childcare, healthy food, home meal delivery; and reduce the economic burden of low-income patients with emergency funds for rent, utilities and other household expenses.



Parkland Health Foundation

With assistance from the McKesson Foundation \$500,000 grant highlighted in the FY24 McKesson Impact Report, Dallas' Parkland Hospital is now offering flexible sigmoidoscopy to support colorectal cancer care. 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. Parkland physicians began offering the procedure last year and have completed more than 60 flexible sigmoidoscopy procedures to date. According to Umber Dickerson, administrative director of Parkland's Cancer Program, the grant allowed, "Parkland to become the first public hospital in our area to provide clinic-based flexible sigmoidoscopy procedures, significantly improving how we monitor and treat rectal cancer for our most underserved communities."



SPOTLIGHT

Advancing healthcare access with NAFC

With funding from the McKesson Foundation, the National Association of Free and Charitable Clinics (NAFC) directed strategic grants to 23 member clinics to establish or expand Breast Cancer Screening & Prevention, Food as Medicine, and Medication Therapy Management (MTM) programs.

Program results illustrate the life-saving impact of accessible healthcare. One clinic used the grant funding to reach more eligible patients by deploying a mobile mammography unit. As a result, 91% of eligible women were screened for breast cancer, well above national benchmarks. Another clinic used grant funds to expand its food pantry, serving 46% more individuals each month. Across the NAFC network, clinics used grant funds to train staff in MTM, enhancing their capacity to support patient medication adherence and intervene to improve patient outcomes.

Last year, NAFC's more than 1,400 member clinics served almost two million medically underserved individuals. The McKesson Foundation-funded programs directly served nearly 75,000 patients and provided over 2,600 breast cancer screenings, offering hope and life-saving treatment to patients in historically underserved communities. "This grant funding provides more than just care; it gives patients a sense of control and comfort during a time often filled with fear and uncertainty. Most importantly, it gives them hope," said Nicole Lamoureux, President & CEO of NAFC.



Preparing tomorrow's healthcare workforce

The Foundation supports initiatives that seek to close the gap in representation among healthcare practitioners and the general population. By focusing on supporting oncology professionals through student recruitment and retention, and advancing student engagement by increasing awareness of science, technology, engineering and mathematics (STEM) careers, the Foundation is committed to enabling the future workforce to improve patient outcomes.

In addition, the Foundation is supporting pharmacy schools at ten universities with grants totaling \$7.5 million, some of which are multi-year grants.

- Six in the United States: The Ohio State University, University of Michigan, University of Minnesota, The University of New Mexico, The University of North Carolina at Chapel Hill and University of Illinois at Chicago
- Four in Canada: The University of British Columbia, University of Montreal, University of Toronto and University of Waterloo

The grants support unique programs at each school, all broadly focusing on programs that will help increase recruitment and retention of pharmacy students, and develop and leverage pharmacists' extensive training, community presence and public trust to serve vulnerable patient populations.

Accelerating crisis response

Another top philanthropic priority of the Foundation is accelerating crisis preparedness and disaster relief through programs supporting:

- **Preparedness:** Support relief agencies' efforts to prepare for forecasted as well as unforeseen emergencies; support relief agencies' efforts to help people become Red Cross Ready.
- **Disaster Relief and Recovery:** Mobilize resources to provide acute services, such as water, food, shelter, comfort kits, medicines and healthcare for people affected by natural disasters or crises.
- **Medicine and Food:** Assist vulnerable individuals and communities by supporting acute and chronic care services that provide medicines and food.

When emergencies strike, our nonprofit partners quickly implement resources and services to help individuals and communities.

For example, the Foundation supports Direct Relief's U.S. Emergency Preparedness program, which helped implement the U.S. Hurricane Preparedness Program. In FY25, a total of 70 packs of medical and other disaster response materials were shipped to partners in high-risk locations on the U.S. Gulf and Atlantic Coast states, in the Pacific and in the Caribbean before hurricane season began.

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, support the future workforce and assist those facing disasters, emergencies and other hardships.



BONTON FARMS

Bonton Farms was founded in 2020 as an urban farm to help address the lack of food access in the South Dallas neighborhood. In FY25, the nonprofit announced it is expanding its community impact by opening a wellness center, mental health resource center and Bonton Gardens, a multi-income apartment complex.

TASTE
project

TASTE PROJECT

Taste Project operates nonprofit restaurants 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. In March 2025, Taste Project opened their second restaurant location in Arlington, Texas.



IMERMAN
ANGELS

IMERMAN ANGELS

Imerman Angels is committed to providing comfort and understanding for all cancer fighters, survivors and caregivers through a free personalized, one-on-one connection with someone who has been through a similar fight. In FY25, Imerman Angels made over 3,600 matches, helping those impacted by cancer feel less alone, more hopeful and more equipped to face their cancer experience head-on, making a lasting impact on their lives.





Supporting our employees through philanthropic grants and giving

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

We know that our employees, like anyone else, can face hardships or disaster and need support. The Foundation also reinforces employees' own involvement in charitable causes by amplifying their support.

MCKESSON FOUNDATION TAKING CARE OF OUR OWN FUND

The Taking Care of Our Own Fund provides grants to McKesson employees facing disaster or emergency hardship situations. The fund is supported by the Foundation and donations from company employees, and is administered by the Emergency Assistance Foundation.

In FY25, 710 grants were awarded to employees, totaling more than \$1.4 million in financial assistance.



MCKESSON FOUNDATION SCHOLARSHIP PROGRAM

The Foundation's scholarship program, administered by Scholarship America, assists employees' eligible dependents who plan to continue education in college or vocational school programs. Renewable scholarships are offered each year for full-time study at an accredited institution of the student's choice.

The Foundation awarded 40 new scholarships and 68 renewal scholarships in FY25 to assist with their higher education. Almost half of the new scholarship recipients are first-generation college students.



MCKESSON FOUNDATION MATCHING GIFTS PROGRAM

McKesson employees support a wide array of causes through volunteerism and donations. The McKesson Foundation amplifies this generosity by matching employee gifts dollar-for-dollar, up to \$2,500 per fiscal year. Doubling employee charitable donations means more dollars for the causes that matter most to our team.

In FY25, the Foundation gave over \$2 million to nearly 2,300 nonprofit organizations in support of causes most important to our employees.



MCKESSON FOUNDATION VOLUNTEER GRANTS

The Foundation offers both individual and team volunteer grants in support of employees who dedicate their time to the causes that mean the most to them. For every 10 hours an individual employee logs, the Foundation gives a \$100 grant to the eligible charity of the employee's choice. For employees who are making a difference as a team, they earn a grant from the Foundation for the charity where they volunteered, up to \$2,500 based on the number of volunteers on the team.

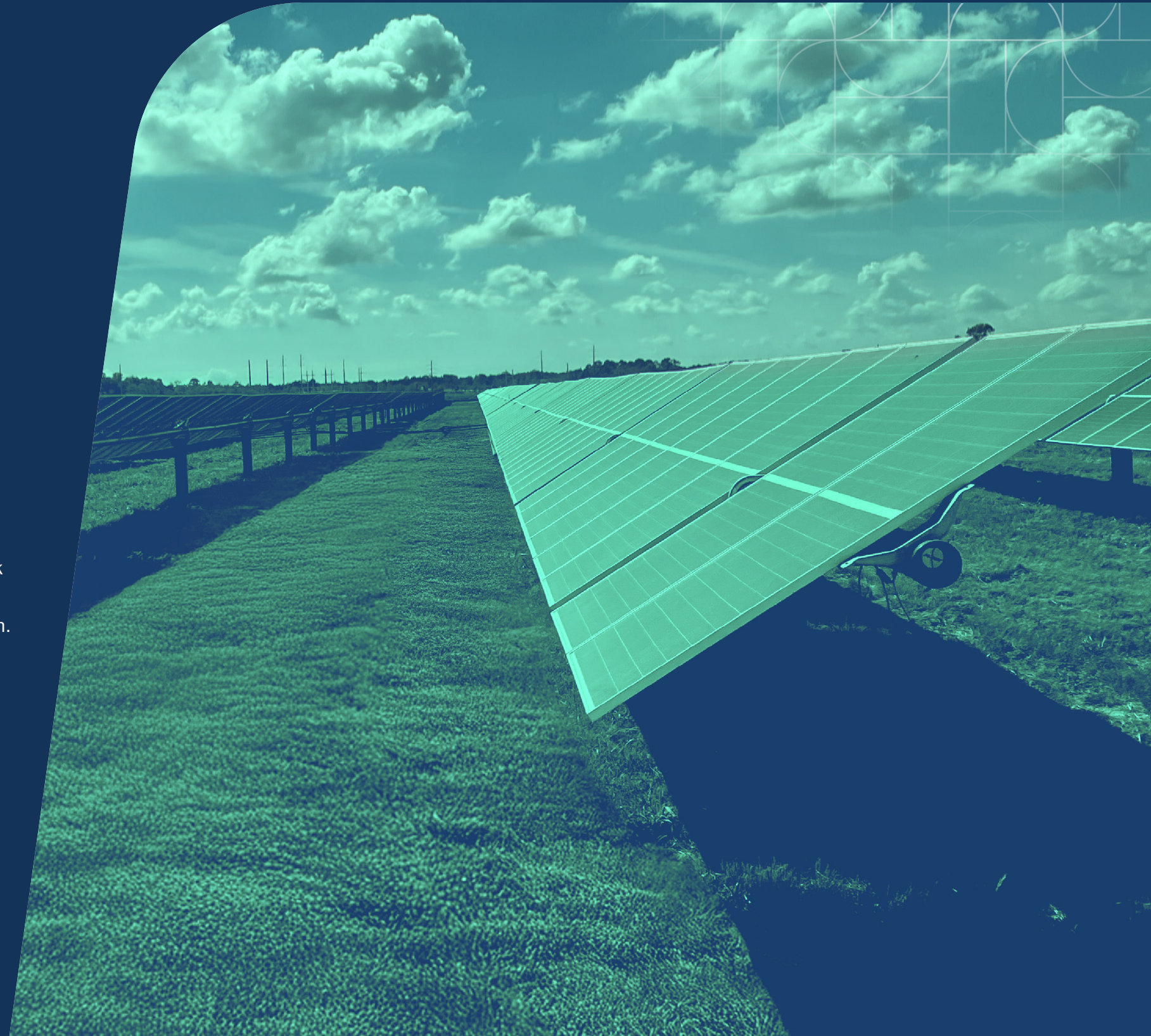
In FY25, employees earned over \$210,000 for their favorite charities through their individual volunteerism, and the Foundation awarded 118 team volunteer grants, totaling \$81,000.



Planet

As a global leader in healthcare, we are focused on our purpose of Advancing Health Outcomes for All® through everything we do. This work allows us to continuously find ways to protect our environment, while sustaining our business and critical operations and furthering our mission.

In addition to business savings and cost reductions for McKesson, our efforts to protect our environment demonstrate our commitment to doing what's right for our planet and our people, including the communities we serve.





Greenhouse Gas (GHG) Emissions

Throughout FY25, McKesson continued to make progress in our efforts to reduce GHG emissions across our value chain and to work with our suppliers in connection with our Science-based Targets Initiative (SBTi). We are taking steps designed to reduce both our direct (Scope 1 and 2) GHG emissions, as well as emissions produced in our upstream and downstream value chain (Scope 3).

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

Greenhouse gas emissions reduction targets

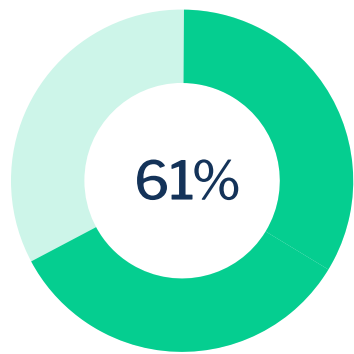
Our current targets for reduction of greenhouse gas emissions (GHG) were approved by SBTi in FY23 when McKesson made our commitments to:

- 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, have their own SBTi-approved GHG reduction targets by FY27⁴

Science-based Targets Initiative (SBTi)

Our targets are aligned with the goal of limiting global warming to 1.5°C. McKesson has joined over 10,000 companies across the globe committed to setting and achieving targets to reduce GHG emissions toward this goal.

McKesson's GHG emissions in metric tons CO ₂ e ^{1,2,3}	FY20	FY24	FY25
Direct (Scope 1) GHG emissions	88,219	79,848	72,223
Indirect (Scope 2) GHG emissions – Location-Based	190,289	153,783	130,370
Indirect (Scope 2) GHG emissions – Market-Based	189,365	152,129	119,935
Gross Scope 1 + Scope 2 – Location-Based	278,508	233,631	202,593
Gross Scope 1 + Scope 2 – Market-Based	277,584	231,977	192,158
Gross Scope 3 emissions	25,426,174	32,569,160	36,077,096



Progress toward Scope 1 & 2 emissions reduction target



Progress toward supplier engagement target

¹See [Employee metrics and policies](#) in Markers section of this report for more fiscal year reported data and details about our assurance process and Scope 3 category-specific information.

²See our [Basis of Reporting—Greenhouse Gas \(GHG\) Emissions](#) in Markers section for more details about our GHG inventory and associated methodology.

³Actual numbers will fluctuate as we re-baseline, adjusting for divestitures and acquisitions, per the Greenhouse Gas Protocol.

⁴See [Percentage of Spend with Suppliers who have Science Based Targets \(SBTs\)](#)



Progressing our GHG emissions reduction

McKesson has assembled an Environment Impact Council, a cross-functional group from our various business areas, to help the company meet our GHG emission reduction objectives and ensure alignment with our business strategy and priorities.

Environment Impact Council Working Groups:



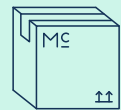
REAL ESTATE

Identify GHG emission reduction opportunities through site selection, construction and delivery, and decommissioning phases.



FLEET

Seek ways to meet our GHG emission reduction targets through alternative fuel vehicles, routing efficiency and driving behaviors.



OPERATIONS

Support growth in operations through efficiency improvements that reduce GHG emissions and waste.



DIRECT PROCUREMENT

Engage suppliers to seek their adoption of SBTi commitments in support of our SBTi targets.



INDIRECT PROCUREMENT

Look for ways to use indirect purchases to reduce emissions from operations, real estate and other business units.





Expanding through innovation and green buildings



Real Estate

At McKesson, we understand that the spaces where we work, distribute and deliver care have a profound impact on our planet and people. As stewards of a significant real estate portfolio spanning offices, distribution centers and specialized healthcare facilities, our Real Estate team plays a critical role in our purpose of Advancing Health Outcomes for All®. Sustainable building practices lead to healthier indoor environments, improved air quality and efficient energy use, which collectively foster a workplace that supports the health and satisfaction of our workforce.

Through the design, construction and operation of our facilities, we are building healthier environments for our employees, our partners and the communities we serve.

Using innovation and intentional design, we are transforming the built environment into a powerful driver of environmental impact. From energy efficiency and carbon reduction to occupant wellness and resource stewardship, our real estate strategy reflects McKesson's broader commitment to environmental health.

Together, we can create a **sustainable healthcare system** to give patients **the best care, wherever they are.**





SPOTLIGHT

McKesson Green Building Standards

The introduction of the McKesson Green Building Standards (GBS) marks a significant milestone in our sustainability journey. The GBS is a customized framework that delivers measurable environmental benefits across McKesson's diverse global portfolio—including supporting our commitment to achieving our SBTi targets for GHG reduction.

Drawing from internationally recognized benchmarks such as the WELL Building Standard® and LEED, the GBS reflects a tailored, enterprise-specific approach that aligns with the wide-ranging needs of McKesson's facilities, including offices, distribution centers and specialized healthcare environments.

In FY25, nine sites have achieved GBS certification, and McKesson continues to expand GBS assessments to ensure facilities meet the rigorous standards the GBS provides. By combining energy efficiency, flexibility and occupant wellness, the GBS empowers teams with a clear, actionable path to positive environmental impact and enhanced wellbeing of employees and patients alike.



Key Benefits of the McKesson GBS:

- **Streamlined Compliance:** Eliminates the need for annual recertification while maintaining rigorous standards.
- **Operational Efficiency:** Encourages long-term cost savings and optimized resource use.
- **Holistic Design:** Integrates energy performance and human-centered wellness for healthier environments.
- **Scalability and Consistency:** Supports responsible growth across all facility types and regions.

Improving efficiencies across our transportation network



Fleet

McKesson Canada route optimization

In FY25, our McKesson Canada fleet leveraged the foundational work established in FY24 to enhance monitoring of driver behaviors through vehicle telematics, accelerate route optimization analysis and insource third-party routes to improve command and control of route structures and assets.

The Canadian fleet is collaborating with third-party partners on sustainability initiatives for dedicated fleets across the country.

Enhancing our Medical-Surgical fleet

Across our fleet, we utilize route optimization strategies to help us reduce fuel consumption and GHG emissions, while also improving the customer experience. A key example of this approach is from our McKesson Medical-Surgical (MMS) team, which works to reduce fuel emissions through a combination of route optimization, driver behavior, electrical vehicles and the conversion of vehicles to a cleaner propane alternative.

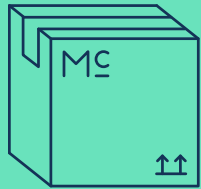
In FY25, MMS continued to utilize a comprehensive driver coaching software aimed at reducing emissions, as well as reinforcing driver practices that promote safety.

In addition to leveraging technology to optimize its fleet, McKesson also uses bi-fuel and electric vehicles to support cutting fuel usage and decreasing emissions across our fleet. Propane, also known as liquefied petroleum gas (LPG), burns cleaner than gasoline or diesel, resulting in lower emissions of harmful pollutants like carbon monoxide, hydrocarbons and nitrogen oxides. In addition to being more environmentally friendly, propane is also less expensive, and these vehicles have a longer lifespan due to the cleaner combustion. In FY25, we continued efforts to convert vehicles to bi-fuel vehicles and piloting our use of electric vehicles in Washington and Texas.





Enhancing operations with sustainable packaging and waste reduction



Operations

Utilizing reusable tools in cold chain operations

Reducing waste is a priority for McKesson. We seek to introduce solutions that support these efforts throughout our business. An integral part of our distribution operations is ensuring the safety and integrity of the products we manage, particularly those requiring specific temperature controls. McKesson has implemented a reusable system to transport cold chain products by our private fleet, reducing waste without compromising product quality and safety. The reusable system includes a reusable outer shell to protect during transport, a reusable inner lining for insulation and a reusable phase change material designed to maintain 2-8°C for 48 hours.

810,000

Shipments in a reusable cooler in FY25

Another example is from McKesson's Specialty Health business, which first began using reusable containers for refrigerated drug shipments in 2023. They have continued to expand this program and transported over 810,000 shipments in a reusable cooler this year. The reusable coolers offer improvements in performance,

cost savings and reduces landfill waste—currently by over 1.7 million total cubic feet per year. By extending the shipping lifespans of products, these reusable containers can also help avoid disruptions to patient care in the event of shipping delays.

Reducing waste with right-sizing boxes

In an effort to reduce waste in our operations, McKesson has converted four distribution centers to an automated packaging system which reduces waste by forming each box to the correct size for the product. The system forms a tray that will be filled as it moves across the conveyor belt, then it is automatically measured for the height evaluation. Because each box is individually formed, folded and sealed, the need for cushioning material is reduced and the box is always the “right size.” This new packaging process is safer and more tamper evident than a taped parcel and does not require any taping or cutting assistance.





Using renewable energy sources



Indirect Procurement

Investing in solar power

McKesson's Virtual Power Purchase Agreements (VPPAs) can be a useful tool to help procure energy from renewable sources in support of our GHG emissions reduction strategy. In FY25, McKesson invested in a new VPPA and became a virtual customer of Recurrent Energy's new 100-MWac/134-MWdc Liberty Solar plant in Liberty County, approximately 50 miles northeast of Houston. The Liberty Solar plant reached commercial operation in October 2024 and can generate enough electricity to power around 15,000 homes annually. Through the Liberty Solar plant, McKesson is helping to reduce annual carbon emissions by an impressive 182,000 metric tons—equivalent to taking 39,000 cars off the road.

In addition to business savings and cost reductions for McKesson, this investment demonstrates our commitment to doing what's right for our planet and our people, including creating local jobs and supporting the communities we serve.

Our commitment to sustainable energy

McKesson's Indirect Procurement team seeks out programs that align with McKesson's goals, while also supporting the company's financial objectives as we

transition to more green power sources. Through a collaboration with our energy-procurement partner, we have successfully employed reverse auctions to secure electricity for sites in deregulated energy markets.

The commitment to sustainable energy goes beyond the numbers as McKesson continues to actively invest in asset-backed renewable energy where feasible. A key example of this dedication is our Las Colinas Headquarters, alongside 17 other sites, backed by the power generated by the Priddy Wind Farm in Mills County, Texas. This wind farm includes 63 turbines, each standing 108 meters tall, harnessing wind with a robust 4.8MW capacity.

The Liberty Solar Plant

- Can generate enough electricity to power around 15,000 homes annually
- Reduces annual carbon emissions by an impressive 182,000 metric tons—equivalent to taking 39,000 cars off the road





MCKESSON

Markers





Global Reporting Initiative (GRI)

GRI Disclosure	GRI Requested Information	McKesson FY25 Responses
GRI 2: General Disclosure 2021		
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. See Annual Report for information regarding European divestiture.
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 U.S. and McKesson Canada included b. See McKesson at a glance
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 FY25. See Our impact pillars b. FY25 ending March 31, 2025. See Our impact pillars
2-4	Restatements of information	No restatements in FY25
2-5	External assurance	See Independent Limited Assurance Statement
2-6	Activities, value chain and other business relationships	See McKesson at a glance See Business Segments section within Item 1 of FY25 Form 10-K

GRI Disclosure	GRI Requested Information	McKesson FY25 Responses
2-7	Employees a. Total number of employees and breakdown of this total by gender and region b. Total number of: Permanent employees, by gender by region Temporary employees, by gender by region Non-guaranteed hours employees, by gender by region Full-time employees, by gender by region Part-time employees, by gender by region	See Human Capital section of FY25 Form 10-K a. Approximately 45,000 worldwide, 36,000 in the U.S., 5,000 in Canada, and 4,000 employees in the rest of the world b. 2,000 part-time employees
2-8	Workers who are not employees	See Human Capital section of FY25 Form 10-K
2-9	Governance structure and composition	See Corporate governance See Director Nominees and Our Approach to Governance section of FY25 Proxy
2-10	Nomination and selection of the highest governance body	See Director Nominees and Our Approach to Governance section of FY25 Proxy
2-11	Chair of the highest governance body	See Director Nominees and Our Approach to Governance section of FY25 Proxy
2-12	Role of the highest governance body in overseeing the management of impacts	See Governance Highlights section of FY25 Proxy
2-13	Delegation of responsibility for managing impacts	See Corporate governance See Director Nominees and Our Approach to Governance section of FY25 Proxy
2-14	Role of the highest governance body in sustainability reporting	See Corporate governance See Director Nominees and Our Approach to Governance section of FY25 Proxy
2-15	Conflicts of interest	See Election of Directors: The Board, Committees, and Meetings section of FY25 Proxy



GRI Disclosure	GRI Requested Information	McKesson FY25 Responses
2-16	Communication of critical concerns	See Corporate governance See Election of Directors: Evaluating Board Composition, Performance and Effectiveness section of FY25 Proxy
2-17	Collective knowledge of the highest governance body	See Corporate governance See Director Nominees and Our Approach to Governance section of FY25 Proxy See Election of directors: Director skills, Experiences and Qualifications section of the FY25 Proxy
2-18	Evaluation of the performance of the highest governance body	See Election of Directors: Corporate Governance and Election of Directors: Evaluating Board Composition, Performance and Effectiveness sections of FY25 Proxy
2-19	Remuneration policies	See Director Compensation and Election of Directors: Risk Assessment of Compensation Policies and Practices section of FY25 Proxy
2-20	Process to determine remuneration	See Election of Directors: Director Compensation, Risk Assessment of Compensation Policies and Practices and Executive Compensation: Independent Review Process sections of FY25 Proxy
2-21	Annual total compensation ratio a. Ratio of annual total compensation of the organization’s highest-paid individual to the median annual total compensation for all employees	For purposes of our CEO pay ratio, our CEO’s compensation is \$20,161,714 and our median employee compensation is \$68,406. Accordingly, our CEO to median pay employee ratio is 295:1 See Executive Compensation: CEO Pay Ratio section of FY25 Proxy
2-22	Statement on sustainable development strategy A. 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 CEO Letter and Q&A with our Chief Impact Officer
2-23	Policy commitments	See McKesson Policies

GRI Disclosure	GRI Requested Information	McKesson FY25 Responses
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 Government Regulation and Commitments and Contingent Liabilities sections of FY25 Form 10-K
2-28	Membership associations	See Our Industry Partnerships
2-29	Approach to stakeholder engagement	Our stakeholders include employees, shareholders, communities, customers, suppliers, joint venture partners, investors, government/ policymakers and nongovernmental organizations. See Proxy Summary: We Welcome Shareholder Feedback Year-Round section of FY25 Proxy See Shareholder and other stakeholder engagement
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.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See Shareholder and other stakeholder engagement
3-2	List of material topics	See Shareholder and other stakeholder engagement



GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	FY25 revenues were \$359 billion See McKesson at a glance See Results of Operations section of FY25 Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	See McKesson's Climate Change Position Statement See Risk Factors section of FY25 Form 10-K
201-3	Defined benefit plan obligations and other retirement plans	See Other Compensation and Benefits section of FY25 Proxy See Pension Benefits section of FY25 Form 10-K
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	See Employee engagement with our communities See Real Estate: Expanding through innovation and green buildings
203-2	Significant indirect economic impacts	See Our Partners See McKesson Digital Enablement Journey
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to by region b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to by region	See Compliance Program and our Code of Conduct

GRI 302: Energy 2016		
302-1	Energy consumption within the organization a. Total fuel consumption within the org from non-renewable sources b. Total fuel consumption within the org from renewable sources	See McKesson's GHG and energy-use data table See Basis of Reporting—Greenhouse Gas (GHG) Emissions See Emissions Factor Sources See Calculation Methodology See McKesson's Climate Change Position Statement FY25: 757,800 MWh
302-3	Energy intensity a. Energy intensity ratio for the organization b. Organization-specific metric (the denominator) chosen to calculate the ratio	See McKesson's GHG and energy-use data table See Basis of Reporting—Greenhouse Gas (GHG) Emissions See Emissions Factor Sources See Calculation Methodology See McKesson's Climate Change Position Statement FY25: 2.111 MWh / Million USD Revenue
302-4	Reduction of energy consumption	See McKesson's GHG and energy-use data table See Basis of Reporting—Greenhouse Gas (GHG) Emissions See Emissions Factor Sources See Calculation Methodology See McKesson's Climate Change Position Statement
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	Total water withdrawn: 226,229,475 U.S. Gallons Total water withdrawn from areas with water stress: 26,590,575 U.S. Gallons
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	See Greenhouse gas emissions reduction targets See McKesson's GHG and energy-use data table
305-2	Energy indirect (Scope 2) GHG emissions	See Greenhouse gas emissions reduction targets See McKesson's GHG and energy-use data table
305-3	Other indirect (Scope 3) GHG emissions	See Greenhouse gas emissions reduction targets See McKesson's GHG and energy-use data table



GRI 305: Emissions 2016		
305-4	GHG emissions intensity	See Greenhouse gas emissions reduction targets See McKesson's GHG and energy-use data table FY25: 0.535 Gross Scope 1 & Scope 2 Market Based MTCO ₂ e / Million USD Revenue
305-5	Reduction of GHG emission	See Greenhouse gas emissions reduction targets See McKesson's GHG and energy-use data table
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impact	See Operations: Enhancing operations with sustainable packaging and waste reduction See McKesson's GHG and energy-use data table
306-2	Management of significant waste-related impacts	See Operations: Enhancing operations with sustainable packaging and waste reduction See McKesson's GHG and energy-use data table
306-3 306-4	Waste generated Waste diverted from disposal	Waste Composition: ^{1,2} Total hazardous waste generated: ³ 327,543 lb Hazardous waste diverted from disposal: 209,239 lb Hazardous waste directed to disposal: 118,304 lb
306-5	Waste directed to disposal	Total non-hazardous waste generated: 30,882,750 lb Non-hazardous waste diverted from disposal: 30,099,366 lb Non-hazardous waste directed to disposal: 783,384 lb ¹ All waste data is for U.S. operations only. ² Calculations exclude waste management services generated from normal municipal waste. ³ Hazardous waste as referenced herein refers to those defined by the U.S. Environmental Protection Agency (EPA).
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	See Our People See Human Capital section of FY25 Form 10-K
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Executive Compensation: Other Compensation and Benefits section of FY25 Proxy See Pension Benefits section of FY25 Form 10-K

GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	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 FY25, our U.S. Safety Performance Index score remained constant at 97%. We routinely assess facilities to monitor adherence to established security and safety standards. We completed 175 onsite and virtual safety visits in FY25 to provide support, coaching and oversight for implementation of accident prevention and regulatory environmental health and safety programs. 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 President. Environmental Health & Safety (EH&S)—U.S. Safety Performance Index Score YoY Improvement: FY25: 97% (Flat YoY) EHS—# of Onsite and Virtual Safety Visit Completed: FY25: 175 EHS—# of Safety Observations Completed: FY25: 32,136
403-2	Hazard identification, risk assessment, and incident investigation	If a potentially hazardous condition 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 FY25, our distribution centers in the U.S. had a 100% completion 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 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.



GRI 403: Occupational Health and Safety 2018

403-3	Occupational health service	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.
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GRI 403: Occupational Health and Safety 2018

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>Safety Committee Responsibilities:</p> <ul style="list-style-type: none">• Create and maintain each employee’s active and positive interest in safety.• Provide open communication among management, its representatives and employees.• Provide an open forum where accident causes and means of prevention can be discussed.• Establish provisions to complete regular periodic inspections, review results and recommend and track the status of indicated changes through resolution.• Identify unsafe work practices or conditions and suggest appropriate remedies.• Encourage feedback from all levels of employees in all areas of the company in regard to problems, ideas and solutions.• Keep everyone in the facility informed about new safety policies, training programs and other safety related ideas.• Develop a positive safety culture that will support and promote an effective safety system. <p>Meeting Frequency:</p> <ul style="list-style-type: none">• All distribution centers, Central Fills and manufacturing facilities will conduct monthly meetings.• Non-distribution centers with more than 10 employees will conduct quarterly meetings.• Facilities with fewer than 10 employees will conduct meetings as needed. <p>Employees participate in Employee Perception surveys every two 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>FY22 Results—71% participation. 642 comments FY24 Results—76% participation. 750 comments</p> <p>In addition, the McKesson EOS includes a question regarding “Safety is a top priority here”. The question received a favorability rating of 83% in FY25.</p>
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GRI 403: Occupational Health and Safety 2018		
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 FY25, employees completed 127,253 safety training courses.</p>
403-6	<p>Promotion of worker health</p> <p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs.</p>	See Our People

GRI 403: Occupational Health and Safety 2018		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We successfully executed the EH&S Service Plan, including driving accident prevention within 15 Focus Distribution Centers and completing 19 comprehensive Safety Program Reviews (audits). We led the development and deployment of multiple new safety information management system modules, supporting innovation and continuous improvement initiatives and technologies. We enhanced Lockout/Tagout (LOTO) and Electrical Safety policies and procedures to help ensure compliance and operational excellence. We advanced the McKesson Environmental Management System and supported enhancements to Motor Vehicle Safety and Transportation policies. We also administered the Safety Awareness and Incentive Programs, fostering a proactive safety culture. Through these efforts, we strengthened risk mitigation, operational safety and organizational commitment to employee wellbeing.
403-8	Workers covered by an occupational health and safety management system	All U.S. Employees
403-9	Work-related injuries	<p>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 2024. 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.</p> <p>EHS—U.S. DC Core Injury Prevention Execution Rate: FY25: 100%</p> <p>EHS—U.S. Incident Rates (Lost-Time): 0.63%</p> <p>EHS—U.S. Incident Rates (Total Recordable): 1.97%</p> <p>EHS—U.S. Safety Performance Index Score YoY Improvement: FY25: 97% (flat YoY)</p>



GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	In FY25, employees completed 127,253 safety training courses.
404-2	Programs for upgrading employee skills and transition assistance programs	See Our People See Human Capital section of FY25 Form 10-K
404-3	Percentage of employees receiving regular performance and career development reviews	See Human Capital section of FY25 Form 10-K

GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	See Corporate Governance
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GRI 408: Child Labor 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	See our UK Modern Slavery Act Statement for more details See our McKesson Canada Corporation Forced Labour and Child Labour Report
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GRI 409: Forced or Compulsory Labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>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 UK Modern Slavery Act for our UK business.</p> <p>See our McKesson Canada Corporation Forced Labour and Child Labour Report</p>
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GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	<p>See Our Community McKesson Foundation Programs:</p> <ul style="list-style-type: none">• McKesson Foundation Scholarship Program—FY25: Awarded 40 new scholarships, 68 renewal scholarships, \$378K total scholarships• Taking Care of Our Own Fund—Awarded 710 support grants, total of \$1.4M grant funds• Matching Gifts—2,688 employee participants, distributed \$2.1M in matching gifts to 2,295 charities• Employee Volunteering & Board Service—\$457K distributed in volunteer and board service grants• McK Community Heroes—Total \$24K in contributions across eight organizations <p>McKesson Programs:</p> <ul style="list-style-type: none">• Fit2Be Cancer Free Challenge—In April 2025, McKesson finished 1st in the Most Steps Accrued and Total Distance. 4,591 participants across the enterprise• Community Impact Days—Over 5,600 hours of service across 5,079 employee engagements, provided over 15,519 care kits across the U.S., 64 nonprofits received care kits
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GRI 415: Public Policy 2016

415-1	Political contributions	See Our Political Engagement landing page for details
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GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	<p>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.</p> <p>See our <u>FY25 Form 10-K</u> for more details</p>
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GRI 417: Marketing and Labeling 2016

417-1	Requirements for product and service information and labeling	<p>In the U.S., McKesson complies with the Drug Supply Chain Securities Act (DSCSA)</p> <p>In Canada, McKesson follows Good Manufacturing Practices</p> <p>In Europe, McKesson follows the Falsified Medicines Directive</p> <p>See <u>McKesson’s Controlled Substances Monitoring Program</u></p>
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GRI 418: Customer Privacy 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See <u>Risk Factors</u> section of FY25 Form 10-K
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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 <u>Compliance Program and our Code of Conduct</u> See <u>Other Litigation and Claims</u> section of FY25 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 teams evaluate suppliers for adherence to Current Good Manufacturing Practices (CGMP) and other regulations, while our Responsible Sourcing teams evaluate supplier conformance to the MSSP. 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 evaluated 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 and 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 <u>Fleet: Improving efficiencies across our transportation network</u> See our <u>McKesson's Climate Change Position Statement</u>
	HC-DI-110a.2 Description of efforts to reduce environmental impacts of logistics	

Disclosure Topic	Accounting Metrics	Disclosure
Product Lifecycle Management	HC-DI-410a.1 Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	See <u>Enhancing operations with sustainable packaging and waste reduction</u>
	HC-DI-410a.2 Amount (by weight) of products accepted for take-back and reused, recycled or donated	
Product Safety	HC-DI-250a.1 Total amount of monetary losses as a result of legal proceedings associated with product safety	See <u>Opioid-related Litigation and Claims</u> of FY25 Form 10-K
	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	See <u>McKesson's Controlled Substance Monitoring Program</u>
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 <u>Our Partners</u>
	HC-BP-240a.2 List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	See the <u>Prequalified Medical Products list</u> outlined by the World Health Organization
HC-DI-000.A Number of pharmaceutical units sold, by product category		See <u>Fiscal Year 2025 Highlights</u> section of FY25 Proxy See <u>Business Segments</u> section of FY25 Form 10-K
HC-DI-000.B Number of medical devices sold, by product category		See <u>Fiscal Year 2025 Highlights</u> section of FY25 Proxy See <u>Business Segments</u> section of FY25 Form 10-K



Disclosure Topic	Accounting Metrics	Disclosure
Employee Engagement, Diversity & Inclusion	Employee engagement as a percentage	See <u>Seeking actionable feedback through Employee Opinion and Manager Quality Surveys</u>
	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	See <u>Corporate governance</u>
	Percentage of gender and racial/ethnic group representation for (1) management, (2) professionals, and (3) all other employees	See <u>Corporate governance</u>
	Voluntary and involuntary turnover rate for employees	See <u>Belonging: Bringing our values to life</u>
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	See <u>Expanding clinical trial access and improving patient outcomes</u>
	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 <u>McKesson’s approach to supplier engagement</u>
	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 <u>Privacy Notice</u>
Data Security	Description of policies and practices to secure customers’ protected health information (PHI) records and other personally identifiable information (PII)	See our <u>Privacy Notice</u>
Energy Management	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	See <u>McKesson’s GHG and energy-use data table</u>



Task Force on Climate-related Financial Disclosures (TCFD)

Disclosure Topic	Accounting Metrics	Disclosure
Physical Impacts of Climate Change	<p>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</p> <p>Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events</p>	See our TCFD index, the Risk Factors section of our FY25 Form 10-K and McKesson's Climate Change Position Statement
GRI 404: Training and Education 2016		
Governance	<p>a) Describe the board's oversight of climate-related risks and opportunities</p> <p>b) Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>The Board, its 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 inclusion and belonging.</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 team meets bi-weekly to discuss our impact approaches and results.</p> <p>See Corporate governance</p> <p>See Science-Based Targets Initiative (SBTi)</p> <p>See Election of Directors: The Board, Committees and Meetings section of FY25 Proxy</p> <p>See our McKesson's Climate Change Position Statement</p>

GRI 404: Training and Education 2016		
Strategy	<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p> <p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning</p> <p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<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>Risk 1 Acute physical—Increased severity and frequency of extreme weather events such as cyclones and floods Time horizon: long term</p> <p>Risk 2 Chronic physical—Rising mean temperatures Time horizon: long term</p> <p>Opportunity 1 Resource efficiency—Move to more efficient buildings Time horizon: long term</p> <p>Opportunity 2 Energy source—Use of lower-emission sources of energy Time horizon</p> <p>See Our Planet</p> <p>See our McKesson's Climate Change Position Statement</p> <p>See Risk Factors: General Risks section of FY25 Form 10-K</p>



GRI 404: Training and Education 2016		
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks	<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. 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 inclusion and belonging. 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 <u>Election of Directors: The Board, Committees and Meetings</u> section of FY25 Proxy</p> <p>See <u>Risk Factors: General Risks</u> section of FY25 Form 10-K</p>
	b) Describe the organization’s processes for managing climate-related risks	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	
Metrics & Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>See <u>Our Planet</u></p> <p>See our <u>McKesson’s Climate Change Position Statement</u></p> <p>See <u>Greenhouse gas emissions reduction targets</u></p> <p>See <u>McKesson’s GHG and energy-use data table</u></p>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	

Employee metrics and policies

Description	Metric
# of Part-Time Employees	~2,000
# of Employees in the U.S.	~36,000
# of Employees Worldwide	~45,000
McKesson Policies	
<u>Conflict Minerals Policy</u>	
<u>Code of Conduct</u>	



McKesson’s GHG and energy-use data table

GHG emissions in metric tons CO ₂ e ^{1,2,4,9,10,11}	FY20	FY24	FY25
Direct (Scope 1) GHG emissions	88,219	79,848	72,223
Indirect (Scope 2) GHG emissions—Location-based	190,289	153,783	130,370
Indirect (Scope 2) GHG emissions—Market-based	189,365	152,129	119,935
Gross Scope 1 + Scope 2—Location-based	278,508	233,631	202,593
Gross Scope 1 + Scope 2—Market-based	277,584	231,977	192,158
Gross Scope 3 emissions	25,426,174	32,569,160	36,077,096
Scope 3 emissions ³			
Category 1—Purchased goods and services	25,242,171	31,925,992	35,577,078
Category 2—Capital goods	8,261	50,694	39,648
Category 3—Fuel- and energy-related activities ⁵	10,915	69,675	42,059
Category 4—Upstream transportation and distribution	117,702	398,635	285,627
Category 5—Waste generated in operations	6,091	11,271	16,914
Category 6—Business travel ⁶	20,634	13,598	15,597
Category 7—Employee commuting ⁷	20,400	99,295	100,174
Gross Scope 3 emissions	25,426,174	32,569,160	36,077,096
Total Energy Consumption (mWh) ⁸	758,142	818,536	757,800
GHG emissions intensity (Gross Scope 1+ Scope 2 Market Based / Unit Revenue (\$M) (metric tons CO2e/Unit revenue (\$M))	1.36	0.751	0.535

¹ This information was subject to Deloitte & Touche’s review to ensure that methods, calculations and emissions factors used to calculate our GHG emissions inventory are correct. Deloitte has issued a letter of assurance for our FY25 GHG emissions inventory to demonstrate our adherence to The GHG Protocol and GHG accounting practices.

² 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.

³ Emissions for the fifteen different scope 3 categories were calculated only for the categories that are relevant to our business. The scope 3 categories that are excluded from our calculations are categories 8–15.

⁴ Our reporting boundary is activity in North America and Norway. Our emissions estimations for scope 3 categories 1 and 2 only include spend data from within our boundary. Well.ca was sold in FY25 and is not included in FY25 emissions. This was excluded because Well.ca did not meet the 5% restatement threshold.

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

⁶ Our business travel data is based on invoice date, which has potential issues related to if the purchased travel was completed within the reporting fiscal year. Our estimated emissions from business travel only includes activity from air travel and personal vehicle use.

⁷ Emissions from employee commuting does not include estimated emissions from employees working from home.

⁸ For FY25, the energy content of fuel used for transportation is not included in our total energy use calculation. Our energy use calculation for these years includes the energy content of all electricity and fuels used for space conditioning as well as the energy content of fuels used specifically or energy generation, such as diesel fuel used in our generators.

⁹ 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.

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

¹¹ FY20 is the baseline year.



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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") assertions as follows: (1) the Greenhouse Gas ("GHG") Scope 1, Scope 2 and Scope 3 Category 1 – 7 emissions, for the year ended March 31, 2025, included within the accompanying 2025 Impact Report, 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") and (2) the Company's Percentage of Spend with Suppliers who have Science Based Targets (the "Supplier Engagement Target") as of March 31, 2024 included within the 2025 Impact Report, are presented in accordance with the Company's management criteria outlined on page 69 of Managements Assertion. The Scope 1, Scope 2, Scope 3 Category 1-7, and the Supplier Engagement Target are collectively referred to as the subject matter (the "subject matter"). The GHG Protocol and Percentage Spend with Suppliers who have Science Based Targets criteria are collectively referred to as the criteria (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 the subject matter 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 the subject matter 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 subject matter, 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 2025 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 included within the 2025 Impact Report, including linked information and disclosures related to UN Global Compact, Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), and Sustainability Development Goals (UN SDGs), 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, 2025, 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 subject matter in order for it to be presented in accordance with the criteria.

Deloitte & Touche LLP

July 2, 2025



Basis of Reporting—
GHG Emissions

Management of McKesson is responsible for the completeness, accuracy and validity of the Company’s Statement of GHG Emissions for the years ended March 31, 2024 and March 31, 2025 (the “Statements”). 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 Statements 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. McKesson’s organizational boundary and control methodology for emissions reporting 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 1–March 31.
Units	All reported emissions are in metric tons of carbon dioxide equivalent, CO ₂ 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 (CO ₂), methane (CH ₄), and nitrous oxide (N ₂ O) are incorporated into our CO ₂ equivalent (CO ₂ e) 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">• Natural gas and propane for building conditioning,• Fuel consumption from fleets for product transportation,• Fuel consumption from on-site generator usage,• Refrigerants that escape into the atmosphere from HVAC/R equipment leaks.
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: <ul style="list-style-type: none">• 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.
Scope 3 emissions	The below Scope 3 categories are considered material and relevant to McKesson’s organizational boundary. <ul style="list-style-type: none">• 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



Emission Factors Sources

FY25 Greenhouse Gas Inventory

Emissions Source	Emissions Factor Source
Scope 1 fuels	Department of Environment Food & Rural Affairs (DEFRA) Spend-based calculations: World Input-Output Data (WIOD) 2016 EPA GHG Emissions Factors Hub—2024 & 2025 Jan Release
Refrigerants	EPA GHG Emissions Factors Hub—2024 & 2025 Jan Release
Scope 2 location-based factors	Global: International Energy Agency (IEA)
Scope 2 location-based and market-based factors	EPA eGRID factors—2023, 2024, and 2025 Jan Release Energy Information Administration (EIA)/ Commercial Buildings Energy Consumption Survey (CBECS)/ Data—Tables 21, 31 The Environment and Climate Change Canada Data Catalogue/ EN Annex 6 Emission Factors & Emission Factors Tables EN Annex 13 Electricity Intensity IECC climate zone map for the U.S.—2012 edition Canada’s National Energy Code Climate Zones—2022
Category 1—Purchased goods and services	Spend-based calculations: World Input-Output Data (WIOD) 2016 U.S.: USEEIO EPA Supply Chain GHG emission factors
Category 2—Capital goods	
Category 3—Fuel- and energy-related activities	International Energy Agency (IEA) annual emissions factors Department of Environment Food & Rural Affairs (DEFRA) EPA GHG Emissions Factors Hub—2024 & 2025 Jan Release
Category 4—Upstream transportation and distribution	Spend-based calculations: World Input-Output Data (WIOD) 2016 Vendor-specific factors where vendors provide GHG reports Vendor-specific factors where vendors provide GHG reports
Category 5—Waste generated in operations	Department of Environment Food & Rural Affairs (DEFRA)
Category 6—Business travel	
Category 7—Employee commuting	EPA GHG Emissions Factors Hub—2024 & 2025 Jan Release



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 climate zone based on Commercial Buildings Energy Consumption Survey (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 emission factor source hierarchy when applying these factors for the purpose of S2 market-based reporting and also adherence to ensuring all RECs/certificates meet the Scope 2 quality criteria when being applied for the purpose of S2 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 U.S. from the Medical-Surgical and U.S. Pharmaceutical business units. We utilize the calculated CO ₂ e 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. In FY25, we used IEA and EPA factors DEFRA’s well-to-tank (WTT) and 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 loses 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 and the EPA EEIO Supply Chain Emissions Factors (2021).
Scope 3—Category 5—Waste generated in operations	Emissions 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 a quarterly report that lists all air and rail travel miles. For rental cars and use of employee cars, spend based data is used to estimate the emissions.

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.
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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 2025 reporting period.

- Direct Scope 1 GHG emissions [metric tons CO₂e]
- Indirect Scope 2 emissions—(Location-based) [metric tons CO₂e]
- Indirect Scope 2 emissions—(Market-based) [metric tons CO₂e]
- Gross GHG emissions (Scope 1 + Scope 2 location-based) [metric tons CO₂e]
- Gross GHG emissions (Scope 1 + Scope 2 market-based) [metric tons CO₂e]
- Scope 3 GHG emissions [metric tons CO₂e]
 - 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, there is a gap analysis that 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.

Percentage of Spend with Suppliers who have Science Based Targets (SBTs)

Percentage of Spend with Suppliers who have SBTs is defined as: a) Dollars Spent with Company Suppliers who have an SBT, divided by b) Dollars spent with all Company Suppliers.

Where,

- Dollars Spent is defined as the total cash spend with Suppliers on Purchased Goods and Services for the year ended March 31, 2024.
- Suppliers is defined as any entity or subsidiary of that entity with which McKesson has spent \$1 or more on Purchased Goods and Services for the year ended March 31, 2024.
- Having an SBT is defined as Suppliers who have a Formally Committed or Approved SBT from the Science Based Target Initiative (SBTi), as indicated by their inclusion in the SBTi’s “Companies Taking Action” database as of March 31, 2024, where:
 - “Formally Committed” means a supplier has completed and signed a commitment letter to SBTi and is publicly listed on the SBTi “Companies Taking Action” database as having committed to set targets.
 - “Approved” means a supplier has developed an SBT and is shown as having had the SBT validated and approved by SBTi on the SBTi “Companies Taking Action” database.
- Purchased Goods and Services are defined by the Greenhouse Gas (GHG) Protocol Scope 3 Standard as “products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).”
- If a Supplier has an SBT as of March 31, 2024 (as defined above), the total spend with that Supplier for the full year ended March 31, 2024 will be included within the Dollar Spent element of this metric regardless of the actual date when that Supplier Formally Committed to or obtained an Approved SBT.

Management of McKesson is responsible for the completeness, accuracy, and validity of the Percentage of Spend with Suppliers who have Science-based Targets as of March 31, 2024. Management is also responsible for the collection, quantification, and presentation of the criteria and for the selection of the criteria, which management believes provide objective bases for measuring and reporting. Management of McKesson asserts that the Percentage of Spend with Suppliers who have Science-based Targets as of March 31, 2024 is presented in accordance with the criteria provided above.



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 emissions 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 2025. 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 a 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.

This report may contain links or references to third parties. Such links or references are not incorporated by reference to this report and we can provide no assurance as to their accuracy. The use or inclusion of the information is also not intended to represent endorsements of any products or services.

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Report updated as of July 2, 2025