

AmerisourceBergen

2022

Diversity, Equity, and Inclusion Report

A supplement to our FY22 ESG Report

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"As a united, global organization, our purpose of creating healthier futures translates to every area of our business. I'm deeply proud of the ways we have continued to advance our priorities around diversity, equity, and inclusion, and our work will only continue from here. In addition to shaping the culture of our organization and inspiring our 44,000 team members around the world, our commitment to promoting diversity, equity, and inclusion compels us to address the systemic barriers that exist within the healthcare ecosystem, reduce the disparities that unjustly impact vulnerable communities, and empower more equitable health outcomes for all patients."

Steven H. Collis

Chairman, President, and Chief Executive Officer



"I firmly believe that the best businesses understand the importance and responsibility of creating a diverse, equitable, and inclusive workplace, and this couldn't be more true for AmerisourceBergen. Staying steadfast in our commitments across DEI is an inherent part of who we are and our values as a global healthcare industry leader. We also know that prioritizing DEI accelerates our long-term growth, enhances the innovative ideas and solutions we help bring to market, and enables us to better serve our customers and partners across the spectrum of healthcare. We have a lot of progress to celebrate, and I look forward to our continued DEI journey from here."

Robert P. Mauch

Executive Vice President and Chief Operating Officer



"2022 was a foundational and exceptional year for DEI at AB. We developed a measurement for inclusion in our culture and committed to being transparent about our progress toward maintain and improving a highly inclusive culture. We designed global inclusion representation benchmarks that inform us as to the availability of diverse talent in the marketplace and committed to holding ourselves accountable to maintain or improve diverse representation at all levels. We also drafted a framework for our contributions to driving and delivering on the promise of health equity and committed to implementing a metric to measure our progress in increasing access to health care. From this foundation we will expand our global DEI strategy to carry forward our purpose, further unite our people, and continue to engage the communities where we work and live. Onward together!"

Ann Anaya

Senior Vice President and Chief Diversity, Equity, and Inclusion Officer

Introduction

Diversity, Equity, and Inclusion (DEI) is central to how we operate as a global pharmaceutical solutions leader and integral to how we pursue our purpose to create healthier futures. As we expand our footprint and the markets we serve globally, we are passionate about prioritizing our DEI efforts and pleased to share our progress with increased transparency in our second annual DEI report.

Promoting healthy communities for all – in alignment with our overarching ESG goals – starts with creating an inclusive culture where our purpose-driven team members can thrive. Then by uniting around our customers, we extend our DEI commitments externally to empower our partners with transformative solutions for broader equity, sustainability, and impact in healthcare.

In 2023, we intend to evolve our global brand and corporate identity to become Cencora. The name Cencora is inspired by our team members, evoking an emotional connection to our role at the heart of healthcare. In creating a shared identity for all employees, we are building a more inclusive experience and strengthening our commitment to fostering a unified culture for our team members around the world.

To learn more about how our DEI work aligns with our ESG goals, visit our [ESG microsite](#) and explore our [ESG Summary Report](#).

Our DEI goals are represented by three pillars.

- **People:** Meeting benchmarks of availability for representation
- **Culture:** Building a global culture of inclusion
- **Community:** Increasing access to health care and advancing health equity



People

In order to stay partner-centric and patient-focused, we resolve to always put people first, starting with our global team members. We celebrate individuality, embrace unique perspectives, and fully engage everyone as we cultivate an inclusive culture together. By building diverse teams with confident contributors and leaders, we're able to leverage individual strengths that, when combined across all our businesses, drive incredible innovation to have a greater impact on human and animal health.

To accelerate workforce diversity at every level, we engaged a third party in fiscal year 2022 (FY22) to measure female representation globally against external benchmarks, as well as race and ethnicity representation at all levels in the U.S. This effort helped us identify strengths and opportunities to guide our talent strategy and attract more diverse new hires.

Global gender demographics

Region	Headcount	% female
Europe	21,700	43%
North America	20,434	61%
Rest of world	1,095	37%
Total	43,229	51%

Representation diversity in leadership

In FY22, women made up:

- 51% of our overall global workforce
- 36% of leadership positions (VP and above)
- 47% of manager positions (manager and above)
- 30% of our Board of Directors
- 57% of our Executive Management Committee



We have met or exceeded all global gender benchmarks except the global female VP and above benchmark



U.S. workforce composition by race and ethnicity

Demographic	% of population
White	50%
Black/African American	23%
Hispanic/Latino	14%
Asian	10%
Other races and ethnicities	3%
Non-disclosed	0.9%

In the U.S., underrepresented people of color made up:

- 50% of the overall workforce
- 16% of leadership positions (VP and above)
- 35% of manager positions (manager and above)

In FY22, 6% of our team members in the U.S. self-identified as having a disability and 4% self-identified as a veteran.

Board diversity highlights



40% overall diversity
 30% gender | 10% racial / ethnic

	Gender		Race/Ethnicity					
	Male	Female	African American / Black	American Indian / Alaska Native	Asian	Caucasian / White	Hispanic / Latino	Pacific Islander
Ornella Barra		✓				✓		
Steven H. Collis	✓					✓		
D. Mark Duncan	✓					✓		
Richard W. Gochnauer	✓					✓		
Lon R. Greenberg	✓					✓		
Jane E. Henney, M.D.		✓				✓		
Kathleen W. Hyle		✓				✓		
Michael J. Long	✓					✓		
Henry W. McGee	✓		✓					
Dennis M. Nally	✓					✓		

2021 Employer Information Report EEO-1

We are united in our purpose. Creating healthier futures necessitates a culture that values diversity, inclusivity, and belonging and empowers all team members to advance health equity. We believe transparency is critical. We are sharing the latest EEO-1 report that was filed with the U.S. Equal Employment Opportunity Commission (EEOC) based on calendar year filing requirements. The data reflects U.S. representation of racial/ethnic groups in various job categories at AmerisourceBergen for the payroll period ending 12/31/2021. Therefore, this is a snapshot in time. (The EEOC mandates the use of specific job categories that are different from our workforce categories.) This does not include our global workforce and representation outside the U.S., 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, when taken together with this disclosure, are most representative of our diversity, equity and inclusion journey.

CO= L109756		EQUAL EMPLOYMENT OPPORTUNITY													
UI= L109756		2021 EMPLOYER INFORMATION REPORT EEO-1 CONSOLIDATED REPORT													
SECTION B - COMPANY IDENTIFICATION							SECTION C - TEST FOR FILING REQUIREMENT								
1. AMERISOURCEBERGEN CORPORATION 1 WEST FIRST AVENUE CONSHOHOCKEN, PA 19428							2.a. AMERISOURCEBERGEN CORPORATION 1 WEST FIRST AVENUE CONSHOHOCKEN, PA 19428							1- Y 2- Y 3- Y DUNS= 007913476	
c. EIN= 232546940							SECTION E - ESTABLISHMENT INFORMATION NAICS: 424210 - Drugs and Druggists' Sundries Merchant Wholesalers								
SECTION D - EMPLOYMENT DATA															
JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
	MALE	FEMALE	*****MALE*****						*****FEMALE*****						
			WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	3	0	50	3	0	6	0	0	26	4	0	0	0	0	92
FIRST /MID OFFICIALS & MGRS	106	109	1183	171	3	144	2	30	997	227	3	91	7	28	3101
PROFESSIONALS	97	145	886	120	2	285	1	44	1321	320	6	255	10	51	3543
TECHNICIANS	17	27	46	14	0	9	1	0	94	19	1	15	0	1	244
SALES WORKERS	17	22	377	20	0	10	2	3	428	10	0	10	0	5	904
ADMINISTRATIVE SUPPORT	100	266	348	219	4	50	0	31	1235	1852	8	141	14	114	4382
CRAFT WORKERS	16	0	95	5	1	10	2	1	1	0	0	0	0	0	131
OPERATIVES	613	612	921	634	25	376	14	66	627	489	17	239	12	37	4682
LABORERS & HELPERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS	5	3	9	6	0	1	0	1	2	0	0	1	0	0	28
TOTAL	974	1184	3915	1192	35	891	22	176	4731	2921	35	752	43	236	17107
PREVIOUS REPORT TOTAL	914	1044	3918	1135	36	830	22	167	4526	2791	35	674	37	205	16334
SECTION F - REMARKS															
DATES OF PAYROLL PERIOD: 12/17/2021 THRU 12/31/2021															
SECTION G - CERTIFICATION							CERTIFIED DATE [EST]: 5/18/2022 5:00 PM								
CERTIFYING OFFICIAL: NICOLE CARLYLE EMAIL: NCARLYLE@AMERISOURCEBERGEN.COM							TITLE: DIR ASSOC RELATIONS AND COMPLIANCE PHONE: 252-493-1413								
EEO1 REPORT CONTACT PERSON: NICOLE CARLYLE EMAIL: NCARLYLE@AMERISOURCEBERGEN.COM							TITLE: DIR ASSOC RELATIONS AND COMPLIANCE PHONE: 252-493-1413								

The workforce data presented in this DEI Report is sourced from our externally assured FY22 ESG Report, which is our primary source for ESG disclosures.

Data boundary:

- Women [overall workforce]: AmerisourceBergen global team members and Alliance Healthcare team members.
- Women [leadership positions]: AmerisourceBergen global team members and Alliance Healthcare team members.
- Women [manager positions]: AmerisourceBergen global team members. Excludes Alliance Healthcare team members.
- URPOC: AmerisourceBergen U.S. team members. Excludes Alliance Healthcare team members.
- Disabled and veteran: AmerisourceBergen U.S. team members. Excludes Alliance Healthcare team members.

External benchmark sources:

US: Sourced from the American Community Survey (ACS) 2014–2018 5-year estimates and designed to measure the effects of and compliance with Equal Employment Opportunity (EEO) laws in the U.S.

Country: Sourced from the International Labour Organization (ILO), which maintains a series of econometric models used to produce estimates of labor market indicators in the countries.

Team member data from the close of FY22 was used to support this benchmarking effort. Global gender representation benchmarking included AmerisourceBergen and Alliance Healthcare team members. U.S. race and ethnicity benchmarking included U.S. AmerisourceBergen team members only.

Advocating for fair compensation and inclusive benefits

We are committed to providing equitable pay and eliminating any unexplained inequities so compensation is equal for women, men, and all ethnicities who are performing substantially similar work. One of the many ways we are doing this in the U.S. by conducting annual assessments that identify potential pay gaps and taking corrective action when disparities are identified.

We also recognize the importance of supporting our team members' and their families' well-being, which is why we continually assess our benefits to consider the unique and changing needs of our diverse global workforce. Some of the more recent benefits we have added include coverage of services to support the needs of dependents on the autism spectrum; support for fertility, adoption, and maternity care, including mental health support; and assistance for nursing mothers who must travel for business. In FY22, we added up to 40 hours/5 days of Paid Caregiver leave. We also enhanced our medical plans to provide reimbursement for allowable travel and lodging expenses when a team member, or their covered dependent, must travel to access in-network, quality medical providers and facilities, for reproductive health purposes.

For every dollar our male team members are paid, our female team members are paid 99.8 cents.¹



Investing in talent

Investing in our people and cultivating the next generation of talent is vital to creating healthier futures. Through internal leadership programs and external partnerships, we enthusiastically support education initiatives to increase a diverse workforce where everyone has opportunities to succeed.

Executive Leadership Initiative

This was an 18-month, interactive, and intensive experience designed to advance each participants' leadership skills in alignment with our leadership competency model. The custom-made curriculum included:

- Classroom-style training by Harvard Business School (HBS) alumni, faculty, and guests
- Mentoring relationships and executive coaching
- Leadership development activities, career planning exercises, and 360 annual assessments
- Stretch assignments, constituency building, and cross-functional immersion

¹AmerisourceBergen global team members; excludes Alliance Healthcare team members, senior executives (Level 3 and above), union employees, interns, expatriates, casual employees, and temporary employees.

Pharmacy distribution leadership rotation course

In collaboration with the Xavier University of Louisiana (XULA) College of Pharmacy, we launched the Advanced Pharmacy Practice Experience (APPE) Pharmacy Distribution Leadership Rotation course. This unique opportunity introduces pharmacy students to supply chain business operations, financials, customer engagement, consultative selling, and the value-added services and solutions that support health systems, pharmacies, and physician practices.

XULA is America's only historically Black and Catholic University. It is ranked among the top three HBCUs (historically Black colleges and universities) in the nation and recognized as a national leader in STEM and health sciences. XULA produces more African American students who graduate from medical schools each year than any other university in the United States.



Good Neighbor Pharmacy & the AmerisourceBergen Foundation Scholarship Program

Pharmacies are often the most accessible form of healthcare in communities nationwide; however, there are a limited number of pharmacists that represent the patients and communities they serve. Only 5% of today's licensed pharmacists are Black, and 20% are considered non-white.

To support greater diversity, equity, and inclusion in the business and practice of pharmacy, especially within pharmacy ownership, *Good Neighbor Pharmacy* and the AmerisourceBergen Foundation, our non-profit charitable giving arm, announced the *Good Neighbor Pharmacy & the AmerisourceBergen Foundation Scholarship* program for Black and African American students pursuing a Pharmacy Doctorate Degree.

Cristo Rey High School student work-study program

The Cristo Rey Network is comprised of 38 Catholic, career-focused, college-preparatory schools across the United States. These schools use a powerful and innovative approach to education that equips students from low- to moderate-income families with the knowledge, character, and skills to achieve their aspirations.

We have served as a job partner to Cristo Rey Philadelphia High School for nearly 10 years, hosting more than 30 students during that time. Over the last three years, we have also served as a job partner for the Cristo Rey Dallas College Prep high school and hosted more than 60 students. During the 2021/2022 school year, 20 Cristo Rey High School students participated in the program in our Conshohocken, Pennsylvania, and Carrollton, Texas, locations.

Culture

Cultivating an inclusive work environment means that we engage all our team members. Only by embracing open dialogue and collaboration as part of our culture can we empower everyone to share their unique perspectives and feel valued, respected, and supported for it.



Assessing our global culture of inclusion

In 2022, we introduced our Global Inclusion Index. This new metric is generated by eight questions embedded into our Global Employee Experience (EX) Survey, which is offered in 22 languages, and provides a standardized measure of inclusion across our enterprise.¹ Our initial findings show that 70% of team members around the world agree that we have a highly inclusive culture, and most team members feel that their teams treat them with respect.

We are also using survey insights to address opportunities, such as strengthening senior leader transparency and building trust. Plans include the implementation of eight e-learning modules and guides related to each one of the Global Index questions and launching enterprise training for team members to learn more about their collective responsibility to cultivate our inclusive culture. As an enterprise-wide goal for FY23, all team members are required to complete the enterprise Global Inclusion training and contribute to maintaining our Global Inclusion Index baseline of 70%.

Evolving our DEI Global Council

The mission of our DEI Global Council is to foster a workplace that values diversity, equity, and inclusion – by creating pathways for every team member to thrive, expanding opportunities for people with different abilities, having a positive impact on our communities, and making progress with transparency and accountability. In FY22, we expanded our DEI Global Council to 22 members from around the world, enabling us to gain a more global perspective on our DEI activities. Membership now includes all of our employee resource group (ERG) chairs, along with other leaders, to amplify areas of opportunity for advancing our global DEI strategy.

The Council meets quarterly to discuss our DEI strategies, and guest speakers are invited to share external perspectives on key topics. Through the work of the Council, we're committed to increasing accountability for team members' and leaders' contributions to our DEI goals, amplifying the DEI strategic plan, influencing culture change, advocating for a global culture of inclusion, and modeling cultural competency and leadership humility as we progress on our continuous DEI learning journey.

¹ The Global Inclusion Index measures a broad range of employee experience topics and uses a 5-point, Likert-type agreement scale. It is based on the average percent favorable response score across all eight survey items.



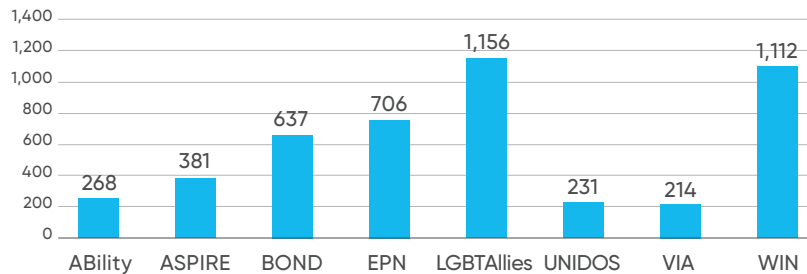
Community

All our team members and the partners, stakeholders, and patients they interact with are part of our global community. Working together we strive to ensure that everyone is seen, heard, and has access to the healthcare services they need.

Growing our ERGs

Our ERGs align around shared backgrounds and experiences to provide industry, educational, and cultural insights to advance business objectives. We have eight ERGs with a combined total of 4,500 ERG members, and 88% reside in the United States.

Total members per ERG (as of 9/30/2022)



We partner with our ERGs and communities to celebrate and bring awareness to a growing list of observances. Beyond this list, we recognize the importance of the global celebrations, holidays, and observances that hold meaning for each of our team members. Included in our enterprise-wide global celebrations in FY22 were International Women’s Day, LGBTQ+ Pride Month, and Global Inclusion Day.

January	Martin Luther King, Jr. Day (U.S.)
February	Black History Month (U.S.) Lunar New Year
March	Women’s History Month International Women’s Day
May	Asian American Pacific Islander Month (U.S.) Memorial Day (U.S.)
June	LGBTQ+ PRIDE Month Juneteenth (U.S.)
September	Hispanic Heritage Month (Sept. 15–Oct. 15)
October	National Disability Employment Month
November	Global Inclusion Day Native American Heritage Month (U.S.) Veterans Day (U.S.)

Celebrating Pride Month globally

In June 2022, we hosted a variety of LGBTQ+ programs and events across seven countries as part of our first-ever Global Pride Celebration. This included festive office gatherings, a photo competition, and a Wear the Rainbow initiative, as well as a Pride flag raising event at our Conshohocken headquarters, which was lit up every night in June with rainbow lights. We also expressed solidarity with the LGBTQ+ community by incorporating symbols of pride into our social media profiles and sharing the stories of LGBTQ+ members both internally and externally.



Partnering in the community

In addition to global events, our ERGs also take an active role in the community to support DEI efforts with our non-profit partners to amplify our impact. Here are some examples of our collaborations that are making a difference:

- Globally, our ABILITY ERG connected with Disability:IN to begin developing a roadmap of measurable actions we can take across our enterprise to improve disability inclusion and equality.
- In the U.S., our Veterans in Action (VIA) ERG continued to partner with K9 Partners for Patriots, an organization that provides professional service dog training to military veterans who have suffered trauma. We provided funding through our Foundation and VIA participated in a 6-month letter-writing campaign to their graduates.
- VIA also helped AmerisourceBergen earn the Pro Patria Award, which recognizes organizations that provide exceptional support to National Guard and Reserve employees through their leadership, practices, and personnel policies that make it easier to participate in Guard and Reserve duties.
- Our Emerging Professionals Network (EPN) ERG supports Big Brothers Big Sisters (BBBS) through mentoring relationships. In addition to providing grants, EPN has nine members who serve as "Bigs" to young people enrolled in the program. We also support BBBS Independence Beyond School Walls, which connects our team members who want to serve as mentors with students in the workplace.
- All our ERG chairs also participate in our Supplier Diversity Council, where they actively support policies, procedures, and programs designed to increase the inclusion of diverse suppliers across our sourcing processes.

Recognizing how our teams are advancing health equity

Equity is about building a community where everyone can thrive, and we are committed to doing our part to ensure that every person has a fair opportunity to access the medicine, vaccines, and clinical services they need to live a healthier life. Our team members around the globe are working together to advance health equity. Below are four examples of the important work they are doing to improve healthcare access, equity, and outcomes for several communities.

We hosted the Disparities in Cancer Care Summit in August 2022



Language translation reduced hospital readmissions by 10%¹

Addressing disparities in cancer care to improve patient outcomes

Cancer affects millions of people regardless of race, ethnicity, or gender, yet disparities in care based on these factors can result in poor patient outcomes. Furthermore, the lack of inclusion of underrepresented groups in innovative technology development and clinical trials exacerbates these disparities. To address this gap, we have been at the forefront of some important initiatives.

AmerisourceBergen Intrinsiq Medical Director of Health Equity, Dr. Kashyap Patel, conducted extensive research in rural South Carolina, which led to the development of a program, "No One Left Alone", to improve access to care. In partnership with Dr. Patel, we developed a framework and created a task force to develop short- and long-term goals for addressing disparities in cancer care on a broader scale.

Under the task force, we hosted the company's first-ever Disparities in Cancer Care Summit in August 2022. We also submitted two American Society for Clinical Oncology Annual Meeting abstracts on this topic that were accepted for publication. Based on the preliminary work and progress made to date, the task force's efforts will continue to determine what additional actions can be taken to effectively influence systemic change.

Tearing down language barriers by offering real-time language translation to patients

When a patient is unable to understand what a healthcare professional is telling them because they don't speak the same language, it prevents that patient from being fully informed with the knowledge to make the best healthcare decisions for themselves, including their options for treatment.

Our patient services team recognized the negative impact that language barriers have on patients and care providers and partnered with a leading global vendor that would be able to provide comprehensive language translation services. Having live translators facilitate conversations enabled patients to talk to someone who speaks their native language, which eliminated miscommunications and improved their overall patient experience.

In FY22, they offered live language translation services on nearly 5,000 calls, totaling almost 60,000 minutes of comfortable conversation for patients in need of access to critical drugs or therapy. These services helped reduce hospital readmissions by 10%, indicating that patients had a clearer understanding of their treatment instructions and were able to stay adherent.

¹Third-party vendor internal reports

Delivering preventive healthcare screening services in rural Romania

In Romania, a European country where poverty prevails in rural areas where over 46% percent of the population lives, the hospitals are difficult to reach.² Poor rural healthcare infrastructure combined with high transportation costs and lack of health education often result in late diagnoses for a series of illnesses that otherwise could be prevented or managed.

Alphega Pharmacy, a pan-European network of independent pharmacies, recognized the need to bridge these geographic and financial gaps and partnered with APCR (Alliance of Chronic Patients in Romania). The result was a traveling caravan, consisting of specialists, residents, nurses, medical students, and other volunteers, who offered routine screening for diabetes and cardiovascular disease in underserved areas. In addition, patients were given prevention tips and information on how to manage their conditions. Over six weeks, the team visited eight villages and met with more than 1,200 people, exceeding their goal of 1,000.

900+ people with underlying conditions benefited from the blood tests



Direct-to-patient logistics holds the key to expanding access to new treatments

Up to 94% of patients don't have access to clinical trials, as they live too far away and cannot afford to travel.³ Because patient pools lack the diversity of – and representation from – the general population, insights pharmaceutical manufacturers can glean from clinical trials about their treatment's performance in the general population is limited. As a result, new medications and treatments may not offer the best possible health outcomes for all patients, especially for those patient pools not represented in clinical studies.

Decentralized clinical trials, backed by our comprehensive direct-to-patient (DtP) logistical support, increase patient access and participation regardless of their location, income level, health, race, or ethnicity. By harnessing this model, pharmaceutical companies can address health inequities by ensuring that clinical trials are more inclusive of wider patient demographics, ultimately offering a fair opportunity for every person to live a healthier life.

36,100+ shipments delivered worldwide in FY22

² Romania 2019. National Institute of Statistics. https://insse.ro/cms/sites/default/files/field/publicatii/romania_in_cifre_2019_2.pdf

³ Medical Research Network



Engaging pharmacists in the health equity conversation

Ann Anaya, Senior Vice President and Chief DEI Officer, connected with more than 5,000 attendees at ThoughtSpot 2022, including independent pharmacy owners, pharmacists, and staff, as she shared her perspectives on health equity, creating better access to care, and building more inclusive pharmacy teams to better serve their unique communities.

We also piloted our new Marketplace in 2022, which was highlighted at ThoughtSpot as well. This exciting platform helps us support small and diverse suppliers by connecting verified manufacturers – 30% of which are diverse – with our independent pharmacy customers to help them secure inventory and address specific community needs through diverse solutions.

Our plans for 2023

Increasing representation at every level

Informed by our global benchmarks of availability, we are partnering with our Talent Acquisition team and hiring managers to increase representation for female vice presidents globally, female managers in targeted countries, and Hispanics/Latinos at all levels, including senior leadership positions. Additionally, we want to be the employer of choice for team members with visible and invisible different abilities, continue our priority of providing equal opportunity for all, and evolve our global culture of inclusion.

Establishing our enterprise health equity metric and strategic framework

After assessing our existing health equity initiatives last year, we are using those key learnings to develop a metric for quantifying our progress as we strive to advance health access and health equity for our team members and in our communities globally. We are also building out a strategic framework that can be implemented across our businesses to align and optimize our health equity initiatives throughout our global network.

Integrating our global teams

With over 44,000 team members across more than 600 locations around the world, we recognize the need to better connect our people to enhance the work we are able to do together. We are rethinking processes, aligning platforms, and uniting strategies to unleash the full potential of our global talent.

Continuing on our global inclusion learning journey

Throughout 2023, all of our team members will participate in a series of eight learning modules related to our eight Global Inclusion Index questions. These courses will help our team members understand what we can all do to drive inclusion together and how we can contribute individually in our specific roles within the company.



Operating with transparency and respect in all we do is foundational to our commitment to diversity, equity, and inclusion. We acknowledge our data as it stands today, take accountability for the goals we have established, and look forward to making progress in the year ahead.

AmerisourceBergen

Please visit our [ESG microsite](#) and the [ESG Summary Report](#) for more information.