



# AmerisourceBergen

## Environmental, Social, and Governance

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-driven team members

Around the globe, we engage team members and foster a diverse and inclusive workforce in which our purpose is shared and individuality is celebrated.

### Resilient and sustainable operations

We are committed to efficient and responsible operations across our global supply chain, accelerating the delivery of medications and healthcare services while fostering diversity in our supplier base and partnerships to reduce environmental impact.

### Healthy communities for all

We inspire equitable access to healthcare services within global communities and patient populations by striving to make programs and medication accessible where needed most.

### The AmerisourceBergen Foundation

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—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 prescription drug safety.

- **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

# Fiscal year 2022 ESG impact



## Purpose-driven team members

- Measured our global workforce representation against external benchmarks and, internally, launched a Global Inclusion Index to measure inclusion across the enterprise
- Launched leadership development programs designed to accelerate leadership capabilities and elevate coaching, inclusion, and engagement skills for all People Leaders
- Introduced support for fertility, adoption, and maternity care, including mental health support, and assistance for nursing mothers as part of our comprehensive benefits and compensation package
- Conducted an organization-wide Employee Experience survey in 22 languages to help us better understand and act on overall team member feedback and sentiment
- 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



## Resilient and sustainable operations

- Continued to embed efficiency and responsibility into the delivery of medications and healthcare services in the context of a changing climate, helping our customers and their patients maintain access to critical products during natural disasters or emergency events
- AmerisourceBergen commits to a science-based target to reduce absolute scope 1 and 2 greenhouse gas 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
- Launched several environmental sustainability initiatives to reduce supply chain waste and dispose of hard-to-recycle plastics
- Piloted our AmerisourceBergen Marketplace to connect verified manufacturers, over 30% of which are diverse, with our independent pharmacy customers to help them secure inventory and community needs through diverse solutions
- Leveraged our critical position in the supply chain to promote awareness of antimicrobial resistance (AMR), a significant global public health issue



## Healthy communities for all

- AmerisourceBergen Foundation provided support to organizations advancing access to healthcare: 80+ non-profit organizations supported with donations over \$6.3 million. Together with our team members representing 30 countries, donated \$1.8 million to nearly 1,000 organizations through our matching gifts and volunteer/board service programs
- Provided more than \$4.7 million in corporate giving and over \$3.5 million in over-the-counter product donations from AmerisourceBergen and Alliance Healthcare
- To support relief efforts, AmerisourceBergen and the AmerisourceBergen Foundation have collectively provided nearly \$1 million to support communities in and around Ukraine
- Convened healthcare industry executives, community oncology providers, and other patient-care advocates for our first-ever Disparities in Cancer Care Summit as part of our broader commitment to integrate health equity into our products and services
- 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 advance the development and delivery of healthcare