



AmerisourceBergen

FY2021

ESG Reporting Index

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Independent Assurance Statement to AmerisourceBergen Corporation

ERM Certification and Verification Services ('ERM CVS') was engaged by AmerisourceBergen Corporation ('AmerisourceBergen') to provide assurance in relation to the information set out below and presented in their 2021 Global Sustainability microsite as of 28 January 2022 & 2021 ESG Reporting Index.

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2021 information and data for the for the specified sections and indicators of the Global Sustainability microsite and 2021 ESG Reporting Index listed below are fairly presented, in all material aspects, in accordance with the reporting criteria.</p> <ul style="list-style-type: none"> • Environmentally Aware: Climate adaptation 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 and inclusion; and Supplier diversity • Healthy communities • Global Sustainability: Fighting the opioid epidemic <p><i>*Excludes information included in quotes, interviews and spotlights.</i></p> <p><u>Governance, Ethics & Compliance</u></p> <ul style="list-style-type: none"> • Percentage of employee acknowledgement of Code of Conduct and Anticorruption policies [Amerisource Bergen specific reporting criteria] <p><u>Diversity & Inclusion</u></p> <p>Employee diversity:</p> <ul style="list-style-type: none"> • Percentage of individuals within the organization's Board of Directors and Executive Management Committee by gender & ethnicity [GRI 405-1a] • Percentage of employees by gender & ethnicity [GRI 405-1b] <p><u>Community Impact & Investment</u></p> <ul style="list-style-type: none"> • 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] <p><u>Access to Healthcare</u></p> <ul style="list-style-type: none"> • Monetary value of OTC donations to non-profits [AmerisourceBergen specific reporting criteria] <p><u>Disaster Preparedness and Response/Humanitarian Relief</u></p> <ul style="list-style-type: none"> • Monetary value of donations for disaster response [AmerisourceBergen specific reporting criteria] <p><u>Environment – Energy & Climate & Waste Management</u></p> <p>Energy:</p> <ul style="list-style-type: none"> • Renewable energy consumption [GRI 302.1b]** <p>Waste:</p> <ul style="list-style-type: none"> • Total waste generation [GRI 306-3.a] <p><u>Prescription Drug Safety</u></p> <ul style="list-style-type: none"> • Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting [SASB HC-DI-260a.1] <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><i>**For assurance of this metric ERM CVS has relied on third party assured total energy consumption for FY20.</i></p>
	<p>Reporting criteria</p> <ul style="list-style-type: none"> • AmerisourceBergen's internal reporting criteria and definitions; • GRI Standard 101 Principles (2021) for defining report content and quality; • Specific GRI Standard Topic disclosures (Diversity & Inclusion 2016, Community Impact 2016, Waste 2020) • SASB standard sustainability disclosure topics and accounting metrics (2018)

Assurance standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance
Respective responsibilities	AmerisourceBergen is responsible for preparing the microsite text and ESG Reporting Index and for its correct presentation in reporting to third parties, including disclosure of the reporting criteria and boundary. ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.

Our conclusions

Based on our activities, as described below, nothing has come to our attention to indicate that the 2021 data and information for the disclosures listed under 'Scope of our assurance engagement' above are not fairly presented, in all material respects, with the reporting criteria.

Our assurance activities

We planned and performed our work to obtain all the information and explanations that we believed were necessary to provide a basis for our assurance conclusions.

A multi-disciplinary team of sustainability and assurance specialists performed the following activities:

- A review of external media reporting relating to AmerisourceBergen to identify relevant sustainability issues in the reporting period.
- A review of samples of documentary evidence, including internal and external documents, to support the management assertions in the microsite sections listed above.
- Virtual interviews with staff responsible for each of the specified sections in order to understand the company strategy, policies, internal controls, and data management systems related to the specified sections, as well as the activities in the reporting year and internal review process around the reported information.
- Virtual interviews with two Alliance Healthcare business units to understand the waste data collection and reporting processes.
- A review of the external third party waste vendor data system reports and estimation methodologies (source data for waste not available).
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information, including key claims and sustainability metrics in scope.
- 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.
- A review of the final draft of the microsite text and ESG Index to ensure that all required changes to the text and data were made.

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.

Our Observations

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

- During the period subject to review, AmerisourceBergen has continued to develop its reporting methodology for waste data and is in the process of improving access to waste data across the organization. As noted in AmerisourceBergen's ESG Index GRI Standard 306-3 disclosure, the data currently available includes exclusions to the portfolio that have been outlined in the aforementioned disclosure.

Beth C. B. Wyke

Beth C. B. Wyke
Global Head of Corporate Assurance
28 January 2022



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ERM CVS is a member of the ERM Group. The work that ERM CVS conducts for clients is solely related to independent assurance activities and auditor training. Our processes are designed and implemented to ensure that the work we undertake with clients is free from bias and conflict of interest. ERM CVS and the staff that have undertaken work on this assurance exercise provide no consultancy related services to AmerisourceBergen Corporation in any respect.

S&P Global Sustainable1 Assurance

AmerisourceBergen Corporation assurance statement: AA1000AS v3

S&P Global Sustainable1, a business of S&P Global Inc. (hereafter, "Sustainable1") was engaged by AmerisourceBergen Corporation (hereafter, "AB") to provide assurance of the environmental data held within its 2022 CDP Response.

Intended users

The intended users of this assurance statement are the management and stakeholders of AB.

Responsibilities of AB and assurance provider

The management of AB has sole responsibility for the preparation and content of CDP Climate Change Response (hereafter, "CDP"), Global Sustainability Report and ESG Reporting Index. Sustainable1's statement represents its independent and balanced opinion on the content and accuracy of the information and environmental data held within.

Assurance standard

Sustainable1 undertook the assurance in accordance with AA1000AS v3 (2020) Type 2 moderate-level assurance, covering:

- ✓ Evaluation of adherence to the AA1000AP (2018) Principles of inclusivity, materiality, responsiveness and impact (the Principles)
- ✓ The reliability of specified environmental performance information (energy use, fugitive emissions & greenhouse gas emissions)

Sustainable1 used the Global Reporting Initiative (GRI) and the GHG Protocol to evaluate AB's performance information and adherence to the Principles.

Scope and limitations

Sustainable1 was engaged to assure the data and claims in AB's 2021 external reporting, encompassing the period of 1 October 2020 – 30 September 2021. Sustainable1 was asked to assure reporting for greenhouse gas (GHG) emissions. AB took an operational control approach.

Sustainable1 verified the environmental impacts, as calculated by AB, within the table in the next column.

SCOPE	SOURCE	UNIT	QUANTITY
GHG Scope 1	Fuel		112,483
	Fugitive Emissions	Metric tonnes CO ₂ e	453
GHG Scope 2	Electricity		101,270
	Heat		388

Methodology

Sustainable1's assurance activities included the following:

- Review of the processes by which AB defines the sustainability issues that are relevant and material to its operations and its stakeholders.
- Interviews with managers responsible for sustainability performance and data collection.
- Assessment of the extent to which AB sustainability activities adheres to the Principles.
- Review of processes and systems used to gather and consolidate environmental data. The data sources that Sustainable1 reviewed includes invoices, spreadsheets, and other data points.
- Verification of data accuracy for a selection of sites, including an audit of conversion factors, and calculations.

PRINCIPLE	COMMENTS
Inclusivity: The participation of stakeholders in developing and achieving an accountable and strategic response to sustainability	<p>At AB the ESG reporting committee is responsible for the identification of stakeholders which considers investors, shareholders, customers, employees, and facility managers as the key stakeholders for AB. AB's suppliers, too, are being factored in the environmental, social, and governance (ESG) strategy framework. In addition, AB takes a comprehensive approach to ensure active engagement of all relevant stakeholders and stakeholders who have shared values on ESG, in achieving its sustainability milestones through various initiatives.</p> <p>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), also the senior executive of Alliance Healthcare (AH) is a member of the council.</p>
Materiality: Determining the relevance and significance of an issue to an organization and its stakeholders	<p>AB considers different sustainability standards such as GRI, SASB, TCFD, etc. to evaluate and assure its impact metrics align with its operations and materiality issues. In addition, to narrow down on material topics, AB assesses its operations to determine its influence and impact on two levels: 1) things under its operational control, and 2) factors further downstream in terms of the contractual relationship with the customer or supplier.</p> <p>AB conducts materiality assessment by analyzing stakeholder feedback and regularly appraising the industry to identify environmental and social issues. The Global ESG Council is responsible for addressing any conflict or dilemma that may arise concerning material issues and resolves through consensus building. AB tracks and reports its environmental and social metrics annually.</p>
Responsiveness: An organization's response to stakeholder issues that affect its sustainability performance and is realized through decisions, actions and performance, as well as communication with stakeholders	<p>AB takes a dynamic approach for stakeholder engagement and emphasizes on evolving its strategy to address stakeholders' concerns. For instance, during the integration of AB and AH, a site-by-site analysis of key ESG priorities was conducted for each group, which indicated that in Europe, more focus was on plastic reduction and human rights issues in the supply chain, which were addressed and got integrated into broad ESG strategy.</p> <p>At AB, concerns are communicated through feedback captured from various stakeholders and then presented to the Global ESG Council. To illustrate, recently, AB hired a Chief Diversity Officer based on feedback from team members and customers and has committed to science-based targets to demonstrate responsiveness to its stakeholders.</p> <p>Concerns are prioritized based on the number of stakeholders related to them. Response time ranges from 30 days to a year depending on the frequency and intensity of the request.</p>
Impact: Organizations should monitor, measure and be accountable for the impact of their actions on broader ecosystems	<p>AB has a robust framework (database) to capture and measure impact in qualitative, quantitative, and monetized terms and has a dedicated carbon management system in place, and is in the process of building an ESG metric that will be linked to executive compensation.</p> <p>AB has undertaken a myriad of initiatives to reduce GHG emissions across its facilities as seeks to reduce its carbon footprint through industry best practices while seeking to procure renewable energy and engage with suppliers and customers to reduce GHG emissions. It also has forward-looking strategies in place to reduce GHG emissions. For instance, it is in the process of setting up a science-based GHG emissions reduction target.</p>

Findings, conclusions and recommendations

The Principles:

Nothing came to Sustainable1's attention to suggest that AB's CDP Response does not adhere to the AA1000 Principles.

Data reliability:

AB has implemented rigorous processes to collect and aggregate global energy consumption, GHG emissions, water use and waste generation. Upon evaluating this system, Sustainable1 found that data was accurate overall, and any minor corrections were made as necessary.

Assurance provider

Sustainable1 has been researching, standardizing and validating corporate environmental performance data since 2000. Sustainable1's research team has the relevant professional and technical competencies and experience to conduct an assurance to the AA1000 standard.

Sustainable1 has conducted this assurance independently and impartially and in compliance with S&P Global's policies and procedures, including its Code of Business Ethics that provide a framework relating to ethical conduct, conflict of interest and compliance with law.

S&P Global Sustainable1, a business of S&P Global Inc.
London, April 2022



AA1000
Licensed Report
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Sustainable1

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About This Report

This report is based on activities in fiscal year 2020 (October 1, 2020 to September 30, 2021), except otherwise noted. In FY20, in line with a stakeholder-driven approach, we transitioned from a full-length PDF report to a user-friendly microsite and ESG Reporting Index. We are pleased to provide an updated report for FY21. 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 in accordance with the [Global Reporting Initiative \(GRI\) Standards](#): Core option. 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 \(WEF\)](#), and the [United Nations Sustainable Development Goals \(UNSDGs\)](#). In addition, we have externally assured select material topics and indicators included in our web-based report and disclosure index.

The COVID-19 pandemic has brought certain challenges for companies around the world, including AmerisourceBergen, such as labor shortages, increased fuel prices, and strains on the supply chain. Together, with our team members and partners, we are adapting our operations so we can continue to serve our customers and their patients during this most critical time of need. Within the microsite and this report, you will see examples of how we are addressing these challenges.

On June 1, 2021, AmerisourceBergen completed the acquisition of a majority of Walgreens Boots Alliance’s Alliance Healthcare businesses. We have provided consolidated data for AmerisourceBergen and Alliance Healthcare where possible and will specify where AmerisourceBergen/Alliance Healthcare information is included throughout the report. We are in the early phases of the data integration process as Alliance Healthcare was a part of AmerisourceBergen only for a portion of FY21. Therefore, Alliance Healthcare information is not available in all cases. In future reports, we look forward to sharing additional Alliance Healthcare data.

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	February 1, 2022	Original publication of FY21 ESG Index
2	April 29, 2022	FY21 GHG emissions and energy data added; FY21 Assurance letter attached. Updated links as needed throughout report.

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, AB Go mobile application, 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 biannual 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 program; encourage team members to provide feedback on engagement 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 across the business. Accelerated advancement and ongoing success of high-potential Black and Hispanic/Latinx 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 annual presentations to the Executive Management Committee, 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: Corporate Responsibility & Sustainability topics related to respective leader's business function to include Corporate Responsibility & Sustainability strategy and integration throughout the business, team member engagement, environmental sustainability, and healthier communities.</p> <p>Actions: We incorporated feedback and commentary into our Corporate Responsibility & Sustainability 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, participated in biweekly team member-led town halls to provide COVID-19 and Diversity, Equity and Inclusion updates across the business.</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 health equity. 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 \$2.1M in funding in FY21, also provided more than 250,000 in-kind safe disposal resources to communities nationwide. 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 Global Sustainability 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
	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>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>
Investors	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 stockholders meeting. In addition, we engage with a variety of investors, stewardship teams, and rating/ranking entities.	<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>
Suppliers	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>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
102-1	Name of the organization		AmerisourceBergen Corporation
102-2	Activities, brands, products, and services	10-K: PG 2-5	
102-3	Location of headquarters	10-K: PG 22	Headquartered in Conshohocken, Pennsylvania
102-4	Location of operations	10-K: PG 22	
102-5	Ownership and legal form	10-K: PG 1	
102-6	Markets served	10-K: PG 1	
102-7	Scale of the organization	10-K: PG 29	
102-8	Information on employees and other workers	10-K: PG 6-8 About AmerisourceBergen	
102-9	Supply chain	Supply Chain & Stewardship Supplier Engagement Statement Distribution Services webpage Supplier Code of Conduct	AmerisourceBergen has implemented several initiatives as part of our continuous improvement program. We have invested significantly in our distribution infrastructure and operations to enhance the quality and efficiency of our supply chain. One example is the use of a third-party supply chain risk management tool to assess the stability of our generics supply chain.
102-10	Significant changes to the organization and its supply chain	10-K: PG 3	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 expands AmerisourceBergen's reach and solutions in pharmaceutical distribution and adds to the depth and breadth of our global manufacturer services.

*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
102-11	Precautionary principle or approach		AmerisourceBergen applies the principles contained within the Precautionary principle to our Corporate Responsibility & Sustainability programs, but we do not have a policy regarding the precautionary principle or approach.
102-12	External initiatives		<p>The following are examples of major external initiatives AmerisourceBergen and Alliance Healthcare engaged in during fiscal year 2021: 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, and the EU Green Deal in Netherlands.</p> <p>In fiscal 2021, we endorsed the Business Roundtable's Statement on the Purpose of a Corporation and formally committed to set a science-based target through the Science Based Target initiative (SBTi).</p>
102-13	Membership of associations	Policy Statement on Political Engagement	
102-14	Statement from senior decision-maker	Message From Leadership	
102-15	Key Impacts, risks, and opportunities	10-K: PG 11-22 CDP: PG 5-14 Proxy: PG 4	Individual material topics are grouped within the five following categories: Governance, Ethics & Compliance, People & Communities, Supply Chain & Customers, Environment & Stewardship, and Healthcare Landscape. Indicators included within this index are considered material. Bolded Indices are considered material as part of our core reporting.
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	About AmerisourceBergen	

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
102-17	Mechanisms for advice and concerns about ethics	CoE: PG 50-53	
Governance			
102-18	Governance structure		<p>Corporate Responsibility & Sustainability 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 Corporate Responsibility & Sustainability 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 & 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.</p> <p>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 Corporate Responsibility & Sustainability strategy.</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, Senior Vice President, Managing Director of Alliance Healthcare, 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 comprised 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 a pulse on current practices, understanding trends, and identifying gaps in company performance and potential future issues as they relate 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>Corporate Responsibility & Sustainability. 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, Equity & Inclusion, Operations, Global Business Resilience, Strategy, Procurement, Human Resources, and Business Unit Leaders. The Vice President of Corporate Responsibility & Sustainability has day-to-day responsibilities for managing the overall ESG Reporting strategy and related programming.</p>
102-19	Delegating authority	Proxy: PG 22	
102-20	Executive-level responsibility for economic, environmental, and social topics	Proxy: PG 4	
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement Diversity & Inclusion	AmerisourceBergen is grounded in our purpose to create healthier futures and that begins with our customer and stakeholder experience. Employee resource groups help to promote direct feedback through an open exchange of ideas between not just team members, but clients and stakeholders. We have empowered our Employee Resource Groups to connect through external partnerships and programs designed to increase the inclusion of diverse customers across the business. Given the complexity of our global network of businesses, our global population of clients come from different backgrounds, cultures and lifestyles, and organizations. AmerisourceBergen relies on ERGs to foster an environment where stakeholders feel comfortable due, in part, to our diverse range of relatable partners.
102-22	Composition of the highest governance body and its committees	Governance Committees Proxy: PG 9, 10, 13-19	
102-23	Chair of the highest governance body	Governance Committees Proxy: PG 9, 15-19, 30	

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102-24	Nominating and selecting the highest governance body	Governance Committees Proxy: PG 9, 14, 19, 30	
102-25	Conflicts of Interest	CoE: PG 20-21	
102-26	Role of the highest governing body in setting purpose, values, and strategy		The Board and Executive Management Committee are the highest governing body in setting purpose, values, and strategy.
102-27	Collective knowledge of 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, and social topics. These topics are contained in our Board of Director's skills matrix.
102-28	Evaluating the highest governance body's performance	Proxy: PG 27	
102-29	Identifying and managing economic, environmental, and social impacts	Proxy: PG 25-26	
102-30	Effectiveness of risk management processes	Proxy: PG 25-26	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.
102-31	Review of economic, environmental, and social topics	Proxy: PG 4	The Board and the Governance Committee receive updates on economic, environmental, and social topics at regularly scheduled meetings.
102-32	Highest governance body's role in sustainability reporting	CDP: PG 4 Proxy: PG 4, 15-19, 30	In FY20, our Governance and Nominating Board committee was renamed as the Governance, Sustainability, and Corporate Responsibility Committee. This 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 strategy,

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			any major plans of action, risk management policies, budgets, and business plans, and monitors implementation and performance of objectives. Sustainability and corporate responsibility are 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. 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.
102-33	Communicating critical concerns	Proxy: PG 32-33 CoE: PG 11-13	
102-35	Remuneration policies	Proxy: PG 20-21 and 38-57	
102-36	Process for determining remuneration	Proxy: PG 20-21 and 37-57	
102-37	Stakeholders' involvement in remuneration	Proxy: PG 20-21, 37-57, and 71	
102-38	Annual total compensation ratio	Proxy: PG 70	
102-39	Percentage increase in annual total compensation ratio	Proxy: PG 70	
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	
102-41	Percent of employees covered by collective bargaining agreements	10-K: PG 6	

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102-42	Identifying and selecting stakeholders	Stakeholder Engagement	
102-43	Approach to stakeholder engagement	Stakeholder Engagement	
102-44	Key topics and concerns raised	Proxy: PG 7-8, 41-43	
Reporting Practices			
102-45	Entities included in the consolidated financial statements	10-K: PG 4-5 Exhibit 21 to the Form 10-K	
102-46	Defining report content and topic Boundaries		We have implemented the Reporting Principles of Stakeholder Inclusiveness, Sustainability Context, Materiality, and Completeness to define our report content.
102-47	List of 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. 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. • 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.

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			<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 and mapped out common material topics. We found strong alignment, and this is reflected in our revised and integrated strategy.</p> <p>The material topics identified in the assessment are as follows:</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 <p>People & Communities</p> <ul style="list-style-type: none"> • Community impact and investment • Diversity and Inclusion (Workforce, Board, Suppliers, Customer, 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>We view materiality as a fluid exercise and are consistently monitoring to stay apprised of industry trends and pivot if needed.</p>

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102-48	Restatements of information		There are no restatements of information included in this report.
102-49	Changes in reporting	Global Sustainability Microsite	In FY20, in line with a stakeholder-driven approach, we transitioned from a full-length, PDF report to a user-friendly microsite and ESG reporting index. Previous reports can be found at the Global Sustainability microsite .
102-50	Reporting period	About This Report	This report is based on activities in fiscal year 2021 (October 1, 2020 to September 30, 2021). 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 latest changes.
102-51	Date of most recent report	Global Sustainability Microsite	Our most recent report from fiscal year 2020 was published in 2021 and can be found on the Global Sustainability microsite .
102-52	Reporting cycle	About This Report	We report on an annual basis and plan to continue to do so in the future, with quarterly reviews and updates as necessary. Please see the About This Report section for a version history table for latest changes.
102-53	Contact point for questions regarding the report		For questions regarding this report, please contact corporateresponsibility@amerisourcebergen.com
102-54	Claims of reporting in accordance with the GRI Standards	GRI Topic Disclosures and Principles	
102-55	GRI content index	GRI Content Index	
102-56	External assurance	Assurance Letter	

Economic Topics

103-1	Explain the material topic and its boundary (why, where, involvement with impacts, limitations)	Our economic material indicators include understanding and managing financial risks and opportunities of climate-related issues on our business and supporting the communities where we live and work. *Bolded and shaded areas indicate material economic topics
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103-2	Explain management approach components (how managed, purpose of approach, details of approach: policies, commitments, goals/targets, responsibilities, resources allocated, grievance mechanisms, processes, projects, programs, initiatives)	Healthy Communities Climate adaptation and energy management	
103-3	Evaluate management approach (mechanisms of evaluation, results, adjustments)		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.
201-1	Direct economic value generated and distributed	10-K: PG 29	
201-2	Financial implications and other risks and opportunities due to climate change	CDP: PG 5-14	We completed a physical risk assessment of our top 100 locations worldwide. The analysis 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. This assessment provided valuable information to better inform our strategy and incorporate the findings into our enterprise risk management and business continuity programs. We plan to refresh this analysis including Alliance Healthcare locations and incorporate transitional risks into the assessment, on an annual or biennial basis.
201-3	Defined benefit plan obligations and other retirement plans	Caring for Team Members Team Members Benefits	

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203-1	Infrastructure investments and services supported	Healthy Communities	In FY21, the AmerisourceBergen Foundation donated more than \$7.7M to 100+ non-profit organizations. Through our Matching Gifts and volunteer/board service grants program, nearly 1,000 non-profit organizations were supported.
203-2	Significant indirect economic impacts	Supplier Diversity Healthy Communities	In FY21, we contracted with a third party to provide us with an economic impact study in 2022 based on our spend with diverse suppliers and geographic locations for those businesses. One of our primary goals for our supplier diversity program is to increase jobs added to underserved communities. To focus on our local impact, we joined an initiative led by the Chamber of Commerce for Greater Philadelphia for 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.
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-, dis-advantaged, HUBZone and veteran-owned businesses. In FY21, we engaged more than 1,000 small and diverse suppliers, spending more than \$2.1 billion on small and diverse businesses.</p> <p>During the reporting period, the life sciences industry, which includes many of our direct suppliers, had a record number of mergers and acquisitions. Our Small Business Enterprise (SBE) spend was impacted by the M&A activities as larger companies acquired many of them. Although our SBE spend decreased in FY21, we are proud of our continued efforts in this area. For example, we made an initial investment of \$25 million in partnership with JPMorgan Chase to support diverse-led financial institutions. For more information, please see Supplier Diversity page of website.</p>
205-1	Operations assessed for risks related to corruption	Supplier Engagement Statement CoE: PG 29-31 Supplier Code of Conduct	Our annual compliance risk assessment includes questions related to the risk of corruption, fraud, or strength of compliance culture. This is then used to prioritize compliance audits where the business is generally the same over multiple locations adding a priority for selection to audit. Additionally, our third-party due diligence system allows the Office of Compliance to send questionnaires to third parties related to their state of compliance, implementation of policies, and training provided for staff.
205-2	Communication and training about anti-corruption policies and procedures	CoE: PG 46-49	We immerse our AmerisourceBergen and Alliance Healthcare team members in a combined total of over 124,000 hours of compliance and ethics training each year that grounds them and keeps them refreshed on our expectations and values. In addition, 100% of team members acknowledge the Code of Ethics and Business Conduct,

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			which is provided in 22 languages. Trainings are reviewed for inclusivity, including Americans with Disabilities Act (ADA) compliance. Team members also participate in trainings on anti-discrimination and anti-harassment.
205-3	Confirmed incidents of corruption and actions taken	CoE: PG 29-31	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 2021, AmerisourceBergen received 5.5 compliance incident reports per 1,000 employees. ¹ Based on industry-level data we are well-under the industry average of 9.8 reports per 1,000 employees (2019).
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	CoE: PG 30-31	
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, 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	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.

¹ Figure represents *total* number of incident reports, not all of which were substantiated.

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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.
Environmental Topics			
103-1	Explain the material topic and its Boundary (why, where, involvement with impacts, limitations)		Our environmental material indicators include energy and greenhouse gas emissions management, climate change, waste management, and responsible sourcing. These material topics were determined in our materiality assessment. Environmental material topics cover all AmerisourceBergen operations and subsidiaries, unless otherwise noted. Please see GRI 102-47 for details on the materiality assessment process and how our topics were identified. *Bolded and shaded areas indicate material environmental topics
103-2	Explain management approach components (how managed, purpose of approach, details of approach: policies, commitments, goals/targets, responsibilities, resources allocated, grievance mechanisms, processes, projects, programs, initiatives)	Environmentally aware	<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. Energy management is critical to sustainability and an area of continuous improvement at AmerisourceBergen. We work to deploy efficiency measures across the organization, including LED retrofits, energy audits, conveyor energy 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</p>

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			<p>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>In 2018, we set a goal to have 2-3% of our US electricity from on-site renewables sources by FY20. Since 2018, we have completed two on-site solar arrays at our Phoenix and Sacramento locations. Due to unexpected delays as a result of the COVID-19 pandemic, our projects were delayed and while both were completed in FY20, they only generated approximately 1% of our U.S. electricity for the year. In FY21, we exceeded our goal, with our on-site renewables accounting for 3.2% of our U.S. electricity consumption. Together with our renewable energy purchases, over 6% of our U.S. electricity is from renewable sources. Globally, renewable energy accounts for approximately 19% of our electricity consumption, inclusive of Alliance Healthcare.</p> <p>In June 2021, we formally committed to set a science-based target, and in the interim have set a new goal and target informed by science. By the end of FY22, we commit to reducing our Scope 1 & 2 emissions by 5% from a FY19 baseline. In FY21, our Scope 1 and 2 emissions reduced by 4.6% from our FY19 baseline.</p> <p>Our science-based target (SBT) is under development and will be formally validated by the Science Based Targets initiative (SBTi). We submitted our SBT for formal validation in May 2022 which consists of a reduction of our Scope 1 & 2 emissions by over 50% by FY2032 and a commitment to engage our suppliers to set reduction targets as well. We anticipate our SBT will be formally validated through SBTi by the end of 2022.</p> <p>Please see our CDP disclosure for full details on our goal and target.</p>
103-3	Evaluate management approach (mechanisms of evaluation, results, adjustments)		<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 continued to improve and streamline our data collection processes resulting in better data quality and control; gained more visibility into our waste portfolio; and</p>

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			increased engagement and awareness across the enterprise in relation to our sustainability commitments and progress. We also onboarded our new business, Alliance Healthcare, in June 2021. FY21 environmental data points are integrated where specified.
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 30-34	<p>Our FY21 energy consumption for AmerisourceBergen, including Alliance Healthcare, was as follows:</p> <ul style="list-style-type: none"> • Total fuel consumption: 451,571 MWH (1,625,655 GJ) • Total electricity and heat consumption: 317,236 MWH (1,150,197 GJ) • Total energy consumption: 771,070 MWH (2,775,851 GJ) <p>Please see our CDP disclosure for more details on our energy consumption break down.</p>
302-3	Energy Intensity		Energy intensity for FY21 was 0.0000036 MWH/\$ Revenue
302-4	Reduction of energy consumption	Climate Adaptation and Energy Management	<p>Our FY21 energy consumption compared to our FY19 baseline were as follows:</p> <ul style="list-style-type: none"> • 0.1% increase in fuel consumption (includes natural gas for heat, fleet fuel, and generator fuel) • 1.2% reduction in total electricity and heat consumption (includes all purchased electricity including purchased renewables and on-site generated renewable electricity). • 0.4% reduction in total energy consumption (includes all fuel, electricity, and heat consumption) <p>Fuel consumption increased in part as a result of increased deliveries during the COVID-19 pandemic. Our electricity consumption reduction is a result of continued efficiency gains as well as impacts of COVID-19, as offices remained closed during most of FY21.</p> <p>We saw an increase in renewable energy from our two on-site solar arrays being fully operational for the entire fiscal year as well as increased our renewable</p>

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			<p>electricity supply purchases at several locations. This resulted in roughly 19% of our global electricity consumption coming from renewable sources.</p> <p>As we continue to grow, we will strive to increase our building efficiency, invest in expanding 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 partnered with a third party to help identify and implement opportunities across the portfolio in the energy efficiency space and have identified 12 projects to be implemented in FY22. We have also achieved LEED certification at several of our sites and are 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 FY21 was approximately 1,307,831 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 Adaptation and Energy Management	<p>Our Scope 1 emissions for FY21 were 112,937 MT CO₂e.</p> <p>Our Scope 1 emissions for our FY19 baseline year were 109,727 MT CO₂e.**</p> <p><i>**FY19 baseline emissions were recalculated with the integration of Alliance Healthcare</i></p>
305-2	Energy indirect (Scope 2) GHG emissions	Climate Adaptation and Energy Management	<p>Our Scope 2 emissions for FY21 were 101,658 MT CO₂e.</p> <p>Our Scope 2 emissions for our FY19 baseline year were 115,179 MT CO₂e.**</p> <p><i>**FY19 baseline emissions were recalculated with the integration of Alliance Healthcare</i></p>
305-3	Other indirect (Scope 3) GHG emissions	Climate Adaptation and Energy Management	<p>Our Scope 3 emissions for FY21 were 45,013 MT CO₂e.</p> <p>Our Scope 3 emissions for our FY19 baseline year were 62,712 MT CO₂e.**</p> <p>Note, we will report our FY21 emissions and recalculated FY19 baseline inclusive of Alliance Healthcare in April 2022.</p>

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305-4	GHG emissions intensity	CDP: PG 28	Our GHG emissions intensity (scope 1 & 2 emissions) for FY21 is 0.000001 MT CO2e/\$ Revenue.
305-5	Reduction of GHG emissions	Climate Adaptation and Energy Management CDP: PG 30	<p>In FY21, our Scope 1 & 2 GHG emissions were approximately 214,595 MT CO2e. In FY19, our Scope 1 & 2 GHG emissions were approximately 224,906 MT CO2e. Our total Scope 1 & 2 emissions decreased by 4.6% from our FY19 baseline. We realized a 2.9% increase in our Scope 1 emissions and an 11.7% reduction in our Scope 2 emissions.</p> <p>Our Scope 1 increase was largely a result of increased deliveries of COVID-19 related products such as vaccines and treatments.</p> <p>Our Scope 2 reductions in FY21 are a result of implementation of best practices and initiatives across the enterprise to reduce emissions including increasing our renewable energy purchases and improving building efficiencies. Additionally, COVID-19 impacts played a continued role in the Scope 2 emissions reductions as many of our office locations remained closed during FY21.</p> <p>We anticipate that our emissions may see an increase over the next two fiscal years as we return to more normalized office utilization patterns and further integrate with Alliance Healthcare. With the 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. As we develop our science-based target, we will establish a robust strategy and implementation plan for how we will achieve those reductions.</p>
306-1	Waste generation and significant waste-related impacts	Waste Management, Recycling & Sustainable Packaging	<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</p>

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			<p>ecological options. Our U.S. AmerisourceBergen Human Health distribution centers and our global Alliance Healthcare locations achieved an 80% diversion rate in FY21.</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 secondary plastic within the business by 60% by September 2022 as part of its "Getting drastic with Plastic" campaign. In 2019, Alliance Healthcare Norge Apotekdrift AS and Alliance Healthcare Norge AS made the Norwegian plastic pledge, Plastløftet, joining 47 other leading Norwegian businesses. Both businesses are making an effort to reduce their use of plastics and increase use of recycled materials.</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 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 as well as transitioned to cardboard packaging for some products to replace single use plastics.</p> <p>We have several specific recycling programs for totes, pallets, 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. In FY21, one facility piloted a pill bottle recycling program.</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>

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306-3	Waste generated	Waste Management, Recycling & Sustainable Packaging	<p>In FY21, our AmerisourceBergen Human Health and Alliance Healthcare locations generated a total of 37,140 metric tons (MT) of non-hazardous and hazardous waste.</p> <p>Of that total, 35,311 MT were non-hazardous waste, disposed/recycled as follows:</p> <ul style="list-style-type: none"> • 28,112 MT recycled or incinerated with energy recovery, • 6,776 MT sent to landfills, • 424 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 2021, we disposed of approximately 986 MT of hazardous waste. In addition, we sent roughly 844 MT of non-hazardous product waste for destruction by our hazardous waste partners.</p> <ol style="list-style-type: none"> 1. Waste data boundary: <ul style="list-style-type: none"> • Our waste data is representative of approximately 75% of our locations. • Totes and Pallets: U.S. Human Health Distribution Centers. • Electronic waste: All AmerisourceBergen sites that generated e-waste in FY21. • 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 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.
306-4	Waste diverted from disposal	Waste Management, Recycling & Sustainable Packaging	<p>In FY21, we diverted 28,112 metric tons of waste from the landfill. This was composed of:</p> <ul style="list-style-type: none"> • 10,818 MT of cardboard • 10,676 MT of recyclables • 1,312 MT of materials incinerated with energy recovery

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			<ul style="list-style-type: none"> • 64 MT of plastic totes • 5,150 MT of pallets • 89 MT of electronic waste (Our e-waste data encompass our global portfolio) <p>In late FY21, our AHP business launched a pilot program for pill bottle recycling. This resulted in the diversion of three metric tons of pill bottles from the landfill in just two months.</p>
306-5	Waste directed to disposal	Waste Management, Recycling & Sustainable Packaging	<p>In FY21, our AmerisourceBergen Human Health and Alliance Healthcare locations generated 35,311 metric tons (MT) of non-hazardous waste. Of that total waste, 6,776 MT were sent to landfill, 424 MT were incinerated without energy recovery, and the remaining 28,112 MT were recycled or incinerated with energy recovery.</p> <p>Our Human Health locations inclusive of Alliance Healthcare achieved an 80% waste diversion rate.</p> <p>In 2021, we disposed of approximately 984 MT of hazardous waste. In addition, we sent roughly 844 MT of non-hazardous product waste for destruction by our hazardous waste partners.</p>
307-1	Non-compliance with environmental laws and regulations	10-K: PG 8-9	
308-1	New suppliers that were screened using environmental criteria	Supply Chain & Stewardship Supplier Engagement Statement Supplier Code of Conduct	<p>All Requests for Proposal (RFP) that go through our standard RFP process are screened according to Corporate Responsibility & Sustainability 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.</p>

Social Topics

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103-1	Explain the material topic and its Boundary (why, where, involvement with impacts, limitations)	GRI 102-47 Proxy: PG 4	Our social material indicators include diversity, equity and inclusion, health and safety, team member benefits and development, and community impact. These material topics were determined in our FY20 materiality assessment. Social material topics cover all AmerisourceBergen operations and subsidiaries, unless otherwise noted. *Bolded and shaded areas indicate material social topics
103-2	Explain management approach components (how managed, purpose of approach, details of approach: policies, commitments, goals/targets, responsibilities, resources allocated, grievance mechanisms, processes, projects, programs, initiatives)	Inspired Team Members Healthy Communities CoE	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, any major plans of action, risk management policies, budgets, and business plans, and monitors implementation and performance of objectives.
103-3	Evaluate management approach (mechanisms of evaluation, results, adjustments)		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. Information gathered from these research and engagement activities allows us to continuously develop policies relating to our social material topics. For example, as a result of team member feedback through surveys, we implemented “ Focus Fridays ” when team members are encouraged to block off Friday afternoons to focus on work rather than hold meetings. In addition, as a result of our Diversity & Inclusion assessment, we have strengthened our community engagement focus on D&I. Our active engagement with stakeholders allows us to quickly respond to global challenges. With the onset of the COVID-19 pandemic, we swiftly adopted additional safety procedures designed to protect team members, a change enabled by our adaptable management.
401-1	New employee hires and employee turnover		In FY21, we hired over 6,000 new team members bringing a range of new perspectives into the organization. AmerisourceBergen is committed to a fair and equitable recruiting process to attract diverse talent. Of the new hires that

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			<p>joined AmerisourceBergen's global employee population in FY21, 56% are women. In the U.S., 60% of our new hires in FY21 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 FY21, 11% of our global team members received a promotion, an increase from 9% in FY20. 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.</p> <p>Among the total global workforce, 11% of active female team members were promoted in FY21. This is consistent and equal to the percentage of employees promoted regardless of gender.</p> <p>Among the total U.S. workforce, 12% of active URPOC team members were promoted in FY21. This is a slightly higher percentage than the overall global population and reflects progress based on the commitment of our talented diverse workforce and the strategic investment AmerisourceBergen continues to make to promote their development.</p> <p>Our overall team member turnover rate for FY21 was 24%. In FY21, voluntary team member turnover was 20% globally, compared to 15% in FY20. This is consistent with the competitive marketplace that has a large proportion of distribution center and call center team members. We have low and stable turnover within our exempt team member population. During the "great resignation", we are proud of the rate that we have retained team members.</p> <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.

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			<ul style="list-style-type: none"> 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 team members. myWellbeing is a program to help team members understand and better maintain their health by offering a range of resources designed to support individual wellness goals. As the COVID-19 pandemic evolves, we continue to offer enhanced benefits such as a paid time-off policy for those needing to self-quarantine or to care for family members. To maintain mental and physical health, AmerisourceBergen provides teams with resources including online meditation and mindfulness videos as well as access to in person and at-home fitness activities. A back up dependent care program is also available.</p> <p>Gender reassignment is available through major insurance providers based upon their medical policies.²</p> <p>AmerisourceBergen is offering Maven family building support beginning January 1, 2022. Team members will have resources available for adoption, fertility, egg-freezing, pregnancy – no matter which family building journey they take. Maven milk, a breast milk shipping service, will also be available to new mothers traveling for AmerisourceBergen.</p> <p>We have added up to 40 hours/5 days of Paid Caregiver leave for 2022.³</p>
401-3	Parental Leave	Caring for Team Members	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.
403-1	Occupational health and safety management system	Safety	AmerisourceBergen, its affiliates, and subsidiaries are committed to operating in full compliance with all local, state, and federal laws and regulations applicable to its facilities. Creating healthier futures is essential for the patients we serve and for our team members, who ensure that product is efficiently delivered by AmerisourceBergen. Management and team members at all levels of the organization work continuously to ensure employee health and safety is incorporated into all parts of our operations, through education, training, audits, and continuous improvement, creating a safety-minded culture. Domestically, a

² Added on 09/28/2021³ Benefits described in this section are available to AmerisourceBergen employees, not including Alliance Healthcare employees

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			framework of health and safety policies and procedures govern the safety management system, and each location is responsible for its execution. A separate function audits each facility's program for compliance. Facility management is responsible for correcting any deficiencies.
403-2	Hazard identification, risk assessment, and incident investigation	Safety	<p>Accident investigations are key to developing and improving a safety-minded culture. AmerisourceBergen has developed training modules and accident investigation training documents for use when an injury or incident occurs. It is expected that an accident investigation will be completed for any near miss or injury incidents. The goal is to find the root cause and put corrective actions in place to avoid a similar incident in the future.</p> <p>At Alliance Healthcare, all accidents are investigated. It is expected that the initial investigation is completed within 24 hours of the incident. Lost time accidents and all major injuries are followed up with more in-depth investigations to find the root cause and determine corrective actions.</p>
403-3	Occupational health services	COVID-19 Response Caring for Team Members	In FY21, AmerisourceBergen's primary workers' compensation rating factor tracked near expected levels for our industry, indicating our systems are working as designed and intended.
403-4	Worker participation, consultation, and communication on occupational health and safety	COVID-19 Response Safety Stakeholder Engagement	<p>We convene our National Safety Committee in the domestic distribution business quarterly to review and evaluate data to implement measures to prevent future accidents, issue monthly reporting through operational excellence scorecards, and share best practices within the distribution network. In addition to the National Safety Committee, local committees are expected to hold monthly safety committee meetings to review incidents, observation card participation and recommendations, training initiatives, goals, and recognition. We also utilize a peer-to-peer safety program, encouraging team members to submit observation cards to recognize colleagues for working safely in distribution centers. Observation cards allow team members to actively participate in and influence their safe workplace. Each team member is asked to submit one observation card per month. Many domestic distribution centers participate in the program at rates of 90 percent or greater.</p> <p>Alliance Healthcare convenes a Divisional EHS committee every two months to review health and safety performance and identify any key actions required to improve safety across the business.</p>

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403-5	Worker training on occupational health and safety	Safety	At AmerisourceBergen and Alliance Healthcare, it is our practice that warehouse team members receive training on proper safety procedures, feedback mechanisms, and incentive opportunities, with safety performance tracked and shared across the organization. Monthly training modules on a variety of safety topics are intended to keep safety at the forefront at every distribution center. For example, some shorter weekly trainings, as well as one-on-one trainings, address very specific causes of injury, such as overhead lifting, safety harness use, personal protective equipment for battery maintenance, and safety cutters.
403-6	Promotion of worker health	Caring for Team Members	<p>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.</p> <p>AmerisourceBergen's COVID-19 response focuses on prioritizing the safety and well-being of our team members. For our frontline workers who were unable to do their jobs from home, we enhanced cleaning protocols and upheld social distancing guidelines in our distribution centers. Back-up dependent care and a paid time-off policy are available. To maintain mental and physical health, we provided teams with resources including online meditation and mindfulness videos as well as access to at-home fitness activities. In addition, we increased support through our Associate Assistance Fund by offering financial assistance for those who may have contracted the virus, had a family member diagnosed with COVID-19, or if household income was impacted, such as from a spouse experiencing job loss. We also provided Personal Protective Equipment not only to our frontline workers, but also to our health partners serving their neighborhoods.</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	COVID-19 Response Safety	At AmerisourceBergen and Alliance Healthcare, trained personnel determine and categorize product hazards. Once a product is determined as hazardous or non-hazardous waste, the product is then placed into proper containers. Containers utilize labeling and must indicate the date the product was placed in the container.
403-8	Workers covered by an occupational health and safety management system	Safety	Management and team members at all AmerisourceBergen domestic distribution centers work continuously to ensure employee health and safety is incorporated into all parts of our domestic operations, through education, training, audits, and continuous improvement, creating a safety-minded culture. Our domestic distribution businesses all participate in the safety-minded program.

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403-9	Work-related injuries	Safety	<p>In FY21, our total incident rate for AmerisourceBergen and Alliance Healthcare lost-time occupational injuries was 3.67 and our incident rate for cases requiring time away from work was 0.13. These rates cover most operations, both foreign and domestic. In FY21, there were 0 fatalities⁴ and 1 spill in our operations.</p> <p>We experienced 1 small spill in FY21. The site is currently being remediated and monitored.</p> <p>The following fiscal year 2021 data is based on workers' compensation and work-related injury data. The LTI frequency rate is calculated as 311 lost time injury events x 1,000,000 = 311,000,000 / 84,623,000 total hours worked companywide = 3.67. Therefore, there are 3.67 injury events for every one million hours worked.</p> <p>The LTI severity rate is 11,228 days lost x 1,000 = 11,228,000 / 84,623,000 total hours worked = 0.13. Therefore, there are 0.13 hours lost per each 1,000 hours worked.</p>
403-10	Work-related ill health	Safety	There is no evidence of work-related ill health in our operations at AmerisourceBergen or Alliance Healthcare.
404-1	Average hours of training per year per employee	Caring for Team Members	<p>Average minimum hours per FTE of compliance specific training in FY21 was 2.5. Leadership and development training is based on team member interest and exceeds this minimum.</p> <p>Our primary goal throughout the pandemic has been to keep our team members and the pharmaceutical supply chain safe while continuously serving our customers and patients. As we continued to face challenges throughout FY21 resulting from the ongoing pandemic, the Office of Compliance looked to find efficiencies and, by partnering with a new vendor, was successfully able to streamline the compliance training programs to reduce the number of training hours while still providing critical compliance information to employees. As a result, all employees completed the required compliance training in FY21 in the shortened time period of 2.5 hours per employee, compared to 4.5 hours in FY20.</p>

⁴ At the time of report publication, we were saddened to learn that one AmerisourceBergen team member was fatally injured in an automobile accident in November 2021.

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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. In FY20, we partnered with leaders across the company to create a new integrated talent framework aligned to our business strategy and purpose. In FY21, we introduced this framework to all team members at AmerisourceBergen, which includes a new leadership competency model, enterprise learning strategy, and modern approach to performance management. In FY22, we will be expanding this integrated talent framework to Alliance Healthcare to create and drive a consistent and inclusive approach to defining leadership across our company.</p> <p>Our new leadership competency model, which emphasizes people, collaboration, innovation, and purpose, was introduced to all employees through differentiated learning experiences. Throughout FY22, we will continue to build awareness of these new leadership competencies through tailored learning experiences and through our talent processes including performance management, development, and succession-planning processes. This new model will help us unlock the full potential of our people and build the new skills and behaviors we need to achieve our enterprise strategy.</p> <p>Additionally, we launched a new enterprise learning vision: <i>Empower our people through an integrated approach, tailored learning experiences to continually unlock every team member's' full potential and drive business value to deliver our 2025 strategy and strategic priorities.</i> To deliver this vision of a new modern, consistent learning experience to our employees, we will evolve how we plan, fund, design, and deliver learning through stronger alignment, new governance, and standards and processes across the enterprise. In FY21, we launched our Enterprise Learning Council, consisting of 18 senior leaders to advise the enterprise learning strategy, priorities, and investments. Through our new Enterprise Learning Council, we launched a centralized annual learning planning process to coordinate and manage learning budgets, learning vendors, and learning technology strategies, resulting in efficiencies, scale, and a consistent learning experience. By aligning our investments with the business and talent strategies, employees can continue to grow their skills and careers.</p> <p>As part of our enterprise learning strategy, we announced a new enterprise Leadership Development curriculum to accelerate leadership capability with a focus on inclusion and engaging the power of people and the enterprise to maximize success and outcomes, which will be implemented in FY22.</p>

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			<p>We have made further investments in our commitment to learning and development by launching a new immersive and interactive learning experience portal, powered by Degreed, to enhance engagement through personalized learning with a vast array of progressive offerings that are accessible to every employee. Team members are able to strengthen and develop core skills to drive our business strategy forward and to accelerate their careers through customized learning pathways. On a monthly basis, 80% of AmerisourceBergen team members access and use Degreed to take training, build skills, explore development content, or participate in social learning groups. In FY22, we will continue to support employees with learning pathways, new learning methods, role plans, social learning opportunities, and the integration of additional best-in-class learning vendors. For the second year, we also extended our learning offerings through LinkedIn Learning to all team members, maintaining our expansion of our learning offerings by over 16,000 courses. In FY22, we will be working to expand our learning portal access and programs to Alliance Healthcare.</p> <p>Other tools we offer to grow our teams include leadership and professional development programs and resources, tuition reimbursement, and opportunities to volunteer and participate in mentorship programs and Employee Resource Groups. In FY21, over 750 team members benefited from our tuition assistance program. For children of team members, we are annually offering four \$10,000 scholarships for children of team members attending a 4-year college in the U.S. or Canada and up to four \$5,000 scholarships for students attending community college or vocational technical school. Many of these programs and key areas of focus are shaped by responses to our myVoice employee engagement survey. Our next employee experience survey will launch in FY22 across AmerisourceBergen and Alliance Healthcare. Our team member feedback will continue to influence and drive key development offerings to attract, develop, and retain our talent.</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 (Unconscious Bias and Respect in Workplace), and Employee Resource Groups support a workplace culture that values the uniqueness of team members, recognizing their diverse backgrounds, perspectives, and experiences.</p>

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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; ensuring that we are enabling and rewarding our team members fairly to do their best work on the goals that matter most to achieving our purpose. In FY21, we deployed intentional strategies focused on strengthening the quality of performance and development goals. Through an extensive communication and training campaign we also enabled leaders and team members to have more robust performance and development conversations during mid-year and year-end reviews. Our commitment to making employee development a priority was further reinforced through a required development goal setting objective included in the FY21 performance goals for all people leaders that states that 100% of their teams will have development plans.</p> <p>We have experienced tremendous forward momentum with a critical mass of the workforce having development goals in the system. In FY22, we will continue to build on this momentum through encouraging more frequent manager/team member check-in conversations throughout the year with an expanded focus on the employee's well-being, performance, and development.</p>
405-1	Diversity of governance bodies and employees	Diversity & Inclusion 10-K: PG 6-8 Proxy: PG 10	<p>AmerisourceBergen leadership is committed to diversity, equity, and inclusion, and embraces a range of perspectives from all levels of the organization. We strive to build a diverse workforce – this means gender equity at every level and race/ethnicity representation that matches the markets we serve. In addition to broader business and development goals, all people managers are required to include a yearly goal related to the acceleration of AmerisourceBergen's diversity and inclusion practices. This goal includes building a diverse team, with metrics for the inclusion of diverse candidates in every hiring process. For the development of diverse and inclusive teams, managers are required to include a goal that all direct reports have a development plan. We are exploring the development of a board diversity policy as well.</p> <p>For FY21, women make up 57% of our overall global workforce, 34% of leadership⁵ positions, 46% of manager⁶ positions, 30% of our Board of Directors, and 57% of our Executive Management Committee. In the U.S., URPOC make up 48% of the overall workforce and 15% of leadership⁷ positions,</p>

⁵ Vice President and above⁶ Manager level and above⁷ Vice President and above

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			<p>and 37% of manager⁸ positions. The following is a breakdown of overall U.S. workforce demographics data: 50.6% White, 23.6% Black/African American, 12.3% Hispanic/Latinx, 9.2% Asian, 3.1% other races/ethnicities, and 1.3% non-disclosed. In FY21, 4% of our team members in the U.S. self-identified as having a disability and 3% self-identified as a veteran.</p> <p>We continue to work towards disclosing age demographics in a future reporting cycle.</p> <p>Data boundary:</p> <ul style="list-style-type: none"> • Women: 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 employees⁹ at AmerisourceBergen are paid 99.4 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 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 assess our pay practices and make adjustments to ensure we equitably compensate our employees. We've put practices in place when it comes to equal pay for equal work. For example:</p> <ul style="list-style-type: none"> • We've 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.

⁸ Manager level and above⁹ U.S. data

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			<ul style="list-style-type: none"> 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.
406-1	Incidents of discrimination and corrective actions taken	CoE	AmerisourceBergen has robust policies and procedures to prohibit sexual harassment and investigate claims of sexual harassment, such as the Policy Prohibiting Sexual and Other Unlawful Harassment. Our sexual harassment policy allows 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.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	10-K: PG 6 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 34-35 Human Rights Statement	

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412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Statement Supplier Engagement Statement	<p>AmerisourceBergen's ongoing commitment to fundamental human rights and equity allows us to foster an inclusive and diverse work environment, free of discrimination, where team members of all backgrounds are treated with fairness, dignity, and respect. We have a company-wide human rights policy that reflects these beliefs. We strive to build a diverse workforce – this means gender equity at every level and race/ethnicity representation that matches the markets we serve. 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.</p> <p>AmerisourceBergen intends that all matters related to recruitment, hiring, transfers, promotions, compensation, benefits, layoffs, recalls, and other terms and conditions of employment comply with equal opportunity principles. All policies shall be administered without regard to race, color, religion, sex, sexual orientation, gender identity, genetic information, national origin, age, marital status, disability, veteran status, or membership in any other class protected by applicable law. In addition, our Gender transition guidelines highlight the importance of creating a respectful and welcoming environment for our transgender/non-binary team members.</p>
412-2	Employee training on human rights policies or procedures	CoE: PG 7 Human Rights Statement	<p>We immerse our team members in a combined total of over 124,000 hours of compliance and ethics training each year that grounds them and keeps them refreshed on our expectations and values. In addition, 100% of team members acknowledge the Code of Ethics and Business Conduct, which is provided in 22 languages. Trainings are reviewed for inclusivity, including Americans with Disabilities Act (ADA) compliance. Team members also participate in trainings on anti-discrimination and anti-harassment.</p>
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's Lash Group seeks to accelerate patient access to required therapies while making sure patients adhere to their prescribed dosage and regimen. Lash Group works closely with manufacturers to develop unique copay assistance programs that accelerate availability of therapy among patients. We actively pursue improving health equity in the communities where we live and work.</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 and promote health equity, more than \$7.7M was donated to 100+ organizations. In response to the COVID-19 pandemic, in FY21, we donated nearly \$950,000 in support of the battle against the spread of COVID-19. Most notable was a \$700,000 grant to support efforts by the Boys & Girls Clubs of America around vaccine education and distribution. We also engaged in hyperlocal grantmaking, led by team members in key markets, to focus on issues aligned with the Foundation and those most important to community members. 100% of legacy AmerisourceBergen global team members have access to myCommunityImpact, our Matching Gifts and volunteer/Board Service grant program.</p> <p>While we couldn't resume our traditional volunteer opportunities in FY21 due to continued COVID-19 safety protocols, we established a partnership with United Way Worldwide to develop and implement virtual volunteer opportunities. These opportunities ranged from resume review, to answering career questions for students in underserved schools to sending notes of support to home-bound seniors. In FY21, 400+ team members used their volunteer time-off benefit.</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 \$750,000. We allocated funding across four critical areas of need among organizations throughout the state, such as educational improvement organizations, scholarship organizations, opportunity scholarship organizations, and Pre-K scholarship organizations.</p> <p>Holistic corporate giving for AmerisourceBergen and Alliance Healthcare totaled more than \$3 million.</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	Fighting the Opioid Epidemic Safe and Secure Distribution of Controlled Substances	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

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
		10-K: PG 18-19	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	Supplier Engagement Statement CoE Supplier Diversity Supplier Code of Conduct	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	Fighting the Opioid Epidemic Supplier Engagement Statement	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	
416-1	Assessment of the health and safety impacts of product and service categories	Supply Chain & Stewardship Fighting the Opioid Epidemic Supplier Engagement Statement	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Supply Chain & Stewardship Fighting the Opioid Epidemic Supplier Engagement Statement Supplier Code of Conduct	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.
418-1	Substantiated complaints concerning breaches of		The required topic-specific disclosure is unavailable due to internal confidentiality restraints

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GRI disclosure number	GRI disclosure title	Page and source*	Additional information
	customer privacy and losses of customer data		

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Information security, cybersecurity, and data privacy disclosures

Our governance includes the established roles of Chief Privacy Officer, Chief Information Security Officer, and Data Protection Officer, who are responsible for all matters relating to General Data Protection Regulations. In addition, AmerisourceBergen maintains an information security training and compliance program whereby every associate is required to complete training at least annually and members of the IT department have continuous training at least monthly.

AmerisourceBergen maintains an information security risk insurance policy. AmerisourceBergen has been assessed and certified by multiple external independent auditors as part of its ISO/IEC 27001:2013, ISO/IEC 27701:2019, and ISO/IEC 27017:2015 certifications and SOC2 Type 2 for its data center (infrastructure) environments and online ordering systems. These ISO certificates are available [here](#).

We implement leading data protection standards, and any gathering of user data is done through lawful and transparent means limited to the stated purpose, with explicit consent from the user where required. We share clear terms involving the collection, use, sharing, and retention of user data, including any transferred to third parties. All third parties with whom AmerisourceBergen shares data are required to comply with all relevant AmerisourceBergen policies, standards, and procedures in order to meet our data security and privacy requirements. We 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. We are continually evaluating alignment with other industry groups as the SASB standards evolve and as AmerisourceBergen acquires new business units or undergoes other business structure changes. We formally engage with SASB through our industry partner, the International Federation of Pharmaceutical Wholesalers (IFPW), to provide feedback on metrics where applicable. SASB is currently developing a set of industry-specific Human Capital disclosures that will be integrated into the SASB reporting framework upon completion. As part of SASB's project development process, AmerisourceBergen provided feedback about Human Capital metrics relevant to our industry.

Topic	Accounting Metric	Page and Source*	Additional Information
Fleet fuel management	Payload fuel economy	Climate Adaptation 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.</p>
	Description of efforts to reduce the environmental impact of logistics	Climate Adaptation and Energy Management	<p>While we may 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. For example, we are currently deploying a new delivery tracking app to eliminate the complexity of integrating data from various carriers' tech platforms with AmerisourceBergen's platforms. This new app increases visibility and ensures timely updates. Eighteen distribution centers are already using the app, with the remaining seven to begin using it before the end of 2021. 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 third-party fleet, we work with our partners to make sure they utilize</p>

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Topic	Accounting Metric	Page and Source*	Additional Information
			efficient routes and adopt smart ways of working to reduce fuel usage in line with our sustainability-related goals.
Product safety	Total amount of monetary losses as a result of legal proceedings associated with product safety	10-K: PG 33-35 and 82-85	
	Description of efforts to minimize health and safety risks of products sold associated with toxicity/ chemical safety, high abuse potential, or delivery	Safe and Secure Distribution of Controlled Substances	
Counterfeit drugs	Description of methods and technologies used to maintain traceability of products throughout the distribution chain and prevent counterfeiting	Supply Chain & Stewardship Safe and Secure Distribution of Controlled Substances Fighting the Opioid Epidemic	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. 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.
	Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices	Supply Chain & Stewardship Supplier Engagement Statement Fighting the Opioid Epidemic	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 current information on prescription drug safety. We are continuing to monitor this issue outside the U.S.

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Topic	Accounting Metric	Page and Source*	Additional Information
			<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>
	Discussion of process for altering customers and business partners of potential or known risks associated with counterfeit products	Supply Chain & Stewardship Supplier Engagement Statement	<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>
Product lifecycle management	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Waste Management, Recycling & Sustainable Packaging	<p>AmerisourceBergen is 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. 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</p>

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Topic	Accounting Metric	Page and Source*	Additional Information
			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 Fighting the Opioid Epidemic Safe and Secure Distribution of Controlled Substances	<p>AmerisourceBergen and our teams are committed to recycling as well as the reduction of waste. We have expanded our recycling program, resulting in:</p> <ul style="list-style-type: none"> • Pallet recycling – 5,150 metric tons • Tote recycling – 64 metric tons • Electronics recycling – 89 metric tons • Cardboard – 10,818 metric tons • Pill bottles – 3 metric tons <p>In FY21, AmerisourceBergen and Alliance Healthcare have donated over \$4.7 million in products. 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 FY21, the AmerisourceBergen Foundation provided more than 250,000 safe disposal of prescription drugs resources to communities.</p>
Business ethics	Description of efforts to minimize conflicts of interest and unethical business practices	CoE: PG 18-27	
	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	10-K: PG 82-85	

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

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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 (formerly, the Governance and Nominating 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 sustainability and corporate responsibility 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 sustainability and corporate responsibility topics, including climate-related issues by the Chief Communications and Administration Officer and Vice President of Corporate Responsibility and Sustainability. Additionally, sustainability 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 March 2021, the Board was presented with and approved AmerisourceBergen's plans to formally commit to setting a science-based target.

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 sustainability and corporate responsibility, 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 sustainability into operations across the company and works with both internal and external partners to identify and mitigate our climate-related risks. The Vice President of Corporate Responsibility and Sustainability 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.

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 have integrated natural disasters and climate/sustainability 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 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 towards our commitments and work to achieve our science-based target.

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.*

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 has also influenced the decision to formally commit to setting a science-based target as we continue to identify opportunities to mitigate our climate risk and reduce our environmental impact. We plan to refresh this analysis including Alliance Healthcare locations and incorporate 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 corporate responsibility and sustainability, 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 corporate responsibility and sustainability, including climate change, governance structure and processes and political engagement, among others. The committee reviews and guides the corporate responsibility and sustainability strategy, major plans of action and risk management policies, and 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 Global Sustainability report](#) and greenhouse gas (GHG) emissions. 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 Global Sustainability Report. The metrics that fall into the environmental stewardship topic area include the following: 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.*

See the below chart for our FY21 greenhouse gas emissions and recalculated FY19 baseline, inclusive of Alliance Healthcare.

Scope	FY19 Emissions (MT CO ₂ e)	FY21 Emissions (MT CO ₂ e)
Scope 1	109,727	112,937
Scope 2	115,179	101,658
Scope 3 ¹	62,712	45,013

1. Scope 3 emissions covered are business travel and Alliance Healthcare's third-party product deliveries.

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

In June 2021, we formally committed to set a science-based target, and in the interim have set a new goal and target informed by science. By the end of FY22, we commit to reducing our Scope 1 & 2 emissions by 5% from a FY19 baseline. In FY21, our Scope 1 and 2 emissions reduced by 4.6% from our FY19 baseline.

Our science-based target (SBT) is under development and will be formally validated by the Science Based Targets initiative (SBTi). We submitted our SBT for formal validation in May 2022 which consists of a reduction of our Scope 1 & 2 emissions by over 50% by FY2032 and a commitment to engage our suppliers to set reduction targets as well. We anticipate our SBT will be formally validated through SBTi by the end of 2022.

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

United Nations Sustainable Development Goals (SDGs)

Our Corporate Responsibility & Sustainability activities are well-aligned with 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. We look forward to sharing this update in August of 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	Our MWI Animal Health business provides products, technologies and services to support sustainable food production and help feed a growing, hungry world.
3 Good Health and Well-being	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. AmerisourceBergen makes a positive impact on our communities through equitable access to healthcare around the world. 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.
5 Gender Equality	We stand proud in supporting our diverse and talented team member population. For FY21, women make up 57% of our overall global workforce, 34% of leadership ¹⁰ positions, 46% of manager ¹¹ positions, 30% of our Board of Directors, and 57% of our Executive Management Committee. Our dedicated employee resource group, 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. Team members also participate in the United Nations Equal Everywhere campaign.
7 Affordable and Clean Energy	<p>We continually look for ways to invest in clean energy. We explore opportunities to increase energy efficiency through lighting upgrades, HVAC and other improvement opportunities, and assess our portfolio for renewable energy opportunities. In FY 2020, both our solar arrays went live at our Phoenix and Sacramento locations. In FY21, we partnered with a third party to identify efficiency projects across our network; 12 LED lighting projects are identified and scheduled for implementation during FY22.</p> <p>In 2018, we set a goal to have 2-3% of our US electricity from on-site renewables sources by FY20. Since 2018, we have completed two on-site solar arrays at our Phoenix and Sacramento locations. Due to unexpected delays as a result of the COVID-19 pandemic, our projects were delayed and while both were completed in FY20, they only generated approximately 1% of our U.S. electricity for the year. In FY21, we exceeded our goal, with our on-site renewables accounting for 3.2% of our U.S. electricity consumption. Together with our renewable energy purchases, over 6% of our U.S. electricity comes from renewable sources. Globally, renewable energy accounts for approximately 19% of our electricity consumption, inclusive of Alliance Healthcare.</p>

¹⁰ Vice President and above

¹¹ Manager level and above

SDG	AmerisourceBergen Alignment
10 Reduced Inequalities	<p>We believe in creating an inclusive environment where people across all dimensions of diversity can bring their whole selves to work to advance health equity for all. Access to healthcare is a core focus area for the AmerisourceBergen Foundation. Much of our work is focused on reducing inequalities in healthcare across the globe and promoting health equity. Many of our partner non-profits champion diversity, equity, and inclusion, and we are proud to sponsor their efforts.</p>
13 Climate Action	<p>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 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.</p> <p>In June 2021, we formally committed to set a science-based target, and in the interim have set a new goal and target informed by science. By the end of FY22, we commit to reducing our Scope 1 & 2 emissions by 5% from a FY19 baseline. In FY21, our Scope 1 and 2 emissions reduced by 4.6% from our FY19 baseline.</p> <p>Our science-based target is under development and will be formally validated by the Science Based Targets initiative (SBTi). We submitted our SBT for formal validation in May 2022 which consists of a reduction of our Scope 1 & 2 emissions by over 50% by FY2032 and a commitment to engage our suppliers to set reduction targets as well. We anticipate our SBT will be formally validated through SBTi by the end of 2022.</p>
17 Partnerships for the Goals	<p>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 Corporate Responsibility & Sustainability strategy and activities.</p>

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 102-47 Stakeholder engagement
Ethical behavior	Anti-corruption	CoE: PG 30
	Protected ethics advice and reporting mechanisms	CoE: PG 50-53
Risk and opportunity oversight	Integrating risk and opportunity into business process	Proxy: PG 25-26
Planet		
Climate change	Greenhouse gas (GHG) emissions	Climate Adaptation and Energy Management
	TCFD-aligned reporting on material climate risks and opportunities	TCFD
Fresh water availability	Fresh water consumption in water stressed areas	GRI 303-5
People		
Dignity and equality	Gender pay equality (%)	GRI 405-2
	Diversity and inclusion (%)	GRI 405-1
	Wage level (%)	GRI 405-2
	Risk for incidents of child, forced or compulsory labor (#, %)	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 creation and employment	Net number of jobs created	GRI 401-1
	Net Economic Contribution	10-K: PG 53-57
	Net investment	10-K: PG 53-57
Community and social vitality	Community investment (%)	GRI 413-1
	Country by country tax reporting	GRI 207-2 UK statement

*Partial disclosure / alignment to select metrics

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

AmerisourceBergen 2020 Employer Information Report EEO-1

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

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

COMPID = L109756
UNITID = L109756

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

SECTION B – COMPANY IDENTIFICATION

1. AMERISOURCEBERGEN CORPORATION
227 WASHINGTON STREET
CONSHOHOCKEN, PA 19428

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

c. EIN= 232546940

SECTION C – TEST FOR FILING REQUIREMENT

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

SECTION E – ESTABLISHMENT INFORMATION

NAICS: 424210 - Drugs and Druggists' Sundries Merchant Wholesalers

SECTION D – EMPLOYMENT DATA

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

SECTION F – REMARKS

DATES OF PAYROLL PERIOD: 12/6/2020 THRU 12/19/2020

SECTION G – CERTIFICATION: CERTIFIED DATE: 7/15/2021 2:50 PM