

An aerial photograph of a dense green forest. In the center, there is a large, irregularly shaped clearing with a mix of light-colored soil and sparse vegetation. The forest is surrounded by a body of water, which appears as a light blue-green hue. Several smaller, isolated tree islands are visible in the water. The overall scene is vibrant and natural.

AmerisourceBergen

2022

# Environmental, Social, and Governance Summary Report

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"Across our global footprint, we embrace our role as a responsible business guided by an unwavering pursuit of our purpose to create healthier futures. As our world continues to experience evolving dynamics and challenges across social, economic, and geopolitical spaces, it is more critical than ever for businesses to operate in a way that achieves their strategic priorities while equally benefiting the greater good of society and the environment."

**Steven H. Collis**

Chairman, President, and Chief Executive Officer



"Our purpose compels us to do well by doing good, which unequivocally shapes our journey and impact to advance environmental, social, and governance (ESG) initiatives. This work is embedded in all that we do as an organization, and we're excited for the opportunity to share our progress and reinforce our future commitments through our ESG reporting in our microsite and reporting index. I am incredibly grateful to be part of such an amazing organization and continue to be inspired – but never surprised – by our team members' passion and shared commitment."

**Gina K. Clark**

Executive Vice President and Chief Communications & Administration Officer  
President, AmerisourceBergen Foundation



"Every year, our ESG reporting gives stakeholders a better understanding of the progress we are making against our environmental, social and governance initiatives, and it helps hold us accountable as we work to continuously improve. Our 2022 ESG report is an example of strong integration happening across our global team member base. Because of the progress made and work done by our dedicated team members, we were able to showcase our collective impact. Working as a united team around the world embodying one purpose makes a significant impact on the planet and our communities."

**Susan Lorenz-Fisher**

Senior Vice President, Global Sustainability & ESG Integration  
Program Officer, AmerisourceBergen Foundation

# 01

## About AmerisourceBergen

### Built for worldwide health

AmerisourceBergen is a global healthcare solutions leader centered on improving the health of people and animals around the world. Supply chain excellence is at the core of our organization and the platform from which we serve pharmacies, providers, and pharmaceutical partners to impact global access to care and accelerate positive health outcomes. We increase access and advance health equity with a commitment to environmental sustainability as we unite in our responsibility to create healthier futures for all.

We look to the year ahead with anticipation and excitement as we build a more unified corporate identity as Cencora.

### ESG at AmerisourceBergen

We are committed to advancing our environmental, social, and governance (ESG) initiatives to create healthier futures around the world. From a foundation of ethics, integrity, and transparency, we strive to foster a positive impact on the planet and people – centered on improving access and equity in healthcare – through three priorities that align with our services and beliefs.

- Purpose-drive team members
- Resilient and sustainable operations
- Healthy communities for all

In keeping with our commitment, we are incorporating an ESG metric into the executive compensation program that furthers our business objectives and aligns to the three priorities of our ESG strategy. The ESG metric, effective for FY23, includes three quantifiable components focused on driving female representation in leadership roles globally, employee inclusion and engagement, and business resiliency planning for climate-driven events.

**\$230B+**

annual revenue

**6.7MM**

products shipped daily

**44,000+**

team members

**1,300+**

global locations

**50+**

countries

"Antibiotics are essential infrastructure for modern healthcare systems, but lives and livelihoods are at risk from the silent and insidious pandemic of antimicrobial resistance (AMR). AMR is a material risk to the global economy and our financial stability. Our solutions need to consider the whole supply chain, with sustainable antibiotic use as the social and economic norm. I commend the efforts of Alliance Healthcare to mitigate AMR, and through your ESG exemplify your corporate responsibility on the global AMR emergency."

**Professor Dame Sally Davies, UK Special Envoy on Antimicrobial Resistance**



## Responding to global health challenges

Our purpose is never more critical than the work we do in times of crisis – such as our response during the COVID-19 pandemic. Every day, we ship more than 6.7 million healthcare products to our tens of thousands of healthcare provider customers around the world, and this essential work to aid in the delivery of care never ceased throughout the pandemic. We also supported the distribution of vaccines and test kits internationally and continue to serve as the exclusive distributor of emergency use authorization treatments authorized by the U.S. Department of Health and Human Services (HHS).

Beyond the pandemic, we have further evolved our capabilities and response measures to increase our agility and resiliency in the face of the next crisis. We are well positioned to tackle emerging healthcare challenges, in particular those that disproportionately affect vulnerable populations, due to our global distribution model and strong partnerships with international governments, manufacturers, and non-profits throughout local communities.

In FY22, we began distributing mpox vaccines, supporting the Strategic National Stockpile (SNS) to quickly deliver vaccines and treatments to communities with the greatest risk of infection. We are also leveraging our critical position in the supply chain to promote awareness of antimicrobial resistance (AMR), a significant global public health issue, and to champion safe and responsible use of antibiotics.

We also launched AB Health Ventures, a dedicated corporate venture capital fund, with an initial \$150 million to invest in and partner with emerging healthcare startup companies to further drive value and innovation over the long term while advancing the development and delivery of healthcare.

# 02

## Purpose-driven team members

### **At AmerisourceBergen, we put people first.**

We strive to provide a safe, supportive work environment where team members can be authentic and have a voice to share their unique perspectives. We work to ensure team members have clear pathways for career development, have access to programs and benefits that allow them to live fuller, healthier lives, and can participate in the community in ways that inspire and celebrate individuality.

### **Diversity, Equity, and Inclusion**

In FY22, Ann Anaya joined AmerisourceBergen as Senior Vice President and Chief Global Diversity Officer to establish the team as a Center of Excellence that oversees governance of Diversity, Equity, and Inclusion (DEI), the DEI Global Council, and our employee resource groups (ERGs); measures progress against key metrics; and works with teams across the organization through strategic partnerships, collaboration, and consultation.

Our DEI Global Council, chaired by AmerisourceBergen EVP & Chief Operating Officer, Robert Mauch, is responsible for identifying and amplifying areas of opportunity to advance our global diversity, equity, and inclusion strategy. The council leads our governance and strategic oversight, supported by the AmerisourceBergen DEI team and comprised of global representation from our eight ERGs. The council is also accountable for steering the long-term strategy and assessing the progress of outcome-based measures.





#### Highlights of FY22 to advance our DEI strategy included:

- Accelerated a culture of belonging and embraced our diverse workforce by measuring our global workforce representation against external benchmarks and, internally, launched a Global Inclusion Index to measure inclusion across the enterprise
- Invested in the next generation of talent with a \$25,000 grant from the AmerisourceBergen Foundation to the Satcher Health Leadership Institute (SHLI) at Morehouse School of Medicine and, through our Emerging Professional Network ERG, supported the Big Brothers Big Sisters Independence Beyond School Walls program to enable students to regularly visit with their AmerisourceBergen mentors in the workplace to learn more about job opportunities
- Showed our support for gender equality when Steve Collis, our Chairman, President, and CEO, signed the United Nations Women's Empowerment Principles, publicly committing to advancing gender equality and empowering women in our places of work and in the community
- Celebrated International Women's Day with our Women's Impact Network ERG in partnership with the United Nations Foundation for #EqualEverywhere: Champions for Change Discussion Series, and Pride Month with our LGBTAllies ERG across our global businesses, in addition to the AmerisourceBergen Foundation contributing donations to PFLAG National and Outright International in support of efforts to advance LGBTQ+ rights and advocacy

We are proud that our efforts continue to be recognized:

- Best Places to Work for LGBTQ+ Equality by the Human Rights Campaign
- Forbes' Best Employers for Women

For more information on our diversity, equity, and inclusion efforts, [click here](#).



### Benefits

We are committed to enhancing our resources and benefits to enable a high-performance culture and to support our team members' ability to live with purpose every day. Our aim is to create a positive work environment where everyone can thrive and find opportunities to grow, learn, and pursue their passions while contributing to our purpose to create healthier futures.

Some of the highlights of our benefits program include:

- Introducing support for fertility, adoption, and maternity care, including mental health support, and assistance for nursing mothers who are traveling within the U.S. or abroad for AmerisourceBergen as part of our comprehensive benefits and compensation package
- Providing healthcare, life and other insurance, a retirement plan with company match, an employee stock purchase program, an employee assistance program, tuition assistance (including scholarships for dependents), commuter benefits, tobacco cessation support, medical coverage for same-sex partners and domestic partnerships, holidays, and paid time off
- Providing families eight weeks of paid parental leave for both parents and in 2022 began offering 40 hours of paid caregiver leave
- Offering wellness initiatives such as diabetes support, musculoskeletal virtual physical therapy, benefits navigation and advocacy, and a program to support neurodiversity at home and at work



### Development

Team member development is a strategic priority, and we are making thoughtful investments to build our talent and culture.

- In FY22, we launched leadership development programs designed to accelerate leadership capabilities and elevate coaching, inclusion, and engagement skills for all People Leaders, specifically focusing on empathy, emotional intelligence, digital mindset, and innovation
- We increased the number of manager/team member check-ins and encouraged managers to include a focus on well-being in their discussions to better holistically support our teams
- Other career advancement tools we offer include leadership and professional development programs and resources, tuition reimbursement, and opportunities to volunteer and participate in mentorship programs and ERGs

### Health and safety

Our relentless focus on team member health and safety is ingrained in everything we do.

- Our U.S. Operations team convenes a National Safety Committee quarterly to review and evaluate data and issue operational excellence scorecards
- We adopted WorkSmart, a principled hybrid work flexibility program, as part of our return-to-office protocol to provide a safer working environment for team members while also staying focused on the needs of our customers and the healthcare supply chain



## 03

## Resilient and sustainable operations



As a leading healthcare company with a foundation in pharmaceutical distribution and an expanding portfolio of solutions for manufacturers, pharmacies, and providers, we have a unique ability to drive environmental sustainability throughout the supply chain. We work collaboratively across the enterprise to share best practices in energy efficiency, greenhouse gas (GHG) emissions management, waste management, and responsible packaging to maximize our efforts. Additionally, to ensure the resiliency of our operations, we are continuously assessing our climate-related risks so that we can serve our customers and their patients without disruption. By pursuing opportunities within our own operations and partnering with our customers on environmental sustainability initiatives, we amplify our impact on a global scale. Our investment in diverse suppliers further supports our supply chain resiliency through access to greater innovation and alternative solutions while improving the economic vitality of the communities where we serve.



#### Greenhouse gas emissions reduction

- AmerisourceBergen commits to a science-based target to reduce absolute Scope 1 and 2 GHG emissions 54.6% by FY2032 from a FY2019 base year. AmerisourceBergen also commits that 82% of its suppliers by spend, covering purchased goods and services, will have science-based targets by FY2027. This near-term target has been validated by SBTi.
- Completed 11 lighting retrofit projects in FY22 at AmerisourceBergen facilities and began a global renewable energy assessment to evaluate offsite and onsite renewable energy options to expand our renewable energy portfolio

#### Waste management, recycling, and sustainable packaging

- Alliance Healthcare UK advanced its Getting Drastic with Plastic campaign, removing more than 230 metric tons of single-use plastic secondary packaging since announcing the campaign in 2019
- Diverted more than 52,000 pounds of plastic stock bottles from landfills through American Health Packaging's innovative recycling initiative

#### Climate change adaptation

- Worked collaboratively across the enterprise to implement efficiency opportunities and shared best practices and lessons learned to further our environmental sustainability impact across our network
- Updated the scope of our physical climate risk assessment to include our new locations, covering nearly 400 sites across 24 countries; the updated analysis will inform our business strategy and continuity planning process and help to identify opportunities to mitigate our climate risk and reduce our environmental impact



### Total greenhouse gas emissions

Scope	FY 2019 (MT CO <sub>2</sub> e)	FY 2022 (MT CO <sub>2</sub> e)
Scope 1	109,727	124,035
Scope 2 <sup>1</sup>	115,179	97,397
Scope 3 <sup>2</sup>	19,881,916	23,627,236

<sup>1</sup>Scope 2 location-based emissions

<sup>2</sup>Scope 3 emissions cover all 15 scope 3 categories

### Total waste

Waste	FY 2022 (metric tons) <sup>1</sup>
Landfilled	9,050
Recycled	29,386
Incinerated	561
<b>Total</b>	<b>39,448</b>

<sup>1</sup> Our waste data represents approximately 75% of our locations by square footage. Please see our FY22 Reporting Criteria for more details.

## Supply chain and stewardship

### Responsible sourcing

AmerisourceBergen's commitment to healthier futures begins with our promise of efficiency and security at the first point a product enters the supply chain. As the distributor of tens of thousands of products, our infrastructure is built to enable secure, daily ordering and distribution. When there is strain on the supply chain, like during COVID-19 or a natural disaster, securing it is even more critical.

AmerisourceBergen also seeks to buy goods and services from suppliers, contractors, and vendors who share our responsible-sourcing goals, and we expect partners to uphold our values as exemplified in our Supplier Code of Conduct.

### Product safety

AmerisourceBergen's state-of-the-art infrastructure and technology collectively comprise an efficient and secure pharmaceutical supply chain, supporting our regulatory compliance.

- We are continuously improving the traceability of our business processes and technology, enhancing patient safety
- We purchase pharmaceuticals for distribution directly from manufacturers or their authorized representatives, warehouse the products, and deliver them to healthcare providers on a just-in-time basis

### Sustainable food production

We are taking a leading role in finding ways to feed a growing, hungry world.

- Micro Technologies offers advanced technology solutions for livestock operations, helping producers optimize animal production and reduce the resources needed in that production process
- The AmerisourceBergen Foundation partners with the National FFA Organization to ensure we cultivate future talent and leadership to address sustainable food production by supporting their school-based agricultural education model; supported schools offer training necessary for students to be successful in the areas of STEM within agriculture as well as other fields of study





### Supplier diversity

We champion the success of small-, minority-, women-, disabled-, veteran-, and LGBTQ+-owned businesses as they play a critical role in the economy and are the source of many innovations that make us a leader in healthcare distribution and related services. In FY22, our supplier diversity efforts focused on further supporting our customers' diverse supplier initiatives, building awareness of the importance of AmerisourceBergen's supplier diversity program, and continuing our investments in minority-owned enterprises.

Highlights of our efforts include:

- Piloted our AmerisourceBergen Marketplace to connect verified manufacturers, 30% of which are diverse, with our independent pharmacy customers to help them secure inventory and community needs through diverse solutions; the Strategic Global Sourcing and Supplier Diversity teams added icons on the platform so customers can identify and procure products from these diverse manufacturers
- Held AmerisourceBergen's first Supplier Diversity Summit in November 2022 to virtually bring together current and prospective diverse suppliers; AmerisourceBergen leaders shared information about the supplier diversity program, opportunities within AmerisourceBergen, and how their respective departments support the supplier diversity program
- Partnered with Saint Joseph's University in Philadelphia, Pennsylvania, on a Pharmaceutical Marketing Capstone course to offer pro bono marketing services to small, local diverse businesses

## 04

## Healthy communities for all

AmerisourceBergen makes a positive impact on our communities through equitable access to healthcare around the world. We work to advance human and animal well-being, broadening access to quality healthcare and providing resources to promote prescription drug safety. We actively pursue improving health equity in the communities where we live and work.

### Corporate engagement

Our corporate giving approach is consistent with our beliefs, values, and company purpose. We foster a culture that inspires an active and caring group of team members who continually give selflessly of their time and resources, making a real difference in their communities in times of need or crisis.

#### Corporate giving

- In FY22, AmerisourceBergen and Alliance Healthcare provided more than \$4.7 million in financial contributions to community-based organizations and global non-profits

#### Expanding access to healthcare

Across our businesses, we prioritize endeavors that drive health equity to promote more equal access to care for traditionally underserved populations. In FY22, we strove to address healthcare inequities through numerous programs:

- Alphega Pharmacy, part of Alliance Healthcare, partnered with APCR (Romanian Chronic Patients Association) to organize a mobile unit staffed by health practitioners to conduct routine medical tests for more than 1,200 Romanians in underserved areas
- World Courier supports direct-to-patient (DtP) decentralized clinical trials in 80 countries. DtP makes it easier for patients to participate in clinical research by moving all or part of the study to their homes, enhancing access and providing more trial data representing more diverse populations
- AmerisourceBergen continues to offer comprehensive translation services to remove language barriers to better understand patient needs, ultimately reducing hospital readmissions as part of patient support services

AmerisourceBergen convened healthcare industry executives, community oncology providers, and other patient-care advocates for its first-ever Disparities in Cancer Care Summit, where attendees discussed pressing issues related to health equity in cancer care. In addition, the company launched a Disparities in Cancer Care Task Force, which strives to address disparities and analyzes social determinants of health for oncology patients at the community level.



**Volunteerism**

U.S.- and Canada-based AmerisourceBergen full-time team members receive eight hours of paid volunteer time off per year; those working part time receive four hours.

Team members hosted lemonade stands at AmerisourceBergen headquarters, distribution centers, and at locations around the U.S. with their families and friends in support of Alex's Lemonade Stand Foundation, an organization that funds research to develop better treatments and cures for childhood cancers.

World Courier in Vilnius, Lithuania was recognized for the second consecutive year by the CEE (Central and Eastern European) Business Services Awards in two categories: the Top Corporate Social Responsibility (CSR) Initiative and Most Transformed Workplace. The Top CSR award was the result of continuously contributing to the well-being of the community through an ongoing partnership with Save The Children, supporting the Lithuanian Prematurity Association, and coordinating humanitarian aid for Ukraine.

**Product donations**

- Provided over \$3.5 million in over-the-counter product donations to organizations including Americares, Feeding America, and Direct Relief
- Partnered with a Ukrainian humanitarian organization, Yapomoga, to distribute pet food and supplies, such as bandages, disinfectants, syringes, gloves, and pet carriers in refugee camps and animal shelters



## The AmerisourceBergen Foundation

### Our approach

Established by AmerisourceBergen, the AmerisourceBergen Foundation is an independent, not-for-profit charitable giving organization with a mission to improve the health and well-being of patient populations – both human and animal. This is accomplished by partnering with organizations on projects that have a goal of advancing health equity by funding the areas of access to healthcare for underserved populations, improving animal health, and promoting prescription drug safety.

In FY22, the AmerisourceBergen Foundation donated more than \$6.3M to over 80 non-profit partners.

The Foundation focuses its efforts on three pillars:

- **Human health:** Supporting access to healthcare for underserved populations around the globe
- **Animal health:** Improving the health of service, companion, and production animals that support humans and advance disaster response efforts
- **Prescription drug safety:** Combating prescription drug misuse through safe disposal, innovative solutions, and mental health support

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Several of the AmerisourceBergen Foundation's animal-health-focused non-profit partners support mental wellness for humans in many ways, including providing professional service dog training to military veterans, guide dogs for children and teens who are blind, and both monetary and non-monetary resource support to lessen stress for veterinary professionals after disaster strikes. These non-profit partner organizations include K9 Partners for Patriots, Southeastern Guide Dogs, and Not One More Vet.

### myCommunityImpact

We believe in supporting our teams in giving back to the causes that matter most to them through myCommunityImpact, our Matching Gifts, and Volunteer/Board Service Grant programs.

Together with our team members representing 30 countries, we donated \$1.8 million to nearly 1,000 organizations around the world through myCommunityImpact over the past year.

### Associate Assistance Fund

The AmerisourceBergen Associate Assistance Fund (AAF) is a non-profit charitable organization established in 2012 to provide financial assistance to our team members and their families who are experiencing severe financial hardship due to a qualifying event, such as a natural disaster, a severe injury or illness, or the impacts of COVID-19.

In FY22, the AAF provided support to all team members located in Ukraine.

Over the past year, more than 1,600 team members supported over 80 colleagues through the AAF, which collectively granted over \$220,000 to team members in need.

# AmerisourceBergen

Please visit [esg.amerisourcebergen.com](https://esg.amerisourcebergen.com) and the [ESG Reporting Index](#) for more information on our 2022 ESG Report.