

At Alloga we are
united in our
responsibility to
create healthier
futures



Global ESG aspirational goal areas at AmerisourceBergen



Purpose-driven team members

We celebrate individuality to foster a diverse and inclusive workforce.

Areas

- Advance diversity, equity, and inclusion
- Career development
- Inclusive culture
- Health, safety, and wellbeing



Resilient and sustainable operations

We efficiently and responsibly deliver medications and healthcare services.

Areas

- Carbon footprint reduction targets and renewable energy
- Innovative packaging and customer partnerships
- Product safety and supply chain security
- Responsible business practices and business resiliency
- Supplier diversity and capacity building



Healthy communities for all

We equitably provide access to medication and healthcare programs.

Areas

- Access to affordable healthcare for vulnerable populations
- Community support from AmerisourceBergen Foundation
- Human and animal health equity
- Team member community engagement

Purpose-driven team members

Our team members work every day to drive performance and maintain a high-impact culture where they can be authentic and have a voice to share their unique perspectives.

Diversity, Equity, and Inclusion

We are committed to fostering a global workplace that values diversity, equity, and inclusion by creating pathways for every team member to thrive, making a positive impact on our communities, and making progress with transparency and accountability.

- Measured our global workforce representation against external benchmarks and, internally, launched a Global Inclusion Index to measure inclusion across the enterprise
- Recognized as one of the “Best Places to Work for LGBTQ+ Equality” by the Human Rights Campaign and Forbes’ “Best Employers for Women”
- Celebrated International Women’s Day and Pride Month across our company globally with numerous team member engagement initiatives and community events

Talent development

- Launched leadership development programs designed to accelerate leadership capabilities and elevate coaching, inclusion, and engagement skills for all People Leaders
- Increased the number of manager/team member check-ins and encouraged managers to include a focus on well-being in their discussions to better holistically support our teams



Alloga UK

Alloga UK achieved Gold accreditation from Investors in People (IIP). IIP measures companies in a number of areas such as leadership, communications and employee support which will ultimately gauge how colleagues feel about working in a business

Purpose-driven team members

Our team members work every day to drive performance and maintain a high-impact culture where they can be authentic and have a voice to share their unique perspectives.

Alloga France

Alloga France invested in the health and workplace safety of team members and implemented processes and trainings to reduce the risk of accidents at work and to improve occupational health practices. Team members work together to prevent risks using special equipment such as educational protective vests that beep when operators have bad posture – a tool to fight against occupational musculoskeletal diseases, and practices, such as warm-up sessions and workshops.



Resilient and sustainable operations

Everyone benefits when we operate in ways that respect the earth and preserve resources for the next generation. By pursuing opportunities within our own operations and partnering with our customers on environmental sustainability initiatives, we drive progress throughout the supply chain and amplify our impact on a global scale.

Climate and energy management

At the enterprise level, we have a fully verified Scope 1, 2, and 3 science-based target. Regionally, Alliance Healthcare UK has pledged to become net carbon zero by 2030 for Scope 1 and Scope 2 emissions within their operations, and AmerisourceBergen has committed to reduce our U.S. Scope 1 and Scope 2 emissions by 50% by 2030 as part of the U.S. Department of Health and Human Services Health Care Sector Climate Pledge.

Packaging and waste

Launched several environmental sustainability initiatives to reduce supply chain waste and dispose of hard to recycle plastics.

Product safety

To enhance patient safety, we are continuously improving the traceability of our business processes and technology. We purchase pharmaceuticals for distribution directly from manufacturers or their authorized representatives, warehouse the products, and deliver them to healthcare providers on a just-in-time basis.

Business resilience

We leverage our extensive network to find solutions that, to the greatest extent possible, allow for the integrity and delivery deadlines of each shipment, helping customers maintain access to critical pharmaceutical products during a disaster. We are continuously assessing our climate-related risks so that we can serve our customers and their patients without disruption.

Resilient and Sustainable Operations

Everyone benefits when we operate in ways that respect the earth and preserve resources for the next generation through environmental sustainability.

New warehouse openings built with ESG in mind



UK

- BREEAM "Very Good"

Spain

- BREEAM "Very Good"

France

- BREEAM "Very Good"
- Biodiversity evaluated
- Measurement of the sustainable value of the building in a series of categories, ranging diversity of ecosystems and species to human interactions

Netherlands

- BREEAM "Very Good"
- Numerous sustainable assets:
- "Gas-less" all electric climate control
- Solar panels
- BENG
- Triple HR+++ glass
- 70 charging stations for electric cars
- LED Lighting
- Bio diverse herb garden



Healthy communities for all

We work to advance human and animal well-being, broadening access to quality healthcare and providing resources to support prescription drug safety.

2022 Highlights

| **\$4.7M** in corporate giving

| **30** team member countries represented through \$1M+ in myCommunityImpact matches

| **\$3.5M** in product donations

| **80+** team members received **\$220,000** through the Associate Assistance Fund

The AmerisourceBergen Foundation

| **\$6.3M**
in donations in grants to support our local communities

| **nearly 1,000**
non-profits supported by team members through myCommunityImpact Matching Gifts program

| **100,000**
people impacted through humanitarian response for Ukraine

ESG Report

For more information on our ESG priorities, we encourage you to visit

<https://esg.amerisourcebergen.com/>

On the microsite, you will find:

- ESG Reporting Index
- ESG One Page Overview
- ESG Summary Report
- DEI Summary Report

