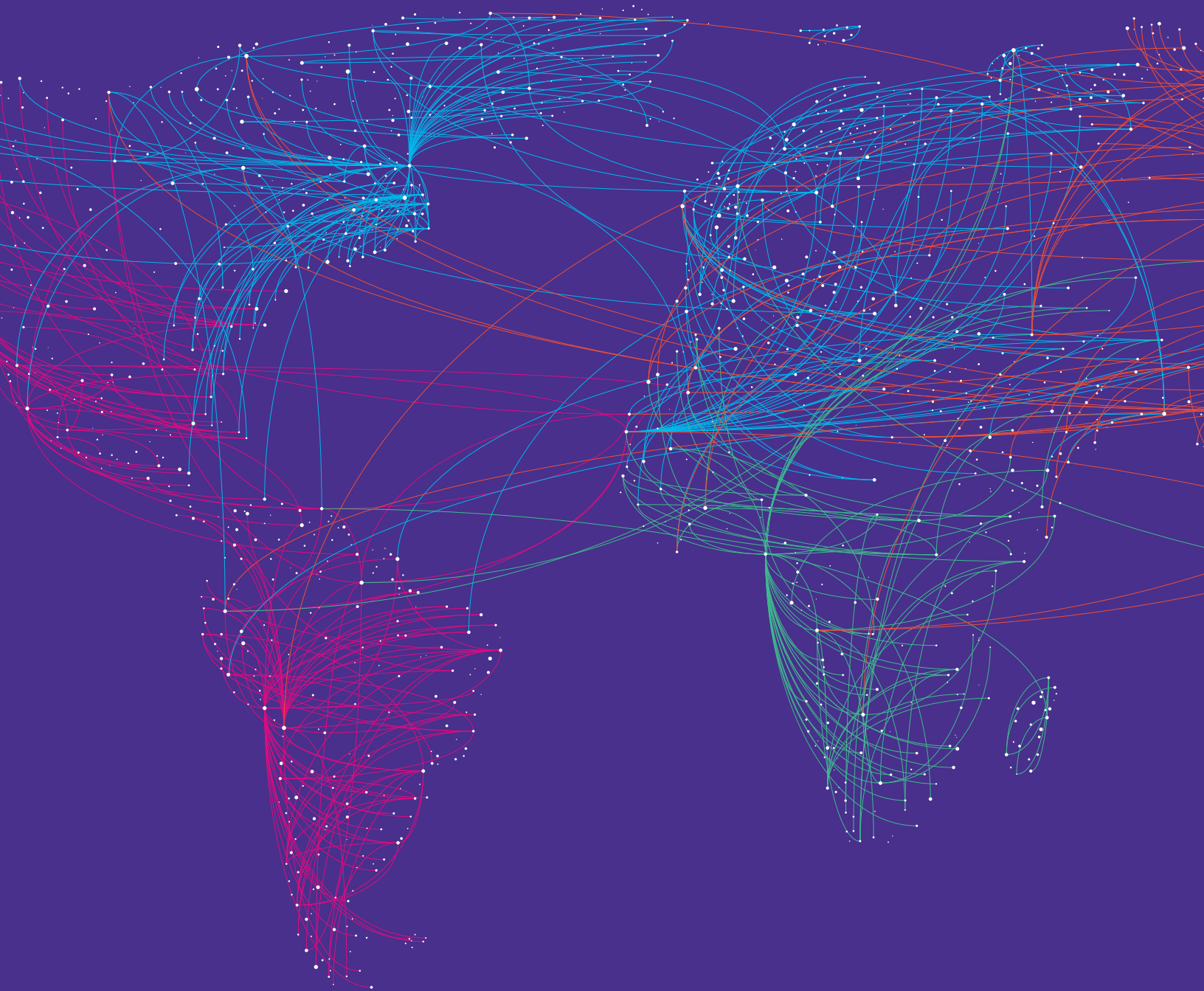


2021 Diversity, Equity, and Inclusion summary report:

Making progress for our people, community, and culture





Gina K. Clark

Executive Vice President and
Chief Communications & Administration Officer

We are deeply committed to building a diverse workforce and an inclusive culture where everyone feels a sense of belonging. Not only is it the right thing to do, but it will also position us to deliver stronger outcomes for the partners, customers, and patients that we serve. As a company with a passion for continuous improvement, we must keep innovating and embracing new ways of thinking and working... And having diverse perspectives at the table makes us better at solving problems and creating sustainable impact.

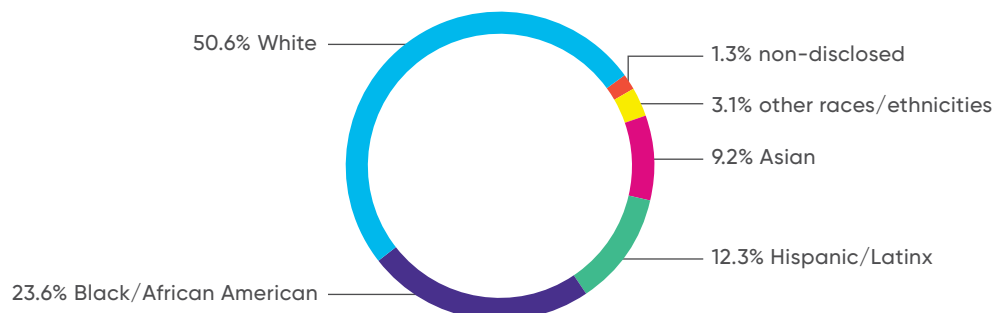


As a purpose-driven, pharmaceutical-centered company focused on creating healthier futures and advancing health equity, diversity, equity, and inclusion (DEI) is personal to AmerisourceBergen and our 42,000 team members.

Our goal is to foster a global workplace that values all cultural, experiential, and philosophical perspectives; creates pathways for every team member to thrive; makes a positive impact on our communities through equitable access to healthcare; and is transparent and accountable for progress.

Governance and strategic oversight is led by the AB DEI Global Council, which is chaired by AmerisourceBergen executives, supported by the AmerisourceBergen DEI team, and comprised of global representation from AmerisourceBergen Employee Resource Groups (ERGs). The Council is accountable for steering the long-term strategy and assessing the progress of outcome-based measures. This includes representation, diverse team member promotions, pay equity and turnover, diverse team member engagement scores, diverse supplier spend, and charitable giving demographics.

U.S. workforce demographics





Gender demographics¹

AmerisourceBergen is proud of the progress we have made with gender representation. While we know there will always be more opportunities to make progress, it is important to recognize the strong foundation of our DEI journey.



Women make up 57% of our overall global workforce



Women make up 34% leadership positions²



Women make up 46% of manager positions³



Women make up 30% of our Board of Directors



Women make up 57% of our Executive Management Committee

Female
Male

¹ AmerisourceBergen global team members. Excludes Alliance Healthcare team members.
² Vice President and above
³ Manager level and above

AmerisourceBergen 2020 Employer Information Report EEO-1

We are united in our purpose. Creating healthier futures necessitates a culture that values diversity, inclusivity, and belonging and empowers all team members to advance health equity. We believe transparency is critical. We are sharing the latest EEO-1 report that was filed with the U.S. Equal Employment Opportunity Commission (EEOC) based on calendar year filing requirements. The data reflects U.S. representation of racial/ethnic groups in various job categories at AmerisourceBergen for the payroll period ending 12/19/2020. Therefore, this is a snapshot in time. (The EEOC mandates the use of specific job categories that are different from our workforce categories.) This does not include our global workforce and representation outside the U.S., or our Alliance Healthcare colleagues. While we recognize this is an important disclosure, we feel the data, strategies, and stories shared in other avenues of our public reporting are most representative of our diversity and inclusion journey.

COMPID = L109756
UNITID = L109756

EQUAL EMPLOYMENT OPPORTUNITY 2020 EMPLOYER INFORMATION REPORT EEO-1 Consolidated Report

SECTION B – COMPANY IDENTIFICATION

1. AMERISOURCEBERGEN CORPORATION
227 WASHINGTON STREET
CONSHOHOCKEN, PA 19428

2.a. AMERISOURCEBERGEN CORPORATION
227 WASHINGTON STREET
CONSHOHOCKEN, PA 19428

SECTION C – TEST FOR FILING REQUIREMENT

1-Y 2-N 3-Y DUNS=007913476

SECTION E – ESTABLISHMENT INFORMATION

NAICS: 424210 - Drugs and Druggists' Sundries Merchant Wholesalers

c. EIN= 232546940

SECTION D – EMPLOYMENT DATA

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	3	0	58	2	0	7	0	1	22	4	0	0	0	0	97
First/Mid Officials & Mgrs	94	83	1163	134	4	134	2	33	961	227	2	72	5	21	2935
Professionals	88	118	857	117	2	265	6	31	1174	290	8	224	9	44	3233
Technicians	8	29	33	7	0	6	0	0	66	17	1	9	0	3	179
Sales Workers	20	20	384	23	0	13	2	7	409	8	0	10	0	5	901
Administrative Support	92	252	338	229	5	52	0	25	1224	1833	4	141	15	95	4305
Craft Workers	12	1	88	7	0	10	1	1	1	0	0	0	0	0	121
Operatives	593	538	986	610	25	342	11	68	666	412	20	218	8	37	4534
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	4	3	11	6	0	1	0	1	3	0	0	0	0	0	29
Total	914	1044	3918	1135	36	830	22	167	4526	2791	35	674	37	205	16334
Previous Year Total	912	1032	3986	1300	29	878	23	156	4403	2791	33	728	36	188	16495

SECTION F – REMARKS



Our path forward

In FY22, we aspire to accelerate our DEI journey by increasing diversity at every level, building a world-class culture of inclusion, and strengthening our community impact. Some of our objectives include actively promoting and enabling diversity in independent pharmacy ownership; including DEI-focused training for all people managers; leveraging tools offered by the United Nations Global Compact; and implementing our supplier diversity strategy to further expand AmerisourceBergen's impact and influence across the supply chain around health equity. We are proud of the progress we have made as an organization and look forward to building on this important work each year.

Living our commitment

People

Investing in our people
around the world

5,000+ on-demand DEI learning resources
in AmerisourceBergen's learning portal



Gender pay equity

For every dollar a male employee is paid,
a female employee is paid 99.4 cents¹

Progress

Inspiring equitable access to
healthcare services around the world



**AmerisourceBergen and Alliance
Healthcare together donated over \$3M** to
global non-profits for health equity efforts

In 2021, AmerisourceBergen joined the **United Nations Global Compact**, the world's largest corporate sustainability initiative

Culture

Furthering a culture that welcomes
healthy and open dialogue

Added two more ERGs to total eight with an
80% increase in membership in the last year

Held 70 executive-led listening sessions in



partnership with the BOND (Black
Organization for Networking &
Development) ERG and 3 DEI and social justice
live conversations in enterprise town halls

Community

Taking action where we live,
work, and serve

Creating equitable access to COVID-19 vaccines,
delivering vaccines to 30+ countries around the
world while educating our customers and partners
around vaccine hesitancy

Made an **initial investment of \$25 million** in
partnership with JPMorgan Chase to support
diverse-led financial institutions

Recognition

- #8 on DiversityInc "2021 Top Companies for Philanthropy"
- "Best Places to Work for LGBTQ Equality" by the Human Rights Campaign
- Forbes "Best Employers for Women"

FY22 outlook

Driving change with fresh leadership



Ann Anaya

Senior Vice President and Chief DEI Officer (CDO)

I am absolutely delighted to join AmerisourceBergen as SVP and Chief DEI Officer (CDO). My leadership will be guided by a cultural strategy, passion, and purpose for building a more equitable tomorrow, and I am wholeheartedly committed to standing united in our responsibility to create healthier futures. Onward together!

Ann leads the Office of Diversity, Equity, and Inclusion (DEI), with responsibility for driving our enterprise DEI strategy across the dimensions of people, culture, progress, and community to enable a more inclusive culture, foster more engaging environments, and deliver more favorable customer and patient outcomes. She will serve as a strategic advisor to the Executive Management Committee (EMC), a key member of the Executive Operating Committee (EOC), and Co-chair of the AB DEI Global Council. She will also provide oversight to our Employee Resource Group (ERG) program.

Also new to the Office of DEI are Dyisha Reliford, VP, DEI Strategic Initiatives, and Jaqueline Escotero, VP, Global Inclusion, and Co-chair of the AB DEI Global Council, who have joined current team members Ky'a Jackson, Director, Diversity, Equity, and Inclusion, and Alexandria Johnson, Diversity, Equity, and Inclusion Specialist. Together, this team is leading strategy and initiatives that will help AmerisourceBergen foster a more diverse, equitable, inclusive, and engaged workforce.



Jaqueline Escotero

VP, Global Inclusion,
and Co-chair of the
AB DEI Global Council



Dyisha Reliford

VP, DEI Strategic
Initiatives



Ky'a Jackson

Director, Diversity,
Equity, and Inclusion



Alexandria Johnson

Diversity, Equity, and
Inclusion Specialist

The AB DEI Global Council is a group of team members and ERG leaders guided by Council Chair Bob Mauch, EVP, Group President, and co-chaired by Ann Anaya, SVP, DEI, and Jaqueline Escotero, VP, Global Inclusion. Together, they identify relevant DEI challenges and opportunities while driving our long-term strategy for enhancing the experience of all our team members and those we serve.

The AB DEI Global Council mission is to establish and support DEI goals and strengthen our culture by:

- Driving increased accountability for team member and leader contributions to our DEI commitments
- Amplifying the DEI strategic plan and influencing culture change and evolution
- Operating with transparency and communicating commitments and outcomes to all team members
- Advocating for a global culture of inclusion that reflects our customers, patients, team members, and communities in which we operate
- Modeling cultural competency and leadership humility to embark on a continuous DEI learning journey



Bob Mauch
Chair of the AB Global
DEI Council and
EVP, Group President

Our employee resource groups (ERGs) provide business, educational, and cultural insights to the AB DEI Global Council and other AB leaders to inform their decision making around DEI.

ABility

ASPIRE

Asian & Pacific Islanders
Reaching for Excellence

BOND

Black Organization for
Networking & Development

EPN

Emerging Professionals
Network

LGBTAllies

Unidos

VIA

Veterans in Action

WIN

Women's Impact Network



At AmerisourceBergen, our daily pursuit of purpose necessitates a culture that values diversity, inclusivity, and belonging and empowers all team members to advance health equity. Operating with transparency and respect in all aspects of our work is foundational to our commitment to diversity, equity, and inclusion and evidenced by this disclosure. We acknowledge our data as it stands today and as it demonstrates opportunities and accountability for progress moving forward.

Visit our [Global Sustainability microsite](#) and [ESG Reporting Index](#) for more details.

AmerisourceBergen