

An aerial photograph of a coastal region. A large, dark brown river delta flows into a deep blue bay. The surrounding land is a mix of brown and green, with some areas appearing to be forested or agricultural. The water in the bay is a deep blue, while the water closer to the shore is a lighter, turquoise color.

AmerisourceBergen

2021

Global Sustainability Report summary

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Steven H. Collis
Chairman, President, and Chief Executive Officer

"As a global healthcare leader that firmly stands by the belief and practice of *doing well by doing good*, I'm very pleased with our continued focus on corporate responsibility and global sustainability to advance the company's commitment to environmental, social, and governance (ESG) progress. Initiatives surrounding ESG continue to stand as a key focus for our stakeholders across the industry, and AmerisourceBergen is committed to promoting positive change across this space through our global scale, capabilities, and steadfast pursuit of our purpose."



Gina K. Clark

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

"At AmerisourceBergen, we are passionate about our role in the healthcare industry to bridge gaps, advance access, and illuminate new pathways to move health forward for human and animal health populations. Our purpose-driven work as an industry also shapes our initiatives and compels the use of our collective voice to protect our planet, promote health equity, and break down barriers on our journey to positive social change."

01

About AmerisourceBergen

Built for worldwide health

AmerisourceBergen impacts the core of healthcare delivery with a focus on pharmaceutical care. We put people first. We fuel growth. We move markets. We increase access to care for millions of patients. We are built for health.

In FY21, we announced the acquisition of Alliance Healthcare, one of the largest pharmaceutical wholesalers in Europe, supplying a comprehensive range of pharmaceutical, medical and healthcare products and services and solutions for pharmacist customers and manufacturer partners. Welcoming Alliance Healthcare to the AmerisourceBergen family of companies helps us further increase our global presence and make a bigger impact on lives around the world in pursuit of our purpose.

\$200B+

annual revenue

4.5MM

products shipped daily

42,000+

team members

16.5MM+

annual deliveries made in more than 75 countries around the globe

600+

global offices

- 7.7M U.S. human health
- 8M animal health
- 300K animal health U.K.
- 45K Canada

50+

countries

- 570K World Courier shipments/deliveries; 75 countries served with direct-to-patient shipments

Our COVID-19 response

Our focus throughout the pandemic remains on prioritizing the well-being of our team members across the company and upholding the safety of the pharmaceutical supply chain while ensuring more than 4.5 million medications arrive where and when they are needed every day. We have increased our efforts to support our partners, government agencies, and customers in promoting vaccine education and increasing access to COVID-19 vaccines and therapeutics, especially for vulnerable populations globally experiencing barriers to care.

Since the start of the pandemic, the AmerisourceBergen Foundation has provided \$2 million to support our communities impacted by COVID-19, including a donation of \$700,000 to Boys & Girls Clubs of America to support COVID-19 vaccine education.

"Boys & Girls Clubs across the country serve as trusted thought leaders who play a critical role in supporting community education and understanding around COVID-19 safety measures and vaccines. Support from the AmerisourceBergen Foundation has enabled Clubs to expand upon this important work, from creating and distributing customized resources, to hosting educational events and serving as COVID-19 vaccination sites to help build equity and access to the vaccine. We are grateful that the AmerisourceBergen Foundation is committed to helping us build a path to a brighter future for all."

Jim Clark, President & CEO of Boys & Girls Clubs of America

Other highlights include:

- Alliance Healthcare Norge Apotekdrift AS and Alliance Healthcare Norge AS made a donation to COVAX to support equitable vaccine distribution around the world
- Created equitable access to COVID-19 vaccines, delivering vaccines to 30+ countries worldwide
- Supported vaccination efforts with the Federal Retail Pharmacy program serving underserved patient populations through our *Good Neighbor Pharmacy* partners
- Since 2020, we have worked with the U.S. Department of Health and Human Services (HHS) to distribute COVID-19 therapies approved for Emergency Use Authorization (EUA). Since this partnership started, AmerisourceBergen has shipped over 3.6 million patient courses of COVID-19 therapies to sites of care throughout the United States

02

Purpose-driven team members

At AmerisourceBergen, we believe in putting people first.

We are committed to fostering 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.

Diversity, Equity & Inclusion (DEI)

Our AmerisourceBergen Enterprise DEI Council leads our governance and strategic oversight, 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.

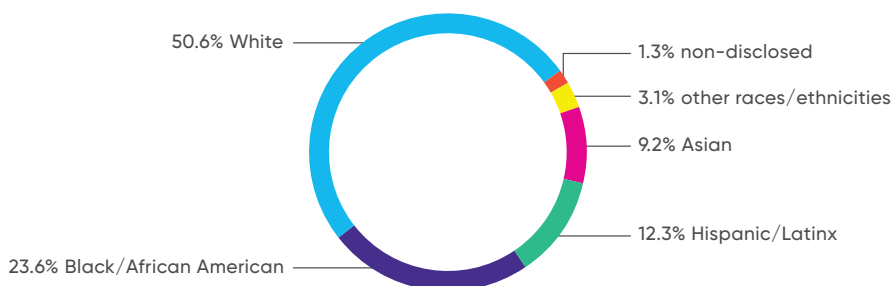
Our strategy is focused on investing in our people around the world, furthering a culture that welcomes healthy and open dialogue, inspiring equitable access to healthcare services around the world, and taking action in the communities where we live, work, and serve.

We are proud that our efforts continue to be recognized:

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

We strive to build a diverse workforce—which includes race/ethnicity representation that matches the markets we serve.

U.S. workforce demographics



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



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 FY21, our supplier diversity efforts focused on supporting our customers' diverse supplier initiatives, incorporating AmerisourceBergen's supplier diversity into our culture, and providing global internal and externally supplier diversity education and awareness. Highlights of our efforts include:

- Created an internal Supplier Diversity Council with representation from each AmerisourceBergen business unit and Employee Resource Group
- Developed a [portal](#) to enable diverse suppliers to register to join AmerisourceBergen's database for sourcing
- Built strategic and transactional connections with minority-owned banks and investment firms including a \$25M investment in Liberty Bank, a Minority Depository Institution headquartered in New Orleans, in partnership with JPMorgan Chase



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:

- As the COVID-19 pandemic evolves, we continue to offer enhanced benefits to provide access to mental health telemedicine, additional paid time off for those needing to self-quarantine or care for a family member, and access to mindfulness videos and other wellness resources. We also offer financial support through our Associate Assistance Fund for those experiencing catastrophic impact
- We offer 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
- For families, we offer eight weeks of paid parental leave for both parents, and discounts on services such as childcare, eldercare, and tutoring as well as a medical plan that covers fertility services and provides benefits to support the needs of dependents on the autism spectrum. Starting in 2022, we offer 40 hours of paid caregiver leave

Development

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

- In FY21, we introduced our new integrated talent framework, which includes a new leadership competency model, enterprise learning strategy, and modern approach to performance management
- 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 Employee Resource Groups

Safety

Our relentless focus on team member safety is ingrained in everything we do, including committing millions of dollars annually to update or replace outdated buildings and equipment.

- Distribution center (DC) jobs are designed, monitored, and measured with safety and efficiency top of mind
- Our National Safety Committee reviews and evaluates data to prevent future accidents and issue operational excellence scorecards; in addition, we leverage a peer-to-peer safety program



03

Resilient and sustainable operations

The health of people and animals is closely linked to the health of our planet. Everyone benefits when we operate in ways that respect the earth and preserve resources for the next generation through environmental sustainability. While at one time strategies that focused on climate mitigation through operational efficiencies were sufficient, we are shifting our focus to adaptation strategies, including those that address social impacts and the risks to physical assets.

Greenhouse gas emissions reduction

- In 2021, we formally committed to setting a science-based target in line with the Science Based Target initiative (SBTi) guidance
- Began using hybrid vans to deliver medicines and medical products to Alliance Healthcare customers in the Netherlands and added an electric vehicle to our animal health fleet in the U.K.

Packaging innovations

- Alliance Healthcare UK invests in reusable totes¹ which continue to reduce single-use plastic and cardboard by 2 million units each year
- Partnered with a third party to develop a tool to show customers the environmental benefits from choosing a World Courier reusable packaging solution versus others on the market

Climate change adaptation

- Worked collaboratively across the enterprise to implement efficiency opportunities, and shared best practices and lessons learned to further our sustainability impact across our network
- Used our third-party physical risk assessment of our top 100 locations to inform our business strategy and continuity planning process based on critical insight into where in our portfolio we may experience substantial risks associated with climate change, such as hurricanes, wildfires, or heat waves

¹ H&B totes forecast to replace 2 million units of plastic bags and cardboard boxes per year



Our total greenhouse gas emissions:

Scope	emissions (MT CO ₂ e)	
	FY 2019	FY 2020
Scope 1	33,597.5	33,361.3
Scope 2	86,713.9	74,293.6
Scope 3	28,356.6 ¹	25,777.7 ²

¹ FY19 Scope 3 emissions account for business air and ground travel only

² FY20 Scope 3 emissions account for business air and ground travel only

Total non-hazardous waste:

Waste	FY 2021 total (metric tons) ¹
Landfilled	6,776
Recycled	28,112
Incinerated	424
Total	35,311

¹ Our waste data is representative of approximately 75 percent of our locations

Supply chain & stewardship

Supply chain & 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 Statement](#).

Product safety

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

- Continuously improving the traceability of our business processes and technology, enhancing patient safety
- Educating stakeholders on the Drug Supply Chain Security Act (DSCSA) and leading the effort on technology solutions that will verify serial numbers on pharmaceutical products as part of the DSCSA regulatory requirement

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 Foundation to ensure we cultivate future talent and leadership to address sustainable food production by supporting their school-based agricultural education model, which offers training necessary for students to be successful in the areas of STEM within agriculture as well as other fields of study



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 ensure 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 FY21, AmerisourceBergen and Alliance Healthcare provided more than \$3 million in financial contributions to community-based organizations and global non-profits
- Alliance Healthcare continued their 10-year partnership with the European Organisation for Research and Treatment of Cancer (EORTC) to build and support the first pan-European infrastructure, SPECTA, which allows for the rapid implementation of new clinical trials and robust translational cancer research across tumor types, including rare cancers. It helps guide patients' treatments based on their own tumor report analysis, diagnosed and confirmed by a group of leading international experts in the field

Supported The American Cancer Society's Get Screened initiative, which encourages people, particularly in communities facing greater social or economic barriers, to participate in cancer screenings to improve health outcomes



Product donations

- AmerisourceBergen and Alliance Healthcare provided over \$4.7 million in over-the-counter product donations to organizations such as Americares, Feeding America, and Direct Relief
- Donated excess inventory to medical teams to dispense medications to underserved populations in need while also providing critical resources to parts of the world impacted by the pandemic and natural disasters

Launched a partnership with the Children Day Care Center in Sirvintai, Lithuania to support families experiencing social and financial issues by donating school supplies, games, and hot lunches when the center was closed during quarantine

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.

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—by partnering with organizations on projects that all 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.

In FY21, the AmerisourceBergen Foundation donated more than \$7.7M to over 100 non-profit partners.

The Foundation focuses its efforts on three pillars:

Human health: Supporting human health-related causes around the globe focused on access to healthcare for underserved populations

Animal health: Improving the health of service, disaster response, companion and production animals that support humans around the globe

Prescription drug safety: Combating prescription drug misuse in the U.S. through safe disposal and innovative solutions



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.

Over the past year, together with our team members, we donated more than \$1.2 million to nearly 1,000 organizations around the world through myCommunityImpact, our matching gifts program.

Associate Assistance Fund

The AmerisourceBergen Associate Assistance Fund 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.

Over the past year, more than 1,750 team members supported 75+ of their colleagues through the Associate Assistance Fund, which collectively granted over \$125,000 to team members in need

