

# FISCAL 2024

## Environmental, social and governance report highlights

### Our 7 ESG priority topics

- 01 Community engagement
- 03 Employee well-being
- 06 Responsible sourcing
- 02 Culture and inclusion
- 04 Energy and climate
- 07 Talent management
- 05 Product and service innovation

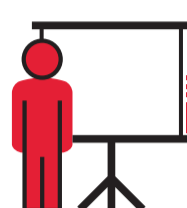
## 01 Empowering our people



Our 2024 **Voice of the Employee** check-in survey showed 87% of employees are highly engaged and find personal accomplishment in their work.

**87%**  
of employees are highly engaged

**Employees' professional development** is enhanced through a sponsorship initiative, mentoring programs and our stretch assignment program called gigs.



**Our new employee assistance provider (EAP) is available to employees and family members.**

It supports increased access to care for vulnerable populations through culturally competent intake and provider mapping.

Through initiatives designed to strengthen accountability, **we reduced work-related injuries** in our distribution operations by 29% over the prior year.

**29%**  
reduction in work-related injuries



## 02 Our customers and communities



We began construction on a new **LEED-certified logistics center** for over-the-counter consumer health products, which will support our core pharmaceutical business. It is expected to be operational in mid-2025.

**We ramped up nearshoring of plastic syringe manufacturing**

at two United States (U.S.) manufacturing facilities, to ensure our geographically diverse manufacturing and sourcing network enables us to address evolving market demands and ensure our customers have the products they need for their patients.



The Cardinal Health Foundation expanded its signature program **Equity Rx** through a partnership with the National Association of Free and Charitable Clinics and Pharmacies (NAFC). Equity Rx helps increase medication access to those in need. By the end of fiscal 2024:

**22K+** prescriptions filled | **~\$700K** in healthcare costs avoided  
(\$2.6M in retail value)

In fiscal 2024, employees gave

**54K+ hrs** in community service.



## 03 Operations and supply chain



**We finalized a climate action plan** and climate risk scenario analysis.

**We completed solar installations** at our glove manufacturing facility in Rayong, Thailand, and at our manufacturing site in Fukuroi, Japan.



**40+** of our facilities have been retrofitted with LED lighting since fiscal 2022, reducing energy use and spend.



**Our Sustainable Technologies™ reprocessing business:**

collected **19.54M** single-use devices

and diverted **6M lbs** of waste from landfills

This helped customers avoid **~120 metric tons** of Scope 3 carbon emissions.

We expect to eliminate

**~720K lbs** of packaging materials by the end of fiscal 2025.

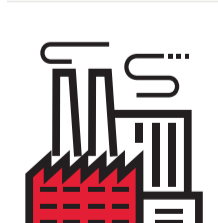
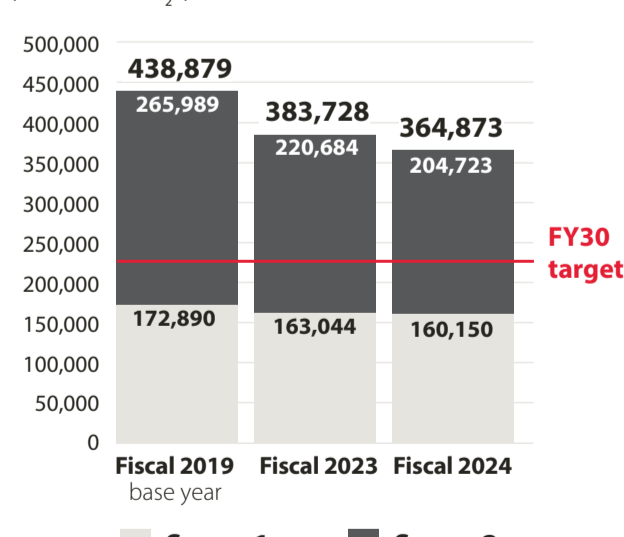


## 04 Our climate goal

**Our science-based greenhouse gas (GHG) emissions reduction targets have been approved by the Science Based Targets initiative (SBTi) and include:**

- 01 Reduce absolute Scope 1 and 2 GHG emissions 50% by fiscal 2030 from a fiscal 2019 base year.
- 02 75% of our suppliers by spend, covering purchased goods and services and upstream transportation and distribution, will have science-based targets by fiscal 2028.

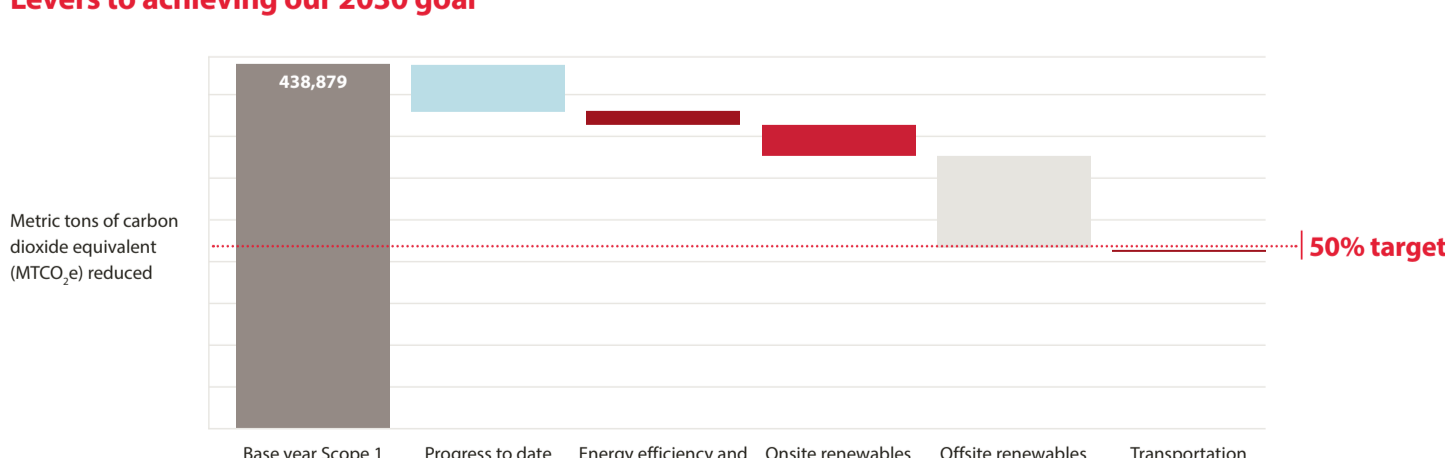
**Scope 1 and 2 greenhouse gas (GHG) emissions**  
Total market-based GHG emissions (metric tons CO<sub>2</sub>e)



Since fiscal 2019, we have reduced

**Scope 1 and 2 emissions**  
**by 17%**

### Levers to achieving our 2030 goal



Cardinal Health is proud to join with others in the healthcare industry in collaborative efforts to advance more sustainable business practices. Organizations and initiatives we support include the Collaborative for Healthcare Action to Reduce MedTech Emissions (CHARME), the Department of Health and Human Services Health Sector Climate Pledge, National Academy of Medicine (NAM) Climate Collaborative, Practice Greenhealth, Responsible Glove Alliance (RGA), and more.

Read our full report at [cardinalhealth.com/ESGReport](https://cardinalhealth.com/ESGReport)