



AmerisourceBergen

2020

Global Sustainability Report summary



Steven H. Collis

Chairman, President, and
Chief Executive Officer

“AmerisourceBergen is united in our responsibility to create healthier futures worldwide. We are incredibly proud of the work we do to ensure access to quality care, drive efficiency in the supply chain, and support the viability of healthcare providers and pharmaceutical innovators—especially in times as uncertain as these.”



Gina K. Clark

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

“We have an obligation to improve the wellbeing of human and animal populations by expanding access to quality healthcare, promoting diversity and inclusion, operating sustainably even in unprecedented times, and upholding the highest standards of safety and quality—all while ensuring our worldwide AmerisourceBergen family feels represented, heard, and valued.”

01

About AmerisourceBergen

Built for worldwide health

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

\$185B+

annual revenue

4MM+

products shipped daily

22,000

team members

25,000+

daily deliveries from wholesale distribution centers

200+

global offices

29,000+

daily deliveries from animal health distribution centers

50+

countries

“Before we didn’t have any shields, we didn’t have any goggles...I am so grateful. I’m going to be able to tell my nurses we don’t have to worry. We are going to have enough gowns. We are going to have enough masks. We are going to be able to stay open. We’re going to be able to serve all our underserved patients who are really afraid.”

Josefina, Clinic Coordinator at Neighborhood Clinic in Tacoma, Washington, AmeriCares, AmerisourceBergen Foundation COVID-19 grant recipient

Our COVID-19 response

True to our purpose to create healthier futures, our primary goal throughout the pandemic has been to keep our team members and the pharmaceutical supply chain safe, while continuing to ensure more than four million medications arrive where and when people need them every day. Working closely with health agencies and monitoring government guidance, we navigated new ways of working together and employed innovative thinking to meet client and patient needs.

The AmerisourceBergen Foundation provided \$1 million to support communities, individuals and team members impacted by COVID-19. Grantees include:

- Direct Relief (\$250,000)
- AmeriCares (\$250,000)
- Healthcare Ready (\$150,000)
- Hyperlocal grants in key regions where our team members live and work
- Microgrants to existing non-profit partners



Corporate responsibility and sustainability at AmerisourceBergen

At AmerisourceBergen, we are committed to advancing our environmental, social, and governance (ESG) initiatives to create healthier futures around the world. We strive to foster a positive impact on the planet and people – centered on improving access and equity in healthcare – through three priorities that align with our services and beliefs.

Priorities



Purpose-driven team members

Around the globe, we engage team members and foster a diverse and inclusive workforce in which our purpose is shared and individuality is celebrated.



Resilient & sustainable operations

We are committed to efficient and responsible operations across our global supply chain, accelerating the delivery of medications and healthcare services.



Healthy communities for all

We inspire equitable access to healthcare services within global communities and patient populations by making programs and medication accessible where needed most.



02

Inspired team members

**At AmerisourceBergen, we believe in putting people first.
The rest will follow.**



We strive to provide a safe, supportive work environment where team members can be authentic and have a voice to share their unique perspectives. We continuously work to ensure team members have clear pathways for career development, have access to programs and benefits that allow them to live fuller, healthier lives, and can participate in the community in ways that inspire and celebrate individuality.

Diversity & inclusion

In FY20, we conducted a comprehensive situation assessment, created a new long-term diversity and inclusion strategy, and added a new Chief Diversity role. Our new long-term strategy is focused on three critical dimensions—people, culture, and community—and is grounded in deep organizational insights, our people data, and industry research and benchmarks. We are proud that our efforts continue to be recognized:

- Awarded a perfect score of 100 percent on the Human Rights Campaign's Corporate Equality Index for the third consecutive year
- Listed as one of the "Best Places to Work for LGBT Equality" by the Human Rights Campaign
- Named a "Noteworthy Company" for the fourth year in a row by DiversityInc

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

Supplier diversity

- We are also committed to promoting the success of small-, minority-, women-, disabled-, veteran-, and LGBTQ+-owned businesses, supporting policies and programs designed to increase the inclusion of diverse suppliers across our sourcing process and committing to achieve a target spend with these businesses

Benefits

We are committed to enhancing our resources and benefits to enable a high-performance culture and to support our team members' ability to live with purpose every day. Our aim is to create a positive work environment where everyone can thrive and find opportunities to grow, learn, and pursue their passions while contributing to our purpose.

Some of the highlights of our benefits program include:

- During COVID-19, we offered greater access to mental health telemedicine, additional paid time off for those needing to self-quarantine or care for a family member, and financial support through our Associate Assistance Fund for those who had catastrophic impact
- We offer healthcare, life and other insurance, a retirement plan with a company match, an employee stock purchase program, an employee assistance program, tuition assistance, commuter benefits, tobacco cessation support, medical coverage for same sex partners and domestic partnerships, and vacation, holiday and paid time off
- To support working families in the U.S, eight weeks of paid paternal leave and supportive return-to-work conditions, as well as fertility services coverage and benefits to support the needs of dependents on the autism spectrum

Development

Growing our people is a strategic priority at AmerisourceBergen, and we are making thoughtful investments to build our talent and culture.

- This year, we partnered with leaders across the company to create a new integrated talent framework aligned to our business strategy and purpose
- In FY21, we are introducing to our global team members the new framework, including a new leadership competency model, enterprise learning strategy, and modern approach to performance management

Safety

Our relentless focus on team member safety is ingrained in everything we do:

- DC team members receive training on proper safety procedures and incentive opportunities, with safety performance tracked and shared across the organization
- Our National Safety Committee meets regularly to review and evaluate data to prevent future accidents and issue operational excellence scorecards

03

Resilient operations

The health of people and animals is closely linked to the health of our planet. Everyone benefits when we operate in ways that respect the earth and preserve resources for the next generation through environmental sustainability. We are taking bold steps to address climate issues, moving our focus beyond operational efficiencies to adaptation strategies.



Greenhouse gas emissions reduction

- In FY20, we reduced our Scope 1 and 2 emissions by 10.5% from FY19. We have formally committed to setting a science-based target. In the interim, we set a goal to reduce our Scope 1 & 2 emissions by 5% by end of FY22 from a FY19 baseline.
- Advanced transportation efficiency through route optimization, as well as piloting electronic vehicles (EV) in parts of our business



Packaging innovations

- Transitioned to more innovative and sustainable packaging solution – using reusable totes and non-toxic plant-based refrigerants – for our cold chain shippers
- Innovations in packaging also create less waste for our customers



Climate change adaptation

- Conducted physical climate risk assessments for 100+ locations to ensure supply chain resiliency
- Continue to align disaster response initiatives with climate analysis

Our total greenhouse gas emissions:

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

Total waste:

Waste	FY 2020 total (metric tons)
Landfilled	4,399
Recycled	16,565
Total	20,964

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

² Scope 3 emissions account for business air, ground, and rail travel only.

Supply chain & stewardship

Supply chain & responsible sourcing

AmerisourceBergen's commitment to healthier futures begins with our promise of efficiency and security at the first point a product enters the supply chain. As the distributor of tens of thousands of products, our infrastructure is built to enable secure, daily ordering and distribution. When there is strain on the supply chain, like during COVID-19, securing it is even more critical.

AmerisourceBergen also seeks to buy goods and services from suppliers, contractors, and vendors who share our responsible-sourcing goals and uphold our values exemplified in our Supplier Statement.

Product safety

AmerisourceBergen takes numerous steps to ensure product safety and compliance:

- Continuously improving the traceability of our business processes and technology, enhancing patient safety
- Educating stakeholders on the Drug Supply Chain Security Act (DSCSA)

Sustainable food production

We are taking a leading role in finding ways to feed a growing, hungry world.

- Micro Technologies, through advanced technology solutions for livestock operations, helps producers optimize animal production and reduce the resources needed in that production process
- The AmerisourceBergen Foundation partners with the National FFA Organization to cultivate a new generation of talent and leadership to address sustainable food production by supporting FFA's school-based agricultural education model



04

Healthy communities



AmerisourceBergen works to advance human and animal wellbeing, broadening access to quality healthcare, improving health equity, and providing resources to ensure prescription drug safety in the communities where we live and work.

Corporate engagement

Our corporate giving approach is consistent with our beliefs, values, and company purpose. We have a culture that inspires an active and caring group of team members who continually give selflessly of their time and resources, making a real difference in their communities in times of need or crisis.

Corporate Giving

- In FY20, provided nearly \$2 million in financial contributions to community-based organizations and global non-profits
- Many of our non-profit partners champion diversity, equity, and inclusion, and we supported efforts to promote social justice and health equity through our programs

Production donations

- In FY20, provided nearly \$3 million in over-the-counter product donations to organizations such as Americares, Feeding America, and Direct Relief
- Donated excess inventory to enable medical teams to dispense medications to underserved populations and those impacted by natural disasters and the pandemic

Volunteerism

U.S.- and Canada-based team members receive eight hours of paid volunteer time off annually; those working part time receive four hours

We supported the United Nations Foundation for International Women's Day to **raise awareness about gender equity** as part of the Equal Everywhere campaign

American Health Packaging partnered with Direct Relief to **donate 12,000 Tyvek containment suits** to protect those cleaning up after the explosion in Beirut

The AmerisourceBergen Foundation

Our approach

Established by AmerisourceBergen, the AmerisourceBergen Foundation is an independent, not-for-profit charitable giving organization whose mission is to improve the health and wellbeing of its patient populations—both human and animal—by investing in communities and partnering with organizations to expand access to quality healthcare, promote health equity, and provide resources to ensure prescription drug safety.

In FY20, the AmerisourceBergen Foundation donated nearly \$10 million to over 100 non-profits.

We focus our efforts on three pillars:



Human health: supporting human health-related causes around the globe that specifically target underserved populations and increase health equity.



Animal health: supporting access to care to improve animal health, including service, companion and production animals, and disaster response.



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

myCommunityImpact

We believe in supporting our team members in giving back to the causes that matter most to them. In FY20, we rolled out myCommunityImpact to all global team members. myCommunityImpact includes our Matching Gifts and Dollars-for-Doers programs.

Over past year, together with our team members donated over \$1 million to more than 750 organizations through myCommunityImpact

Associate assistance fund

The AmerisourceBergen Associate Assistance Fund is a non-profit charitable organization established in 2012 to provide financial assistance to our team members and their families who are victims of natural disasters (e.g., fire, tornado, floods, etc.) or who are facing severe financial hardships.

Over past year, together with our team members donated over **\$1 million to more than 750 organizations** through myCommunityImpact

Over the past year, nearly **2,000 of our team members** have supported **76 of their peers** through this program, which collectively granted **over \$140,000** in donations to team members in need

AmerisourceBergen

Please visit sustainability.amerisourcebergen.com
and the [ESG Reporting Index](#) for more information
on our 2020 Global Sustainability Report.

The background of the entire page is a close-up photograph of a flower, likely a gerbera, with large, overlapping petals. The petals are a vibrant pink color with a distinct blue or cyan hue running through them, creating a layered, almost ethereal effect. The lighting is soft, highlighting the texture and curves of the petals.

AmerisourceBergen

FY2020

ESG Reporting Index

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 2020 Global Sustainability microsite as of 8th February 2021 & 2020 ESG Reporting Index.

Engagement summary

Whether the 2020 information and data for the for the specified sections and indicators of the Global Sustainability microsite and 2020 ESG Reporting Index listed below are fairly presented, in all material aspects, in accordance with the reporting criteria.

- 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: Diversity and Inclusion; and Safety
- Inspired Team Members: Diversity and Inclusion; and Supplier Diversity
- Healthy Communities
- Global Sustainability: Fighting the Opioid Epidemic

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

Governance, Ethics & Compliance

- Percentage of employee acknowledgement of Code of Conduct and Anticorruption policies [Amerisource Bergen specific reporting criteria]

Diversity & Inclusion

Employee diversity:

- 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]

Community Impact & Investment

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

Access to Healthcare

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

Disaster Preparedness and Response/Humanitarian Relief

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

Environment – Energy & Climate & Waste Management

Energy:

- Renewable energy consumption [GRI 302.1b]**

Waste:

- Total waste generation [GRI 306-3.a]

Prescription Drug Safety

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

Transportation Efficiency

- Description of efforts to reduce the environmental impact of logistics [SASB HC-DI-110a.2]

Responsible Packaging

- Description of strategies to reduce the environmental impact of packaging throughout its lifecycle implemented within the reporting year [SASB RT0204-12]

***For assurance of this metric ERM CVS has relied on third party assured total energy consumption for FY19.*

Scope of our
assurance
engagement

Reporting criteria	<ul style="list-style-type: none"> AmerisourceBergen's internal reporting criteria and definitions; GRI Standard 101 Principles for defining report content and quality; Specific GRI Standard Topic disclosures and SASB standard sustainability disclosure topics and accounting metrics, as applicable to each metric in scope.
Assurance standard	ERM CVS' assurance methodology, based on the International Standard on Assurance Engagements ISAE 3000 (Revised).
Assurance level	Limited assurance
Respective responsibilities	<p>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.</p> <p>ERM CVS's responsibility is to provide conclusions on the agreed scope based on the assurance activities performed and exercising our professional judgement.</p>

Our conclusions

Based on our activities, as described below, nothing has come to our attention to indicate that the 2020 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.
- A virtual interview with the external third party responsible for the main source of waste data as well as review of waste vendor data system reports and estimation methodologies applied (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.
- 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.

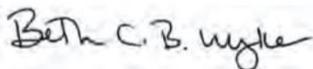
The limitations of our engagement

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
Global Head of Corporate Assurance
5 February 2021



ERM Certification and Verification Services, London
www.ermcvs.com; email: post@ermcvs.com

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.

Assurance statement

Trucost was engaged by AmerisourceBergen Corporation to provide assurance of the environmental data held within its 2021 CDP Response

Intended users

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

Responsibilities of AmerisourceBergen and assurance provider

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

Assurance standard

Trucost 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 greenhouse gas (GHG) emissions calculations.

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

Scope and limitations

Trucost was engaged to assure the data and claims in ABC's 2021 CDP response, encompassing the period of 1 October 2019 – 30 September 2020. Trucost was asked to assure reporting for greenhouse gas (GHG) emissions. ABC took an operational control approach.

Scope 1 and Scope 2 emissions have reduced by 1% and 14% respectively compared to 2019 as a result of COVID-19 pandemic. Trucost verified the environmental impacts, as calculated by ABC, within the table below:

SCOPE	SOURCE	UNIT	QUANTITY
GHG Scope 1	Natural gas & Diesel	Metric tons CO ₂ e	32,908
	Fugitive Emissions		453
GHG Scope 2	Electricity		74,294

Methodology

Trucost's assurance activities included the following:

- Review of the processes by which ABC 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 ABC's sustainability activities adheres to the Principles
- Review of processes and systems used to gather and consolidate environmental data
- Verification of data accuracy for a selection of sites, including an audit of conversion factors and calculations.

Findings, conclusions and recommendations

The Principles:

Nothing came to Trucost's attention to suggest that ABC's CDP response does not adhere to the principles.

Data reliability:

ABC has implemented rigorous processes to collect and aggregate global energy consumption & GHG emissions. Upon evaluating this system, Trucost found that data was accurate overall and any minor corrections were made as necessary. ABC uses a third-party software to manage the energy consumption data and calculate associated GHG emissions. ABC provided Trucost with most original data sources necessary to cross-check energy use and emissions. Upon evaluating the data collected, Trucost found that overall data held within the software was accurate. ABC applied the conversion factors available from the software in the calculations of GHG emissions. These factors are sourced from nationally or internationally recognized databases. Factors applied for scope 2 emissions were country- and regional specific, whereas global average factors were applied for scope 1 emissions. Trucost recommends ABC continue reviewing and updating emissions factors annually or as available.

Assurance statement

PRINCIPLE	COMMENTS
<p>Inclusivity: the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability</p>	<p>ABC takes a comprehensive approach to ensure active engagement of all relevant stakeholders in achieving its sustainability milestones through various initiatives. ABC has implemented incentives for its employees who contribute to innovative projects and ideas related to sustainability and climate change. ABC recognizes these achievers in the company intranet site, newsletters, employee groups and internal True Blue award system. To address climate change, ABC collaborates on efficiency improvement goals with the leaders of pharmaceutical distribution. It encourages them to identify and implement energy reduction projects such as conveyor system efficiency improvement achieved through hardware or software upgrade.</p>
<p>Materiality: determining the relevance and significance of an issue to an organization and its stakeholders</p>	<p>ABC's Global ESG Council sponsored by ABC's Chief Financial Officer (CFO) and Chief Administration Officer (CAO) was launched in 2020. The Council's overarching purpose is to ensure the integration and coordination of ABC's ESG strategy and practices with business strategy and policy. In order to identify environmental and social issues that are relevant to its stakeholders as well as emerging issues, a materiality review was commissioned in 2020. The key material issues identified as a part of this review were: Energy & Climate, Community impact, Diversity & Inclusion and Prescription Drug Safety.</p>
<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>	<p>ABC uses strategic approach to locate their distribution centers in geographic areas not at-risk with extreme weather events and have designed a network that provides a backup to each distribution center to support business continuity during natural disasters and climate-related events. To tackle its regulatory risks due to plastic use, ABC transitioned to more innovative and sustainable packaging solution—using reusable totes which ensures less waste for their customers. ABC conducted physical climate risk assessments for 100+ locations to ensure resilience across various operational sites. The Global Resilience Program ensures that ABC's businesses are equipped to handle potential disruptions from natural disasters or other events that may be related to climate change. ABC also set a target to consume 2-3% of its electricity from on-site renewable sources by the end of FY2020.</p>
<p>Impact: Organizations should monitor, measure and be accountable for how their actions impact broader ecosystems</p>	<p>In FY2020, ABC achieved year on year GHG reduction of 11%. This is higher than the value of 5% achieved in FY2019. ABC continues to progress on energy efficiency initiatives like solar energy installations and sustainable building infrastructure. As a part of infrastructure initiatives, it has achieved Leadership in Energy and Environmental Design (LEED) Silver and Gold certification for facilities at Lash Groups Fort Mill, SC locations, and the newly constructed corporate office facility in Carrollton, TX. ABC also aims to achieve advanced transportation efficiency through route optimization and through introduction of electronic vehicles (EV) in its business.</p>

Assurance statement

Assurance provider

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

Trucost, part of S&P Global

London, June 2021



AA1000
Licensed Report
000-120/V3-3M6J6

Steven Bullock
Global Head of Research and Innovation

Trucost
ESG Analysis

S&P Global

NOTICE

©2021 S&P Trucost Limited (“Trucost”), an affiliate of S&P Global Market Intelligence. All rights reserved.

The materials have been prepared solely for informational purposes based upon information generally available to the public and from sources believed to be reliable. No content contained in these materials (including text, data, reports, images, photos, graphics, charts, animations, videos, research, valuations, models, software or other application or output therefrom or any part thereof (“Content”) may be modified, reverse engineered, reproduced or distributed in any form or by any means, or stored in a database or retrieval system, without the prior written permission of Trucost or its affiliates (collectively, S&P Global). S&P Global, its affiliates and their licensors do not guarantee the accuracy, completeness, timeliness or availability of the Content. S&P Global, its affiliates and their licensors are not responsible for any errors or omissions, regardless of the cause, for the results obtained from the use of the Content. THE CONTENT IS PROVIDED ON AN “AS IS” BASIS. S&P GLOBAL, ITS AFFILIATES AND LICENSORS DISCLAIM ANY AND ALL EXPRESS OR IMPLIED WARRANTIES, CONDITIONS, INCLUDING, BUT NOT LIMITED TO, ANY WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OR USE, FREEDOM FROM BUGS, SOFTWARE ERRORS OR DEFECTS, THAT THE CONTENT’S FUNCTIONING WILL BE UNINTERRUPTED OR THAT THE CONTENT WILL OPERATE WITH ANY SOFTWARE OR HARDWARE CONFIGURATION. In no event shall S&P Global, its affiliates or their licensors be liable to any party for any direct, indirect, incidental, exemplary, compensatory, punitive, special or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs) in connection with any use of the Content even if advised of the possibility of such damages.

Trucost’s opinions, quotes and credit-related and other analyses are statements of opinion as of the date they are expressed and not statements of fact or recommendations to purchase, hold, or sell any securities or to make any investment decisions, and do not address the suitability of any security. Trucost assumes no obligation to update the Content following publication in any form or format. The Content should not be relied on and is not a substitute for the skill, judgment and experience of the user, its management, employees, advisors and/or clients when making investment and other business decisions.

S&P Global keeps certain activities of its divisions separate from each other in order to preserve the independence and objectivity of their respective activities. As a result, certain divisions of S&P Global may have information that is not available to other S&P Global divisions. S&P Global has established policies and procedures to maintain the confidentiality of certain non-public information received in connection with each analytical process.

S&P Global may receive compensation for its ratings and certain analyses, normally from issuers or underwriters of securities or from obligors. S&P Global reserves the right to disseminate its opinions and analyses. S&P Global's public ratings and analyses are made available on its Web sites, www.standardandpoors.com (free of charge) and www.ratingsdirect.com (subscription), and may be distributed through other means, including via S&P Global publications and third-party redistributors. Additional information about our ratings fees is available at www.standardandpoors.com/usratingsfees.

About this report

This report is based on activities in fiscal year 2020 (October 1, 2019 to September 30, 2020), except otherwise noted. In FY20, in line with a stakeholder driven approach, we have transitioned from a full-length PDF report to a user-friendly microsite and ESG Reporting Index. 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 material topics and indicators included in our web-based report and disclosure index.

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 8, 2021	Original publication of ESG Index
2	July 1, 2021	<p>FY2020 GHG Emissions and Energy data added; FY20 Assurance letter attached. Information Security, Cyber Security, and Data Privacy disclosure added Minor updates to Stakeholder Engagement Corrected links, and added Supplier Code of Conduct to GRI Index, where applicable.</p> <p>Significant Updates: GRI: 102-12; 103-2 (Environment); 302-1; 302-3; 302-4; 305-1; 305-2; 305-3; 305-4; 305-5 Information Security, Cyber Security, and Data Privacy disclosure added TCFD Report: Metrics and Targets UNSDGs – 7 Affordable and Clean Energy</p>
3	December 2, 2021	EEO-1 disclosure added

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 annual team member performance review, quarterly live team member calls with leadership (including our CEO), daily and weekly company communications via email, newsletters, intranet and digital signage; ability to recognize team members globally for outstanding work grounded in our guiding principles using our True Blue program; ability for team members to provide feedback on biannual global engagement survey. Additionally, we recently launched a mobile application, AB Go, that is available for team members to stay up to date on what's happening across the business.</p>	<p>Topics: Performance, goals, recognition, engagement</p> <p>Actions: Encourage managers to provide ongoing feedback to team members throughout the year instead of just once during the annual performance evaluation; implemented a feedback tool in online performance management system that allows team members to request feedback from any other team member in 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 their feedback on engagement at AmerisourceBergen; conduct action planning based on survey feedback; employ our new integrated talent framework that includes an enhanced leadership competency model, an enterprise learning strategy, and a modern approach to performance management; pulse surveys and biweekly all team member town halls to provide COVID-19 and Diversity & Inclusion updates across the business. Team members engaged in evolution of Diversity & Inclusion strategy including leader-led listening tour with team members.</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, quarterly Global ESG Council meetings, quarterly ESG Reporting Committee meetings, and various meetings and presentations with functional 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 & Inclusion updates across the business.</p>

Stakeholder Group	Type and Frequency of Engagement	Key Topics Raised and Actions Taken
Communities and Non-profits	<p>The AmerisourceBergen Foundation provides grant funding to non-profit organizations that focus on the areas of prescription drug safety and access to health for both humans and animals. Many of our partner non-profits champion diversity, equity, and inclusion, and we are proud to sponsor their efforts. Grants for prescription drug safety are awarded annually and health grants are awarded on a quarterly basis. The Opioid Resource Grant program also provides communities with the opportunity to request in-kind donations of safe disposal resources. 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 newsletters. We host an annual conference for select non-profit partners to encourage further collaboration. The AmerisourceBergen Corporation supports communities and the non-profits that serve those communities through providing team members with 8 hours annually of paid volunteer time off, matching gifts and dollars for doers, non-profit board training programs in select locations, targeted charitable event sponsorships, and product donations.</p>	<p>Topics: Grant process and guidelines, funding for non-profit programs and charitable events, volunteer needs</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 customer 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 lawmaking and political process to advance the interests of the Company, our customers and our team members. We advocate at the federal and state levels by educating policymakers on priority issues on behalf of AB and our customers, and by collaborating with industry and trade groups without regard to the private preferences of our executives.</p>	<p>Topics: Healthcare policy and other issues that directly affect our business, our customers and the patients they serve, including 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,</p>

Stakeholder Group	Type and Frequency of Engagement	Key Topics Raised and Actions Taken
		<p>please see our Policy Statement on Political Engagement. AmerisourceBergen partnered exclusively with the United States government to manage the distribution of the first COVID-19 treatments authorized for emergency use. For more information, see public policy website.</p>
Investors	<p>We engage with our investors and shareholders through several avenues. Some examples include quarterly earnings releases and quarterly earnings release 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 healthcare conferences with webcasted presentations; and our annual stockholders meeting. In addition, we engage with a variety of ESG-focused investors and rating/ranking entities.</p>	<p>Topics: U.S. healthcare policy, business unit performance/ company guidance, strategy/capital allocation, competitive landscape</p> <p>Actions: We remain actively engaged with our investors and shareholders and evaluate actions on an ongoing basis.</p>
Suppliers	<p>With many suppliers, we hold regular business reviews. Additionally, we participate in various supplier diversity councils where we network with diverse businesses to determine potential matches for future business opportunities while fostering the inclusion of diverse suppliers. We have developed a Supplier Code of Conduct and Supplier Engagement Statement to continue to hold suppliers accountable.</p>	<p>Topics: Economic impacts, business activities, competitive landscape, ESG strategy and performance, new entrants, or substitutions.</p> <p>Actions: We remain actively engaged with many of our key and critical suppliers while also identifying suppliers to develop into a more strategic relationship. For more information, see our Supplier Code of Conduct and our Supplier Engagement Statement.</p>

Global Reporting Initiative (GRI)

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
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 18	Headquartered in Valley Forge, Pennsylvania
102-4	Location of operations	10-K: PG 18	
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 24	
102-8	Information on employees and other workers	10-K: PG 6 About AmerisourceBergen	
102-9	Supply chain	Supply Chain & Stewardship Supplier 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	

*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 engaged in during fiscal year 2020: United Nations Sustainable Development Goals (SDGs), 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), and Business Roundtable.</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 8-18 CDP: PG 5-13 Proxy: PG 7	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	
102-17	Mechanisms for advice and concerns about ethics	CoE: PG 26-31	

*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
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.</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).</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). The Council's overarching purpose is to ensure the integration and coordination of AB's ESG strategy and practices with business strategy and policy. The Council leads AB'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. Our Corporate Responsibility & Sustainability Advisors Group 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 Corporate Responsibility & Sustainability. Committees provide recommendations to the Global ESG Council.</p> <p>Corporate Responsibility & Sustainability is an enterprise-wide, shared-services function that has governance and oversight over a number of ESG topics, including environmental sustainability, volunteerism, community impact, and the AmerisourceBergen Foundation. The Corporate Responsibility & Sustainability team partners with advisors and subject matter experts across the business to help guide and</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>execute the company's Corporate Responsibility & Sustainability strategy, including leaders from Investor Relations, Legal, Marketing, Operations, Global Business Resilience, Strategy, Procurement, Human Resources, and Business Unit Leaders. As part of our overall Corporate Responsibility & Sustainability governance processes, the AmerisourceBergen Foundation and AmerisourceBergen Associate Assistance Fund are governed by a separate board of directors and officers. 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 18	
102-20	Executive-level responsibility for economic, environmental, and social topics	Proxy: PG 7	
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement Diversity & Inclusion	<p>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. In an effort to connect with a diverse set of customers 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 organization, 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.</p>
102-22	Composition of the highest governance body and its committees	Governance Committees Proxy: PG 2, 3, 9-15	
102-23	Chair of the highest governance body	Governance Committees Proxy: PG 2, 9-15	

*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
102-24	Nominating and selecting the highest governance body	Governance Committees Proxy: PG 2, 9-10, 15	
102-25	Conflicts of Interest	CoE: PG 11-12	
102-26	Role of the highest governing body in setting purpose, values, and strategy		The Board and Executive Management Committee is the highest governing body in setting purpose, values, and strategy.
102-27	Collective knowledge of highest governance body	Corporate Officers Proxy: PG 22	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. Corporate Responsibility and Sustainability are contained on our Board of Director's skills matrix.
102-28	Evaluating the highest governance body's performance	Proxy: PG 22	
102-29	Identifying and managing economic, environmental, and social impacts	Proxy: PG 20-21	
102-30	Effectiveness of risk management processes	Proxy: PG 20-21	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 7	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 3 Proxy: PG 7	In FY20, our Governance and Nominating Board committee was renamed to the Governance, Sustainability, and Corporate Responsibility Committee. The Governance, Sustainability and Corporate Responsibility Committee has primary risk oversight for governance structure and processes, investor relations, sustainability, and corporate responsibility, political engagement, and board succession planning. As a result, the

*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
			Committee reviews and guides the sustainability and corporate responsibility strategy, any major plans of actions, 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. AB Management’s Global ESG Council serves as link between our Board and management.
102-33	Communicating critical concerns	Proxy: PG 26-27 CoE: PG 8	
102-35	Remuneration policies	Proxy: PG 16-17 and 31-44	
102-36	Process for determining remuneration	Proxy: PG 16-17 and 31-44	
102-37	Stakeholders' involvement in remuneration	Proxy: PG 16-17, 31-44, and 57	
102-38	Annual total compensation ratio	Proxy: PG 56	
102-39	Percentage increase in annual total compensation ratio	Proxy: PG 56	
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	
102-41	Percent of employees covered by collective bargaining agreements	10-K: PG 6	
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	

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

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
102-43	Approach to stakeholder engagement	Stakeholder Engagement	
102-44	Key topics and concerns raised	Stakeholder Engagement	
Reporting Practices			
102-45	Entities included in the consolidated financial statements	10-K: PG 3-5 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>AmerisourceBergen engaged a third-party consulting partner to conduct a materiality assessment in order 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 in order to get 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. • 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>The material topics identified as a result of this assessment are as follows:</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>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.
102-48	Restatements of information		There are no restatements of information included in this report.
102-49	Changes in reporting		In FY20, in line with a stakeholder driven approach, we have transitioned from a full-length, PDF report to a user-friendly microsite and ESG reporting index.

*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
102-50	Reporting period	About This Report	This report is based on activities in fiscal year 2020 (October 1, 2019 to September 30, 2020). 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 2019 was published in 2020 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 we live and work. *Bolded areas indicate material economic topics
103-2	Explain management approach components (how managed, purpose of approach, details of approach: policies, commitments, goals/targets, responsibilities, resources allocated, grievance)	Healthy Communities

*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
	mechanisms, processes, projects, programs, initiatives)	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 24	
201-2	Financial implications and other risks and opportunities due to climate change	CDP: PG 5-13	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 heatwaves, 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.
201-3	Defined benefit plan obligations and other retirement plans	Caring for Team Members Team Members Benefits	
203-1	Infrastructure investments and services supported	Healthy Communities	In FY20, the AmerisourceBergen Foundation donated nearly \$10 million to 100+ non-profit organizations. Through our Matching Gifts program, 750+ non-profits organizations were supported.
203-2	Significant indirect economic impacts	Supplier Diversity Healthy Communities	
204-1	Proportion of spending on local suppliers	Supplier Diversity	We are committed to promoting the success of small-, diverse, minority and/ or women owned-, disabled-, dis-advantaged, HUBZone and veteran-owned businesses. In FY20,

*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
			we engaged more than 1,000 small and diverse suppliers, spending more than \$9.5 billion on small and diverse businesses.
205-1	Operations assessed for risks related to corruption	Supplier Statement CoE: PG 17-18 Supplier Code of Conduct	
205-2	Communication and training about anti-corruption policies and procedures	CoE: PG 26-28	We immerse our team members in a combined total of over 100,000 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 translated in 11 languages. Trainings are reviewed for inclusivity, including Americans with Disabilities Act (ADA) compliance.
205-3	Confirmed incidents of corruption and actions taken	CoE: PG 17-18	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	CoE: PG 17	
207-1	Approach to tax	-	AB has a longstanding commitment of adherence to sound corporate governance to ensure that AB 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 AB Code of Ethics requirement to comply with all applicable laws and regulations, AB'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 AB. AB'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

*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
207-3	Stakeholder engagement and management of concerns related to tax		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. AB'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)		<p>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 FY20 materiality assessment. Environmental material topics cover all AB operations and subsidiaries, unless otherwise noted. Please see GRI 102-47 for details on the materiality assessment process and how our topics were identified.</p> <p>*Bolded areas indicate material environmental topics</p>
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>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 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 generation. 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</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>operations and sourcing more ecological options. Waste management reporting is for US Human Health locations only, unless specified otherwise. Please see GRI Indicator 306-1 to 306-5 for more details on our current waste management programs and scope.</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. With both projects now online, we anticipate we will achieve this goal by the end of 2021 for on-site generation. Globally, more than 3% of our purchased electricity comes from renewable sources.</p> <p>In 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 for our AmerisourceBergen portfolio. 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 improved and streamlined our data collection processes resulting in better data quality and control; gained more visibility into our waste portfolio; and increased engagement and awareness across the enterprise in relation to our sustainability commitments and progress.</p>
301-2	Recycled input materials used	Waste Management, Recycling & Sustainable Packaging	<p>This topic is not relevant to our business as AmerisourceBergen does not manufacture products.</p>
301-3	Reclaimed products and their packaging materials	Waste Management,	<p>This topic is not relevant to our business as AmerisourceBergen does not manufacture products.</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
		Recycling & Sustainable Packaging	
302-1	Energy consumption within the organization	CDP: PG 29-33	In FY20, we consumed approximately 320,397 MWh (1,153,429 GJ) from non-renewable sources and 6,013 MWh (21,647 GJ) from renewable sources. Please see our CDP Disclosure for more details on our energy consumption break down.
302-3	Energy Intensity		Energy intensity for FY20 was 0.00000172
302-4	Reduction of energy consumption	Climate Adaptation and Energy Management	<p>In FY20, we consumed approximately 320,429 MWh from non-renewable sources (electricity, natural gas, and fleet fuel) and 6,013 MWh from renewable sources (renewable electricity). In FY19, we consumed approximately 337,531 MWh from non-renewable sources and 5,714 MWh from renewable sources. In FY20, we saw the following year on year changes from FY19:</p> <ul style="list-style-type: none"> • 5% reduction in non-renewable energy (electricity, natural gas, fleet fuel) • 8% reduction in non-renewable electricity • 5% increase in renewable electricity (on-site & renewable purchases) <p>Our reductions in FY20 are in part a result of the COVID 19 impacts. Many of our offices were closed and business travel had been largely halted. We anticipate that our energy consumption may increase over the next two fiscal years as we return to normal. We saw an increase in renewable energy from our two new on-site solar arrays as well as renewable supply purchases at several locations. As we continue to grow, we will strive to increase our efficiency, invest in renewables wherever feasible, and reduce our fuel use.</p> <p>We continue to assess and explore opportunities to increase energy efficiency through lighting upgrades, HVAC and other improvement opportunities, and assess our portfolio for renewable energy opportunities. In FY20, both our solar arrays went live at our Phoenix and Sacramento locations. Recently, we performed an audit on our Whitestown, IN Distribution Center, identifying a potential opportunity to reduce annual consumption by approximately 7%. At our Columbus DC and National DC, we completed a LED retrofit estimated to save 17% of electricity consumption annually. In the last year, we partnered with a third party to help identify and implement opportunities across the portfolio in the energy efficiency space. We have also achieved LEED certification at several of our sites</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
			and are pursuing LEED certification at our new headquarters in Conshohocken, PA scheduled to open in late 2021.
303-5	Water consumption	-	AmerisourceBergen does not manufacture products and therefore, water consumption is a non-material topic. We estimate consumption for FY20 was approximately 1,048,713 cubic meters of water. 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	Our Scope 1 emissions for FY20 were 33,361 MT CO2e.
305-2	Energy indirect (Scope 2) GHG emissions	Climate Adaptation and Energy Management	Our Scope 2 emissions for FY20 were 74,294 MT CO2e.
305-3	Other indirect (Scope 3) GHG emissions	Climate Adaptation and Energy Management	Our Scope 3 emissions for FY20 were 25,778 MT CO2e. Scope 3 emissions account for business air, ground, and rail travel only. We are in the process of estimating our Scope 3 emissions from our upstream and downstream transportation and distribution.
305-4	GHG emissions intensity	CDP: PG 27	Our GHG emissions intensity for FY20 is 0.0000005669.
305-5	Reduction of GHG emissions	Climate Adaptation and Energy Management CDP: PG 29	In FY20, our Scope 1 & 2 GHG emissions were approximately 107,655 MT CO2e. In FY19, our Scope 1 & 2 GHG emissions were approximately 120,311 MT CO2e. Our total Scope 1 & 2 emissions decreased by over 10.5% from FY19. We realized a 1% reduction in our Scope 1 emissions and a 14% reduction in our Scope 2 emissions. Our reductions in FY20 are in part a result of the COVID 19 impacts. Many of our offices were closed and business travel had been largely halted. We anticipate that our emissions may see an increase over the next two fiscal years as we return to normal. As we continue to grow, we will strive to increase our efficiency, invest in renewables wherever feasible, and reduce our fuel use.

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

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
306-1	Waste generation and significant waste-related impacts	Waste Management, Recycling & Sustainable Packaging	<p>AmerisourceBergen strives to reduce waste by focusing first on source reduction wherever feasible, recycling what we cannot eliminate, and landfilling as a last resort. Responsible management and disposal are an important aspect of our waste management strategy. We strive to ensure we properly dispose of waste in our own operations, while also considering the downstream impacts of our packaging materials we send to our customers.</p> <p>In most offices worldwide, we cut paper waste and look for opportunities to utilize digital communications. The majority of our waste stream consists of packaging materials, specifically cardboard boxes, polystyrene foams, and plastic films. We are also committed to sustainable packaging and removing single-use, petroleum-based materials like plastics and polystyrene foam from our operations and sourcing more ecological options. Our US Human Health DCs achieved a 79% diversion rate in FY20. We have also successfully transitioned our Human Health DCs to a sustainable cold chain packaging solution, which reduces the amount of single use packaging waste generated.</p> <p>While we may 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>Last year, we partnered with a waste management solutions company to help streamline and optimize our Human Health network. This partnership has granted us access to our DCs 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. Our World Courier business partnered with a customer to identify an alternative packaging solution to polystyrene coolers to reduce waste and shipping related emissions.</p> <p>We have several specific recycling programs for totes, pallets, and electronics (Note: Totes and pallets are US 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.</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>

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

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
306-3	Waste generated	Waste Management, Recycling & Sustainable Packaging	<p>Last year, we partnered with a waste management solutions company to help streamline and optimize our Human Health network. We now have better insight into our Human Health DCs waste portfolio and can better strategize for reduction or diversion opportunities. In FY20, our domestic US Human Health locations generated 20,964 metric tons (MT) of municipal solid waste (MSW). Of that, only 4,399 MT was sent to landfill, with the remaining 16,565 MT recycled. Our third-party vendor tracks and consolidates this information on a monthly basis. The Corporate Responsibility & Sustainability team reviews and compiles it annually for reporting purposes.</p> <p>We continuously strive to improve the access to and quality of our waste data across AB. We have taken significant steps in the last year to capture waste from our biggest business—our Human Health DCs—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 2020, we disposed of approximately 144 MT of hazardous waste. In addition, we sent roughly 756 MT of non-hazardous product waste for destruction by our hazardous waste partners.³</p> <p>1. Waste data boundary:</p> <ul style="list-style-type: none"> • Non-Hazardous Waste [Trash, Cardboard, Styrofoam, SSR Universal Waste]: U.S. Human Health Distribution Centers. Excludes Puerto Rico, NDC and Houston, and sites closed or in the process of closing during 2020. • Totes & Pallets: U.S. Human Health Distribution Centers. • Electronic Waste: All AmerisourceBergen sites that generated e-waste in FY20. • Hazardous & Non-hazardous product waste disposed by hazardous waste management company including Hazardous Drug Disposal Service & Regulated Medical Waste: U.S. Human and U.S. Animal Health Distribution Centers and the Carrollton, TX Corporate Office. <p>2. Non-hazardous product waste 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.</p> <p>3. Note, we disclosed hazardous waste data for the first time in 2019. In working with the vendor over the last year, we have improved the data quality, accuracy, and comprehensiveness, explaining the large year over year increase.</p>

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

GRI	Disclosure		
Number	GRI Disclosure Title	Page and Source*	Additional Information
306-4	Waste diverted from disposal	Waste Management, Recycling & Sustainable Packaging	In FY20, we diverted 11,591 tons of cardboard, 483 tons of recyclables, and 4 tons of Styrofoam at our Human Health locations. In addition, we have several specific recycling programs in which we diverted 23 tons of plastic totes, 4,410 tons of pallets, and 53 tons of electronic waste* from landfills (*Our e-waste data encompasses our global portfolio). In addition to our specific diversion programs, we have continued to work with our waste management solutions partner to identify and implement diversion opportunities for hard to recycle materials such as polystyrene foam. For example, our Buford distribution center worked with our partner to identify a local recycler and ultimately recycle over 5,000 lbs. of polystyrene foam coolers.
306-5	Waste directed to disposal	Waste Management, Recycling & Sustainable Packaging	Last year, we partnered with a waste management solutions company to help streamline and optimize our network. We now have better insight into our waste portfolio and can better strategize for reduction or diversion opportunities. In FY20, our US Human Health locations had 79% waste diversion.
307-1	Non-compliance with environmental laws and regulations	10-K: PG 6-7	
308-1	New suppliers that were screened using environmental criteria	Supply Chain & Stewardship Supplier Statement Supplier Code of Conduct	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 of its third-party suppliers, vendors, and other business partners to comply with fundamental principles. Many of our suppliers are required by contract to comply with applicable laws and provide us with written certifications that reflect their commitment to abide by the ethical principles set forth in our Code of Ethics and Business Conduct. AmerisourceBergen is engaged in various initiatives to expand the number of third-party suppliers that are required to provide such contract commitments and certifications.
Social Topics			
103-1	Explain the material topic and its Boundary (why, where, involvement with impacts, limitations)	GRI 102-47 Proxy: PG 7	Our social material indicators include diversity 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

*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>cover all AB operations and subsidiaries, unless otherwise noted. *Bolded areas indicate material social topics</p>
103-2	<p>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)</p>	<p>Inspired Team Members Healthy Communities CoE</p>	<p>Material social topics are managed by designated committees that are aligned with our purpose to create healthier futures. At the board level, our Governance, Sustainability and Corporate Responsibility Committee reviews and guides the sustainability and corporate responsibility strategy, any major plans of actions, risk management policies, budgets, and business plans, and monitors implementation and performance of objectives.</p>
103-3	<p>Evaluate management approach (mechanisms of evaluation, results, adjustments)</p>	-	<p>We annually assess our management approaches to our material topics to ensure we are adopting new strategies or best practices as identified through collaborations with both internal and external stakeholders, industry benchmarking, and other research. 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, we updated our parental leave policy to include additional time off. 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.</p>
401-1	<p>New employee hires and employee turnover</p>	-	<p>In 2020, we hired over 5,373 new team members bringing a range of new perspectives into the organization representing new opportunities in our distribution workforce. Our employee turnover rate for FY20 was 22.88%. This is consistent with the competitive marketplace that has a large proportion of distribution center and call center team members. We have standard turnover levels within management.</p> <p>AmerisourceBergen is committing to a fair and equitable recruiting process to attract diverse talent. 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 candidate slates that have diversity represented; providing training to the recruitment and interview teams on unconscious bias;</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>and tracking progress, including communicating data and results to leaders to provide visibility and to address areas of improvement. AmerisourceBergen is committed to non-discrimination and fair and equitable processes for promotions and opportunities for advancement.</p>
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>We provide benefits to support the health and well-being of our 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. New programs—such as back-up dependent care and a paid time-off policy for those needing to self-quarantine or to care for family members—were created to further alleviate the personal challenges our teams are managing. 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.</p> <p>Gender reassignment available through major insurance providers based upon their medical policies.¹</p> <p>Amerisource Bergen is evaluating benefits for rollout in 2022, including increased family planning services across our diverse employee base.</p>
401-3	Parental Leave	Caring for Team Members	<p>We have extended our Paid Parental Leave policy to eight weeks of paid leave following the birth, adoption, or placement of a child/children through surrogacy.</p>
403-1	Occupational health and safety management system	Safety	<p>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 framework of Health and Safety policies and procedures govern the safety management system, and each location is responsible for its execution. A</p>

¹ Added on 09/28/2021

*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
			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	Accident investigations are key to developing and improving safety minded culture. AB has developed training module 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.
403-3	Occupational health services	COVID-19 Response Caring for Team Members	In FY20, 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	We convene our National Safety Committee in the pharmaceutical distribution business quarterly to review and evaluate data to implement measures to prevent future accidents, issue monthly reporting through operational excellence scorecards, and to 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 the DC’s. Observation Cards allow team members to actively participate and influence their safe workplace. Each team member is asked to submit one observation card per month. Many DC’s participate in the program at rates 90 percent or greater.
403-5	Worker training on occupational health and safety	Safety	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 in the forefront at every DC. 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.

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

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
403-6	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 a health condition.</p> <p>Our COVID-19 response focused on prioritizing the safety and wellbeing 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. New programs—such as back-up dependent care and a paid time-off policy for those needing to self-quarantine or to care for family members—were created to further alleviate the personal challenges our teams are managing. 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	<p>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.</p>
403-8	Workers covered by an occupational health and safety management system	Safety	<p>Management and team members at all AB pharmaceutical 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. We plan to roll out our safety minded program to animal health distribution centers in the future.</p>
403-9	Work-related injuries	Safety	<p>In 2020, our total incident rate for lost-time occupational injuries was 4.17, and our incident rate for case requiring time away from work was 0.20, a 20% improvement from calendar year 2019. These rates cover U.S. operations. There were 0 fatalities and 0 spills in our operations this year.</p> <p>The following calendar year 2020 data is based on workers' compensation data and OSHA 300 reports. The LTI frequency rate is calculated as 135 lost time injury events x 1,000,000 = 135,000,000 / 32,388,943 total hours worked companywide =</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
			4.17. Therefore, there are 4.17 injury events for every one million hours worked. The LTI severity rate is $6,528 \text{ days lost} \times 1,000 = 6,528,000 / 32,388,943 \text{ total hours worked} = 0.20$. Therefore, there are 0.20 hours lost per each 1,000 hours worked.
403-10	Work-related ill health	Safety	There is no evidence of work-related ill health in our operations.
404-1	Average hours of training per year per employee	Caring for Team Members	Average minimum hours per FTE of compliance specific training in FY20 was 4.5. Leadership and development training is based on team member interest and is in excess of this minimum.
404-2	Programs for upgrading employee skills and transition assistance programs	Caring for Team Members	<p>In 2020, over 600 team members benefited from our tuition assistance program. We are annually offering four \$10,000 scholarships for students 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.</p> <p>A new leadership competency framework is being deployed to strengthen the team member experience. The competency framework was created based on the feedback from team members and will be the foundation for how team members are evaluated, assessed, upskilled, promoted, and more. FY21 all team members will go through an interactive and immersive learning experience to clearly understand what the competencies are and what it means to their role/career.</p> <p>In 2020, we have made investment in a more interactive and immersive learning experience for our team members. Our LMS offers over 7800 learning courses in areas including but not limited to compliance, leadership development, and workplace safety. In FY21 we are excited to extend our learning offerings through the implementation of LinkedIn Learning to our all of our team members, which expands our learning options by over 16,000 courses. In FY21 we will also be launching a new partnership with an LMS/LXP provider which will align team members with the skills needed to succeed in their current role and to accelerate their careers through customized career learning pathways.</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 training program (Unconscious Bias and Respect in Workplace), and Employee Resource Groups</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
			support a workplace culture that values the uniqueness of team members, recognizing their diverse backgrounds, perspectives and experiences.
404-3	Percentage of employees receiving regular performance and career development reviews	Caring for Team Members	During our annual performance review process our team members had yearend performance conversations with their leader. In an effort to strengthen goal setting for FY21, increased education and communications were shared, which doubled goal setting participation. To further increase the performance management process, a mid-year check in was added this year (to increase frequency of feedback conversations) and coaching education for leaders (to increase the quality of conversations). Also, a required goal was cascaded to all people leaders, to prioritize and focus on development, that 100% of their teams will have development plans.
405-1	Diversity of governance bodies and employees	Diversity & Inclusion 10-K: PG 6 Proxy: PG 3	<p>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 FY20, women makeup 56% of our overall workforce, 37% of leadership² positions, 30% of our Board of Directors, and 43% of our Executive Management Committee. People of color makeup 51% of the overall workforce and 16% of leadership³ positions. The following is a breakdown of overall workforce demographics data: 47.2% White, 26% Black/African American, 12% Hispanic/Latinx, 10% Asian, 2.8% other races/ethnicities, and 2% non-disclosed. We are in the process of tracking age demographics data and plan to report on this data in the next reporting cycle.</p>

² Director and above

³ Director and above

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

GRI Disclosure Number	GRI Disclosure Title	Page and Source*	Additional Information
405-2	Ratio of basic salary and remuneration of women to men		<p>AmerisourceBergen conducts a pay equity assessment across our global population. This assessment helps to determine if and to what extent there are any unexplained pay disparities by gender globally throughout the organization. It is also the basis for recommending, if necessary, any pay adjustments to remediate any pay disparities. AmerisourceBergen files gender pay reports in locations, or countries, where required by law. The most recent pay equity assessment did not find any pay disparities that required remediation.</p>
406-1	Incidents of discrimination and corrective actions taken	CoE	<p>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.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	10-K: PG 6 Supplier Code of Conduct	
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier 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 Statement UK Modern Slavery Act	

*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
		Supplier Code of Conduct	
410-1	Security personnel trained in human rights policies or procedures	CoE: PG 18 Human Rights Statement	
412-1	Operations that have been subject to human rights reviews or impact assessments	Human Rights Statement Supplier 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 training program (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> <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 18 Human Rights Statement	<p>We immerse our team members in a combined total of over 100,000 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 11 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>

*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
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 wellbeing 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. The 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. Through the AmerisourceBergen Foundation, which aims to increase access to healthcare for the most vulnerable populations and promote health equity, nearly \$10 million was donated to 100+ organizations. In response to the COVID-19 pandemic, we donated \$1 million to non-profits that reported well over 50,000 people were impacted. 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 global team member have access to myCommunityImpact, our Matching Gifts and Dollars-for-Doers program.</p> <p>AmerisourceBergen's culture of empathy and advocacy has resulted in an engaged team member population committed to creating healthier communities. In FY20, 730 team members participated in 8,272 hours of volunteerism, as AmerisourceBergen shifted to a virtual model for volunteerism as a result of the COVID-19 pandemic.</p> <p>To support our headquarters state of Pennsylvania, we are eligible for the Pennsylvania Educational Improvement Tax Credit program, where we make charitable donations to eligible non-profit organizations as part of our Corporate Giving strategy, totaling \$460,000 in EITC grants. We allocated funding across three critical areas of need among organizations situated in our region such as educational improvement organizations, scholarship organizations, opportunity scholarship organizations.</p> <p>Additionally, we have worked to expand supplier diversity programs in an effort to attract and develop talent at the local level, 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	<p>Unintended access to expired, unwanted, or unused medicines continues to be a leading cause of opioid misuse; we help mitigate prescription drug misuse and help drive sustained change and combat the epidemic of opioid misuse.</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
		Safe and Secure Distribution of Controlled Substances	
414-1	New suppliers that were screened using social criteria	Supplier Statement CoE Supplier Diversity Supplier Code of Conduct	All Requests for Proposal (RFP) that go through our standard RFP process are screened according to Corporate Responsibility & Sustainability programs and commitments, including social criteria. In addition, we screen purchases for new buildings using LEED standards. AmerisourceBergen expects all of its 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 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 with the goal to deliver as much product to as many providers as possible.
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 Statement	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Supply Chain & Stewardship	AB maintains and adheres to written policies and procedures for the receipt, security, storage, inventory, and distribution of prescription drugs, including

*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
		Fighting the Opioid Epidemic Supplier Statement Supplier Code of Conduct	<p>policies and procedures for identifying, recording, and reporting losses or thefts, and for correcting all errors and inaccuracies in inventories.</p>
418-1	<p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>	-	<p>The required topic-specific disclosure is unavailable due to internal confidentiality restraints</p>

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, AB 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. AB 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 AB shares data are required to comply with all relevant AB 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.

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

Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	Page and Source*	Additional Information
Fleet Fuel Management	Payload Fuel Economy	Climate Adaptation and Energy Management	We predominately utilize third-party transportation and therefore do not have direct operational control over the fuel data needed to calculate this figure. However, we ensure that we utilize SmartWay partners whenever possible.
	Description of efforts to reduce the environmental impact of logistics	Climate Adaptation and Energy Management	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. Two distribution centers are already using the app, with a third to begin using it before the end of 2020. We work to ensure we utilize SmartWay partners wherever possible and continue to identify new opportunities to increase our SmartWay partners.
Product Safety	Total amount of monetary losses as a result of legal proceedings associated with product safety	10-K: PG 29-31 and 78-81	
	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. Please see our Fighting 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.

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

	<p>Discussion of due diligence process to qualify suppliers of drug products and medical equipment and devices</p>	<p>Supply Chain & Stewardship Supplier Statement Fighting the Opioid Epidemic</p>	<p>AmerisourceBergen sources products directly from the manufacturer. We work to ensure all our products are handled with the utmost care. Please see our Fighting 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>Discussion of process for altering customers and business partners of potential or known risks associated with counterfeit products</p>	<p>Supply Chain & Stewardship Supplier Statement</p>	<p>AmerisourceBergen sources products directly from the manufacturer. We work to ensure all our products are handled with the utmost care. Please see our Fighting 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>Product Lifecycle Management</p>	<p>Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle</p>	<p>Waste Management, Recycling & Sustainable Packaging</p>	<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 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.</p>
	<p>Amount (by weight) of products accepted for take- back and reused, recycled, or donated</p>	<p>Waste Management, Recycling & Sustainable Packaging Product Donations Fighting the Opioid Epidemic Safe and Secure Distribution of Controlled Substances</p>	<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 – 4,410 metric tons • Tote recycling – 23 metric tons • Electronics recycling – 53 metric tons • Styrofoam – 4 metrics tons • Cardboard – 11,591 metric tons <p>In FY20, AmerisourceBergen companies have donated nearly \$3 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</p>

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

		resources to parts of the world impacted by the pandemic and other natural disasters.
Business Ethics	Description of efforts to minimize conflicts of interest and unethical business practices	CoE: PG 11-12
	Total amount of monetary losses as a result of legal proceedings associated with bribery, corruption, or other unethical business practices	10-K: PG 77-82

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

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

Task Force On Climate-related Financial Disclosures*

Governance - Disclose The Organization's Governance Around Climate-Related Risks And Opportunities.

AmerisourceBergen (AB) 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. The Committee monitors the Company's sustainability and corporate responsibility strategy and performance. This responsibility extends to oversight of ESG topics that specifically include climate-related matters such as any major plans or actions, risk management policies and implementation of ESG-related performance of objectives.

The highest management-level position with responsibility for climate-related issues are both the Chief Financial Officer and the Chief Communications and Administration Officer, members of the Executive Management Committee and directly reporting to the CEO. As climate-related risk is incorporated into how we manage and communicate risk as a company, these officers, along with members of the leadership team, updates the Board of Directors' Governance, Sustainability and Corporate Responsibility Committee on matters of sustainability and corporate responsibility, including climate change.

The Corporate Responsibility and Sustainability department, an enterprise-wide shared-services function, is responsible for integrating sustainability into operations across the company and works with both internal and external partners to identify and mitigate our risks. The Vice President of Corporate Responsibility and Sustainability reports to the Chief Communications and Administration Officer. Climate change is also incorporated into our Enterprise Risk Management Program (ERM). The Office of Enterprise Risk Management, an enterprise-wide function, oversees our Global Business Resilience program (GBR)—an integrated, company-wide initiative designed to ensure that AmerisourceBergen can proactively anticipate, prepare for, respond to and adapt to incremental changes and sudden disruptions, including those that are climate-related. The ERM office has integrated natural disasters and climate/sustainability risks into their formal risk taxonomy standard.

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.

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.

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 heatwaves, 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). We are utilizing the results of the assessment to better inform our strategy and incorporate the findings into our Enterprise Risk Management and business continuity programs.

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.

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, cyber security, 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.

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 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 AB's ESG strategy and practices with business strategy and policy. The Council leads AB'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.

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

Metrics & Targets - Disclose the Metrics and Targets Used to Assess And Manage Relevant Climate-Related Risks and Opportunities Where Such Information is Material.

AmerisourceBergen discloses environmental metrics material to our business annually through our CDP disclosure and our Global Sustainability Report. These metrics fall into the environment and stewardship topic area and include topics such as: climate impacts; energy, GHG emissions and transportation efficiency; responsible packaging; and waste management and recycling.

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. With both projects now online, we anticipate we will achieve this goal by the end of 2021 for on-site generation. Globally, more than 3% of our purchased electricity comes from renewable sources.

In 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 for our AmerisourceBergen portfolio. Please see our CDP Disclosure for more details on our goal and target.

Please see [Global Sustainability microsite](#) for more details.

Scope	FY19 Emissions (MT CO ₂ e)	FY20 Emissions (MT CO ₂ e)
Scope 1	33,597.5	33,361.3
Scope 2	86,713.9	74,293.6
Scope 3	28,356.6 ¹	25,777.7 ²

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

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

United Nations Sustainable Development Goals (SDGs)

Our Corporate Responsibility & Sustainability activities are well-aligned with the United Nations Sustainable Development Goals (SDGs). 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	AB 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.
5 Gender Equality	We stand proud in supporting our diverse and talented team member population. Women make up 56% of our overall workforce, 37% of leadership positions, 30% of our Board of Directors, and 43% 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. Recently, we performed an audit on our Whitestown, IN Distribution Center, identifying a potential opportunity to reduce annual consumption by approximately 7%.</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. With both projects now online, we anticipate we will achieve this goal by the end of 2021 for on-site generation. Globally, more than 3% of our purchased electricity comes from renewable sources.</p> <p>In 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 for our AmerisourceBergen portfolio. Please see our CDP Disclosure for more details on our goal and target.</p>
10 Reduced Inequalities	We believe in creating an inclusive environment where people across all dimensions of diversity can bring their whole selves to work to advance health equity for all. Access to healthcare is a core focus area for the AmerisourceBergen Foundation. Much of our work is

SDG	AB Alignment
	<p>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>
<p>13 Climate Action</p>	<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 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 annually report our Scope 3 emissions for business ground, air, and rail travel, and we are actively working to improve on and expand our coverage of our Scope 3 emissions. 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.</p>
<p>17 Partnerships for the Goals</p>	<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 3 and 7
Stakeholder Engagement	Impact of material issues on stakeholders	GRI 102-47 Stakeholder engagement
Ethical Behavior	Anti-corruption Protected ethics advice and reporting mechanisms	CoE: PG 17-18 CoE: PG 26-29
Risk and Opportunity Oversight	Integrating risk and opportunity into business process	Proxy: PG 20-21
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 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 Net Economic Contribution Net investment	GRI 401-1 10-K: PG 50-54 10-K: PG 50-54
Community and Social vitality	Community investment (%) Country by country tax reporting	GRI 413-1 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