

Environmental, Social, and Governance (ESG)

At Cencora, we believe healthier futures start with the health of our people and planet, so we engage our team members and work closely with partners who share our passion for supporting communities to amplify our impact in the world. We strive to make sure people everywhere have timely access to the medicines and therapies they need, and we prioritize protecting the environment in the process. Our Global Environmental, Social, and Governance (ESG) Impact Council serves as an internal steering committee focused on our long-term ESG strategy and disclosure approach. As a company, we advance our ESG initiatives centered on three priorities that align with our services and beliefs.

Purpose-driven team members

We put people first by collaborating openly across our organization to foster a diverse, inclusive work environment and uphold the highest ethical and compliance standards.

Resilient and sustainable operations

We operate responsibly in our vital role at the center of the supply chain, ensuring people and animals have access to the medications they need while protecting the health of our planet.

Healthy customers and communities

We aim to broaden access to healthcare and accelerate positive health outcomes in communities and with our customers around the world.

The Cencora Impact Foundation

The Cencora Impact Foundation is an independent, not-for-profit charitable giving organization with a mission to improve the health and well-being of patient populations—both human and animal—through partnerships and collective action.

Human health

Supporting access to healthcare for underserved populations around the globe.

Animal health

Improving the health of service, companion, and production animals that support humans and advance disaster response efforts worldwide.

Prescription drug safety

Combating prescription drug misuse through safe disposal, innovative solutions, and mental health support.

Fiscal year 2023 ESG impact



Purpose-driven team members

- Launched a new training to empower all team members to support an inclusive work environment
- Made key benefits available on day one for all new hires and rehires to prevent any gaps in coverage; offered virtual access to coaching, therapy, and psychiatry for all mental health and behavioral services; increased parental leave in the U.S. to 12 weeks
- Conducted our organization-wide Employee Experience survey in 22 languages to give our team members a voice and take action on their feedback
- Deployed mandatory General Compliance Training & Code Acknowledgement and Global Anti-Bribery and Corruption Training in 22 languages to all active team members and contractors



Resilient and sustainable operations

- Focused on cybersecurity, business continuity, and resilience planning, including climate risk assessments; validated our science-based target, a goal to reduce scope 1 and 2 emissions by 54.6% by FY32 in line with the 1.5-degree scenario
- In collaboration with a manufacturer partner, launched an injection pen recycling program estimated to recycle 25 million injection pens per year
- Incorporated sustainable packaging solutions in our global logistics business, resulting in more than 40% of World Courier, Cencora's global medical courier, shipments utilizing reusable packaging; piloted alternative fuel vehicles in our ground operations and supported the use of sustainable aviation fuel with one of our cargo partners
- Enhanced vendor risk management efforts across assurance functions through our Third-Party Risk Management (TPRM) program and other initiatives; embedded supplier diversity further into our Marketplace platform, where more than 65% of suppliers are diverse



Healthy customers and communities

- Donated more than \$12 million to communities through Cencora and the Cencora Impact Foundation to support access to healthcare, including increasing our support to the United Nations Foundation's Shot@Life program, to protect 400,000 children from polio
- Together with our team members, donated \$1.5 million to 840+ organizations through our matching gifts and volunteer/board service programs
- Established a Community of Practice (CoP) to foster a collaborative product culture that enables team members to contribute to innovation at Cencora
- Enabled community pharmacists in six European countries to access the Alphega Pharmacy Oncology Support Program, which helps pharmacists offer better advice and support to patients living with cancer; provided care items and support resources for breast cancer patients and their loved ones as part of a campaign involving 220 Alphega pharmacies in Spain