

An aerial photograph of a mangrove forest. The water is a vibrant turquoise color, and the mangrove trees are a lush green. The forest is interspersed with small, dark, rocky islands. The overall scene is a beautiful natural landscape.

AmerisourceBergen

FY2022

ESG Reporting Index

Table of contents

Independent Assurance Statement	3
About this report	7
AmerisourceBergen key company policies and resources	8
Stakeholder engagement	9
Global Reporting Initiative (GRI).....	12
Sustainability Accounting Standards Board (SASB).....	53
Task Force on Climate-related Financial Disclosures*	58
United Nations Sustainable Development Goals (SDGs).....	62
World Economic Forum Stakeholder Capitalism Metrics*	64
2021 Employer Information Report EEO-1	66
AmerisourceBergen FY22 Reporting Criteria	67

Independent Limited Assurance Statement to AmerisourceBergen Corporation

ERM Certification and Verification Services, Inc (“ERM CVS”) was engaged by AmerisourceBergen Corporation (“AmerisourceBergen”) to provide limited assurance in relation to the selected information set out below and presented in their 2022 ESG Microsite as of 27 January 2023 & in their 2022 ESG Reporting Index (“the Reports”).

Engagement summary

Whether the 2022 information and data for the specified sections and indicators of the ESG microsite and 2022 ESG Reporting Index listed below are fairly presented, in all material respects, in accordance with the reporting criteria.

- **Environmentally Aware: Climate adaption and energy management, and Waste management, recycling & sustainable packaging**
- **Supply Chain and Stewardship: Product safety; and Disaster response and emergency preparedness**
- **Caring for team members: Development and Safety**
- **Purpose-driven team Members: Diversity, Equity and Inclusion; and Supplier Diversity**
- **Healthy communities: Corporate giving; AmerisourceBergen Foundation; Support and Engagement**
- **Global ESG: Fighting the opioid epidemic**

**Excludes information included in quotes, interviews, and spotlights.*

Energy and GHG Emissions

- Total energy consumption (MWh)
- Total Scope 1 emissions (MT CO2e)
 - Total Stationary Scope 1 emissions (MT CO2e)
 - Total Mobile Scope 1 emissions (MT CO2e)
- Total Scope 2 emissions (location-based method) (MT CO2e)

Governance, Ethics & Compliance

- Percentage of employee acknowledgment of Code of Conduct and Anticorruption policies [AmerisourceBergen specific reporting criteria]

Diversity & Inclusion

- Percentage of individuals within the organizations’ Board of Directors and Executive Management Committee [GRI 405-1a]
- Percentage of employees by gender & ethnicity [GRI 405-1b]

Community Impact & Investment

- Percentage of operations with implemented local community engagement, impact assessments, and/or development programs [GRI 413 1]
- Operations with significant actual and potential negative impacts on local communities [GRI 413-2]
- Number of employees that participated in Annual paid Volunteer Time Off program [AmerisourceBergen specific reporting criteria]

Access to Healthcare

- Monetary value of OTC donations to non profits [AmerisourceBergen specific reporting criteria]

Disaster Preparedness and Response/Humanitarian Relief

- Monetary value of donations for disaster response [AmerisourceBergen specific reporting criteria]

Environment: Energy, Climate & Waste Management

- Renewable energy consumption [GRI 302.1b]
- Total waste generation [GRI 306 3.a]

Prescription Drug Safety

- Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting [SASB HC-DI-260a.1]

Scope of our assurance engagement

	<p><u>Transportation Efficiency</u></p> <ul style="list-style-type: none"> Description of efforts to reduce the environmental impact of logistics [SASB HC-DI-110a.2] <p><u>Responsible Packaging</u></p> <ul style="list-style-type: none"> Description of strategies to reduce the environmental impact of packaging throughout its lifecycle implemented within the reporting year [SASB RT0204-12] <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Reports.</p>
Reporting period	1 October 2021 – 30 September 2022
Reporting criteria	<ul style="list-style-type: none"> AmerisourceBergen's internal reporting criteria and definitions WBCSD/WRI GHG Protocol (2004, as updated January 2015) for Scope 1 and 2 GHG emissions GRI Sustainability Reporting Standard principles for reporting SASB Sector Standard for Health Care Distributors
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>AmerisourceBergen is responsible for preparing the Reports and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected information.</p> <p>ERM CVS' responsibility is to provide conclusions to AmerisourceBergen on the agreed scope based on our engagement terms with AmerisourceBergen, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than AmerisourceBergen for the conclusions we have reached.</p>

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 data and information for the disclosures listed under 'Scope' above are not fairly presented, in all material respects, in accordance with the reporting criteria.

Emphasis of matter

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by AmerisourceBergen on page 28 of its ESG Index relating to the data governance challenges presented this year during the integration of the Alliance Healthcare business into the GHG emissions reporting process and the transition to a new data management system, which should be read in conjunction with the data.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Assessing the appropriateness of the reporting criteria and alignment of the selected information.
- A review of external media reporting relating to AmerisourceBergen to identify sustainability issues in the reporting period that may be relevant to the assurance scope.
- A review of samples of documentary evidence, including internal and external documents, to support the management assertions in the microsite sections listed above.
- In-person and virtual interviews with management representatives responsible for managing the selected issues and indicators.

- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate and country level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- In-person visit to one AmerisourceBergen facility in the UK to review energy related source data and local GHG emissions reporting systems and controls.
- A review of the external third-party energy data system to confirm completeness of data reporting and test source data.
- An evaluation of the completeness and balance of the information in the specified sections based on the assurance evidence collected and the external factors review.
- Reviewing the presentation of information relevant to the scope of our work in the final microsite text and ESG Index to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information. It is important to understand our assurance conclusions in this context.

The claims included in the Task Force on Climate-Related Financial Disclosures in the ESG Index and the Scope 3 GHG emissions were not in scope of this assurance engagement.

Our independence, integrity, and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence, and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of Parts A & B of the IESBA Code relating to assurance engagements. The team that has undertaken this assurance engagement has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to AmerisourceBergen in any respect.

Observations

We have provided AmerisourceBergen with a separate management report with our detailed (non-material) findings and recommendations. Without affecting the conclusion presented above, we have the following key observation:

- The reported GHG emissions and waste data contain assumptions, estimates and exclusions which AmerisourceBergen has explained in its *'Environmental Reporting Criteria'*. We recommend that AmerisourceBergen continues to strengthen its environmental data accessibility and reporting methodology and processes.

Beth C. B. Wyke

Beth Wyke
Partner, Head of Corporate Assurance Services
Malvern, PA



27 January 2023

ERM Certification and Verification Services, Inc
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Independent Limited Assurance Report to AmerisourceBergen Corporation

ERM Certification and Verification Services Incorporated ('ERM CVS') was engaged by AmerisourceBergen Corporation ('AmerisourceBergen') to provide limited assurance in relation to specified 2022 Greenhouse Gas (GHG) data presented in its 2023 CDP Climate Change Questionnaire (the 'CDP Questionnaire') as set out below.

Engagement summary	
Scope of our assurance engagement	<p>Whether the corporate 2022 GHG data for the following selected indicators are fairly presented in the CDP Questionnaire, in all material respects, in accordance with the reporting criteria:</p> <ul style="list-style-type: none"> Total Scope 1 GHG emissions [tCO₂e] Total Scope 2 GHG emissions (location-based) [tCO₂e] Total Scope 2 GHG emissions (market-based) [tCO₂e]
Reporting period	1 October 2021 to 30 September 2022
Reporting criteria	AmerisourceBergen's internal reporting criteria and definitions; the WBCSD/WRI GHG Protocol (2004) as updated January 2015) for Scope 1 and 2 GHG emissions.
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>AmerisourceBergen is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the selected Information.</p> <p>ERM CVS' responsibility is to provide conclusions to AmerisourceBergen on the agreed scope based on our engagement terms with AmerisourceBergen, the assurance activities performed and exercising our professional judgement.</p>

Our conclusion

Based on our activities, as described below nothing has come to our attention to indicate that the 2022 data for the selected GHG emissions as shown below and reported in sections C6.1 and C6.3 of AmerisourceBergen' CDP Questionnaire are not fairly presented, in all material respects, with the reporting criteria.

- Total Scope 1 GHG emissions:** 124,045.11 tCO₂e
- Total Scope 2 GHG emissions (location-based):** 97,355.71 tCO₂e
- Total Scope 2 GHG emissions (market-based):** 87,641.73 tCO₂e

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the selected GHG emissions data, a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Interviews with relevant staff to understand and evaluate the data management systems and processes (including internal review processes and controls) used for collecting and reporting the selected data;
- Interviews with data owners to review local reporting processes and consistency of reported annual data with selected underlying source data for each indicator;
- An analytical review of the data from all locations and an assessment of the completeness and accuracy of the corporate data consolidation;
- In-person visit to one AmerisourceBergen facility in the UK to review energy related source data, local GHG emissions reporting systems and controls and virtual interviews with management representatives responsible for managing the selected indicators.
- A review of the presentation of information relevant to the scope of our work in the CDP Questionnaire to assess their consistency with our findings.

The limitations of our engagement

The reliability of the assured data is subject to inherent uncertainties, given the available methods for determining, calculating, or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to AmerisourceBergen in any respect.

Beth C. B. Wyke

Beth Wyke
Partner, Head of Corporate Assurance Services
Malvern PA
14 July 2023

ERM CVS

ERM Certification and Verification Services Inc.

About this report

This report is based on activities in fiscal year 2022 (October 1, 2021 to September 30, 2022), except where otherwise noted. Boundaries for data included in this report are provided on a metric-by-metric basis. We utilized the principles and practices outlined in globally accepted sustainability reporting frameworks to inform the content of this report. This report has been prepared with reference to the [Global Reporting Initiative \(GRI\) Universal Standards 2021](#). This ESG Reporting Index is aligned with the [Sustainability Accounting Standards Board \(SASB\)](#), [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), [World Economic Forum Stakeholder Capitalism Metrics \(WEF\)](#), the [United Nations Sustainable Development Goals \(UNSDGs\)](#), and the [Investors for Opioid and Pharmaceutical Accountability \(IOPA\)](#). In addition, we have externally assured select material topics and indicators included in our web-based report and disclosure index.

On June 1, 2021, AmerisourceBergen completed the acquisition of a majority of Walgreens Boots Alliance’s Alliance Healthcare businesses. Throughout FY22, we continued to integrate our businesses more fully. We have provided consolidated data for AmerisourceBergen and Alliance Healthcare where possible and specify where AmerisourceBergen and Alliance Healthcare information is included throughout the report.

We plan to review and, as needed, update this Index on a quarterly basis. See below for version history details.

Revision history

Version	Revised on date	Revision description
1	January 27, 2023	Original publication of FY22 ESG Index
2	July 14, 2023	GHG emissions assurance report GRI 302-1, 302-4, 305-1, 305-2, 305-5 Updated reporting criteria with Scope 2 market-based emissions methodology

AmerisourceBergen key company policies and resources

- [AmerisourceBergen CDP Climate Change Disclosure](#)
- [California Compliance Document](#)
- [Code of Ethics and Business Conduct](#)
- [Code of Ethics for Designated Senior Officers](#)
- [Conflict Minerals Policy](#)
- [Conflict Minerals Report](#)
- [Corporate Governance Principles](#)
- [EEO-1 Disclosure](#)
- [Human Rights Policy](#)
- [Policy Statement on Political Engagement](#)
- [Policy Statement Regarding Securities Transactions](#)
- [Proxy Statement](#)
- [Supplier Code of Conduct](#)
- [Supplier Diversity Statement](#)
- [Supplier Engagement Statement](#)

Stakeholder engagement

Stakeholder group	Type and frequency of engagement	Key topics raised and actions taken
Team members	<p>Examples of ways we engage with our team members include the year-end performance management process, involving annual performance reviews, ongoing goal setting and development check-in conversations; quarterly live team member calls with leadership (including our CEO); daily and weekly company communications via email, newsletters, intranet, mobile communications, and digital signage; ability to recognize team members globally for outstanding work grounded in our guiding principles using our True Blue program; and the ability for team members to provide feedback on a global engagement survey.</p>	<p>Topics: Performance, goals, recognition, engagement</p> <p>Actions: Encourage people managers to provide ongoing feedback to team members via continuous check-in conversations throughout the year; leverage feedback tool in the online performance management system to allow team members to request feedback from anyone across the company; encourage team members to recognize colleagues for outstanding work based on AmerisourceBergen's purpose and guiding principles using our True Blue recognition program; encourage team members to provide feedback on employee satisfaction, engagement and inclusion through employee listening at AmerisourceBergen; employ our integrated talent framework, which includes an enhanced leadership competency model, an enterprise learning strategy, and a modern approach to performance management; and provide regular Diversity, Equity, and Inclusion updates and training across the business. Accelerated advancement and ongoing success of high-potential Black and Hispanic/Latino team members at the director, senior director, and vice president level through dedicated development program.</p>
Business-wide leaders	<p>We engage with our business partners and leaders on a regular basis through various working groups and leadership meetings. Examples include presentations several times throughout the year to the Executive Management Committee and Executive Operating Committee, quarterly Global ESG Council meetings, ESG Reporting Committee meetings, other cross-functional council meetings, and various meetings and presentations with functional and commercial leaders and their teams.</p> <p>We also regularly reach out to our partners across the business via email or phone to touch base on various topics and projects.</p>	<p>Topics: ESG topics related to respective leader's business function to include ESG strategy and integration throughout the business, team member engagement, environmental sustainability, and healthier communities.</p> <p>Actions: We incorporated feedback and commentary into our ESG strategy and the content for this year's report. We remain actively engaged with our business-wide leaders and evaluate actions on an ongoing basis. Business-wide leaders, including our CEO, participate regularly in team member-led town halls to provide COVID-19; Diversity, Equity, and Inclusion; and other business updates across the company.</p>
Communities and non-profits	<p>The AmerisourceBergen Foundation awards grant funding on a quarterly basis to non-profit organizations focusing on projects that have a goal of advancing access to care. The AmerisourceBergen Foundation seeks to realize this goal through three strategic areas:</p>	<p>Topics: Grant process and guidelines, funding for non-profit programs and charitable events, volunteer needs.</p>

Stakeholder group	Type and frequency of engagement	Key topics raised and actions taken
	<p>access to healthcare for underserved populations; improving the health of service, disaster response, companion, and production animals that support humans around the globe; and combatting prescription drug misuse in the US through safe disposal and innovative solutions. Our focus on prescription drug safety is currently implemented through the Opioid Resource Grant program, which in addition to granting more than \$1M in funding in FY22, also provided more than 120,000 in-kind safe disposal resources to communities throughout the U.S. Many of our partner non-profits champion diversity, equity, and inclusion, and we are proud to support these efforts. We are continuing to evaluate our Foundation partnerships to ensure that the geography of our giving is reflective of our broad global footprint. Foundation staff provide ongoing support to current and potential grantees throughout the grant process. We connect with non-profit partners quarterly through conference calls and encourage collaboration among our grantee community by hosting an annual conference for our non-profit partners as well as making on-going connections between like-minded non-profits. The AmerisourceBergen Corporation supports communities and the non-profits that serve those communities by providing U.S. and Canada team members with 8 hours annually of paid volunteer time off, matching gifts and volunteer/board service grants, non-profit board training programs in select locations, targeted charitable event sponsorships, and product donations.</p>	<p>Actions: We evaluate our programs on an ongoing basis and adjust according to the needs of our partners. For more information, see Healthy Communities section of our ESG microsite.</p>
Customers and potential customers	<p>We engage with our customers through a variety of touchpoints along their journey with AmerisourceBergen, including onboarding, customer service, sales (phone, email, in-person), ordering, delivery, industry events/ conferences, marketing and communications, trainings, business coaching, consulting, and surveys. The frequency of these interactions varies by customer, but touchpoints such as ordering and delivery are often daily.</p>	<p>Topics: Product access, customer onboarding, customer service, delivery services, ordering, analytics and reporting, consulting services, government affairs support.</p> <p>Actions: We are consistently evolving our products, solutions, and business models based on our customers' needs and feedback. As an agile market leader, we understand the importance of investing in our business, our technologies, and our capabilities to meet the evolving needs of our customers, clients, and partners. Our robust business continuity planning allows us to seamlessly pivot, guide, and support our shared customers—helping our communities at a moment's notice.</p>
Government and municipalities	<p>We participate in the policy making and political process to advance the interests of the Company, our customers, and our team members</p>	<p>Topics: Healthcare policy and other issues that directly affect our business, our customers, and the patients they serve, including</p>

Stakeholder group	Type and frequency of engagement	Key topics raised and actions taken
	<p>in alignment with our purpose. We advocate at the federal and state levels by educating policymakers on priority issues on behalf of AmerisourceBergen and our customers, and by collaborating with industry and trade groups.</p>	<p>pharmaceutical manufacturers, acute care hospitals and health systems, independent, specialty and chain retail pharmacies, veterinarians, mail-order pharmacies, long-term care pharmacies and physicians, and physician group practices.</p> <p>Actions: We actively engage government and regulatory officials and evaluate policy actions on an ongoing basis. For more information, please see our Policy Statement on Political Engagement or visit our public policy website.</p>
<p>Investors</p>	<p>We engage with our investors and shareholders through several avenues. Some examples include quarterly earnings releases, conference calls, and webcasts; regular reports filed with the SEC, including annual and quarterly reports; conference calls and webcasts related to specific developments; participation in numerous investor conferences, healthcare and/or ESG focused, with webcasted presentations; and our annual shareholders meeting. In addition, we engage with a variety of investors, stewardship teams, and rating/ranking entities.</p>	<p>Topics: U.S. healthcare policy, business unit performance/ company guidance, strategy/capital allocation, competitive landscape, corporate governance.</p> <p>Actions: We remain actively engaged with our investors and shareholders and evaluate actions on an ongoing basis.</p>
<p>Suppliers</p>	<p>With many suppliers, we hold regular business reviews. Additionally, we have memberships with various local, national, and global diversity advocates where we network with diverse businesses to determine potential matches for future business opportunities while fostering the inclusion of diverse suppliers. We have developed a Supplier Code of Conduct and Supplier Engagement Statement to continue to hold suppliers accountable.</p>	<p>Topics: Economic impacts, business activities, competitive landscape, ESG strategy and performance, new entrants, or substitutions.</p> <p>Actions: We remain actively engaged with many of our key and critical suppliers while also identifying suppliers to develop into a more strategic relationship. For more information, see our Supplier Code of Conduct and our Supplier Engagement Statement.</p>

Global Reporting Initiative (GRI)

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
GRI 2: General disclosures			
2-1	Organizational details	10-K: PG 1, 24	AmerisourceBergen Corporation; Headquartered in Conshohocken, Pennsylvania
2-2	Entities included in the organization's sustainability reporting	10-K: PG 4-5 Exhibit 21 to the Form 10-K	
2-3	Reporting period, frequency and contact point	About This Report	<p>This report is based on activities in fiscal year 2022 (October 1, 2021 to September 30, 2022). We plan to review and update this Index on a quarterly basis, as needed. Please see the About This Report section for a version history table for the latest changes.</p> <p>For questions regarding this report, please contact corporateresponsibility@amerisourcebergen.com</p>
2-4	Restatements of information		There are no restatements of information included in this report.
2-5	External assurance	Assurance Letter	
2-6	Activities, value chain, and other business relationships	10-K: PG 1-5, 31-32 Supply Chain & Stewardship Supplier Engagement Statement Distribution Services webpage Supplier Code of Conduct	<p>On June 1, 2021, AmerisourceBergen acquired a majority of Walgreen Boots Alliance's Alliance Healthcare businesses. Alliance Healthcare is one of the largest pharmaceutical wholesalers in Europe, supplying a comprehensive range of pharmaceutical, medical, and healthcare products, services, and solutions for pharmacist customers and manufacturer partners. The acquisition has expanded AmerisourceBergen's reach and solutions in pharmaceutical distribution and adds to the depth and breadth of our global manufacturer services. Throughout FY22, we continued to complete transition activities with Walgreens Boots Alliance to meet key Transition Service Agreement (TSA) deadlines. With approximately 44,000 team members across more than 50 countries around the world, we recognize the need to better connect our people to enhance the work we are able to do together. As we continue to progress through the integration process, we are rethinking processes, aligning platforms, and uniting strategies.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information															
			In FY22, we announced our intent to acquire PharmaLex Holding GmbH (PharmaLex), a leading provider of specialized services for the life sciences industry, which will expand and enhance AmerisourceBergen’s global portfolio of solutions to support partners across the pharmaceutical development and commercialization journey. The acquisition closed effective January 1, 2023.															
2-7	Employees	10-K: PG 6-8	<p>At the close of FY22, our total workforce consisted of approximately 44,000 global team members. A breakdown of team members by region and by gender is included below.</p> <table border="1"> <thead> <tr> <th></th> <th></th> <th>Female (%)</th> </tr> </thead> <tbody> <tr> <td>Total global headcount</td> <td>43,229</td> <td>51%</td> </tr> <tr> <td>Europe</td> <td>21,700</td> <td>43%</td> </tr> <tr> <td>North America</td> <td>20,434</td> <td>61%</td> </tr> <tr> <td>Rest of world</td> <td>1,095</td> <td>37%</td> </tr> </tbody> </table> <p>In FY22, when we initiated our return-to-office protocol, we adopted WorkSmart, a principled hybrid work flexibility program for those team members whose work does not require them to be at one of our physical locations. WorkSmart is based on our philosophy and approach to team member satisfaction and provides team members flexibility in how and where work is completed.</p> <p>Data boundary:</p> <ul style="list-style-type: none"> Total global team members: AmerisourceBergen global team members and Alliance Healthcare team members. 			Female (%)	Total global headcount	43,229	51%	Europe	21,700	43%	North America	20,434	61%	Rest of world	1,095	37%
		Female (%)																
Total global headcount	43,229	51%																
Europe	21,700	43%																
North America	20,434	61%																
Rest of world	1,095	37%																
2-8	Workers who are not employees		This information is not readily available for reporting.															
2-9	Governance structure and composition	Governance Committees Proxy: PG 7-9, 13-18, 32-35, 54	<p>ESG governance starts at the top. Our CEO is a signatory to the Business Roundtable Statement on the Purpose of a Corporation. We are also signatories of the United Nations Global Compact.</p> <p>In 2016, we added oversight of our ESG program as part of our Board of Director’s Governance and Nominating Committee charter. In 2017, to further strengthen the Board-level commitment to ESG-related topics, we added Corporate Responsibility &</p>															

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Sustainability to our Board's skills matrix. In 2020, the Governance and Nominating Board committee was renamed to the Governance, Sustainability, and Corporate Responsibility Committee, to further reflect our commitment to Environmental, Social, Governance (ESG). In 2021, the Governance, Sustainability, and Corporate Responsibility Committee's charter was edited to clarify that the committee will also oversee our diversity, equity, and inclusion strategy, practices, and performance. The Governance, Sustainability, and Corporate Responsibility Committee is updated on a quarterly basis about all ESG programming across the organization, allowing them to give feedback and guidance on the company's ESG strategy.</p> <p>We are incorporating an ESG metric into the executive compensation program that furthers our business objectives and aligns to the three pillars 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. This new metric represents 10% of our executives' short-term incentive opportunity.</p> <p>We have in place a Global ESG Council comprised of a cross-functional group of senior management, and co-sponsored by AmerisourceBergen's Chief Financial Officer (CFO) and Chief Administration Officer (CAO). To represent Alliance Healthcare, our President, International Business Group, was added to the Global ESG Council. The Council's overarching purpose is to ensure the integration and coordination of AmerisourceBergen's ESG strategy and practices with business strategy and policy. The Council leads AmerisourceBergen's efforts to embrace a company-wide ESG approach, integrate ESG throughout our business, and ensure high standards of accountability for the management of priorities and goals. Our ESG Reporting Committee is composed of subject matter experts across the business, which focuses on advancing our transparency and disclosure strategy. This group also provides feedback on key policies and strategic initiatives and opportunities for engagement across business units and the enterprise. These committees are responsible for keeping the pulse of current practices, understanding trends, and identifying gaps in company performance and potential future issues as they relate to ESG. The ESG Reporting Committee provides recommendations to the Global ESG Council.</p> <p>Corporate Responsibility & Sustainability is an enterprise-wide, shared-services function that has governance and oversight over company ESG reporting. The Corporate Responsibility & Sustainability team partners with advisors and subject matter experts across the business to help guide and execute the company's ESG progress, including leaders from Investor Relations, Legal, Marketing, Diversity,</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Equity & Inclusion, Operations, Global Business Resilience, Strategy, Procurement, Human Resources, Internal Audit and Business Unit Leaders. The Senior Vice President of Global Sustainability & ESG Integration has day-to-day responsibilities for managing the overall ESG Reporting strategy and related programming.</p> <p>In addition, the SVP of Global Sustainability & ESG Integration provides regular updates to the Executive Management Committee and Executive Operating Committee.</p> <p>In FY22, we engaged with a third party to examine our current ESG governance structure and composition. This included a thorough review of our current model, targeted interviews with team members across the company, and comparison with leading practices. The third party identified areas for improvement and provided recommendations with a focus on a new structure that will drive further ESG accountability and integration into all levels of the enterprise. In FY23, we will be implementing the recommendations to create a refreshed governance structure and composition to continue to drive ESG progress. We will provide more detail on this model in our FY23 report.</p>
2-10	Nomination and selection of the highest governance body	Governance Committees Proxy: PG 8, 12, 13	
2-11	Chair of the highest governance body	Governance Committees Proxy: PG 8, 21-24	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance Committees Stakeholder Engagement Proxy: PG 25-27, 30-31, 35 Safe and Secure Distribution of Controlled Substances	<p>The Board and Executive Management Committee are the highest governing body in setting purpose, values, and strategy.</p> <p>Our AmerisourceBergen Board of Directors provides guidance and critical oversight of our governance, strategic initiatives, talent management, and risk management processes. Our Board ensures that our management team runs our business in a manner that protects and advances the long-term interests of our shareholders.</p> <p>The Board and the Governance Committee receive updates on economic, environmental, and social topics at regularly scheduled meetings.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
2-13	Delegation of responsibility for managing impacts	Proxy: PG 21-27	
2-14	Role of the highest governance body in sustainability reporting	CDP: PG 3 Proxy: PG 25-26, 35 Safe and Secure Distribution of Controlled Substances	The Governance, Sustainability, and Corporate Responsibility Committee has primary risk oversight for governance structure and processes, investor relations, ESG, political engagement, board succession planning, and diversity, equity and inclusion strategy, practices, and performance. As a result, the Committee reviews and guides the ESG strategy, any major plans of action, risk management policies, and business plans, and monitors implementation and performance of objectives. ESG is also included on our Board's skills matrix in order to strengthen Board-level commitment to ESG-related topics. AmerisourceBergen Management's Global ESG Council serves as the link between our Board and management.
2-15	Conflicts of interest	CoE: PG 22-23	
2-16	Communication of critical concerns	Proxy: PG 25-27, 32-33 CoE: PG 13-15 10-K: PG 19 Safe and Secure Distribution of Controlled Substances	
2-17	Collective knowledge of the highest governance body	Corporate Officers Proxy: PG 10, 27	We have regularly scheduled meetings which include presentations to the Board on issues of relevance about the company, with regard to economic, environmental, governance, and social topics. These topics are contained in our Board of Director's skills matrix.
2-18	Evaluation of the performance of the highest governance body	Proxy: PG 28 Safe and Secure Distribution of Controlled Substances	
2-19	Remuneration policies	Proxy: PG 19-21, 44-77	Throughout FY22, the Compensation & Succession Planning Committee ("Compensation Committee") of the Board and AmerisourceBergen management evaluated possible approaches for incorporating an ESG metric into our executive compensation program. Both the Compensation Committee and management

*Page numbers refer to page number indicated in actual document, not PDF page count

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2-20	Process to determine remuneration	Proxy: PG 19-21, 33, 39-77	<p>considered shareholder feedback and sought a design that furthers our business objectives and aligns to the pillars of our ESG strategy, which represent three priorities that align with our services and beliefs: purpose-driven team members, resilient and sustainable operations, and healthy communities for all. Our ESG metric, effective for FY23, includes three quantifiable components focused on increasing female representation in leadership roles globally, fostering employee inclusion and engagement, and ensuring business resiliency planning for climate-driven events. This new metric represents 10% of our executives' short-term incentive opportunity and will have only a target payout opportunity (rather than a range between threshold and maximum). We plan to include this metric in the FY23 short-term incentive and use this first year as a learning opportunity for future design. Complete details regarding our FY23 incentive programs will be provided in our FY23 proxy statement.</p>
2-21	Annual total compensation ratio	Proxy: PG 76	
2-22	Statement on sustainable development strategy	Message From Leadership	
2-23	Policy commitments	<p>CoE</p> <p>Human Rights Policy</p> <p>Supplier Code of Conduct</p>	<p>AmerisourceBergen is committed to the sound management principle that all business dealings shall be conducted with the highest level of business ethics, honesty, and integrity. Our Code of Ethics and Business Conduct reaffirms our longstanding commitment to that principle and to maintaining and promoting a culture of compliance. The Code sets forth our standards for business ethics, which have been approved and are supported by our Board of Directors and management. The Code embodies our Company values of integrity and accountability and enables us to execute against our shared responsibility to create healthier futures. The Code is updated annually to reflect new developments in policies, laws, and regulations and to ensure that our Code aligns with our business activities and structure.</p> <p>AmerisourceBergen ensures accountability for and adherence to the Code by asking team members to review and acknowledge the Code annually, conducting background checks on certain team members, reviewing contracts for compliance with the Code, investigating reports of violations, and taking disciplinary actions</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>where appropriate. AmerisourceBergen has a zero-tolerance policy for ethical violations.</p> <p>AmerisourceBergen has adopted a Human Rights Policy that is aligned with the principles of several globally recognized standards, and which reaffirms the Company’s commitment to prohibiting child labor and forced labor in all its forms, and to recognizing employee freedom of association, the right to collective bargaining, and protection from employment discrimination. Our commitment to human rights extends beyond our own operations throughout our entire value chain. Our suppliers must also uphold the human rights of workers and treat them with dignity and respect.</p> <p>AmerisourceBergen’s Supplier Code of Conduct sets forth the basic expectations with respect to various ethics and compliance matters that AmerisourceBergen and its subsidiaries and affiliates around the world has established for its suppliers. AmerisourceBergen developed the Supplier Code of Conduct based on the Pharmaceutical Supply Chain Initiative’s (PSCI) Pharmaceutical Industry Principles, AmerisourceBergen’s Code of Ethics and Business Conduct, and with influence from various international human rights standards, including the 10 Principles of the United Nations Global Compact and UN Sustainable Development Goals.</p> <p>As a reflection of AmerisourceBergen’s policy commitments, the following are examples of major external initiatives AmerisourceBergen and Alliance Healthcare engaged in during FY22: United Nations Global Compact (UNGC), United Nations Sustainable Development Goals (SDGs), Science Based Target Initiative (SBTi), The World Resources Institute’s Greenhouse Gas Protocol, CDP’s climate change program, Chief Executives for Corporate Purpose (CECP), United Nations Foundation (UNF), U.S. Chamber of Commerce, National Health Policy Forum, Community Anti-Drug Coalitions of America (CADCA), Task Force for Climate-related Disclosures (TCFD), Sustainable Accounting Standards Board (SASB), World Economic Forum Stakeholder Capitalism Metrics (WEF), Business Roundtable, Norwegian plastic pledge, Plastløftet, the EU Green Deal in Netherlands, United Nations Women’s Empowerment Principles, and the U.S. Health Sector Climate Pledge.</p>
2-24	Embedding policy commitments	CoE	<p>All company directors, officers, and team members are expected to understand and adhere to the legal standards and ethical principles established in AmerisourceBergen’s Code of Ethics and Business Conduct, to conduct themselves with the highest degree of integrity and honesty, and to comply with all applicable laws, regulations, and rules. AmerisourceBergen expects its leadership to lead by example and to demonstrate the ethical behavior required by the Code in all facets of</p>

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>their work and their interaction with team members and the public. AmerisourceBergen ensures accountability for and adherence to the Code by asking team members to review and acknowledge the Code annually, conducting background checks on certain team members, reviewing contracts for compliance with the Code, investigating reports of violations, and taking disciplinary actions where appropriate.</p> <p>AmerisourceBergen requires that all significant contracts be reviewed by a company lawyer before being signed. Legal review helps to avoid contracts that are inappropriate or unlawful; identify and minimize unfavorable contract provisions; enter contracts that are appropriate for the business circumstances and in compliance with the Code of Ethics and Business Conduct.</p> <p>The Covered Business Partner (CBP) Program is managed by AmerisourceBergen's Office of Compliance (OOC) and is designed to review domestic and international Covered Business Partners, defined as suppliers, domestic or international agents, vendors, and other partners that provide goods and services on behalf of AmerisourceBergen in both domestic and global markets. This enterprise-wide program creates a centralized, automated, and consistent oversight process for all third parties identified to the OOC through the CBP Program. The OOC screens AmerisourceBergen's third parties daily against over 1,700 sites for court filings, negative media, criminal activity, politically exposed parties, sanctions, and exclusions. Any potential findings are communicated back to the business and if necessary, investigated. The process also requires our third parties to sign the AmerisourceBergen Supplier Code of Conduct and respond to questionnaires.</p> <p>AmerisourceBergen has processes in place to evaluate and select third-party vendors, with appropriate requirements, terms, and conditions established in contract negotiation. Our business, sourcing, and assurance functions work together to perform due diligence, ensure compliance, and manage and oversee vendor performance.</p> <p>In FY22, AmerisourceBergen advanced several initiatives to enhance vendor risk management efforts across assurance functions, including the establishment of a formal enterprise-wide Third-Party Risk Management (TPRM) program that aligns assurance, sourcing, and legal functions to enhance third-party assessment, oversight, and controls. This TPRM initiative is working to strengthen evaluation of vendors' human rights risks and controls to provide greater assurance over social risks.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
2-25	Processes to remediate negative impacts	CoE: PG 11-18 Supplier Code of Conduct: PG 14	
2-26	Mechanisms for seeking advice and raising concerns	CoE: PG 52-56 Supplier Code of Conduct: PG 14	
2-27	Compliance with laws and regulations	10-K: PG 84-87 Safe and Secure Distribution of Controlled Substances	
2-28	Membership associations	Policy Statement on Political Engagement	
2-29	Approach to stakeholder engagement	Stakeholder Engagement	
2-30	Collective bargaining agreements	10-K: PG 6	

GRI 3: Material topics 2021

3-1	Process to determine material topics	<p>In FY20, AmerisourceBergen engaged a third-party consulting partner to conduct a materiality assessment to ensure our approach to sustainability aligns with the needs of our business.</p> <p>The assessment involved the following activities:</p> <ul style="list-style-type: none"> • Desktop research: Our consulting partner reviewed publicly available information, including peer benchmarking, ESG rater/ranker surveys, and third-party standards (GRI, SASB, etc.) and then developed an initial list of topics that were most relevant to our industry. This initial list fed stakeholder interviews and an online survey. • Stakeholder interviews: Interviews were conducted with key internal stakeholders to gain their perspectives on the initial ESG topic list, including which were most important and why.
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*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<ul style="list-style-type: none"> Online survey: An online survey was used to gather input on the initial topic list from a broader internal audience. Respondents rated each topic on its importance to the business and the level of stakeholder interest. Survey results were compiled, and data analytics generated. <p>Workshop: The results of the research, interviews, and survey were presented to a cross-functional team of AmerisourceBergen leaders. The results were discussed, and the team aligned on a final list of material topics.</p> <p>In FY21, as part of the Alliance Healthcare integration, we reviewed the two ESG strategies and assessed materiality through desktop research, a series of stakeholder interviews, and workshops to map out common material topics. We found strong alignment, and this is reflected in our revised and integrated strategy.</p> <p>We consider materiality an ongoing exercise. In support of this approach, we organized an Emerging Issues Committee in FY22 with senior leadership from across the business to identify, elevate, and proactively mitigate current and emerging issues impacting our company and key stakeholders to support our ongoing materiality assessment. The Committee is cross-functional with participation from teams across the business, including Public Affairs, Enterprise Risk Management, Legal, DEI, and ESG. The Committee provides a structured, consistent approach to consider and evaluate issues and potential actions.</p> <p>In FY22, we announced our intent to acquire PharmaLex Holding GmbH (PharmaLex). The acquisition closed effective January 1, 2023. Following the completion of the acquisition, we plan to conduct an updated materiality analysis to incorporate PharmaLex.</p>
3-2	List of material topics	ESG Microsite	<p>The material topics identified in our most recent assessment are listed below. Individual material topics are grouped within the following five categories: Governance, Ethics & Compliance, People & Communities, Supply Chain & Customers, Environment & Stewardship, and Healthcare Landscape.</p> <p>Governance, Ethics & Compliance</p> <ul style="list-style-type: none"> Business ethics, compliance, and anti-corruption laws Data protection and privacy ESG governance Transparency and reporting

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>People & Communities</p> <ul style="list-style-type: none"> Community impact and investment Diversity, equity, and inclusion (workforce, board, suppliers, customers, partners) Safety, health and wellness (team members and contractors) Talent attraction, retention, and development <p>Supply Chain & Customers</p> <ul style="list-style-type: none"> Disaster preparedness and response/ humanitarian relief Product quality, safety, and stewardship Responsible and resilient supply chain Sustainable food production <p>Environment & Stewardship</p> <ul style="list-style-type: none"> Climate impacts Energy, GHG, and transportation efficiency Responsible packaging Waste management and recycling <p>Healthcare Landscape</p> <ul style="list-style-type: none"> Access to affordable and quality healthcare Prescription drug safety <p>Indicators included within this index are considered material. Bolded indices are considered material as part of our core reporting.</p>
3-3	Management of material topics	ESG Microsite Healthy Communities Resilient & Sustainable Operations Purpose-Driven Team Members Safe and Secure Distribution of Controlled Substances CoE	<p>AmerisourceBergen applies the principles contained within the Precautionary principle to our ESG programs, but we do not have a policy regarding the precautionary principle or approach.</p> <p>In FY22, we introduced our ESG aspirational goals to guide our path forward.</p> <p>Bolded and shaded areas within this report indicate material topics. Material topics cover all AmerisourceBergen operations and subsidiaries, unless otherwise noted. The management of our economic, environmental, and social material topics is included in disclosure 3-3 throughout this index.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
Economic Topics			
3-3	Management of material topics	Resilient & Sustainable Operations Healthy Communities Safe and Secure Distribution of Controlled Substances	<p>Our economic material topics include understanding and managing financial risks and opportunities of climate-related issues on our business and supporting the communities where we live and work.</p> <p>We annually assess our management approaches to our material topics to ensure we are adopting new strategies or best practices as identified through collaborations with both internal and external stakeholders, industry benchmarking, and other research.</p> <p>*Bolded and shaded areas indicate material economic topics</p>
201-1	Direct economic value generated and distributed	10-K: PG 31-32	
201-2	Financial implications and other risks and opportunities due to climate change	CDP: PG 6-16 10-K: PG 23-24	<p>In FY20, we engaged a third party to perform a physical risk assessment on AmerisourceBergen’s top 100 locations. In FY22, we updated the scope of this assessment to include nearly 300 additional locations as part of the acquisition of Alliance Healthcare. The assessment quantified and scored our company’s risk exposure across seven climate hazard indicators—such as heat waves, wildfires, and hurricanes. Overall, our risk exposure was found to be moderate, with wildfires the most significant risk indicator. The assessments provided valuable information to better inform our strategy and incorporate the findings into our enterprise risk management and business continuity programs. Moving forward, we plan to update this assessment on an annual or biennial basis.</p>
201-3	Defined benefit plan obligations and other retirement plans	Caring for Team Members Team Member Benefits 10-K: PG 79	
203-1	Infrastructure investments and services supported	Healthy Communities	<p>In FY22, the AmerisourceBergen Foundation donated more than \$6.3M to over 80 non-profit organizations. Through our matching gifts and volunteer/board service grants program, nearly 1,000 non-profit organizations were supported.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

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203-2	Significant indirect economic impacts	Supplier Diversity Healthy Communities	<p>In FY22, we contracted with a third party to provide us with an updated economic impact study based on our spend with diverse suppliers and geographic locations for those businesses. The study showed that AmerisourceBergen’s spending during FY22 with its diverse and small suppliers throughout the U.S. generated direct and indirect economic activity in our supply chain and communities in the following ways:</p> <ul style="list-style-type: none"> • AmerisourceBergen’s direct purchases of \$1.8B from small and diverse businesses supported \$2.9B in cumulative revenues earned by all businesses impacted by our supplier diversity program. • AmerisourceBergen’s spending with small and diverse suppliers supported an estimated 11,229 jobs within our supply chain and in the suppliers’ communities. • AmerisourceBergen’s purchases from small and diverse suppliers supported jobs throughout the supply chain that paid employees a total of \$707M in wages. <p>One of our goals for our supplier diversity program is to increase jobs added to underserved communities. To focus on our local impact, we continued to support the Chamber of Commerce for Greater Philadelphia and its Diverse Procurement Collaborative. The purpose of the collaborative is to facilitate the exchange of best practices, build a community of business leaders committed to diverse procurement practices, and create accountability through benchmarking with corporations, universities, and other organizations in the Philadelphia region. We also partnered with students from Saint Joseph University’s Pharmaceutical & Healthcare Marketing capstone course to provide pro bono mentoring to a select group of small local diverse businesses.</p> <p>We are also working to expand our supplier diversity program globally. To support this effort, we joined the Canadian Aboriginal and Minority Supplier Council (CAMSC). This will be an area of increased focus for our supplier diversity program in FY23.</p>
204-1	Proportion of spending on local suppliers	Supplier Diversity	<p>We are committed to promoting the success of small, diverse, minority and/ or women-owned, disabled, disadvantaged, HUBZone and veteran-owned businesses. In FY22, we engaged more than 1,200 small and diverse suppliers, spending more than \$1.9 billion on small and diverse businesses. We spent \$1.8 billion directly with diverse suppliers (Tier 1), and another \$76 million was spent with diverse suppliers by our vendors (Tier 2) through subcontracting and operational expenses.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Our FY22 spend with minority owned businesses increased by \$68.4 million from the previous fiscal year, which represented the largest increase among all diversity classifications. Our spend with women-owned businesses increased \$8.1 million during the same period. We realized a slight increase in spend with disabled-owned and service-disabled owned businesses. Although our spend with small businesses decreased from the previous fiscal year, the number of small businesses we utilized increased by over 170.</p> <p>As with most recent years, the life sciences industry, which includes many of our direct suppliers, witnessed growth among small businesses. Our Small Business Enterprise (SBE) spend was impacted by the growth as some of our largest diverse partners lost their status as a small business. Although our SBE spend decreased in FY22, we were pleased to see our small business partners achieving success.</p> <p>AmerisourceBergen Marketplace is an example of how we are demonstrating our commitment to support and elevate small and diverse suppliers. In FY22, we piloted AmerisourceBergen Marketplace, a platform to connect verified manufacturers with our independent pharmacy customers to help them secure inventory and community needs. We are proud that 30% of the manufacturers featured on our platform are diverse. To make it easier for our customers to identify diverse manufacturers on Marketplace, we established diversity icons and educated our sales team on the business case for supporting diversity. In addition to supporting diverse manufacturers, Marketplace allows our retail customers to source products supporting their ethnic communities.</p> <p>We continued to find creative methods to integrate supplier diversity into our financial practices. For example, we made two identical investments of \$25 million in partnership with JPMorgan Chase to support diverse-led financial institutions. We finalized a major investment into a fund with a minority owned investment firm that would seek opportunities to build larger minority businesses through acquisitions and/or expansion.</p> <p>For more information, please see Supplier Diversity page of website.</p>
205-1	Operations assessed for risks related to corruption	Supplier Code of Conduct Supplier Engagement Statement CoE: PG 31-33	The Office of Compliance (OOC) partners with Global Quality, Risk, and Resilience (GQRR), Internal Audit, and Enterprise Quality to conduct audits across all AmerisourceBergen business groups and performs an annual compliance risk assessment which includes questions related to the risk of corruption, fraud, and strength of compliance culture. This is then used to prioritize the compliance audits where the business is generally the same over multiple locations. If findings are

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>generated from an audit, the OOC works with the business group to develop corrective action plans and conducts follow up audits to ensure the implemented corrective actions have been effective to correct the finding.</p> <p>The Covered Business Partner (CBP) Program is managed by the OOC and is designed to review domestic and international Covered Business Partners, defined as suppliers, domestic or international agents, vendors, and other partners that provide goods and services on behalf of AmerisourceBergen in both domestic and global markets. This enterprise-wide program creates a centralized, automated, and consistent oversight process for all third parties identified to the OOC through the CBP Program. The OOC screens AmerisourceBergen’s third parties daily against over 1,700 sites for court filings, negative media, criminal activity, politically exposed parties, sanctions, and exclusions. Any potential findings are communicated back to the business and if necessary, investigated. The process also requires our third parties to sign the AmerisourceBergen Supplier Code of Conduct and respond to questionnaires. Results of the screening, monitoring, and investigation give the OOC valuable insight to any potential risks that may arise from the relationship. It also allows us to create strategic risk mitigation plans, audits, quality agreements, and other contractual requirements. The program enables us to continue to monitor and ensure that mitigation efforts are in place for the highest risk ranked third parties and to hold those businesses accountable for these risk-reducing or controlling efforts.</p> <p>On July 1, 2022, the Norwegian Transparency Act came into effect and requires many companies doing business in Norway, including some AmerisourceBergen business units, to regularly conduct human rights due diligence; publish an annual human rights statement; and respond to third-party requests for information regarding adverse human rights impacts. In FY22, AmerisourceBergen’s OOC implemented a due diligence process in compliance with the Act and is in the process of screening suppliers. A public report detailing the results of the due diligence will be published by June 30, 2023 in accordance with the Act.</p> <p>Having a robust sanctions compliance program is a well-recognized mitigation strategy against risks related to illegal activities with sanctioned entities and individuals. At AmerisourceBergen, the OOC implements a trade sanctions screening program based on the nature of our business, transactions and activities, and all other factors affecting our organization. As a part of the trade sanctions screening process, the OOC is collecting information for all active customers, vendors, and suppliers from all business unit databases globally to screen our third parties against the consolidated Office of Foreign Assets Control (OFAC) sanctions list. Currently, to complete the screening, we utilize the Lexis/Nexis screening tool which allows us to</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>access over 1,100 sanctions and watch lists. Each month, the OOC collects on average over 850,000 lines of data in collaboration with AmerisourceBergen’s business groups to screen all relevant parties and conduct business in a compliant manner.</p> <p>AmerisourceBergen has processes in place to evaluate and select third-party vendors, with appropriate requirements, terms, and conditions established in contract negotiation. Our business, sourcing, and assurance functions work together to perform due diligence, ensure compliance, and manage and oversee vendor performance.</p> <p>In FY22, AmerisourceBergen advanced several initiatives to enhance vendor risk management efforts across assurance functions, including the establishment of a formal enterprise-wide Third-Party Risk Management (TPRM) program that aligns assurance, sourcing, and legal functions to enhance third-party assessment, oversight, and controls. This TPRM initiative is working to strengthen evaluation of vendors’ human rights risks and controls to provide greater assurance over social risks.</p>
205-2	Communication and training about anti-corruption policies and procedures	CoE: PG 48-51	<p>During FY22, the Office of Compliance deployed mandatory Global Anti-Bribery and Corruption Training alongside the AmerisourceBergen Code of Ethics and Business Conduct to all active team members and contractors. This training initiative concluded with a 100% completion rate. In addition, as part of our ongoing integration with Alliance Healthcare, Global Anti-Bribery and Corruption Training and the AmerisourceBergen Code of Ethics and Business Conduct were deployed to all active team members and contractors within Alliance Healthcare. Both training courses were provided in 21 languages.</p>
205-3	Confirmed incidents of corruption and actions taken	CoE: PG 31-33	<p>The AmerisourceBergen reporting hotline is available 24 hours a day, 7 days a week. The hotline is managed entirely by a third party and allows employees and third parties to report concerns or incidents anonymously, if desired. Reports can be filed via either the telephone or internet. In FY22, AmerisourceBergen engaged with a third-party to compare our 2021 compliance incident report data with the most recently available industry benchmarks from 2020. In 2021, AmerisourceBergen received 1.0 compliance incident reports per 100 employees.¹ In comparison with industry benchmarks, we are within the industry range of 0.3 to 8.2 compliance</p>

¹ Figure represents total number of incident reports per 100 employees, not all of which were substantiated. Total number of employees includes AmerisourceBergen and excludes Alliance Healthcare.

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			incident reports per 100 employees and slightly below the industry median of 1.6 reports per 100 employees.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	CoE: PG 32-33	
207-1	Approach to tax		AmerisourceBergen has a longstanding commitment of adherence to sound corporate governance to ensure that AmerisourceBergen is managed with the highest standards of responsibility, ethics, and integrity in accordance with its Corporate Governance Principles and Code of Ethics and Business Conduct. Consistent with the AmerisourceBergen Code of Ethics requirement to comply with all applicable laws and regulations, AmerisourceBergen's directors, officers, and employees operate in full compliance with all applicable tax laws and regulations in every jurisdiction where we operate, including the timely filing of all required tax returns, reports, and disclosures, and paying the appropriate amount of tax at the required time.
207-2	Tax governance, control, and risk management	Finance Committee UK Tax Strategy 10-K: PG 32, 70-73	The Senior Vice President of Tax serves as the head of global taxes and is responsible for overseeing all tax risk management, tax governance and tax compliance issues for AmerisourceBergen. AmerisourceBergen's directors, officers, and employees exercise reasonable care and due diligence with respect to compliance and planning issues with the objective of minimizing potential tax risk. Depending on the complexity and/or the materiality of a potential transaction or compliance issue, external advice, guidance, and support is sought from qualified external advisors and subject matter tax experts in order to eliminate or minimize any tax risks that might arise in connection with that transaction or tax compliance issue where there may be a question regarding the proper interpretation or application of any tax law or regulation.
207-3	Stakeholder engagement and management of concerns related to tax		AmerisourceBergen's directors, officers, and employees are committed to fully cooperate with all tax authorities and their representatives in a transparent, collaborative, and professional manner. We track trends in tax transparency and review our tax disclosures on an annual basis.

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
Environmental Topics			
3-3	Management of material topics	Environmentally Aware	<p>Our environmental material topics include energy and greenhouse gas emissions management, climate change, waste management, and responsible sourcing. These material topics were determined in our most recent materiality assessment. Environmental material topics cover all AmerisourceBergen operations and subsidiaries, unless otherwise noted.</p> <p>We annually assess our management approaches to our material topics to ensure we are adopting new strategies or best practices as identified through collaborations with both internal and external stakeholders, industry benchmarking, and other research. In the last year, we have increased engagement and awareness across the enterprise in relation to our environmental sustainability commitments and progress. As we continue to improve and streamline our data collection processes as part of the integration with Alliance Healthcare, we have identified certain challenges in implementing a consistent level of data governance and controls across the enterprise. To address data availability and access challenges, AmerisourceBergen has made significant investments in an environmental sustainability data management system to not only centralize where data is managed but also increase visibility and engagement from stakeholders.</p> <p>We are taking bold steps to address climate issues. We recognize that the economic, social, and physical environments in which our company operates are integral to our ability to deliver better patient outcomes. Our purpose becomes increasingly evident in the event of climate-related issues such as severe weather events or natural disasters. Through our Global Business Resilience team, we continue to be prepared to remain operational in the event of a disaster, so that we may continue to serve our customers and their patients. We are implementing a phased approach to business continuity planning to ensure that AmerisourceBergen’s network is equipped to handle potential disruptions from natural disasters or other aspects that may be related to climate change.</p> <p>From energy efficiency and GHG emissions management to responsible packaging, AmerisourceBergen incorporates a sustainability mindset into all that we do. We work collaboratively across the enterprise to implement efficiency opportunities and share best practices and lessons learned to further our impact across our network. We work to deploy efficiency measures across the organization, including LED retrofits, energy audits, conveyor energy</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>management, building automation system upgrades, and more. We also continue to assess opportunities to perform energy or re-/retro-commissioning audits at our facilities to identify further efficiency measures. Our global specialty logistics provider company, World Courier, achieved recertification for both ISO 9001 and 14001 standards for quality and environmental management.</p> <p>AmerisourceBergen is committed to recycling as well as the reduction of waste. We are taking innovative, strategic steps to create a more sustainable footprint. We are also committed to sustainable packaging and removing single-use, petroleum-based materials like plastics and polystyrene foam from our operations and sourcing more ecological options.</p> <p>AmerisourceBergen commits 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. Our near-term targets have been approved by the Science Based Target initiative (SBTi) (see https://sciencebasedtargets.org/companies-taking-action).</p> <p>*Bolded and shaded areas indicate material environmental topics</p>
301-2	Recycled input materials used	Waste Management, Recycling & Sustainable Packaging	This topic is not relevant to our business as AmerisourceBergen does not manufacture products.
301-3	Reclaimed products and their packaging materials	Waste Management, Recycling & Sustainable Packaging	This topic is not relevant to our business as AmerisourceBergen does not manufacture products.
302-1	Energy consumption within the organization	CDP: PG 42-47	<p>Our FY22 energy consumption was as follows:</p> <ul style="list-style-type: none"> • Non-renewable stationary fuel: 105,923 MWH (381,324 GJ) • Vehicle fuel: 407,136 MWH (1,465,690 GJ) • Non-renewable electricity: 266,584 MWH (959,701 GJ) • Renewable electricity: 70,602 MWH (254,167 GJ) • Total energy: 851,667 MWH (3,066,002 GJ) <p>Please see our CDP disclosure for more details on our energy consumption break down.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
302-3	Energy Intensity		Energy intensity for FY22 was 0.0000036 MWH/\$ Revenue
302-4	Reduction of energy consumption	Climate and Energy Management	<p>Our FY22 energy consumption compared to our FY19 base year were as follows:</p> <ul style="list-style-type: none"> • 14% increase in total stationary and vehicle fuel consumption • 2% decrease in non-renewable electricity • 37% increase in renewable electricity • 10% increase in total energy <p>Fuel consumption increase was largely a result of return to normal operations after the pandemic and a continued uptick in product deliveries including COVID-19 related products such as vaccines and treatments.</p> <p>We saw a significant increase in the adoption of renewable energy from our base year, a result of our continued focus on increasing our use of renewable energy wherever possible. Globally in FY22, roughly 20.9% of our electricity consumption came from renewable sources.</p> <p>As we continue to grow, we will strive to increase our building efficiency, expand our renewable energy portfolio and reduce our fuel consumption. We regularly assess and explore opportunities to increase energy efficiency through lighting upgrades, HVAC, and other improvement opportunities. We completed 11 lighting projects FY22 that will result in annual savings of approximately 6 million kWh. We are also pursuing LEED certification at our new headquarters in Conshohocken, PA that opened in late 2021.</p>
303-5	Water consumption		AmerisourceBergen does not manufacture products and therefore, water consumption is a non-material topic. We estimate consumption for FY22 was approximately 1,789,938 cubic meters of water. This estimate includes additional estimated consumption for sanitary purposes for our Alliance Healthcare footprint. Please note, this is an engineering estimate based on water use for sanitation purposes and locations with cooling towers. We do not manufacture products, so we do not have water associated with manufacturing processes.
305-1	Direct (Scope 1) GHG emissions	Climate and Energy Management	<p>Our Scope 1 emissions for FY22 were 124,045 MT CO2e.</p> <p>Our Scope 1 emissions for our FY19 base year were 109,727 MT CO2e.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
305-2	Energy indirect (Scope 2) GHG emissions	Climate and Energy Management	<p>Our Scope 2 location-based emissions for FY22 were 97,356 MT CO2e.</p> <p>Our Scope 2 location-based emissions for our FY19 base year were 115,179 MT CO2e.</p> <p>Our Scope 2 market-based emissions for FY22 were 87,642 MT CO2e.</p> <p>Our Scope 2 market-based emissions for our FY19 base year were 105,581 MT CO2e.</p>
305-3	Other indirect (Scope 3) GHG emissions	Climate and Energy Management	<p>Our total Scope 3 emissions for FY22 were 23,627,236 MT CO2e.</p> <p>Our total Scope 3 emissions for our FY19 base year were 19,881,916 MT CO2e.</p> <p><i>Our scope 3 emissions are inclusive of all 15 scope 3 categories defined by the GHG Protocol.</i></p>
305-4	GHG emissions intensity	CDP: PG 39	Our GHG emissions intensity (scope 1 & 2 emissions) for FY22 is 0.000001 MT CO2e/\$ Revenue.
305-5	Reduction of GHG emissions	Climate and Energy Management CDP: PG 29	<p>In FY22, our Scope 1 & 2 GHG emissions were approximately 221,401 MT CO2e. In FY19, our Scope 1 & 2 GHG emissions were approximately 224,906 MT CO2e.</p> <p>Our total Scope 1 and 2 emissions decreased by 1.5% from our FY19 base year.</p> <p>We realized a 13% increase in our Scope 1 emissions a 15% reduction in our Scope 2 emissions from our FY19 base year.</p> <p>Our Scope 1 increase was largely a result of return to normal operations after the pandemic and a continued uptick in product deliveries including COVID-19 related products such as vaccines and treatments.</p> <p>Our Scope 2 reductions are a result of implementation of best practices and initiatives across the enterprise to reduce emissions including increasing our renewable energy purchases and on-site systems and improving building efficiencies through lighting upgrades. Additionally, in FY22, when we initiated our return-to-office protocol, we adopted WorkSmart, a principled hybrid work flexibility program for those team members whose work does not require them to be at one of our physical locations. This new program played a role in the Scope 2 emissions reductions as we adopt a more flexible work environment.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
306-1	Waste generation and significant waste-related impacts	Waste Management, Recycling & Sustainable Packaging	<p>We anticipate that our emissions may see an increase over the next fiscal year as we continue to navigate the post-COVID return to normal and with the planned acquisition of PharmaLex. With the continued growth of our business, our footprint has changed significantly, but we remain committed to improving our operational efficiency, investing in renewable energy, and exploring new opportunities for innovation.</p> <p>AmerisourceBergen strives to reduce waste by focusing first on source reduction wherever feasible, recycling what we cannot eliminate, and landfilling as a last resort. Responsible management and disposal are an important aspect of our waste management strategy. We strive to ensure we properly dispose of waste in our own operations, while also considering the downstream impacts of our packaging materials we send to our customers.</p> <p>In most offices worldwide, we cut paper waste and look for opportunities to utilize digital communications. The majority of our waste stream consists of packaging materials, specifically cardboard boxes, polystyrene foams, and plastic films. We are also committed to sustainable packaging and removing single-use, petroleum-based materials like plastics and polystyrene foam from our operations and sourcing more ecological options. Our U.S. AmerisourceBergen Human Health distribution centers and our global Alliance Healthcare locations achieved an 76% diversion rate in FY22.</p> <p>We have also successfully transitioned our U.S. Human Health distribution centers to a sustainable cold chain packaging solution, which reduces the amount of single-use packaging waste generated. Some of our Alliance Healthcare locations have set waste reduction goals, such as Alliance Healthcare UK, which has committed to reducing single-use plastic secondary packaging within the business by 60% (210 metric tons) by September 2022 as part of its “Getting drastic with Plastic “campaign. After implementing solutions such as reusable totes and paper-based packaging materials, the program has removed over 230 metric tons of single-use plastic.</p> <p>While we have control over the packaging solutions we utilize, we do not always have control over what our products arrive in from our upstream suppliers. We continue to look for alternative disposal options for hard to recycle plastics and utilize our third-party waste management partners to help identify opportunities.</p>
306-2	Management of significant waste-related impacts	Waste Management, Recycling & Sustainable Packaging	<p>We partnered with a waste management solutions company to help streamline and optimize our U.S. Human Health network. This partnership has granted us access to</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
306-3	Waste generated	Waste Management, Recycling & Sustainable Packaging	<p>our distribution centers' waste data on a more frequent basis, allowing us to analyze and assess our generation and identify efficiency and diversion opportunities.</p> <p>We utilize a sustainable cold chain packaging solution (reusable totes and plant-based phase change material ice packs) across our Human Health distribution centers. Alliance Healthcare UK rolled out new reusable totes and transitioned to cardboard packaging for some products to replace single-use plastics.</p> <p>We have several specific recycling programs for totes, pallets, stock bottles, and electronics (Note: Totes and pallets are U.S. Human Health programs only). These programs are managed by third-party vendors who track our recycling data and report to us on a quarterly basis. We continuously assess our waste portfolio to identify new opportunities for specific recycling programs.</p> <p>AmerisourceBergen is committed to operating in full compliance with all local, state, and federal laws and regulations by partnering with a regulated waste disposal company to ensure safe and proper disposal of all hazardous waste.</p> <hr/> <p>In FY22, our AmerisourceBergen Human Health and Alliance Healthcare locations generated a total of 41,303 metric tons (MT) of non-hazardous and hazardous waste. Of that total, 39,448 MT were non-hazardous waste, disposed/recycled as follows:</p> <ul style="list-style-type: none"> • 29,836 MT recycled or incinerated with energy recovery • 9,050 MT sent to landfills • 561 MT incinerated without energy recovery <p>We continuously strive to improve the access to and quality of our waste data across AmerisourceBergen. We have taken significant steps in the last year to capture waste from our biggest business—our Human Health distribution centers—and plan to expand our efforts across the businesses to capture the full portfolio of AmerisourceBergen's waste.¹</p> <p>AmerisourceBergen is committed to operating in full compliance with all local, state, and federal laws and regulations by partnering with a regulated waste disposal company to ensure safe and proper disposal of all hazardous waste and non-hazardous product waste.² In FY22, we disposed of approximately 1,113 MT of hazardous waste. In addition, we sent roughly 742 MT of non-hazardous product waste for destruction by our hazardous waste partners.</p> <p>1. Waste data boundary:</p> <ul style="list-style-type: none"> • Our waste data is representative of approximately 75% of our locations by square footage

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<ul style="list-style-type: none"> • Totes and Pallets: U.S. Human Health Distribution Centers • Electronic waste: All AmerisourceBergen sites that generated e-waste • Plastic stock bottles: American Health Packaging (AHP) • Non-hazardous product waste: U.S. Human and Animal Health Distribution Centers, Specialty, American Health Packaging (AHP), and corporate offices • Hazardous waste: U.S. Human and Animal Health Distribution Centers, Specialty, AHP, corporate offices, and Alliance Healthcare <p>2. Non-hazardous product waste (U.S. only) includes any product that falls under the EPA's classification of non-hazardous and does not contain any of the four characteristics of hazardous waste: ignitability, corrosivity, reactivity, and toxicity. This may include any non-saleable item that is not eligible for return to a third-party vendor. These products are handled by our hazardous waste partner, but they are not considered hazardous waste under any local, state, or federal law or regulation. In other countries where we operate, hazardous and non-hazardous waste is defined by local applicable legislation at the point of generation.</p>
306-4	Waste diverted from disposal	Waste Management, Recycling & Sustainable Packaging	<p>In FY22, we diverted 29,836 metric tons of waste from the landfill. This was composed of:</p> <ul style="list-style-type: none"> • 11,224 MT of cardboard • 12,030 MT of recyclables • 1,597 MT of materials incinerated with energy recovery • 45 MT of plastic totes • 4,829 MT of pallets • 88 MT of electronic waste • 24 MT of plastic stock bottles
306-5	Waste directed to disposal	Waste Management, Recycling & Sustainable Packaging	<p>In FY22, our AmerisourceBergen Human Health and Alliance Healthcare locations generated 39,448 metric tons (MT) of non-hazardous waste. Of that total waste, 9,050 MT were sent to landfill, 561 MT were incinerated without energy recovery, and the remaining 29,836 MT were recycled or incinerated with energy recovery.</p> <p>Our Human Health locations inclusive of Alliance Healthcare achieved an 76% waste diversion rate.</p> <p>In FY22, we disposed of approximately 1,113 MT of hazardous waste. In addition, we sent roughly 742 MT of non-hazardous product waste for destruction by our hazardous waste partners.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
308-1	New suppliers that were screened using environmental criteria	Supply Chain & Stewardship Supplier Engagement Statement Supplier Code of Conduct	All Requests for Proposal (RFP) that go through our standard RFP process are screened according to ESG programs and commitments, including environmental criteria. In addition, we screen potential purchases for new buildings using LEED standards. AmerisourceBergen expects all third-party suppliers, vendors, and other business partners to comply with fundamental principles. Many of our suppliers are required by contract to comply with applicable laws and provide us with written certifications that reflect their commitment to abide by the ethical principles set forth in our Code of Ethics and Business Conduct. AmerisourceBergen is engaged in various initiatives to expand the number of third-party suppliers that are required to provide such contract commitments and certifications.

Social Topics			
3-3	Management of material topics	Diversity, Equity, and Inclusion Caring for Team Members Healthy Communities Safe and Secure Distribution of Controlled Substances	<p>Our social material indicators include driving access in healthcare, diversity, equity and inclusion, health and safety, team member benefits and development, and community impact. These material topics were determined in our most recent materiality assessment. Social material topics cover all AmerisourceBergen operations and subsidiaries, unless otherwise noted.</p> <p>Material social topics are managed by designated committees that are aligned with our purpose to create healthier futures. At the board level, our Governance, Sustainability and Corporate Responsibility Committee reviews and guides the sustainability and corporate responsibility strategy; the social strategy and practices, including with respect to diversity, equity, and inclusion; any major plans of action, risk management policies, budgets, and business plans; and monitors implementation and performance of objectives.</p> <p>We annually assess our management approaches to our material topics to ensure we are adopting new strategies or best practices as identified through collaborations with both internal and external stakeholders, industry benchmarking, and other research.</p> <p>*Bolded and shaded areas indicate material social topics</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
401-1	New employee hires and employee turnover		<p>In FY22, we hired over 8,600 new team members bringing a range of new perspectives into the organization. AmerisourceBergen is committed to a fair, inclusive, and equitable recruiting process to attract diverse talent. Of the new hires that joined AmerisourceBergen’s global employee population in FY22, 56% are women. In the U.S., 68% of our new hires in FY22 are URPOC (underrepresented people of color). Utilizing a multi-faceted approach, AmerisourceBergen is strengthening its candidate pipeline by deepening its partnerships with diverse organizations, colleges and universities, and professional associations; ensuring external hiring campaigns and employer branding are reflective of the various markets we serve; presenting a robust diverse candidate slate; providing training to the recruitment and interview teams on unconscious bias; and tracking progress, including communicating data and results to leaders to provide visibility and to address areas of improvement.</p> <p>AmerisourceBergen is committed to non-discrimination and fair and equitable processes for promotions and opportunities for advancement. In FY22, 9% of our global team members received a promotion, a slight decrease from 11% in FY21. We broadly define a promotion as any increase in responsibility and/or role scope increase that results in a change reporting relationship, job title, compensation pay band and/or salary. Among the total global workforce, 9% of active female team members were promoted in FY22. This is consistent and equal to the percentage of employees promoted regardless of gender. Among the total U.S. workforce, 6% of active URPOC team members were promoted in FY22. We recognize the importance of investing in our people and cultivating diverse leaders. We continue to remain focused on increasing representation at all levels of the organization in alignment with our DEI commitments.</p> <p>Like many other companies, we experienced higher turnover in FY22 than what we experienced in prior years. Our overall global team member turnover rate for FY22 was 32%, compared to 24% in FY21. In FY22, voluntary team member turnover was 25% globally, compared to 20% in FY21. These rates reflect broader labor market trends and are consistent with rates of other companies that have a large proportion of distribution center team members, especially in the U.S. To increase retention and to support hiring at our U.S. distribution centers throughout FY22, we offered bonuses to high potential team members and increased starting wages. We also offered sign-on bonuses for external hires at select locations. As of the end of FY22, we have full staffing across the U.S. distribution center system.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Data boundary:</p> <ul style="list-style-type: none"> • Total new hires: AmerisourceBergen global team members. Excludes Alliance Healthcare team members. • New hires and promotions [women]: AmerisourceBergen global team members. Excludes Alliance Healthcare team members. • New hires and promotions [URPOC]: AmerisourceBergen U.S. team members. Excludes Alliance Healthcare team members. • Overall and voluntary turnover: AmerisourceBergen global team members. Excludes Alliance Healthcare team members.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caring for Team Members Team Member Benefits	<p>AmerisourceBergen provides benefits to support the health and well-being of eligible full-time team members and their families. Our myWellbeing program is designed to support the physical, emotional, financial, and social aspects of wellness. Team members can earn points towards a reduction in health insurance premium costs by completing activities, such as monthly challenges, financial training, and getting preventive exams and screenings. To maintain mental and physical health, AmerisourceBergen provides team members with resources including online meditation and mindfulness videos as well as access to in-person and at-home fitness activities. A backup dependent care program is also available to support work-life balance of our team members.</p> <p>Additionally, we offer diabetes, weight management, musculoskeletal, and neurodiverse support programs for team members and their dependents. To help team members navigate the healthcare system, we provide a navigation and advocacy service to assist in finding the right care, obtaining a medical second opinion, and understanding confusing medical bills.</p> <p>We also offer family building counseling services to help new and prospective parents navigate preconception, pregnancy, fertility, adoption, surrogacy, postpartum support, or assistance with returning to work after parental leave. For nursing mothers who travel for work, we offer a service to ship breast milk back to their homes.</p> <p>We offered up to 40 hours/5 days of paid caregiver leave in 2022. Effective January 1, 2023, we offer two weeks of paid caregiver leave to care for a family member who has a serious health condition.</p> <p>AmerisourceBergen is committed to improving access to care and ensuring, to the best of our ability, that our benefit plans provide all our team members and their families access to high quality, in-network medical care regardless of where they live. As a result of this commitment, we enhanced our medical plans in FY22 to provide reimbursement for allowable travel and lodging</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>expenses when a team member, or their covered dependent, must travel to access in-network, quality medical providers and facilities, including for reproductive health purposes. Historically, AmerisourceBergen only reimbursed travel and lodging expenses for transplant and bariatric services received at a center of excellence when the team member or their covered dependent had to travel for care.</p> <p>Gender reassignment is available through major insurance providers based upon their medical policies.²</p>
401-3	Parental Leave	Caring for Team Members 10-K: PG 8	<p>As part of our paid parental leave policy, AmerisourceBergen offers eight weeks of paid leave following the birth, adoption, or placement of a child/children through surrogacy for both parents. Effective January 1, 2023, we offer twelve weeks of paid parental leave following birth, adoption, or surrogacy for both parents.</p>
403-1	Occupational health and safety management system	Caring for Team Members	<p>AmerisourceBergen, its affiliates, and subsidiaries are committed to operating in full compliance with all health and safety laws and regulations applicable to its global facilities. As a healthcare company, we recognize the importance of and seek to promote health and well-being and provide our team members with safe workplaces.</p> <p>In FY22, in an effort to strengthen our commitment to team member health, safety, and well-being, AmerisourceBergen evolved its regulatory oversight team into a dedicated Environmental, Health and Safety (EHS) Department led by team members with training, experience, certifications, and education in Environmental Management, Safety Management, Industrial Hygiene, and Public Health. As we have expanded our global footprint through business acquisitions, this department is in the process of integrating best practices and systems across our business units to create an enterprise-wide management system. The goal of this management system is to protect team members from job-related injuries and illnesses; identify and reduce the risk of physical, chemical, and biological hazards; and improve training and communications to provide team members with clear direction and understanding.</p>

² Benefits described in this section are available to AmerisourceBergen employees, not including Alliance Healthcare employees

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
403-2	Hazard identification, risk assessment, and incident investigation	Caring for Team Members	<p>We have internal hazard identification, risk assessment, and incident investigation processes.</p> <p>Throughout 2023, improvements to our Hazard and Risk Assessment Program and Incident Management Program will be implemented. The programs will include enhanced training and processes for all levels of the organization to improve incident reporting and investigations, and corrective actions to reduce incident risk.</p>
403-3	Occupational health services	Caring for Team Members	In general, AmerisourceBergen operations expose team members to minimal chemical and physical hazards. Occupational health services are available through contracted services as needed to provide respiratory and hearing exams and medical assistance when incidents occur.
403-4	Worker participation, consultation, and communication on occupational health and safety	Caring for Team Members Stakeholder Engagement	In FY22, we launched new communication tools including an intranet site to communicate EHS-related news and information and provide team members with access to EHS programs and resources.
403-5	Worker training on occupational health and safety	Caring for Team Members	<p>Team members receive on-the-job training on proper safety procedures, feedback mechanisms, and incentive opportunities prior to the start of work activities. At the U.S. distribution centers, through the U.S. Safety Minded Program, team members are provided with monthly topics to reinforce EHS training and policies.</p> <p>In FY22, we launched new communication tools including an intranet site to communicate EHS-focused news and information and provide team members with access to EHS programs and resources.</p>
403-6	Promotion of worker health	Caring for Team Members	Through our wellness programs, AmerisourceBergen offers resources to help team members reach nutrition and fitness goals, quit tobacco, manage stress, have a healthy pregnancy, and manage health conditions.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caring for Team Members	Our goal is to always have zero EHS-related incidents. As we develop and implement the management system, we will achieve our goal by managing these topics across all global business units with consistent messaging about our priorities. We plan on integrating enterprise-wide key performance indicators with leadership dashboards to continuously review and improve EHS performance.

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
403-8	Workers covered by an occupational health and safety management system	Caring for Team Members	<p>As our global footprint has expanded through business acquisitions, the AmerisourceBergen EHS Department is in the process of creating an enterprise-wide management system. This management system is a collection of activities, policies and procedures that deliver on our commitment to protecting our team members, business partners, neighborhoods, and the planet and is aligned with applicable global regulations and industry standards. The management system is being developed using an ISO framework.</p> <p>This management system is intended to be enterprise wide and all global operations will be asked to adhere to the system. The AmerisourceBergen EHS Management System is the foundation for effective management and will provide the tools for AmerisourceBergen to continuously improve a health and safety focused culture across the enterprise with a shared commitment and set of processes.</p>
403-9	Work-related injuries	Caring for Team Members	<p>In FY22, our total incident rate for AmerisourceBergen and Alliance Healthcare lost-time occupational injuries was 3.37 and our incident rate for cases requiring time away from work was 0.12. Both rates show a slight improvement over the previous fiscal year. These rates cover most operations for both AmerisourceBergen and Alliance Healthcare.</p> <p>In FY22, there were 2 fatalities³.</p> <p>We did not experience any spills in FY22.</p> <p>The following FY22 data is based on workers' compensation and work-related injury data. The LTI frequency rate is calculated as 291 lost time injury events x 1,000,000 = 291,000,000 / 86,254,529 total hours worked companywide = 3.37. Therefore, there are 3.37 injury events for every one million hours worked.</p> <p>The LTI severity rate is 10,502 days lost x 1,000 = 10,502,000 / 86,254,529 total hours worked = 0.12. Therefore, there are 0.12 hours lost per each 1,000 hours worked.</p> <p>Data boundary:</p> <ul style="list-style-type: none"> Total incident rate and lost-time occupational injuries: Includes Alliance Healthcare operations and U.S.-based AmerisourceBergen operations. Data from US Bioservices Corporation, a former subsidiary of AmerisourceBergen, was included for a partial year due to the sale of the business in 2022.
403-10	Work-related ill health	Caring for Team Members	<p>An analysis of our incident data indicates that musculoskeletal disorders are our most common risk and type of injury/illness. To reduce musculoskeletal disorders,</p>

³ At the time of report publication, we were saddened to learn that two AmerisourceBergen team members were fatally injured in automobile accidents in FY22. ⁴ Vice President and above

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
404-1	Average hours of training per year per employee	Caring for Team Members Safe and Secure Distribution of Controlled Substances	<p>ergonomics assessments were conducted at representative U.S. distribution centers in FY22 with a Professional Ergonomist and many areas for improvement were identified. The results of the assessments will be used to develop an Ergonomic Program. The Ergonomic Program will include improved controls, techniques, tools, and training to address the unique activities at our facilities.</p> <p>Each FTE completed an average minimum of 2.5 hours of compliance specific training in FY22. Additional training was assigned based on roles, responsibilities, or location.</p> <p>Leadership and development training is based on team member interest and exceeds this minimum.</p>
404-2	Programs for upgrading employee skills and transition assistance programs	Caring for Team Members	<p>Team member development is a strategic priority at AmerisourceBergen, and we are making thoughtful investments to build our talent and culture.</p> <p>In FY22, we strengthened our integrated talent framework across AmerisourceBergen through a progressive approach to performance management and enhanced enterprise learning strategies and programs that drive a consistent and inclusive experience. Our integrated talent framework is based on our leadership competency model, which focuses on inclusion, collaboration, and innovation. Our leadership competency model provides a common language and behavioral standard for assessing performance and potential, which is enabling a culture of accelerated growth and development for our employees.</p> <p>In FY22, our vision of modern, consistent learning experiences was deployed to strengthen the learning experience for team members through a centralized approach to funding, resourcing, and deployment, thereby connecting learning offerings to business priorities. It is critical that all team members have access to learning resources to build skills and capabilities to drive business results while achieving professional satisfaction in growing their career. Programs were delivered through our learning experience platform and new marque leadership development offerings. These leadership development programs were designed to accelerate leadership capability and elevate coaching, inclusion, and engagement skills for all People Leaders, specifically focusing on empathy, emotional intelligence, digital mindset, and innovation. In FY22, more than 1,000 leaders completed these new programs.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Every team member has access to career growth and development opportunities. We are committed to provide an inclusive learning experience that is aligned to business strategy in partnership with our Enterprise Learning Council, which is comprised of senior executives providing direction on prioritization on learning offerings.</p> <p>Other tools and programs we offer to grow our team members include leadership and professional development programs and resources, tuition reimbursement, and opportunities to volunteer and participate in mentorship programs and Employee Resource Groups. In FY22, 606 team members benefited from our tuition assistance program.</p> <p>Our team member feedback will continue to influence and drive key strategic investments and offerings to attract, develop, and retain our talent. These investments are being shaped through a progressive employee listening strategy to foster an inclusive environment where employees can have an active voice and be heard. In FY22, we launched an enterprise-wide Employee Experience (EX) Survey in 22 languages to all team members globally. This survey helps us better understand and act on overall employee feedback and sentiment while measuring cultural inclusion, employee satisfaction, and engagement. In our new and progressive approach to employee listening, the EX survey was comprised of the Global Inclusion Index, a specific set of questions to measure the sense of belonging at AmerisourceBergen. Our score of 70% on the Global Inclusion Index demonstrates a highly inclusive culture. The Global Inclusion Index will inform talent strategies, goal setting, learning courses, and other investments to ensure every voice is heard and that employees feel valued.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	Caring for Team Members	<p>At AmerisourceBergen, we take a continuous, people-first approach to performance management. We ensure that we are enabling and rewarding our team members fairly when they do their best work on the goals that are aligned to our enterprise strategy and those that matter most to achieving our purpose.</p> <p>In FY22, we continued to prioritize team member development through a robust performance management process that includes a rigorous goal setting approach, succession planning, performance and talent calibration, and providing actionable tools and resources for managers and team members to have meaningful conversations focused on impact and outcomes. In FY22, we reinforced our culture of continuous conversations by implementing more frequent manager/team member check-ins, specifically incorporating well-being</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information														
405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion 10-K: PG 6-8 Proxy: PG 8-9, 54	<p>to better support our team members holistically. Taking a structured approach to the check-in conversations helped to ensure that our team members and managers schedule time in the normal cadence to have reflective and feedforward dialog about performance and career development. Our year-end review process was also another area where we took steps to simplify the performance review template and provide training resources to support employees and managers in having more effective year-end performance review conversations.</p> <p>At AmerisourceBergen, building diverse teams and fostering an inclusive culture is not only the right thing to do, it enhances the value we deliver to our customers, partners, and the greater marketplace. We believe that the unique experiences of our global team members are strategic differentiators in the innovation, success, and growth of our company.</p> <p>At the close of FY22, females represented 51% of our overall global workforce, 36% of leadership⁴ positions, 47% of manager⁵ positions, and 57% of our Executive Management Committee. In the U.S., URPOC represented 50% of the overall workforce, 16% of leadership⁶ positions, and 35% of manager⁷ positions. None of the members of our Executive Management Committee self-identify as racially or ethnically diverse.</p> <p>The following is a breakdown of overall U.S. workforce demographics:</p> <table border="1" data-bbox="1291 987 1780 1344"> <thead> <tr> <th>U.S. workforce composition by race and ethnicity</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>50%</td> </tr> <tr> <td>Black/African American</td> <td>23%</td> </tr> <tr> <td>Hispanic/Latino</td> <td>14%</td> </tr> <tr> <td>Asian</td> <td>10%</td> </tr> <tr> <td>Other races and ethnicities</td> <td>3%</td> </tr> <tr> <td>Non-disclosed</td> <td>0.9%</td> </tr> </tbody> </table>	U.S. workforce composition by race and ethnicity	Percent	White	50%	Black/African American	23%	Hispanic/Latino	14%	Asian	10%	Other races and ethnicities	3%	Non-disclosed	0.9%
U.S. workforce composition by race and ethnicity	Percent																
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Other races and ethnicities	3%																
Non-disclosed	0.9%																

⁴ Vice President and above
⁵ Manager level and above
⁶ Vice President and above
⁷ Manager level and above

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>In FY22, 6% of our team members in the U.S. self-identified as having a disability and 4% self-identified as a veteran. We continue to work toward disclosing age demographics of our team members in a future reporting cycle.</p> <p>At the close of FY22, 30% of Board members were female and 10% were racially or ethnically diverse. In FY23, we announced the election of two new directors to the Board.</p> <p>In FY22, to accelerate workforce diversity at every level of the organization, the AmerisourceBergen Office of DEI introduced new metrics to measure representation in the diversity of our people. With the support of a third party, we developed external benchmarks of talent availability in the marketplace.⁸ The benchmarks include gender representation at all levels globally and race and ethnicity representation at all levels in the U.S. We are proud to be exceeding the benchmarks for global gender representation in addition to exceeding the U.S. benchmarks for Black/African American and Asian team members. Moving forward, we plan to use these benchmarks to inform our talent acquisition process and guide talent strategy for female Vice Presidents globally, female managers in targeted countries, and Hispanics/Latinos at levels, including at the Vice President level and above.</p> <p>Cultivating an inclusive work environment means that we engage all of our team members in meaningful ways. In FY22, the AmerisourceBergen Office of DEI introduced a metric to measure inclusion and drive progress. The Global Inclusion Index, made up of eight questions embedded into the Employee Experience (EX) Survey, provided a baseline measure of inclusion⁹. The FY22 results of the Global Inclusion Index showed that 70% of team members around the world agree that we have a highly inclusive culture, and most team members feel that their teams treat them with respect. The results also highlighted variability between AmerisourceBergen and Alliance Healthcare and opportunities to improve inclusion across the enterprise, such as strengthening senior leader transparency and building trust. Moving forward, we are using the survey insights to support plans and programs that will directly strengthen our inclusive culture, such as the implementation of eight e-</p>

⁸ Benchmark sources: US: Sourced from the American Community Survey (ACS) 2014-2018 5-year estimates and designed to measure the effects of and compliance with Equal Employment Opportunity (EEO) laws in the U.S. Country: Sourced from the International Labour Organization (ILO), which maintains a series of econometric models used to produce estimates of labor market indicators in the countries. Team member data from the close of FY22 was used to support this benchmarking effort. Global gender representation benchmarking included AmerisourceBergen and Alliance Healthcare team members. U.S. race and ethnicity benchmarking included U.S. AmerisourceBergen team members only.

⁹ The Global Inclusion Index measures a broad range of employee experience topics and uses a 5-point, Likert-type agreement scale. It is based on the average percent favorable response score across all eight survey items.

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>learning modules and guides related to each one of the eight Global Index questions, as well as launching enterprise training so that all team members can learn more about their collective responsibility to cultivate our inclusive culture. As an enterprise-wide goal for FY23, all team members are required to complete the Enterprise Global Inclusion training and contribute to maintaining our highly inclusive culture and Global Inclusion Index baseline of 70%.</p> <p>Increasing female representation in leadership roles globally and fostering employee inclusion and engagement are two components of the new ESG metric in the executive compensation program, effective for FY23.</p> <p>Data boundary:</p> <ul style="list-style-type: none"> • Women [overall workforce]: AmerisourceBergen global team members and Alliance Healthcare team members. • Women [leadership positions]: AmerisourceBergen global team members and Alliance Healthcare team members. • Women [manager positions]: AmerisourceBergen global team members. Excludes Alliance Healthcare team members. • URPOC: AmerisourceBergen U.S. team members. Excludes Alliance Healthcare team members. • Disabled and veteran: AmerisourceBergen U.S. team members. Excludes Alliance Healthcare team members.
405-2	Ratio of basic salary and remuneration of women to men		<p>We define pay equity as equal pay for women, men, and all ethnicities who are performing substantially similar work. Some of the factors we consider include job-related skills, tenure, experience and education level, performance rating, and geography.</p> <p>For every dollar male employees are paid, female employees at AmerisourceBergen are paid 99.8 cents.</p> <p>We are committed to fostering equal opportunity and pay equity through processes that drive equitable pay decisions and eliminate unexplained pay inequities. To support this, AmerisourceBergen has a cross-functional team of leaders from Global Compensation, Legal, and Human Resources that is responsible for researching best practices, reviewing pay practices, and working with external resources to analyze current pay equity and with senior leaders to implement changes.</p> <p>We have committed to continuously assessing our pay practices and to making adjustments to ensure we equitably compensate our employees. We have put practices in place when it comes to equal pay for equal work. For example:</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<ul style="list-style-type: none"> • We have modified promotional salary increase guidelines to help eliminate pay gaps. • We removed questions about pay history in the recruiting and interviewing processes of external candidates. • We administer annual merit increases based on both performance and base pay within the pay range and make promotional salary increases based on market competitiveness and internal equity. • We conduct annual assessments that identify potential pay gaps. If disparities are identified that are not explainable by individual differences such as experience or geography, we develop a plan to correct any issues. • We conduct an assessment prior to any enterprise-wide increase, such as an annual merit increase, to ensure that unintentional or unexplainable pay inequities are not created as a result. <p>Data boundary:</p> <ul style="list-style-type: none"> • Pay equity: AmerisourceBergen global team members; excludes Alliance Healthcare team members, senior executives (Level 3 and above), union employees, interns, expatriates, casual employees, and temporary employees.
406-1	Incidents of discrimination and corrective actions taken	CoE: PG 45	<p>AmerisourceBergen has robust policies and procedures to prohibit sexual harassment and to investigate claims of sexual harassment, such as the Policy Prohibiting Sexual and Other Unlawful Harassment. Our sexual harassment policy requires a work environment that is free from all forms of discriminatory harassment, whether that harassment is because of race, color, gender, gender identity, sexual orientation, age, religion, national origin, disability, veteran status, or any other characteristic protected by law. When a report of discriminatory harassment is made, the Human Resources Department will undertake a prompt investigation as may be appropriate under the circumstances. Confidentiality will be maintained throughout the investigative process to the extent practicable and consistent with the need to undertake a full investigation.</p> <p>We are committed to being a company that is fair – where every team member has access to career growth and development opportunities. Our Code of Ethics and business conduct, our diversity, equity, and inclusion trainings, and Employee Resource Groups support a workplace culture that values the uniqueness of team members, recognizing their diverse backgrounds, perspectives, and experiences. In FY22, a statement on diversity, equity, and inclusion was added to our Code of Ethics to foster AmerisourceBergen’s enterprise-wide diversity, equity, and inclusion</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>strategy and to reinforce that we all have a responsibility to act with integrity and create an inclusive environment.</p> <p>Additionally, our gender transition guidelines highlight the importance of creating a respectful and welcoming environment for our transgender/non-binary team members.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	10-K: PG 6, 14 Supplier Code of Conduct	
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Engagement Statement UK Modern Slavery Act Supplier Code of Conduct	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Engagement Statement UK Modern Slavery Act Supplier Code of Conduct	
410-1	Security personnel trained in human rights policies or procedures	CoE: PG 36-37 Human Rights Statement	
413-1	Operations with local community engagement, impact assessments, and development programs	Healthy Communities Supplier Diversity Foundation 990 Lash Group	<p>AmerisourceBergen works to advance human and animal well-being by broadening access to healthcare. Embodying our commitment to expanding healthcare access, AmerisourceBergen seeks to accelerate patient access to required therapies while making sure patients adhere to their prescribed dosage and regimen. As part of patient support services, we work closely with manufacturers to develop unique copay assistance programs that accelerate availability of therapy among patients. We actively pursue improving access to care in the communities where we live and work.</p> <p>In FY22, AmerisourceBergen and Alliance Healthcare together provided over \$4.7M in financial contributions to community-based organizations and global non-profits, an increase from the FY21 corporate giving total of nearly \$4M.</p>

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>Through the AmerisourceBergen Foundation, which aims to increase access to healthcare for the most vulnerable populations, more than \$6.3M was donated to over 80 organizations.</p> <p>In FY22, in response to the conflict in Ukraine, AmerisourceBergen and the AmerisourceBergen Foundation supported humanitarian efforts and provided aid to the people of Ukraine and our Ukrainian team members totaling nearly \$1 million in support. Additionally, the AmerisourceBergen Foundation matched donations from AmerisourceBergen and Alliance Healthcare team members across 30 countries on a 2:1 basis.</p> <p>Local community engagement is achieved through volunteering programs. 100% of legacy AmerisourceBergen global team members have access to myCommunityImpact, our Matching Gifts, and volunteer/Board Service grant program. We look forward to expanding access to myCommunityImpact to Alliance Healthcare team members in the future, as we navigate IT integration challenges.</p> <p>AmerisourceBergen encourages team members from across the enterprise to get involved by offering their volunteer time to support programs that improve access to healthcare, enhance lives, and benefit our world. We offer all our U.S. and Canada-based team members eight hours of paid volunteer time off (VTO) if they are full-time and four hours if they are part-time. In FY22, we returned to more in-person service opportunities and over 1,400 AmerisourceBergen team members volunteered more than 10,000 hours. We continue to see industry trends of volunteerism rates lower than pre-pandemic levels. To address this challenge, we have promoted policies to support team member volunteerism such as VTO and Volunteer/Board Service grants offered through myCommunityImpact. While we were grateful to return to more in-person service opportunities in FY22, we continue to look forward to reaching pre-COVID volunteer participation rates. We appreciate all of our team members who committed their time to giving back in our communities.</p> <p>Since our headquarters is located in the state of Pennsylvania, we are eligible for the Pennsylvania Educational Improvement Tax Credit (EITC) and Opportunity Scholarship Tax Credit (OSTC) programs, where we make charitable donations to eligible non-profit organizations as part of our Corporate Giving strategy. Donations via the EITC and OSTC programs totaled more than \$750,000. We allocated funding across four critical areas of need among organizations throughout the state, such as educational improvement</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
			<p>organizations, scholarship organizations, opportunity scholarship organizations, and Pre-K scholarship organizations.</p> <p>Additionally, we have worked to expand our local efforts with various supplier diversity programs with the ultimate goal of developing diverse business owners and creating jobs in communities where our team members live and work.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Helping Combat the Opioid Epidemic</p> <p>Fighting the Opioid Epidemic</p> <p>Safe and Secure Distribution of Controlled Substances</p> <p>10-K: PG 84-86</p>	Unintended access to expired, unwanted, or unused medicines continues to be a leading cause of opioid misuse. We help mitigate prescription drug misuse and help drive sustained change and combat the epidemic of opioid misuse. For overall information on our processes and practices, please see Safe and Secure Distribution of Controlled Substances Report.
414-1	New suppliers that were screened using social criteria	<p>Supplier Engagement Statement</p> <p>CoE</p> <p>Supplier Diversity</p> <p>Supplier Code of Conduct</p>	All Requests for Proposal (RFP) that go through our standard RFP process are generally screened according to ESG programs and commitments, including social criteria. In addition, we screen purchases for new buildings using LEED standards. AmerisourceBergen expects all third-party suppliers, vendors, and other business partners to comply with fundamental principles. Many of our suppliers are required by contract to comply with applicable laws and provide us with written certifications that reflect their commitment to abide by the ethical principles set forth in our Code of Ethics and Business Conduct. AmerisourceBergen is engaged in various initiatives to expand the number of third-party suppliers that are required to provide such contract commitments and certifications.
414-2	Negative social impacts in the supply chain and actions taken	<p>Helping Combat the Opioid Epidemic</p> <p>Fighting the Opioid Epidemic</p> <p>Supplier Engagement Statement</p> <p>Safe and Secure Distribution of Controlled Substances</p>	When there is strain on the supply chain, which occurred during COVID-19, securing the supply chain is critical. We rely on our “fair share” allocation program, which takes a data-driven approach to allocation based on historical purchasing data.
415-1	Political contributions	Policy Statement on Political Engagement	

*Page numbers refer to page number indicated in actual document, not PDF page count

GRI disclosure number	GRI disclosure title	Page and source*	Additional information
416-1	Assessment of the health and safety impacts of product and service categories	Supply Chain & Stewardship Helping Combat the Opioid Epidemic Fighting the Opioid Epidemic Supplier Engagement Statement	<p>Our private label products must meet AmerisourceBergen’s quality standards as well as adhere to those of the regulatory bodies in the countries where the products are manufactured and distributed. Our Quality Management System (QMS) helps ensure that all processes for meeting customer and regulatory requirements are applied consistently.</p>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Supply Chain & Stewardship Helping Combat the Opioid Epidemic Fighting the Opioid Epidemic Supplier Engagement Statement Supplier Code of Conduct	<p>AmerisourceBergen maintains and adheres to written policies and procedures for the receipt, security, storage, inventory, and distribution of prescription drugs, including policies and procedures for identifying, recording, and reporting losses or thefts, and for correcting all errors and inaccuracies in inventories.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		<p>The required topic-specific disclosure is unavailable due to internal confidentiality restraints.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

Information security, cybersecurity, and data privacy disclosures

AmerisourceBergen maintains an Information Security Program and a Privacy Program designed to ensure compliance with regulations (such as GDPR, HIPAA, and CCPA, where applicable), customer commitments, and industry standards. This program, which is led by our Chief Information Security Officer, Data Protection Officer, and Chief Privacy Officer, is also guided by a concept of trust and accountability, and includes, for instance, comprehensive policies and annual training of all associates as well as role-based training in many instances. For instance, members of the IT department have continuous training at least monthly.

AmerisourceBergen has been assessed and certified by multiple external independent auditors as part of its ISO/IEC 27001:2013 (Information Security Management Systems), ISO/IEC 27701:2019 (Privacy Information Management Systems, as a data processor), and ISO/IEC 27017:2015 (Cloud Security controls as a cloud service consumer) and SOC2 Type 2 for its data center (infrastructure) environments and online ordering systems. These ISO certificates are available [here](#). AmerisourceBergen also maintains its cyber insurance policy.

These compliance programs implement leading data protection standards and are designed to ensure that any gathering of personal data is done in a compliant manner. All third parties with whom AmerisourceBergen shares data are vetted and are also required to comply with all relevant AmerisourceBergen policies, standards, and procedures to meet our data security and privacy requirements. We also monitor for any data breaches or cyberattacks and are ready to respond to any potential issues. Internal testing and external audits are regularly conducted to test for any vulnerabilities.

Sustainability Accounting Standards Board (SASB)

The ESG Reporting Index is currently in alignment with the SASB Healthcare Distributor industry group standards. Following the consolidation of the Value Reporting Foundation (VRF) under the International Financial Reporting Standards (IFRS) Foundation in 2022, we are monitoring the transition of SASB Standards into IFRS Sustainability Disclosure Standards. We continue to engage through our industry partner, the International Federation of Pharmaceutical Wholesalers (IFPW), to provide feedback on metrics where applicable.

Topic	Accounting metric	Page and source*	Additional information
Fleet fuel management	Payload fuel economy	Climate and Energy Management	<p>AmerisourceBergen predominately utilizes third-party transportation and therefore does not have direct operational control over the fuel data needed to calculate this figure. However, we ensure that we utilize SmartWay partners whenever possible.</p> <p>Alliance Healthcare uses a mixture of owned and third-party transportation for the delivery of products. For owned and dedicated outsourced fleet, we have route audits to ensure route optimization roadmaps for efficient fuel usage. For this, we use Transport Management Systems (TMS) wherever our transport network is digital. Across the markets, there are a number of trials in their early stages exploring opportunities for alternative vehicles; for example, trialing hybrid and electric vans to understand the feasibility of incorporating alternative fuels into the fleet. As part of this, we are tracking and monitoring the data from these trials to better understand these options.</p>
	Description of efforts to reduce the environmental impact of logistics	Climate and Energy Management	<p>While we may not have direct control over the fleets that transport our products to customers, we collaborate with our fleet management and courier partners to identify opportunities to optimize and increase efficiency of the transportation of our goods. For example, we have fully deployed a new delivery tracking app to eliminate the complexity of integrating data from various carriers' tech platforms with AmerisourceBergen's platforms. The app increases visibility and ensures timely updates. We work to ensure we utilize SmartWay partners wherever possible and continue to identify new opportunities to increase our SmartWay partners.</p> <p>For Alliance Healthcare owned and dedicated third-party transportation, we have internal route audits to maximize route optimization efforts. For owned fleet, we also use driving style management tools to promote smart driving and ensure efficient use of fuel and reduced environmental impacts as a result. For</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

Topic	Accounting metric	Page and source*	Additional information
			<p>third-party fleet, we work with our partners to make sure they utilize efficient routes and adopt smart ways of working to reduce fuel usage in line with our sustainability-related goals.</p>
<p>Product safety</p>	<p>Total amount of monetary losses as a result of legal proceedings associated with product safety</p> <p>Description of efforts to minimize health and safety risks of products sold associated with toxicity/ chemical safety, high abuse potential, or delivery</p>	<p>10-K: PG 33-35 and 84-86</p> <p>Safe and Secure Distribution of Controlled Substances</p>	
<p>Counterfeit drugs</p>	<p>Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting</p> <p>Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices</p>	<p>Supply Chain & Stewardship</p> <p>Safe and Secure Distribution of Controlled Substances</p> <p>Helping Combat the Opioid Epidemic</p> <p>Fighting the Opioid Epidemic</p> <p>Supply Chain & Stewardship</p> <p>Supplier Engagement Statement</p> <p>Helping Combat the Opioid Epidemic</p> <p>Fighting the Opioid Epidemic</p>	<p>AmerisourceBergen sources products directly from the manufacturer. We work to ensure all our products are handled with the utmost care. For overall information on our processes and practices, please see Safe and Secure Distribution of Controlled Substances Report and Supply Chain & Stewardship sections for more information on Prescription Drug Safety. We are continuing to monitor this issue outside the U.S.</p> <p>Alliance Healthcare businesses comply with all relevant legislation regarding the safety and quality of the healthcare products we distribute. This includes the Falsified Medicines Directive (FMD), and its Delegated Regulation, and the Medical Devices Regulation, in all EU/EEA markets. Any substandard products that we might identify are reported to National Competent Authorities using well-established procedures. Following the UK's exit from the European Union, FMD no longer applies, except in regard to Northern Ireland under the NI Protocol of the UK Withdrawal Agreement. The UK Government has stated its intention to legislate for a system to control falsified medicines that would be largely equivalent to FMD.</p> <p>AmerisourceBergen sources products directly from the manufacturer. We work to ensure all our products are handled with the utmost care. For overall information on our processes and practices, please see Safe and Secure Distribution of Controlled Substances Report and Supply Chain & Stewardship sections for</p>

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Topic	Accounting metric	Page and source*	Additional information
			<p>current information on prescription drug safety. We are continuing to monitor this issue outside the U.S.</p> <p>Our private label products must meet AmerisourceBergen’s quality standards as well as adhere to those of the regulatory bodies in the countries where the products are manufactured and distributed. Our Quality Management System (QMS) helps ensure that all processes for meeting customer and regulatory requirements are applied consistently.</p> <p>Alliance Healthcare businesses comply with all relevant legislation regarding the safety and quality of the healthcare products we distribute. This includes the Falsified Medicines Directive (FMD), and its Delegated Regulation, and the Medical Devices Regulation, in all EU/EEA markets. Any substandard products that we might identify are reported to National Competent Authorities using well-established procedures. Following the UK’s exit from the European Union, FMD no longer applies, except in regard to Northern Ireland under the NI Protocol of the UK Withdrawal Agreement. The UK Government has stated its intention to legislate for a system to control falsified medicines that would be largely equivalent to FMD.</p>
	<p>Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products</p>	<p>Supply Chain & Stewardship Supplier Engagement Statement</p>	<p>AmerisourceBergen sources products directly from the manufacturer. We work to ensure all our products are handled with the utmost care. Please see our Combatting the Opioid Epidemic and Supply Chain & Stewardship sections for more information on Prescription Drug Safety. We are continuing to monitor this issue outside the U.S.</p> <p>Alliance Healthcare businesses comply with all relevant legislation regarding the safety and quality of the healthcare products we distribute. This includes the Falsified Medicines Directive (FMD), and its Delegated Regulation, and the Medical Devices Regulation, in all EU/EEA markets. Any substandard products that we might identify are reported to National Competent Authorities using well-established procedures. Following the UK’s exit from the European Union, FMD no longer applies, except in regard to Northern Ireland under the NI Protocol of the UK Withdrawal Agreement. The UK Government has stated its intention to legislate for a system to control falsified medicines that would be largely equivalent to FMD.</p>

*Page numbers refer to page number indicated in actual document, not PDF page count

Topic	Accounting metric	Page and source*	Additional information
Product lifecycle management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Waste Management, Recycling & Sustainable Packaging	AmerisourceBergen is committed to sustainable packaging and removing single-use, petroleum-based materials like plastics and polystyrene foam from our operations and sourcing more ecological options. While the customers we serve differ across human and animal health, in working collaboratively and sharing best practices, we are able to identify opportunities to improve each business' approach to responsible packaging. The products we handle often have unique shipping and handling requirements that must be carefully and thoughtfully considered when exploring responsible packaging solutions. We utilize a sustainable cold-chain packaging solution that includes reusable totes and plant-based, phase-change material ice packs across our human health distribution centers. We have also piloted auto-packing technologies at several locations which right-sizes packages, reducing packaging materials used.
	Amount (by weight) of products accepted for take-back and reused, recycled, or donated	Waste Management, Recycling & Sustainable Packaging Product Donations Helping Combat the Opioid Epidemic Fighting the Opioid Epidemic Safe and Secure Distribution of Controlled Substances	AmerisourceBergen and our teams are committed to recycling as well as the reduction of waste. In FY22, our recycling programs resulted in diverting: <ul style="list-style-type: none"> • Pallet recycling – 4,829 metric tons • Tote recycling – 45 metric tons • Electronics recycling – 88 metric tons • Cardboard – 12,030 metric tons • Plastic stock bottles – 24 metric tons In FY22, AmerisourceBergen and Alliance Healthcare have donated more than \$3.5 million in products. The monetary value of products donated are determined by the market value of these products at the time of donation. Our donations of excess inventory provide the opportunity for medical personnel to dispense medications to underserved populations in need while also providing critical resources to parts of the world impacted by the pandemic and other natural disasters. In FY22, the AmerisourceBergen Foundation provided more than 120,000 safe disposal of prescription drugs resources to communities.
Business ethics	Description of efforts to minimize conflicts of interest and unethical business practices	CoE: PG 20-29	

*Page numbers refer to page number indicated in actual document, not PDF page count

Topic	Accounting metric	Page and source*	Additional information
	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	10-K: PG 84-86	

Activity Metric	Report Page or Other Source
Number of pharmaceutical units sold by product category	About AB
Number of medical devices sold by product category	About AB

*Page numbers refer to page number indicated in actual document, not PDF page count

Task Force on Climate-related Financial Disclosures*

Governance - Disclose the organization's governance around climate-related risks and opportunities.

a) *Describe the board's oversight of climate-related risks and opportunities.*

AmerisourceBergen formally recognizes climate change as a risk. The Board's Governance, Sustainability, and Corporate Responsibility Committee has primary risk oversight for governance structure and processes, investor relations, sustainability and corporate responsibility, political engagement, and board succession planning. As a result, the Committee reviews and guides the ESG (Environmental, Social and Governance) strategy, any major plans of action, risk management policies, budgets, and business plans, and monitors implementation and performance of objectives. Sustainability and corporate responsibility is also included on our Board's skills matrix in order to strengthen Board-level commitment to Environmental, Social, Governance (ESG)-related topics. The committee is formally updated quarterly on ESG topics, including climate-related issues by the Chief Communications and Administration Officer and Senior Vice President of Global Sustainability and ESG Integration. Additionally, ESG is a topic of interest to the committee, and therefore, we provide more regular, informal updates through emails, memos, and conference calls as appropriate and requested. The Board's Compliance and Risk Committee is also briefed annually which includes how AmerisourceBergen integrates climate and ESG considerations into our Enterprise Risk Management (ERM) process.

In April 2022, the Board was presented with and approved AmerisourceBergen's science-based target, which was formally validated by SBTi at the end of 2022.

b) *Describe management's role in assessing and managing climate-related risks and opportunities.*

The highest management-level positions with responsibility for climate-related issues are the Chief Communications and Administration Officer (CAO) and Chief Financial Officer (CFO), members of the Executive Management Committee who report to the CEO and are the co-sponsors of AmerisourceBergen's Global ESG Council. As climate-related risk is incorporated into how we manage and communicate risk as a company, the CFO and CAO, along with members of the leadership team, update the Board of Directors' Governance, Sustainability and Corporate Responsibility Committee on ESG, including climate change. Additionally, the Corporate Responsibility and Sustainability department, an enterprise-wide, shared-services function, reports directly to the CAO. This department is responsible for integrating ESG into operations across the company and works with both internal and external partners to identify and mitigate our climate-related risks. The Senior Vice President of Global Sustainability and ESG Integration reports to the CAO.

In FY19, climate change was included as an input in AmerisourceBergen's ERM and, in FY21, ESG was included in the ERM Program as an enterprise risk to be managed and reported on to the board. The Chief Legal Officer, a member of the Executive Management Committee who reports to the CEO, is also a member of the Risk Management Committee (RMC), an executive management-level committee that has oversight over the company's ERM, ensuring that critical risks are reviewed and managed appropriately within corporate risk appetite. Members of the RMC provide quarterly updates to the Board of Directors' Compliance and Risk Committee, which monitors the effectiveness of AmerisourceBergen's ERM. AmerisourceBergen's ERM program incorporates identification of climate-related risks from both a top-down identification process – capturing input from executive and senior leaders – as well as bottom-up processes – documenting risks raised by front-line employees within business units and shared services. These processes seek to capture comprehensive risk information from a variety of sources, enabling the identification and management of both long-term strategic and short-term tactical climate-related risks and issues.

Additionally, AmerisourceBergen's Global Business Resilience (GBR) program is companywide, aligned with ERM, and designed to ensure that AmerisourceBergen can proactively anticipate, prepare for, respond, and adapt to incremental changes and sudden disruptions, including climate-related risks. The GBR and ERM offices have integrated natural disasters and climate/ESG risks into their formal risk taxonomy standard. The Corporate Responsibility and Sustainability department provides a formal annual update to the leadership of the GBR and ERM teams regarding climate-related trends and physical risks to our organization.

For additional information, please see our [AmerisourceBergen CDP Disclosure](#) and [Governance, Sustainability & Corporate Responsibility Committee Charter](#).

Strategy - Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

As connectors between those who create and those who prescribe and dispense medication, distributors play a unique role in the pharmaceutical supply chain, which requires them to maintain open lines of communication with manufacturers and sites of care, such as pharmacies, hospitals, or physician practices. When facing a natural disaster – such as a hurricane, wildfire, earthquake – that responsibility becomes even more critical to prevent any disruption of services. The increased frequency and severity of unexpected climate-related events could not only halt our direct operations, but also result in temporary or long-term disruption in the supply of products and raw material shortages that could lead to increased costs across the value chain.

We deliver life-saving medication to hospitals, pharmacies, and physician practices every day. Some medications have strict temperature requirements to maintain the viability and quality of the product. In order to transport these products safely and effectively, packaging has to be tested and verified to be able to hold the products at temperature for a given time period. As temperatures continue to rise and heat waves increase in frequency and severity, it is of utmost importance that AmerisourceBergen – as a distributor of lifesaving, temperature-controlled products – assesses this risk and its impact on our ability to deliver our products safely and efficiently to preserve the quality and integrity of the product.

Operating on a global scale and united in our purpose, AmerisourceBergen has continuously demonstrated its commitment to environmental stewardship. While climate change presents several risks to our business, we also see significant opportunity to adapt and innovate our strategies to continue to deliver on our promise while doing our part to protect the planet. We believe energy management is critical to environmental sustainability and an area of continuous improvement as we work to deploy efficiency measures across the organization. Implementing efficiency projects for continuous improvement, such as building envelope or equipment upgrades, conveyor system efficiencies, and other automation technologies, can increase our operational efficiencies, allowing us to serve more customers while reducing our resource consumption. We also find there to be a significant opportunity in developing a robust and comprehensive renewable energy program to increase our use of renewable resources as we make further progress toward our commitments and work to achieve our science-based target. To increase the reliability of our downstream supply chain, we work to advance transportation efficiency and increase fuel savings. In those instances where AmerisourceBergen or Alliance Healthcare does not have direct control over the fleet that transport our products to customers, we collaborate with our fleet management and courier partners to identify opportunities to optimize and increase efficiency of the transportation of our goods.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

AmerisourceBergen's business objectives and strategy have been influenced by climate-related issues. Our company purpose at AmerisourceBergen is: we are united in our responsibility to create healthier futures. We recognize that the economic, social, and physical environments in which our company operates are integral to our ability to deliver better patient outcomes. Our purpose becomes increasingly evident in the event of climate-related issues such as severe weather events or natural disasters. Through our Global Business Resilience team, we continue to be prepared to remain operational in the event of a disaster, so that we may continue to serve our customers and their patients. We are implementing a phased approach to business continuity planning to ensure that AmerisourceBergen's network is equipped to handle potential disruptions from natural disasters or other aspects that may be related to climate change.

Ahead of anticipated natural disasters or severe storms, AmerisourceBergen collaborates with provider customers who reside within the expected path before the disaster even hits to assess the medication needs of their communities, provide advanced ordering options, and order additional products as needed. Additionally, we make similar connections with local government agencies prior to a storm's fall to begin planning and coordinating alternative routes for future deliveries. This helps ensure that we can identify the best travel routes in a timely manner once a known or anticipated disaster makes landfall.

AmerisourceBergen's distribution centers are located in geographically ideal locations to help mitigate risk from major storms. Our distribution network has been designed to provide backup distribution centers for every distribution center we operate. This strategy supports our business continuity planning processes and our ability to continue to serve our customers and their patients during events like natural disasters and climate-related events. In the face of climate-related events, supply chain localization is critical to ensure the ongoing delivery of life-saving medications. Mitigating risks associated with the global supply chain by focusing on our ability to serve our local communities has

influenced our core purpose and the strong partnerships we have built throughout our supply chain. This includes our partnership with Healthcare Ready, whose unique relationships with government, non-profit, and medical supply chains build and enhance the resiliency of communities before, during, and after disasters.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

In FY20, AmeriSourceBergen partnered with a third party to perform a physical risk assessment of our top 100 locations across the globe. The analysis quantified and scored our company's risk exposure across seven climate hazard indicators – such as heat waves, wildfires, hurricanes, etc. – and utilized the three climate scenarios – Low (RCP 2.6), Moderate (RCP 4.5), and High (RCP 8.5) (see [IPCC's Fifth Climate Assessment Report](#)). The time horizons considered were 2020 (as a baseline), 2030 (medium term), and 2050 (long term). The analysis showed our overall risk exposure to be moderate, with wildfires being the most significant risk indicator across our locations.

Our Enterprise Risk Management team has incorporated climate-related factors into our business risk taxonomy, and our business continuity plans and insurance policies further mitigate these risks. This analysis has informed our business strategy and continuity planning process and also influenced the decision to set a science-based target as we continue to identify opportunities to mitigate our climate risk and reduce our environmental impact. In FY22, as we expanded our global footprint through business acquisitions, we updated the scope of our physical risk assessment to include our new locations, covering nearly 400 sites across 24 countries. We plan to refresh this analysis incorporating transitional risks into the assessment on an annual or biennial basis.

Please see our [AmeriSourceBergen CDP Disclosure](#) for more details on our identified climate risks and opportunities.

Risk Management - Disclose how the organization identifies, assesses, and manages climate-related risks.

a) Describe the organization's processes for identifying and assessing climate-related risks.

At AmeriSourceBergen, company level climate-related risks are identified and assessed by our Office of Enterprise Risk Management and regularly presented to our Board, the Governance, Sustainability and Corporate Responsibility Committee, and the Executive Management Committee. Our Board considers specific risk topics throughout the year, including risks related to ESG, climate change, government regulation, information technology, cybersecurity, strategy, operations, and distribution of controlled substances, among others.

The Board's Governance, Sustainability, and Corporate Responsibility Committee has primary risk oversight for ESG, including climate change, governance structure and processes, and political engagement, among others. The committee reviews and guides the ESG strategy, major plans of action, and risk management policies, and it monitors implementation and performance of objectives. Corporate officers, including the Chief Communications and Administration Officer and Chief Legal Officer and senior managers report on risk exposure at regular intervals to the appropriate committee or full Board.

b) Describe the organization's processes for managing climate-related risks.

To inform enterprise-level risk, climate-related operational and site-level risk is assessed and identified through numerous avenues including: a Global ESG Council consisting of members of the senior leadership team, a cross-functional ESG Reporting Committee, climate-related supply chain risk mapping, sophisticated processes that proactively assess climate-related disruption, ISO certifications, and [third-party assurance of select sections of our ESG report](#) and greenhouse gas (GHG) emissions management. The Global ESG Council is comprised of a cross-functional group of senior management and co-sponsored by AmeriSourceBergen's Chief Financial Officer (CFO) and Chief Administration Officer (CAO). The Council's overarching purpose is to ensure the integration and coordination of AmeriSourceBergen's ESG strategy and practices with business strategy and policy. The Council leads AmeriSourceBergen's efforts to embrace a companywide ESG approach, integrate ESG throughout our business, and ensure high standards of accountability for the management of priorities and goals. Our ESG Reporting Committee is comprised of subject matter experts across the business, which focuses on advancing our transparency and disclosure strategy.

c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

AmeriSourceBergen's ERM program incorporates identification of climate-related risks from both a top-down identification process – capturing input from executive and senior leaders – as well as bottom-up processes – documenting risks raised by front-line employees within business units and shared services. These processes seek to capture comprehensive risk information from a variety of sources, enabling the identification and management of both long-term strategic and short-term tactical climate-related risks

and issues. AmerisourceBergen’s Global Business Resilience (GBR) program is companywide, aligned with ERM, and designed to ensure that AmerisourceBergen can proactively anticipate, prepare for, respond, and adapt to incremental changes and sudden disruptions, including climate-related risks. The GBR and ERM teams provide centralized governance, tools, and assurance processes to integrate crisis management, business continuity, and disaster recovery. Through formal Business Continuity Planning, the GBR team ensures that AmerisourceBergen’s businesses are equipped to handle potential disruptions from natural disasters or other events that may be related to climate change.

In FY2021, AmerisourceBergen’s ERM program established a network of risk champions and risk liaisons embedded within each business unit and shared service across the organization. These individuals are responsible for leading risk management processes within their area of the business, including identification, analysis, mitigation, and monitoring of a comprehensive scope of risks, including climate-related risks. These risks are captured in a centralized Governance, Risk, and Compliance (GRC) tool that provides the Office of ERM with visibility into critical risks across the company, as well as the ability to aggregate enterprise-wide risks using a common taxonomy, to identify and manage risks that span multiple areas of the business.

For more information on how we identify, assess, and manage climate-related risks, please see our [AmerisourceBergen CDP Disclosure](#).

Metrics and Targets - Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

AmerisourceBergen discloses environmental metrics material to our business annually through our CDP disclosure and our ESG Report. The metrics that fall into the environment and stewardship topic area include: climate impacts, energy, GHG emissions, transportation efficiency, responsible packaging; and waste management and recycling. We track and report on metrics across these categories and use these indicators to assess our progress and performance.

b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Our FY22 greenhouse gas emissions and FY19 base year.

Scope	FY19 Emissions (MT CO ₂ e)	FY22 Emissions (MT CO ₂ e)
Scope 1	109,727	124,045
Scope 2 ¹	115,179	97,356
Scope 2 ²	105,581	87,642
Scope 3 ²	19,881,916	23,627,236

- 1. Scope 2 location-based emissions
- 2. Scope 2 market-based emissions
- 3. Scope 3 emissions cover all 15 Scope 3 categories.

c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

AmerisourceBergen commits 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. Our near-term target has been formally approved by the SBTi. Our total Scope 1 and 2 (location-based) emissions decreased by 1.5% from our FY19 base year. We realized a 13% increase in our Scope 1 emissions and a 15% reduction in our Scope 2 emissions from our FY19 base year.

Please see our [CDP Disclosure](#) or [ESG microsite](#) for more details.

*Partial disclosure / alignment to select metrics

United Nations Sustainable Development Goals (SDGs)

Our ESG activities contribute to the United Nations Sustainable Development Goals (SDGs) and the UN Global Compact (UNGC). As signatories of the UNGC, we commit to an annual Communication of Progress (COP). We shared our first COP in August 2022.

The SDGs are a call for collaborative action to further the health and prosperity of the planet and all people, structured around 17 unique goals. All of the SDGs are essential to ensuring harmony and prosperity among all people and our planet. Below is a summary of some of our progress related to the SDGs across the enterprise.

SDG	AmerisourceBergen Alignment
2 Zero Hunger	<p>Our MWI Animal Health business provides products, technologies, and services to support sustainable food production and help feed a growing, hungry world.</p>
3 Good Health and Well-being	<p>At AmerisourceBergen, our purpose is that we are united in our responsibility to create healthier futures. As a healthcare company, our focus is on increasing the health and wellbeing of both humans and animals. From exploring opportunities with specialty medicines and our community providers and customers to educating our customers and partners around vaccine hesitancy – we aim to create healthier futures for all.</p> <p>We believe every person should have access to the medicine, vaccines, and clinical services needed to live a healthier life. We continue to address disparities as we engage all team members, partners, customers, and patients in our global community, while working together to improve access to healthcare services for all. In FY22, we created a framework that will help guide our path forward.</p>
5 Gender Equality	<p>We stand proud in supporting our diverse and talented team member population. At the close of FY22, females represented 51% of our overall global workforce, 36% of leadership¹⁰ positions, 47% of manager¹¹ positions, 57% of our Executive Management Committee, and 30% of our Board of Directors.</p> <p>Our dedicated ERG, Women’s Impact Network, fosters an inclusive environment for women in the workplace based on equity and respect through education, personal and professional development opportunities, and mentorship. In FY22, we recognized International Women’s Day with our Women’s Impact Network ERG in partnership with the United Nations Foundation for <i>#EqualEverywhere: Champions for Change Discussion Series</i>. We also showed our support for gender equality when Steve Collis, Chairman, President, and CEO, AmerisourceBergen, 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. Team members also participate in the United Nations Equal Everywhere campaign.</p> <p>Data boundary:</p> <ul style="list-style-type: none"> • Women [overall workforce]: AmerisourceBergen global team members and Alliance Healthcare team members. • Women [leadership positions]: AmerisourceBergen global team members and Alliance Healthcare team members. • Women [manager positions]: AmerisourceBergen global team members. Excludes Alliance Healthcare team members.

¹⁰ Vice President and above

¹¹ Manager level and above

SDG**AmerisourceBergen Alignment****7 Affordable and Clean Energy**

We continually look for ways to invest in clean energy while increasing operational energy efficiency through lighting upgrades, HVAC, and other improvement opportunities. In FY22, 11 LED lighting projects were completed, estimated to save over 6 million kwh annually.

Globally, renewable energy accounts for approximately 20.9% of our electricity consumption. In FY 2020, both our solar arrays went live at our Phoenix and Sacramento locations. In FY22, Alliance Healthcare Romania installed solar panels at offices and warehouses located in Chitila, Braşov, Cluj, Timișoara, Iași, and Bucharest. They are expected to generate nearly 50% of the electricity needs of operations within the country. In addition to our on-site installations, we also procure renewable energy through supply contracts at several locations across our global network.

Renewable energy adoption will play an important role in achieving our science-based target. In FY22, we began assessing our global electricity portfolio to build a robust suite of renewable solutions that will help us meet our goals and expand our renewable energy portfolio.

10 Reduced Inequalities

We believe in creating an inclusive environment where people across all dimensions of diversity can bring their whole selves to work to advance access to care for all. Access to healthcare is a core focus area for the AmerisourceBergen Foundation. Much of our work is focused on reducing disparities in healthcare across the globe. Many of our partner non-profits champion diversity, equity, and inclusion, and we are proud to sponsor their efforts.

13 Climate Action

We are committed to addressing the climate risks that impact our business and the communities we live in. We understand and recognize that our operations have an impact on the climate, and we work to do our part to lessen this impact. We are engaging with a third party to assist with climate-related preparedness and planning, and we utilize our Foundation partners to provide necessary support and supplies before, during, and after natural disasters. We track and manage our Scope 1 and Scope 2 greenhouse gas emissions and utilize this information to help identify opportunities to increase efficiencies across the business. We report our Scope 3 emissions for business travel and Alliance Healthcare's third-party product deliveries. We are in the process of estimating our enterprise Scope 3 emissions footprint.

AmerisourceBergen commits 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. Our near-term target has been formally approved by the SBTi. Our total Scope 1 and 2 (location-based) emissions decreased by 1.5% from our FY19 base year. We realized a 13% increase in our Scope 1 emissions and a 15% reduction in our Scope 2 emissions from our FY19 base year.

17 Partnerships for the Goals

We believe that we can do more together. This is why we collaborate with stakeholders around the globe – from our non-profit partners to our customers, to our suppliers – to further the positive impact we are creating through our ESG strategy and activities.

World Economic Forum Stakeholder Capitalism Metrics*

Theme	Sub-themes, core metrics, and disclosures	Sources**
Principles of governance		
Governing purpose	Setting purpose	Our Purpose
Quality of governing body	Board composition	Governance, Sustainability, and Corporate Responsibility Committee charter Proxy: PG 4 and 10
Stakeholder engagement	Impact of material issues on stakeholders	GRI 3-2 Stakeholder engagement
Ethical behavior	Anti-corruption Protected ethics advice and reporting mechanisms	CoE: PG 30-32 CoE: PG 52-55
Risk and opportunity oversight	Integrating risk and opportunity into business process	Proxy: PG 25-26
Planet		
Climate change	Greenhouse gas (GHG) emissions TCFD-aligned reporting on material climate risks and opportunities	Climate and Energy Management TCFD
Fresh water availability	Fresh water consumption in water stressed areas	GRI 303-5
People		
Dignity and equality	Gender pay equality (%) Diversity and inclusion (%) Wage level (%) Risk for incidents of child, forced or compulsory labor (#, %)	GRI 405-2 GRI 405-1 GRI 405-2 Supplier Engagement Statement UK Modern Slavery Act

*Partial disclosure / alignment to select metrics

**Page numbers refer to page number indicated in actual document, not PDF page count

Theme	Sub-themes, core metrics, and disclosures	Sources**
Health and well-being	Health and safety (%)	GRI 403-9
Skills for the future	Training provided (#)	GRI 404-1 and GRI 404-2
Prosperity		
Wealth generation and employment	Absolute number and rate of employment	GRI 401-1
	Net Economic Contribution	10-K: PG 54-58
	Net investment	10-K: PG 54-58
Community and social vitality	Community investment (%)	GRI 413-1
	Country by country tax reporting	GRI 207-2
		UK Tax Strategy

*Partial disclosure / alignment to select metrics

**Page numbers refer to page number indicated in actual document, not PDF page count

2021 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 and access to care. 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 12/31/2021. 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., our Alliance Healthcare colleagues or PharmaLex colleagues. While we recognize this is an important disclosure, we feel the data, strategies, and stories shared in other avenues of our public reporting, when taken together with this disclosure, are most representative of our diversity, equity and inclusion journey.

CO= L109756
 U= L109756

EQUAL EMPLOYMENT OPPORTUNITY
 2021 EMPLOYER INFORMATION REPORT EEO-1
 CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. AMERISOURCEBERGEN CORPORATION
 1 WEST FIRST AVENUE
 CONSHOHOCKEN, PA 19428

2.a. AMERISOURCEBERGEN CORPORATION
 1 WEST FIRST AVENUE
 CONSHOHOCKEN, PA 19428

c. EIN= 232546940

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION
 NAICS: 424210 - Drugs and Druggists' Sundries
 Merchant Wholesalers

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	***** MALE *****						***** FEMALE *****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	3	0	50	3	0	6	0	0	26	4	0	0	0	0	92
FIRST/MID OFFICIALS & MGRS	106	109	1183	171	3	144	2	30	997	227	3	91	7	28	3101
PROFESSIONALS	97	145	886	120	2	285	1	44	1321	320	6	255	10	51	3543
TECHNICIANS	17	27	46	14	0	9	1	0	94	19	1	15	0	1	244
SALES WORKERS	17	22	377	20	0	10	2	3	428	10	0	10	0	5	904
ADMINISTRATIVE SUPPORT	100	266	348	219	4	50	0	31	1235	1852	8	141	14	114	4382
CRAFT WORKERS	16	0	95	5	1	10	2	1	1	0	0	0	0	0	131
OPERATIVES	613	612	921	634	25	376	14	66	627	489	17	239	12	37	4682
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	5	3	9	6	0	1	0	1	2	0	0	1	0	0	28
TOTAL	974	1184	3915	1192	35	891	22	176	4731	2921	35	752	43	236	17107
PREVIOUS REPORT TOTAL	914	1044	3918	1135	36	830	22	167	4526	2791	35	674	37	205	16334

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/17/2021 THRU 12/31/2021
SECTION G - CERTIFICATION

CERTIFIED DATE [EST]: 5/18/2022 5:00 PM

AmerisourceBergen FY22 Reporting Criteria

This document provides the reporting criteria for energy, greenhouse gas (GHG) emissions, and waste management performance indicators presented within our FY22 ESG Reporting Index and microsite. This document needs to be read in conjunction with our FY22 ESG report materials.

Assurance

AmerisourceBergen engages an external party to provide limited assurance on disclosed content for select material topics within our ESG Reporting Index and microsite, including energy, GHG emissions, and waste management.

Estimates, assumptions, and extrapolation

Every effort is made to capture all relevant data globally. However, data is not always available nor is it feasible or practical to capture every single item of data across our global operations. Currently, estimations are made in the event that data is not available for a given site or location by leveraging either historical data to trend/make accurate estimations in cases where actual historical data is available, or by estimating using facility information (such as square footage) and publicly available data (average energy costs in Country/location) to make informed estimates where no actual data is available.

Restatement of reported data

We review and, as needed, update our ESG Reporting Index on a quarterly basis to reflect updated information. The “About this report” section of our ESG Reporting Index contains a table summarizing the quarterly revisions.

We have a recalculation policy to recalculate our base year emissions if there are significant changes to our GHG inventory following the guidance given in the GHG Protocol Corporate Standard and Scope 3 Standard. Significant is defined as a change or series of changes that impact the base year inventory by more than 5%.

Reporting Boundaries

Our ESG Reporting Index and microsite is based on activities in fiscal year 2022 (October 1, 2021 to September 30, 2022), except as otherwise noted. Boundaries for data included in our reporting are provided on a metric-by-metric basis. Specific boundaries for energy, GHG emissions, and waste management are described in the sections below.

Any rules applied to data from new acquisitions/new facilities

We provide consolidated data where possible and specify below where data or metrics reported do not represent the full enterprise throughout our ESG Reporting Index and microsite where necessary. Exclusions or scope of programs are called out below where applicable.

Any rules applied to data from site disposals/closures

For any site or business that is closed/disposed/sold, data is included up until the last full month of ownership/control, as far as practical.

Comparability to previous years

We identify events that affect comparability to previous years with the report text or footnotes. Recent significant changes to our organization include the acquisition of a majority of Walgreen Boots Alliance’s Alliance Healthcare businesses on June 1, 2021. Alliance Healthcare is one of the largest pharmaceutical wholesalers in Europe. Beginning with our FY21 ESG Reporting Index and microsite, Alliance Healthcare data was included where possible. We continue to make progress on the integration process with the publication of our FY22 report.

Energy and GHG emissions

Scope 1 and 2 GHG emissions

AmerisourceBergen has been compiling a corporate-level GHG inventory since 2015. In 2016, we prepared a response to CDP Climate Change for the first time. This disclosure included our Scope 1 and 2 GHG emissions for our main business only. In 2017, AmerisourceBergen expanded our disclosure to CDP by including Scope 1 and 2 emissions from all AmerisourceBergen businesses. In 2021, AmerisourceBergen acquired Alliance Healthcare; our emissions inventory was integrated for FY21, and we have recalculated our base year.

AmerisourceBergen conducted its first Scope 3 inventory in 2022 for their FY19 base year as part of the science-based target setting process. AmerisourceBergen is developing our formal processes and methodologies to continue to calculate relevant and material Scope 3 categories.

Definition

Direct emission sources (Scope 1) are those which generate emissions at an AmerisourceBergen site from direct site operations. These may include stationary combustion sources, process emissions, fugitive emissions, and mobile combustion sources.

Stationary sources:

- Natural gas
- Diesel (generators)
- Fuel Oils
- Refrigerant emissions

Mobile Sources:

- Fuel used by owned/ leased vehicles such as gasoline, diesel, CNG, etc.

AmerisourceBergen's indirect GHG sources (Scope 2) are energy use consumed by buildings owned or leased by the organization. This may include purchased electricity and/or associated emissions from the supply of district heating and cooling purchases.

Scope 1 and 2 emissions from the following are included:

- All facilities owned or leased under operational control.
- Facilities owned or leased that are greater than 2,000 square feet
- Any owned/leased facility where we own/have access to the utility accounts regardless of square footage
- Owned/leased fleet vehicles – product delivery and company vehicles
- Refrigerant use at AmerisourceBergen Human Health distribution centers

Excluded sources include:

- Leased buildings under 2,000 square feet; unless utility accounts are in our name
- Refrigerant emissions from office locations, Animal Health, and Alliance Healthcare businesses.

Units

Metric Ton CO₂e

Method**Scope 1 emissions:**

- Stationary fuel consumption is converted to CO₂e using DEFRA or EPA emission factors based on location.
- Mobile fuel consumption is converted to CO₂e using DEFRA or EPA mobile GHG emission factors.

Scope 2 Location-based emissions:

The location-based approach is as follows:

- All grid electricity is converted to CO₂e by applying national/ state average electricity grid conversion factors relevant to the countries where we operate (i.e. EPA EGRID, IEA). We update the emissions factor sets on an annual basis or as updates are made available by the organizations. In FY22, we used 2021 publications of EPA EGRID 2021 and IEA factors.
- Any power or heat purchased directly through a third-party CHP is converted to CO₂e by applying the appropriate conversion rate supplied by the third-party or where this is not available, the relevant default grid emission factor as per DEFRA conversion factor guidance and IEA emission factors.

Scope 2 Market-based emissions:

The market-based approach is as follows:

- For operations in markets where contractual instruments are available, such as energy supply contracts, a supplier specific emissions factor is obtained if available and meets the 'quality criteria' outlined in the GHG Protocol Scope 2 Guidance, is converted to CO₂e by applying supplier specific emission factors. If supplier is unable to provide one, we utilize the GHG Protocol's hierarchy to obtain the next best emissions factor.
 - In the U.S., we utilized the Edison Electric Institute's (EEI) database of supplier specific factors for market-based factors where our utility provider is known.
 - Supply contracts are either at the site level or country level depending on the location and business. In the U.S., we primarily implement site level supply contracts as each state has different rules. In Europe, renewable energy contracts are managed for all sites centrally at the country level and are supported by the relevant procurement teams in market.

- For operations that have renewable electricity purchases through contracts or unbundled REC purchases and appropriate evidence from the provider is available (i.e. renewable energy certificates, Guarantees of Origin or similar), we allocate the appropriate amount of KWH per the contract or RECs purchased within Net Zero Cloud as renewable energy which is then subtracted from the total KWH before the market based emissions factor is applied. For example, if a location procures 100% renewable energy, then we allocate 100% of the FY KWH consumption resulting in zero Scope 2 market-based emissions. All remaining non-renewable purchased electricity has supplier specific or residual mix factors applied if available, and where neither are available, defaults to the location-based factors.
- Market-based emissions factor sources for FY22 include: 2022 EEI (2021 data) for U.S. supplier specific factors, 2022 Green-e (2020 data) for U.S. residual mix factors, 2021 AIB (2019 data) for residual mix factors outside the U.S.

Sources

In 2022, AmerisourceBergen adopted new carbon management system called Net Zero Cloud (NZC). This platform will be the new source of record for our greenhouse gas inventory. All historical data has been migrated into the platform. In NZC, emissions are broken down as stationary (facility) emissions and vehicle emissions inventories. Facility or Business Unit (BU) activity data (electricity use, fuel use, etc.) and fleet vehicle data (fuel consumption) are entered into the online database for each stationary asset or vehicle asset. Emission factors are then applied to the activity data based on emission type, fuel type, and location.

Renewable energy - generation and consumption

AmerisourceBergen procures renewable energy through energy supply contracts for several locations and continues to expand coverage to reduce our Scope 2 emissions. We also have several on-site renewable energy systems across our network.

Definition

Total renewable electricity

Percentage of renewable electricity of total electricity consumed

Scope

Renewable electricity consumption via on-site projects, purchases, PPAs/VPPAs, etc. where we retain ownership of renewable certificates (e.g. RECs, GOOs, etc.) are included in this metric.

Units

kwh

Percentage of total electricity consumed

Method

Electricity data, including renewable electricity, is all managed and tracked in NZC. For each asset that has a renewable contract, procures RECs, or has on-site renewable energy, the appropriate KWH is allocated in the system as renewable KWH. Total renewable electricity consumed is divided by total electricity consumed to calculate the percentage of renewable electricity.

Sources

Data is taken from renewable electricity on-site solutions and supply contracts and/or renewable certificates, together with on-site or third-party meter readings or invoiced quantities.

Total fuel consumption

Definition

Total fuel consumed by owned/leased fleet vehicles or facilities.

Scope

All AmerisourceBergen business locations included in GHG footprint with fleet vehicles or fuel used for facility heat or generators.

Units

MWH

Method

All energy data including fleet fuel (owned/leased), generator fuel, natural gas, etc. are managed and tracked in NZC. Fuel data converted from natural units to MWH using standard conversions in the carbon management platform.

Sources

For fleet, data is sourced from fuel purchase records, fleet management systems, travel systems, etc. Where consumption data is not available, distance data and average vehicle fuel economy is used to estimate. Generator fuel is estimated based on annual runtime and average fuel consumption rates (L/hr).

Total electricity and heat consumption**Definition**

Purchased electricity, heat, and self-generated electricity consumption within the organization.

Scope

All AmerisourceBergen business locations included in GHG footprint.

Units

MWH

Method

All energy data including purchased electricity and heat data, and self-generated renewable electricity, is all managed and tracked in NZC.

Sources

Data is taken from on-site or third-party meter readings or invoiced quantities e.g., natural gas, electricity, oil, LPG, renewable electricity (on-site, PPAs, renewable tariffs and/or renewable certificates). Some estimates may be included.

Waste management and recycling

AmerisourceBergen strives to reduce waste by focusing first on source reduction wherever feasible, recycling what we cannot eliminate, and landfilling as a last resort.

Definition

Total non-hazardous and hazardous waste generated from our global facilities is broken down in the following metrics:

- Total waste generated (hazardous & non-hazardous)
- Total waste sent to landfill
- Total waste recycled/incinerated with energy recovery
- Total waste incinerated without energy recovery
- % Waste diversion rate

Scope

Waste materials generated from our facilities for either recycling or ultimate disposal by third party waste vendors. Our general non-hazardous waste data is representative of approximately 75% of our locations by square footage. The scope of our hazardous waste data and specific recycling programs for totes, pallets, electronics, and stock bottles is as follows:

- Totes and Pallets: U.S. Human Health Distribution Centers
- Electronic waste: All AmerisourceBergen sites that generated e-waste
- Plastic stock bottles: American Health Packaging (AHP)
- Non-hazardous product waste¹²: U.S. Human and Animal Health Distribution Centers, Specialty, American Health Packaging (AHP), and corporate offices
- Hazardous waste: U.S. Human and Animal Health Distribution Centers, Specialty, AHP, corporate offices, and Alliance Healthcare

Units

Metric tons (MT)

Method

Data is consolidated and converted into metric tons using standard conversions where necessary (1 MT = 2,205 lbs, 1 Short Ton = 2,000 lbs).

- Total waste generated (hazardous & non-hazardous) = non-hazardous MT + hazardous MT

¹² Non-hazardous product waste (U.S. only) includes any product that falls under the EPA's classification of non-hazardous and does not contain any of the four characteristics of hazardous waste: ignitability, corrosivity, reactivity, and toxicity. This may include any non-saleable item that is not eligible for return to a third-party vendor. These products are handled by our hazardous waste partner, but they are not considered hazardous waste under any local, state, or federal law or regulation. In other countries where we operate, hazardous and non-hazardous waste is defined by local applicable legislation at the point of generation.

- Total waste sent to landfill = non-hazardous waste to landfill MT
- Total waste recycled/incinerated with energy recovery = Total recycled MT + total incinerated w/ recovery MT
- Total waste incinerated without energy recovery
- % Waste diversion rate = total MT non-hazardous diverted / total MT non-hazardous waste (diverted + disposed) * 100

Sources

Data comes from internal or third-party databases and/or from invoiced quantities/direct measurement, derived from waste transfer notes. Some estimates may be included in instances that vendors do not provide weight data or waste data is not available. For the US, some vendors do not weigh the trash, and therefore EPA guidance is used to estimate tonnage based on number of hauls, waste type, and container size. For Alliance Healthcare, when data from third party vendors is not available, estimates are based on weighted samples of waste disposed at selected facilities.